

COMMISSION ON POLICE PRACTICES

Wednesday, June 4, 2025

5:00pm-8:00pm

REGULAR BUSINESS MEETING

AGENDA

Southeastern Live Well Center

**5101 Market St,
San Diego, CA 92114**

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.

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.

The link to join the meeting by computer, tablet, or smartphone at 5:00pm is:

<https://sandiego.zoomgov.com/j/1610950576>

Meeting ID: 161 095 0576

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 make one Non-Agenda Public Comment per meeting. 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 make one Non-Agenda Public Comment per meeting. 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 11 am the day of the meeting will be distributed to the Commission on Police Practices. Comments received after the deadline described above but before the item is called will be submitted into the written record for the relevant item.

Written Materials: You may alternatively submit via U.S. Mail to Attn: Office of the Commission on Police Practices, 525 B Street, Suite 1725, 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.

If you attach any documents to your comment, they will be distributed to the Commission or Committee in accordance with the deadlines described above.

Late-Arriving Materials

This paragraph relates to those documents received after the agenda is publicly noticed and during the 72 hours prior to the start of, or during, the meeting. Pursuant to the Brown Act, (California Government Code Section 54957.5(b)) late-arriving documents, related to the Commission on Police Practices' ("CPP") meeting agenda items, which are distributed to the legislative body prior to and/or during the CPP meeting are available for public review by appointment in the Office of the CPP located at Procopio Towers, 525 B Street, Suite 1725, San Diego, CA 92101. Appointments for public review may be made by calling (619) 533-5304 and coordinating with CPP staff before visiting the office. Late-arriving documents may also be obtained by email request to CPP staff at commissiononpolicepractices@sandiego.gov. Late-arriving materials received prior to the CPP meeting will also be available for review, at the CPP public meeting, by making a verbal request of CPP staff located in the CPP meeting. Late-arriving materials received during the CPP meeting will be available for review the following workday at the CPP offices noted above or by email request to CPP staff.

- I. CALL TO ORDER/PUBLIC COMMENT INSTRUCTIONS (Chair Doug Case)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. APPROVAL OF MINUTES – Action Item
 1. Regular Business Meeting – May 7, 2025
 2. Regular Business Meeting – May 21, 2025
- IV. NON-AGENDA PUBLIC COMMENT (Community Engagement Coordinator Yasmeen Obeid)
- V. CHAIR REPORT (Chair Doug Case) – Informational Item
 - A. Presentation on SDPD “MY90” Community Feedback Program postponed to July 2
- VI. INTERIM EXECUTIVE DIRECTOR REPORT (Bart Miesfeld) – Informational Item
- VII. COMMUNITY ENGAGEMENT COORDINATOR REPORT (Yasmeen Obeid) – Informational Item

VIII. EXECUTIVE COMMITTEE REPORT (Chair Doug Case) Informational Item

- A. Conflict of Interest Policy Workshop to be held at July 2 Meeting
- B. Potential agenda item for July 2 – Police Overtime Policy

IX. NEW BUSINESS

- A. Election of the Nominating Committee for 2025-26 Officers – (Action Item)
(See attached Nominating Committee report and candidate survey responses)
 - 1. Chair
 - 2. 1st Vice Chair
 - 3. 2nd Vice Chair
- B. Recommendations to SDPD Regarding Complaint Investigation System (Action Item)
(See attached reports)
- C. Request to support AB 1388 (Action Item)
https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=20250260AB1388

X. STANDING COMMITTEE REPORTS – Informational Item

- A. Rules Committee (Commissioner Bonnie Benitez)
- B. Community Outreach Committee (Commissioner Alec Beyer)
- C. Policy Committee (Commissioner Robinson)
- D. Recruitment Committee (Commissioner Flores)
- E. Training and Continuing Education Committee (Commissioner Darlanne Mulmat)

XI. AD HOC COMMITTEE REPORTS – Informational Item

- A. Operating Procedures Committee (Chair Doug Case)
 - 1. Result of June 2 City Council Meeting
- B. Personnel Committee (Commissioner Darlanne Mulmat)
 - 1. Status of Executive Director Search Process

XII. NON-AGENDA PUBLIC COMMENT (Community Engagement Coordinator Yasmeen Obeid)

XIII. COMMISSIONER COMMENTS

XIV. ADJOURNMENT

Materials Provided:

- May 7, 2025 Meeting Minutes
- May 21, 2025 Meeting Minutes
- Nominating Committee Report
- Candidate Survey Responses
- Proposed CPP Recommendations Regarding SDPD Complaint Investigations System
- Analysis Report of SDPD Complaint Portal

- Community Engagement Coordinator Staff Report
- 5.21.2025 Late Materials

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) 533-5304 or commissiononpolicepractices@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 to ensure availability. The city is committed to resolving accessibility requests swiftly.

**COMMISSION ON POLICE PRACTICES
REGULAR BUSINESS MEETING
Wednesday, May 7, 2025**

**Saint Paul's Cathedral
2728 Sixth Ave,
San Diego, CA 92103**

Click <https://www.youtube.com/watch?v=mu0QhmUTjXY> to view this meeting on YouTube.

CPP Commissioners Present:

Chair Doug Case
1st Vice Chair Ada Rodriguez
John Armantrout
Bonnie Benitez
Alec Beyer
Cheryl Canson

Steve Chatzky
Lupe Diaz
Armando Flores
Dan Lawton
Darlanne Mulmat
Imani Robinson

Excused:

2nd Vice Chair Clovis Honoré
Dwayne Harvey

Absent:

None

CPP Staff Present:

Bart Miesfeld, General Counsel
Aaron Burgess, Policy Manager
Ching-Yun Li, Investigator
Jon'Nae McFarland, Administrative Aide

- I. CALL TO ORDER/WELCOME: Chair Doug Case called the meeting to order at 5:06 pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF MEETING MINUTES
 - A. CPP Regular Meeting Minutes of April 2, 2025
 1. **Motion:** Commissioner Bonnie Benitez moved for approval of the CPP Regular Meeting Minutes of April 2, 2025. Commissioner John Armantrout seconded the motion. The motion passed with a vote of 10-0-0.
Yeas: 1st Vice Chair Rodriguez, Armantrout, Benitez, Beyer, Canson, Chatzky, Diaz, Flores, Mulmat, and Robinson
Nays: None
Abstained: None
 - B. CPP Regular Meeting Minutes of April 16, 2025
 1. **Motion:** Commissioner Bonnie Benitez moved for approval of the CPP Regular Meeting Minutes of April 2, 2025. Commissioner John Armantrout seconded the motion. The motion passed with a vote of 10-0-0.
Yeas: 1st Vice Chair Rodriguez, Armantrout, Benitez, Beyer, Canson, Chatzky, Diaz, Flores, Mulmat, and Robinson
Nays: None
Abstained: None
- IV. NON-AGENDA PUBLIC COMMENT

Virtual Public Comment: “Keem” (Timestamp 10:00) – Comments about an incident involving SDPD.

Virtual Public Comment: “iPhone” (Timestamp 12:08) – Speaks in support of AB847.

In Person Public Comment: “Patricia De Arman” (Timestamp 13:50) – Comments regarding her case dissatisfaction for impacted family members.
- V. CHAIR REPORT (Timestamp 16:35)
 - A. Committee Appointments
 - Imani Robinson has accepted the position of Chair for the Policy Committee- Members also include Armando Flores, Lupe Diaz, Ada Rodriguez, Stephen Chatzky, and Alec Beyer
 - Armando Flores has accepted the position of Chair for the Recruitment Committee- Members also include Dan Lawton, Lupe Diaz, and Stephen Chatzky
 - B. Commissioner Appointments/Reappointments
 - City Council will be making appointments for vacancies and reappointments in June and appointments will become effective July 1st.
 - C. SDPD “MY90” Community Feedback Program (Timestamp 18:29)

In Person Public Comment: “David Rico” (Timestamp 24:21) – Comments regarding the SDPD “MY90” Program.

In Person Public Comment: “Patricia De Arman” (Timestamp 27:05) – Comments regarding the complaint process.
- VI. INTERIM EXECUTIVE COMMITTEE REPORT (Timestamp 21:55)
 - The Budget Review Committee will review OCPP budget on May 9th.
 - The OCPP is trying to obtain the application LexisNexis service for legal

services.

VII. EXECUTIVE COMMITTEE REPORT

- A. Follow-up on Jerry Threet's Audit Report Findings (*Timestamp 30:17*)
- B. Semi-annual Reports and Redacted Case Reports (*Timestamp 33:25*)

VIII. NEW BUSINESS

- A. Proposal for Making SDPD Commendations (*Timestamp 47:25*) – Former CPP Commissioner Daniel Mendoza presented a proposal for SDPD Officer Commendations. The Commission unanimously agreed not to implement this proposal and continue with current practices.
In Person Public Comment: “Patricia De Arman” (*Timestamp 1:10:25*) – Speaks against the proposal presented.
In Person Public Comment: “David Rico” (*Timestamp 1:13:38*) – Speaks against the proposal presented.
Virtual Public Comment: “Jazmin” (*Timestamp 1:16:59*) – Speaks against the proposal presented.
Virtual Public Comment: “Darwin Fishman” (*Timestamp 1:20:29*) – Speaks on the proposal presented.
- B. Election of the Nominating Committee for 2025–26 Officers (*Timestamp 1:39:30*)
Motion: Armando Flores, Lupe Diaz, and John Armantrout were nominated to serve on the Nominating Committee. They were unanimously elected, with a vote of 12–0–0. Then committee will appoint the Chair.
Yeas: 1st Vice Chair Rodriguez, Armantrout, Benitez, Beyer, Canson, Chatzky, Diaz, Flores, Mulmat, and Robinson
Nays: None
Abstained: None
- C. Request to Support AB 847 (*Timestamp 1:45:12*)
Motion: Commissioner Darlanne Mulmat moved to support AB 847 and instruct the Interim Executive Director to contact the city's Governmental Affairs Department to request to add the bill to the city's legislative agenda, and report updates to the full Commission. Commissioner John Armantrout seconded the motion. The motion passed with a vote of 11–1–0.
Yeas: 1st Vice Chair Rodriguez, Armantrout, Benitez, Canson, Chatzky, Diaz, Flores, Harvey, Lawton, Mulmat, and Robinson
Nays: None
Abstained: Beyer
In Person Public Comment: “Patricia De Arman” (*Timestamp 1:48:35*) – Speaks in support of AB 847.
In Person Public Comment: “David Rico” (*Timestamp 1:49:48*) – Speaks in support of AB 847.
Virtual Public Comment: “Paloma Serna” (*Timestamp 1:50:30*) – Speaks in support of AB 847.
Virtual Public Comment: “Yusef Miller” (*Timestamp 1:53:02*) – Speaks in support of AB 847.
Virtual Public Comment: “Axeman's iPhone” (*Timestamp 1:56:35*) – Speaks in support of AB 847.

IX. STANDING COMMITTEE REPORTS

- A. Rules Committee – Committee Chair Bonnie Benitez reported that the Bylaws are continuing to be reviewed. The next committee meeting will be on May 27th at 4:30pm.
- B. Community Outreach Committee – Committee Chair Alec Beyer reported that the next committee meeting will be on April 10th. The next committee meeting will be on May 15th. The Committee will review a proposed budget created by Commissioner Flores. The committee is working on a master calendar, social media presence, and thorough website review.
- C. Policy Committee – Committee Chair Imani Robinson reported that the committee has met to develop a plan. The committee has decided to move forward with an anti-racism resolution led by Policy Manager Aaron Burgess. There will be a strategy retreat scheduled in June.
- D. Recruitment Committee – Committee Chair Armando Flores reports that they will plan to meet and develop the infrastructure for the committee. Committee Chair also shares his excitement to start recruit members of the community.
- E. Training and Continuing Education Committee – No current updates due to committee pause.

X. AD HOC COMMITTEE REPORTS

- A. Operating Procedures Committee – CPP Chair Doug Case reported that the CPP Operating Procedures have been agendaized for the City Council meeting May 13th. The action on the agenda will be to refer it to the Employee Relations Officer Unit of the Human Resources Department to begin the meet and confer process.
- B. Personnel Committee – Committee Chair Darlanne Mulmat reports that there will be two City Councilmembers on the ad hoc committee. One has agreed to serve, and they are still waiting to appoint the other one. The Committee has not confirmed yet, but expect to be on the agenda for the City Council at some point during May to initiate the process, with hopes that it will be a consent item.

XI. NON-AGENDA PUBLIC COMMENT

Virtual Public Comment: “Yusef Miller” (*Timestamp 2:27:50*) – Suggests for the CPP to attend the POST Commission trainings/meetings or have them present to the Commission.

Virtual Public Comment: “Axeman’s iPhone” (*Timestamp 2:29:10*) – Speaks in regards to holding SDPD accountable for their actions.

Virtual Public Comment: “Tina Sanchez” (*Timestamp 2:30:02*) – Advocates for CPP to keep SDPD transparent at all times.

Virtual Public Comment: “Paloma Cerna” (*Timestamp 2:33:20*) – Speaks on accountability and transparency of SDPD.

XII. COMMISSIONER COMMENTS

- Commissioner John Armantrout (*Timestamp 2:35:47*) – Spoke about his experience during a ride along.
- Commissioner Armando Flores (*Timestamp 2:38:16*) – Spoke about AB 421 with request for the CPP to look into it.

XIII. ADJOURNMENT: The meeting adjourned at 7:46 pm.

**COMMISSION ON POLICE PRACTICES
REGULAR BUSINESS MEETING
Wednesday, May 21, 2025**

**Southeastern Live Well San Diego
5101 Market St.
San Diego, CA 92114**

Click <https://www.youtube.com/watch?v=frGUKZvQNXy> to view this meeting on YouTube.

CPP Commissioners Present:

Chair Doug Case
1st Vice Chair Ada Rodriguez
2nd Vice Chair Clovis Honoré
John Armantrout
Alec Beyer
Cheryl Canson

Stephen Chatzky
Lupe Diaz
Armando Flores
Dan Lawton
Darlanne Mulmat
Imani Robinson

Excused:

Bonnie Benitez
Dwayne Harvey

Absent:

None

CPP Staff Present:

Bart Miesfeld, Interim Executive Director/General
Counsel
Ching-Yun Li, Investigator
Ethan Waterman, Investigator
Jon'Nae McFarland, Administrative Aide
Yasmeen Obeid, Community Engagement
Coordinator

- I. CALL TO ORDER/WELCOME: Chair Doug Case called the meeting to order at 5:04 pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. NON-AGENDA PUBLIC COMMENT
In Person Public Comment: “Tasha Williamson” (*Timestamp 4:45*) – Shares a packet of SDPD Officers that have committed alleged crimes.
- IV. CHAIR REPORT
 - Budget Hearing on May 9th – The Budget Review Committee discussed the proposed CPP budget. The CPP budget remains intact. The City Council will later approve in June.
 - Nominations and applicant deadline for open Commission vacancies was April 11th. Hopefully seats will get filled on July 1st.
- V. INTERIM EXECUTIVE DIRECTOR REPORT (Interim Executive Director Bart Miesfeld)
 - OCPP received approval for LexisNexis.
 - OCPP received approval to request proposals for Specialty Outside Counsel.
 - The OCPP has begun working on the CPP Semi Annual Report, with hopes to have completed by July and Present in September.

Public Comment

In Person Public Comment: “Tasha Williamson” (*Timestamp 18:36*) – Shares that she has submitted a PRA to Councilmember Marni von Wilpert.
- VI. COMMISSIONER COMMENTS –
 - Commissioner Armando Flores (*Timestamp 17:16*) – Requests a list of applicants for the CPP to be sent to the Recruitment Committee.
 - Commissioner Armando Flores (*Timestamp 19:19*) – Shares information on Public Records Requests and viewing past shared documents through the portal.
 - 2nd Vice Chair Clovis Honoré (*Timestamp 19:57*) – Requests more information on LexisNexis.
 - Commissioner John Armantrout (*Timestamp 22:27*) – Would like to know what legal rights Commissioners have around investigations.
 - 1st Vice Chair Ada Rodriguez (*Timestamp 25:11*) – Would like to clarify legal rights of Citizens and Commissioners.
 - Commissioner Darlanne Mulmat (*Timestamp 27:02*) – Gives a brief update on Ad Hoc Committee for hiring the permanent Executive Director.
- VII. CLOSED SESSION (NOT OPEN TO THE PUBLIC)
 - A. Public Comment
Virtual Public Comment: “Darwin Fishman” (*Timestamp 29:40*) – Speaks on process of legal rights for commissioners during ride longs and demos with the CRB.
Virtual Public Comment: “Darwin Fishman” (*Timestamp 30:56*) – Requests a letter from the CPP regarding her case.
 - B. Interim Executive Director/General Counsel led CPP into Closed Session
 - C. Conference with Legal Counsel – Anticipated Litigation
Significant exposure to litigation pursuant to paragraph (2) of subdivision (d) if California Government Code Section 54956.9: (one case)

D. 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.

1. SDPD Feedback on Case-Specific Matters
 - a. Case 2024-0314
 - b. Case 2024-0344
2. Review of Internal Affairs Investigations
 - a. Case 2024-0352 (CAT I)
 - b. Case 2024-0403 (CAT I)
 - c. Case 2024-0439 (CAT I)
 - d. Case 2024-0623 (CAT II)
 - e. Case 2024-0246 (CAT I)
 - f. Case 2024-0369 (CAT I)
 - g. Case 2024-0501 (CAT II)
 - h. Case 2024-0477 (CAT I)
 - i. Case 2022-0560 (OIS) – No Vote due to expired statute of limitations.
3. Review of SDPD Discipline
 - a. Case 2024-0501 (CAT II) (see above)

II. REPORT OUT FROM CLOSED SESSION (7:55 pm): General Counsel Bart Miesfeld reported that there was no reportable action.

VIII. ADJOURNMENT: The meeting adjourned at 7:56 pm.

2025 Nominating Committee Report

Submitted by Lupe Lozano-Diaz, Nominating Committee Chair

List of Nominees

Chair: Commissioner Ada Rodriguez

First Vice Chair: Commissioner Ada Rodriguez
Commissioner Bonnie Benitez
Commissioner Dan Lawton
Commissioner Stephen Chatzky

Second Vice Chair: Commissioner Clovis Honore
Commissioner Bonnie Benitez
Commissioner Alec Beyer
Commissioner Dan Lawton
Commissioner Darlanne Mulmat

Refer to the responses to the candidate questionnaire developed by the Nominating Committee.



Commission on Police Practices

Commission on Police Practices Candidate Questionnaire

Serving on the Commission on Police Practices (CPP) as an executive officer position on the cabinet is more than a civic duty; it is an opportunity to shape the relationship between law enforcement and the community in San Diego. The CPP was born from the community's demand for police accountability and has evolved into a cornerstone of oversight and reform.

As a Commissioner, and especially as part of the CPP's leadership you will uphold values of transparency, fairness, and justice that keep our city safe and resilient. Embracing this role means embracing the Commission's core mission to "hold law enforcement accountable to the community and increase community trust in law enforcement."

This questionnaire invites you to reflect on that purpose as well as the importance of serving. With the following questions we hope to understand your vision for the CPP, and why you feel you are the person who will lead the commission as chair, first vice chair, or second vice chair.

You may choose to answer in as many words as needed and once complete, please send this to Executive Assistant Alina Conde and CC to Lupe Lozano-Diaz, Chair Nominating Committee

AConde@sandiego.gov

MLozanoDiaz@sandiego.gov

This is due on or before May 30th by 12 Noon to make it on the business agenda for 6/4.

Executive-level duties and which includes special projects

What Each Leadership Seat Requires:

Role	Core Responsibilities	Why It Matters
Chair	<ul style="list-style-type: none">• Preside over all meetings• Set agendas with staff• Speak for the Commission before Council, Mayor, media, and community• Appoint committee chairs and members	The Chair's steadiness sets our public tone and keeps every investigation fair and transparent.
First Vice - Chair	<ul style="list-style-type: none">• Serve as Chair when needed• Help craft strategy in the Executive Committee	A reliable First Vice-Chair ensures continuity and cultivates onboarding and ongoing training of new commissioners.
Second Vice-Chair	<ul style="list-style-type: none">• Step in if both Chair and First Vice-Chair are absent• Act (or appoint) Parliamentarian to safeguard proper procedure.	This role is our guardian of the process and backup leadership. Keeping the Commission resilient.

Candidate Information:

Name:

Position Sought (Chair, First Vice Chair, or Second Vice Chair):

Relevant Experience (include current employment if desired):

Leadership Assessment Questions

(You are not required to answer these questions for your Cabinet application. However, any responses you provide will be published in the public meeting agenda and distributed to each commissioner in advance of the meeting.)

Commitment to the CPP

How long have you been involved with the Commission, and what first drew you to its work?

Commission Service

Which CPP committees or initiatives have you served on, and what contributions are you most proud of?

Professional and Community Background

Summarize two or three key experiences (professional, academic, or community based) that have prepared you for a CPP leadership role. Explain how these experiences will benefit the Commission.

Alignment with the Mission

Why is the CPP's mission important to you personally and professionally? How does it align with your values?

Skills and Qualities

Identify the specific skills and attributes you will bring to the CPP leadership team (for example, strategic planning, facilitation, policy analysis, community engagement). Provide concrete examples.

Leadership Vision

What one or two priorities would you pursue in the next year to strengthen accountability and public trust? Outline the steps you would take to achieve these goals.

Collaboration and Stewardship

Describe how you will foster respectful dialogue among Commissioners, engage constructively with the San Diego Police Department, and remain responsive to community concerns. Thank you for your willingness to serve. Your thoughtful responses will help ensure the CPP selects leaders who can advance its vital mission for all San Diegans.

Thank you for your generous time and input.

Leadership Assessment - Candidate Information

Name: Ada Rodriguez

Position Sought: Chair or 1st Vice Chair

Commitment to the CPP:

I have been involved with the CPP since February 2024, but my journey began in 2023 when I was part of the initial selection process for the first 25 commissioners. Although I was not selected then, I persisted and on the second round when some commissioners were unable to serve, I was nominated and selected. My journey to this commission was deeply influenced by personal experiences that have shaped my commitment to justice and community service. Growing up in the Bronx, I witnessed firsthand the complexities of police-community interactions, ranging from abuse of power to life-saving interventions. A pivotal moment for me was an incident many years ago in Imperial Beach, where I was wrongfully detained in a drunk tank despite being sober, simply for standing up for a community member. I was sober, I begged and demanded a breathalyzer to no avail. This experience nearly cost me my military career, but it also ignited a fire within me to fight for change.

I am running for the Chair of this commission, or to continue in my role as 1st Vice Chair, because I believe in the potential for positive transformation within law enforcement. My goal is twofold: to promote and support officers who exemplify the best in policing, and to systematically address and eliminate misconduct. We need to foster a culture where good policing thrives and where community members feel safe and respected.

Commission Service:

I have served on several CPP committees, including the police pursuit ad-hoc committee, where we released nine recommendations, six of which were adopted by the SDPD. We continue to advocate for the three essential recommendations that were not adopted. I was also part of the pretext stop committee, now the policies committee, and the community outreach committee. Additionally, I participated in interviewing our current investigators, contributing to the commission's operational improvements. As the current 1st Vice-Chair, I stepped up when we unexpectedly lost essential leadership positions which showcases my commitment to service.

Professional and Community Background / Skills and Qualities:

My early leadership roles in the military provided me with foundational skills in leadership and discipline. This experience is directly applicable to the CPP as it taught me the importance of clear communication, decision-making under pressure, and team management, all of which are crucial for effective commission leadership. In my current role, I have honed my skills in process evaluation, best practices, and compliance. These skills will benefit the CPP by enabling me to analyze and improve internal processes, ensuring the commission operates efficiently and effectively. Additionally, as a Court Appointed Special Advocate (CASA) for Voices for Children, I bring unique insights into the needs and experiences of vulnerable community members, which can inform the CPP efforts to improve policies.

I earned a Master of Science in Aeronautics and certifications in business processes and operational excellence; you might wonder how a non-native San Diegan and military veteran like me can contribute to this cause. My journey has equipped me with sharp analytical skills, crucial for evaluating and enhancing police practices. Leading complex projects and teams in the military has prepared me to

effectively oversee the operations of the CPP, ensuring both efficiency and effectiveness. But beyond my professional skills, what drives me is a deep-seated passion for justice, equality, and doing the right thing. My integrity is the cornerstone of my commitment to this role; it's not just about improving systems, but about ensuring that every action we take as a commission reflects our dedication to fairness and transparency.

Alignment with the Mission:

The CPP's mission to enhance police accountability and improve community relations is deeply important to me both personally and professionally. Personally, I believe in the necessity of law enforcement and the challenging nature of their job, yet I recognize the need for reform and better community engagement. Professionally, my background in process evaluation and regulatory compliance aligns with the CPP's goals of ensuring that police practices meet community expectations and legal standards. This mission resonates with my values of justice, fairness, and community service, driving my dedication to the CPP.

Leadership Vision:

My vision for the CPP centers around community engagement and trust-building. I would advocate and propose that we entertain the benefit and thought of the community for the CPP to launch community meetings across different neighborhoods to discuss policing issues, gather feedback, and foster dialogue that builds trust. I would propose we create and advertise a confidential channel for officers within the department to voice their concerns and suggestions, ensuring they feel supported and can contribute to positive change within the department. Keeping the public informed about our initiatives, outcomes, and all commission activities is crucial. This includes the CPP to properly educate the public on our capabilities and limitations both now and after meet and confer, this will ensure transparency and understanding. Another significant goal of mine is to encourage the San Diego Police Department (SDPD) to publicly acknowledge the existence of disparities and racism within their ranks, as acknowledgment and accountability are essential steps towards reform, which I have yet to see. We will ensure that community feedback is not only heard but acted upon, with clear communication about how the CPP and SDPD are addressing these issues.

Additionally, my vision for the CPP includes further engagement with non-profits that support similar concerns like justice and inequality. Here are some steps we can take: Identify key non-profits in San Diego focusing on justice and inequality issues, reach out to discuss potential partnerships where the CPP can support their initiatives or collaborate on joint projects, and organize joint events such as workshops, seminars, or public awareness campaigns. These events can focus on education, advocacy, and community action. We will share resources like training materials, data, and best practices to enhance both the CPP's and non-profits' programs and outreach efforts. Encouraging CPP members and staff to volunteer or intern with these non-profits will not only support the organizations but also deepen our understanding of the issues at hand. Together, we can advocate for policy changes at local and state levels, combining forces to push for reforms that address these critical issues.

Collaboration and Stewardship

I will focus on fostering respectful dialogue among commissioners. I will ensure meetings are structured with clear agendas, allowing every Commissioner to voice their opinions respectfully and concisely. I will implement time management techniques to keep discussions focused and productive. I also plan on

developing a conflict resolution protocol to address any disputes among Commissioners, promoting a collaborative environment.

Candidate Information:

Name: Bonnie Benitez

Position Sought: First Vice Chair or Second Vice Chair

Relevant Experience: Professionally, I have served as the Executive Director and CEO of Consumer Attorneys of San Diego since 2007. I also served as General Counsel of the California Association of Marriage and Family Therapists from 1998 to 2006.

I am a lawyer and creative leader with extensive experience in organizational management, governance, strategic planning, stakeholder engagement, and program development. I have a proven ability to envision, prioritize, implement, problem solve, and adapt. As a trained mediator and public speaker, I have developed and maintained strong relationships with both internal and external audiences. As a leader, I have a skills-based, collaborative approach, with the goal of getting the most out of individuals and relationships toward a common vision or goal.

My specific volunteer leadership experience includes service in the following capacities:

Commission on Police Practices Committees

Chair, Rules Committee (Current)

Chair, Nominating Committee (2024)

Member, Executive Committee (Current)

Member, Ad-Hoc Personnel Committee (Current)

Member, Ad-Hoc Meet & Confer

Member, Case Review Team (2023-present)

Other Volunteer Experience

Adoption Coach, California Labradors & More (2022-present)

Member, Nominating Committee, National Association of Trial Lawyer Executives (NATLE) (2024, 2025)

Member, Strategic Planning Committee, NATLE (Current)

Secretary, Board of Directors, Mid-City Community Advocacy Network (CAN) (2020-2025)

Member, Annual Meeting Program Committee, NATLE (2009, 2010, 2016, 2025)

Meeting Moderator, NATLE (2010 and 2016)

Presenter, NATLE: *Build a Better Board Orientation* (2024), *Onboarding New Board Members* (2022), *Engaging Young Lawyers* (2019), *Membership Retreats* (2017), *Everything Human Resources* (2015), *Board Members: Recruitment*, *Board members: Care and Feeding* (2020)

Leadership Assessment Questions

Commitment to the CPP

How long have you been involved with the Commission, and what first drew you to its work?

I have served on the CPP since its inception. We were appointed in May 2023 and sworn in in August 2023. What drew me to the work was a concern for the citizens of San Diego and an interest in improving the relationship between the SDPD and our community, especially in light of the murder of George Floyd (and others) and the subsequent protests. I am a resident of Mid-City and regularly witness interactions between the police and community members. I also wanted to bring my 20+ years of experience in leadership to a new organization with the hope of using my skills to help others.

Commission Service

Which CPP committees or initiatives have you served on, and what contributions are you most proud of?

I served on the initial Bylaws Committee when we were first getting up and running. I have served on a case review team since case review teams were first formed (late 2023??). I served as Chair of the 2024 Nominating Committee. I was appointed Chair of the Rules Committee late in 2024, and continue to serve in that capacity, updating and overhauling the CPP Bylaws to meet the needs of the Commission as we learn more about how we can best function as a governing and community-led body. I have served on the Executive Committee since its inception. I am also serving on the ad-hoc personnel committee tasked with working the member of the City Council and the community to hire our next Executive Director. I am also serving on the ad-hoc committee to assist with any issues during the meet and confer process.

The contributions I am most proud of are in the recent efforts we made to assure the Public Safety Committee that we are setting ourselves up for progress and success and putting in place measures that will help us fulfill our mission and create the conditions for a successful relationship with a future Executive Director.

Professional and Community Background

Summarize two or three key experiences (professional, academic, or community based) that have prepared you for a CPP leadership role. Explain how these experiences will benefit the Commission.

I believe my experience working for and on “boards,” or governing bodies, has helped me understand the fundamentals of leadership and the importance of group dynamics.

My training and experience as a lawyer help me approach and think through problems/situations in a unique way.

My training as a mediator, helps me listen and try to find ways to understand people.

Alignment with the Mission

Why is the CPP’s mission important to you personally and professionally? How does it align with your values?

The mission of the CPP (holding law enforcement accountable and increasing community trust and safety) is important to me because I have a “justice button.” Justice in all forms is a personal value, so if I can help our community move the needle towards justice, I want to do so. My time on the CPP has been eye-opening, and I continue to learn things about the SDPD and how it functions. The more I’ve learned, the greater my concerns regarding the broken trust between the SDPD and our community. I want to be a part of a system that does everything it can to make positive changes so that ALL members of our community feel respected and safe.

Skills and Qualities

Identify the specific skills and attributes you will bring to the CPP leadership team (for example, strategic planning, facilitation, policy analysis, community engagement). Provide concrete examples.

I believe I bring a unique set of skills to the table. I truly enjoy working with others towards a common goal. My time thus far on the CPP has been stressful and enormously rewarding. I've grown to appreciate what each member of the CPP brings to the table with their unique perspective.

I think in systems and tend to have a vision of the big picture. With that, I want to drill down and find ways to make improvements. That is what I have to offer as a leader within the CPP. I also have years of strategic planning experience and meeting facilitation experience. Many years ago, I was the Executive Director of a gay and lesbian community center, and my job was community engagement. So, I understand the importance of building strong, trusting relationships with community members. I also have experience developing policies and procedures that avoid future problems and enhance organizational effectiveness.

Leadership Vision

What one or two priorities would you pursue in the next year to strengthen accountability and public trust? Outline the steps you would take to achieve these goals.

It's hard to focus on one or two priorities. We have SO MUCH to do. In no particular order:

1. Onboard and build relationships with new commissioners.
2. Prioritize our policy initiatives.
3. Implement more training for commissioners.
4. Hire a new E.D. so the OCPP has a leader and a fully functional team.
5. Keep pushing forward on the meet and confer process so the Commission can become fully functional.
6. Build trust with and help educate community.

Collaboration and Stewardship

Describe how you will foster respectful dialogue among Commissioners, engage constructively with the San Diego Police Department, and remain responsive to community concerns.

I believe it is essential to the CPP's success for commissioners to come to know each other as human beings. I want to do everything I can to further this goal. Respectful dialogue is key to building trust within the commission.

I also believe that we must do what we can to have a constructive, respectful relationship with the SDPD and consistently hold the department accountable at the same time. Officers are also human beings. This is something I try to keep in mind in my work as a commissioner. AND, officers must do their best to meet or exceed SDPD standards and be willing to be held accountable when they fall below those standards. The SDPD as an organization must be willing to examine its training, procedures, and standards in a constant effort towards improvement. CPP

recommendations must be given prompt and fair consideration by the department as we do our part as community representatives.

There is A LOT of work to do, and I am both honored and excited to be a part of it.

Candidate Information:

Name: *Dan Lawton*

Position Sought (Chair, First Vice Chair, or Second Vice Chair): *Second Vice Chair*

Relevant Experience (include current employment if desired): *Please see accompanying c.v.*

Leadership Assessment Questions

(You are not required to answer these questions for your Cabinet application. However, any responses you provide will be published in the public meeting agenda and distributed to each commissioner in advance of the meeting.)

Commitment to the CPP

How long have you been involved with the Commission, and what first drew you to its work?

The City Council appointed me in July 2024. *I have lived and worked in San Diego since 1987. During that time, the City has, I feel, done much for me. But I have never done anything for it. In 2024, I felt it was time for me to change that and to volunteer to serve in a capacity in which my skills and experience could be brought to bear on what I see as a large problem in San Diego: distrust and poor relationships between our police (on the one hand) and the citizens they serve (on the other hand).*

Commission Service

Which CPP committees or initiatives have you served on, and what contributions are you most proud of? *I serve on the rules committee chaired by Bonnie Benitez and the recruiting committee chaired by Armando Flores. I do not feel to this point I have made any substantive contributions to the Commission or at least any which merit mention in this questionnaire. I hope to change that in the coming weeks and months.*

Professional and Community Background

Summarize two or three key experiences (professional, academic, or community based) that have prepared you for a CPP leadership role. Explain how these experiences will benefit the Commission. *(1) I served as a law clerk to U.S. Ninth Circuit Judge Thomas Tang and, afterward, an associate and then a partner in a large San Diego-based law firm which specializes in civil trials and appeals in the federal and California courts. In between, I founded and operated my own small law firm in downtown San Diego for 23 years, training and employing several young lawyers. Along the way I have worked on multiple trials and appeals, including in civil rights cases in which the defendants were police agencies. The largest plaintiff's jury verdict I won was for \$12 million on behalf of a client in a civil rights case against the State of California. It came at the end of a ten-week jury trial. These professional experiences have given me insight into civil rights law as it applies to police agencies and the citizens they serve. (2) I have served as an adjunct professor of law at Thomas Jefferson School of Law in San Diego, during the periods from 2001 to 12009, and in 2013 and 2022, teaching a course in Appellate Advocacy. My teaching has enabled me to form positive relationships with students and help them advance in their legal careers. It has also kept me humble given how much I have learned from my students. (3) In 2023, my book, "Above the Ground: A True Story of the Troubles in Northern Ireland," was published by WildBlue Press, to critical acclaim. "Above The Ground" tells the true story of a man, Kevin Barry Artt, who suffered abuse of his civil rights and human rights at the hands of sectarian and prejudiced policing and court systems. The research I did for "Above The Ground" was an education in the enormous power which police agencies have over citizens and how that power unless properly held in check and overseen by competent authority can be abused to the detriment of the entire community and the police agency itself.*

Alignment with the Mission

Why is the CPP's mission important to you personally and professionally? How does it align with your values? *As a citizen and taxpayer who from time to time has called on the police for assistance, I feel a direct stake in the work of the San Diego Police Department. As a San Diegan, I believe our police should be the best in the world, a model to which other cities' departments can look for best practices and inspiration. No-nonsense accountability, good relations with both citizens and police, openness, a respect for order and process, professionalism, and a spirit of "we're-all-in-this-together" are, to me, values worth embracing in the work of the Commission.*

Skills and Qualities

Identify the specific skills and attributes you will bring to the CPP leadership team (for example, strategic planning, facilitation, policy analysis, community engagement). Provide concrete examples. *My career as a lawyer and writer has allowed me to develop and sharpen legal acumen and critical thinking. I have served as a leader of multiple Inn of Court teams and presented multiple continuing legal education programs to audiences of lawyers and judges. This work has enabled me to reduce masses of data to concise and easy-to-digest chunks for audiences, while also working on multiple teams of lawyers and judges who must cooperate and suppress egos in order to achieve good outcomes. I have no partisanship or political ideology when it comes to solving the problems faced by the Commission. My community engagement includes service as a volunteer in the Family Literacy Program at the St. Vincent De Paul Village in downtown San Diego and at Mama's Kitchen, a food delivery service for indigent persons suffering from AIDS, HIV infections, and other illnesses. Three times, the State Bar of California honored me with its Wiley W. Manuel Award, given annually to lawyers who provide pro bono legal services to clients in need of those services.*

Leadership Vision

What one or two priorities would you pursue in the next year to strengthen accountability and public trust? Outline the steps you would take to achieve these goals. *1. Helping get our new leadership off the ground after a period at the end of 2024 in which our leadership went into a state of drift. 2. Filling vacant seats of our Commission with qualified, competent, and committed personnel who lack axes to grind or political ideology in problem-solving. 3. Using our precious time more efficiently at our general business meetings,*

which sometimes have descended into long discussions over minutiae which do not advance the ball and which have drawn some justifiable criticism from members of the public who attend our meetings. 4. Identifying and then achieving at least three (3) specific concrete things, each of which can be summarized in 25 words or less and easily understood by any member of the public or journalist, that we wish to accomplish in the next two years. 5. Improving the credibility of our Commission vis-à-vis the Department, City Council, and citizenry.

Collaboration and Stewardship

Describe how you will foster respectful dialogue among Commissioners, engage constructively with the San Diego Police Department, and remain responsive to community concerns.

Thank you for your willingness to serve. Your thoughtful responses will help ensure the CPP selects leaders who can advance its vital mission for all San Diegans. *We have had more than one general business meeting at which members of the public have insulted and even threatened the Chief and police officers to their faces, in one instance prompting applause from one of our then-Commissioners. It will be impossible for our Commission to improve its relationship with the Department without insisting on civility at our meetings so as to reduce the chance that public comment devolves into uncivil behavior vis-à-vis the Department making it appear we are not in control of our own meetings and even that some of us tacitly endorse such invective. We should meet periodically with the Chief and his staff and make good relationships with them a high priority so that they do not tune us out. We must do the same with the public and for the same reason. We should take the high road in all communications, insist on critical thinking, and eschew rhetoric in decision-making and discussion. The work of our outreach committee is, I believe, only in its formative stage, but it will, I hope, organize town-hall meetings in every Council District of the city, at which citizens can be heard, feel they have been heard, and connect with our Commission.*

Thank you for your generous time and input.

DAN LAWTON

Shareholder
KLINEDINST PC
501 West Broadway, Suite 1100
San Diego, California 92101




www.klinedinstlaw.com

Dan attended Georgetown University Law Center, earning his J.D. degree in 1986 and serving as an editor of the *American Criminal Law Review*. Afterward, Dan served for one year as a law clerk to the late Ninth Circuit Judge Thomas Tang in Phoenix, Arizona. Dan practiced law with the San Diego office of Luce Forward Hamilton & Scripps LLP for several years before launching his own law practice in downtown San Diego. Dan operated Lawton Law Firm for twenty-four years after that, training several young lawyers, all of whom were his former law students. In 2018, Dan put his full-time law practice on hold in order to take a sixteen-month sabbatical, which he devoted to researching and writing a non-fiction book. In late 2019, Dan joined the San Diego office of Klinedinst PC, where he is a shareholder and practices in the firm's appellate and professional liability practice groups.

Throughout his career, Dan has specialized in civil appeals and civil trial work. He is certified as a legal specialist in Appellate Law by the State Bar's California Board of Legal Specialization. He has handled intellectual property litigation on behalf of both plaintiffs and defendants. Dan is also a counselor. He counsels both corporate and individual clients in a variety of settings, often in negotiations. His corporate clients have included companies whose stock is publicly-traded and companies whose stock is closely-held. They have included life sciences companies, pharmaceutical companies, manufacturers and distributors of various products, landowners and property developers, large corporations, a local major league baseball franchise, automobile dealerships, and "mom-and-pop" businesses. His individual clients have included victims of civil rights violations by police departments,

officers, directors, and shareholders (both majority and minority) of corporations, bankers, elected officials, politicians, professional athletes and coaches, attorneys, accountants, land owners, entrepreneurs, entertainers, and other individuals.

EXPERIENCE

Dan has handled civil appeals and writs in both the California and federal courts. Dan has tried multiple jury trials, bench trials, and arbitrations. He has litigated many cases to disposition short of trial (by way of motions to dismiss and for summary judgment). Dan obtained the third-largest jury verdict in Imperial County (for \$14,286,461, after a nine-week jury trial). His caseload has included cases involving civil rights violations by police departments, patent infringement, copyright infringement, trade secret theft, unfair competition, defamation, and business torts.

RECOGNITION AND AWARDS

In 2024, Dan was recognized by anonymous peer vote as one of the Best Lawyers in America® in the areas of Appellate Practice and Intellectual Property litigation.

Since 2008, the State Bar of California's Board of Legal Specialization has certified Dan as a legal specialist in Appellate Law, a distinction held by 36 lawyers in San Diego County.

In January 2009, Dan learned of his nomination for inclusion in 2009 *San Diego Super Lawyers* based on anonymous peer evaluation. He was so honored again in 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, and 2025 in the primary practice area of intellectual property litigation.

Dan has served as a Master and team leader in the J. Clifford Wallace Chapter of the American Inns of Court since 2015. In that role, he has been responsible for putting on MCLE programs for the Inn, a group whose membership consists of lawyers and Judges and is by invitation only. In September 2015, Dan won an award for Best Program via anonymous peer vote for a short documentary he produced entitled "Avoiding Deathbed

Regrets and Having Work/Life Balance.” The documentary combined excerpts of interviews with 25 local lawyers and Judges with data concerning work/life balance for attorneys and jurists. In 2021, Dan won another award for Best Program for a program entitled “What I’ve Learned,” another short documentary featuring interviews of local lawyers and Judges. In 2022, Dan won a third award for Best Program for “A Lion in Winter: A Fireside Chat with Judge J. Clifford Wallace,” a combined mini-documentary and live program featuring Ninth Circuit Judge J. Clifford Wallace.

Dan has had an “A/V” rating from Martindale-Hubbell since 1997. Three times, he has earned the San Diego Volunteer Lawyer Program’s Distinguished Service Award for outstanding contributions of legal services to pro bono clients. The State Bar has also honored Dan with multiple Wiley W. Manuel awards for pro bono work on behalf of refugees fleeing persecution abroad and seeking asylum in the United States.

TEACHING AND WRITING ABOUT LAW

Dan has helped present CLE courses to audiences of lawyers and judges for over twenty years. In 2025 and 2024 he lectured at the Pincus Professional Education Ninth and Tenth Annual Advanced Appellate Conferences on statements of decision and post-trial motions, on panels which included Court of Appeal Justices John Segal and Elizabeth Grimes and distinguished appellate practitioner Gerald Serlin, in Los Angeles. In February 2025, he presented a program, “Your Jury,” on jury trial practice to a national audience. Dan has also presented trial skills programs to audiences of lawyers and judges at Association of Business Trial Lawyers programs in San Diego.

Dan is an adjunct professor at Thomas Jefferson School of Law, where he teaches an appellate advocacy course. Dan also taught a Directed Study course at the law school in 2013. In it, students collected and organized data concerning demurrer practice in the California courts.

In 2015 and 2016, Dan was the author of “On Law,” a twice-monthly column which appeared in a local daily newspaper, *The Daily Transcript*, in 2015 and 2016. He has been a frequent contributor of legal-related columns to the *Los Angeles Daily Journal*. His published written work includes short fiction

published in the *Sheepshead Review* and *The Pensive Quill*.

In January 2020, Dan and his colleague Dave Majchrzak created Klinedinst PC's Attorney Training College, which offers bimonthly courses on litigation skills, professionalism, and civility, to the firm's lawyers for MCLE credit. Dan also serves on the law firm's Writing Committee, which offers guidance and feedback on written work prepared by attorneys before its filing, delivery to a client, or publication at no cost to the law firm's clients.

MEMBERSHIPS, ADMISSIONS, AND COMMUNITY SERVICE

Commissioner, City of San Diego Commission on Police Practices, 2024-2026; Editorial Board, *California Litigation* (2019-); Member, San Diego Appellate Inn of Court (2020-); Master, J. Clifford Wallace Inn of Court, 2011-; Member, California Supreme Court Historical Society (2020-); President, Thomas More Society, 2007-2009; Member, San Diego County Bar Assn. Committee on Civility, Professionalism and Integrity (2007-2008); Member, Louis M. Welsh American Inn of Court, 2001-2003; Chairman, San Diego Education Committee, Litigation Section, State Bar of California, 1995-1997; American Bar Assn.; Assn. of Business Trial Lawyers; Appellate Courts Committee, San Diego County Bar Assn; State Bar Conference of Delegates, 1996; Editorial Board, *ABTL News*, 1994-1997.

Dan is admitted to practice before and has practiced in the United States Supreme Court, the U.S. Courts of Appeals for the Federal, Ninth, and Fifth Circuits, all U.S. District Courts in California, the U.S. District Court for the Southern District of Indiana, the U.S. District Courts for the Southern and Western Districts of Texas, and the California courts.

Dan served as a Probation Monitor for the State Bar from 1993 to 1995. In that capacity, he monitored and counseled attorneys who were on State Bar probation.

In his spare time, Dan worked for several years as a volunteer in the Family Literacy Program at St. Vincent De Paul Village in San Diego and at Mama's Kitchen (a non-profit agency which delivers meals to men, women and children affected by AIDS and other critical illnesses). He has also served as a mentor at Nativity Prep Academy (a tuition-free, inner-city Catholic middle

school for at-risk children in Logan Heights).

PAST AND CURRENT CLIENTS

Niagara Bottling, LLC; Resort Vacations, Inc.; Learning Glass Solutions, Inc.; National University; BioLegend, Inc.; Imprimis Pharmaceuticals, Inc.; Padres, L.P. (San Diego Padres Baseball Club); Coffee Ambassador, Inc.; The Scripps Research Institute; Hologic, Inc.; Gen-Probe Incorporated; Knox Services, LLC; TomTom, Inc.; ecoATM, Inc.; Mt. Sinai School of Medicine; Genelux Corporation; Edward Van Halen; AMN Healthcare, Inc.; GMS Janitorial Services, Inc.; ACCO Engineered Systems; ImageWare Systems, Inc.; Notification Technologies, Inc.; Bsquare Corp.; Newport National Corporation; Vivendi Universal Net USA Group, Inc.; MP3.com, Inc.; Fiserv, Inc.; Focus Golf Systems, Inc.; John Boggs & Associates, Inc.; Speak, Inc.

PUBLICATIONS

Dan is the author of “Above The Ground: A True Story of the Troubles in Northern Ireland” (WildBlue Press 2023). “Above The Ground,” Dan’s first work of narrative nonfiction, was released to critical acclaim on August 7, 2023, garnered a Kirkus starred review in *Kirkus Reviews* in November 2023, was named one of the Best Indie Books of the Year for 2024 by Kirkus, and became an Amazon # 1 best seller in the category of Irish Historical Biography.

Dan also has authored newspaper columns, book reviews, and works of short fiction. Some are listed below.

“The Impact of Emotions on Judging” (*California Litigation*, vol. 37, no. 2, June 2025); “Greenland Bound?” (*Los Angeles Daily Journal*, December 26, 2024); “Why It’s Time for Older Judges to Retire and Make Way for Younger Generations” (*Los Angeles Daily Journal*, July 18, 2024); “Working: Conversations with Essential Workers” (*California Litigation*, vol. 37, issue 1, May 2024); “A Trial Lawyer in Full: The Life and Career of James J. Brosnahan” (*California Litigation*, vol. 36, no. 2, September 2023); *U.S. v. Nixon*, Fifty Years Later” (*California Litigation*, vol. 35, no. 2, October 2022); “A Lion in Winter: Senior Circuit Judge J. Clifford Wallace at 92” (*California Litigation*, vol. 34, no. 3, January 2022); “The Essential Scalia: On the

Constitution, the Courts, and the Rule of Law, edited by Jeffrey S. Sutton and Edward Whelan” (California Litigation, vol. 34, no. 1, April 8, 2021); “Unprecedented” (*The Pensive Quill*, October 2020); “We Are the Biggest Part of the Problem” (*Los Angeles Daily Journal*, June 15, 2020); “The Stringfellow Acid Pits: The Legal and Toxic Legacy, by Brian Craig” (reviewed by Dan Lawton) (*California Litigation*, vol. 33, no. 2, June 2020); “Meeting the Moment” (*Los Angeles Daily Journal*, March 25, 2020); “Annexation, Legally Speaking (Los Angeles Daily Journal, August 20, 2019); “The Most Newsworthy Part of a Person’s Entire Life” (*Los Angeles Daily Journal*, May 29, 2019); “Freshly Cut Grass and Protective Netting” (*Los Angeles Daily Journal*, April 3, 2018); “Open NCAA Basketball Tournament to all Teams” (*Los Angeles Daily Journal*, March 16, 2018); “Which Office Do I Go to Get My Reputation Back?” (*Los Angeles Daily Journal*, December 15, 2017); “Players’ Protests a Pointless, Costless Joke” (*The Daily Transcript*, October 3, 2017); “San Diego’s Marvelous, Artless New Courthouse” (*Los Angeles Daily Journal*, June 9, 2017); “The Elephant in the Originalism Room” (April 17, 2017) (*Los Angeles Daily Journal*, April 17, 2017); “Lawyer, Lawyer, Pants On Fire” (*Los Angeles Daily Journal*, March 13, 2017); “Telling Truth About Racial Profiling” (*San Diego Union-Tribune*, August 5, 2016); “Springsteen’s – and Trump’s – America” (*Los Angeles Daily Journal*, June 21, 2016); “Somehow We All Made it Through Last Monday: Tax Day” (*Los Angeles Daily Journal*, April 26, 2016); “American Exceptionalism and Michael Townley” (*Los Angeles Daily Journal*, March 8, 2016); “End the Incivility Plague in Our Profession” (*Los Angeles Daily Journal*, September 4, 2015); “Sometimes, Lawyers Work Against Human Rights” (*Los Angeles Daily Journal*, August 19, 2015); “Brady Tosses Lawyers Some Lessons” (*Los Angeles Daily Journal*, August 5, 2015); “Lawyers Turned Venture Capitalists: A Cautionary Tale” (*Los Angeles Daily Journal*, July 17, 2015); “The Hated, Caustic, and Honest Scalia” (*Los Angeles Daily Journal*, July 10, 2015); “The Frontiers of Golf, Law and Capital Markets” (*San Diego Daily Transcript*, June 24, 2015); “Cochran Legacy a Model for Young Lawyers” (*Los Angeles Daily Journal*, June 10, 2015); “Take A Closer Look at Physician-Assisted Suicide Bill” (*Los Angeles Daily Journal*, May 27, 2015); “A Major Moment for the Major Leagues” (*Los Angeles Daily Journal*, April 22, 2015); “Untouchable: The Problem of Prosecutorial Misconduct (San Diego Daily Transcript, April 8, 2015); “Ending Prosecutorial Unaccountability (*Los Angeles Daily Journal*, April 2, 2015); “SDSU: No. 1 In Your Heart, No. 64 in the Classroom” (*San Diego Daily Transcript*, March

25, 2015); “Lessons in Business, Courage, and Service” (*The Daily Transcript*, March 10, 2015); “I Dare You, Mr. Mayor” (*The Daily Transcript*, January 23, 2015); “Never Having to Say You’re Sorry” (*Los Angeles Daily Journal*, December 29, 2014); “What Would Jesús Do?” (*The Sheepshead Review*, Fall 2014); “John Lennon and His American Lawyer” (*Los Angeles Daily Journal*, December 2, 2013); “Moving Your Law Offices: Too Much Stuff,” (*Los Angeles Daily Journal*, October 22, 2013); “Lessons Abound from Peace Accord Negotiations” (*Los Angeles Daily Journal*, May 24, 2013); “The Devilish Things Courts Do” (*The Recorder*, May 13, 2013); “Torturous Logic, Ten Years Later” (*The Recorder*, May 6, 2013); “Norb Ehrenfreund and the International Criminal Court” (*Los Angeles Daily Journal*, February 7, 2013); “Fraud Statute Invites Bogus Corruption Charges” (*Los Angeles Daily Journal*, October 30 and November 5, 2012); “Sister Kathleen Marie and the Code of Canon Law” (*San Diego Source – the Daily Transcript*, July 30, 2012); “Andy Griffith, William Rehnquist, and a ‘Man in a Hurry’” (*Los Angeles Daily Journal*, July 9, 2012); “*Flood v. Kuhn*: Fortieth Anniversary of Justice versus the Law” (*Los Angeles Daily Journal*, May 29-30, 2012); “Thomas Tang, Robert Boochever, and the War between Justice and Law” (*Los Angeles Daily Journal*, October 29, 31, 2011); “Drama at the Diamond: The Donnelly Pine Tar Incident of 2005” (*Los Angeles Daily Journal*, July 25-26, 2011); “An Open Letter from Frank McCourt to Bud Selig” (*Los Angeles Daily Journal*, June 28, 2011); “A Lawyer Looks at Fifty” (*Los Angeles Daily Journal*, June 22, 2011); “The Day Lawyers Took Over Baseball” (*Los Angeles Daily Journal*, May 17-18, 2010); “Untouchable” (*Los Angeles Daily Journal*, March 29, 2010); “The Great Fire Sale” (*Los Angeles Daily Journal*, February 17-18, 2010); “For Lawyers and Politicians Alike, Regret Can Be a Valuable Thing” (*Los Angeles Daily Journal*, January 9, 2009); “Beyond Civility Codes” (*Los Angeles Daily Journal*, August 14, 2007); “Living in an Age of Phony Apologies” (*Los Angeles Daily Journal*, February 24, 2004); “Fair Shake? Arbitration Industry Has No Incentive to Reform a System That Serves It Well” (*Los Angeles Daily Journal*, July 24, 2002); “Torts Need No Reform; Laws Already Protect Real Victims” (*Los Angeles Daily Journal*, September 4, 2001).

Candidate Information:

Name: STEVE CHATZKY

Position Sought: 1ST VICE CHAIR

**Leadership Assessment Questions
Commitment to the CPP**

How long have you been involved with the Commission, and what first drew you to its work?

I first became involved with the Commission when Andrea St. John (the Commission's architect) approached me and asked me to apply to be a Commissioner. I had long been interested in police policy and practices as they relate to members of the community. In fact, I had taken a graduate sociology class in police practices at the University of Chicago in the 1960's. It was taught by Jerome Skolnick, author of Justice Without Trial. He studied, hands-on, police department culture and practices in Oakland for two years.

On a personal level, I think of my mother's mother, Esther. She was a beautiful 15-year-old girl in a Russian village when a Cossack, equivalent to the police back then, rode up to her house. He said he would be back the next day to take her to be his. That night she fled Russia and eventually went to her sister's home in America. As a young kid, after hearing her story, I became sensitized to the abuse of power by those in authority.

Commission Service

Which CPP committees or initiatives have you served on, and what contributions are you most proud of?

I have served on the pretext stops committee as well as the policy committee. I am most proud of my efforts to provide information to both the Commission as well as the community on practical resources for learning the law. For example, for example, I have spread the word about free online resources and apps provided by the San Diego County Law Library. One of them, "Fastcase," a free app, provides free searchable access to all state and federal cases and statutes.

Professional and Community Background

Summarize two or three key experiences (professional, academic, or community based) that have prepared you for a CPP leadership role. Explain how these experiences will benefit the Commission.

I served as the Board Chairperson of the Asian Law Alliance of Santa Clara County. This non-profit law firm represented many new immigrants to the United States in obtaining justice in housing, immigration, and other basic legal needs.

I served on the Board of Directors of the ACLU of Santa Clara County for many years. With limited resources, the Board had to wisely weigh which cases to accept.

I am a retired criminal defense attorney. I developed a palette of skills in investigating, advocating, and negotiating. This job also required the ability to remain objective in educating and advising clients of their available choices.

Alignment with the Mission

Representing the community is crucial. Being objective is critical.

Skills and Qualities

Identify the specific skills and attributes you will bring to the CPP leadership team (for example, strategic planning, facilitation, policy analysis, community engagement). Provide concrete examples.

Facilitation skills: I have analyzed and then coordinated client situations as a criminal defense attorney because of the need to see things from the perspective of the judge, the district attorney, the police, the public, and, of course, the client.

Strategic planning skills: I have practiced if-then thinking since I was a young chess player.

Leadership Vision

What one or two priorities would you pursue in the next year to strengthen accountability and public trust? Outline the steps you would take to achieve these goals.

I would meet the public in every venue in every Council district feasible and encourage open dialogue with ALL police officers

I

Collaboration and Stewardship

Describe how you will foster respectful dialogue among Commissioners, engage constructively with the San Diego Police Department, and remain responsive to community concerns.

Thank you for your willingness to serve. Your thoughtful responses will help ensure the CPP selects leaders who can advance its vital mission for all San Diegans.

Thank you for your generous time and input.

Respectful dialogue remains unfettered when respect is shown to all. We must always remember that passions need not escalate negativity.

Candidate Information:

Name: Clovis Honore

Position Sought (Chair, First Vice Chair, or Second Vice Chair):

Second Vice Chair

Relevant Experience (include current employment if desired):

- I have served as a Commissioner on the CPP since 2023, and as the Second Vice Chair since January 2025
- I currently serve as the Chair of the Board of Directors of the Alliance Health Clinic
- I am on the Board of Directors of the Alliance for African Assistance
- I have served on a number of other Boards of Directors and as the Executive Director and Board Chair of several other organizations
- I have served in paid management positions with the City of Los Angeles, The County of San Diego and in the private sector
- President of the San Diego Branch of the National Association for the Advancement of Colored People (NAACP)

Leadership Assessment Questions

(You are not required to answer these questions for your Cabinet application. However, any responses you provide will be published in the public meeting agenda and distributed to each commissioner in advance of the meeting.)

Commitment to the CPP

How long have you been involved with the Commission, and what first drew you to its work?

- I was appointed to a one year commission with the CPP in May of 2023 with the first round of Commissioners. I was reappointed to a two-year commission with the Commission in 2024
- I was drawn to the work of the CPP by community members who energetically recommended that I apply to be on the Commission. They were familiar with the social justice work I had done in impacted communities in San Diego and California. I was honored that a number of community members I respected believed I would be a good fit for the CPP.

Commission Service

Which CPP committees or initiatives have you served on, and what contributions are you most proud of?

- I have been on an Internal Affairs review group since early on in my commission
- I have served on the Policies and Procedures Ad Hoc Committee
- I have served on both the CPP Personnel Committee and the San Diego City Council Ad Hoc Personnel Committee responsible for hiring the CPP Executive Director
- I am currently serving on the CPP Executive Committee in the capacity of Second Vice Chair
- I am currently serving on the CPP Cabinet in the capacity of Second Vice Chair
- As Second Vice Chair I also participate in the regular meetings between the CPP and the SDPD Internal Affairs Unit and the regular meetings with the Chief of Police and his staff.

Professional and Community Background

Summarize two or three key experiences (professional, academic, or community based) that have prepared you for a CPP leadership role. Explain how these experiences will benefit the Commission.

- As the Executive Director of the San Diego Area Congregations for change, I had the privilege of organizing a public hearing of the California State Assembly Select Committee on Reentry. This public hearing, held at the Jacobs' Center in Southeastern San Diego, included Assembly members from both sides of the aisle. The committee looked into issues facing our communities as they respond to the needs of residents and former inmates as they assimilate back into society. The committee held informational hearings in 2010 where the RAND Corporation presented their findings to the Legislature. The hearings also included testimony from local officials, non-governmental organizations and the public to hear what challenges they face as they deal with those trying to break the cycle of re-incarceration and return successfully to our local communities. Through this organizing effort I learned a lot about how government bureaucracies and administrative elements work, and how politics informs both, for better and for worse. This is knowledge and experience I bring to the CPP for the work that we are here to do.
- As a committee chair, First Vice-President, and President of the NAACP, I was directly involved in advocacy, organizing and legal review of the activities of law enforcement agencies in San Diego County. This included participating in rallies for police justice, public actions around police mis-conduct, and legal action in the courts in pursuit of justice regarding the El Cajon Police killing of Alfred Olango. As the President of the NAACP, there were active police officers and civil rights attorneys on my Executive Committee. Throughout my tenure with the NAACP we had meetings with law enforcement for relationship building and accountability with the community.

Alignment with the Mission

Why is the CPP's mission important to you personally and professionally? How does it align with your values?

- Growing up in South Central Los Angeles, I was witness to both the heroism and atrocities of the Los Angeles Police Department.
- My personal, academic and professional history have given me the perspective that the police department and its officers are an extension of the community, like every other institution in the community. Therefore, their people, policies, practices and perspectives

must align with community values.

- As a community member who has been on the receiving end of both the grace and error of the San Diego Police Department, I have a balanced perspective on law enforcement. I believe the relationship between the police department and its members, and the community, should be one of mutual respect and support.

Skills and Qualities

Identify the specific skills and attributes you will bring to the CPP leadership team (for example, strategic planning, facilitation, policy analysis, community engagement). Provide concrete examples.

- I have been engaged in social justice activism for more than 40 years, from 19 years old as the President of the SDSU Black Student Council to becoming the President of the NAACP and beyond. Much of that work has been done in and around criminal justice.
- I achieved a degree in Political Science from SDSU with a minor in Afro-American Studies as part of my development in social justice; giving me a perspective that was both personal and academic.
- As a professional community organizer I worked organizing community members and community institutions to address the deficiencies of the criminal justice systems. We engage directly with the SDPD, the San Diego Probation Department, the California Department of Corrections and Rehabilitation, and other stakeholders.
- All of the work above required extensive research, direct engagement with stakeholders, including law enforcement, and frequent policy analysis, strategic planning and community engagement.

Leadership Vision

What one or two priorities would you pursue in the next year to strengthen accountability and public trust? Outline the steps you would take to achieve these goals.

- The SDPD has consistently been evaluated to be engaged in biased policing, especially in relation to the African American/Black community. My top priority is to help the SDPD figure out how to identify and root out this bias.

Collaboration and Stewardship

Describe how you will foster respectful dialogue among Commissioners, engage constructively with the San Diego Police Department, and remain responsive to community concerns.

Thank you for your willingness to serve. Your thoughtful responses will help ensure the CPP selects leaders who can advance its vital mission for all San Diegans.

- I hope to be able to engage commissioners, the San Diego Police Department and the public in consistent and well informed dialogue structured within the spirit of Measure B, the Implementation Ordinance, and the by-laws of the CPP. My hope is that by all stakeholders keeping their eye on the prize - a safer community and police department - we will all work together with respect and appreciation for the responsibilities each of us has for public safety.
- I think the public needs to better understand how the San Diego Police Department works, so they can have better interaction with the SDPD and do a better job of holding them and

the CPP accountable. We have an Outreach Committee and a Community Engagement Coordinator. These two resources, along with the Commissioners themselves, need to engage with the communities of San Diego to bring them into a closer relationship with the SDPD, so that we can all build mutual relationships that make the SDPD work well for everyone.

Thank you for your generous time and input.

Candidate Information:

Name: Alec Beyer

Position Sought : Second Vice Chair

Relevant Experience:

- Commissioner since inception of Commission on Police Practices in 2023;
- Current chair of standing committee (Outreach Committee)
- Member of multiple Commission on Police Practices committees, both standing committees and ad hoc committees;
- Years of experience on State Bar of California Executive Committee – Worker’s Compensation Section;
- Decades of experience dealing with local governmental entities;
- Decades of experience with local and State law enforcement, including cases involving high-exposure litigation;
- As a Senior Deputy County Counsel for the County of San Diego, I personally investigated and litigated hundreds of cases involving law enforcement personnel, including questioning law enforcement personnel under oath at hundreds of depositions and dozens of trials.

Leadership Assessment Questions

(You are not required to answer these questions for your Cabinet application. However, any responses you provide will be published in the public meeting agenda and distributed to each commissioner in advance of the meeting.)

Commitment to the CPP

How long have you been involved with the Commission, and what first drew you to its work?

Length of service with Commission:

- since its inception in 2023

Reason for volunteering:

- my training and experience seem to be a near-perfect fit with Commissioner activities;
- the satisfaction of public service;
- A desire to use my time and abilities to try to move our community closer to the ideals of liberty and justice for all by working to update law enforcement training, tactics, philosophy and culture.

Commission Service

Which CPP committees or initiatives have you served on, and what contributions are you most proud of?

Ad Hoc Bylaws Committee, Ad Hoc Duane Bennett Litigation Strategy Committee, Standing Rules Committee, Standing Outreach Committee, Standing Executive Committee, Standing Policy Committee

Contributions most proud of: Nothing to brag about at the moment.

Professional and Community Background

Summarize two or three key experiences (professional, academic, or community based) that have prepared you for a CPP leadership role. Explain how these experiences will benefit the Commission.

Key academic experiences: Began studying American law enforcement in 1974 as a college freshman majoring in Police Science. Continued academic involvement in the 1980's pursuing and obtaining a degree in 'Public Administration with emphasis in Criminal Justice' in 1986. Both degree programs included hundreds of hours of police ride-alongs.

Key professional experience: as noted above, as an attorney I personally handled hundreds of cases involving local law enforcement personnel. As part of the case-handling, I investigated police training and tactics, collaborated with and opposed law enforcement in court, and questioned sworn law enforcement face-to-face while they were under oath on hundreds of occasions.

I was named as an Arbitrator by the State of California and have been selected by my colleagues as an Arbitrator on dozens of occasions involving complex legal issues.

Mandatory Continuing Legal Education Presenter: I have been a presenter on advanced legal issues involving law enforcement since 2002, presenting to attorneys and judges all over the State of California.

These experiences will benefit the Commission because of the in-depth knowledge of law enforcement culture and practices, the past experience working on committees, the experience of presenting complex information to members of the public and the ability to apply reason to complex issues.

Alignment with the Mission

Why is the CPP's mission important to you personally and professionally? How does it align with your values?

The conflict between law enforcement and our community members is unnecessary and wasteful. The conflict is the result of a failure on the part of City administration to implement advancements in police training, tactics and, most importantly, police culture. It

is critically important that we work towards curing that failure.

‘Liberty and justice for all’ is a value all decent people should be striving for.

Skills and Qualities

Identify the specific skills and attributes you will bring to the CPP leadership team (for example, strategic planning, facilitation, policy analysis, community engagement). Provide concrete examples.

Community Engagement: extensive past experience in presenting complex issues to the public in-person and via video conferencing;

Strategic planning: extensive experience in planning and implementing strategies for success in high-exposure litigation;

Policy analysis: extensive hands-on experience in interpreting and analyzing statutes and regulations, then making determinations on the best way to apply the analysis.

Leadership Vision

What one or two priorities would you pursue in the next year to strengthen accountability and public trust? Outline the steps you would take to achieve these goals.

We have to do a much better job of letting the public know what we are doing, the challenges we have been trying to overcome and who is interfering with/obstructing Commission activities.

Collaboration and Stewardship

Describe how you will foster respectful dialogue among Commissioners, engage constructively with the San Diego Police Department, and remain responsive to community concerns.

Thank you for your willingness to serve. Your thoughtful responses will help ensure the CPP selects leaders who can advance its vital mission for all San Diegans.

We will foster respectful dialogue among Commissioners by first spending the time to make sure every Commissioner has an opportunity to be heard, and secondly by observing parliamentary procedures to avoid cross-talk among Commissioners.

Our ability to engage constructively with the administration of the SDPD is limited by that administration’s willingness to cooperate in a meaningful way. The culture at SDPD is wholly resistant to any suggestion of change, so we will have to be persistent.

Thank you for your generous time and input.

Commission on Police Practices Candidate Questionnaire

Name: Darlanne Hctor Mulmat

Position Sought: Second Vice Chair

Relevant Experience

In 1989, I joined the San Diego Association of Governments (SANDAG) as a criminal justice research analyst. For much of my career, I served on a team tasked with providing independent assessments of public safety programs, including policing strategies. We gathered data through riding along with patrol officers and task forces, reviewing police records, interviewing personnel, and documenting activities to assess the impact and recommend changes moving forward. This work aligns well with the mission of the Commission to act objectively and impartially while reviewing complaints against San Diego Police Department (SDPD) officers, as well as Department policies and practices.

Leadership Assessment Questions

Commitment to the CPP

How long have you been involved with the Commission, and what first drew you to its work?

I was sworn in as one of the inaugural Commissioners in August 2023. After retiring at the end of 2020, I was on the look out for a volunteer opportunity that would utilize my expertise and contribute to the community. When I was approached to apply to be a commissioner, it seemed like the perfect fit given my previous work experience.

Commission Service

Which CPP committees or initiatives have you served on, and what contributions are you most proud of?

From the beginning of my service, I have served on case review groups, participated in the ad-hoc personnel committee, and the training committee. During the first year of the Commission, the training committee drafted two training academies (one for onboarding and one focusing on case review) that were approved by the full commission. In addition, I created a spreadsheet to assist staff in tracking training completion by commissioners that the previous executive director found helpful. Currently, I chair the ad-hoc personnel committee to hire a new executive director and I continually press to have the position filled as soon as possible.

Professional and Community Background

Summarize two or three key experiences (professional, academic, or community based) that have prepared you for a CPP leadership role. Explain how these experiences will benefit the Commission.

The SDPD is required to cooperate with the oversight of the Commission, but not necessarily implement our proposals. Similarly, the programs I evaluated while at SANDAG were required to have an evaluation as part of their grant funding, but not mandated to follow the resulting

recommendations. While there is no formula for creating an environment in which recommendations from an outside entity is embraced, my experience makes me keenly aware of the issues, pitfalls, and opportunities for success.

Toward the end of my career, I served as the Manager of the Regional Census Data Center at SANDAG. In this role, I participated in the State of California's efforts to achieve a complete count for the 2020 Census, which involved coordinating with key stakeholders in community-based agencies, as well as with the local cities and the County of San Diego, requiring diplomacy, organizational skills, and persistence. This experience involved listening to all the voices and juggling multiple priorities, while working within the confines of bureaucracy, which is very similar to the law enforcement oversight environment. The decision makers included the State of California (providing financial support and branding for outreach efforts), SANDAG (serving as the fiscal agent for distributing funds to local governments and community-based agencies), and local stakeholders with direct contact with target audiences. It was a balancing act between determining when to push for action and when to pause for a moment, as can be required for the Commission.

Alignment with the Mission

Why is the CPP's mission important to you personally and professionally? How does it align with your values?

My career focused on showing the impact of public safety programs to increase effectiveness. Similarly, the Commission strives to help the police department become more effective through transparency and officer accountability. It is work that matters and requires continued effort.

Skills and Qualities

Identify the specific skills and attributes you will bring to the CPP leadership team (for example, strategic planning, facilitation, policy analysis, community engagement). Provide concrete examples.

My work as the chair of the training committee illustrates the value I add to the leadership team. The compilation of the training academies for onboarding new commissioners and case review were the result of gathering input from experts, leading discussions with committee members, listening, summarizing the recommendations in an easy-to-read format, and presenting materials to the full commission.

Leadership Vision

As Chair or Vice Chair, what one or two priorities would you pursue in the next year to strengthen accountability and public trust? Outline the steps you would take to achieve these goals.

One way to strengthen public trust is by clearly and effectively communicating what we do and sharing our accomplishments. During my tenure at SANDAG, I used data visualization techniques that translated data, analysis, and research findings into messages that were easily understood and remembered by the public. I look forward to an opportunity to work with staff to incorporate improvements into Commission reports, like the following.

- Start the report with a summary of key milestones and accomplishments so readers get the "meat" right away.
- Simplify graphs and charts, so they are easier to read (e.g., eliminate extraneous lines and 3-D displays that are hard to read, utilize labeling to clarify information).

- Reorganize the report so it tells the story of what the Commission does and has accomplished, rather than exhibiting all data available.
- Show the flow of complaints received and reviewed by the Commission with outcomes (e.g., proportion agreeing with Internal Affairs, proportion disagreeing) and a summary of the reasons for disagreements.

Collaboration and Stewardship

Describe how you will foster respectful dialogue among Commissioners, engage constructively with the San Diego Police Department, and remain responsive to community concerns.

Respectful dialogue and constructive conversation while remaining responsive to community concerns is not easy to achieve. Since I joined the Commission, I have been impressed with how we listen, develop strategies to improve (e.g., modifications to our meetings in response to community input), and follow-up with the police department when our recommendations are not embraced. At the same time, we can do better. I see how frustrating it is for public speakers at our meetings when they want to speak beyond the time limit and when the audio is unclear for virtual participants. I am committed to continuing to listen, learn, and work toward solutions.

**PROPOSED COMMISSION RESPONSES TO THE
SECTION 1 FINDINGS (SDPD COMPLAINT INVESTIGATIONS SYTEM)
OF JERRY THREET’S AUDIT REPORT**

Prepared by Douglas Case, CPP Chair – As Revised May 29, 2025

Background

At the December 11, 2024 Commission meeting, outside consultant Jerry Threet presented his “Independent Civilian Audit of San Diego Police Department Complaint Investigations for the Commission on Police Practices 2020-2023.” The report made 60 findings (recommendations), most of which have been referred to the CPP Policy Committee since those findings relate to issues the committee has on its agenda and will be considered by the Commission when the Policy Committee addresses those topics. The first seventeen findings relate to Internal Affairs operations and are addressed below. The first 15 are proposed recommendations to the SDPD; the other two are recommendations to the CPP. This draft was presented to the Executive Committee for discussion on May 28, and revised to reflect their input.

Additionally, Commissioner Armando Flores, who is a software engineer, recently took the initiative to conduct a review of the SDPD’s complaint portal. He identified several deficiencies regarding functionality and accessibility and proposed specific solutions. Those were added to the end of this report. (Refer to his analysis report, attached.)

The recommendations will be voted on at the June 4 CPP meeting. After the CPP provides guidance, the Chair will prepare a memorandum from the CPP to be sent to the Chief of Police with recommendations.

FINDING 1: The Department policy allowing civilian complaints to be designated as “informal” allows a complaint not to be fully investigated and no finding made. State law does not support this process, which could create police pressure on civilian complainants to avoid a full investigation. The clearest way to address this is to eliminate the “informal” complaint category from the Department’s complaint investigation process.

The SDPD policy defines an “informal” complaint as one where a complainant is offered the opportunity to resolve the matter without a formal investigation and voluntarily opts for that process. Informal complaints result in a memo to file and are not referred to the CPP upon completion. The CPP implementation ordinance explicitly states that the Commission may not review and evaluate complaints when the complainant requests that it be handled without an investigation [(Municipal Code § 26.1107(a)(4)].

The Commission’s General Counsel reviewed Penal Code Sections 832.5(a)(1) and 832.7(f)(1) cited by in the audit report and concluded that the statute does not preclude a informal review, provided the Department has procedures for the handling of those complaints. The SDPD’s Internal Affairs Unit Operation Manual (<https://www.sandiego.gov/sites/default/files/internalaffairsopsjuly2020.pdf> pp. 24-25) describes how the Department handles informal complaints. As the audit report notes, however, there appears to be no policy or procedure restriction regarding what type of allegations can be processed informally.

Many complainants only want to be heard and want their concerns shared with the subject officer(s) and have no desire for a formal investigation or for the officer to be disciplined. Additionally, the informal resolution process saves substantial resources by not requiring an expensive process that the complainant does not want.

Although recordings of complainant interviews reviewed by the CPP as part of the case review process show that while the investigating officer normally makes it clear that the choice of whether to handle a complaint formally or informally is at the sole discretion of the complainant, some describe the formal process ominously which can indirectly pressure complainants to choose the informal option.

Recommendations:

- (1) The informal resolution option should only be offered for Category II allegations.
- (2) The Department should develop a standard script (reviewed by the CPP) to be used for investigators to neutrally explain the difference between formal and informal processes to complainants.
- (3) When the CPP Performance Auditor is hired, the Auditor should periodically review Department records (including recording of complainants) to ensure that the decision of proceeding with a formal or informal process was properly explained to complainants in an unbiased fashion.

FINDING 2: *The warnings and instructions to complainants about possible consequences of filing a false complaint on the Department's complaint forms make the complaint process less than welcoming and suggest negative consequences could follow from filing a complaint. The Department could greatly lessen this deterrent effect by eliminating these warnings and instructions from the complaint forms.*

The CPP General Counsel agrees with our former Outside Counsel that the Department is required by recent case law [*Los Angeles Police Protective League v. City of Los Angeles*, 78 Cal.App.5th 1081 (2022, Second Appellate District)], to include the verbatim statement specified in Penal Code § 148.6 (2):

A law enforcement agency accepting an allegation of misconduct against a peace officer shall require the complainant to read and sign the following advisory, all in boldface type:
YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CIVILIANS' COMPLAINTS. YOU HAVE A RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND AFTER INVESTIGATION THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT; EVEN IF THAT IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CIVILIAN COMPLAINTS AND ANY REPORTS OR FINDINGS RELATING TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE YEARS.
IT IS AGAINST THE LAW TO MAKE A COMPLAINT THAT YOU KNOW TO BE FALSE. IF YOU MAKE A COMPLAINT AGAINST AN OFFICER KNOWING THAT

IT IS FALSE, YOU CAN BE PROSECUTED ON A MISDEMEANOR CHARGE.

I have read and understand the above statement.

Because all complaints filed with the CPP must be transmitted to the SDPD, the CPP uses the same required statement. A bill introduced in the California Assembly in 2023 to modify (soften) the required language failed to pass.

Recommendation: Do not request a change in the SDPD complaint form.

FINDING 3: *The Department's policy on intake of complaints is unclear as to whether supervisors on the scene of an incident should handle a citizen complaint or call another supervisor to handle the intake of the complaint. Clarifying this policy could eliminate confusion by complainants seen in some investigations.*

Recommendation: The policy should allow the complainant to make a choice of whether to file the complaint with a supervisor on the scene or request another supervisor to be called to take the complaint.

FINDING 4: *The Department's policy on civilian complaints allows SDPD to conduct a preliminary analysis of the allegations and evidence and determine that the complaint is "frivolous" and therefore need not be fully investigated. Such complaints result in no investigation report and no formal findings and are not referred to the CPP for review. This provision of SDPD's policy is not consistent with the requirements of state law. The Department could comply with state law by requiring all complaint allegations to be fully investigated as long as sufficient evidence exists.*

CPP General Counsel advises that classifying a complaint as "frivolous" is permissible provided that there is a written procedure. The SDPD Internal Affairs Unit Operation Manual (pp. 23-24) does have detailed criteria and procedures for classifying a complaint as "frivolous," which must be documented in a memorandum to the file.

Recommendation: Memoranda for frivolous complaints should be provided to the CPP and the complainant.

FINDING 5: *The Department does not provide complainants with official findings on complaints when it designates the complaint as "informal" or "miscellaneous," despite state law requiring a finding for every complaint allegation lodged. SDPD should provide complainants with a written notice of findings for any complaint filed.*

"Miscellaneous" complaints include those that are determined to be frivolous or where a specific SDPD officer cannot be identified. The SDPD Internal Affairs Unit Operation Manual does require that a memorandum be sent to complainants who desire that their complaint be handled informally to confirm their choice. The Manual requires that a memorandum to the file be prepared for miscellaneous complaints, but there is no reference of written notification to the complainant.

Recommendation: The Department should send written notifications to the complainant for all miscellaneous complaints, with a copy provided to the CPP.

FINDING 6: While the Department's policy requires complaint investigators to make repeated efforts to contact and interview complainants throughout the investigation, this is not always done in practice. The Department should consider whether its training is sufficient to ensure that an investigator makes every reasonable effort to interview every complainant. Doing so will help ensure that the investigator fully understands the nature of the complaint and the complainant's view of the available evidence and convey to the complainant that the agency takes all complaints of employee misconduct seriously.

Recommendation: The Department should require that the investigator make every possible attempt to interview complainants, even when the investigator believes that original complaint provides sufficient information.

FINDING 7: The Department's complaint investigators do not always obtain and preserve all evidence that may be material to an investigation. SDPD should promptly secure and analyze all evidence material for a complaint investigation, including interviews of all material witnesses to a complaint, as well as all records of any kind that could affect the outcome of the investigation.

Unfortunately the report did not give specific examples, presumably because the scope of work required that individual cases not be referenced.

Recommendation: This finding should be forwarded to the SDPD.

FINDING 8: The Department's complaint investigators do not always use neutral, open-ended questioning of witnesses, nor fully explore the witness' knowledge and perceptions of the incident being investigated. SDPD should conduct all investigative interviews using neutral, open-ended questioning of interview subjects, designed to elicit all relevant information known to the interviewee. The investigator should encourage the witness to remember and provide all of the information they may be aware of.

This has been an ongoing issue for many years, communicated multiple times to Internal Affairs, including with the former CRB, and appears to be a training issue.

Recommendation: All IA investigators should be required to attend a course periodically on effective interview techniques. New investigators should attend the course before being assigned cases. Retraining should be required if inadequate or inappropriate interviews are identified.

CPP Reviewers have noticed that copies of the original complaint form submitted by the complainant are occasionally missing from the case folder submitted to the CPP. It is essential that the Reviewers receive and review each complaint form to ensure that IA has accurately identified all allegations.

FINDING 9: The Department's complaint investigators seldom conduct explicit credibility analyses of witness statements, including when there are internal discrepancies within those statements and with other conflicting evidence. SDPD should use investigative interviews to clarify discrepancies within a witness's statements and between the witness's statement and

other evidence collected by the investigator. Where there are such conflicts, the investigator should conduct a credibility analysis to help resolve those inconsistencies objectively.

Recommendation: All IA investigators should be trained on credibility analysis of witness statements.

FINDING 10: *The Department's complaint investigators sometimes do not fully explore the allegations of a complainant who exhibits mental health issues. Where a complainant exhibits potential mental health issues, the investigator should endeavor to broadly interpret the allegations of their complaint so that potentially valid issues are not missed due to the misperceptions of the complainant.*

Recommendation: All IA investigators should be trained on techniques for effectively interviewing complainants who exhibit mental health issues. Retraining should be required if deficiencies in handling complainants with potential mental health issues are identified.

FINDING 11: *The Department's complaint investigation system in practice allows Department officials to investigate an incident in which they may have a personal, familial, or professional interest. SDPD should ensure that its policies, practices, and training specific to complaint investigations prohibit any officer or Department official from acting in an investigative or decision-making role for any complaint investigation that may implicate their personal, familial, or professional interests.*

Recommendation: The CPP should request that the Department implement this proposed policy.

FINDING 12: *SDPD should consider outsourcing complaint investigations to a trained and experienced civilian investigator in circumstances of Department conflicts of interest, in order to provide neutrality, eliminate actual and perceived conflicts of interest, and to provide the public greater confidence that such investigations are objectively conducted.*

Recommendation: Allegations involving members of the SDPD command staff, IA staff, or members of their immediate families, should be investigated by someone independent of IA. The Executive Committee was unable to come to a consensus on who should conduct the investigation. Options discussed include: the City Attorney's Office, an outside investigator contracted by the City Attorney's Office (not SDPD), another law enforcement agency, or POST. The CPP Policy Manager is researching how other the police departments in other California cities handle such conflicts of interest; although as of this writing he has not identified any departments with a specific policy on handling such conflicts of interests.

FINDING 13: *The Department typically misses its internal deadlines for completing complaint investigations set out in policy. SDPD should develop a realistic work plan to meet the Department's written internal deadlines to complete an investigation and periodically conduct a systemic audit of investigations for deviations from those deadlines.*

Failure to meet these deadlines can result in the CPP not having sufficient time to review and evaluate the IA investigation.

Recommendation: This finding should be forwarded to the Department for implementation, with the addition of “corrective action should be taken as needed.”

FINDING 14: *The Department’s complaint investigators sometimes do not fully identify and review all issues relevant to the incident. SDPD should periodically conduct a systemic audit of its complaint investigations to ensure that all relevant issues are identified and investigated to the greatest possible extent.*

This has also been an ongoing issue brought to the attention of IA by the CPP and CRB many times. Often, investigators try to put allegations into convenient “boxes” and/or fail to include allegations the investigator does not feel are relevant or significant.

Recommendation: At the conclusion of every complainant interview, the investigator should be required to list all of the allegations, verbatim as they will be included in the investigation report. The investigator should have the complainant explicitly confirm that the list of allegations is both accurate and complete.

FINDING 15: *The Department’s complaint investigation system allows investigators to close an investigation with a memo and no findings where the investigator concluded there was insufficient evidence to identify a subject officer. The Department should consider auditing complaints that have been closed out with a memo and not fully investigated due to insufficient evidence identifying a subject officer to assess whether the initial investigation to identify the officer was sufficient and whether the investigation was appropriately closed.*

Recommendation: Forward this finding to the Department for consideration.

FINDING 16: *The CPP should ~~consider auditing~~ audit SDPD investigations periodically to help ensure that all relevant issues are identified and investigated to a reasonable extent.*

Recommendation: The CPP Case Reviewers are expected to do this for each misconduct investigation conducted by the Department that they review. A separate section should be added to CPP case review report for this purpose.

FINDING 17: *The CPP should consider a focused audit of SDPD investigations to determine the circumstances under which allegations may be excluded from full investigation and analysis by the Department and whether this was appropriate.*

Recommendation: This is an appropriate project for the CPP Performance Auditor once hired.

ISSUES IDENTIFIED IN THE ANALYSIS OF THE SDPD COMPLAINT PORTAL:

1. Mobile upload icon is partially off-screen. Most residents file from their phone; if they can’t tap the paper-clip icon, they can’t attach evidence at all.
2. Limit of three attachments (250 MB each). A single 4-K phone clip or Ring segment can be 200–300 MB. After three files, a complainant must either merge footage (losing quality) or leave evidence out.
3. No way to add files later. If new video surfaces a day after submission, the resident must start a brand-new complaint or figure out how to mail a USB stick.

4. PDF forms are untagged and printer-dependent; no large-print/Easy-Read versions. Individuals who are blind, low-vision, or without a printer face an immediate barrier.
5. Lack of visible ADA/TTY/VRS information and non-Spanish translations. Deaf/HoH or non-English speakers may abandon the process before it begins.
6. Complaint Form narrative has a 1500 Character limit (roughly 250 words). This is insufficient to fully explain complex incidents.

Recommendations:

1. Repair the mobile UI so the attachment icon stays in view on all phone sizes.
2. Raise the cap (e.g., 10 files or 2 GB total) and allow ZIP archives or cloud-links. 250MB was okay back in 2007, but 1080p and 4k are the current standard. For example, a complainant can upload three 1 minute 4k or 5-7 minute 1080p videos before filling out the form again. There is no guidance on submitting more evidence, not even under frequently asked questions.
3. Send an automatic follow-up link in the confirmation email so complainants can upload additional media later.
4. Bring the page to WCAG 2.1 AA: add alt-text, high-contrast colors, keyboard focus, and fully tagged, large-print/Easy-Read forms.
5. Post a clear ADA and language-assistance banner (email, voice/TTY number, 24/7 VRS, and top-five language options). Complaint forms should be available in multiple languages.
6. Provide a simple status-tracking email or dashboard mirroring the City's "Get It Done" model—to keep complainants engaged.

Analysis of the SDPD Online Complaint Portal

I. Why This Audit Demands Immediate Action

To understand how well San Diego's Police Department serves residents who need to report officer misconduct, we conducted a **comprehensive accessibility and usability audit** of the Department's online intake pathway, specifically the "File a Complaint" landing page and its SeamlessDocs web form. The assessment combined three methods:

1. **Device Testing:** We tested the complaint process on current-generation iPhone, Android, and desktop browsers, observing where controls disappeared or failed.
2. **Assistive-Technology Simulation:** Using screen-reader software (VoiceOver, NVDA), switch-control emulators, and keyboard-only navigation, we verified whether a user with visual, hearing, or mobility impairments could complete each step.
3. **Standards Benchmarking:** We measured the portal against WCAG 2.1 AA (web accessibility), Title II ADA (disability rights), Title VI and the Dymally-Alatorre Act (language-access laws), and best practices from leading oversight bodies such as NYC CCRB and Chicago COPA.

Key Definitions for Non-Specialists

- **WCAG 2.1 AA:** International web-accessibility guidelines that specify, for example, text contrast and screen-reader labels.
- **TTY/VRS:** Telephone services that let Deaf or Hard-of-Hearing users communicate via text (TTY) or video sign language (VRS).
- **POBRA One-Year Rule:** California law (Gov. Code § 3304(d)) that bars police discipline if an investigation drags beyond one year after the agency first learns of the allegation.
- **Limited-English-Proficient (LEP):** Residents who speak English "less than very well" and thus require information in their primary language.

Our findings show the portal "frozen" in a desktop-era design that systematically blocks or discourages entire user groups:

- **Deaf/Hard-of-Hearing residents:** No TTY or VRS number, and the form offers no interpreter prompt.
- **Blind/Low-Vision users:** Screen readers cannot locate the unlabeled upload icon; the form's PDF is actually a flattened image, so text cannot be read aloud or selected. Images do not have Alt text (Image description for VoiceOver)
- **Mobile-only households ($\approx 70\%$ of city residents):** The attach button disappears on common iOS and Android viewports. A single one-minute 4-K clip already exceeds the 250 MB per-file limit, and merging or compressing videos is not possible on most phones.
- **Residents with mobility impairments:** Switch-control (a pressure sensor used to navigate, line by line), navigation stalls on non-standard buttons; links embedded in images are unreachable.

- **LEP communities (Tagalog, Vietnamese, Chinese, Korean, Arabic):** The form is English- and Spanish-only, contrary to state and federal language-access rules.

These barriers are not abstract. They **delay evidence collection**, pushing cases toward the POBRA one-year expiration; **inflate overtime** as investigators chase missing uploads or schedule second interviews; and **expose the City to ADA and Title VI litigation**, liabilities that have cost peer jurisdictions hundreds of thousands of dollars.

Although the page displays a link to the Commission on Police Practices (CPP), that link does **not** resolve the problem; CPP runs a separate intake workflow and does not rely on this obsolete SDPD form. In fact, the CPP address embedded in the SDPD form is out-of-date, creating additional confusion.

Until SDPD replaces this inaccessible portal with a mobile-first, multilingual, ADA-compliant interface, complaints will continue to stall at the front gate, investigations will drag, and public confidence will erode. Put plainly: the current system is not merely inefficient, it is inequitable. Every day it remains online the City's legal and moral debt deepens.

II. Findings at a Glance

Critical Dimension	Current State	Daily Community Impact	Investigative Impact
Mobile Evidence Upload	Attachment icon clipped off-screen; no keyboard/ARIA	Mobile-only users (majority in Districts 4, 8, & 9) abandon upload	IA starts without key videos; must schedule retrieval
File Quota	3 files × 250 MB; GoogleDrive and Box access - DropBox access is not functional	Ring clips and 4-K phone videos exceed limit	Extra 7 hrs investigator time; +21 days delay
Narrative Limit	1 500 characters (~250 words)	Trauma survivors & LEP complainants forced to omit details. Translations from English to Spanish add 15-30% more characters on average.	Follow-up interview adds 4 hrs; +14 days delay
Accessibility	No alt-text, low-contrast links, untagged PDFs, no TTY/VRS banner	Blind/low-vision & Deaf/HoH residents cannot complete form unaided	Potential ADA suit; missing complaints community members with Accessibility needs.
Language Access	English/Spanish only	Tagalog, Vietnamese, Chinese, Korean, Arabic speakers (>5 %) effectively barred	Title VI exposure; under-reporting in key patrol areas
Status Transparency	Seamless Docs Portal	Tracking Portal link is not available on the complaint portal landing page. There is no complaint number generated for third-party reference or way to submit complaint without making a seamless docs account.	Repeat inquiries clog IA admin queue. Common questions must be addressed early on and the process must be fully transparent and accessible. Not truly anonymous

Officer Fields	<ul style="list-style-type: none"> • Single officer; no space for CHP, Sheriff, ICE, campus PD. • No description field or photo upload is available. • No note field to input officers relevance in allegation. 	<ul style="list-style-type: none"> • Multi-agency encounters (border task forces, protests) under-documented. Field should allow for description of officer/officer uniform. Note field added to allow complainant area to describe the involvement of officer. • How to document, out of Jurisdiction enforcement by SOU not mentioned. • Form must allow for notes on witnesses to encounter, allow field for how many officers were on scene. If supervisor was involved (conflict of interest). • Differentiate Formal vs Informal investigations. • Inclusion of Traffic violations by officer - field to add License plate of vehicle/ motorcycle with allegation details. 	<p>Mis-ID causes misclassified findings (“unfounded”) Add all relevant information for navigating these situations to FAQ.</p> <p>Complainants should be able to provide as much information about the subject officer and all officers at the scene during intake process.</p>
Empower Complainants	No current resource on Allegation, US-of Force Matrix or link to policy manual on complaint page.	Many residents do not know policing jargon (“ <i>Category I</i> vs. <i>Category II</i> ,” “ <i>unreasonable search</i> ”). A short, plain-language menu “ Excessive Force ,” “ Bias ,” “ Failure to Provide Medical Aid ,” etc. helps them articulate concerns accurately.	<ul style="list-style-type: none"> • Fewer vague narratives (“The officer was rude”) • Faster triage by Internal Affairs • Higher complainant confidence that the issue is understood
Assist Vulnerable Populations	Allow resource on Allegation to be thoroughly vetted for ADA & Title VI compliance	LEP, Deaf/HoH, and cognitively impaired users benefit from structured choices and clear definitions; screen readers can easily announce labeled checkboxes.	<ul style="list-style-type: none"> • ADA & Title VI compliance • More complete complaints from communities that historically under-report

III. Legal Imperatives

1. POBRA §3304(d) – One-Year Discipline Clock

California courts (*Mays*, *Pedro*, *Garcia*) void discipline if notice is not served within one year of **the agency’s discovery** of misconduct. Portal-induced delays (table above) add ≈ 63 days per Category-I case, pushing median timelines to ~ 300 days, leaving a razor-thin margin before the 365-day cutoff. The CPP audit already logged a Category-I case that breached the limit and “dozens that approached it.” Consider how many complaints are tossed out due to lack of information on intake as well as the necessary follow-up on every complaint because of the constraints. We must also consider that the SDPD is the highest funded department in San Diego and has existed since 1889. This complaint process should have been refined years ago and needs to be reassessed regularly to ensure compliance.

2. ADA & Web Accessibility

Title II guarantees “*effective communication*.” Cases like *NFB v. Lamone* and *Payan v. LACCD* confirm that non-WCAG portals constitute discrimination, inviting DOJ consent decrees and six-figure settlements. The current form fails every WCAG 2.1 AA criterion for non-text content, keyboard access, color contrast, and language tagging.

3. Title VI & Dymally-Alatorre Act

Agencies receiving federal funds must provide “meaningful access” to LEP users. Tagalog, Vietnamese, and Chinese exceed the 5 % trigger in multiple SDPD divisions; yet no translated form exists. DOJ settlements with Denver PD (2022) and Alameda County Sheriff (2024) show the financial and supervisory consequences of non-compliance.

IV. UI/UX Failure Points (Designer’s Lens)

Jakob Nielsen, a pioneer in human-computer interaction, identified **10 universal “heuristics”- simple rules of thumb that define good interface design**. They are widely taught in design schools and used by companies like Apple, Google, and Microsoft as a checklist for usability audits. Below are the five heuristics most relevant to SDPD’s complaint portal, each followed by the specific way the site violates that rule.

Nielsen Heuristic	Plain-English Definition	Violation in SDPD Portal
1. Visibility of System Status	The system should always keep users informed about what is going on, through timely feedback.	Confirmation e-mail gives no follow-up link, case number, or assigned investigator. Users cannot tell if additional files can be added later or how to add those files. FAQ does not provide this information or describe the difference between formal and informal investigations.
2. Match Between System and the Real World	Use familiar language and concepts; do not force users to translate computer jargon.	PDF instructs users to “Print and sign, at the bottom” implying online submission isn’t valid, and complainant must also go into department to file the complaint, this contradicts modern mobile expectations.
3. User Control and Freedom	Users need a clearly marked “emergency exit” to undo mistakes.	1500-character box cuts off text without warning; no option to expand or undo, forcing a full rewrite. Translation into Spanish adds 15-30% more characters. Most languages translated from English follow the same logic.
4. Flexibility and Efficiency of Use	The interface should work for both novices and experts, and adapt to different needs.	No interpreter toggle, contrast mode, or large-print option; fixed English UI.
5. Error Prevention	Better than good error messages is a design that prevents a problem from occurring.	Attachment icon clipped off-screen on iOS/Android; unlabeled buttons make it impossible for screen-reader or switch-control users to upload evidence in the first place.

Because these heuristics are foundational, each violation compounds friction, turning the complaint portal into a *maze* rather than a *funnel*. This is exactly the opposite of what an accountability interface should do.

V. Operational & Fiscal Consequences

Cost Center (Five Years)	Exposure Without Fix	Cost with Modernization
ADA / Title VI litigation & monitoring	\$1.3 M–\$2.0 M	\$40 K one-time + <\$10 K/yr
Investigator overtime (follow-ups)	\$450 K	≈ \$90 K (80 % reduction)
Federal consent decree monitor	\$1.75 M	Avoided
Total	≈ \$3.5 M	≈ \$100 K

VI. Existing City Resources Untapped

1. **Office of ADA Compliance & Accessibility** – Can support with compliance
2. **City Language Access Program** – Translates Council agendas into eight languages; SDPD can ask for translation of document and ensure compliance.
3. **IT & Digital Services** – ‘Get It Done’ status-tracker can be cloned for complaint milestones by IT in < 30 days, using existing micro-services. The code for this should already exist - we are not reinventing the wheel.

VII. 90-Day Action Matrix

Category	Specific Action	Key Benefit / Outcome
Mobile & Evidence Intake	<ul style="list-style-type: none"> • Anchor attachment button; add <code>aria-label="Attach evidence"</code>; include in keyboard tab order • Raise quota → ≥ 10 files or 3 files × 2 GB; accept ZIP & Google/ Dropbox links • Mirror change in Citizen Online Reporting (current 20 MB cap, no video) • Auto-confirmation e-mail with secure follow-up upload link 	Ensures mobile, screen-reader, and keyboard users can attach all evidence; eliminates repeat retrieval trips; aligns report portal with complaint portal; preserves chain of custody for late-found media
Narrative & Officer Detail	<ul style="list-style-type: none"> • Remove 1 500-character cap; add expandable autosave field • Provide repeatable officer blocks (≥ 4) with transport mode & uniform description • Add section for non-SDPD officers (CHP, Sheriff, CBP/ICE, campus PD) plus direct links to their complaint sites 	Captures full sequence of events in one submission; prevents mis-identification; documents multi-agency incidents; reduces follow-up interviews and statute-clock risk
Accessibility & Language Access	<ul style="list-style-type: none"> • Conduct full WCAG 2.1 AA audit & remediation; tag PDFs; add large-print/ Easy-Read versions • Install ADA banner with voice hotline, TTY, RTT, VRS, and accommodation request form • Translate entire portal and documents into Spanish, Vietnamese, Tagalog, Chinese, Korean, Arabic; add interpreter hot-key 	Achieves ADA Title II and WCAG compliance; meets Title VI & Dymally-Alatorre mandates; enables Deaf/ Blind and LEP residents to file independently
Transparency & Trust	<ul style="list-style-type: none"> • Launch public status tracker (case #, milestones) leveraging <i>Get It Done</i> infrastructure • Produce ASL explainer video with open captions and downloadable transcript 	Provides real-time procedural visibility; boosts community trust; satisfies procedural-justice best practice
Social-Media Evidence Workflow	<ul style="list-style-type: none"> • Add dedicated “Social-Media URL” input • Publish #SDPDComplaintEvidence guidance in FAQs and confirmation e-mails 	Captures TikTok/Instagram/YouTube evidence; zero-cost storage; preserves provenance of user-generated content

VIII. Timeline, Overtime, and Statute Risk Addendum

Portal delays add \approx **28 investigator hours** and **63 calendar days** per complex Category-I case:

Delay Driver	Added Hours	Added Days
Evidence retrieval (file cap)	+7 h	+21 d
Narrative re-interview	+4 h	+14 d
Officer mis-ID research	+3 h	+10 d
Follow-up upload workaround	+6 h	+18 d
LEP interpreter redo	+8 h	+28 d
Total	+28 h	+63 d

SDPD routinely approaches the one-year statutory limit as found by Audit recently conducted by Jerry Threet, thus inviting disciplinary nullification.

IX. Conclusion & Call to Action

The existing complaint portal dissuades residents daily, especially those who are mobile-only, Deaf, Blind, or Limited-English-Proficient. It stifles evidence at the front door, inflates investigative timelines, and exposes the City to multimillion-dollar liabilities. By investing **0.01 % of the Department's annual budget**, SDPD can transform a liability into a national model of accessible, mobile, multilingual, and transparent policing oversight simultaneously safeguarding discipline, reducing overtime, and honoring San Diego's smart-city promise.

Immediate executive direction is the only missing element. The internal ADA, translation, and IT resources exist; the legal mandate is clear; the fiscal logic is overwhelming. Acting within 90 days will align SDPD with federal law, city policy, and community expectation, demonstrating that accountability begins not with a badge number but with a usable, inclusive digital doorway.

Respectfully submitted,

Armando Flores

Commissioner, Commission on Police Practices

May 30, 2025

Community Engagement Coordinator Report

Good afternoon, Commissioners, staff, and members of the public,

Since January 1, 2025, we have made an effort to reach out to 169 neighborhood associations and community planning groups throughout the City of San Diego. We've received responses from 47 of these groups. As a result of our outreach, we've completed 27 presentations to various community groups, neighborhood associations, nonprofit organizations, and student-led groups.

We currently have 18 additional presentations scheduled. In addition, we've made five announcements, with one more scheduled. We've also hosted three community booths—also known as tabling events—and we have another scheduled for tomorrow at San Diego City College.

Our goal over the next few months is to continue reaching out to the remaining associations and community groups we have not yet heard from.

Our community engagement team also plans to expand our outreach efforts to include the following within the City of San Diego:

- High schools
- Community colleges
- Universities

In the coming months, we plan to connect with teachers, professors, counselors, and student-led organizations to schedule presentations that introduce them to the Commission on Police Practices. These presentations will also provide resources on how individuals can contact our office and file complaints.

If you would like to participate in any of these presentations, please sign up using our CPP live calendar. I sent out an email with a direct link to the calendar on Wednesday, May 21, 2025. You're also welcome to speak with me directly—I'd be happy to help get you added to the schedule.

A special thank-you to our incredible intern, Kelsey Gans, who has handled all the behind-the-scenes work that makes these presentations possible. Thank you as well to all the Commissioners who have signed up to support these events. Your participation is greatly appreciated and helps us reach even more San Diegans.

Thank you,

Yasmeen Obeid

Community Engagement Coordinator
Commission on Police Practices

**The Hidden
Truths Behind
the Badge:
Public Trust,
Private Deceit**

Timeline of Events Involving Officer Stephanie Cockrell (aka Stephanie Audette)

2013

- **Internal SDPD Investigation:**
Officer Stephanie Audette is the subject of an internal SDPD administrative investigation.
 - **Allegation:** Illegally hacked the personal phone of a woman married to an SDPD officer with whom she was having an extramarital affair.

2016

- **Civil Lawsuit Filed:**
The wife of the SDPD officer having affair with another SDPD officer files a lawsuit.
 - **Defendants:** Verizon, the City of San Diego, and Officer Stephanie Audette.
 - **Cause:** Invasion of privacy and illegal access to personal communications.

February 2023: Allegations written in SDPD Officer Tyler Cockrell's restraining order statement

- **Sustained Internal Affairs Finding (SDPD):**
Officer Cockrell receives a **sustained finding** for serious misconduct.
 - **Violations:**
 - Stalking
 - Theft
 - Untruthfulness
 - **Note:** Per Senate Bill 16 (SB 16), this sustained finding should have been made public but remains concealed by SDPD.

August 13, 2023, allegations written in Officer Tyler Cockrell's Request for a Restraining Order Statement

- **Confrontation with Officer Tyler Cockrell with Officer Kourtne Williams as a witness:**
 - **Allegations:** Incident involving Officer Stephanie Cockrell and Officer Tyler Cockrell, who is reportedly dating Officer Kortnie Williams

2024 Allegations made public in 2025

- **Affair and Cover-Up Allegations Surface:**
 - Allegations emerge that Officer Cockrell is engaged in an **affair with SDPD Chief Scott Wahl**.
 - **Allegations Professional Standards Unit (PSU)** reportedly obtains **text messages** in which:
 - Chief Wahl promises Officer Cockrell, *"When I become Chief, I'll make this all go away."*
 - **Additional Allegations:**
 - Chief Wahl allegedly moved out of his family home in 2024.
 - Allegedly resided in the **Chief's office at Police Plaza**. He was seen regularly showering there as well.
 - Office space reportedly included a **bedroom set and kitchenette**, suggesting **misuse of public property**.

2025

Bold Alleged Statement by Stephanie Cockrell at work

- Officer Cockrell allegedly heard stating:
"I told you I wasn't going to be fired."
- Perceived as a reflection of protection from consequences despite multiple sustained allegations and recommendation for termination.

1 8. On December 20, 2023, my counsel sent a correspondence to Stephanie's
2 counsel requesting that Amazon be allowed to send the transaction history to their office
3 for redaction. See **EXHIBIT 3**. My counsel then proposed the redacted spreadsheet be
4 sent to Stephanie's counsel for final review and approval before being sent to me.
5 Stephanie rejected this offer and insisted that her counsel be the party to redact and send
6 the spreadsheet displaying her transaction history. See **EXHIBIT 4**. On January 11, 2024,
7 the spreadsheet was sent from Amazon to both counsel, with the password sent
8 specifically to Stephanie's counsel. See **EXHIBIT 5**. As of today's date, I have yet to
9 receive the redacted Amazon transaction history per the Order. This purposeful delay in
10 releasing these documents has increased my belief even more that Stephanie is
11 continuing this behavior without consequences, and I need to act immediately to protect
myself regardless of her threats of retaliation.

12 9. **Stephanie has also found out my specific whereabouts in moments**
13 **where I have not made this known.** Specifically, on July 8, 2024, Stephanie's counsel
14 filed a motion to enforce our settlement agreement and Family Code 271 Sanctions. In
15 reviewing Stephanie's declaration, she explicitly talks about my whereabouts in a specific
16 location for a specific period of time in the Mission Beach/Crown Point area. See
17 **EXHIBIT 6**. Unlike Stephanie's declaration, this was not a "staycation" at an Airbnb I was
18 supposedly renting out but was a family friend's home which I was housesitting. I did not
19 share this information online, as I do not have any social media accounts, nor does my
20 partner, and there is no one in my life who would have shared this information with
21 Stephanie. Mason is also only three (3) years old and had no idea the specific area of
22 San Diego we were staying in. **I am uncertain of how Stephanie knew my exact**
23 **location for this staycation and the timeline of my stay. Upon reviewing her**
24 **declaration, I felt a heightened sense of being unsafe and needing to monitor my**
25 **every move.** I am fearful of Stephanie and concerned about the close tabs she is
26 keeping on me and my life through careful surveillance.

27 10. I do not have social media to limit my presence in the world due to my
28 profession and am even more fearful to ever create an account due to Stephanie's
behavior. It is my position that if I ever created any social media platform that Stephanie
would harass me or create fake profiles as a means of cyberstalking.

1 11. Moreover, we attended private mediation on June 10, 2024, with Hon.
2 Margo Hoy (Ret.) in which another concerning comment was made. During mediation I
3 was informed that Stephanie had seen a truck in my workplace parking lot that she stated
4 she knew was mine and cost a substantial amount. The truck was indeed mine, but not
5 an expensive vehicle. I became fearful of Stephanie's obsessive and controlling behavior
6 not only because she had not been attending work for upwards of a year, but because
7 her workstation while being suspended from working in the field is nowhere near the
8 vicinity of western division. Stephanie had never seen me in that vehicle, nor would
9 have any knowledge I owned it. I specifically never drove this vehicle to drop off or
10 pick up Mason for fear she would familiarize herself with it and add trackers. I had
11 only driven this vehicle twice to work instead of my primary vehicle. There is
12 absolutely no reason that Stephanie should have been at my specific working location. I
13 find this to be very troubling and inappropriate, as I am at work doing my job;
14 however, now I am afraid that Stephanie is consistently driving by my place of
15 work eager to start conflict. I have reason to believe that Stephanie is using her access
16 to my information in an inappropriate and dangerous manner. I do not feel safe now both
17 at home and work knowing that Stephanie is going to extreme measures to harass me.

18 12. Concerningly enough, Stephanie was under active investigation and
19 sustained in February of 2023 for both stalking, theft, and untruthfulness. She is
20 currently pending termination from her employment as a peace officer for these actions.
21 Despite these reprimands, it is clear she has no intention of stopping her behavior. In
22 fact, I believe that Stephanie in the past used magnetic tracker boxes specifically for
23 vehicles from Amazon and placed them under my vehicle. Previously in 2022, she placed
24 a set of surveillance cameras in my home, without my consent, which I ultimately found
25 and removed. See EXHIBIT 7. Again, these would appear in Stephanie's Amazon
26 transaction history.

27 13. Similarly, I took a trip to Vegas in October of 2023 with my partner. During
28 our hearing on November 21, 2023, Stephanie made a comment that she had personal
knowledge I had taken a 2-day trip to Vegas. At no point did I make my trip public
information, nor had I shared my plans with Stephanie given it was not my parenting time.
In fact, I told co-workers that I would be in Arizona for the weekend. At this point, I

1 was worried about how Stephanie was made aware of my plans. On December 13,
2 2023, I received a call from my mechanic who informed me that as he was
3 servicing my truck, he noticed a magnet on the underside of my truck. Upon
4 reviewing the magnet, I noticed it was a heavy-duty generic magnet that can attach
5 to anything magnetic. I am under the belief that Stephanie placed a tracker onto
6 the magnet at one point in order to track my location. I believe that she knew I was in
7 Vegas because of the tracker that she had placed on my vehicle. Stephanie's behavior
8 left me with a profound feeling of stress and anxiety that my safety and privacy will once
9 again be tampered with.

10 14. Additionally, Stephanie has a history of illegally tampering with
11 phones and electronics to discovery information. In 2013 Stephanie had a
12 relationship with a married man and upon his wife finding out about the affair, she
13 blocked Stephanie's number. Upon becoming aware of this, Stephanie used her
14 connections with a former Verizon employee, with whom she used to work with,
15 and together they hacked into the wife's Verizon account without her consent. I am
16 working diligently to obtain copies of the lawsuit.

17 15. Once in the wife's account, Stephanie obtained access to this unknown
18 woman's social security number and home address. There was an internal investigation
19 within the police department at which point Stephanie admitted to hacking into the
20 Verizon account without any consent.

21 16. In 2016, the wife brought punitive damages against Stephanie for privacy
22 invasion, constitutional violations, computer crime, unfair trade, and emotional distress.
23 Given the circumstances, the city's attorney did not represent Stephanie, as they forced
24 her to pay for her own legal counsel. I have direct knowledge of the investigation.

25 17. At the time, I was already engaged to Stephanie and had no prior
26 knowledge of the situation until I saw the news articles released and was convinced by
27 her that it was not as serious as the allegations claimed. With the compounding events
28 over the years, it is clear that she is using the same tactics and is incapable of stopping
her behaviors. It is clear from these lawsuits and reports that she has a dangerous
past with prying into information without other's consent.

1 18. My concerns initially raised in 2021 on or around July to September of
2 2021. I was at our old house moving a portion of my belongings out when I saw an
3 Amazon delivery driver drop off a few packages. I opened the packages, believing it was
4 all my order but instead was met with a metal box, approximately eight by eight inches,
5 with a magnet on one side. I know from my own experience that those boxes are the
6 types of boxes a tracker device goes inside, then attaches to any part of the metal frame
7 on the underside of a vehicle. Upon opening this package, I looked at the slip and saw
8 Stephanie's name. I later confronted her about the tracker box, and she said she was
9 going to put a tracker on my vehicle but decided against it.

10 19. This has been a continued pattern, as in November of 2021 I was at my
11 personal home and discovered a small USB charging outlet plugged into a 110-volt
12 receptacle in my kitchen. I did not remember putting it in there and decided to test it with
13 several USB devices. I then noticed that it was not consistent with any chargers and upon
14 further examination realized there was a micro camera hole with room for a SIM card.

15 20. Further, I located an internet-based camera system inside my house, with
16 the cameras placed under furniture and under my bed. Stephanie is the only one who
17 would have known I took the old internet service and equipment with me, which
18 would make her the only one that knew, other than me, what my old internet
19 passcode was, which would be required to set up an internet-based camera
20 system. The placement of these cameras under furniture and a bed would make them
21 entirely useless as a camera system, but well-placed for a real time audio recording
22 system. Stephanie is well versed in manipulation and knows how to be extremely
23 secretive, especially with our job field, for her own malicious intent to harass and control
24 my every move.

25 21. Stephanie's past and present comments show a repeated pattern that she
26 is going over and beyond to have information related to me and my life. This behavior is
27 not appropriate and is incredibly frightening. Even if Stephanie is finding out information
28 from those closest to me, she should not be going out of her way to ask questions about
me. I should not be monitored, tracked, or controlled by Stephanie, nor should she
believe it is acceptable to compel those in my life to adhere to her request for my
private information. At this time, I do not feel that I have any sort of privacy or



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Man's Cop-Mistress Hacked Wife's Phone, She Says

BIANCA BRUNO / February 25, 2016



SAN DIEGO (CN) - Verizon helped a San Diego police officer's mistress - also a cop - hack into his estranged wife's cellphone and get confidential information about her, the wife claims in court.

Gioconda Hychko sued San Diego, Verizon, and her husband's alleged mistress, San Diego police Officer Stephanie Audette, on Feb. 19 in Superior Court. She did not sue her husband, whose name does not appear in the lawsuit.

Hychko claims her husband and Audette, co-workers, "became involved in a relationship" in January 2013. When Hychko became aware of the affair that April, she says, she logged onto her Verizon account to block Audette from calling her cellphone. Hychko says her cellphone had two lines, one for her and one for her husband.

Audette is a former Verizon employee and maintained contact with an unnamed employee who helped her hack into Hychko's account without her consent, according to the lawsuit.

Audette thereby got access to confidential information such as Hychko's Social Security number and home address, she says.

Hychko says she learned of the hacking from transcripts in an administrative case the police department brought against her husband for his relationship with Audette.

During the police department's internal investigation, Audette admitted hacking into Hychko's phone account without her permission, according to the complaint.

Hychko says she did not see the transcripts until August 2015, though the hearing was conducted in the summer of 2013, and police management officials were aware of Audette's conduct as early as July 2013.

By failing to take action against Audette, Hychko says, the police department "condoned and ratified" her conduct.

She seeks punitive damages for privacy invasion, constitutional violations, intentional infliction of emotional distress, unfair trade, and computer crime.

The City Attorney's Office and Verizon Wireless did not reply to emailed requests for comment.

Hychko is represented by Brandi Harper with Castillo Harper in Ontario, who did not reply to a telephone message seeking comment.

X Follow @BiancaDBruno

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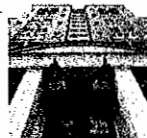
Judge allows CIA to fire former health official

May 9, 2025



White playwright sues San Diego library for not letting her perform as Black historical figures

May 1, 2025



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May 1, 2025

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April 30, 2025

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TIMELINE: SDPD Sgt. Moriah Maraschiello -Alleged Vehicle Registration Fraud, Untruthfulness and Court Disposition

June 15, 2024

- **Alleged Violations:**
 - **Registered a vehicle in a foreign jurisdiction** while residing in California, potentially to fraudulently avoid California registration fees and taxes.
 - **Submitted false information on DMV documentation**, constituting a false statement to a government agency.
 - **Unlawfully operated the vehicle without paying required California registration fees**, in violation of the California Vehicle Code.

April 17, 2025 – Court Disposition

- **Court Proceedings and Plea Agreement:**
 - Sgt. Moriah Maraschiello enters a guilty plea to one misdemeanor charge of unlawfully operating a vehicle without paying California registration fees, a violation of the California Vehicle Code.
 - All other charges, including those for false statements to the DMV and fraudulent out-of-state registration, are dismissed as part of the plea deal.
- **Important Note:**
 - The plea deal does not eliminate the basis for administrative or decertification investigations under POST and SB 2.
 - False statements to the DMV and fraudulently avoiding state fees, particularly by a sworn peace officer remain serious integrity violations that undermine public trust and are grounds for POST decertification and internal administrative review.
 - Any sustained investigation for dishonesty must be made public under SB16 Transparency.

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN DIEGO
CENTRAL DIVISION

THE PEOPLE OF THE STATE OF CALIFORNIA,
Plaintiff,
v.
MORIAH CORDEAU MARASCHIELLO,
dob 12/11/90
aka: Moriah Maraschiello 12/12/91;
Defendant

CT No. M298168
AMENDED
COMPLAINT-MISDEMEANOR

FILED
Clerk of the Superior Court

APR 17 2025

By: S. Cuellar, Deputy

PC296 DNA TEST STATUS SUMMARY

Defendant

DNA Testing Requirements

MARASCHIELLO, MORIAH CORDEAU

Manual review of DNA status is required

CHARGE SUMMARY

Count	Charge	Issue Type	Sentence Range	Special Allegations	Allegation Effect
1	VC8804 MARASCHIELLO, MORIAH CORDEAU	Misdemeanor	6 Mos\Fine		
2	VC20 MARASCHIELLO, MORIAH CORDEAU	Misdemeanor	6 Mos\Fine		
3	VC4000(a)(1) MARASCHIELLO, MORIAH CORDEAU	Infraction	Fine		

PC1054.3

INFORMAL REQUEST FOR DISCOVERY

The undersigned, certifying upon information and belief, complains that in the County of San Diego, State of California, the Defendant(s) did commit the following crime(s):

CHARGES

COUNT 1 - RESIDENT REGISTERING VEHICLE IN FOREIGN JURISDICTION

On or about and between August 27, 2024 and November 2, 2024, MORIAH CORDEAU MARASCHIELLO did unlawfully, while a resident, as defined in Section 516, of this state, with respect to any vehicle owned by him/her and operated in this jurisdiction, did register or renew the registration for the vehicle in a foreign jurisdiction without the payment of appropriate fees and taxes to this state, in violation of VEHICLE CODE SECTION 8804.

COUNT 2 - GIVING FALSE NAME IN DMV DOCUMENT

On or about November 1, 2024, MORIAH CORDEAU MARASCHIELLO did unlawfully and knowingly make a false statement in a document filed with the Department of Motor Vehicles, in violation of VEHICLE CODE SECTION 20.

COUNT 3 - NO REGISTRATION

On or about and between June 15, 2024 and November 1, 2024, MORIAH CORDEAU MARASCHIELLO did unlawfully drive, move, and leave standing a motor vehicle on a public highway when it was not registered, and the appropriate fees were not paid, in violation of VEHICLE CODE SECTION 4000(a)(1).

NOTICE: Any defendant named on this complaint who is on criminal probation for a misdemeanor offense within the City of San Diego or the City of Poway is, by receiving this complaint, on notice that the evidence presented to the court at the trial on this complaint is presented for a dual purpose: the People are seeking a conviction on the charges and simultaneously, the People are seeking a revocation of the defendant's probation, on any and all such probation grants, utilizing the same evidence, at the trial. Defenses to either or both procedures should be considered and presented as appropriate at the trial.

Pursuant to PENAL CODE SECTION 1054.5(b), the People are hereby informally requesting that defendant's counsel provide discovery to the People as required by PENAL CODE SECTION 1054.3.

I DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING IS TRUE AND CORRECT AND THAT THIS COMPLAINT, CASE NUMBER M298168, CONSISTS OF 3 COUNTS.

Executed at City of San Diego, County of San Diego, State of California, on April 16, 2025.



COMPLAINANT

Timeline: SDPD Sgt. Jeremy Huff – Alleged Vehicle Registration Fraud, Untruthfulness and Court Disposition

November 2024

- **Alleged Violations:**
 - **Registered a vehicle in a foreign jurisdiction** while residing in California, potentially to fraudulently avoid California registration fees and taxes.
 - **Submitted false information on DMV documentation**, constituting a false statement to a government agency.
 - **Unlawfully operated the vehicle without paying required California registration fees**, in violation of the California Vehicle Code.

April 16, 2025

- **Court Resolution:**
 - **Plea Agreement Entered:**
 - Sgt. Jeremy Huff pleads guilty to unlawfully driving a vehicle without paying the required California registration fees.
 - Other charges, including making a false statement to the DMV and fraudulently registering a vehicle out-of-state, were dismissed as part of the plea agreement.
- **Important Note:**
 - The plea deal does not eliminate the basis for administrative or decertification investigations under POST and SB 2.
 - False statements to the DMV and fraudulently avoiding state fees, particularly by a sworn peace officer remain serious integrity violations that undermine public trust and are grounds for POST decertification and internal administrative review.
 - Any sustained investigation for dishonesty must be made public under SB16 Transparency.

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN DIEGO
CENTRAL DIVISION

FILED
San Diego Superior Court
APR 16 2025
Clerk of the Superior Court
By: M. Gallardo

THE PEOPLE OF THE STATE OF CALIFORNIA,
Plaintiff,
v.
JEREMY DRU HUFF,
dob 05/07/76
aka: Jeremy D Huff,
Defendant

CT No. M298169
AMENDED
COMPLAINT-MISDEMEANOR

PC296 DNA TEST STATUS SUMMARY

Defendant

HUFF, JEREMY DRU

DNA Testing Requirements

Manual review of DNA status is required

CHARGE SUMMARY

Count	Charge	Issue Type	Sentence Range	Special Allegations	Allegation Effect
1	VC8804 HUFF, JEREMY DRU	Misdemeanor	6 Mos\Fine		
2	VC20 HUFF, JEREMY DRU	Misdemeanor	6 Mos\Fine		
3	VC4000(a)(1) HUFF, JEREMY DRU	Infraction	Fine		
4	VC4000(a)(1) HUFF, JEREMY DRU	Infraction	Fine		

PC1054.3

INFORMAL REQUEST FOR DISCOVERY

The undersigned, certifying upon information and belief, complains that in the County of San Diego, State of California, the Defendant(s) did commit the following crime(s):

CHARGES

COUNT 1 - RESIDENT REGISTERING VEHICLE IN FOREIGN JURISDICTION

On or about and between May 8, 2024 and November 13, 2024, JEREMY DRU HUFF did unlawfully, while a resident, as defined in Section 516, of this state, with respect to any vehicle owned by him/her and operated in this jurisdiction, did register or renew the registration for the vehicle in a foreign jurisdiction without the payment of appropriate fees and taxes to this state, in violation of VEHICLE CODE SECTION 8804.

COUNT 2 - GIVING FALSE NAME IN DMV DOCUMENT

On or about November 13, 2024, JEREMY DRU HUFF did unlawfully and knowingly make a false statement in a document filed with the Department of Motor Vehicles, in violation of VEHICLE CODE SECTION 20.

COUNT 3 - NO REGISTRATION

On or about and between November 1, 2024 and November 13, 2024, JEREMY DRU HUFF did unlawfully drive, move, and leave standing a motor vehicle on a public highway when it was not registered, and the appropriate fees were not paid, in violation of VEHICLE CODE SECTION 4000(a)(1).

COUNT 4 - NO REGISTRATION

On or about and between May 8, 2024 and October 31, 2024, JEREMY DRU HUFF did unlawfully drive, move, and leave standing a motor vehicle on a public highway when it was not registered, and the appropriate fees were not paid, in violation of VEHICLE CODE SECTION 4000(a)(1).

NOTICE: Any defendant named on this complaint who is on criminal probation for a misdemeanor offense within the City of San Diego or the City of Poway is, by receiving this complaint, on notice that the evidence presented to the court at the trial on this complaint is presented for a dual purpose: the People are seeking a conviction on the charges and simultaneously, the People are seeking a revocation of the defendant's probation, on any and all such probation grants, utilizing the same evidence, at the trial. Defenses to either or both procedures should be considered and presented as appropriate at the trial.

Pursuant to PENAL CODE SECTION 1054.5(b), the People are hereby informally requesting that defendant's counsel provide discovery to the People as required by PENAL CODE SECTION 1054.3.

Timeline: SDPD Officer Tyler Cockrell Alleged Unlawful Vehicle Registration — Criminal Case

March 18, 2025

- **Criminal Charge Filed**
 - The San Diego County District Attorney's Office files **one charge** against Officer Tyler Cockrell for:
 - The charge stems from **registering his vehicle in a foreign jurisdiction** (outside of California) while residing and working in California, allegedly to avoid paying California fees.

June 6, 2025 — Next Court Hearing

- **Hearing Time:** 1:30 PM
- **Department:** 1104
- **Location:** Central Division, San Diego Superior Court
- This readiness hearing

Implications for Oversight and Review

- Although the single charge is limited to unlawful registration, the underlying conduct—knowingly avoiding state fees as a sworn law enforcement officer—raises concern under:
 - SB 2, which governs decertification for acts of moral turpitude or dishonesty.
 - California POST standards, which evaluate a peace officer's integrity and trustworthiness, even in off-duty conduct.
 - Any sustained investigation for dishonesty must be made public under SB16 Transparency.

**SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN DIEGO
CENTRAL DIVISION**

THE PEOPLE OF THE STATE OF CALIFORNIA,
Plaintiff,

v.

TYLER MATTHEW COCKRELL,
dob 04/30/82
aka: Tyler M Cockrell;

Defendant

CT No. M298170

COMPLAINT-MISDEMEANOR

F I L E D
Clerk of the Superior Court

MAR 18 2025

By: E. Herrera, Deputy

PC296 DNA TEST STATUS SUMMARY

Defendant

DNA Testing Requirements

COCKRELL, TYLER MATTHEW

Manual review of DNA status is required

CHARGE SUMMARY

Count	Charge	Issue Type	Sentence Range	Special Allegations	Allegation Effect
1	VC8804	Misdemeanor	6 Mos\Fine		
	COCKRELL, TYLER MATTHEW				

PC1054.3

INFORMAL REQUEST FOR DISCOVERY

The undersigned, certifying upon information and belief, complains that in the County of San Diego, State of California, the Defendant(s) did commit the following crime(s):

CHARGES

COUNT 1 - RESIDENT REGISTERING VEHICLE IN FOREIGN JURISDICTION

On or about and between June 1, 2024 and November 19, 2024, TYLER MATTHEW COCKRELL did unlawfully, while a resident, as defined in Section 516, of this state, with respect to any vehicle owned by him/her and operated in this jurisdiction, did register or renew the registration for the vehicle in a foreign jurisdiction without the payment of appropriate fees and taxes to this state, in violation of VEHICLE CODE SECTION 8804.

NOTICE: Any defendant named on this complaint who is on criminal probation for a misdemeanor offense within the City of San Diego or the City of Poway is, by receiving this complaint, on notice that the evidence presented to the court at the trial on this complaint is presented for a dual purpose: the People are seeking a conviction on the charges and simultaneously, the People are seeking a revocation of the defendant's probation, on any and all such probation grants, utilizing the same evidence, at the trial. Defenses to either or both procedures should be considered and presented as appropriate at the trial.

Pursuant to PENAL CODE SECTION 1054.5(b), the People are hereby informally requesting that defendant's counsel provide discovery to the People as required by PENAL CODE SECTION 1054.3.

I DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING IS TRUE AND CORRECT AND THAT THIS COMPLAINT, CASE NUMBER M298170, CONSISTS OF 1 COUNT.

Executed at City of San Diego, County of San Diego, State of California, on March 6, 2025.



COMPLAINANT

Timeline: SDPD Lt. Jason Scott – Alleged Hit and Run

April 16, 2025

- **Criminal Charge Filed**
 - The San Diego County District Attorney's Office files **one charge** against Lieutenant Jason Scott for:
 - The charge stems from **March 2, 2025, accident resulting in damage to property, its alleged that Scott did unlawfully fail, refuse and neglect to locate and notify the owner and person in charge of such vehicle involved. At court the DA asked the court to remind Scott that he cannot drive without a valid license or insurance.**
-

June 10, 2025 — Next Court Hearing

- **Hearing Time:** 8:30 AM
 - **Department:** 1
 - **Location:** North County Division, San Diego Superior Court
 - This readiness hearing
-

Implications for Oversight and Review

- Although the single charge is limited to Hit and Run, the underlying conduct knowingly avoiding accountability for a hit and run crime raises concern under:
 - SB 2, which governs decertification for acts of moral turpitude or dishonesty.
 - California POST standards, which evaluate a peace officer's integrity and trustworthiness, even in off-duty conduct. A hit and run demonstrates a willful attempt to deceive authorities and property owners.
 - Any sustained investigation for dishonesty must be made public under SB16 Transparency.

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN DIEGO
NORTH COUNTY DIVISION

FILED
NORTH COUNTY DIVISION

THE PEOPLE OF THE STATE OF CALIFORNIA, JASON SCOTT, <i>dob 08/30/70;</i>	Plaintiff, Defendant
--	---

CT No. CN465597

2025 APR 16 P 3: 22

COMPLAINT-MISDEMEANOR

CLERK - SUPERIOR COURT
SAN DIEGO COUNTY CA

AFFIDAVIT REQUIRED

PC296 DNA TEST STATUS SUMMARY

Defendant	DNA Testing Requirements
SCOTT, JASON	Manual review of DNA status is required

CHARGE SUMMARY

Count	Charge	Issue Type	Sentence Range	Special Allegations	Allegation Effect
1	VC20002(a) SCOTT, JASON	Misdemeanor	6 Mos\Fine		

PC1054.3

INFORMAL REQUEST FOR DISCOVERY

The undersigned, certifying upon information and belief, complains that in the County of San Diego, State of California, the Defendant(s) did commit the following crime(s):

CHARGES

COUNT 1 - HIT AND RUN DRIVING

On or about March 2, 2025, JASON SCOTT, the driver of a vehicle involved in an accident resulting in damage to property, did unlawfully fail, refuse, and neglect to locate and notify the owner and person in charge of such vehicle involved and did willfully and unlawfully fail, refuse, and neglect to leave in a conspicuous place on the vehicle and other property damaged a written notice giving the name and address of the driver and of the owner of the vehicle involved and a statement of the circumstances thereof and without unnecessary delay notify the appropriate authorities of the place where the collision occurred, in violation of VEHICLE CODE SECTION 20002(a).

Pursuant to PENAL CODE SECTION 1054.5(b), the People are hereby informally requesting that defendant's counsel provide discovery to the People as required by PENAL CODE SECTION 1054.3.

DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING IS TRUE AND CORRECT AND THAT THIS COMPLAINT, CASE NUMBER CN465597, CONSISTS OF 1 COUNT.

Executed at City of Vista, County of San Diego, State of California, on April 16, 2025.


COMPLAINANT

Timeline: SDPD Officer Curtis Doll – Alleged Grand Theft

- **December 9, 2024:**
Criminal charges are filed in **San Diego Superior Court, Central Division**, Case Number **CD305705**, involving allegations of **Fraudulent Appropriation by a Public Officer/Grand Theft**.
-

June 17, 2025 — Next Court Hearing

- **Hearing Time:** 1:30 PM
 - **Department:** 102
 - **Location:** Central Division, San Diego Superior Court
 - This readiness hearing: for arraignment or potential plea agreement
-

Implications for Oversight and Review

- Although the single charge is limited to **Fraudulent Appropriation by a Public Officer and Grand Theft**, the underlying alleged conduct is misusing Star Pal money for personal benefit. During testimony in court the DA and Detective disclosed that Officer Curtis Doll and Sergeant Anthony Briese (who is not being charged) were the ones in control of the STAR Pal Accounting and that between 2021-2024 the accounting expenditure process to show how the debit cards were being used was stopped.

I believe that is a willful attempt of deception which is dishonesty:

- SB 2, which governs decertification for acts of moral turpitude or dishonesty.
- California POST standards, which evaluate a peace officer's integrity and trustworthiness, even in off-duty conduct.
- Any sustained investigation for dishonesty must be made public under SB16 Transparency.

**SUPERIOR COURT OF CALIFORNIA, COUNTY OF SAN DIEGO
CENTRAL DIVISION**

THE PEOPLE OF THE STATE OF CALIFORNIA,	Plaintiff,
v.	
CURTIS ALAN DOLL, <i>dob 02/20/83;</i>	Defendant

CT No. CD305705
DA No. AFH620

FILED
Clerk of the Superior Court

DEC 09 2024

COMPLAINT-FELONY

By: R. Ignacio
Central Division

INFORMATION

Date: _____

PC296 DNA TEST STATUS SUMMARY

Defendant

DOLL, CURTIS ALAN

DNA Testing Requirements

DNA sample required upon conviction

CHARGE SUMMARY

Count	Charge	Issue Type	Sentence Range	Special Allegations	Allegation Effect
1	PC504\487(a) DOLL, CURTIS ALAN	Felony	16-2-3		

PC1054.3

INFORMAL REQUEST FOR DISCOVERY

The undersigned, certifying upon information and belief, complains that in the County of San Diego, State of California, the Defendant(s) did commit the following crime(s):

CHARGES

COUNT 1 - FRAUDULENT APPROPRIATION BY PUBLIC OFFICER (PUBLIC FUNDS)

On or about and between April 5, 2022 and February 7, 2024, CURTIS ALAN DOLL, an officer and clerk of the City of San Diego, State of California, did unlawfully and fraudulently appropriate and secrete with a fraudulent intent to appropriate for a use and purpose not in the due and lawful execution of his trust, public funds and property in excess of four hundred dollars (\$400.00) of the City of San Diego which were in his possession and under his control by virtue of his trust in violation of PENAL CODE SECTION 504\487(a).

NOTICE: Any defendant named on this complaint who is on criminal probation in San Diego County is, by receiving this complaint, on notice that the evidence presented to the court at the preliminary hearing on this complaint is presented for a dual purpose: the People are seeking a holding order on the charges pursuant to Penal Code Section 872 and simultaneously, the People are seeking a revocation of the defendant's probation, on any and all such probation grants, utilizing the same evidence, at the preliminary hearing. Defenses to either or both procedures should be considered and presented as appropriate at the preliminary hearing.

NOTICE: Any defendant named on this complaint who is on Mandatory Supervision, Post Release Community Supervision, and Parole Supervision in San Diego County is, by receiving this complaint, on notice that the evidence presented to the court at the preliminary hearing on this complaint is presented for a dual purpose: the People are seeking a holding order on the charges pursuant to Penal Code Section 872 and simultaneously, the People are seeking a revocation of the defendant's Mandatory Supervision, Post Release Community Supervision, and Parole Supervision pursuant to Penal Code Sections 1170(h)(5)(B) and 1203.2 (a)(4), on any and all such grants, utilizing the same evidence, at the preliminary hearing. Defense to either or both procedures should be considered and presented as appropriate at the preliminary hearing.

Pursuant to PENAL CODE SECTION 1054.5(b), the People are hereby informally requesting that defendant's counsel provide discovery to the People as required by PENAL CODE SECTION 1054.3.

Sheriff's records indicate that as of the booking date one or more defendants have not yet provided a DNA sample to the DOJ database. Pursuant to Penal Code Section 296(e), the court shall order collection of DNA from the defendant(s) if advised by the prosecuting attorney that a sample is required but has not been provided by the defendant. Pursuant to Penal Code sections 296/296.1, if not already required from a past conviction, any defendants who have not done so will be required to provide a sample upon conviction of this felony offense.