

COMMISSION ON POLICE PRACTICES AGENDA

Wednesday, February 7, 2024

4:30pm-7:30pm

REGULAR MEETING (Hybrid)

Balboa Park Santa Fe Room

2144 Pan American W. Road

San Diego, CA 92101

Commissioners: Octavio Aguilar, Laila Aziz, Bonnie Benitez, Alec Beyer, Dennis W. Brown, Cheryl Canson, Doug Case, Christina Griffin-Jones, Dwayne Harvey, Brandon Hilpert, Darlann Mulmat, Clovis Honoré, James Justus, Dennis Larkin, Lupe Diaz, Mark Maddox, Yvania Rubio, Jaylene Sanchez, Gloria Tran, and Dalia Sherlyn Villa De La Cruz

Staff: Interim Executive Director Danell Scarborough, Outside Counsel Duane Bennett, Chief Investigator Olga Golub, Community Engagement Coordinator Yasmee Obeid, Executive Assistant Alina Conde, Administrative Assistant Jon'Nae McFarland

The Commission on Police Practices (Commission) meetings will be conducted pursuant to the provisions of California Government Code Section 54953 (a), as amended by Assembly Bill 2249.

The Commission business meetings will be in person and the meeting will be open for in-person testimony. Additionally, we are continuing to provide alternatives to in-person attendance for participating in our meetings.

In lieu of in-person attendance, members of the public may also participate via telephone/Zoom. Please see instructions below to provide public comment.

The link to join the meeting by computer, tablet, or smartphone at 4:30pm is:

https://sandiego.zoomgov.com/webinar/register/WN_LoKZzY_vQPWPmv2aOahufQ

Meeting ID: 161 700 4342

In-Person Public Comment on an Agenda Item: If you wish to address the Commission on an item on today's agenda, please complete and submit a speaker slip before the Commission hears the agenda item. You will be called at the time the item is heard. Each speaker must file a speaker slip with the Executive Director at the meeting at which the speaker wishes to speak indicating which item they wish to speak on. Speaker slips may not be turned in prior to the day of the meeting or after completion of in-person testimony. In-person public comment

will conclude before virtual testimony begins. Each speaker who wishes to address the Commission must state who they are representing if they represent an organization or another person.

For discussion and information items each speaker may speak up to three (3) minutes, subject to the Chair's determination of the time available for meeting management purposes, in addition to any time ceded by other members of the public who are present at the meeting and have submitted a speaker slip ceding their time. These speaker slips should be submitted together at one time to the Executive Director. The Chair may also limit organized group presentations of five or more people to 15 minutes or less.

In-Person Public Comment on Matters Not on the Agenda: You may address the Commission on any matter not listed on today's agenda. Please complete and submit a speaker slip. However, California's open meeting laws do not permit the Commission to discuss or take any action on the matter at today's meeting. At its discretion, the Commission may add the item to a future meeting agenda or refer the matter to staff or committee. Public comments are limited to three minutes per speaker. At the discretion of the Chair, if a large number of people wish to speak on the same item, comments may be limited to a set period of time per item to appropriately manage the meeting and ensure the Commission has time to consider all the agenda items. A member of the public may only provide one comment per agenda item. In-person public comment on items not on the agenda will conclude before virtual testimony begins.

Virtual Platform Public Comment to a Particular Item or Matters Not on the Agenda: When the Chair introduces the item you would like to comment on (or indicates it is time for Non-Agenda Public Comment), raise your hand by either tapping the "Raise Your Hand" button on your computer, tablet, or Smartphone, or by dialing *9 on your phone. You will be taken in the order in which you raised your hand. You may only speak once on a particular item. When the Chair indicates it is your turn to speak, click the unmute prompt that will appear on your computer, tablet or Smartphone, or dial *6 on your phone. The virtual queue will close when the last virtual speaker finishes speaking or 5 minutes after in-person testimony ends, whichever happens first.

Written Comment through Webform: Comment on agenda items and non-agenda public comment may also be submitted using the [webform](#). If using the webform, indicate the agenda item number you wish to submit a comment for. All webform comments are limited to 200 words. On the [webform](#), members of the public should select Commission on Police Practices (even if the public comment is for a Commission on Police Practices Committee meeting).

The public may attend a meeting when scheduled by following the attendee meeting link provided above. To view a meeting archive video, click [here](#). Video footage of each Commission meeting is posted online [here](#) within 24-48 hours of the conclusion of the meeting.

Comments received no later than 11am the day of the meeting will be distributed to the Commission on Police Practices and posted online with the meeting materials. Comments received after the deadlines described above but before the item is called will be submitted into the written record for the relevant item. Please contact the Privacy Advisory Board website for further instructions.

Written Materials: Instead of submitting written materials as an attachment to the webform, you may submit via U.S. Mail to Attn: Office of the Commission on Police Practices, 1200 Third Avenue, San Diego, CA 92101. Materials submitted via U.S. Mail must be received the business day prior to the meeting to be distributed to the Commission on Police Practices.

- I. CALL TO ORDER/WELCOME (Chair Gloria Tran)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. PURPOSE OF THE COMMISSION ON POLICE PRACTICES
The purpose of the Commission on Police Practices (CPP or Commission) is to provide independent community oversight of SDPD, directed at increasing community trust in SDPD & increasing safety for community and officers. The purpose of the Commission is also to perform independent investigations of officer-involved shootings, in-custody deaths and other significant incidents, and an unbiased evaluation of all complaints against members of SDPD and its personnel in a process that will be transparent and accountable to the community. Lastly, the Commission also evaluates the review of all SDPD policies, practices, trainings, and protocols and represents the community in making recommendations for changes.
- IV. APPROVAL OF MEETING MINUTES (Chair Tran)
 - A. CPP Regular Meeting Minutes of January 17, 2024
- V. NON-AGENDA PUBLIC COMMENT
Please see instructions at the beginning of this agenda.
- VI. CABINET REPORT
 - A. Chair Report
 1. CPP and Mayor Todd Gloria Meeting Report
 2. CPP and Police Chief Nisleit Meeting Report
 3. CPP and Councilmember Meeting Report
 4. CPP Planning Retreat to be rescheduled
 5. Update on appointment of new commissioners
 6. Thank you to Jon'nae McFarland for 10 years of City service
 7. Invitation to proclamation and reception for Sharmaine Moseley
- VII. AD HOC COMMITTEE REPORTS (Chair Tran)
 - A. Ad Hoc Bylaws Committee (Chair Maddox)
 1. Update

- B. Ad Hoc Training Committee (Co-Chair Hilpert)
 - 1. DRAFT Training Academy for Case Review
 - 2. Public Comment
 - 3. Discussion
 - 4. Action
- C. Ad Hoc Operating Procedures Committee (Co-Chair Case)
 - 1. Update
- D. Ad Hoc Personnel Committee (Chair Brown)
 - 1. Update on Executive Director Hiring Process

VIII. NEW BUSINESS (Chair Tran)

- A. Commissioner Emails (CPP Staff)
 - 1. Presentation of best practices for use of Commissioner’s City email
 - 2. Public Comment
 - 3. Discussion
 - 4. Action – Approve Procedures
- B. Removal of Commissioners with Excessive Unexcused Absences
 - 1. Review of Outreach – Attempted Contact
 - 2. Public Comment
 - 3. Discussion
 - 4. Action – Vote to Forward Decision to City Council
- C. Review of Expired Cases (2020 – 2022) (Chief Investigator Golub)
 - 1. Themes to be reviewed by Outside Investigator
 - 2. Public Comment
 - 3. Discussion

IX. CLOSED SESSION

- A. Public comment
- B. Outside Counsel Mr. Duane Bennett – Lead CPP into Closed Session

(Not Open to the Public)

C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5–832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be announced and posted on the Commission’s website at www.sandiego.gov/cpp.

- I. San Diego Police Department Feedback on Case Specific Matters
- II. Officer Involved Shooting (1)
- III. Category II Case Audit Reports (1)
- IV. Discipline Reports (0)
- V. Category I Case Review Report (1)
- VI. Case-Specific Recommendations to the Mayor/Chief (0)
- VII. Referrals to other governmental agencies authorized to investigate activities of a law enforcement agency (0)
- VIII. Legal Opinion(s) Request & Response (0)

X. REPORT FROM CLOSED SESSION (Counsel Bennett)

XI. COMMISSIONER COMMENTS

XII. ADJOURNMENT

Materials Provided:

- DRAFT Minutes from Regular Meeting on January 17, 2024
- DRAFT Training Academy for Case Review
- Presentation slides regarding Commissioner's City email

Access for People with Disabilities: As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Commission at (619) 236-6296 or commissionpolicepractices@sandiego.gov.

Requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for auxiliary aids, services, or interpreters, require different lead times, ranging from five business days to two weeks. Please keep this in mind and provide as much advance notice as possible in order to ensure availability. The city is committed to resolving accessibility requests swiftly in order to maximize accessibility.

Office of the Commission on Police Practices

**COMMISSION ON POLICE PRACTICES
REGULAR MEETING MINUTES**

Wednesday, January 17, 2024

4:30pm-7:30pm

Balboa Park Santa Fe Room

2144 Pan American W. Road

San Diego, CA 92101

Click <https://youtu.be/dgdKq0qwq0I> to view this meeting on YouTube.

Commissioners Present:

Chair Gloria Tran

2nd Vice Chair Doug Case

Octavio Aguilar

Laila Aziz (Arrived at 5:57pm)

Bonnie Benitez

Alec Beyer

Cheryl Canson (Arrived at 5:58pm)

Lupe Diaz

Dwayne Harvey

Brandon Hilpert

James Justus

Mark Maddox (Left at 5:50pm)

Darlanne Mulmat

Absent:

Dennis Larkin

Yvania Rubio

Jaylene Sanchez

Dalia Sherlyn Villa De La Cruz

Excused:

1st Vice Chair Dennis W. Brown

Christina Griffin-Jones

Clovis Honoré

Staff Present:

Danell Scarborough, Interim Executive Director

Duane Bennett, CPP Outside Counsel

Olga Golub, Chief Investigator

Alina Conde, Executive Assistant

Jon’Nae McFarland, Administrative Assistant

Yasmeen Obeid, Community Engagement Coordinator

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- I. CALL TO ORDER/WELCOME: Chair Gloria Tran called the meeting to order at 4:43pm.
 - II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call.
 - III. CABINET REPORT
 - A. Cabinet Statement – Chair Tran
 - Retreat and Meeting Protocol – The Commission on Police Practices is tentatively holding a team building and planning retreat on January

27th. We will develop a Community Agreement.

B. Chair Report – Chair Tran

- Commissioner Nicole Murray-Ramirez has resigned from the Commission on Police Practices, which now has 20 Commissioners. The deadline for applicants to fill that seat is February 2nd.
- January 13th was the deadline for candidates who passed the original screening to confirm their interest in the 4 previous open seats. Their appointment will be in February during a City Council meeting.
- The future goal is to have a pool of candidates who can be appointed if there are CPP openings.
- The Cabinet and Dr. Scarborough will meet with the Mayor on January 24.
- The Cabinet and Dr. Scarborough will meet with the Police Chief on January 30th. They will mention the Commissioner comment from the January 3rd meeting.
- Internal Affairs Captain Anthony Dupree is leaving Internal Affairs effective January 20th. The Commission wants to thank Captain Dupree for his work with the CPP. The new IA Captain is Jeffrey Peterson. We will invite him to a future CPP meeting to introduce himself to us.
- CPP and IA Meeting Report – 2nd Vice Chair Doug Case reported that the most recent meeting was to discuss quality and issues regarding cases. The Cabinet, Chief Investigator Golub, and IA spoke about the ongoing issue of accessing recordings. Chief Investigator Golub also had the opportunity to ask questions regarding access to officer involved shooting scenes.

IV. PURPOSE OF THE COMMISSION ON POLICE PRACTICES: The purpose of the Commission on Police Practices (CPP or Commission) is to provide independent community oversight of SDPD, directed at increasing community trust in SDPD & increasing safety for community and officers. The purpose of the Commission is also to perform independent investigations of officer-involved shootings, in-custody deaths and other significant incidents, and an unbiased evaluation of all complaints against members of SDPD and its personnel in a process that will be transparent and accountable to the community. Lastly, the Commission also evaluates the review of all SDPD policies, practices, trainings, and protocols and represents the community in making recommendations for changes.

V. APPROVAL OF MEETING MINUTES

A. CPP Regular Meeting Minutes of January 3, 2024

Motion: Commissioner James Justus moved to approve the CPP Regular Business Meeting Minutes for January 3, 2024, with one amendment regarding the Training Committee Update. Commissioner Alec Beyer seconded the motion. The motion passed with a vote of 11-0-0.

Yays: Chair Tran, 2nd Vice Chair Case, Benitez, Aguilar, Beyer, Diaz, Harvey, Hilpert, Justus, Maddox, and Mulmat.

Nays: None.

Abstained: None.

Absent: 1st Vice Chair Brown, Aziz, Canson, Honoré, Griffin-Jones, Larkin, Rubio, Sanchez, and Villa De La Cruz.

VI. CLOSED SESSION (NOT OPEN TO THE PUBLIC)

A. Public Comment – None

B. Outside Counsel Mr. Duane Bennett – Lead CPP into Closed Session

C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5-832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be posted on the Commission’s website at www.sandiego.gov/cpp or stated at the beginning of the Open Session meeting if the meeting is held on the same day.

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|-------|---|
| I. | San Diego Police Department Feedback on Case Specific Matters |
| II. | Shooting Review Board Reports (0) |
| III. | Category II Case Audit Reports (1) |
| IV. | Discipline Reports (1) |
| V. | Case Review Team Reports (2) |
| VI. | Case-Specific Recommendations to the Mayor/Chief (0) |
| VII. | Referrals to other governmental agencies authorized to investigate activities of a law enforcement agency (0) |
| VIII. | Legal Opinion(s) Request & Response (0) |

VII. REPORT OUT FROM CLOSED SESSION (5:34pm): Outside Counsel Duane Bennett reported that there was no reportable action.

VIII. NEW BUSINESS

A. Body Worn Camera Policy (CPP Outside Counsel Duane Bennett)

- Public Comment: None
- Discussion (*Timestamp 13:43*)
- Recommendations – Commissioners will review the policy and email the cabinet with any comments and recommendation ideas. Once the Cabinet has compiled a list of recommendations, they will be forwarded to Outside Counsel Duane Bennett to come up with recommendations based on Commissioner suggestions.

B. Role of Commissioners in Complaint Process (CPP Outside Counsel Duane Bennett)

- Public Comment – None
- Discussion (*Timestamp 31:01*)
- Action: OCPP Staff will prioritize looking into Code of Ethics/Codes of Conduct for NACOLE and other oversight agencies across the country. They will be shared with the Commissioners to see what works for the Commission.

C. CPP Meeting Calendar

- Public Comment – None
- Discussion (*Timestamp 27:11*)
- Motion: **Commissioner Bonnie Benitez moved for the approval of the CPP Meeting calendar with the exclusion of the meeting scheduled for**

Tuesday, February 6th, 2024. Commissioner Lupe Diaz seconded the motion. The motion passed with a vote of 11-0-0.

Yays: Chair Tran, 2nd Vice Chair Case, Benitez, Aguilar, Beyer, Diaz, Harvey, Hilpert, Justus, Maddox, and Mulmat.

Nays: None.

Abstained: None.

Absent: 1st Vice Chair Brown, Aziz, Canson, Honoré, Griffin-Jones, Larkin, Rubio, Sanchez, and Villa De La Cruz.

IX. AD HOC COMMITTEE REPORTS

A. Training Committee

- **DRAFT On-Boarding Training (*Timestamp 1:02:38*)**
- **Public Comment - None**
- **Motion: Commissioner Laila Aziz moved to accept the onboarding training as a guideline and living document which is open to change. Commissioner Benitez seconded the motion. The motion passed with a vote of 12-0-0.**

Yays: Chair Tran, 2nd Vice Chair Case, Aziz, Canson, Benitez, Aguilar, Beyer, Diaz, Harvey, Hilpert, Justus, and Mulmat.

Nays: None.

Abstained: None.

Absent: 1st Vice Chair Brown, Honoré, Griffin-Jones, Larkin, Maddox, Rubio, Sanchez, and Villa De La Cruz.

B. Operating Procedures Committee Update

- **DRAFT Disciplinary Review Operating Procedures (*Timestamp 1:16:14*)**
- **Public Comment - None**
- **Motion: Commissioner Laila Aziz moved to accept the DRAFT Disciplinary Review Operating Procedures with the change of “may” to “shall” on page 3. Commissioner Darlann Mulmat seconded the motion. The motion passed with a vote of 12-0-0.**

Yays: Chair Tran, 2nd Vice Chair Case, Aziz, Canson, Benitez, Aguilar, Beyer, Diaz, Harvey, Hilpert, Justus, and Mulmat.

Nays: None.

Abstained: None.

Absent: 1st Vice Chair Brown, Honoré, Griffin-Jones, Larkin, Maddox, Rubio, Sanchez, and Villa De La Cruz.

C. Ad Hoc Personnel Committee

- **Update on the Executive Director Hiring Process – Commissioner James Justus reported that the shared characteristics (*Timestamp 1:39:58*) are appropriate to add to the list. Commissioner Darlann Mulmat reported that the Executive Director characteristics list is a working document and the hope is that Community Forums will help craft them even further. Regarding the timeline, the Committee hopes the Executive Director will be chosen by the end of March 2024. The Committee is currently waiting on City Council to move forward with the process.**

X. NON-AGENDA PUBLIC COMMENT: None

XI. COMMISSIONER COMMENTS:

(Timestamp 1:46:44) Commissioner Laila Aziz made a comment regarding various complaints that were submitted to the CPP regarding the SDPD bike team.

Commissioner Aziz also went over a court case regarding vehicle pat downs.

Commissioner Aziz stated that this has been a growing concern of the public.

(Timestamp 1:50:43) Commissioner Dwayne Harvey announced that there is an expungement clinic (SB 731) for individuals who can get their felonies expunged (under certain circumstances and within limits). These are held on Fridays at 138 28th Street from 1-5pm.

(Timestamp 1:51:50) Commissioner James Justus informed the Commission that Captain Peterson held community forums each month when he was Captain at Central Division.

XII. ADJOURNMENT: The meeting adjourned at 7:23pm.

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
1a	SDPD overview	SDPD representative
<p>Objective: For Commissioners to learn how SDPD is structured, how it is operating, currently training officers, and the current policies and procedures in effect (e.g., rules of conduct for officers), and how they have evolved historically and responded to law enforcement oversight.</p> <p>Purpose: To ensure commissioners know how SDPD currently operates so they can appropriately review complaints that come before the Commission and provide policy recommendations.</p>		
1b	SDPD ride along	SDPD officers
<p>Objective: For Commissioners to get a better understanding of the situations officers encounter while on patrol.</p> <p>Purpose: To provide perspective, consistent with law enforcement oversight best practices recommended by NACOLE, in the experiences of law enforcement officers.</p>		
2a	Use of Force Best Practices, the Law and How it is Changing	Understanding Use of Force NACOLE - Spencer Fomby Academic or Policy Analyst and/or Sharon Fairley or Civilian Office of Police Accountability (COPA)- Chicago (third week of COPA Fall 2023 Academy) or other potential experts or staff develop something customized for us
<p>Objective: For commissioners to be exposed to use of force laws and standards of practice across the country, and how they are changing, including non-law enforcement perspectives.</p> <p>Purpose: To ensure commissioners know national use of force standards of practice so they can appropriately examine local policies and practices.</p>		
2b	Introduction to Officer-Involved Shooting/In-Custody Death Investigations and Major Incident Investigations & Response	Civilian Office of Police Accountability (COPA)- Chicago (second week of COPA Fall 2023 Academy) or get an expert that can tailor it to our circumstance
<p>Objective: For commissioners to be exposed to practices across the country related to officer-involved shooting/in-custody death investigations and major incident investigation.</p> <p>Purpose: To ensure commissioners know investigative practices across the country related to major incidents and officer-involved shootings/in-custody deaths so they can appropriately examine local policies.</p>		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
2c	SDPD Use of Force (guidelines and procedures -lethal and less-lethal), Simulators	SDPD Academy (Question: Is exposure to simulators important? If so, can it be public?)
<p>Objective: For Commissioners to gain insight into how SDPD trains officers in relation to use of force. Purpose: To understand how SDPD is training officers to make better recommendations on use of force, detention and arrest procedures, work to implement better community/police relationships.</p>		
2d	Legal Perspective of SDPD Officers: Use of Force Procedures	CPP Legal Counsel
<p>Objective: For commissioners to be exposed to SDPD’s legal perspective regarding use of force, including physical strength, OC spray, tasers, K9 use and firearms. Purpose: To ensure commissioners know the legal perspective of SDPD so they can appropriately examine local policies and practices.</p>		
3a	Search and Seizure Part I: Case law concerning stops & detentions, search, seizure & arrest, rights of arrested persons	CPP Legal Counsel
<p>Objective: For Commissioners to learn case laws related to individuals going through the process of being stopped, detained, arrested, booked into jail pending their cases being heard in Courts, including the 4th amendment and what constitutes an improper search and seizure. Purpose: To gain greater insight into the status of the law regarding these concepts so they can appropriately review complaints that come before the Commission.</p>		
3b	Search and Seizure Part II: Case law concerning vehicle stops	CPP Legal Counsel
<p>Objective: For Commissioners to learn case laws related to vehicle stops. Purpose: To gain greater insight into the status of the law regarding these concepts.</p>		
3c	Search and Seizure Part III: Case law concerning entries of property	CPP Legal Counsel
<p>Objective: For Commissioners to learn case laws related to police officers entering dwellings. Purpose: To gain greater insight into the status of the law regarding these concepts.</p>		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
3d	Search and Seizure Part IV: SDPD Procedures concerning stops, detentions, pat downs, and – handcuffing	CPP Legal Counsel
<p>Objective: For Commissioners to learn SDPD procedures regarding pat downs and handcuffing. Purpose: To ensure commissioners know what the current policies and procedures are so they can appropriately review complaints that come before the Commission.</p>		
4	Steps in the criminal justice process: arrest, booking (where SDPD control stops)	CPP Chief Investigator or CPP Legal Counsel
<p>Objective: For Commissioners to learn the process citizens go through when being stopped, detained, arrested, booked into jail pending their cases being heard in Courts. Purpose: To gain greater insight into how a person is processed through the criminal justice system.</p>		
5a	Best practices regarding resources/procedures for dealing with mentally disturbed individuals and persons under the influence	Coleen Cusak or mental health professional/licensed therapist or San Diego County Mental Health Services representative or PERT representative or National Alliance on Mental Illness (NAMI)
<p>Objective: For Commissioners to learn about best policing practices regarding dealing with mentally disturbed individuals and persons under the influence. Purpose: To provide Commissioners with background information on policing best practices to assess potential areas for improvement at SDPD.</p>		
5b	Training provided to SDPD officers regarding resources/procedures for dealing with mentally disturbed individuals and persons under the influence	SDPD Training Division
<p>Objective: For Commissioners to learn about the training received by SDPD officers regarding how to handle mentally disturbed individuals and persons under the influence. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.</p>		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
6a	Best practices regarding community/ cultural awareness, understanding the history, culture, and concerns of communities served	Muslim ARC, Anti-Defamation League (ADL), San Diego Office of Race and Equity
<p>Objective: For Commissioners to learn about best policing practices regarding cultural awareness. Purpose: To provide Commissioners with background information on policing best practices to assess potential areas for improvement at SDPD.</p>		
6b	SDPD officer training regarding community/ cultural awareness, understanding the history, culture, and concerns of communities served	SDPD Training Division
<p>Objective: For Commissioners to learn about the training received by SDPD officers regarding cultural awareness. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.</p>		
7a	Racial Profiling & Law Enforcement in San Diego <i>Requirement Related to Complaints</i>	ACLU San Diego
<p>Objective: For Commissioners to understand the history of racial profiling in local law enforcement, as well as RIPA (Racial and Identity Profiling Act) requirements. Purpose: To provide Commissioners with background on racial profiling in local policing.</p>		
7b	Impacts of Racial and Identity Profiling	Community members (e.g., people erroneously in gang database), ACLU Coalition for Police Accountability and Transparency (CPAT)
<p>Objective: For Commissioners to understand the impact of racial and identity profiling Purpose: To provide Commissioners with background on racial and identity profiling.</p>		
7c	SDPD officer training regarding biased based policing /racial profiling	SDPD Training Division
<p>Objective: For Commissioners to learn about the training received by SDPD officers regarding bias in policing. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.</p>		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
8	Overview of Internal Affairs (investigation & review of shootings & in-custody deaths; complaint, investigative & disciplinary processes; mediation of complaints; evaluating credibility and reaching findings; procedures and practices for misconduct investigations)	Internal Affairs Captain or Lt.
<p>Objective: For Commissioners to understand the complaints process, how a complaint is filed, investigated, and reviewed, as well as the process of SDPD disciplining officers should disciplinary action be appropriate.</p> <p>Purpose: To ensure commissioners know how Internal Affairs operates so they can appropriately review complaints and disciplinary actions that come before the Commission and provide policy recommendations.</p>		
9	Additional SDPD Policies & Procedures: De-escalation - Duty to Intervene - - BWC - Personal Conduct	CPP Chief Investigator or CPP Legal Counsel, and SDPD (to answer questions regarding procedures)
<p>Objective: For Commissioners to understand the police procedures related to de-escalation, duty to intervene, body worn cameras, and personal conduct.</p> <p>Purpose: To ensure commissioners know what the current policies and procedures are so they can appropriately review complaints that come before the Commission.</p>		
10a	Overview of CPP Case Review Process	CPP Chief Investigator or CPP Legal Counsel
<p>Objective: Refine when operating procedures are established</p> <p>Purpose: Refine when operating procedures are established</p>		
10b	Report Write-up of a Case, and Case Presentation	CPP Chief Investigator
<p>Objective: Refine when operating procedures are established</p> <p>Purpose: Refine when operating procedures are established</p>		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
11	Witness Reliability – Standards of Proof, Legal Concepts Overview & Case Studies	How to Listen for, Recognize, and Break Down Assumptions and Conclusory Language - Jennifer Jarett Civilian Office of Police Accountability (COPA)- Chicago (fifth week of COPA Fall 2023 Academy)

Objective: For commissioners to understand the variability in witness accounts of incidents and standards of proof.

Purpose: To ensure commissioners consider standards of proof when conducting case reviews.

12	Process of Decision Making	Sharon Fairley
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Objective: Teach commissioners that cases are not black and white, the importance of weighing evidence, how to compare an officer’s narrative against other evidence and reach a conclusion to figure out what most likely happened and then determine if there is a violation of policy/procedure.

Purpose: To ensure that commissioners understand all factors to consider when reviewing complaints that come before the Commission.

CPP Commissioner Emails



Commission on
Police Practices

Presentation Outline

- **Purpose and Background**
- **Commission on Police Practices**
- **San Diego City Council**
- **Other Oversight Agencies:**
 - Oakland Police Commission
 - New York Civilian Complaint Review Board
 - Los Angeles Sheriff Civilian Oversight Commission
 - St. Louis Civilian Oversight Board
- **Staff Recommendations**
- **Questions**

Purpose & Background

The purpose of this presentation is to answer the following question:

- *What should the Commission on Police Practices do about Commissioner emails in regards to displaying them on the website and responding to emails from the public?*

Current CPP Commissioner Page



[Gloria Tran](#)

Chair

At Large Representative



[Dennis W. Brown](#)

First Vice Chair,

**Personnel Ad-Hoc Committee
Chair**

District 7 Representative



[Douglas N. Case](#)

Second Vice Chair,

**Operating Procedures Ad-Hoc
Committee Co-Chair**

*Low & Moderate Income Area
Representative*



[Brandon Hilpert](#)

**Training Ad-Hoc Committee
Co-Chair**

District 3 Representative



[Mark Maddox](#)

Bylaws Ad-Hoc Committee Chair

*Low & Moderate Income Area
Representative*



[Yvania Rubio](#)

**Operating Procedures Ad-Hoc
Committee Co-Chair**

At Large Representative

**The current CPP
Commissioner Page
includes:**

1. Headshots
2. Names
2. Titles
4. Positions
5. Biographies

San Diego City Council



**Councilmember
Marni von Wilpert**

District 5

MarnivonWilpert@sandiego.gov



**Council President
Sean Elo-Rivera**

District 9

SeanEloRivera@sandiego.gov

**San Diego City Council
include:**

1. Name
2. Title
3. District
4. Email

Oakland Police Commission

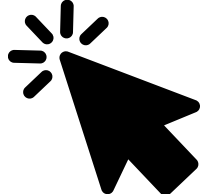


Marsha Peterson

Commission Chair

Email

Oct 17, 2020 – Oct 16, 2023



Karely Ordaz

Commission Vice Chair

Email

Oct 17, 2023 – Oct 16, 2026



Jesse Hsieh

Commissioner

Email

Oct 17, 2022 – Oct 16, 2025



Wilson Riles Jr.

Commissioner

Email

Oct 17, 2023 – Oct 16, 2026

Oakland Police Commission includes:

1. Headshot
2. Title
3. Email
4. Term
5. Position

Oakland does not include biographies

Oakland Police Commission



Marsha Peterson

Commission Chair

Marsha Peterson is a Mayoral Appointee. Her term ends on October 16, 2023.

Email Address: MPeterson@oaklandcommission.org

Term Start Date: Oct 17, 2020

Term End Date: Oct 16, 2023

Oakland includes
their
Commissioner
email directly

Team: **Police Commission**

New York Civilian Complaint Review Board

Members

Chair

[Arva Rice](#)



Mayoral Appointees

[John Siegal, Esq.](#)

Full-screen Snip

[Kevin Jemmott](#)

[June Northern](#)

[Pat Smith](#)

Public Advocate Designee

[Esmeralda Simmons, Esq.](#)

**New York Civilian
Complaint Review Board
includes:**

1. Title
2. Name
3. Position
4. Biography

**New York does not
include terms and emails**

New York Civilian Complaint Review Board

Arva Rice

Arva Rice has more than 15 years experience in the non-profit arena, ranging from working with New York City entrepreneurs in a micro lending program to working with young people as a counselor, mentor and tutor. She has extensive experience in collaboration building, strategic planning, fundraising and marketing. Arva is President & CEO of the New York Urban League (NYUL), an organization that has a rich history and long legacy of service to New Yorkers. Today, the mission of the NYUL is to enable African Americans and other underserved communities to secure a first class education, economic self-reliance and equal respect of their civil rights through programs, services and advocacy.

Prior to joining the League she served as the Executive Director of Project Enterprise, an organization that provides business loans, technical assistance and peer support to New York City entrepreneurs who lack adequate access to business financing.

Arva is a member of the Women's Forum and Greater New York Chapter of The Links Incorporated. She is on the Board of Trustees of First Corinthians Baptist Church. In the past she has served on the Board of Directors of the Central Brooklyn Partnership(CBP) a non-profit dedicated to financial literacy and education in Bedford-Stuyvesant.

Arva graduated from the Northwestern University in Evanston, IL. She currently lives in Harlem.



Los Angeles Sheriff Civilian Oversight Commission



**SEAN
KENNEDY**

Commission Chair

[Read More](#) →



**JAMON R.
HICKS**

Commission Vice
Chair



**IRMA
HAGANS
COOPER**

Commissioner



**PATTI
GIGGANS**

Commissioner



**ROBERT C.
BONNER**

Commissioner



**JAMES P.
HARRIS**

Commissioner



**HANS
JOHNSON**

Commissioner

VACANT

Commissioner

**Los Angeles Sheriff
Civilian Oversight
Commission includes:**

1. Headshots
2. Titles

**Los Angeles does not
include:**

1. Biographies
2. Emails
3. Terms
4. Positions

St. Louis Civilian Oversight Board (COB)

Board Members

Showing 6 active board members (maximum 7)

Name ▲	Role	End Date ▲
Bradley Arteaga	Member	12/31/2023 Serving Beyond
Ciera Simril	Member	12/31/2023 Serving Beyond
David Bell	Member	12/31/2023 Serving Beyond
Frank Copanas	Member	12/31/2021 Serving Beyond
Jane Abbott-Morris	Member	12/31/2021 Serving Beyond

<https://www.stlouis-mo.gov/government/departments/public-safety/civilian-oversight/civilian-oversight-board/index.cfm>

St. Louis Civilian Oversight Board includes:

1. Names
2. Position
3. Terms

St. Louis does not include:

1. Photos
2. Bios
3. Titles
4. Districts
5. Emails

St. Louis Civilian Oversight Board (COB)

Bradley Arteaga

Learn about board member Bradley Arteaga

Current Membership

Bradley Arteaga is serving on the following:

[Civilian Oversight Board](#)

2019 - 2023 (Serving Beyond Term), Appointed by Lyda Krewson (Mayor - City of St. Louis)

Past Membership

Bradley Arteaga served prior terms on the following:

[Civilian Oversight Board](#)

2015 - 2019 , Appointed by Francis Slay (Mayor - City of St. Louis)

Staff Recommendation

The CPP Community Engagement Coordinator recommends:

1. Add the word “Email” under every Commissioner’s name
2. Link “Email” to the Commissioner’s CPP email and CC CPP general email.

Concerns addressed in this approach:

1. Capacity
2. Privacy
3. Spamming



Gloria Tran
Chair
At Large Representative
Email

Staff Recommendation

- CPP staff recommends that the Commissioners reply to emails directly sent to them if the email is specific to the Commissioner's role and experience.
- Commissioners will reply "all" when initially responding to emails received to keep CPP staff informed.
- If the Commissioner does not reply within five business days, staff will reply to emails.

Staff Recommendation

The following are exception for when Commissioners should not reply:

- **Media Inquiries:**
 - Staff will direct to Chair
- **Official CPP Representation/Invitation:**
 - Staff will direct to Chair, CC Community Engagement Coordinator
- **Presentation and Training Requests:**
 - Staff will direct to Community Engagement Coordinator
- **OCPD Business:**
 - Staff will directly respond

Note: Staff will always CC IED and the Commissioner who received the original email in all responses

Questions?