



Commission on Police Practices

December 1, 2023

Dear Council President Sean Elo Rivera and City Council Members,

At the November 28, 2023, meeting, the Commission on Police Practices (CPP) approved the strategy to hire the CPP's permanent Executive Director.

It should be noted that the strategy is consistent with those used by other independent City of San Diego Commissions. It is also similar to the request made of the CPP Cabinet to recommend an Interim Executive Director, which resulted in Dr. Danell Scarborough being forwarded to you for approval.

Here is the plan approved by the CPP:

1. The process will start with the Commission on Police Practices hiring a search firm to do a national search.
2. The Commission and community members will inform the search firm of the qualifications and qualities expected of the Executive Director.
3. The search firm will develop and distribute a brochure for the City's website, government jobs.com, NACOLE, and other agencies.
4. The search firm will complete an initial evaluation of candidates and provide a short list of candidates, along with a summary of all those who applied, if allowed legally.
5. The search firm, with the Commission's collaboration, will develop interview questions to be consistently asked of all interviewees.
6. The Commission will identify a panel of individuals consisting of Commissioners and community members to conduct the first round of interviews, with search firm representatives providing technical support.
7. Finalists will be recommended by the panel to a CPP Ad Hoc Hiring Committee consisting of Ad Hoc Personnel Committee members and the CPP Cabinet.
8. The Ad Hoc Hiring Committee will conduct the final interviews and send the recommended candidate(s) to the City Council for approval.

Should any of you have any questions or concerns about this strategy, please do not hesitate to contact any of the CPP Cabinet members.

Respectfully,



Gloria Tran
CPP Chair



Dennis Brown
CPP 1st Vice Chair



Douglas Case
CPP 2nd Vice Chair