

Commission on Police Practices

COMMISSION ON POLICE PRACTICES

Wednesday, October 1, 2025

5:00pm-8:00pm

REGULAR BUSINESS MEETING AGENDA

Southeastern Live Well Center

5101 Market St.,

San Diego, CA 92114

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

[Microsoft Teams Link](#)

Meeting ID: 236 685 004 570 1

Passcode: fU7ze3Gq

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/Teams.

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 item you would like to comment on is introduced (or it is indicated that it is time for Non-Agenda Public Comment), raise your hand by tapping on the "Raise Your Hand" button on your computer or tablet. To raise your hand in a Microsoft Teams meeting on your smartphone (iOS or Android), tap the three-dot menu, then select the "Raise Hand" option. You will be taken in the order in which you raised your hand. You may only speak once on a particular item. When it is indicated that it is your turn to speak, click the unmute prompt that will appear on your computer, tablet or Smartphone.

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 72 hours of the conclusion of the meeting.

Comments received no later than 8am on 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 reviewing the following workday at the CPP offices noted above or by email request to CPP staff.

- I. CALL TO ORDER/PUBLIC COMMENT INSTRUCTIONS (Chair Ada Rodriguez)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. APPROVAL OF MINUTES – Action Item
 1. Regular Business Meeting – August 20, 2025
 2. Regular Business Meeting – September 6, 2025
- IV. NON-AGENDA PUBLIC COMMENT (Community Engagement Coordinator Yasmeen Obeid)
- V. CHAIR REPORT (Chair Ada Rodriguez) – Informational Item
- VI. INTERIM EXECUTIVE DIRECTOR REPORT (Bart Miesfeld) – Informational Item
- VII. POLICY MANAGER/CHIEF OF STAFF REPORT OUT (Aaron Burgess) – Informational Item
- VIII. COMMUNITY ENGAGEMENT COORDINATOR REPORT OUT (Yasmeen Obeid) – Informational Item
 - A. Live Calendar Training and Information (by Community Engagement Coordinator Yasmeen Obeid)

- IX. PRESENTATIONS TO THE COMMISSION – Informational Items
- A. SDPD Response to Recommendations to Improve the Department’s Complaint Investigations System (Captain Julie Epperson & Assistant Chief Tina Williams)
- X. NEW BUSINESS
- A. Commissioner Mentorship Program (Action Item) (Commissioner Elizabeth Inpyn)
- B. Sagon Penn Podcast Link – Policy Retreat
- XI. STANDING COMMITTEE REPORTS – Informational Items
- A. Executive Committee (Chair Ada Rodriguez)
- B. Rules Committee (Commissioner Bonnie Benitez)
- C. Community Outreach Committee (Commissioner Alec Beyer)
1. Ad Hoc Community Outreach Budget Committee (Commissioner Armando Flores)
- D. Policy Committee (Commissioner Imani Robinson)
- E. Recruitment Committee (Commissioner Doug Case)
- F. Training and Continuing Education Committee (Commissioner Darlanne Mulmat)
- XII. AD HOC COMMITTEE REPORTS – Informational Item
- A. Personnel Committee (Commissioner Darlanne Mulmat)
1. Status of Executive Director Search Process
- B. Case Review Committee (Commissioner Alec Beyer)
- XIII. NON-AGENDA PUBLIC COMMENT (Community Engagement Coordinator Yasmeen Obeid)
- XIV. COMMISSIONER COMMENTS
- XV. ADJOURNMENT

Materials Provided:

- Draft Minutes of August 6, 2025 Commission Meeting
- Draft Minutes of August 20, 2025 Commission Meeting
- [Sagon Penn Podcast Link](#) – Policy Standing Committee
- Commissioner Mentorship Program
- Committee Report Outs

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 accommodation 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, August 20, 2025**

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

Click <https://www.youtube.com/watch?v=5IBvecsXodM> to view this meeting on YouTube.

CPP Commissioners Present:

Chair Ada Rodriguez
1st Vice Chair Bonnie Benitez
2nd Vice Chair Clovis Honoré
John Armantrout
Alec Beyer
David Burton
Cheryl Canson (arrived at

Doug Case
Steve Chatzky
Lupe Diaz (arrived at 5:16pm)
Armando Flores (arrived at 5:08pm)
Elizabeth Inpyn
Dan Lawton
Darlanne Mulmat
Imani Robinson

Excused:

Dwayne Harvey

Absent:

Michael Major

CPP Staff Present:

Bart Miesfeld, Interim Executive Director/General Counsel
Olga Golub, Chief Investigator
Ching-Yun Li, Investigator
Ethan Waterman, Investigator
Jon'Nae McFarland, Administrative Aide
Alina Conde, Executive Assistant

- I. **CALL TO ORDER/WELCOME:** Chair Ada Rodriguez called the meeting to order at 5:18 pm.
- II. **ROLL CALL:** Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. **NON-AGENDA PUBLIC COMMENT**
 - Dave De Arman:**
 - Expressed frustration over the lack of response to formal complaints submitted to the CPP.
 - Discussed the case of his son, Christopher De Arman, who was killed by the police, highlighting issues with the investigation and lack of medical aid provided.
 - Gabriel Rico:**
 - Raised concerns about the investigation into Christopher De Arman's case, mentioning missing evidence and coaching of police officers during interviews.
 - Highlighted the lack of transparency and access to body cam footage.
 - Patricia De Arman:**
 - Spoke about the new police misconduct website for lacking transparency.
 - Mentioned previous incidents involving the K9 officer Patrick Harvey and issues with the RA request process.
 - Cindy Nunez (Virtual):**
 - Urged the Commission to use their power to bring justice for Christopher Dearman.
 - Emphasized the need for transparency, accountability, and respect for the family.
 - Francine Maxwell (Virtual):**
 - Highlighted the importance of timely and correct discipline for officers who violate policy.
 - Mentioned ongoing court cases involving the San Diego Police Department and the need for the CPP to focus on holding officers accountable.
 - Ilna Weston:**
 - Called for further investigation into Christopher Dearman's case.
 - Spoke about the handling of the case and the actions of the police officers involved.
- IV. **CHAIR REPORT (Chair Ada Rodriguez)**
 - SDPD Response to Commission Recommendations:**
 1. The Chief has read and partially agreed with the majority of the CPP recommendations concerning the MPPD complaint investigation system.
 2. The Executive Committee will convene on the 27th to discuss any questions regarding the chief's response.
 - Waiver Issues:**
 3. There were recent issues with waivers or minor losses, and a draft has been provided for review.
 - Recruitment Committee:**
 4. The Chair of the Recruitment Committee has expressed satisfaction and suggested that Commissioner Cates might be interested in taking over the role. This transition will be discussed in an upcoming meeting.
 - Article on Investigation:**

5. Commissioner Case sent an article regarding an investigation launched by the 30th of the state, highlighting California law on personnel records and confidentiality provisions.
6. The CPP remains uninformed about specific allegations and outcomes, raising concerns about transparency.
7. The mayor's spokesperson stated that the mayor has full confidence in Chief Walk, despite the lack of transparency.

Community Event Feedback:

8. A community member expressed concerns about the lack of parking at the meeting location. It was requested to add parking directions on future agendas.

V. INTERIM EXECUTIVE DIRECTOR REPORT (Interim Executive Director Bart Miesfeld)
Executive Director Report Breakdown:

- Chief Investigator Return – Olga Golub, the Chief Investigator, has returned from leave and is quickly catching up with her duties.
- City Auditor's Performance Audit – The City Auditor's department is conducting a performance audit of the Internal Affairs Division of the City Police Department. The audit will focus on two main areas;
 - Whether the Police Department categorizes, investigates, and reports allegations of police misconduct fairly and completely, in line with best practices.
 - Whether the Police Department's discipline outcomes for misconduct are fair and in line with best practices.
- New Commissioner – Daniel Torres has been sworn in as the final new Commissioner and will participate in the regular business meeting on September 3rd.
- New Commissioner Training – The new commissioner training has been rescheduled to September 9th. Other Commissioners interested in the training can also join.
- San Diego County Civil Grand Jury – An interview with the San Diego County Civil Grand Jury has been scheduled for September. Commissioners and staff are requested to notify the executive director if contacted by the grand jury.

VI. OUTREACH COMMITTEE (Committee Chair Alec Beyer)

1. Presentation of Live Calendar Information – Community Engagement Coordinator Yasmeen Obeid will provide details on how to access and use this calendar, which aims to offer a schedule for presentations and translations where commissioners can participate.

VII. COMMISSIONER COMMENTS

- Commissioner Stephen Chatzky – Raised a question about the timeline for filling the other vacancy on the Commission.
- Commissioner Imani Robinson – Asked about the best way for someone to become a commissioner on the CPP and suggested outreach to colleges and using platforms like LinkedIn to find interested candidates.

VIII. CLOSED SESSION (NOT OPEN TO THE PUBLIC)

- A. Public Comment
- B. Interim Executive Director/General Counsel led CPP into Closed Session
- C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
Discussion & Consideration of Complaints & Reports: Pursuant to Government

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

1. SDPD Feedback on Case-Specific Matters
 - a. Case 2023-0249
2. Review of Internal Affairs Investigations
 - a. Case 2025-0012 (CAT I)
 - b. Case 2025-0073 (CAT I)
 - c. Case 2025-0035 (CAT II)
 - d. Case 2025-0091 (CAT II)
 - e. Case 2025-0070 (CAT I)
 - f. Case 2025-0084 (CAT I)
 - g. 2024-0108 (CAT I, Action Discussion)
3. Discipline Memos
 - a. 2023-0037 (no vote)
 - b. 2024-0164 (no vote)
 - c. 2024-0264 (no vote)
 - d. 2024-0344 (no vote)

IX. REPORT OUT FROM CLOSED SESSION (7:57pm): General Counsel Bart Miesfeld reported that there was no reportable action.

X. ADJOURNMENT: The meeting adjourned at 7:58pm.

**COMMISSION ON POLICE PRACTICES
REGULAR BUSINESS MEETING
Wednesday, September 3, 2025**

Southeastern Live Well Center
2728 Sixth Ave.,
San Diego, CA 92103

Click <https://youtu.be/665NjCqkpho> to view this meeting on YouTube.

CPP Commissioners' Present:

Chair Ada Rodriguez
1st Vice Chair Bonnie Benitez
John Armantrout
Alec Beyer
David Burton
Doug Case
Steve Chatzky

Lupe Diaz
Armando Flores (arrived at 5:20pm)
Dwayne Harvey
Darlanne Mulmat
Imani Robinson
Daniel Torres

Excused:

2nd Vice Chair Clovis Honoré
Cheryl Canson
Dan Lawton
Michael Major

Absent:

Elizabeth Inpyn

CPP Staff Present:

Bart Miesfeld, General Counsel
Aaron Burgess, Policy Manager
Ethan Waterman, Investigator
Olga Golub, Chief Investigator
Alina Conde, Executive Assistant
Jon'Nae McFarland, Complaint Coordinator
Yasmeen Obeid, Community Engagement Coordinator
Luqmaan Bohkary, Volunteer Law Clerk

- I. CALL TO ORDER/WELCOME: Chair Ada Rodriguez called the meeting to order at 5:00pm.
- 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 August 6, 2025

Motion: Commissioner Darlanne Mulmat moved for approval of the amended CPP Regular Meeting Minutes of August 6, 2025. Commissioner John Armantrout seconded the motion. The motion passed with a vote of 11-0-0.
Yeas: 1st Vice Chair Benitez, Armantrout, Beyer, Burton, Case, Chatzky, Diaz, Harvey, Mulmat, Robinson, and Torres
Nays: None
Abstained: None
- IV. NON-AGENDA PUBLIC COMMENT
 - Francine Maxwell – Expressed appreciation for the Commissioners' efforts and time. Highlighted a trust issue within the community regarding police practices. Emphasized the need for better communication and transparency from the Commission to the community. Mentioned the importance of the agenda reflecting current issues and providing more detailed minutes. Addressed concerns about the Police Department's cooperation with the Commission and suggested community support to apply pressure on elected officials.
 - David Rico – Briefly addressed the Commissioners but faced technical difficulties, leading to a switch to online speakers.
 - Darwin Fishman – Appreciated the work of the Commission. Inquired about the Executive Director search and emphasized the need for community involvement in the process. Raised concerns about the role of the Commission in addressing allegations against the police chief. Highlighted issues with the complaint filing process, including difficulties in tracking the status and feeling that complaints are not taken seriously.
 - Patricia De Arman – Raised concerns about the handling of complaints related to mental health issues. Shared a personal experience with an SDPD officer, highlighting bias and unprofessionalism. Questioned the thoroughness of investigations and the transparency of findings. Requested updates on specific cases and emphasized the need for accountability and retraining of officers.
- V. CHAIR REPORT (Chair Ada Rodriguez)

Chief Wall's Presentation: Plans to invite Chief Wahl to present at an upcoming CPP meeting concerning the department's response to recommendations.

New IA Liaison: Introduction of Lieutenant Andrea Taylor as the new CPP liaison for the IA Division, assisting with all CPP issues and inquiries related to case reviews.

Chief Wahl Investigation: The Commission is seeking more information on the investigation into Chief Wahl's conduct, with the General Counsel reaching out to the district attorney's office and City Attorney's office.

Ride-Along Waiver: Discussion on the need for a standardized waiver for Commissioners participating in ride-alongs due to legal concerns and inconsistencies in current practices.

SDPD Response to Recommendations: The committee is reviewing SDPD's response to recent recommendations, identifying areas needing further clarification, such as complaint procedure notifications, mental health training, and language access protocols.

Communication Protocols: Proposal to draft a document outlining communication procedures and roles between the Commission and SDPD, emphasizing collective input and alignment. Commissioner Case volunteered to draft the comprehensive communication protocol.

- VI. **INTERIM EXECUTIVE DIRECTOR REPORT (Interim Executive Director Bart Miesfeld)**
Introduction of Law Clerk Intern: Luqmaan Bokhary, a law clerk intern, was introduced. He holds an undergraduate degree in policy management from Brown University and is currently in his third year at the University of Michigan Law School. He will be interning full-time with the Commission for credit.
Introduction of New Commissioner: Daniel Torres was introduced as the final new Commissioner among the recent five new Commissioners.
Chief Wahl's Presentation: The department is working on scheduling a presentation by Chief Wahl to discuss the department's response to the Commission's recommendations, aiming for the first meeting in November.
City Auditor Presentation: The city auditor, Karissa Nash, will present to the Commission and the community about the scope of the audit on the Internal Affairs division at the San Diego Police Department.
Complaint Statistics: In July 2025, the Commission received 83 total complaints, with 57 filed directly with IA and 26 filed with the Commission. Of the 26, 17 were forwarded to IA, and 9 were out of jurisdiction.
Chief Wall Investigation: Art Castañares, publisher of La Prensa, is interested in the investigation of Chief Wahl and has already done a public Records Act request. The Commission will keep in contact with him for updates.

- VII. **POLICY MANAGER/CHIEF OF STAFF REPORT OUT** – Tabled

- VIII. **PRESENTATIONS TO THE COMMISSION**

- A. Reporting Requirements – Tabled
B. Live Calendar Training and Information – Community Engagement Coordinator Yasmeeen Obeid provided an update on outreach efforts, including presentations to neighborhood associations and community planning groups, and plans to engage with high schools in the city. The Community Engagement Coordinator conducted a training session on how to access and use the live calendar for scheduling community presentations and events. She demonstrated how to access the live calendar through Google Drive, where all scheduled presentations and events are updated. Commissioners can sign up to participate in these events through the calendar. **Presentation Process:** Explained the process for signing up for presentations, including observing the first presentation, receiving a calendar invite with location details, and picking up necessary supplies such as PowerPoint copies, Flyers, and business cards. **Materials and Logistics:** The outlined the materials needed for presentations, including printed PowerPoint copies, Flyers, business cards, sign-in sheets, pens, and clipboards. Commissioners are asked to count attendees and return any extra materials after the presentation.

Francine Maxwell – Expressed her concerns about the SDPD's response to the Commission's recommendations and the need for greater transparency and

accountability.

Ilka Weston – Expressed her concerns about the SDPD's response to the Commission's recommendations and the need for greater transparency and accountability.

IX. NEW BUSINESS

- A. SDPD Response to Recommendations to Improve the Department's Complaint Investigations System – The Commission discussed the SDPD's response to their recommendations, focusing on issues such as mental health training, language access protocols, and the classification of complaints as miscellaneous.

X. STANDING COMMITTEE REPORTS

A. Executive Committee

- Discussed the need for a standardized waiver for commissioners participating in ride-alongs due to legal concerns and inconsistencies in current practices. Mentioned that some commissioners had raised concerns about the inadequacy of the current waiver. Highlighted that not all commissioners were signing waivers, indicating a misconnection in how SDPD handles the ride-along process.
- Noted that the committee is reviewing SDPD's response to recent recommendations from the CPP and identified areas needing further clarification. The committee will discuss these areas further in new business and prepare follow-up communication addressing specific concerns.
- Discussed the need for clear communication protocols among commissioners and SDPD, with Commissioner Case volunteering to draft a comprehensive communication protocol. Emphasized the importance of developing clear guidelines for communication between the CPP and SDPD.
- The executive committee is actively working on addressing legal concerns, improving communication protocols, and ensuring transparency and alignment in their processes.

B. Rules Committee – No reports at this time.

C. Community Outreach Committee – Committee Chair Alec Beyer reported the next meeting is on September 11th at 6:30 PM. Focus on letting the community know about the Commission's work, updating the website, and managing the master calendar for community engagement.

D. Policy Committee – Committee Chair Imani Robinson reported that the committee holds their meetings on the fourth Thursday of each month. The next meeting will be held on September 25th.

E. Recruitment Committee – Committee Chair Doug Case reports that the committee focuses on recruiting new members for the Commission. Working on a procedure for the Commission to vote on nominations.

F. Training and Continuing Education Committee – Committee Chair Darlanne Mulmat reported that next meeting on September 11th at 5:00 PM. Discussing mentorship for new commissioners and providing engaging training.

XI. AD HOC COMMITTEE REPORTS

- A. Personnel Committee – Committee Chair Darlanne Mulmat reported that the committee is working on selecting a new executive director. Community panel has made recommendations for the second round of interviews.

- B. Operating Procedures Meet and Confer Negotiating Committee – This item will be taken off the agenda moving forward.
- C. Case Review Committee – Committee Chair Alec Beyer defined the process for case reviews. The Committee agreed that all commissioners are expected to participate in case reviews.

XII. NON-AGENDA PUBLIC COMMENT – None

XIII. COMMISSIONER COMMENTS

- Commissioner John Armantrout – Highlighted the need to review the Commission's complaint portal for any shortcomings and ensure it is community-friendly and accessible.
- Commissioner Armando Flores – Emphasized the importance of the complaint portal's accessibility, particularly for the deaf community, and the need for guidelines to ensure it meets accessibility standards.
- 1st Vice Chair Bonnie Benitez – Mentioned that all standing committee meetings are available virtually, allowing public participation without the need to attend in person.

XIV. ADJOURNMENT: The meeting adjourned at 6:46 pm.

COMMISSION ON POLICE PRACTICES TRAINING COMMITTEE MEMO COMMISSIONER MENTORSHIP PROGRAM PROPOSAL

Introduction

We are excited to propose the establishment of a Mentorship Program aimed at fostering volunteer development and support among Commissioners. The program is designed to facilitate knowledge sharing and skill enhancement by pairing experienced Commissioners with new members.

Interest Gauging

We will conduct an interest survey among existing and new Commissioners to determine their willingness to participate as mentors or mentees. The survey will capture preferences including interests and desired areas of focus (e.g., case reviews, committee assignments). We will also assess the time commitment and availability of participants to ensure optimal pairings.

Pairing Process

The program administrator will match mentors and mentees based on their preferences and interests to create the best potential fit. Factors such as mutual interests and alignment in desired Commission participation will guide the pairing process.

Orientation and Expectations

An orientation meeting will be held to set expectations for both mentors and mentees. This meeting will ensure that all participants are on the same page regarding their roles, responsibilities, and the level of engagement they desire. It is important to allow flexibility, as some pairs may prefer a casual mentorship while others might collaboratively engage more deeply in committee work or case reviews.

Check-Ins and Feedback

The program administrator will conduct periodic check-ins, either bi-monthly or quarterly, with both mentors and mentees to gauge the effectiveness of the pairing. Feedback will be confidential, and adjustments to pairings can be made if requested by either party.

Program Duration

The initial duration of the mentorship program is proposed to be six months. This timeframe will be reviewed and adjusted based on feedback and the evolving needs of the participants.

Conclusion

The Mentorship Program presents a valuable opportunity to build a supportive and collaborative environment within the Commission. By leveraging the experience of seasoned Commissioners, new members will gain insights and guidance that will enhance their contributions to our collective mission.

For your consideration,

Darlanne Hoctor Mulmat

Ethan Waterman

Questionnaire for Mentorship Pairing

For Prospective Mentees

1. Which of these subject areas are you interested in? Select as many as you like.

- ☐ Participating in review of completed Internal Affairs investigations
- ☐ Engagement with the community/public
- ☐ Developing a training curriculum for Commissioners
- ☐ Developing policy recommendations
- ☐ Recruiting new Commissioners
- ☐ Developing internal rules and procedures for the Commission
- ☐ Other, Please specify: _____

2. What goals do you hope to achieve through participation in this mentorship program? Select as many as you like.

- ☐ Build friendships or network
- ☐ Develop a healthy balance between Commissioner duties and other commitments
- ☐ Learn more about ways to engage with Commission work
- ☐ Get involved in Committees and/or community engagement opportunities
- ☐ Learn more about the rules and procedures governing the Commission and/or SDPD
- ☐ Other, Please specify: _____

3. Describe any experiences or learnings you hope to get from the mentorship program.

4. What, if any, preferences do you have regarding the background (e.g., life experiences, shared interests/hobbies) or professional disciplines of your mentor?

5. Mentors and mentees prefer different communication frequencies. Would you be okay with being in touch with your mentor...

- ☐ Once a month or less
☐ Once or twice a month
☐ Once per week
☐ More than once per week

6. Which communication methods do you prefer for contacting your mentor (e.g., phone calls, Text messages, email, video calls)? Select as many as you like.

- ☐ Phone calls
☐ Text messages
☐ Email
☐ Video calls
☐ Other, Please specify: _____

7. What is one short-term question you want your mentor to help you answer?

8. These surveys will be anonymous to mitigate the potential of bias during the matching process. Please write down a four-digit number which you know you will remember: this will be your tracking number.

Digital Link for Mentee Form: <https://forms.gle/bytNpHtT3KcdktiS6>

For Prospective Mentors

1. Which facets of serving on the Commission are you most passionate about?

2. Which committees, if any, do you currently serve on? Select as many as apply

- ☐ Case Review
- ☐ Community Outreach
- ☐ Executive
- ☐ Operating Procedures
- ☐ Personnel
- ☐ Policy
- ☐ Recruitment
- ☐ Rules
- ☐ Training and Continuing Education

3. What professional disciplines/functions do you have experience in, either here at the Commission or in your other work/life experience?

4. Mentees may prefer to be paired with mentors who have similar life experiences, backgrounds, or interests. In as few or many words as you like, tell us about yourself.

5. Describe any experiences or topics you can help with as part of this mentoring program.

6. What do you hope to achieve through participation in the mentorship program?

7. Mentors and mentees prefer different communication frequencies. Would you be okay with being in touch with your mentee...

- ☐ Once a month or less
- ☐ Once or twice a month
- ☐ Once per week
- ☐ More than once per week

8. Which communication methods do you prefer for contacting your mentee (e.g., phone calls, Text messages, email, video calls)? Select as many as you like.

- ☐ Phone calls
- ☐ Text messages
- ☐ Email
- ☐ Video calls
- ☐ Other, Please specify: _____

9. These surveys will be anonymous to mitigate the potential of bias during the matching process. Please write down a four-digit number which you know you will remember: this will be your tracking number.

Digital link for Mentor form: <https://forms.gle/EnrKGGC2uHWatDeaA>

Recruitment Committee Report
Doug Case, Committee Chair
September 20, 2025

Update on Vacancies

On September 16, the City Council made 3 new appointments:

District 5 - Chenyang Rickardl

District 7 - Walter Jordan "Jay" Sener, IV

At-Large Category - Kirby Knipp

With these appointments, 21 of the 25 seats are filled. The remaining vacancies are 1 Youth, 2 Low/Moderate Income Areas, and the District 8 seat. I will reach out to the Council President's Office to find out when these will be filled.

Committee Membership

David Burton has agreed to join the committee. I will survey the remaining members (Commissioners Diaz, Lawton, and Chatsky) to confirm their interest in continuing. We need to add a couple of other members – this would be a good opportunity for new Commissioners to participate. I will schedule a committee meeting once the committee membership is fully established.

Access to Applications

We were informed by the City Attorney's office that the CPP does not have access to the City's applications (On Board system) until the applicant materials are included with the agenda for the City Council meeting where appointments will be made. I proposed adding a question to the application where the applicant could give permission to share their application materials with the CPP in order to be considered for a nomination from the CPP. The Executive Director is pursuing this with the Council President's office.

Recruitment Outreach

In addition to the ongoing community outreach presentations, we need to develop a brochure/booklet specifically for recruitment. An announcement of vacancies, explaining the process to be sent to media and to Council Districts, youth organizations, educational institutions, professional associations, community and social justice organizations, etc. Additionally, we should plan a couple informational session for potential applicants (possibly on Zoom or Teams).

Vetting Process

The Recruitment Committee will screen the applicants and interview candidates, with standardized questions and scoring rubric. We need to discuss whether these would be in person or via Zoom or Teams. There are benefits to in person interviews, but a Zoom or Teams format allows for the interviews to be recorded. This is helpful in the event a

committee member is unable to attend an interview. The recording could also be available to all Commissioners to review. The committee would select one candidate for each anticipated vacancy. The recommendations, with documentation, would be forward to the full Commission for discussion and vote in closed session. The approved nominations would be entered into the On Board system, prior to the City Council appointment meeting.

District Designated Commissioner Nominations

City Councilmembers prefer to select one person from their own district to nominate for their district designated Commissioner. The other City Councilmember traditionally defer to the City Councilmember for each district. Some City Councilmembers do their own interviews. I will reach out to the Council President's office to discuss the best way for the committee to provide input and coordinate with the respective City Councilmembers.

From: [Conde, Alina](#)
To: [Conde, Alina](#)
Subject: From Committee Chair Alec Beyer
Date: Friday, September 19, 2025 12:38:13 PM

Outreach report:

- major update and improvements to our complaint intake form;
- community round table planning. Tentative dates/location selected;
- plans for collaboration with the D Harp foundation;
- updating Commission photos to include new Commissioners
- discussion of media contact list
- next meeting 10.23.25 @ 6:30