



I would like to begin this New Year by wishing you all the best in 2015! I hope the New Year brings you much laughter, great health and prosperity. I have some big goals for the FDSA this year. So, I am anticipating a busy year with much to accomplish!

### **Remembering Undersheriff Scott Jones**

Many of us have been deeply saddened by the unexpected death of retired Undersheriff Scott Jones. I received a call from Sheriff Mims informing me of this devastating news a short time after he passed away on December 11, at his Clovis home.

In 2007, the Sheriff promoted him to this rank and during his tenure, I had the privilege of working with him- as a top administrator, but more importantly, a great friend.

Scott was a man of vision. He had the wisdom, intellect and insight to lead this county during a very challenging time. His foresight was especially clear as it related to the Air Support Unit. Scott would always say, "We are planning on how to get around this county quicker - the future is with ASU." His words, of course, were accompanied by the flying motion he always made with his hands! Even though during his career, we never purchased new helicopters, he always made ours better and more effective by allowing us to upgrade them and make them more performance driven. He would always say, "Eric, I have to get all you SAR guys to the top of the mountain, so you can walk down- rather than burning a day walking up." He was absolutely right on about that.

You may recall, one of the first things he helped do when Sheriff Mims was sworn in and he was named Undersheriff- was get us out of the white V-neck shirts and into the more modern and practical black crew neck style. He also allowed BDU pants as well, and a black beanie to keep our heads warm on those brisk, windy, or snowy nights.

Scott cared about his people as if you were one of his kids. Those who ever worked under his command know this about him. He had your back. His purpose was to protect the Sheriff's Office and to make it the best place to work.

When the recession of 2008-2012 hit, we faced some very difficult times. Nobody was prepared for this significant downward spiral or really saw it coming. We, as

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an agency and as an association- were in survival mode to protect what we had. Together we collaborated and worked together. I believe we did the best we could preserving what we had.

I am going to really miss Scott Jones. I am going to miss the jokes, the stories, and the heart he brought to this department and to the FDSA. After he retired, we still kept in touch. He was always a phone call away, and I appreciated the historical background he always brought to our conversations. Scott was loyal- to the very end. He never turned his back and would always lend a hand. Thank you, Scott Jones.

To honor his life and his memory, I have included one of his favorite recipes. As many of you know, or have heard during the past weeks, Scott loved cooking and was very passionate, methodical and meticulous about preparing delicious meals. Please see the recipe from Undersheriff Jones attached at the end of this message.

### **New Board of Supervisors**

On January 5<sup>th</sup>, two of the newest Fresno County Board of Supervisors were sworn into office. District One Supervisor, Brian Pacheco, and District Four Supervisor, Ernest "Buddy" Mendes took the oath of office on this day.

The FDSA supported both candidates beginning in the Fall of 2013. Both were open seats, being vacated by Supervisors Phil Larson and Supervisor Judy Case McNairy.

Both candidates are very skilled and recognize the importance of communication. They are also willing to have open dialogue so everyone has the opportunity to be heard.

The FDSA looks forward to welcoming them in as new board members for Fresno County, and building the working relationship we have with the three other Fresno County Board of Supervisors.

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### **Coalition Bargaining**

In recent weeks, some of you have called me to inquire whether we are still using Gary Messing as our labor negotiator and the law firm of Carroll, Burdick, and McDonough for our legal defense. The short and clear answer is YES.

I will attempt to clear up why some are asking about this matter and the reason it has caused some misunderstandings.

Let me begin by saying, united fronts are important when you are going through the bargaining and negotiating process. Having recognized this- in the start of 2012, I knew we would be going to the bargaining table with the County of Fresno. Therefore, I brought together the FDSA, Sergeant's Association and Lieutenant's Association to work with us with as we negotiated a very touchy and heated topic: the Sunset Clause.

For the most part, the labor contracts are in line (under the 3 associations) with the same working conditions, the many benefits, and the start-up and expiration dates. The purpose of this- is whether you are a lifelong deputy sheriff or promoting up the ranks- it is a seamless transition. The reality is, we don't hire a sergeant or command staff from the outside or another agency. Everyone is "homegrown," so to speak. Knowing the agency and earning the same benefits is extremely important to make that transition as easy as possible.

Some of the benefits which are the same are: the POST incentive, take home cars, and court standby, just to name a few. The *last thing* the FDSA wants to see our deputy sheriffs who move up the ranks and receive fewer benefits.

When the coalition was started in 2012, our goal was to ensure that the sunset clause items at risk of actually 'sunseting' and not returning, were all in lock-step with one another. Also, that the county was aware of this- so one group wasn't getting something the other wasn't or vice versa, something being taken away from one and not the other.

The bargaining sessions of 2013 proved to be a very intense time to reach an amicable deal with the County of Fresno. However, at the end, each of the groups received the same benefit package as the other- with the same returns coming back that were given up in 2011. In fact, we were able to actually secure an additional 2% pay increase for the Lieutenant group during this process. This

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coalition proved to be a success, led by Chief Negotiator Gary Messing, from Carroll, Burdick, and McDonough.

A portion of the contract we all ratified in 2013 called for a reopener in 2014. One of the main reasons we needed this language in the MOU, was the fact that the County of Fresno was in fact giving us back the 6% salary we gave up in the previous contract. However, they were stepping that salary out to us in 2% increments during the term of the new MOU.

We started meeting again in the Coalition with the County of Fresno in April of 2014. Talks started and then stopped due to budget hearings. During those hearings, we were able to lobby the Board of Supervisors to add and additional ten (10) deputy sheriff positions to the 100 lost during the recession. This was quite an accomplishment, since the County of Fresno has not added deputies back since they were erased from the salary resolution.

Once budget hearings ended, the County of Fresno asked us to come back to the table. This occurred in October. During this meeting, the County only wanted to talk about recruitment and retention. These were the same conversations that I was having with all of the board members in the months of May and June, leading up to the week of budget hearings.

During this meeting the County of Fresno gave an offer to FDSA of 1.8% over the next three years starting December 2014, December 2015 and finishing in December 2016. The County made it clear they were adding this to the deputy sheriff series, in an effort to help with recruitment and retention. This is to start making a bigger impact in adding more deputies to the 100 vacant positions we lost between the years of 2008-2012. Needless to say, this was a welcome surprise.

The County also agreed to conduct a salary comparable study for the dispatch classification, as well. The County has acknowledged there is a recruitment and retention problem in this classification also.

During this reopener, the County made it clear they were not stopping the negotiations with the sergeants or lieutenants, but rather were focused on getting the recruitment retention issue handled with the deputies- and then come back to the table.

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The frustration was clear in both the sergeant and lieutenants groups. I met with both leaderships to discuss the matter. The lieutenants opted for staying the course and returning to the bargaining table after the first of the year. The sergeants were angry- and made the move to not keep Gary Messing as their chief negotiator. So, they went outside and hired another firm to do their bargaining for them.

I, along with the FDSA Board of Directors, disagreed with this move. The County is a tough entity to deal with and negotiate with- and I have learned this since I began bargaining with Fresno County leaders from 2008 until the present day.

Since the Sergeants and the Lieutenant groups were always following suit to what the FDSA would go in and negotiate- it seems logical for us to all join up as a coalition to deal with reaching deals together. This proved to be a transparent process, and was also a tremendous cost-saving measure since everyone is in the room at the same time, talking about the same benefits. Billable hours are reduced working as a team.

Bargaining with the County of Fresno, as a small group, will be difficult. I feel breaking up the coalition was not a good move to make, because now there are different agendas that will occur at the bargaining table and that seamless transition has a very high potential to be jeopardized and tainted as time goes on. This is the exact reason why we went to coalition style bargaining - in order to keep everyone solvent moving up the chain. Many of the current Sergeants and Lieutenants know how passionate I am about keeping the group as a whole. I gave a presentation some time ago at the FDSA to both groups stressing the importance of keeping a solid force. Now, bargaining away from one another is going to raise a potential skew in the benefits in regards to labor contracts for employees in the enforcement branch of the Sheriff's Office.

I have heard some rumors that County of Fresno Labor Relations has told some people that bargaining in a coalition with line staff and supervision/management is illegal. This is completely false as I had the conversation with the County of Fresno who said they have never said anything like that. This is simply not true and a complete falsehood. Anyone who is in the business of law enforcement labor will concur that bargaining throughout the State of California goes on in this format.

As it stands now, the Sergeants Association has hired another firm to conduct bargaining for them. I hope they will reconsider before the next contract comes into

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play, so we can all stay on the same page as many deputy sheriffs promote and move up.

I hope 2015 has started off well for all of you. A quick reminder - - the FDSA has the monthly BBQs starting back up at the end of the month, January 28<sup>th</sup> to be exact. We are looking forward to the meal preparation that goes into it, as well as the fellowship that comes along with it. I look forward to seeing many of you there along with the many patrons who enjoy the lunch meal we prepare each month.

Take care and stay safe!



Eric

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# RECIPE FORM

(LIST ONLY 1 RECIPE PER SHEET)

TYPE OR PRINT LEGIBLY

(If already typed or printed on another card, attach to this sheet.)

**BUT**

Please proofread ALL recipes for errors and make corrections.

Separate ingredients from directions in all recipes submitted.

**NAME OF RECIPE: Prime Rib**

**CATEGORY: Main Dish**

- |                                        |     |
|----------------------------------------|-----|
| 1. 1 Prime Rib on the bone 4 to 14 lbs | 11. |
| 2. As much fresh Garlic as you want    | 12. |
| 3. 2 or 3 Red Onions                   | 13. |
| 4. Mushrooms-as much as you like       | 14. |
| 5. 5 Carrots whole with green tops     | 15. |
| 6. Celery 5 to 8 stalks                | 16. |
| 7. Soy Sauce                           | 17. |
| 8. Rock Salt (ice cream salt)          | 18. |
| 9. Black Pepper                        | 19. |
| 10. Aluminum Foil                      | 20. |

## DIRECTIONS:

Pre-heat the oven to 550 degrees or as high as it will go. The key to this recipe is stinging the meat. In the bottom of the roasting pan place all of the cut up vegetables-Garlic, Mushrooms, Carrots with Green tops, and Celery. Take the beer and pour it into the roasting pan. Use enough beer to cover the vegetables. Rub the Prime Rib with Soy Sauce then pepper. Rub generously with Rock Salt. Place the Prime Rib (uncovered) in the 550 degree oven for 30 minutes to sting the meat. Take the Prime Rib out of the oven and reduce the temperature in the oven to 350 degrees. Cover the Prime Rib with aluminum foil. Return the Prime Rib to the 350 degree oven for 2 to 3 hours depending on size. During cooking the beer and vegetables will flavor the meat and keep it moist. Remove from oven when meat is done, use a meat thermometer to reach desired temperature. Uncover the Prime Rib and let it stand for 20 minutes before cutting. Tips- I have my butcher cut the meat from the bone and season the meat that lays on the bone. Then place the meat back on the bone and tie it all together with butcher string. It gets seasoned from both sides of the meat. When the meal is finished I take the some of the left over meat- cut it up and I take the broth and vegetables (excluding the green carrot tops) and put them in zip lock bags. I then use the meat and broth for stew base later on. You just have to add potatoes and other vegetables. It make an unbelievable stew. If I have leftover mash potatoes I throw them in too, it makes a thick and creamy stew broth.

Serves: 4-12 depends on the size of the Prime Rib

Recipe Donor: Scott Jones Phone: 488-3746

Please place my reservation for 1 cookbooks.