The City of SAN DIEGO
Commission on Police Practices

COMMISSION ON POLICE PRACTICES
Wednesday, September 24, 2025
4:30pm

EXECUTIVE STANDING COMMITTEE AGENDA
Procopio Towers
525 B St., 17th Floor, Suite 1725
San Diego, CA 92101

MICROSOFT TEAMS LINK
Meeting ID: 260 759 506 372 7
Passcode: Nn2xe6Lq
**Downloading the latest version of Microsoft Teams is required.*

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 CPP Standing Committee on an item on today's agenda, please complete and submit a speaker slip before the Committee hears the agenda item. You will be called at the time the item is heard. Each speaker must file a speaker slip with the CPP staff 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 for up to three (3) minutes, subject to the Committee 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 designated CPP staff. The Committee 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 Standing Committee 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 Standing Committee to discuss or take any action on the matter at today's meeting. At its discretion, the Standing Committee may add the item to a future meeting agenda or refer the matter to the CPP. Public comments are limited to three minutes per speaker. At the discretion of the Committee 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 Standing Committee has time to consider all the agenda items. A member of the public may only provide one comment per agenda item. In-person public comment on items not on the agenda will conclude before virtual testimony begins.

Virtual Platform Public Comment to a Particular Item or Matters Not on the Agenda: When the 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 Standing Committee.

If you attach any documents to your comment, they will be distributed to the Standing 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/WELCOME (Chair Ada Rodriguez)

II. ROLL CALL (Executive Assistant Alina Conde)

III. APPROVAL OF THE MINUTES OF THE AUGUST 27, 2025 EXECUTIVE COMMITTEE MEETING

IV. NON-AGENDA PUBLIC COMMENT

V. CHAIR REPORT (Chair Ada Rodriguez) (Information Item)

VI. INTERIM EXECUTIVE DIRECTOR REPORT (Interim Executive Director Bart Miesfeld) (Information Item)

VII. NEW BUSINESS (Discussion/Action Item)
- A. Approval of the new Bylaws (Rules Committee Chair Bonnie Benitez)
- B. 2025 Semi- Annual Report (CPP Investigator Ethan Waterman)
- C. Communication Protocol Draft (Commissioner Doug Case)
- D. Ad Hoc Case Review Process (Ad Hoc Case Review Committee Chair Alec Beyer)

VIII. STANDING COMMITTEE REPORTS
- A. Rules Committee – Committee Chair Bonnie Benitez (Information Item)
- B. Community Outreach Committee – Committee Chair Alec Beyer (Information Item)
  1. Ad Hoc Outreach Budget Committee - Committee Chair Armando Flores (Information Item)
- C. Training and Continuing Education Committee – Commissioner Darlanne Mulmat (Information Item)
- D. Policy Committee – Committee Chair Imani Robinson (Information Item)
- E. Recruitment Committee – Committee Chair Armando Flores or Commissioner Doug Case (Information Item)

IX. AD HOC COMMITTEE REPORT
- A. Ad Hoc Personnel Committee – Committee Chair Darlanne Mulmat (Information Item)

X. NEXT MEETING – WEDNESDAY, October 22, 2025

XI. ADJOURNMENT

Materials Provided:

- Minutes of August 27, 2025 Executive Committee Meeting
- Bylaws (redlined and clean versions)
- Communication Protocol Draft
- Ad Hoc Case Review Process – Report and Meeting Minutes
- Semi-Annual Report Draft
- Committee Reports

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

The City of SAN DIEGO

Commission on Police Practices

COMMISSION ON POLICE PRACTICES
EXECUTIVE STANDING COMMITTEE MEETING
MINUTES

Wednesday, August 27, 2025
4:30pm-6:00pm

Procopio Towers
17th Floor, Suite 1725
San Diego, CA 92101

Click https://www.youtube.com/watch?v=WTAe6eaOuSk to view this meeting on YouTube.

CPP Committee Members Present:
Chair Ada Rodriguez
1st Vice Chair Bonnie Benitez
2nd Vice Chair Clovis Honoré
Alec Beyer
Armando Flores
Darlanne Mulmat
Imani Robinson

Excused:
None

Absent:
None

CPP Staff Present:
Alina Conde, Executive Assistant
Bart Miesfeld, General Counsel

I. CALL TO ORDER/WELCOME: Chair Doug Case called the meeting to order at 4:30pm.

II. ROLL CALL: Community Engagement Coordinator Yasmeen Obeid conducted the roll call for the Commission and established quorum.

III. APPROVAL OF THE MINUTES OF AUGUST 27, 2025 EXECUTIVE COMMITTEE MEETING
MOTION: Commissioner Darlanne Mulmat moved to accept August 27th, 2025 Executive Standing Committee Meeting Minutes. 1ST Vice Chair Bonnie Benitez seconded the motion. The vote passed 6-0-0.
Yeas: Chair Rodriguez, Benitez, Beyer, Flores, Honoré, Mulmat, and Robinson
Nays: None
Abstentions: None

IV. NON-AGENDA PUBLIC COMMENT - None

V. CHAIR REPORT – No current updates.

VI. INTERIM EXECUTIVE DIRECTOR REPORT – Tabled.

VII. NEW BUSINESS

A. Commissioner Ride-A-Long and Waiver Discussion
- The Committee discussed the need for a standardized waiver for ride-alongs, highlighting inconsistencies in the current process.
- Commissioner Alec Beyer raised concerns about the legality of the existing waiver, emphasizing that it could violate labor laws and workers' compensation regulations.
- The discussion included the need for a waiver that is appropriate for commissioners, differentiating it from the general waiver used for community members.
- There was a proposal for Interim Executive Director and Commissioner Alec Beyer to work together to address these concerns and meet with the relevant city officials to resolve the issue.
- The committee agreed that a meeting should be set up between Interim Executive Director, Commissioner Alec Beyer, and the city officials to discuss and finalize the waiver.
- The discussion concluded with a plan to continue working on the waiver and ensure all concerns are addressed before moving forward.

B. San Diego Police Department Response to Commission on Police Practices Recommendation regarding Complaint Procedures
- SDPD provided a response to the Commission's recommendations, which were generally satisfactory but there were a few areas that need clarification. These areas highlighted that the SDPD claimed to already provide written notifications of miscellaneous complaints to the complainant and the Commission, but the Commission had not received any such memos.

- There was a discussion about the need for specific training on interviewing complainants with mental health issues, which the SDPD's response did not adequately address.
- The Committee discussed the need for external investigations in cases involving conflicts of interest, such as when the subject officer is part of the command staff or Internal Affairs.
- The SDPD's response to the language access liaison officer role was unclear, and there was concern that the role might be eliminated or inadequately replaced by a language line interpreter service.
- The Cabinet plans to follow up with the SDPD to clarify these points and ensure that the recommendations are properly implemented.

C. Commission on Police Practices Communication with San Diego Police Department
- The importance of effective communication with the SDPD was emphasized to ensure that recommendations are implemented and issues are addressed.
- There was a discussion about the need for a clear communication protocol between the Commission and the SDPD, including the roles and responsibilities of the liaison officers.
- Commissioners raised concerns about the lack of response from the SDPD liaison officers to the Commission's inquiries, which hampers effective communication.
- The Commission discussed the need for a document outlining the types of communication and the procedures for each, to ensure clarity and consistency.
- It was suggested that the Commission should approve all communications sent to the SDPD to ensure alignment and accuracy.
- The Commission plans to draft a communication protocol document and work with the SDPD to establish a mutual understanding of the communication process.

VIII. STANDING COMMITTEE REPORTS

A. Rules Committee – Committee Chair Bonnie Benitez
- The Rules Committee is working on proposed revisions to the bylaws.
- The committee is nearing the end of the revision process, with only one section left to tweak.
- The Committee Chair plans to present the proposed revisions to the Executive Committee at the next meeting for feedback.
- The goal is to get buy-in from the Executive Committee before taking the revisions to the full Commission.

B. Community Outreach Committee – Committee Chair Alec beyer
- The last meeting was held on August 7th, and the next meeting is scheduled for September 11th at 6:30 PM.
- The Committee is working on revising the website to make it more user-friendly.
- They are also developing a master calendar to keep track of community meetings and appearances.
- A media contact list is being created to expedite the transmission of information to the public.
- The committee is focused on improving communication and outreach efforts to better engage with the community.

C. Training and Continuing Education Committee – Committee Chair Darlanne Mulmat
   - New Commissioner Training: Scheduled for Tuesday, September 9th via Teams at 6:00 PM. This training will cover basics such as the Charter, the Brown Act, and procedural matters.
   - The next Committee meeting is scheduled for Thursday, September 4th. The exact time is yet to be determined but could be as early as 4:30 PM or as late as 5:00 PM.
   - Brown Act Compliance: There was a discussion about ensuring compliance with the Brown Act during the training sessions, particularly regarding the presence of multiple commissioners.

D. Policy Committee
   - The next Committee meeting will be held on September 25th.
   - Retreat Planning: The committee is working on planning a retreat with potential dates being November 1st or November 8th. They are waiting for confirmations from experts who will lead some of the conversations.
   - Standing Meetings: The Policy Committee meets every 4th Thursday from 5:00 to 6:30 PM.

E. Recruitment Committee
   - Commissioner Doug Case has taken over the role of Chair from Commissioner Armando Flores.
   - Committee Chair Doug Case plans to synthesize the existing 35-page plan into a more concise document for review at the next executive committee meeting.
   - Committee Members: Doug intends to request additional members for the committee, particularly from the new commissioners, during the next meeting.

IX. AD HOC COMMITTEE REPORTS

A. Personnel Committee
   - Executive Director Interviews: The committee conducted interviews and has referred four candidates to the city's ad hoc committee for the next step.
   - The city's ad hoc committee will conduct interviews on September 10th.
   - Expected Decision: There is hope for a decision by the end of September, although this timeline is uncertain.

B. Operating Procedures Meet and Confer Negotiating Committee
   The Operating Procedures Committee did not have any updates to report during the meeting. It was suggested that this committee should not be included in the agenda if there are no updates to provide.

C. Case Review Committee
   The Case Review Committee had a productive meeting where they agreed on three key points. They plan to meet again on September 9th at 4:00 PM to continue their discussions and finalize their decisions.

X. NEXT MEETING – Wednesday, September 24, 2025

XI. ADJOURNMENT: The meeting adjourned at 6:00pm.

Bylaws
City of San Diego
Commission on Police Practices

Preamble

On November 3, 2020, the voters of San Diego approved Measure B creating a new independent Commission on Police Practices (CPP). On October 3, 2022, the City Council, adopted an implementation ordinance specifying the number of Commissioners, term length, qualifications, and selection process. These Bylaws are the operating procedures for the Commission's governance.

Article I. Name and Authority

Section 1. Name

The name of this Commission is the Commission on Police Practices, herein referred to as the "Commission."

Section 2. Authority

The Commission's statutory authority is derived from:

- The San Diego City Charter, including but not limited to Article V, Section 41.2 - Commission on Police Practices
- San Diego Municipal Code, including but not limited to Chapter 2, Article 2, Division 55 – Office of the Commission on Police Practices, and Chapter 2, Article 6, Division 11 – Commission on Police Practices

Section 3. Parliamentary Procedures

Parliamentary procedures of this Commission shall be in accordance with these Bylaws and any Special Rules of Order adopted by the Commission. The parliamentary authority for procedures that are not covered in these Bylaws or the Commission's Special Rules of Order shall be the current edition of Robert's Rules of Order, Newly Revised.

Article II. Purpose, Mission, Duties, Powers, and Objectives

Section 1. Purpose and Mission

The purpose of the Commission on Police Practices is to provide an independent investigation of officer-involved shootings and in-custody deaths, and an unbiased evaluation of all complaints against the San Diego Police Department (SDPD) and its personnel, in a process that will be transparent and accountable to the community. The Commission will also evaluate and review SDPD policies, practices, training, and protocols and represent the community in making recommendations for changes. The mission of the Commission is to hold law enforcement accountable to the community and to increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.

Section 2. Duties

Consistent with section 26.1107 of the San Diego Municipal Code, the Commission shall have the following mandatory duties:

A. To establish operating procedures for Commission on Police Practices governance and investigatory proceedings which are consistent with all applicable laws, rules and regulations, including collective bargaining agreements between the City and its recognized employee organizations.

B. Independently investigate and evaluate:

1.) all deaths occurring while a person is in custody of the SDPD;
2.) all deaths resulting from the interaction with an officer of the SDPD, and
3.) all SDPD officer-related shootings.

C. Prepare operating procedures for Commission investigators and other Commission staff to have immediate access to the scene or area of:

(1) An SDPD police officer-involved shooting;
(2) Death or deaths resulting from an interaction with one or more SDPD police officer(s);
(3) Death or deaths that occur while a person was in the custody of the SDPD; and
(4) Investigations by SDPD of the events listed in items 1-3 of this section.

D. Make findings upon the completion of any investigation, complaint review or evaluation.

E. Receive, register, review, and evaluate all complaints against SDPD officers, except the Commission must not review or evaluate a complaint where the complainant has requested the complaint be handled without investigation by the Commission or where no specific allegation or police officer can be identified.

F. Review and evaluate all factual findings and evidentiary conclusions of the SDPD arising from investigations of police misconduct, including internal investigations not resulting from a complaint, and all disciplinary decisions resulting from sustained findings.

G. Review and evaluate SDPD’s compliance with federal, state, and local reporting laws and requirements.

H. Comply with all applicable federal, state, and local laws and regulations, including the City’s Civil Service Rules, Personnel Regulations, Administrative Regulations, and collective bargaining agreements between the city and its recognized employee organizations in any interaction with City employees.

I. Maintain a mandatory training program for Commissioners to ensure their working knowledge of applicable laws and rules.

J. Forward to SDPD a copy of any complaint received by the Commission that identifies an employee of the Department within five calendar days of the Commission's receipt of the complaint.

K. Retain complaints and any reports or findings relating to complaints for at least five years or any longer period required by state law.

L. Engage in outreach to address community groups and inform the public on the duties and responsibilities, policies, and ongoing operations of the Commission, including roundtable community meetings to solicit public input on Commission function(s).

M. Establish operating procedures consistent with Section 26.1114 of the San

Diego Municipal Code.

Section 3. Discretionary Powers

The Commission shall have the discretion to exercise its duties and powers consistent with Sections 26.1107 and 26.1110 of the San Diego Municipal Code.

Section 4. Outreach and Education

Consistent with Section 26.1114 of the San Diego Municipal Code, it is the objective of the Commission to operate transparently, to keep the community informed about the activities of the Commission, and to provide opportunities to receive public input on the Commission's operations. It is the further objective of the Commission to encourage persons with complaints about the actions of SDPD sworn personnel to file a complaint, to widely publicize the procedures for filing complaints and to make the process as simple as possible, and to enact mechanisms to ensure that persons filing complaints and witnesses will be able to do so without fear of retaliation or adverse consequences.

Section 5. Independence

Consistent with sections 26.1101 and 26.1107(a)(2), the Commission on Police Practices shall maintain and defend an independent posture within which objective and balanced case review, investigations, and evaluation processes will be assured. The ultimate usefulness of the Commission depends on independence from political pressure, independence from community pressure, and independence from influence or control by the Mayor and SDPD.

Commission independence is essential to earn the trust of the community and fulfill the mandate from the initial creation of the Commission by citizen initiative.

Article III. Membership

Section 1. Selection and Appointment

A. The Commission will be composed of up to twenty-five (25) Commissioners appointed by the City Council pursuant to Section 26.1103 and 26.1105 of the San Diego Municipal Code.

B. Appointment to the Commission will be for a 2-year term, with re-appointment for up to (3) additional consecutive 2-year terms.

C. Commissioners shall serve without compensation, but shall be reimbursed for authorized, reasonable, and necessary expenses incurred in the performance of their official duties.

D. Prior to assuming the duties of office, Commissioners must subscribe to the Oath of Office administered by the City Clerk's Office and sign the oath card. All Commissioners who are reappointed to the Commission must retake the Oath of Office and sign a new oath card. Commissioners are not voting members of the Commission until Oath of Office has been taken and the oath card has been signed.

Section 2. Responsibilities

Commissioners have the following responsibilities:

A. Meeting Attendance

To accomplish the work of the Commission in compliance with all laws, codes and regulations, Commissioners must appear in person at regular and Standing Committee meetings.

Any Commissioner with an unexcused absence from at least three (3) consecutive meetings of the full Commission may be removed from the Commission per Article III, Section 3.B. of these bylaws.

Commissioners may request to be excused from a meeting by contacting the Chair and Executive Director no later than 12 noon on the day of the meeting. An excused absence can be granted by the Chair for the following reasons:

(1.) Illness or incapacity
(2.) Out of Town
(3.) Work/School, but not on a regular basis
(4. Religious observance
(5.) Extraordinary Circumstances

B. Case Review and Confidentiality

Except for the Chair, Commissioners shall be assigned to review and evaluate complaints and investigations of misconduct by SDPD personnel.

Commissioners are required to sign a confidentiality agreement before reviewing confidential material.

Commissioners shall not take part in Closed Session meetings or case reviews without first signing a confidentiality agreement.

C. Committee Participation

Commissioners are required to participate on at least one of the committees of the Commission.

D. Training

Commissioners are required to pursue and complete trainings mandated by the Commission.

E. Community Outreach

Commissioners shall participate in community outreach activities.

Commissioners are authorized to speak in public about the activities and goals of the Commission. Commissioner public comments must comply with confidentiality and ethics requirements. Only the Chair and the Executive Director may act as spokespersons for the Commission.

F. Ethical Conduct

To promote public trust, integrity, and transparency, members are expected to adhere to the National Association for Civilian Oversight of Law Enforcement (NACOLE) Code of Ethics. The complete NACOLE Code of Ethics is attached as Exhibit A of these bylaws.

Any actual or perceived conflict of interest during case review shall be avoided. Conflict of interest exists when a member has an outside financial interest or a personal relationship with someone involved in the case or has intimate knowledge of the facts of the case. Commissioners shall avoid any situation where they have a conflict of interest by immediately notifying the

Chair or Executive Director requesting either to be excused from review of the case or to have the case reassigned. Commissioners shall recuse themselves from discussion and voting on cases where they have a conflict of interest. Active involvement in other boards, committees or organizations could pose an actual or perceived conflict of interest with membership on the Commission. Commissioners shall disclose all potential conflicts to the Chair or Executive Director immediately. The complete Conflict of Interest Policy and Form is attached as Exhibit B of these bylaws. (Be sure to include City of San Diego Conflict Policy and newest CPP Conflict of Interest Policy)

Section 3. Removal

A. Voluntary Resignation

Any Commissioner may voluntarily resign by submitting their notice of resignation to the Commission Chair and the Executive Director. A Commissioner's written notice of resignation is required by the City Clerk and becomes a matter of public record. Once the notice has been received, the position shall be considered vacant.

B. Removal for Cause

Consistent with Section 26.1106 of the San Diego Municipal Code, a Commissioner may be removed for cause.

The Executive Committee is authorized to investigate allegations against a Commissioner. If the investigation confirms that cause for removal exists, the Commissioner shall be invited to meet with the Executive Committee. The Executive Committee will transmit to the Commissioner a written invitation to meet with the Executive Committee. The written invitation shall include specific notice of the allegations supporting cause for removal and be sent via the City email address of record for the Commissioner with a redundant paper copy sent by the first class mail and provide no less than seven calendar days' notice of the meeting. The Executive Committee shall determine whether to proceed with removal after

1. The meeting is held, or
2. The invitation to the meeting is declined, or
3. No response to the invitation is received.

If the Executive Committee decides to proceed with removal, the matter will be placed on the next Regular Commission Meeting agenda. The Commissioner will be afforded due process. The Commission will then vote on the question of whether the removal proceedings should continue. A two-thirds vote is required to cause the Commission to recommend to the City Council that the Commissioner be removed from the Commission.

Article IV. Officers

Section 1. Officers of the Commission

The officers of this organization shall be Chair, Vice Chair for Policy, and Vice Chair for External Affairs, Vice Chair for Strategic Planning, and Vice Chair for Commissioner Development. These elected officers shall make up the Executive Committee.

No individual shall hold more than one office at any time. An individual may serve no more than two consecutive complete terms in the same office and becomes eligible

again to serve in that office after a period of two years commencing at the conclusion of their second term.

Section 2. Election, Vacancies, and Removal

A. Election

All Officers are elected at the last Regular Meeting of the fiscal year to serve a one year term in conjunction with the next fiscal year. The Nominating Committee (see Article VI, Section 3.A.) will present at least one nomination for each office. Prior to the vote for each office, additional nominations will be taken from the floor. Officers will be elected individually in their order of appearance in the Bylaws, starting with the Chair.

All Officers must receive a majority vote of the Commission. If no candidate receives a majority, then a runoff will be held between the candidates with the two highest numbers of votes.

If the last scheduled Regular Meeting of a fiscal year is not held, Officers shall continue to serve until their successors are elected and assume office.

B. Vacancies

If any Officer position becomes vacant, the Commission shall take nominations from the floor and hold an election for each vacant position. at the next Regular Meeting of the Commission. Officers elected to fill a vacancy shall serve until the end of term of the office they fill.

C. Removal

The Commission may remove any Officer upon a two-thirds vote of the Commission.

Section 3. Powers and Duties

The Officers of this organization shall fulfill the duties of office while always acting for the good of the entire Commission.

A. Chair

The Chair shall have the following powers and duties:

(1) Serve as Chair for all meetings of the Commission.

(2) Serve as Chair for all meetings of the Executive Committee.

(3) Set the agenda for all Commission and Executive Committee meetings in collaboration and consultation with the Executive Committee and Executive Director.

(4) Act as spokesperson for the Commission, to make official statements for the Commission, or to delegate this responsibility to another Commissioner or the Executive Director.

(5) Coordinate with the Executive Director on communication between the Commission and the Mayor, the San Diego City Council, the Office of the City Attorney, and the Chief of Police.

(6) Appoint Chairs and members for all Standing Committees of the Commission. Chairs of Standing Committees shall be subject to the approval of the Commission.

(7) Serve as an ex officio member and ensure effective functioning of all committees of the Commission.

(9) Perform such other duties as may be conferred by vote of the Commission.

B. Vice Chair for Policy

The Vice Chair for Policy shall have the following powers and duties:

(1) Fulfill the duties of the Chair in the temporary absence of the Chair.

(2) Serve as a member of the Executive Committee.

(3) Participate in meetings with SDPD Internal Affairs and the Chief of Police.

(5) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

C. Vice Chair for External Affairs

The Vice Chair for External Affairs shall have the following powers and duties:

(1) Fulfill the duties of the Chair in the temporary absence of the Chair and Vice Chair of Policy.

(2) Serve as a member of the Executive Committee.

(3) Participate in meetings with SDPD Internal Affairs and the Chief of Police.

(4) Act as a Parliamentarian for the Commission or designate another Commissioner as parliamentarian, subject to approval by a majority vote of the Commission

(5) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

D. Vice Chair for Strategic Planning

The Vice Chair for Strategic Planning shall have the following powers and duties:

(1) Serve as a member of the Executive Committee.

(2) Support the development and implementation of the Commission’s annual strategic priorities, including budget development, in collaboration with the relevant committees and staff.

(3) Coordinate progress tracking in collaboration with Committee Chairs and staff to align efforts.

(4) Lead or support special projects related to Commission-wide goals.

(5 Liaise with the Rules Committee.

(6) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

E. Vice Chair for Commissioner Development

The Vice Chair for Commissioner Development shall have the following powers and duties:

(1) Serve as a member of the Executive Committee.

(2) Support the recruitment, onboarding, training, and continuing education for Commissioners.

(3) Liaise with the Training and Recruitment Committees.

(4) Facilitate Commissioner engagement, mentorship, and participation.

(5) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

Article V. Meetings

Section 1. General

Meetings of the Commission shall be held regularly. Notice of time, place, and agenda shall be provided at least 72 hours before the scheduled time of every meeting.

Section 2. Regular Meetings

Regular Meetings are held to transact business, provide the public an opportunity to comment, and to hear presentations. Regular Meetings may include Closed Session items.

Section 3. Closed Sessions

Closed sessions are held to provide a confidential environment in which to:

(1) to review complaints and investigations regarding SDPD Officers, or
(2) to discuss personnel or other information that is specifically exempt from public disclosure by law.

Attendance by anyone other than Commissioners is by invitation.

Section 4. Special Meetings

Special Meetings may be held from time to time as needed. A Special Meeting may be called by the Chair, a majority vote of the Executive Committee, or any three Commissioners. Notice of a Special Meeting shall state the topic(s) to be discussed, and no other business may be considered during the Special Meeting.

Section 5. Voting and Quorum

Only Commissioners can vote on issues before the Commission and must be counted to determine the presence of a quorum.

No formal action can be taken without a quorum. The requirement for a quorum shall be a majority of filled seats on the Commission.

Article VI. Committees

Section 1. General

Committees of the Commission shall be formed to carry out the primary objectives of the Commission. Committees shall limit their business to the purpose identified at their inception. Committees shall conduct their business in a manner consistent with these Bylaws and the Standing Rules of the Commission. Committees shall not take any official action on behalf of the Commission without prior authorization by the Commission.

Committees fall into two categories: Standing Committees and Ad Hoc Committees. Standing Committees carry out long-term ongoing functions of the Commission. Ad Hoc Committees either support periodic functions of the Commission or are formed to accomplish specific, short-term tasks.

Committee Chairs of all committees shall be Commissioners. Unless otherwise specified herein, and except for the Executive Committee, Standing Committee Chairs shall be appointed by the Commission Chair, subject to approval by the full Commission, and to serve a one-year term. Ad Hoc Committee Chairs shall be selected by a majority vote of the Ad Hoc Committee members and can serve until their committee is disbanded.

Section 2. Standing Committees

Notice of Standing Committee meeting time, place and agenda shall be provided at least 72 hours before the scheduled meeting time.

Standing Committee Chairs have the following tasks:

A. Conduct Committee meetings at least quarterly or as needed.
B. Coordinate with staff to ensure appropriate public notice of all meetings, with an agenda in advance and opportunities for public comment.
C. Report on Committee activities at Regular Meetings and make recommendations for Commission action.
D. Contribute a summary of Committee activities and accomplishments for the required Semi-Annual Reports to the City Council.

A. Executive Committee

The Executive Committee has continuing jurisdiction over the effective and ethical functioning of the Commission. The Chair of this Committee is the Commission Chair. Members of the Executive Committee are the elected officers of the Commission. Regular meetings of the Executive Committee shall be held monthly, or at the discretion of the Chair. Special meetings of the Executive Committee may be called by the Chair or two Officers.The Executive Committee shall be responsible for the oversight and annual performance review of the Executive Director.

To ensure compliance with the Brown Act, outside of the Executive Committee meetings, a majority of the Executive Committee shall not be present at other Commission meetings.

To ensure alignment between the Executive Committee and the other Standing Committees, the Executive Committee shall:

- Hold coordination meetings with standing committee chairs, as needed.
- Provide written updates on strategic priorities and commission goals.
- Invite committee chairs to report at Executive Committee meetings on a rotating basis or as needed.

Allegations of impropriety against any Commissioner shall be referred to the Executive Committee. If an allegation involves a member of the Executive Committee, or if a conflict of interest is determined to exist, the Chair (or, if the Chair is implicated, the Commission by majority vote) shall appoint an ad hoc investigative subcommittee Commissioners not the subject of the allegation. The investigative body (Executive Committee or ad hoc subcommittee) shall

make findings and recommendations to the full commission for final determination.

B. Policy Committee

The Policy Committee shall work with staff to evaluate recommendations from Commissioners and members of the community for improvements to SDPD policy, procedure, training or administration of discipline of police officers. The result of the evaluation shall be presented to the Commission.

C. Training Committee

The Training Committee shall work with staff to develop and implement training and continuing education programs for Commissioners.

D. Community Outreach Committee

The Community Outreach Committee shall work with staff to support the Commission's outreach and education objectives to inform the public and seek feedback regarding the Commission’s work.

E. Rules Committee

The Rules Committee shall make recommendations, and evaluate recommendations from Commissioners, for amendments to these Bylaws, to Special Rules of Order, to Standing Rules and to other operational procedures. The Rules Committee shall ensure that proposed amendments do not violate or conflict with any existing provision in these Bylaws or any other rules that govern the Commission.

F. Recruitment Committee

The Recruitment Committee shall engage in activities to recruit new members for the Commission, inform interested individuals about the Commission, interview prospective members, and select nominees to recommend to the City Council.

Section 3. Ad Hoc Committees

Ad Hoc Committees may be formed as needed by the Commission Chair or by a majority vote of the Commission for an assigned specific task. Unless extended by a vote of the Commission, each Ad Hoc Committee shall be disbanded at the completion of its assigned task. Ad Hoc Committees are limited to no more than seven Commission members.

A. Nominating Committee

The Nominating Committee shall be formed to facilitate election of officers. The three Commissioners of the Nominating Committee shall be elected by the Commission with nominations taken from the floor. The Nominating Committee shall recruit Commissioners who are willing and qualified as candidates for each office. The Nominating Committee shall present to the Commission at least one nomination for each office prior to the last scheduled Regular Meeting of the fiscal year. The Nominating Committee shall be disbanded following the election of Commission officers.

Article VII. Administration

Section 1. Executive Director

The Executive Director is appointed by the City Council and serves at the will and direction of the Commission. The Executive Director or their designee is responsible for facilitating the work of the Commission, including, but not limited to, the following tasks:

A. Interface with community members, respond to inquiries, and receive complaints.

B. Direct the day-to-day operations of the Commission and staff.

C. Coordinate with the Chair on communication between the Commission and the Mayor, the San Diego City Council, the Office of the City Attorney, and the Chief of Police.

D. Maintain records and prepare reports, including semi-annual reports to the Mayor and City Council.

E. Hire and supervise Commission staff, independent contractors, and consultants.

F. Arrange for the preparation of and dissemination of all meeting notices for the Commission and committee meetings as required by the Ralph M. Brown Act.

G. Attend all Commission meetings, unless excused by the Chair and provide staff support for committee meetings.

H. Serve as custodian of the Commission's records, in compliance with all applicable laws related to records retention, protection, confidentiality, and disclosure.

I. Arrange for the preparation of and dissemination of the minutes of all CPP and committee meetings.

J. To act as spokesperson for the Commission, to make official statements for the Commission, or to delegate responsibility to another staff member.

K. Direct the development and management of the budget of the Commission.

The Commission shall conduct a formal performance evaluation of the Executive Director on an annual basis in a manner consistent with the evaluation process used by the City's Human Resources Department.

The Executive Director can be terminated by a two-thirds vote of Commissioners at a regularly scheduled Regular Commission meeting

Section 2 - Executive Director Vacancy

If the Executive Director is unwilling, unavailable, or unable to perform their duties, the Deputy Executive Director shall assume the Executive Director shall assume the Executive Director duties on an interim basis.

If there is neither an Executive Director nor a Deputy Executive Director to perform the duties of the Executive Director, the Executive Committee shall nominate a person to the City Council to serve as the Interim Executive Director.

Section 3: Independent Legal Counsel

The Commission shall retain its own Legal Counsel, who is independent of the City Attorney for legal support and advice in carrying out the Commission's duties and actions. The Legal Counsel may be a Commission employee or independent contractor hired by the Executive Director, with the approval of the Executive Committee.

Article VIII. Amendment

Section 1. CPP Bylaws

Bylaws describe organizational structure, eligibility requirements of the Commissioners, the terms, responsibilities and powers of the officers, types of meetings, specification of a quorum, identity of standing and ad hoc committees, the duties and responsibilities of each committee, and identity of a parliamentary authority. Amendment of these Bylaws requires a two-thirds vote of Commissioners at a regularly scheduled Regular Commission meeting. Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken.

Section 2. CPP Special Rules of Order

Special Rules of Order define and clarify parliamentary procedures that are different from the specifications of the identified parliamentary authority. Special Rules of Order may be adopted, amended, or deleted by a two-thirds vote of Commissioners at a regularly scheduled Regular Commission meeting. Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken.

Section 3. CPP Operational Standing Rules

Operational Standing Rules define and clarify operational procedures for any interface between this organization and all other City Departments. Operational Standing Rules may be adopted, amended, or deleted by a majority vote of Commissioners at a regularly scheduled Regular Commission meeting. Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken. Commission-approved Operational Standing Rules become effective when reviewed and approved by the City Council.

Section 4: CPP Administrative Standing Rules

Administrative Standing Rules define and clarify internal procedures for this organization. Administrative Standing Rules may be adopted, amended, or deleted by a majority vote of Commissioners at a regularly scheduled Regular Commission meeting.

Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken.

Approved by vote of the Commission on Police Practices on March 6, 2024

Attachments:

A. NACOLE Code of Ethics

B. CPP Conflict of Interest Policy and Disclosure Form

National Association for Civilian Oversight of Law Enforcement Code of Ethics

PREAMBLE

Civilian oversight practitioners have a unique role as public servants overseeing law enforcement agencies. The community, government, and law enforcement have entrusted them to conduct their work in a professional, fair and impartial manner. They earn this trust through a firm commitment to the public good, the mission of their agency, and the ethical and professional standards described herein.

The standards in the Code are intended to be of general application. It is recognized, however, that the practice of civilian oversight varies among jurisdictions and agencies, and additional standards may be necessary. The spirit of these ethical and professional standards should guide the civilian oversight practitioner in adapting to individual circumstances, and in promoting public trust, integrity and transparency.

PERSONAL INTEGRITY

Demonstrate the highest standards of personal integrity, commitment, truthfulness, and fortitude in order to inspire trust among your stakeholders, and to set an example for others. Avoid conflicts of interest. Conduct yourself in a fair and impartial manner and recuse yourself or personnel within your agency when a significant conflict of interest arises. Do not accept gifts, gratuities or favors that could compromise your impartiality and independence.

INDEPENDENT AND THOROUGH OVERSIGHT

Conduct investigations, audits, evaluations and reviews with diligence, an open and questioning mind, integrity, objectivity and fairness, in a timely manner. Rigorously test the accuracy and reliability of information from all sources. Present the facts and findings without regard to personal beliefs or concern for personal, professional, or political consequences.

TRANSPARENCY AND CONFIDENTIALITY

Conduct oversight activities openly and transparently, providing regular reports and analysis of your activities, and explanations of your procedures and practices to as wide an audience as possible. Maintain the confidentiality of information that cannot be disclosed and protect the security of confidential records.

RESPECTFUL AND UNBIASED TREATMENT

Treat all individuals with dignity and respect, and without preference or discrimination including, but not limited to: age, ethnicity, citizenship, color, culture, race, disability, gender, gender identity, gender expression, housing status, marriage, mental health, nationality, religion, sexual orientation, socioeconomic status, or political beliefs, and all other protected classes.

OUTREACH AND RELATIONSHIPS WITH STAKEHOLDERS

Disseminate information and conduct outreach activity in the communities that you serve. Pursue open, candid, and non-defensive dialogue with your stakeholders. Educate and learn from the community.

AGENCY SELF-EXAMINATION AND COMMITMENT TO POLICY REVIEW

Seek continuous improvement in the effectiveness of your oversight agency, the law enforcement agency it works with, and their relations with the communities they serve. Gauge your effectiveness through evaluation and analysis of your work product. Emphasize policy review aimed at substantive organizational reforms that advance law enforcement accountability and performance.

PROFESSIONAL EXCELLENCE

Seek professional development to ensure competence. Acquire the necessary knowledge and understanding of the policies, procedures, and practices of the law enforcement agency you oversee. Keep informed of current legal, professional and social issues that affect the community, the law enforcement agency, and your oversight agency.

PRIMARY OBLIGATION TO THE COMMUNITY

At all times, place your obligation to the community, duty to uphold the law and to the goals and objectives of your agency above your personal self-interest.

The following oversight agencies have adopted the NACOLE Code of Ethics:

- Citizen Oversight Board, City & County of Denver, CO
- Citizens' Law Enforcement Review Board, San Diego County, CA
- Citizens' Review Board on Police Practices, San Diego, CA
- Civilian Review Board, Eugene, OR
- Independent Review Panel, Miami, FL
- Milwaukee Fire and Police Commission, Milwaukee, WI
- Office of Citizen Complaints, San Francisco, CA
- Office of Community Complaints, Kansas City, MO
- Office of Police Complaints, Washington, D.C.
- Office of Professional Accountability, Seattle, WA
- Office of the Community Ombudsman, Boise, ID
- Office of the Independent Monitor, City & County of Denver, CO
- Office of the Independent Police Auditor, Bay Area Rapid Transit District, San Francisco, CA
- Office of the Independent Police Auditor, San Jose, CA
- Office of the Police Auditor, Eugene, OR
- Office of the Police Ombudsman, Spokane, WA
- Richmond Police Commission, Richmond, CA

The City of SAN DIEGO COMMISSION ON POLICE PRACTICES CONFLICT-OF-INTEREST POLICY

The Commission on Police Practices adopts this Conflict-of-Interest Policy ("Policy") to ensure the proper independence and impartiality of the Commission, and to foster unquestioned public confidence in the Commission's independence and institutional integrity as a properly administered civilian oversight agency for purposes of due process, transparency, and accountability.

As a body that may potentially influence personnel decisions and public safety policies or procedures, it is recognized that Commissioners must be seen to be fair, independent, impartial, and objective in regard to decisions made. To the extent that this function is compromised, the Commission will not be able to function in an oversight role effectively or as a matter of law.

It is the Policy of the Commission on Police Practices that real or perceived conflicts of interest must be reported at the earliest opportunity. It is also the Policy of the Commission that real or perceived conflicts of interest shall be publicly disclosed by Commissioners in furtherance of the mission and purpose of the Commission to be fair, independent and impartial, transparent and accountable to the public.

SCOPE

1. This Policy provides an independent framework for the proper conduct of Commission affairs. It should not be relied upon as an exclusive or comprehensive list of applicable legal or fiduciary requirements of conduct. It does not attempt to specify possible activity that might be inappropriate or prohibited under applicable conflict of interest laws and regulations.
2. Nothing in this Policy exempts any person from any other applicable City law, Conflict-of-Interest Code, or regulation. The standards of conduct set forth in this Policy are in addition to all other applicable City of San Diego conflict of interest policies, laws, and regulations.
3. This Policy is in addition to the California Political Reform Act and City of San Diego Code of Ethics. The Political Reform Act requires state and local government agencies to adopt conflict of interest codes. The Fair Political Practices Commission has adopted a regulation that may be incorporated by reference in an agency's code. The terms of this regulation (Cal.

Code Regs., tit. 2,
§ 18730) and any duly adopted amendments are hereby referenced by this Policy.

ADDRESSING CONFLICTS OF INTERESTS

1. A Commissioner who becomes aware of a personal conflict of interest or the appearance of a personal conflict of interest that affects their duty as a Commissioner has an immediate obligation to disclose that conflict to the Executive Director and Chair by filing a **Conflict-of-Interest Disclosure Form** incorporated into, and attached to, this Policy.

2. Any Commissioner who has a personal interest in a complaint, investigation, or matter before, or likely to come before, the Commission who will or is expected to participate in that decision must file a **Conflict-of-Interest Disclosure Form** with the Executive Director and Chair at the earliest opportunity.

3. The Commissioner must recuse themselves from any participation, whether direct or indirect, in any Commission action or decision that may reasonably be expected to affect their interest consistent with this Policy, City of San Diego Code of Ethics and San Diego Municipal Code section 26.1106.

DUTY TO DISCLOSE AT MEETING

1. Any Commissioner who has a personal interest in a complaint, investigation, or matter before, or likely to come before, the Commission who will or is expected to participate in that decision must, following the announcement of the agenda item to be discussed or voted upon, but before either the discussion or vote commences, do the following:

a. Publicly identify the personal interest giving rise to the conflict and request that this disclosure be made part of the record of the proceedings;

b. Recuse themselves from discussing, voting, or attempting to use their influence to affect the outcome of this matter;

c. Leave the room until after the discussion and vote on the item in question;

d. In the event the discussion or vote is to occur in Closed Session, the public identification may be made orally during the Open Session before the body goes into Closed Session and may be limited to a declaration that their recusal is because of a conflict of interest on a particular closed session item, and that the Commissioner is recused from any participation on the Closed Session item.

DISCLOSURE AND PUBLIC RECORDS

Any disclosures made by Commissioners on a Conflict-of-Interest Disclosure Form shall be maintained by the Commission and subject to public disclosure under the requirements of the California Public Records Act, Government Code sections 6250 et seq.

The City of SAN DIEGO Commission on Police Practices

Conflict-of-Interest Disclosure Form

A potential or actual conflict of interest exists when involvement or participation of Commissioners in complaints, actions, or activities regarding the San Diego Police Department (SDPD) could compromise the independence, impartiality, and due process required by the Commission on Police Practices to fulfill its mission and purpose.

Under San Diego City Charter section 41.2, the Commission on Police Practices is an investigatory body of the City, independent of the Mayor, Police Chief, and Police Department. The Commission's purpose is:
(1) To provide independent community oversight of the Police Department, directed at increasing community trust in the Police Department and increasing safety for both community members and police officers;
(2) To perform independent investigations of police officer-involved shootings, in custody deaths, and other significant incidents involving the Police Department, and independent evaluations of complaints against the SDPD and its personnel, in a process that is transparent and accountable to the community; and
(3) To evaluate and review Police Department policies, practices, training, and protocols, and represent the community in making recommendations for changes.

Under San Diego Municipal Code section 26.1106, grounds for removal of a Commissioner may include, but are not limited to: misuse of their position for personal interests; misuse of records; conduct that impedes a Commissioner's ability to serve impartially and independently; violation of the Code of Ethics for Civilian Oversight of Law Enforcement (NACOLE); or any other cause that impacts the Commission's effective operations, standing, or independence.

Any conduct by a Commissioner that could cause an actual or perceived conflict of interest regarding the independence or impartiality of the Commissioner or the Commission must be publicly disclosed. Depending on the nature of the disclosure or conflict, the Commissioner may be recused from involvement or participation in actions by the Commission regarding a particular agenda item, action, or recommendation.

This Conflict-of-Interest Disclosure Form must be filed with the Executive Director and Chair and indicate:
•Whether a commissioner has any actual or perceived interest, involvement, or participation in any complaint or actions coming before the Commission. •A Commissioner should disclose any personal, business, or volunteer affiliations that may give rise to a real or perceived conflict of interest.
•Any actions or interests that would reasonably appear to affect the independence and impartiality of the Commissioner, or potentially compromise the independence and impartiality of the Commission should be disclosed on this form.

Commissioners with a conflict of interest should refrain from any participation in affected complaint(s), matters, or actions involving the Commission. The Commission's General Counsel or Outside Legal Counsel may be consulted regarding this disclosure and/or mandatory recusal.

Please use the form on the next page.

Commission on Police Practices

Conflict-of-Interest Disclosure Form

Please describe below any relationships, involvement, transactions, interests or circumstances that you believe could contribute to a conflict of interest.

Agenda Item or Commission Action:

I have the following conflict of interest to report involving a family member, or personal, business, volunteer, or professional relationship:

1.

2.

3.

I have the following conflict of interest to report involving my personal interest, or involvement in a complaint, action, or matter before the Commission:

1.

2.

3.

I acknowledge that this Conflict-of-Interest Form constitutes a public record under the California Public Records Act or Government Code sections 6250 et seq.

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Signature: Date:

Print Name:

Please submit this form to the Commission on Police Practices Executive Director and Chair.

Bylaws
City of San Diego
Commission on Police Practices

Preamble

On November 3, 2020, the voters of San Diego approved Measure B creating a new independent Commission on Police Practices (CPP). replacing the Community Review Board on Police Practices (CRB). Per the City Charter amendment, the members of the CRB at the time of its dissolution became the initial CPP members. On October 3, 2022, the City Council, adopted an implementation ordinance specifying the number of Commissioners, term length, qualifications, and selection process. These Bylaws are the operating procedures for the Commission's governance.

Article I. Name and Authority

Section 1. Name

The name of this Commission is the Commission on Police Practices, herein referred to as "the "Commission." The Commission was established by Measure B, approved by the voters in November 2020. The Commission on Police Practices is also known by the acronym "CPP."

Section 2. Authority

The Commission operates in accordance with the following documents, listed in hierarchical order: ¶

United States Constitution ¶

California Constitution ¶

California Statutes and Codes, including but not limited to the Government Code (Ralph M. Brown Act, Section 54950 et seq.; and Public Safety Officers Procedural Bill of Rights, Sections 3300-3311, Chapter 9.7, Division 4, Title 1), Penal Code (PC), Health and Safety Code, and Vehicle Code (VC) ¶

The Commission's statutory authority is derived from:

- The San Diego City Charter, including but not limited to Article V, Section 41.2 - Commission on Police Practices
- San Diego Municipal Code, including but not limited to Chapter 2, Article 2, Division 55 – Office of the Commission on Police Practices, and Chapter 2, Article 6, Division 11 – Commission on Police Practices

CPP Standard Operating Procedures ("rules and regulations" referenced in the charter) ¶

San Diego City Council Policies including the Boards and Commissions Code of Conduct (to be attached as Exhibit A)¶

City of San Diego Administrative Regulations ¶

Memorandum of Understanding (MOU) between City of San Diego and San Diego ¶

Police Officers Association ¶

~~CPP Bylaws ¶~~

~~CPP Special Rules of Order (not created yet)¶~~

~~CPP Operational Standing Rules (not created yet)¶~~

~~CPP Administrative Standing Rules (not created yet)¶~~

~~Robert's Rules of Order, Newly Revised ¶~~

~~National Association for Civilian Oversight of Law Enforcement (NACOLE) Code of Ethics (Attached hereto as Exhibit BA) ¶~~

~~CPP Conflicts of Interest (attached hereto as Exhibit C)¶~~

Section 3. Parliamentary Procedures

Parliamentary procedures of this Commission shall ~~will~~ be in accordance with these Bylaws and any Special Rules of Order adopted by the Commission. The ~~default~~ parliamentary authority for procedures that are not covered in these Bylaws or the Commission's ~~CPP~~ Special Rules of Order shall be the current edition of Robert's Rules of Order, Newly Revised.

Article II. Purpose, Mission, Duties, Powers, and Objectives

Section 1. Purpose and Mission

The purpose of the Commission on Police Practices is to provide an independent investigation of officer-involved shootings and in-custody deaths, and an unbiased evaluation of all complaints against the San Diego Police Department (SDPD) and its personnel, in a process that will be transparent and accountable to the community. The Commission will also evaluate and review SDPD policies, practices, training, and protocols and represent the community in making recommendations for changes. The mission of the Commission is to hold law enforcement accountable to the community and to increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.

Section 2. Duties

~~Per the City Charter and Municipal Code,~~ Consistent with section 26.1107 of the San Diego Municipal Code, the Commission shall have the following mandatory duties: ~~*(all sections below that mirror specific sections of the ordinance should cite the specific section(s) of the ordinance – CPP staff to insert citations see minute 27:00 forward in video)*¶~~

~~(List all additional operating procedures, except those for meet and confer – see minute 37:00 forward in video)¶~~

A. To establish operating procedures for Commission on Police Practices governance and investigatory proceedings which are consistent with all applicable laws, ~~its governance and the Commission's investigatory proceedings consistent with all applicable laws including the Charter, the Ralph M. Brown Act, the California Public Records Act, and all laws,~~ rules and ~~,~~ regulations, including ~~and~~ collective bargaining agreements between the City and its recognized employee organizations ~~that provide rights to City employees~~.

B. Independently investigate and evaluate:

1.) ~~-~~all deaths occurring while a person is in custody of the SDPD~~,~~;
2.) ~~-~~all deaths resulting from the interaction with an officer of the SDPD, and

3.) ~~-~~all SDPD officer-related shootings.

C. Prepare operating procedures for Commission investigators and~~/or~~ other Commission staff~~ers~~ to have immediate access to the scene or area of:

(1) An SDPD police officer-involved shooting;

(2) Death or deaths resulting from an interaction with one or more SDPD police officer(s);

(3) Death or deaths that occur while a person was in the custody of the SDPD; and

(4) Investigations by SDPD of the events listed in items 1-3 of this section.

D. Make findings upon the completion of any investigation, complaint review or evaluation.

E. Receive, register, review, and evaluate all complaints against SDPD officers, except the Commission must not review or evaluate a complaint where the complainant has requested the complaint be handled without investigation by the Commission or where no specific allegation or police officer can be identified. ~~except that the Commission will not review and evaluate complaints where the complainant has requested that the matter be handled without investigation, or where no specific allegation or police officer can be identified. unless the complainant has requested that there be no investigation.~~

F. Review and evaluate all factual findings and evidentiary conclusions of the SDPD arising from investigations of police misconduct, including internal investigations not resulting from a complaint, and all disciplinary decisions resulting from sustained findings.

G. Review and evaluate SDPD's compliance with federal, state, and local reporting laws and requirements.

H. Comply with all applicable federal, state, and local laws and regulations, including the City's Civil Service Rules, Personnel Regulations, Administrative Regulations, and collective bargaining agreements between the city and its recognized employee organizations in any interaction with City employees.

I. Maintain a mandatory training program for ~~individuals interested in appointment to the~~ Commissioners~~. Upon appointment, Commissioners must also complete training~~ to ensure their working knowledge of applicable laws and rules.

J. Forward to SDPD a copy of any complaint received by the Commission that identifies an employee of the Department within five calendar days of the Commission's receipt of the complaint.

K. Retain complaints and any reports or findings relating to complaints for at least five years or any longer period required by state law.

L. Engage in outreach to address community groups and inform the public on the duties and responsibilities, policies, and ongoing operations of the Commission, including roundtable community meetings ~~a roundtable in a community location~~ to solicit public input on Commission function(s).

M. Establish operating procedures consistent with Section 26.1114 of the San Diego Municipal Code. ~~for: (1) the preparation and submission of a semi-annual report to the Mayor and City Council regarding the exercise of the Commission's duties and powers; (2) the community to evaluate the commission's processes and performance; (3) the development, data collection, tracking, and reporting of community policing standards; (4) the Commission's communications with complainants regarding the status of their complaints; (5) public communications on the Commission's internet website, including providing to the public, as soon as practicable, as much information as permitted by law, on the status of the Commission's investigation of each complaint, the list of all complaints received, the Commission's findings on the ¶~~

~~3~~

~~complaints it investigated, and all of the Commission's recommendations. ¶~~

Section 3. Discretionary Powers

(Insert citations)

The Commission shall have the discretion to: ~~-~~ exercise its duties and powers consistent with Sections 26.1107 and 26.1110 of the San Diego Municipal Code.

~~A. Conduct independent investigatory proceedings, subpoena witnesses, and authorize enforcement of the subpoena. ¶~~

~~B. Investigate complaints against SDPD officers (in addition to the required investigations stated above), unless the complainant has requested that the matter be handled without an investigation, provided that the Commission determines that the complaint arises from any one of the following: ¶~~
~~(1) an incident in which the use of force by a SDPD officer resulted in great bodily injury. ¶~~
~~(2) dishonesty by a SDPD officer including an allegation of perjury, filing false reports, and destruction, falsifying or concealing evidence. ¶~~
~~(3) an incident that has generated substantial public interest or concern.~~
~~(4) an incident where the data shows a pattern of misconduct by a SDPD officer. ¶~~
~~(5) an incident where data shows a pattern of inappropriate policies, procedures, or practices of the Police Department or its member. ¶~~

~~C. Review, evaluate and investigate allegations of inappropriate sexual conduct, physical assault, or domestic violence by SDPD officers. ¶~~

~~D. Make recommendations to the Chief of Police on the discipline of individual officers about whom complaints have been made or about whom the Commission has conducted an investigation. ¶~~

~~E. Review and evaluate the Police Department's administration of discipline of police officers arising from other matters not involving alleged misconduct. ¶~~

~~F. Review and evaluate the policies, procedures, practices, and actions of the SDPD. ¶~~

~~G. Make specific recommendations to the Chief of Police, the Mayor, and the City Council on any policies, procedures, practices, and actions of the SDPD. ¶~~

~~H. Develop and implement a mediation program that enables complainants to resolve their issues with a police officer who is a subject of a complaint, through face-to-face alternative dispute resolution involving a trained mediator. ¶~~

~~I. Establish an operating procedure to directly receive and investigate complaints by members of the public against SDPD employees who are not police officers.¶~~

Section 4. Outreach and Education

(Insert citation)

Consistent with Section 26.1114 of the San Diego Municipal Code, it~~I~~t is the objective of the Commission to operate transparently, to keep the community informed about the activities of the Commission, and to provide opportunities to receive public input on the Commission's operations. It is the further objective of the Commission to encourage persons with complaints about the actions of SDPD sworn personnel to file a complaint, to widely publicize the procedures for filing complaints and to make the process as simple as possible, and to enact mechanisms to ensure that persons filing complaints and witnesses will be able to do so without fear of retaliation or adverse consequences.

Section 5. Independence

(Insert citations)

Consistent with sections 26.1101 and 26.1107(a)(2), ~~T~~the Commission on Police Practices shall maintain~~maintains~~ and defend~~s~~ an independent posture within which objective and~~,~~ balanced case review, investigations, and evaluation processes will be assured. The ultimate usefulness of the Commission depends on independence from political pressure, independence from community pressure, and independence from influence or control by the Mayor and SDPD.

~~In this regard, actual independence and perceived independence are equally important. Any action or activity that could present an appearance of compromised independence should be avoided.~~ Commission independence is essential to earn the trust of the community and fulfill the mandate from the initial creation of the Commission by citizen initiative.

Article III. Membership

Section 1. Selection and Appointment

A. The Commission will be composed of up to twenty-five ~~re will be up to~~ (25) Commissioners appointed by the City Council pursuant to Section 26.1103 and 26.1105 of the San Diego Municipal Code. ~~who must reside within the City of San Diego with the following categories: ¶~~

~~(1) Nine Commissioners, one from each Council District ¶~~

~~(2) Two Commissioners aged 18 to 24 at the time of appointment ¶~~

~~(3) Five Commissioners residing in low-to-moderate income neighborhoods ¶~~

~~(4) Nine Commissioners at large without additional age or residence restriction ¶~~

B. A~~Effective June 30th, 2024, a~~ppointment to the Commission ~~CPP~~ will be ~~to a specific seat within a category~~ for a 2-year term, with re-appointment for up to (3) additional consecutive 2-year terms. ~~Only half of the Commissioners will be eligible for reappointment in any one year. (James Justice Rule - see ordinance re staying in a seat until replaced)~~

~~C. The process for appointment to the CPP will be determined by the San Diego City Council. The primary concern for appointment of Commissioners will be to maintain full membership of the Commission. Recruiting to fill vacancies will focus on candidates for the specific seats that are vacant. ¶~~

~~D~~C. Commissioners shall serve without compensation, but shall be reimbursed for authorized, reasonable, and necessary expenses incurred in the performance of their official duties.

D. Prior to assuming the duties of office, Commissioners must subscribe to the Oath of Office administered by the City Clerk's Office and sign the oath card. All Commissioners who are reappointed to the Commission must retake the Oath of Office and sign a new oath card. Commissioners are not voting members of the Commission until Oath of Office has been taken and the oath card has been signed. ~~Once Commissioners take the Oath of Office and sign the oath card, they are considered voting members of the Commission.~~

Section 2. Responsibilities

Commissioners have the following responsibilities:

A. Meeting Attendance

~~The substantive work of the Commission cannot be accomplished in the absence of a quorum. To accomplish the work of the Commission, Commissioners are expected to be in attendance and participate in meetings. Meeting attendance shall be in accordance with the Brown Act.~~ To accomplish the work of the Commission in compliance with all laws, codes and regulations, Commissioners must appear in person at regular and Standing Committee meetings.

Any Commissioner with an unexcused absence from at least three (3) consecutive meetings of the full Commission may be removed from the Commission per Article III, Section 3.B. of these bylaws.

Commissioners may request to be excused from a meeting by contacting the Chair and Executive Director no later than 12 noon on the day of the meeting. An excused absence can be granted by the Chair for the following reasons:

(1) Illness or ~~health~~ incapacity
(2) Out of Town
(3) Work/School, but not on a regular basis
(4 Religious observance
(5) Extraordinary Circumstances

B. Case Review and Confidentiality

Except for the Chair, Commissioners ~~may be assigned by the Chair, or their designee,~~ shall be assigned to review and evaluate complaints and investigations of misconduct by SDPD personnel. ~~in accordance with the current Operational Standing Rule for Case Review.~~

Commissioners ~~must~~ are required to sign a confidentiality agreement before reviewing confidential material.

Commissioners shall not take part in Closed Session meetings or case reviews without first signing a confidentiality agreement. ~~in order to participate in Closed Session meetings or review cases. . Commissioners cannot take part in Closed Session meetings or review cases without signing the confidentiality agreement.~~

C. Committee Participation

Commissioners are required to participate on at least one of the ~~standing~~ committees of the Commission.

D. Training

Commissioners are required to pursue and complete trainings mandated by the Commission. ~~educational ¶~~

~~opportunities as determined by the Training and Continuing Education Committee~~.

E. Community Outreach

Commissioners shall participate in community outreach activities. ~~as determined by the Community Outreach Committee.~~

Commissioners are authorized to speak in public about the activities and goals of the Commission. Commissioner public comments must comply with confidentiality and ethics requirements. Only the Chair and the Executive Director may act as spokespersons for the Commission. ~~can speak in public about the role of the Commission to provide education for the community. Only the Commission Chair or their designee is the ¶~~

~~spokesperson for the Commission on issues that require public comment.~~

F. Ethical Conduct

To promote public trust, integrity, and transparency, members are expected to adhere to the National Association for Civilian Oversight of Law Enforcement (NACOLE) Code of Ethics. The complete NACOLE Code of Ethics is attached as Exhibit A of these bylaws.

Any actual or perceived conflict of interest during case review shall be avoided. Conflict of interest exists when a member has an outside financial interest or a personal relationship with someone involved in the case or has intimate knowledge of the facts of the case. Commissioners shall avoid any situation where they have a conflict of interest by immediately notifying the Chair or Executive Director requesting either to be excused from review of the case or to have the case reassigned. Commissioners shall recuse themselves from discussion and voting on cases where they have a conflict of interest. Active involvement in other boards, committees or organizations could pose an actual or perceived conflict of interest with membership on the Commission. Commissioners shall disclose all potential conflicts to the Chair or Executive Director immediately. The complete Conflict of Interest Policy and Form is attached as Exhibit B of these bylaws. (Be sure to include City of San Diego Conflict Policy and newest CPP Conflict of Interest Policy)

Section 3. Removal

A. Voluntary Resignation

Any Commissioner may~~can~~ voluntarily resign ~~by~~ by submitting their ~~sending a letter or email of~~ notice of resignation to the Commission Chair and the Executive Director. A Commissioner's written notice of resignation is required by the City Clerk and becomes a matter of public record. Once the notice~~letter~~ has been received, the position shall be considered vacant.

B. Removal for Cause

(Clean up to match with ordinance)

Consistent with Section 26.1106 of the San Diego Municipal Code, a~~A~~ Commissioner may be removed for cause.

The Executive Committee is authorized to investigate allegations against a ~~c~~Commissioner. If the investigation confirms that cause for removal exists, the ~~c~~Commissioner shall be invited to meet with the Executive Committee. The Executive Committee will transmit to the Commissioner a written invitation to meet with the Executive Committee. The written invitation shall include specific notice of the allegations supporting cause for removal and be sent via the City email address of record for the Commissioner with a redundant paper copy sent by the first class mail and provide no less than seven calendar days' notice of the meeting. The ~~c~~Executive ~~c~~Committee shall determine whether to proceed with removal after

1. The meeting is held, or
2. The invitation to the meeting is declined, or
3. No response to the invitation is received.

If the Executive Committee decides to proceed with removal, the matter will be placed on the next R~~r~~egular Commission ~~Open~~ Meeting agenda. The Commissioner will be afforded due process. The Commission will then vote on the question of whether the removal proceedings should continue. A two-thirds vote is required to cause the Commission to recommend to the City Council that the Commissioner be removed from the Commission. ~~The affected shall~~

not cast a vote in the matter.

including but not limited to for any of the following reasons: (1) misuse of position as a Commissioner; (2) misuse of police-issued documents; (3) violation of state laws of confidentiality; (4) misconduct or conviction of a crime that impedes the member's ability to serve as an effective and impartial Commissioner; (5) unexcused absences from at least three consecutive meetings; (6) or by failure to complete case review as assigned; (76) violation of the NACOLE Code of Ethics; or (87) an undisclosed conflict of interest. ¶

Upon receiving information that a Commissioner has engaged in behavior that may subject the member to the removal for cause action, the Cabinet shall investigate or arrange for an investigation of the situation. If after the investigation, it appears that cause exists for removal, the Commissioner shall ¶ be invited to meet with the Executive Director and the Cabinet. After that meeting, the Cabinet shall determine whether to proceed with removal ¶

proceedings. If it is determined to proceed, the matter will be placed on the next regular Commission Open Meeting agenda. The Commissioner will have an opportunity to present a defense and answer questions. By a two-thirds vote, tThe Commission may, by a two-thirds vote of its members, may recommend to the City Council that the member be removed. (citation) The affected Commissioner shall not be entitled to cast a vote in the matter. A hearing by the City Council shall occur within sixty (60) days of the receipt of the recommendation.

Article IV. Officers

Section 1. Officers of the Commission

The officers of this organization shall be Chair, First Vice Chair for Policy, and Second Vice Chair for External Affairs, Vice Chair for Strategic Planning, and Vice Chair for Commissioner Development. These elected officers shall be referred to collectively as the Cabinet. make up the Executive Committee.

No individual shall hold more than one office at any time. An individual may serve no more than two consecutive complete terms in the same office and becomes eligible again to serve in that office after a period of two years commencing at the conclusion of their second term.

Section 2. Election, Vacancies, and Removal and Succession

A. Election

All Officers are elected at the last Regular Open Meeting of the fiscal year to serve a one year term in conjunction with the next fiscal year. The Nominating Committee (see Article VI, Section 3.A.) will present at least one nomination for each office. Prior to the vote for each office, additional nominations will be taken from the floor. Officers will be elected individually in their order of precedence, appearance in the Bylaws, starting with the Chair.

All Officers must receive a majority vote of the Commission. If no candidate receives a majority, then a runoff will be held between the candidates with the two highest numbers of votes.

If the last scheduled Regular Open Meeting of a fiscal year is not held,

Oefficers shall continue to serve until their successors are elected and assume office.

B. Vacancies

If any Officer position ~~the office of Chair~~ becomes vacant, the ~~First Vice Chair~~ Commission shall take nominations from the floor and hold an election for each vacant position. ~~becomes Chair for the unexpired term. If the office of First Vice Chair becomes vacant, the Second Vice Chair becomes First Vice Chair for the unexpired term. If the office of Second Vice Chair becomes vacant, an election, with nominations taken from the floor, will be held~~ at the next Regular ~~Open~~ Meeting of the Commission. Officers elected to fill a vacancy shall serve until the end of term of the office they fill. ~~to fill the office for the remainder of the unexpired term~~.

~~If the offices of Chair, First Vice Chair, and Second Vice Chair all become vacant at the same time, the Executive Committee shall appoint a ¶ Commissioner to serve as Acting Chair for a period of sixty days, during which time elections will be held to fill the vacancies for the unexpired term. Such elections will take nominations from the floor and elect officers individually in order of precedence by roll call vote. Notice of such elections ¶~~

~~shall be given thirty days ahead of the election date. ¶~~

C. Removal

The Commission may remove any Officer upon a two-thirds vote of the Commission.

Section 3. Powers and Duties

The Oefficers of this organization shall fulfill the duties of office while always acting for the good of the entire Commission.

A. Chair

The Chair shall have the following powers and duties:

(1) ~~To s~~Serve as Chair for all meetings~~, Closed and Open,~~ of the Commission.

(2) ~~To s~~Serve as Chair for all meetings of the Executive Committee.

~~(3) To serve as a member of the Cabinet. ¶~~

(3~~4~~) ~~To s~~Set the agenda for all Commission and~~,~~ Executive Committee meetings in collaboration and consultation with the Executive Committee and Executive Director. ~~meetings in consultation with the Executive Director.~~

(4~~5~~) ~~To a~~Act as ~~the~~ spokesperson for the Commission,~~,~~ to make official statements for the Commission, or to delegate this responsibility to another Commissioner.~~. (Note E.D. job description and discuss)~~

(5~~6~~) Coordinate with the Executive Director on communication between the Commission and the Mayor, the San Diego City Council, the Office of the

City Attorney, and the Chief of Police.

(6~~7~~) ~~To a~~Appoint Chairs and members for all Standing Committees of the Commission. Chairs of Standing Committees shall be subject to the approval of the Commission.

(7~~8~~) ~~To be~~ Serve as an ex officio member and ensure effective functioning of all committees of the Commission.

(9) ~~To p~~Perform such other duties as may be conferred by vote of the Commission.

B. ~~First~~ Vice Chair for Policy

The ~~First~~ Vice Chair for Policy shall have the following powers and duties:

(1) ~~To f~~Fulfill the duties of the Chair in the temporary absence of the Chair.

(2) ~~To s~~Serve as a member of the Executive Committee.

(3) Participate in meetings with SDPD Internal Affairs and the Chief of Police.~~To serve as a member of the Cabinet.~~

~~(4) To oversee training of new members with the Training and Continuing Education Committee.~~

(5) ~~To p~~Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

C. ~~Second~~ Vice Chair for External Affairs

The ~~Second~~ Vice Chair for External Affairs shall have the following powers and duties: (1) ~~To f~~Fulfill the duties of the Chair in the temporary absence of the Chair and ~~First 1st~~ Vice Chair of Policy.

~~(2) To serve as Chair for the Executive Committee Meeting in the absence of the Chair and First Vice Chair. ¶~~

(2~~3~~) ~~To s~~Serve as a member of the Executive Committee.

(3~~4~~) ~~To serve as a member of the Cabinet.~~ Participate in meetings with SDPD Internal Affairs and the Chief of Police.

(4~~5~~) ~~To a~~Act as ~~or designate~~ a Parliamentarian for the Commission or designate another Commissioner as parliamentarian, subject to approval by a majority vote of the Commission. ~~The proposed parliamentarian is subject to approval by a majority vote of the Commission.~~

(5~~6~~) ~~To p~~Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

D. Vice Chair for Strategic Planning

The Vice Chair for Strategic Planning shall have the following powers and duties:

(1) Serve as a member of the Executive Committee.

(2) Support the development and implementation of the Commission's annual strategic priorities, including budget development, in collaboration with the

relevant committees and staff.

(3) Coordinate progress tracking in collaboration with Committee Chairs and staff to align efforts.

(4) Lead or support special projects related to Commission-wide goals.

(5 Liaise with the Rules Committee.

(6) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

E. Vice Chair for Commissioner Development

The Vice Chair for Commissioner Development shall have the following powers and duties:

(1) Serve as a member of the Executive Committee.

(2) Support the recruitment, onboarding, training, and continuing education for Commissioners.

(3) Liaise with the Training and Recruitment Committees.

(4) Facilitate Commissioner engagement, mentorship, and participation.

(5) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

~~**D. Cabinet ¶**~~

~~The Cabinet shall: ¶~~

~~1) Investigate allegations of impropriety against any Commissioner and make recommendations resulting from such investigations. ¶~~

~~2) Provide oversightsupervision of and consultation with the Executive Director to ensure the Commission fulfills its purpose, mission, duties, powers, and objectives. (should this be the ExCom?)~~

Article V. Meetings

Section 1. General

Meetings of the Commission shall be held regularly~~. in order to carry out the objectives and purposes of the organization.~~ Notice of time, place, and agenda shall be provided ~~to the Commission and the public~~ at least 72 hours before the scheduled time of every meeting~~. in accordance with the Ralph M. Brown Act.~~

Section 2. Regular Meetings

Regular Meetings are ~~normally~~ held ~~at least once per month to transact business and to hear presentations. Regular Meetings provide a forum in which to communicate with the public, to advise the community on the business of the Commission, and to hear public testimony on issues under the Commission's purview. Individual cases are not discussed in open meetings.~~ to transact business, provide the public an opportunity to comment, and to hear presentations. Regular meetings may include Closed Session items.

Section 3. Closed Sessions

~~Closed Sessions are held pursuant to California Government Code Section 54957 to provide a confidential environment in which (1) to review complaints and investigations regarding SDPD Officers in accordance with California Penal Code Section 832.7 or (2) to discuss personnel or other information that is specifically exempt from public disclosure by law. Attendance by anyone other than Commissioners and staff is by invitation.~~ Closed sessions are held to provide a confidential environment in which to:

(1) to review complaints and investigations regarding SDPD Officers, or
(2) to discuss personnel or other information that is specifically exempt from public disclosure by law.

Attendance by anyone other than Commissioners is by invitation.

Section 4. Special Meetings

~~Special Meetings may~~can ~~be held as needed. A Special Meeting may be called by the Chair, the Cabinet, or by a majority vote of Commissioners. Notice of a Special Meeting shall state the topic(s) to be discussed, and no other business may be considered during the Special Meeting. ¶~~

Special Meetings may be held from time to time as needed. A Special Meeting may be called by the Chair, a majority vote of the Executive Committee, or any three Commissioners. Notice of a Special Meeting shall state the topic(s) to be discussed, and no other business may be considered during the Special Meeting.

Section 5. Voting and Quorum

Only Commissioners can vote on issues before the Commission and ~~are~~ must be counted to determine the presence of a quorum. ~~The Chair is not required to vote; however, the ¶~~

~~10~~
~~Chair may vote whenever their vote will affect the result.~~

No formal action can be taken without a quorum. The requirement for a quorum shall be a majority of filled seats on the Commission.

Article VI. Committees

Section 1. General

Committees of the Commission shall be formed to carry out the primary objectives of the Commission~~. and to maintain functions necessary to sustain the Commission.~~ Committees shall limit their business to the purpose ~~identified in this document or the purpose~~ identified at their inception. Committees shall conduct their business in a manner consistent with these Bylaws and the Standing Rules of the Commission. Committees shall not take any official ~~final~~ action on behalf of the Commission without prior authorization by the Commission.~~or issue any official communication. The Chair may appoint community members as advisors to a committee.~~

Committees fall into two categories: Standing Committees and Ad Hoc Committees. Standing Committees ~~require a constant presence to~~ carry out long-term ongoing functions of the Commission. Ad Hoc Committees either support periodic functions of the Commission ~~that do not require a constant presence for service~~ or are formed to accomplish specific, short-term tasks~~. that are not within the assigned function of any~~

~~Standing Committee or any other Ad Hoc Committee.~~

Committee Chairs of all committees shall be Commissioners. Unless otherwise specified herein, and except for the Executive Committee, Standing Committee Chairs shall be appointed by the Commission Chair, subject to approval by the full Commission, and to serve a one-year term. Ad Hoc Committee Chairs shall be selected by a majority vote of the Ad Hoc Committee members and can serve until their committee is disbanded.

~~Standing Committee Chairs have the following tasks: ¶~~

~~A. Conduct Committee meetings at least quarterly or more often as needed. ¶~~

~~B. Ensure appropriate Support the Brown Act requirement for public notice of all meetings, with an agenda in advance and opportunities for public comment. ¶~~

~~C. Report on Committee activities at Regular Open Meetings and make recommendations for Commission action. ¶~~

~~D. Contribute a summary of Committee activities and accomplishments for the required CPP Semi-Annual Reports to the City Council. ¶~~

~~E. Serve as a member of the Executive Committee. ¶~~

Section 2. Standing Committees

Notice of Standing Committee meeting time, place and agenda shall be provided ~~to Committee members and the public~~ at least 72 hours before the scheduled meeting time. ~~Except for the Executive Committee, Standing Committees are limited to no more than seven (7) Commissioner members.~~

Standing Committee Chairs have the following tasks:

A. Conduct Committee meetings at least quarterly or as needed.

B. Coordinate with staff to ensure appropriate public notice of all meetings, with an agenda in

advance and opportunities for public comment.

C. Report on Committee activities at Regular Meetings and make recommendations

for Commission action.

D. Contribute a summary of Committee activities and accomplishments for the required

Semi-Annual Reports to the City Council.

A. Executive Committee

The Executive Committee has continuing jurisdiction over the effective and ethical functioning of the Commission. The Chair of this Committee is the Commission Chair. Members of the Executive Committee are the elected officers of the Commission ~~and Standing Committee Chairs~~. Regular

meetings of the Executive Committee shall be held monthly, or at the discretion of the Chair. Special meetings of the Executive Committee may be called by the Chair or two Officers.The Executive Committee shall is responsible for the oversight and annual performance review of the~~have the responsibility for facilitating the annual performance review of the~~ Executive Director. ~~The Executive Committee may advise the Executive Director on finance and budget issues. ¶~~

~~The Executive Committee shall consist of the elected Officers of the Commission. Regular meetings of the Executive Committee shall be held monthly. Special meetings of the Executive Committee may be called by the Chair or two Officers.~~

To ensure compliance with the Brown Act, outside of the Executive Committee meetings, a majority of the Executive Committee shall not be present at other Commission meetings.

To ensure alignment between the Executive Committee and the other Standing Committees, the Executive Committee shall:

- Hold coordination meetings with standing committee chairs, as needed.
- Provide written updates on strategic priorities and commission goals.
- Invite committee chairs to report at Executive Committee meetings on a rotating basis or as needed.

Allegations of impropriety against any Commissioner shall be referred to the Executive Committee. If an allegation involves a member of the Executive Committee, or if a conflict of interest is determined to exist, the Chair (or, if the chair is implicated, the Commission by majority vote) shall appoint an ad hoc investigative subcommittee Commissioners not the subject of the allegation. The investigative body (Executive Committee or ad hoc subcommittee) shall make findings and recommendations to the full commission for final determination.

B. Policy Committee

The Policy Committee shall work with staff to evaluate recommendations from Commissioners and members of the community for improvements to SDPD policy, procedure, training or administration of discipline of police officers. The result of the evaluation shall be presented to the Commission. ~~The Policy Committee may recommend Commission action to forward suggested improvements to the Chief of Police. ¶~~

C. Training ~~and Continuing Education~~n Committee

~~The Training and Continuing Education Committee shall develop and implement a training program for new Commissioners. The Committee will arrange presentations on subjects of interest at the Regular Business Meetings of the Commission. The Committee also arranges additional training opportunities and field trips for the Commission.~~

The Training Committee shall work with staff to develop and implement training and continuing education programs for Commissioners.

D. Community Outreach Committee

The Community Outreach Committee shall work with staff to support the Commission's outreach and education objectives to inform the public and

seek feedback regarding the Commission's work.

E. Rules Committee

~~The Rules Committee shall evaluate recommendations from Commissioners for amendments to these Bylaws, to Special Rules of Order, to Standing Rules and to other operational procedures. The Rules Committee is responsible to ensure that a proposed amendments does not violate or conflict with any existing provision in these Bylaws or any other rules that govern the Commission. The result of the evaluation shall be presented to the Commission.~~

The Rules Committee shall make recommendations, and evaluate recommendations from Commissioners, for amendments to these Bylaws, to Special Rules of Order, to Standing Rules and to other operational procedures. The Rules Committee shall ensure that proposed amendments do not violate or conflict with any existing provision in these Bylaws or any other rules that govern the Commission.

F. Recruitment Committee

The Recruitment Committee shall engage in activities to recruit new members for the Commission, inform interested individuals about the Commission, interview prospective members, and select nominees to recommend to the City Council.

Section 3. Ad Hoc Committees

Ad Hoc Committees may be formed as needed by the Commission Chair or by a majority vote of the Commission for an assigned specific task. Unless extended by a vote of the Commission, each Ad Hoc Committee shall be ~~is~~ disbanded at the completion of its~~the~~ assigned task. Ad Hoc Committees are limited to no more than seven Commission members.

A. Nominating Committee

The Nominating Committee ~~is a recurring ad hoc committee that~~ shall be formed ~~annually~~ to facilitate election of officers. The three Commissioners~~Commissioner~~ of the Nominating Committee shall be elected by the Commission with nominations taken from the floor. The Nominating Committee shall recruit Commissioners who are willing and qualified as candidates for each office. The Nominating Committee shall present to the Commission at least one nomination for each office prior to the last scheduled Regular ~~Open~~ Meeting of the fiscal year. The Nominating Committee shall be disbanded following the election of Commission officers.

Article VII. Administration

Section 1. Executive Director

The Executive Director is appointed by the City Council and serves at the will and direction of the Commission. The Executive Director or their designee is responsible for facilitating the work of the Commission, including, but not limited to, the following tasks:

A. Interface with community members, respond to inquiries, and receive complaints.

B. Direct the day-to-day operations of the Commission and staff.

C. ~~Liaison between the Commission and City departments, in particular SDPD and the City Attorney's Office.~~ Coordinate with the Chair on communication between the Commission and the Mayor, the San Diego City Council, the Office of the City Attorney, and the Chief of Police.

D. Maintain records and prepare reports, including semi-annual reports to the Mayor and City Council.

E. Hire and supervise Commission staff, independent contractors, and consultants.

F. Arrange for the preparation of and dissemination of all meeting notices for the CPP and committee meetings as required by the Ralph M. Brown Act.

G. Attend all CPP meetings, unless excused by the Chair and provide staff support for committee meetings.

H. Serve as custodian of the Commission's records, in compliance with all applicable laws related to records retention, protection, confidentiality, and disclosure.

I. Arrange for the preparation of and dissemination of the minutes of all CPP and committee meetings.

J. To act as spokesperson for the Commission, to make official statements for the Commission, or to delegate responsibility to another staff member.

K. Direct the development and management of the budget of the Commission.

The Commission shall conduct a formal performance evaluation of the Executive Director on an annual basis in a manner consistent with the evaluation process used by the City's Human Resources Department.

The Executive Director can be terminated by a two-thirds vote of Commissioners at a regularly scheduled Regular Commission meeting.

Section 2 - Executive Director Vacancy

If the Executive Director is unwilling, unavailable, or unable to perform their duties, the Deputy Executive Director shall assume the Executive Director shall assume the Executive Director duties on an interim basis.

If there is neither an Executive Director nor a Deputy Executive Director to perform the duties of the Executive Director, the Executive Committee shall nominate a person to the City Council to serve as the Interim Executive Director.

Section 2: Independent Legal Counsel

The Commission shall retain its own Legal Counsel, who is independent of the City

Attorney for legal support and advice in carrying out the Commission's duties and actions. The Legal Counsel may be a Commission employee or independent contractor hired by the Executive Director, with the approval of the Executive Committee.~~Cabinet~~.

Article VIII. Amendment

Section 1. CPP Bylaws

Bylaws describe organizational structure, eligibility requirements of the Commissioners, the terms, responsibilities and powers of the officers, types of meetings, specification of a quorum, identity of standing and ad hoc committees, the duties and responsibilities of each committee, and identity of a parliamentary authority. Amendment of these Bylaws requires a two-thirds vote of Commissioners at a regularly scheduled Regular ~~Open~~ Commission meeting. Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken.

Section 2. CPP Special Rules of Order

Special Rules of Order define and clarify parliamentary procedures that are different from the specifications of the identified parliamentary authority. Special Rules of Order may be adopted, amended, or deleted by a two-thirds vote of Commissioners at a regularly scheduled Regular ~~Open~~ Commission meeting. Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken.

Section 3. CPP Operational Standing Rules

Operational Standing Rules define and clarify operational procedures for any interface between this organization and all other City Departments. Operational Standing Rules may be adopted, amended, or deleted by a majority vote of Commissioners at a regularly scheduled Regular ~~open~~ Commission meeting. Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken. Commission-approved Operational Standing Rules become effective when reviewed and approved by the City Council.

Section 4: CPP Administrative Standing Rules

Administrative Standing Rules define and clarify internal procedures for this organization. Administrative Standing Rules may be adopted, amended, or deleted by a majority vote of Commissioners at a regularly scheduled Regular ~~Open~~ Commission meeting.

Proposed amendments must be submitted by a Commissioner and reviewed by the Rules Committee. The proposed content and the Rules Committee evaluation must be submitted in writing to all Commissioners at least ten days before the meeting where the vote will be taken.

Attachments:

A. NACOLE Code of Ethics

B. CPP Conflict of Interest Policy and Disclosure Form

Code of Ethics

PREAMBLE

Civilian oversight practitioners have a unique role as public servants overseeing law enforcement agencies. The community, government, and law enforcement have entrusted them to conduct their work in a professional, fair and impartial manner. They earn this trust through a firm commitment to the public good, the mission of their agency, and the ethical and professional standards described herein.

The standards in the Code are intended to be of general application. It is recognized, however, that the practice of civilian oversight varies among jurisdictions and agencies, and additional standards may be necessary. The spirit of these ethical and professional standards should guide the civilian oversight practitioner in adapting to individual circumstances, and in promoting public trust, integrity and transparency.

PERSONAL INTEGRITY

Demonstrate the highest standards of personal integrity, commitment, truthfulness, and fortitude in order to inspire trust among your stakeholders, and to set an example for others. Avoid conflicts of interest. Conduct yourself in a fair and impartial manner and recuse yourself or personnel within your agency when a significant conflict of interest arises. Do not accept gifts, gratuities or favors that could compromise your impartiality and independence.

INDEPENDENT AND THOROUGH OVERSIGHT

Conduct investigations, audits, evaluations and reviews with diligence, an open and questioning mind, integrity, objectivity and fairness, in a timely manner. Rigorously test the accuracy and reliability of information from all sources. Present the facts and findings without regard to personal beliefs or concern for personal, professional, or political consequences.

TRANSPARENCY AND CONFIDENTIALITY

Conduct oversight activities openly and transparently, providing regular reports and analysis of your activities, and explanations of your procedures and practices to as wide an audience as possible. Maintain the confidentiality of information that cannot be disclosed and protect the security of confidential records.

RESPECTFUL AND UNBIASED TREATMENT

Treat all individuals with dignity and respect, and without preference or discrimination including, but not limited to: age, ethnicity, citizenship, color, culture, race, disability, gender, gender identity, gender expression, housing status, marriage, mental health, nationality, religion, sexual orientation, socioeconomic status, or political beliefs, and all other protected classes.

OUTREACH AND RELATIONSHIPS WITH STAKEHOLDERS

Disseminate information and conduct outreach activity in the communities that you serve. Pursue open, candid, and non-defensive dialogue with your stakeholders. Educate and learn from the community.

AGENCY SELF-EXAMINATION AND COMMITMENT TO POLICY REVIEW Seek continuous improvement in the effectiveness of your oversight agency, the law enforcement agency it works with, and their relations with the communities they serve. Gauge your effectiveness through evaluation and analysis of your work product. Emphasize policy review

aimed at substantive organizational reforms that advance law enforcement accountability and performance.

PROFESSIONAL EXCELLENCE
Seek professional development to ensure competence. Acquire the necessary knowledge and understanding of the policies, procedures, and practices of the law enforcement agency you oversee. Keep informed of current legal, professional and social issues that affect the community, the law enforcement agency, and your oversight agency.

PRIMARY OBLIGATION TO THE COMMUNITY
At all times, place your obligation to the community, duty to uphold the law and to the goals and objectives of your agency above your personal self-interest.

The following oversight agencies have adopted the NACOLE Code of Ethics:

- Citizen Oversight Board, City & County of Denver, CO
- Citizens' Law Enforcement Review Board, San Diego County, CA
- Citizens' Review Board on Police Practices, San Diego, CA
- Civilian Review Board, Eugene, OR
- Independent Review Panel, Miami, FL
- Milwaukee Fire and Police Commission, Milwaukee, WI
- Office of Citizen Complaints, San Francisco, CA
- Office of Community Complaints, Kansas City, MO
- Office of Police Complaints, Washington, D.C.
- Office of Professional Accountability, Seattle, WA
- Office of the Community Ombudsman, Boise, ID
- Office of the Independent Monitor, City & County of Denver, CO
- Office of the Independent Police Auditor, Bay Area Rapid Transit District, San Francisco, CA
- Office of the Independent Police Auditor, San Jose, CA
- Office of the Police Auditor, Eugene, OR
- Office of the Police Ombudsman, Spokane, WA
- Richmond Police Commission, Richmond, CA

The City of SAN DIEGO

COMMISSION ON POLICE PRACTICES CONFLICT-OF-INTEREST POLICY

The Commission on Police Practices adopts this Conflict-of-Interest Policy ("Policy") to ensure the proper independence and impartiality of the Commission, and to foster unquestioned public confidence in the Commission's independence and institutional integrity as a properly

administered civilian oversight agency for purposes of due process, transparency, and accountability.

As a body that may potentially influence personnel decisions and public safety policies or procedures, it is recognized that Commissioners must be seen to be fair, independent, impartial, and objective in regard to decisions made. To the extent that this function is compromised, the Commission will not be able to function in an oversight role effectively or as a matter of law.

It is the Policy of the Commission on Police Practices that real or perceived conflicts of interest must be reported at the earliest opportunity. It is also the Policy of the Commission that real or perceived conflicts of interest shall be publicly disclosed by Commissioners in furtherance of the mission and purpose of the Commission to be fair, independent and impartial, transparent and accountable to the public.

SCOPE

1. This Policy provides an independent framework for the proper conduct of Commission affairs. It should not be relied upon as an exclusive or comprehensive list of applicable legal or fiduciary requirements of conduct. It does not attempt to specify possible activity that might be inappropriate or prohibited under applicable conflict of interest laws and regulations.
2. Nothing in this Policy exempts any person from any other applicable City law, Conflict-of-Interest Code, or regulation. The standards of conduct set forth in this Policy are in addition to all other applicable City of San Diego conflict of interest policies, laws, and regulations.
3. This Policy is in addition to the California Political Reform Act and City of San Diego Code of Ethics. The Political Reform Act requires state and local government agencies to adopt conflict of interest codes. The Fair Political Practices Commission has adopted a regulation that may be incorporated by reference in an agency's code. The terms of this regulation (Cal. Code Regs., tit. 2, § 18730) and any duly adopted amendments are hereby referenced by this Policy.

ADDRESSING CONFLICTS OF INTERESTS

1. A Commissioner who becomes aware of a personal conflict of interest or the appearance of a personal conflict of interest that affects their duty as a Commissioner has an immediate obligation to disclose that conflict to the Executive Director and Chair by filing a **Conflict-of-Interest Disclosure Form** incorporated into, and attached to, this Policy.
2. Any Commissioner who has a personal interest in a complaint, investigation, or matter before, or likely to come before, the Commission who will or is expected to participate in that decision must file a **Conflict-of-Interest Disclosure Form** with

the Executive Director and Chair at the earliest opportunity. 3. The Commissioner must recuse themselves from any participation, whether direct or indirect, in any Commission action or decision that may reasonably be expected to affect their interest consistent with this Policy, City of San Diego Code of Ethics and San Diego Municipal Code section 26.1106.

DUTY TO DISCLOSE AT MEETING

1. Any Commissioner who has a personal interest in a complaint, investigation, or matter before, or likely to come before, the Commission who will or is expected to participate in that decision must, following the announcement of the agenda item to be discussed or voted upon, but before either the discussion or vote commences, do the following:

   a. Publicly identify the personal interest giving rise to the conflict and request that this disclosure be made part of the record of the proceedings;
   b. Recuse themselves from discussing, voting, or attempting to use their influence to affect the outcome of this matter;
   c. Leave the room until after the discussion and vote on the item in question;
   d. In the event the discussion or vote is to occur in Closed Session, the public identification may be made orally during the Open Session before the body goes into Closed Session and may be limited to a declaration that their recusal is because of a conflict of interest on a particular closed session item, and that the Commissioner is recused from any participation on the Closed Session item.

DISCLOSURE AND PUBLIC RECORDS

Any disclosures made by Commissioners on a Conflict-of-Interest Disclosure Form shall be maintained by the Commission and subject to public disclosure under the requirements of the California Public Records Act, Government Code sections 6250 et seq.

The City of SAN DIEGO Commission on Police Practices

Conflict-of-Interest Disclosure Form

A potential or actual conflict of interest exists when involvement or participation of Commissioners in complaints, actions, or activities regarding the San Diego Police Department (SDPD) could compromise the independence, impartiality, and due process required by the Commission on Police Practices to fulfill its mission and purpose.

Under San Diego City Charter section 41.2, the Commission on Police Practices is an investigatory body of the City, independent of the Mayor, Police Chief, and Police Department. The Commission's purpose is:
(1) To provide independent community oversight of the Police Department, directed at increasing community trust in the Police Department and increasing safety for both community members and police officers;
(2) To perform independent investigations of police officer-involved shootings, in custody deaths, and other significant incidents involving the Police Department, and independent evaluations of complaints against the SDPD and its personnel, in a process that is transparent and accountable to the community; and
(3) To evaluate and review Police Department policies, practices, training, and protocols, and represent the community in making recommendations for changes.

Under San Diego Municipal Code section 26.1106, grounds for removal of a Commissioner may include, but are not limited to: misuse of their position for personal interests; misuse of records; conduct that impedes a Commissioner's ability to serve impartially and independently; violation of the Code of Ethics for Civilian Oversight of Law Enforcement (NACOLE); or any other cause that impacts the Commission's effective operations, standing, or independence.

Any conduct by a Commissioner that could cause an actual or perceived conflict of interest regarding the independence or impartiality of the Commissioner or the Commission must be publicly disclosed. Depending on the nature of the disclosure or conflict, the Commissioner may be recused from involvement or participation in actions by the Commission regarding a particular agenda item, action, or recommendation.

This Conflict-of-Interest Disclosure Form must be filed with the Executive Director and Chair and indicate:
•Whether a commissioner has any actual or perceived interest, involvement, or participation in any complaint or actions coming before the Commission. •A Commissioner should disclose any personal, business, or volunteer affiliations that may give rise to a real or perceived conflict of interest.
•Any actions or interests that would reasonably appear to affect the independence and impartiality of the Commissioner, or potentially compromise the independence and impartiality of the Commission should be disclosed on this form.

Commissioners with a conflict of interest should refrain from any participation in affected complaint(s), matters, or actions involving the Commission. The Commission's General Counsel or Outside Legal Counsel may be consulted regarding this disclosure and/or mandatory recusal.

Please use the form on the next page.

Commission on Police Practices

Conflict-of-Interest Disclosure Form

Please describe below any relationships, involvement, transactions, interests or circumstances that you believe could contribute to a conflict of interest.

Agenda Item or Commission Action:

I have the following conflict of interest to report involving a family member, or personal, business, volunteer, or professional relationship:

1.

2.

3.

I have the following conflict of interest to report involving my personal interest, or involvement in a complaint, action, or matter before the Commission:

1.

2.

3.

I acknowledge that this Conflict-of-Interest Form constitutes a public record under the California Public Records Act or Government Code sections 6250 et seq.

I hereby certify that the information set forth above is true and complete to the best of my knowledge.

Signature: Date:

Print Name:

Please submit this form to the Commission on Police Practices Executive Director and Chair.

Article IV. Officers

Section 3. Powers and Duties

The Officers of this organization shall fulfill the duties of office while always acting for the good of the entire Commission.

A. Chair

The Chair shall have the following powers and duties:

(1) Serve as Chair for all meetings of the Commission.

(2) Serve as Chair for all meetings of the Executive Committee.

(3) Set the agenda for all Commission and Executive Committee meetings in collaboration and consultation with the Executive Committee and Executive Director.

(4) Act as spokesperson for the Commission, to make official statements for the Commission, or to delegate this responsibility to another Commissioner. ~~or the Executive Director.~~

(5) Coordinate with the Executive Director on communication between the Commission and the Mayor, the San Diego City Council, the Office of the City Attorney, and the Chief of Police.

(6) Appoint Chairs and members for all Standing Committees of the Commission. Chairs of Standing Committees shall be subject to the approval of the Commission.

Article VI. Committees

Section 2. Standing Committees

A. Executive Committee

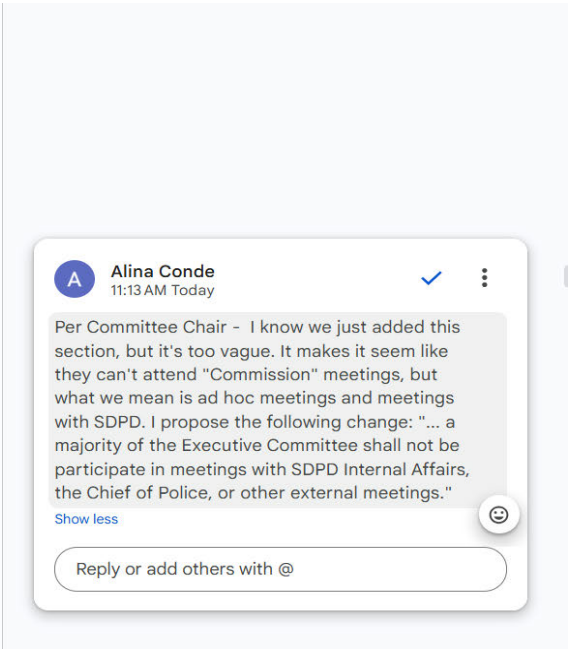
The Executive Committee has continuing jurisdiction over the effective and ethical functioning of the Commission. The Chair of this Committee is the Commission Chair. Members of the Executive Committee are the elected officers of the Commission. Regular meetings of the Executive Committee shall be held monthly, or at the discretion of the Chair. Special meetings of the Executive Committee may be called by the Chair or two Officers.The Executive Committee shall be responsible for the oversight and annual performance review of the Executive Director.

To ensure compliance with the Brown Act, outside of the Executive Committee meetings, a majority of the Executive Committee shall not be present at other Commission meetings.

To ensure alignment between the Executive Committee and the other Standing Committees, the Executive Committee shall:

- Hold coordination meetings with standing committee chairs, as needed.
- Provide written updates on strategic priorities and commission goals.
- Invite committee chairs to report at Executive Committee meetings on a rotating basis or as needed.

Allegations of impropriety against any Commissioner shall be referred to the Executive Committee. If an allegation involves a member of the Executive Committee, or if a conflict of interest is determined to exist, the Chair (or, if the Chair is implicated, the Commission by majority vote) shall appoint an ad hoc investigative subcommittee Commissioners not the subject of the allegation. The investigative body (Executive Committee or ad hoc subcommittee) shall make findings and recommendations to the full commission for final determination.



DRAFT – VERSION 2

September 19, 2025

Commission on Police Practices (CPP)
Protocol for Commissioner Communication
with the San Diego Police Department (SDPD),
the Mayor, City Council, City Attorney,
CPP Staff, and Other City Officials

Communication with the Chief of Police

Official written communications between the Commission and the Chief of Police are sent from the Chair via the Executive Director. Copies of such correspondence should be emailed to all Commissioners through CPP staff, unless the correspondence contains confidential case information.

If the Chair and/or Executive Director need to have a personal meeting (telephone, Teams/Zoom, or in-person), this can be set up through the Chief's scheduler. If the Executive Director or Chair meets individually with the Chief for such a meeting, they will inform the other party of the meeting's outcome.

The Chief of Police and key SDPD staff have regularly scheduled bimonthly meetings with the CPP Cabinet and Executive Director. The agenda for such meetings is developed by the Executive Director and Chair. The Executive Director may invite key staff such as the Deputy Executive Director, General Counsel, and/or Chief Investigator to attend. The Chair will provide a summary of the meeting to the Commission at its next Regular Meeting.

The Chair or Executive Director should copy the Assistant Chief for Planning and Intelligence and the SDPD Community Liaison Manager on any written or email correspondence to the Chief regarding policy or procedural matters. Correspondence regarding Internal Affairs issues should also be copied to the IA Captain and IA CPP Liaison

Communication with Internal Affairs Staff – Case Review and Follow-up

The CPP Investigator assigned to the Review Group for a case should submit any questions for IA using the question form, copying the Chief Investigator.

If an issue is not clarified in IA's response to the written questions, or the CPP Investigator or the Case Review Group believes that it would be more beneficial to have a conversation with IA personnel due to the complexity or urgent nature of the situation or it is reasonably anticipated that without a verbal conversation numerous written exchanges will result, the assigned investigator will reach out to the IA CPP Liaison to

schedule a telephone call or Teams/Zoom meeting with the IA Lieutenant who supervised the investigation or the Investigating Sergeant. The goal of this communication is to resolve questions and issues, before the finalization of the Review Group Report. Depending on the nature of the issues, CPP participants in the meeting may include other CPP staff and Review Group members.

IA CPP Liaison should be copied on all correspondence regarding case reviews. Two weeks after each CPP closed session, a meeting is conducted with IA to discuss matters that arose during the Commission's case review discussions. The agenda for the meeting is prepared by the CPP Chief Investigator and submitted to the Cabinet, IA Captain and CPP Liaison in advance, along with a summary of CPP actions on the cases. CPP participants in the meeting include the Chief Investigator, Investigators who prepared the cases, if needed, and members of Cabinet who are available. Depending on the agenda, the Executive Director and/or General Counsel may also attend. IA participants include the IA Captain, IA CPP Liaison, Lieutenants, and Sergeants, if needed. A verbal summary of the meeting should be presented at the next CPP closed session.

General Inquiries and Routine Requests to the Police Department

Any Commissioner may contact the SDPD Community Liaison Manager who serves as the primary point of contact for general inquiries and routine requests, including questions about policies and procedures, ride-along requests, and general information or statistical requests. If the liaison cannot directly answer, or if the matter involves an ongoing partnership with a specific division or unit, they will connect members with the appropriate subject matter expert.

Commissioners are not required to receive prior authorization regarding communication with the SDPD Community Liaison Manager, but the Chair and Executive Director should be copied on all correspondence to keep them informed.

Committee Chairs may directly contact SDPD staff regarding matters the committee is working on (for example, the Training Committee Chair can contact the SDPD Training Captain). The Chair and Executive Director should be copied on correspondence and kept informed regarding such discussions.

*Important note: Formal requests for records requested pursuant to Municipal Code Section 26.1109 must be submitted from Chair, Executive Director, or other appropriate staff to the Chief of Police or SDPD unit, as appropriate.

Communication with the City Attorney

All communication with the Office of the City Attorney must go through the General Counsel or Executive Director, without exception.

Communication with the Mayor and City Council

Official communications with the Mayor and/or City Council will be conducted by the Chair and/or Executive Director. The Mayor's City Council Liaison/Policy Advisor for Public Safety should be copied on correspondence. When appropriate, the Chief of Police and appropriate SDPD staff (see above) should be copied on correspondence with the Mayor.

The Chair and Executive Director are responsible for preparing a biennial report to the City Council's Public Safety Committee, and the Executive Director and Chair may be asked to present the report to the Public Safety Committee.

The Executive Director and Chair are encouraged to schedule a meeting annually with each member of the City Council to provide updates. Commissioners who were appointed as district-designated members should be invited to attend the meetings with their respective City Councilmember.

Any Commissioner may have informal conversations about the CPP with the Mayor and City Councilmembers. Unless designated by the Chair to do so, Commissioners should state that they are representing themselves and not the Commission when testifying at a public hearing of City Council meeting.

Communication with Other City Offices

Communication with other City offices/departments should be exclusively conducted by the Executive Director or their designee.

Communication with CPP Staff

Commissioners are welcome to discuss CPP matters with staff and make routine requests within the staff member's scope of duties. Commissioners are not authorized to assign tasks to staff (including consultants and interns); that responsibility belongs to the Executive Director. With regard to legal matters, Commissioners may ask the General Counsel simple and routine legal questions (for example, "What is the California Penal Code definition of assault?"). Questions that require more complex legal analysis or research (for example, "When can a police officer enter someone's backyard?") or requests for official legal opinions should be routed through the Executive Director. All Commissioner email correspondence with staff should be copied to the staff member's supervisor and the Executive Director.

General

Commissioners must use their sandiego.gov email for CPP correspondence.

All Commission communication must comply with the City of San Diego Code of Conduct for Boards and Commissions.

Commissioners should only call staff during their scheduled working hours, unless it is urgent. If a text is sent outside these hours, the staff member is not required to respond until they return to work.

All Commissioner communication is subject to California Public Record Act requests.

From: Conde, Alina
To: Conde, Alina
Subject: FW: Ad Hoc Case Review Committee decision
Date: Friday, September 19, 2025 11:56:22 AM

From: Conde, Alina [redacted]
Sent: Wednesday, September 10, 2025 10:45 PM
Cc: Miesfeld, Bart [redacted]
Subject: FW: Ad Hoc Case Review Committee decision

Good evening Cabinet members,

I hope this message finds you well. Please take a moment to review the email below from Ad Hoc Case Review Committee Chair Alec Beyer regarding the conclusion of the committee's work on the revision of the Case Review Process.

Thank you in advance for your attention to this matter.

From: Beyer, Alec [redacted]
Sent: Tuesday, September 9, 2025 10:17 PM
To: Conde, Alina [redacted]
Subject: Ad Hoc Case Review Committee decision

Good morning, Executive Assistant Conde,

When you get a chance, no rush, please send the following from Ad Hoc Case Review Committee Chair Alec Beyer to the Cabinet, cc'd to General Counsel:

The Ad Hoc Case Review Committee has concluded its work on the revision of the Case Review Process.

Our recommendation to the Commission for the process is as follows:

- Every Commissioner (excluding the Commission Chair) is to be assigned to a Case Review Group;
- Every Case Review Group will include a named investigator;
- The named Investigator from each Group has responsibility for the basic work-up of the report (unless a Commissioner volunteers to assume that task);
- As part of the report-preparation process, each Case Review Group will meet (remotely or in-person at the Group's discretion) to discuss and vote on each case assigned to that Group;
- All Commissioners (excluding the Commission Chair) are to participate in the case review process;
- "Participation" means attending the Group's report-preparation meeting, and

possessing sufficient knowledge of the case to cast an informed vote at that meeting;

- Commissioners are expected to participate in at least four (4) case reviews annually;
- The basic case work-up is to be prepared and sent to the Case Review Group no later than five (5) calendar days before the Case Review Group meeting;
- No later than five (5) calendar days before the case is to be reviewed by the full Commission in Closed Session, the review group is to provide the full Commission with a list of case materials (documents, and/or recordings and/or BWC excerpts) for review;
- Staff is to track Commissioner participation by the Case Review endorsement, dissent or comment at the end of each report.

Thank you.

Alec Beyer

Commissioner, District 2

City of San Diego, Commission on Police Practices

Email: [redacted]

From: Conde, Alina
Cc: Beyer, Alec; Miesfeld, Bart

Subject: CPP Ad Hoc Case Revie Committee Meeting Minutes
Date: Wednesday, September 17, 2025 7:03:00 AM
Attachments: 9.9.25 Ad Hoc Case Review Committee Minutes.pdf

Good morning Ad Hoc Case Review Committee,

I hope this email finds you all well. I wanted to reach out and share the meeting minutes from our September 9th meeting. Since the Ad Hoc Committee has now completed its work, these minutes provide a comprehensive record of discussions and any follow-up tasks that may be necessary in the future.

If you have any questions or concerns about the minutes or need any further information, please do not hesitate to let me know. I'm here to assist in any way I can.

Thank you in advance for your time and attention to this matter. Looking forward to your feedback.

Warm regards,

Alina A. Conde
Executive Assistant
Office of the Commission on Police Practices
Procopio Towers, 17th Floor – Suite 1725
525 B Street
San Diego, CA 92101
Work Cell: [redacted]
Email: [redacted]
CPP Website: https://www.sandiego.gov/cpp
To **subscribe** or **unsubscribe** from our email updates list, please visit:
https://www.sandiego.gov/cpp/contact

The City of SAN DIEGO

"To Effectively Serve and Support Our Communities" -City of San Diego Strategic Plan Mission

The City of SAN DIEGO

Commission on Police Practices

COMMISSION ON POLICE PRACTICES
AD HOC CASE REVIEW COMMITTEE MEETING
MINUTES
Tuesday, September 9, 2025
4:00pm-5:30pm

Procopio Towers
17th Floor, Suite 1725
San Diego, CA 92101

CPP Committee Members Present:
Chair Alec Beyer
1st Vice Chair Bonnie Benitez
David Burton
Doug Case (arrived at 4:07pm)
Stephen Chatzky
Darlanne Mulmat

Excused:
Elizabeth Inpyn

Absent:
None

CPP Staff Present:
Chief Investigator Olga Golub
Investigator Ethan Waterman
Investigator Ching-Yun Li

I. CALL TO ORDER/WELCOME: Chair Alec Beyer called the meeting to order at 4:05pm.

II. ROLL CALL: Chief Investigator Olga Golub conducted the roll call for the Commission and established quorum.

III. APPROVAL OF THE MINUTES OF THE AGUSUT 25, 2025 AD HOC CASE REVIEW COMMITTEE MEETING

Motion: Commissioner Darlanne Mulmat moved to approve the meeting minutes of the August 25, 2025 Ad Hoc Case Review Committee meeting. 1ST Vice Chair Bonnie Benitez seconded the motion. The motion passed 4-0-0.
Yeas: Beyer, Benitez, Burton, Mulmat
Nays: None
Abstention: Chatzky

IV. NON-AGENDA PUBLIC COMMENT - None

V. AGREED ITEMS –

Commissioner Participation: Defined as attending review group meetings and reviewing materials beforehand.
Tracking Participation: Participation will be tracked by endorsement, dissent, or comment on case reviews.
Annual Case Participation: Each Commissioner is to participate in at least four cases annually.
Use of BWC Excerpts: The use of Body-Worn Camera (BWC) excerpts is at the discretion of the review group.
Presentation Method: No changes to the current method of presentations; presenters will continue as they have been. Investigators will present highlights and unique aspects of cases during Commission meetings instead of reading the entire report.
Case Workup: Investigators will handle the basic case workup.
Timeline for Case Review Materials: Case review materials should be prepared five days before the review group meeting, and the completed review group report should be available five days before the closed session.
These items were agreed upon to improve the efficiency and effectiveness of the case review process.
FOLLOW UP TASKS:
Commissioner Participation Tracking: Conduct research to understand the reasons behind the lack of Commissioner endorsements and participation.
Commissioner Participation Tracking: Track Commissioner participation to ensure records are kept for review.
Training Module Development: Develop a training module for new Commissioners focusing on controversial cases and common issues in case reviews.
Case Review Participation: Ensure each Commissioner participates in at least four cases annually.
Case Review Participation: Exempt the Chair from the requirement to participate in at least four cases annually.

VI. DISCUSSION ITEMS (Commissioner Alec Beyer)
A. Definition of 'Commissioner participation'

Attending Review Group Meetings: Commissioners are expected to attend the meetings of their assigned review groups.
Reviewing Case Materials: Commissioners should review the case materials provided before the meetings to be prepared for discussions.
Tracking Participation: Participation will be tracked through endorsements, dissents, or comments on the case reports.
These elements ensure that Commissioners are actively involved in the case review process and contribute to the discussions and decisions.

B. Statute of Limitations/proper calculation of case review deadlines
Statute of Limitations: The Police Officer's Bill of Rights imposes a one-year statute of limitations for disciplining an officer from the time of the misconduct. However, the California Supreme Court's 2023 decision in the Garcia case clarified that the one-year clock starts ticking only when an authorized agency finds misconduct.
Calculation of Deadlines:
- If Internal Affairs (IA) finds misconduct, the one-year clock starts from that finding.
- If the review group finds additional misconduct not identified by IA, the clock starts from the review group's finding.

This means that deadlines for case reviews should be calculated based on when the misconduct is officially recognized by the relevant authority, not necessarily from the date of the incident or complaint.

C. Basic Case Review Workup – Commissioners or staff or combination of the two
The basic case review workup will be prepared by the professional staff, as agreed upon during the meeting. This decision was made to ensure efficiency and maintain the quality of the reports. However, Commissioners will still be involved in the process by attending review group meetings and reviewing the materials beforehand.

D. Number of Case Reviews each Commissioner expected to "participate in" annually
Each Commissioner is expected to participate in at least four case reviews annually. This includes attending review group meetings and reviewing the case materials beforehand.

E. Case workup and presentation timeline
Case Workup: The basic case workup should be prepared and ready five days before the review group meeting. This allows Commissioners sufficient time to review the materials before the meeting.
Presentation to Full Commission: The completed review group report, should be sent to the full Commission at least five days before the closed session meeting. This ensures that all Commissioners have adequate time to review the report and any selected body-worn camera (BWC) footage.

F. Commissioner meeting with IA report preparer - Commissioners are expected to meet with the investigator assigned to the case prior to the review group meeting. This meeting is intended to discuss the case, review the report prepared by the investigator, and ensure that all relevant materials, such as body-worn camera (BWC) footage, have been reviewed. The goal is to ensure that Commissioners are well-prepared for the review group meeting and can participate effectively in the case review process.
    1. Case presentation to full Commission Technology Permitting – Excerpts of BWC and/or documents shown - During the case presentation to the full Commission, excerpts of body-worn camera (BWC) footage and/or documents

may be shown if technology permits. This is at the discretion of the review group, which can recommend the use of such excerpts if they believe it is necessary for understanding the case. The aim is to highlight critical aspects of the case that are better understood through visual or documentary evidence.

2. Commissioners to be given time at Closed Session to read case review report - It was suggested that Commissioners be given time during closed sessions to read case review reports instead of having investigators read the reports to them. This approach is intended to make better use of the meeting time, as it was noted that reading the entire report aloud takes significantly longer than allowing Commissioners to read it themselves.
3. Presenters to highlight unique or remarkable aspects of the case, but not to read the report to the full Commission
4. Staff to track Commissioner 'Participation' in Case Review Groups – The CPP Investigators will ensure the tracking of commissioner participation.

VII. Next Meeting – The Committee has concluded its work. There will be no scheduled meeting until further notice.

VIII. ADJOURNMENT: The meeting adjourned at 6:00pm.

THE CITY OF SAN DIEGO

Commission on Police Practices Semi-Annual Report

JANUARY TO JUNE 2025

The City of SAN DIEGO

TABLE OF CONTENTS

MISSION AND PURPOSE

The San Diego Commission on Police Practices (CPP or the Commission) is an independent investigatory agency that is currently empowered to receive complaints, review and evaluate investigations conducted by the San Diego Police Department (SDPD or the Department), review and evaluate the Department's administration of discipline of police officers, as well as review and evaluate the policies, procedures, practices, and actions of the Department.

The Commission's mission is to hold law enforcement accountable to the community and increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.

By municipal ordinance, the CPP will also be required to investigate and evaluate all incidents which involve an in-custody death, officer-involved shooting, and deaths resulting from an interaction with a police officer, and will be further empowered to investigate and evaluate incidents involving the use of force resulting in severe bodily injury, dishonesty, incidents that generate substantial public interest or concern, patterns of misconduct by a police officer, incidents where data shows a pattern of inappropriate policies, procedures, or practices of the Department, as well as inappropriate sexual conduct, physical assault, or domestic violence by an officer. The CPP will also be required to review and evaluate SDPD's compliance with federal, state, and local reporting laws and requirements. In the future, the Commission may, if it chooses, establish a mediation program as well as establish an investigations procedure regarding investigations into non-police officer Police Department employees, pending the preparation and approval of operating procedures in regard.

COMMISSIONERS JANUARY-JUNE 2025

Chair Doug Case
First Vice Chair Ada L. Rodriguez
Second Vice Chair Clovis Honoré
John Armantrout
Bonnie Benitez
Alec Beyer
Cheryl Canson
Stephen Chatzky
Jessica Dockstader*
Armando Flores
Dwayne Harvey
Christopher Kennison*
Dan Lawton
Lupe Lozano-Diaz
Darlanne Hoctor Mulmat
Gonzalo Rocha-Vazquez*
Imani Robinson

*resigned before conclusion of reporting period

LETTER FROM THE CHAIR

Dear San Diegans,

As the newly appointed Chair, and having previously served as First Vice Chair, I am pleased to present this semi-annual report for January to June 2025. I extend my sincere gratitude to my predecessor, Doug Case, whose leadership during this period was instrumental in paving the way for our ongoing work. This report highlights our unwavering commitment to transparency, accountability, and continuous improvement in policing practices.

During these six months, we have made significant strides. We nearly doubled the number of Internal Affairs investigations reviewed, demonstrating our enhanced operational capacity. A pivotal moment was the Commission's approval of its proposed Standard Operating Procedures (SOPs) in April 2025, now in the "Meet and Confer" process, which is a major step towards fully exercising our independent investigatory powers for serious incidents. Our Community Outreach team actively engaged with over 1,600 San Diegans at 41 community events, expanding our reach and ensuring community voices are heard.

We identified critical areas for improvement in complaint accessibility, noting lapses in both the SDPD and the Commission's portals regarding ADA compliance, language options, and file uploads. We are pleased that SDPD swiftly implemented updates to its complaint portal, adopting recommended changes, and we are heartened that a majority of our recommendations concerning the complaint system were accepted.

However, during this specific reporting period, while 45 disagreements and concerns were raised and discussed with Internal Affairs, they did not conduct further investigation or modify their findings in response. We also continue to advocate for the review of "Miscellaneous" complaints, which are currently not forwarded to the Commission, limiting our comprehensive oversight. Our recommendation for a more restrictive vehicle pursuit policy was declined by Chief Wahl, an area where we believe further action is needed to prioritize public safety.

Our engagement with Internal Affairs provides diverse perspectives, and we recognize areas where improvement is necessary. I thank my fellow Commissioners for their dedication, especially during recent leadership transitions, and our staff, led by Interim Executive Director Bart Miesfeld, for their tireless efforts. We continue to work to fill vacant Commissioner positions to ensure full community representation.

This is a critical time for police oversight in San Diego. Your engagement strengthens our commitment to achieving fairness, impartiality, and timeliness in our investigations, thereby strengthening police accountability and ensuring constitutional policing for all.

We look forward to continuing this vital work in partnership with the SDPD and, most importantly, with you, the community we serve.

Faithfully,

Ada L. Rodriguez

Chair, Commission on Police Practices

BACKGROUND

On November 3, 2020, voters of San Diego approved Measure B, which created a new independent Commission on Police Practices that replaced the Community Review Board on Police Practices (CRB). Per the City Charter amendment, members of the CRB at the time of its dissolution became interim CPP Commissioners. The CRB Ad Hoc Transition Committee worked along with various City offices on drafting an implementation ordinance for the CPP. On October 3, 2022, the San Diego City Council adopted an implementation ordinance (Municipal Code Article 6, Division 11) specifying the number of Commissioners, term length, qualifications, selection process, and other aspects of the CPP. Prior to that, in April 2021, the City Council authorized the establishment of the Office of the Commission on Police Practices (OCPP) as a City department. The OCPP provides staff to support the work of the Commission.

In October 2021, the "interim" CPP (which functioned between the passage of Measure B and the appointment of the permanent CPP in May 2023) approved Interim Standard Operating Procedures, which established the Commission's role in receiving complaints from members of the public, reviewing and evaluating completed SDPD Internal Affairs (IA) investigations, and making policy recommendations to the SDPD. The City Council approved these Interim Standard Operating Procedures in October 2022.

New CPP Commissioners were appointed and sworn in on May 22, 2023, and held their first meeting on August 29, 2023. Since then, the Commission has been working diligently towards fulfilling all the mandates of the implementation ordinance. On September 12, 2023, the Commission elected officers, selecting Gloria Tran to be Chair, Dennis W. Brown as First Vice Chair, and former CRB chair Doug Case as Second Vice Chair. On the same date, the Commission voted to hire a contract investigator to review 153 SDPD IA investigations which had not been reviewed by the former CRB and interim CPP between 2020 and 2023. The Commission additionally resumed reviewing and evaluating completed IA investigations. The Commission established several ad hoc committees (on subjects such as Operating Procedures, Bylaws, and Personnel) as well as several standing committees. The Commission began drafting ten Standard Operating Procedures that would govern its internal procedures on core functions including but not limited to: conducting independent investigations, complaint intake, monitoring SDPD's compliance with federal and state reporting requirements, reviewing SDPD's administration of discipline, and subpoena power. On March 6, 2024, the Commission approved its internal bylaws.

In June 2024, after an exhaustive nationwide search, the Commission hired Paul Parker as its first permanent Executive Director. Additionally, since its creation as a City Department, the OCPP has filled the following roles: Executive Assistant, Administrative Aide II/Complaint Coordinator, Community Engagement Coordinator, Chief Investigator, General Counsel, two Investigators, Policy Manager, and Senior Management Analyst.

In 2024, the Commission created two policy-oriented ad hoc committees to review SDPD policies and practices regarding pretext stops and vehicle pursuits. The Commission held public hearings seeking community input regarding both issues and held an additional public hearing regarding SDPD's policies and practices regarding First Amendment activities (e.g., protests and demonstrations). In November 2024, the Commission released nine policy recommendations regarding SDPD's vehicle pursuit policies; the Department responded to these recommendations in January 2025.

On December 11, 2024, contract investigator Jerry Threet presented the findings of his audit of the 153 IA investigations, identifying general trends based on all 153 investigations and conducting a

deeper audit of 20 investigations. Mr. Threet made 60 findings based on his audit, ranging from subjects like SDPD's complaint investigations system, use of force policy and practice, proactive policing stops, and body-worn camera use.

At the end of 2024, Executive Director Paul Parker, Outside Counsel Duane Bennett, Chair Gloria Tran, and First Vice Chair Dennis W. Brown all resigned their positions with the Commission. The Commission acted expeditiously to fill these leadership positions; on January 8, 2025, former Second Vice Chair Doug Case became Chair, and the Commission appointed Ada L. Rodriguez and Clovis Honoré to First and Second Vice Chairs, respectively. On the same day, the Commission formed an ad hoc personnel committee to work with the City Council in conducting the search for a new Executive Director. To address the CPP's need for legal counsel, the Commission hired Bart Miesfeld as General Counsel in January 2025. The City Council elevated him to Interim Executive Director in April 2025 to further stabilize senior leadership.

In April 2025, in response to concerns presented by District 5 Councilmember Marni von Wilpert, the Commission clarified the roles of the positions of Executive Director and Chair and additionally formalized its performance review process of the Executive Director.

After more than a year of drafts and reviews, the Commission approved its proposed Standard Operating Procedures on April 16, 2025. On June 2, 2025, the City Council voted to allow the Commission to enter the Meet and Confer process regarding its Standard Operating Procedures, a major step towards establishing its powers. As of this report's writing, the City's Labor Negotiations Team and the Commission have entered Meet and Confer with the Police Officer's Association, the Municipal Employees Association, and the Deputy City Attorneys Association regarding the proposed Standard Operating Procedures.

As of June 30, 2025, the Commission had five permanent standing committees on the following subjects: Community Outreach, Policy, Recruitment, Rules, and Training and Continuing Education. The chairs of these committees, as well as the Commission's officers (Chair, First Vice Chair, and Second Vice Chair) comprise the CPP Executive Committee, which has continuing jurisdiction over the effective and ethical functioning of the Commission. Additionally, the Commission had active ad hoc committees for Personnel (pursuant to hiring a permanent executive director) and for Meet and Confer Negotiations.

EXECUTIVE SUMMARY

This report serves to fulfill the Commission's requirement to present to the City Council a semi-annual report of its activities. This report shall provide updates on complaints received by the Commission, complaint reviews conducted, policy recommendations made, community outreach, and all other significant activity undertaken by the Commission.

This summary serves to provide brief remarks on the progress of the Commission during the reporting period and synopsize the report.

The Commission continues to serve as an avenue for San Diegans to file complaints against the SDPD. During the reporting period, the Commission received and processed 142 complaints, 86 of which were against SDPD officers.

The Commission continues to conduct its important function of reviewing Internal Affairs investigations (case reviews) and SDPD disciplinary decisions regarding sustained findings of misconduct. During the reporting period, the Commission reviewed 38 IA investigations containing 122 allegations, and additionally reviewed five Department disciplinary memos. The Commission has nearly doubled the number of case reviews it conducted compared to the number it reviewed between July 2024 and December 2024.

The Commission's community outreach efforts remain robust. During the reporting period, the Community Outreach team engaged with more than 1,600 San Diegans at 41 community events, while expanding its social media presence and newsletter subscriptions.

Regarding the Commission's policy aims, the Commission released 15 recommendations regarding the SDPD's complaint system based both on the results of the external audit conducted by contract investigator Jerry Threet as well as Commissioner Armando Flores' assessment of SDPD's complaint portal. SDPD responded to these recommendations in August 2025, accepting or partially accepting 12 of the 15 recommendations and updating its complaint portal to adopt the recommended changes. In January 2025, the Commission also received SDPD's response to its Vehicle Pursuit recommendations presented in November 2024: SDPD accepted or partially accepted six of the nine recommendations, though it declined to change its pursuit policy to restrict the instances in which SDPD officers can initiate vehicle pursuits.

The Commission's five standing committees – Community Outreach, Rules, Policy, Training and Continuing Education, and Recruitment – have been hard at work to improve the Commission's operations. The Outreach Committee has increased Commissioner participation in outreach events and has begun to work on updating the Commission's website; the Rules Committee continues to update and finalize the Commission's bylaws; the Policy Committee has established a 3-year work plan to tackle 12 policy areas; Training has begun work on streamlining and operationalizing a rigorous training regimen for Commissioners; Recruitment has begun work to improve recruitment of new Commissioners.

COMPLAINTS

Individuals may lodge complaints against uniformed members of SDPD with the CPP in the following ways: in person, in writing by letter or email, by telephone, and via the online complaint form on the Commission's website. As of today, the Commission receives, registers, and assesses jurisdiction for all complaints submitted to it. The Commission registers each complaint with an internal tracking number and reviews the contents of the complaint to confirm that it involved SDPD officers. When a complaint involves SDPD officers, the Commission forwards the complaint to SDPD's Internal Affairs Division for further evaluation. In circumstances when the complaint does not fall within the jurisdiction of Internal Affairs, the Commission will forward the complaint to the appropriate jurisdiction for evaluation.

Members of the public may also submit complaints of misconduct to SDPD directly in the following ways: appearing at a police station, in writing by letter or email, by telephone, by requesting a police supervisor, and via the online complaint form on the Department's website. Additionally, the SDPD is required to forward to the CPP all complaints it receives within five business days.

Between January and June 2025, the CPP received 142 complaints from members of the public, 86 of which were within jurisdiction. During the same timeframe, SDPD informed CPP of 240 complaints that it had received from members of the public.

Figure 1: Complaints Received January to June 2025

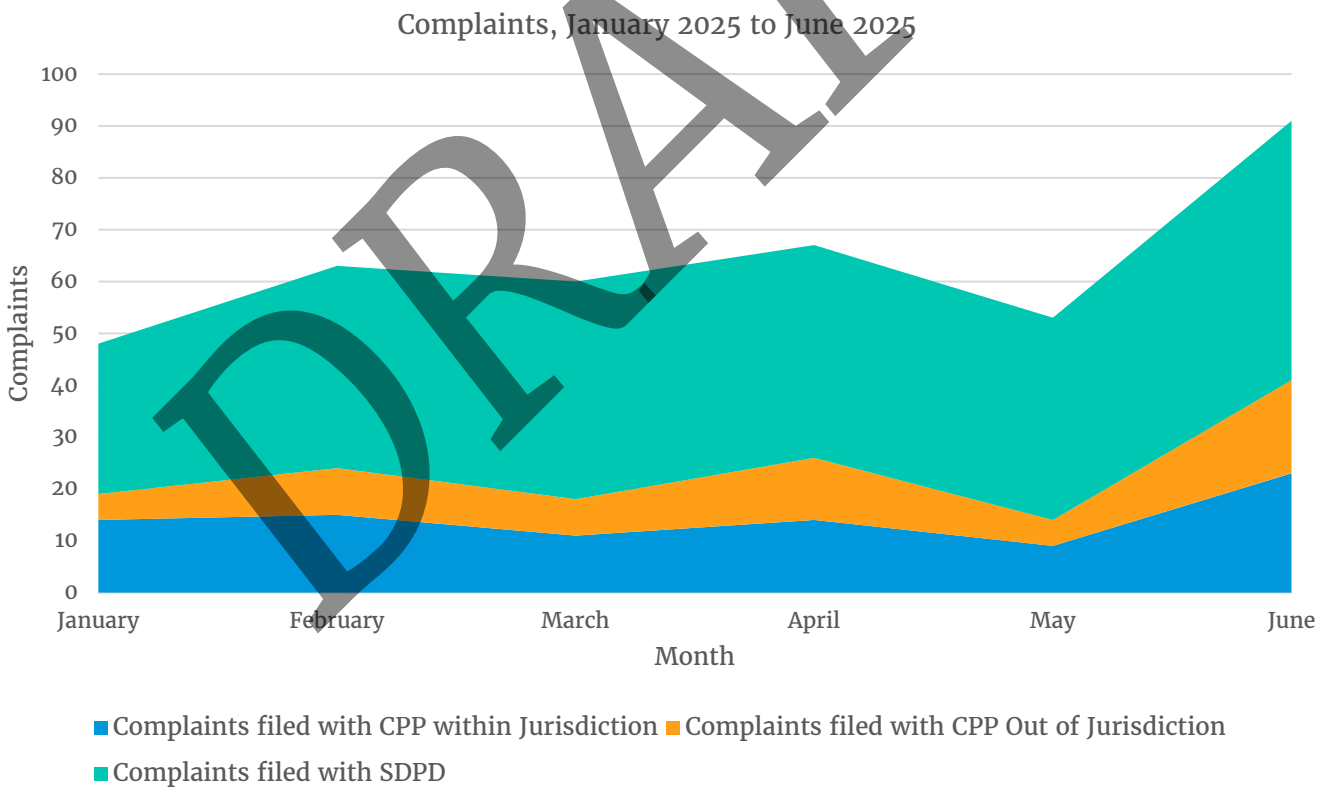


Figure 2: Table of Complaints Received January to June 2025

Month	Complaints filed with CPP within Jurisdiction	Complaints filed with CPP Out of Jurisdiction	Complaints filed with SDPD
January	14	5	29
February	15	9	39
March	11	7	42
April	14	12	41
May	9	5	39
June	23	18	50
Total	86	56	240

CASE REVIEWS

As of 2025, the Commission on Police Practices reviews and evaluates all completed SDPD investigations involving officer-involved shootings, in-custody deaths, Category I complaints, and Category II complaints.

Category I complaints involve allegations which SDPD considers to be more serious, such as force, arrest, discrimination, criminal conduct, detention, and search. These complaints are investigated by detective sergeants assigned to Internal Affairs and undergo review by ranking officers in their unit.

Category II complaints involve allegations which SDPD considers to be less serious, such as courtesy, performance of duty, as well as procedure and policy violations. Generally, these complaints are investigated at the Division-level; a supervisor in the subject officer's unit investigates the complaint and forwards the findings to the commanding officer of the unit, who then ultimately forwards the completed investigation to IA for approval. IA also has the authority to investigate Category II complaints when personnel from more than one division are involved and/or the investigation would be too time-consuming for field supervisors at the division-level.

When IA completes its investigation, it makes findings on the alleged misconduct. Their findings, which are made based on a preponderance of the evidence (more likely than not), are as follows:

Sustained: The SDPD officer committed all or part of the alleged acts of misconduct.
Not Sustained: The investigation produced insufficient information to clearly prove or disprove the allegations.
Exonerated: The alleged act occurred and was justified, legal, and proper, or was within policy.
Unfounded: The alleged act did not occur.
Miscellaneous: The complaint is general in nature (e.g., not against a specific officer) or the complaint is prima facie meritless or frivolous
Other Finding: The IA investigation determines that violations of SDPD policy or applicable law *unalleged by the complainant* occurred

When the Commission receives a case file for review, an investigator reviews the entirety of the case file provided by IA. The investigator reviews all evidence which is part of the case file, which includes but is not limited to all associated body-worn camera footage, the audio of all interviews of complainants, witnesses, and police officers, all written documentation associated with the incident, as well as the IA report itself. The investigator determines the appropriate rule (e.g., SDPD procedure, state law, case law) for each allegation, and assesses the available evidence based on the appropriate rule. The investigator additionally assesses the thoroughness, impartiality, and completeness of IA's investigation. After this review and assessment, the investigator prepares a case review report which presents all the material facts, the appropriate rules, recommended findings, and any additional concerns.

For each allegation of misconduct or Other Finding, the investigator will present one of the three following recommendations:

Agree with IA Findings: The finding(s) by IA is correct.
Agree with IA Findings with Comment: The finding(s) by IA is correct and additional information from the case review should be noted (comments may include, but are not limited to, the appropriateness of the tactics employed by the subject officer).
Disagree with IA Findings with Comment: The finding(s) by IA is incorrect.

A panel of Commissioners reviews the investigator's report, and the full Commission votes on the report. Since January 2025, the Commission votes on these case reviews during their second regular business meeting each month. The Commission's deliberations and votes on these case reviews are confidential and must be conducted in closed session pursuant to California Government Code Section 54957 and California Penal Code 832.7. The Commission then forwards its findings to the Police Department for consideration.

In pursuit of transparency, the Commission has committed to publishing redacted case summaries for each case review it completes and votes on. In the future, these case summaries will provide the general facts of each case, as well as the basic results of CPP's review. These will be published on the Commission's website. Additionally, to comply with Senate Bills 16 and 1421, the Commission will publish redacted case review reports for cases the regard investigations into the following types of incidents:

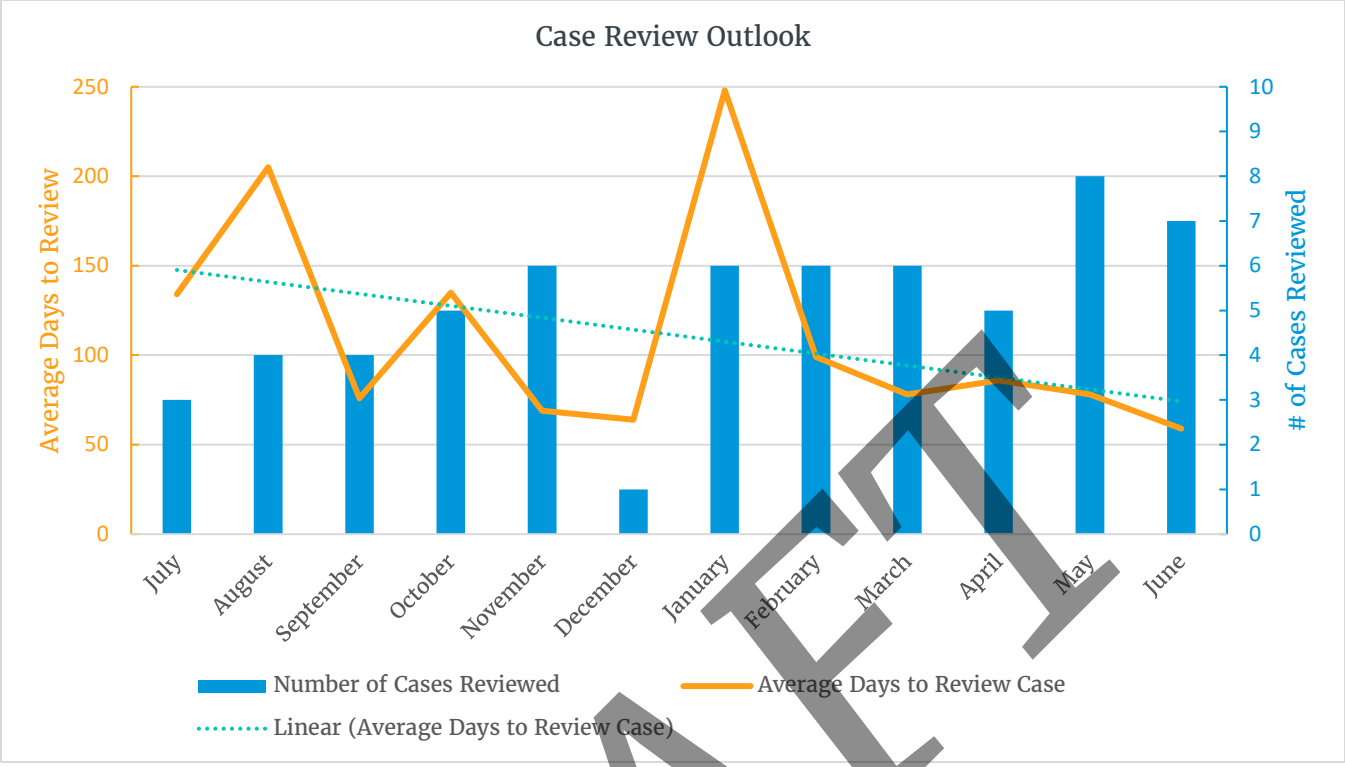
1. Incidents involving the discharge of a firearm (officer-involved shootings),
2. Incident in which the use of force by an officer against a person results in death or serious bodily injury,
3. Incidents involving sustained finding(s) that an officer engaged in sexual assault involving a member of the public,
4. Incidents involving sustained finding(s) of dishonesty directly relating to the reporting, investigation or prosecution of a crime, or directly relating to the reporting of, or investigation of misconduct by, another peace officer or custodial officer, including, but not limited to, any sustained finding of perjury, false statements, filing false reports, destruction, falsifying, or concealing of evidence,
5. Incidents involving sustained finding(s) for unreasonable excessive force,
6. Incidents involving sustained finding(s) of an officer failing to intervene against another officer using force that is clearly unreasonable or excessive,
7. Incidents involving sustained finding(s) of discrimination, and
8. Incidents involving sustained finding(s) of unlawful search or arrest.

Benchmarks for Case Reviews

Timely review of SDPD's internal investigations is imperative for both the well-functioning of the Commission and to uphold public trust. The Commission's stated goal is to vote on 90% of all case reviews at least 90 days before the statute of limitations date in order to allow the Department sufficient time to conduct further investigation or make changes when necessary. Between July and December 2024, the Commission completed nine of its 21 case reviews (42.86%) at least 90 days before the 90-day deadline; between January and June 2025, the Commission completed 16 of its 35 case reviews (42.10%) before the 90-day deadline. In three instances, the Department sent their investigation for Commission review less than 90 days before the statute of limitations date.

Another metric to measure the Commission's efficiency with case reviews is the speed at which it reviews cases after it receives them from the Department. The composite graph on the next page shows the average days the Commission takes to complete a review after it receives a case from the Department (represented by the orange line), and the number of cases reviewed each month (represented by the blue bars).

Figure 3: Number of Case Reviews Completed Monthly (Bar Graph) compared with Average Days to Complete Review (Line Graph), July 2024 to June 2025



Since February 2025, the Commission has significantly increased the number of cases it reviews monthly while significantly decreasing the amount of time it takes to complete each review.

As of July 2025, the Commission is well-positioned to hit its benchmark of voting on 90% of all case reviews at least 90 days before the statute of limitations date. Additionally, the Commission now has the capacity to immediately start its case review process the moment it receives cases from the Department; the Commission projects that the average review time will further decrease in the upcoming reporting period.

As of June 30, 2025 (the end of the reporting period), CPP had seven Category I investigations and four Category II investigations pending review and a vote.

Officer-Involved Shootings and In-Custody Deaths

Pursuant to the 2022 countywide memorandum of understanding, the San Diego Sheriff's Office conducts criminal investigations into all **officer-involved shootings and in-custody deaths** that solely involve SDPD officers. (If both SDPD and SDSO officers are involved in such incidents, the Chula Vista Police Department conducts the criminal investigation.) After SDSO completes its criminal investigation, it forwards the case file to the San Diego County District Attorney's Office for review; the District Attorney determines whether the involved officers bear any criminal liability for the incident under investigation. After the District Attorney either clears the officers of liability or completes its criminal prosecution of the officers, the San Diego Police Department's Internal Affairs Division conducts an administrative review to determine whether the officers committed any policy violations. IA then sends its completed investigation for review to the Commission.

When reviewing investigations into officer-involved shootings and in-custody deaths, the Commission considers whether the officers' actions and/or use of force were legal, whether they

were justified based on Department procedure and policy, and whether the officers were qualified by the Department to use the weapons or ammunition they used (if any) in the shooting or in-custody death incident. Additionally, when the Commission discovers other potential misconduct in its review of these incidents, it conducts a thorough review of the available evidence; the Commission may note potential misconduct in its review reports and additionally request the Department conduct further investigation into such potential misconduct.

SDPD's possible findings for officer-involved shootings and in-custody deaths are as follows: **Within Policy** and **Not Within Policy**.

Between July and December 2024, the Commission reviewed three officer-involved shooting investigations (voting on two[1]) and a single in-custody death investigation. For one officer-involved shooting and the in-custody death, the Commissioner **Agreed** with the Department's finding that the officers acted **Within Policy**. However, in the other officer-involved shooting, the Commission unanimously **Disagreed with Comment** with the Department's finding that the shooting was **Within Policy**.

Between January and June 2025, the Commission reviewed nine officer-involved shooting investigations (voting on seven) and received no in-custody death investigations for review. For all seven officer-involved shootings investigations on which the Commission voted, the Commission **Agreed** or **Agreed with Comment** with the Department's 11 findings that the shootings were **Within Policy**.

Category I Complaints

Between July and December 2024, the Commission voted on 12 Category I investigations, which contained 68 allegations. The Commission **Agreed** or **Agreed with Comment** on 49 allegations and **Disagreed with Comment** on the remaining 19 allegations, representing a 72% concurrence rate with IA.

Between January and June 2025, the Commission reviewed 19 Category I investigations, voting on 18 Category I investigations containing 77 allegations. The Commission **Agreed** or **Agreed with Comment** on 62 of the 77 allegations and **Disagreed with Comment** on the remaining 15 allegations, representing an 80% concurrence rate with IA. In June 2025, the Commission reviewed an additional Category I investigation but voted to conduct further review prior to finalizing its vote.

Category II Complaints

Between July and December 2024, the Commission voted on six Category II investigations, which contained eight allegations. The Commission **Agreed** or **Agreed with Comment** on six of the eight allegations and **Disagreed with Comment** on the remaining two allegations, representing a 75% concurrence rate with IA.

Between January and June 2025, the Commission voted on 10 Category II investigations, which contained 23 allegations. The Commission **Agreed** or **Agreed with Comment** on 17 of the 23

[1] Since July 2024, the Department has sent three officer-involved shooting investigations to the Commission for review after the statute of limitations expired; the Commission prepared case review reports for these incidents but could not vote on them.

allegations and **Disagreed with Comment** on the remaining six allegations, representing a 74% concurrence rate with IA.

"Miscellaneous" Complaints

SDPD often designates complaints as "Miscellaneous" when the Department does not conduct a full investigation. Per SDPD's Internal Affairs Operations Manual's section on Miscellaneous Files, "IA does not investigate complaints when they are not against a specific member of the Department. IA does not investigate complaints against a Department-wide protocol or policy… Internal Affairs will not conduct exhaustive investigations against officers that are, prima facie, unfounded, frivolous, and objectively without merit from a reasonable investigator's perspective."

Per the Department's current practice, complaints that result in "Miscellaneous" designations are not forwarded to the Commission for review, even when the complainant filed their complaint with the Commission. Thus, the Commission does not currently have the ability to review the outcomes of *all* complaints filed with it.

Case Review Statistics

Between January and June 2025, the Commission reviewed 38 IA investigations, voting on 35 of them with 114 allegations. The three additional investigations (two of which were expired OIS investigations and one of which the Commission voted to conduct further review and request information from IA) contained eight allegations.

The most frequent allegations reviewed by the Commission during the reporting period were allegations of procedural violations (25 of 114) and excessive force (17 of 114).

Figure 4: Allegations in Cases Reviewed by Type

Allegation Type	01/2025-06/2025	% of Total
Arrest	2	1.75%
Courtesy	10	8.77%
Criminal Conduct	1	0.88%
Detention	7	6.14%
Discrimination	9	7.89%
Force	17	14.91%
Identification Policy	1	0.88%
In-Custody Death	0	0.00%
Officer-Involved Shooting	11	9.65%
Other Finding	10	8.77%
Performance of Duty	5	4.39%
Policy	0	0.00%
Procedure	25	21.93%
Search	14	12.28%
Unbecoming Conduct	2	1.75%
Total	114	

Figure 5: Allegations by SDPD Division (# of cases reviewed January to June 2025)

Allegation Type	C (7)	E (3)	MC (9)	NE (0)	N (2)	NW (2)	SE (8)	S (2)	W (2)	Not SD (2)
Arrest	0	0	0	0	0	0	2	0	0	0
Courtesy	0	0	2	0	0	0	3	2	3	0
Criminal Conduct	0	0	0	0	0	0	1	0	0	0
Detention	0	0	1	0	0	0	2	0	2	2
Discrimination	0	1	2	0	0	0	4	0	2	0
Force	8	1	3	0	6	0	1	0	0	1
Identification Policy	0	0	1	0	0	0	0	0	0	0
Officer-Involved Shooting	3	0	1	0	1	0	2	1	0	0
Other Finding	0	3	2	0	4	0	0	0	0	0
Performance of Duty	0	0	5	0	0	0	0	0	1	0
Procedure	7	2	6	0	2	0	5	0	0	2
Search	2	1	2	0	0	0	3	0	1	5
Unbecoming Conduct	0	0	1	0	0	0	1	0	1	0
Total Allegations	**20**	**8**	**26**	**0**	**13**	**0**	**24**	**3**	**10**	**10**

Geographical Statistics

SDPD consists of nine geographical Divisions, which are then subdivided into police beats. From January to June 2025, the Divisions in which most of the reviewed incidents occurred were Central, Mid-City, and Southeastern Divisions. During this timeframe, none of the reviewed incidents occurred in Northeastern or Northwestern Divisions. Two of the incidents occurred outside the confines of San Diego.

At least one reviewed incident occurred in each of San Diego's nine City Council districts between January and June 2025. More than 30% of all incidents occurred in District 9; the districts with the next highest frequencies were Districts 4 and 8.

Figure 6: Number of Case Reviews by SDPD Division and San Diego City Council District

Division	01/25-06/25	Council District	01/25-06/25
Central	7	1	1
Eastern	3	2	1
Mid-City	9	3	3
Northeastern	0	4	7
Northern	2	5	1
Northwestern	0	6	1
Southeastern	8	7	2
Southern	2	8	6
Western	2	9	11
Not in San Diego	2	N/A	2
Total	35	**Total**	35

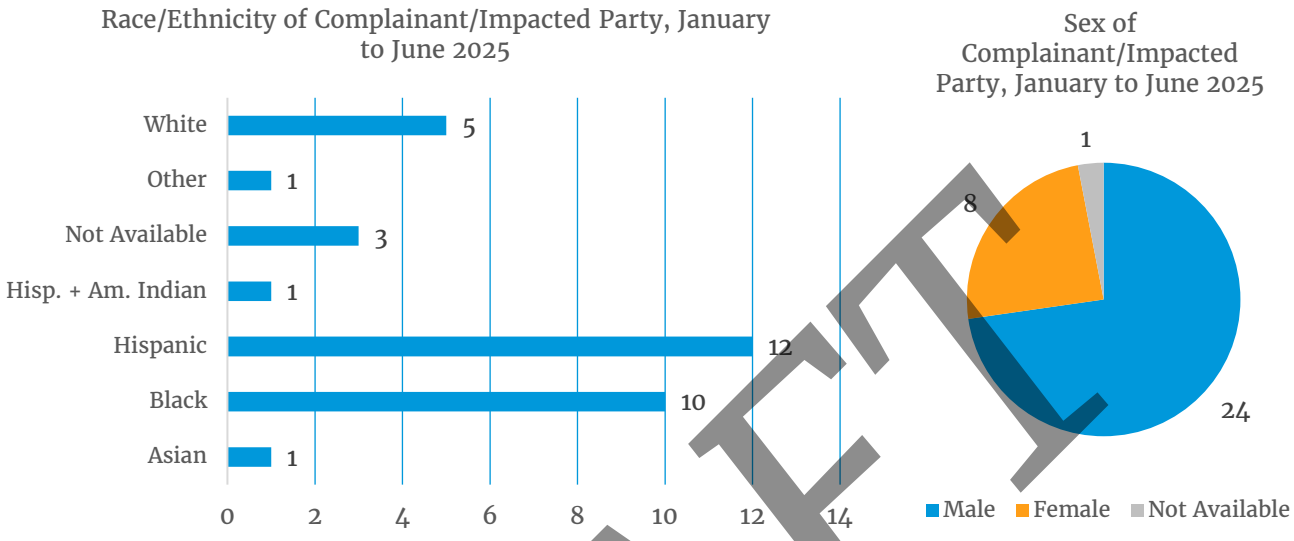
Figure 7: Case Reviews by SDPD Beat

Police Beat	Jan-June 25
115 (University City)	1
122 (Pacific Beach)	1
315 (Mission Valley East)	1
322 (Allied Gardens)	1
326 (College West) and 327 (College East)	1
432 (Valencia Park)	1
433 (Encanto)	4
441 (Mountain View) and 442 (Southcrest)	1
446 (Lincoln Park)	1
447 (Ridgeview/Webster) and 451 (Oak Park)	1
511 (Barrio Logan)	1
512 (Logan Heights)	2
515 (Grant Hill)	1
524 (Core-Columbia)	1
528 (Little Italy)	1
541 (Petco Park)	1
618 (Sunset Cliffs)	1
621 (Linda Vista)	1
712 (San Ysidro)	1
714 (Border)	1
821 (Rolando)	1
822 (El Cerrito)	2
825 (Kensington)	1
826 (Colina del Sol)	2
834 (Castle)	1
835 (Azalea/Hollywood Park)	1
838 (Corridor)	1
N/A	2
Total	35

Demographic Statistics

SDPD IA and CPP collect demographic data for civilian complainants, impacted parties[2] and subject officers. The statistics below show demographic information for the complainants and subject officers from the 35 investigations it voted on between January and June 2025.

Figures 8 and 9: Complainant/Impacted Party Demographics

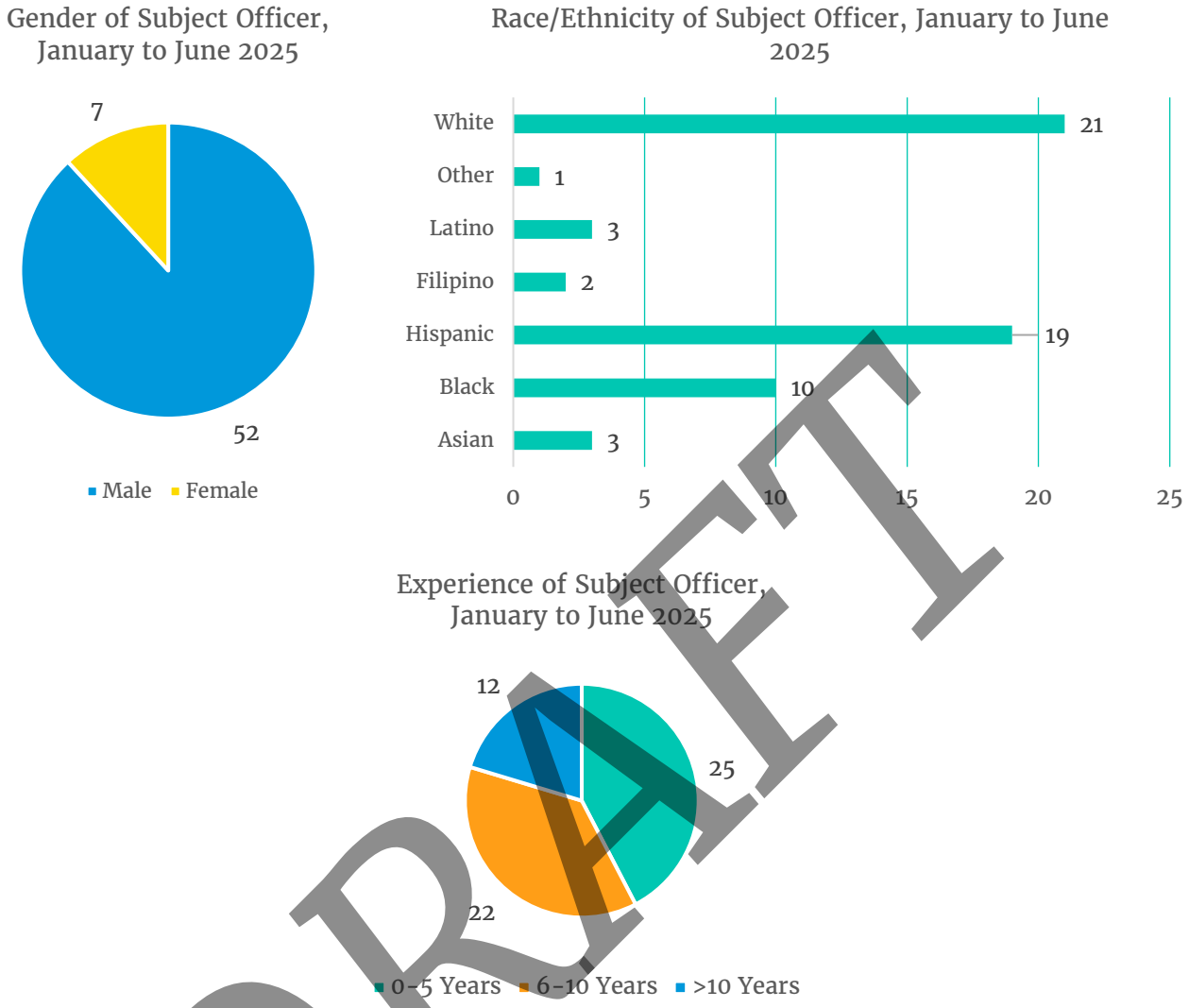


Of the 30 complainants/impacted parties for whom CPP had race/ethnicity information, 40% identified as Hispanic (a group which comprises 29.98% of San Diego's population per SANDAG's 2022 population estimates), 33.33% were Black (5.34%), 16.67% were white (40.25%), 3.33% was Asian (18.46%), 3.33% identified as Other (5.75%), and 3.33% listed themselves as Hispanic and American Indian (no available data).

Of the 32 complainants/impacted parties for which the CPP had sex information, 75% of them were male. SANDAG's 2022 population estimates for San Diego listed that males comprised 50.16% of San Diego's population.

[2] An impacted party is a person directly affected by at least one or more allegation(s) or instances of police misconduct.

Figures 10, 11, and 12: Subject Officer Demographics



Of the 59 subject officers listed in the investigations between January and June 2025, 53 of them were the subject in a single investigation, five officers were subjects in two investigations and a single officer was a subject in three investigations.

Concurrence Rates with IA

Between January 2025 and June 2025, the CPP disagreed with IA's findings 21 times (11 exonerated findings, eight unfounded findings, and two not sustained findings) out of 114 allegations reviewed. Most frequently CPP disagreed with IA because CPP believed IA did not obtain sufficient evidence to support its finding and/or CPP disagreed with IA's analysis of the alleged conduct.

Group Concerns Noted by CPP

When CPP reviews IA's investigations and has concerns regarding issues outside the scope of the allegations, it notes them in a group concern. In 24 of the 35 investigations that CPP reviewed, it presented group concerns. Some of these group concerns stemmed from CPP's belief that IA should have investigated additional allegations (either alleged by a complainant or discovered through review of the evidence). Other group concerns regarded faulty interview techniques in officer

interviews, the failure of IA to provide all documentation requested, as well as additional concerns about the conduct of the officers.

IA Responsiveness to CPP Disagreements and Concerns

After CPP votes on its case review reports, it forwards its recommendations and concerns to Internal Affairs and SDPD command staff. Additionally, Commissioners and investigative staff meet monthly with Internal Affairs supervisors to discuss some of these recommendations and concerns. As a result of these meetings, IA occasionally takes back a case for further investigation or changes its findings. IA leadership may also take further action like advising Divisions or their leadership of issues noted by the Commission, reminding them of policies, or making further recommendations to the Department leadership to address Commission concerns.

As noted above, CPP disagreed with IA's findings 21 times during the reporting period of January 2025 to June 2025. Additionally, CPP had group concerns in 24 of the 35 cases it voted on during the reporting period. In response to these 45 disagreements and concerns presented by the Commission during the reporting period, IA did not conduct further investigation or change its findings.

REVIEW OF SDPD ADMINISTRATION OF DISCIPLINE

Per the City Charter, the CPP is required to review and evaluate all disciplinary decisions proposed by the Chief of Police or designee following sustained findings of police misconduct.

Per the Commission's interim standard operating procedures, the current practice is as follows: when a disciplinary action is taken against an officer as a result of a sustained finding of misconduct, the Department notifies the Commission. The Commission then evaluates the disciplinary action and decides by majority vote whether to agree or disagree on the following:

1. Agree or Disagree that the reported discipline is consistent with the SDPD Discipline Matrix; and
2. Agree or Disagree that the discipline imposed was appropriate.

Between January and June 2025, the Commission reviewed five disciplinary memos provided by the Department, voting on three of them (on the other two, the statute of limitations had passed, and the Commission did not vote on them). The Commission twice agreed that the imposed discipline was appropriate and was consistent with the Department's disciplinary matrix, and once disagreed, believing the discipline was inappropriate and that was not consistent with the Department's disciplinary matrix.

OUTREACH

Mission and Goals of Community Engagement

The Community Engagement team of the CPP is guided by the mission to promote police accountability and transparency through independent oversight and meaningful outreach to the public. The overarching goals are to increase public awareness of the Commission's role, educate the community on how to file police misconduct complaints, build trust between the Commission, the public—particularly historically impacted communities—and the San Diego Police Department, and foster collaborative relationships with local organizations, educators, and stakeholders.

Accomplishments and Contributions

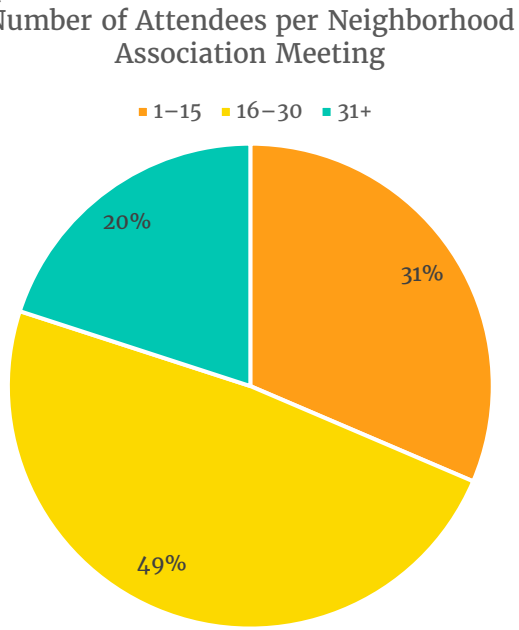
From January through June 2025, a citywide outreach initiative was conducted to connect with San Diego residents and organizations. During this period, the following accomplishments were achieved:

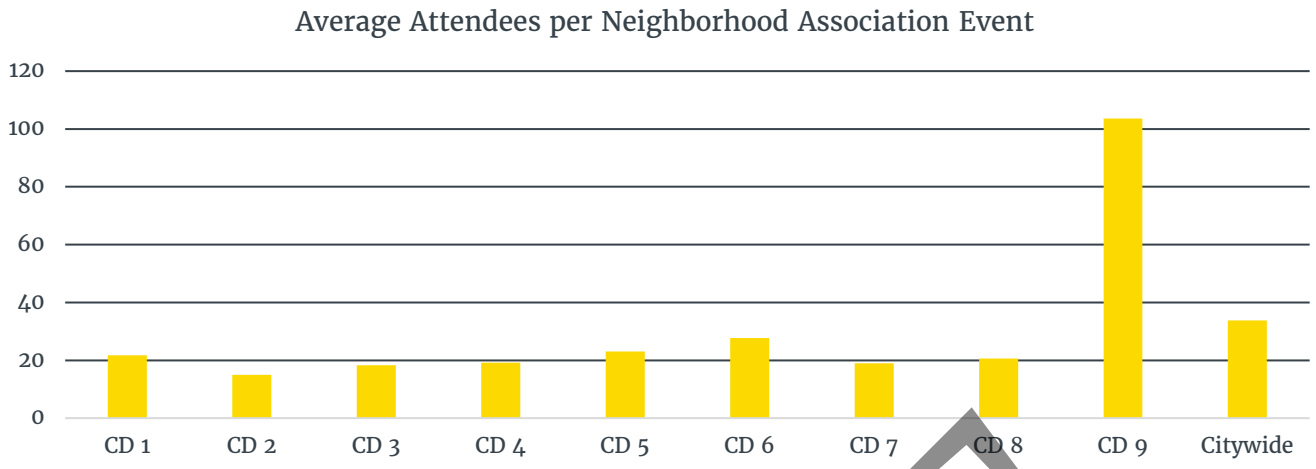
Community Outreach Efforts:

- Outreach emails were sent to 169 neighborhood associations and community planning groups across the City of San Diego.
- 32 formal presentations were conducted that reached an estimated 1,083 community members.
- 4 public announcements were made during community meetings, engaging an additional 130 individuals.
- 5 community booths were hosted at local events, facilitating engagement with approximately 400 San Diegans.
- An additional 15 presentations have already been scheduled for future dates.

Figures 13, 14, and 15: Neighborhood Association Meeting Statistics

Council District	Number of Events	Total Attendees
CD 1	4	87
CD 2	1	15
CD 3	4	73
CD 4	6	115
CD 5	4	92
CD 6	3	83
CD 7	2	38
CD 8	3	62
CD 9	5	518
Citywide	32	1083





Community Tabling Events:

- Tabling was hosted at five major community events including:
  - MLK All People's Breakfast
  - City Heights Festival of Love
  - City College's Social Justice Conference
  - Side by Side Reentry Conference
  - Cooper Family Foundations' Juneteenth Celebration
- These events served as opportunities to connect directly with the public, distribute informational materials, and encourage engagement with the CPP.

Digital and Media Growth:

- A steady increase was observed in digital engagement:
  - Instagram followers grew by 23.42%
  - Facebook followers increased by 8.33%
  - X (formerly Twitter) followers grew by 14.63%
  - Email subscriptions increased by 43.30%
- 15 original social media posts were published, 13 emails were sent out, and 2 digital newsletters were distributed.

Community Events Attendance:

- Representatives from the Community Engagement team attended 10 partner-hosted events throughout the reporting period, including events by NAACP, Borderlands for Equity, and Mid-City CAN.

Individual Community Engagement:

- One-on-one meetings were conducted with individual residents and organizational leaders to discuss the Commission's mission, provide guidance on complaint processes, and share updates on CPP initiatives.

Intern Program Support:

- Two Employ and Empower city interns – Kelsey Gans & Jorge Uribe – supported engagement and content development, and scheduling and assisting with presentations and public meetings. Their work played a vital role in the success of the team's outreach activities.

Short-Term Goals and Long-Term Vision

For the second half of 2025, Community Engagement efforts will continue to expand and deepen across the City of San Diego. The following goals have been identified for the July–December reporting period:

- **Hire two new interns to replace our outgoing interns** to support outreach and media efforts.

- **Conduct outreach to 30+ San Diego high schools**, establishing contacts and scheduling presentations.
- **Establish engagement with local colleges and universities**, especially student-led groups, and faculty.
- **Increase social media following by 10%** across all major platforms.
- **Expand email newsletter list by 10%** through in-person sign-ups and digital campaigns.
- **Deliver a minimum of 20 community presentations** citywide.
- **Host 5 or more tabling events** at public gatherings or neighborhood celebrations.
- **Maintain regular website updates** with accessible, user-friendly complaint information and Commission news.
- **Continue consistent and inclusive content creation** across Facebook, Instagram, X (Previously known as Twitter).

Long-term objectives include:

- Deepening relationships with trusted community-based organizations.
- Institutionalizing youth and student engagement at the high school and college levels.
- Enhancing citywide recognition of the Commission as an accessible and independent accountability body.

Committee Support and Liaison Work

Ongoing support is provided to the **Community Outreach** and **Recruitment Committees**, including facilitation of meeting logistics, coordination with Commissioners, and implementation of outreach strategies discussed within the committee.

POLICY

Prior to establishing a standalone permanent Policy Committee in January 2025, the Commission's research and policymaking functions resided within two ad hoc committees on SDPD's vehicle pursuit policies and pretext stop policies. The Commission had additionally authorized an independent audit of IA investigations to assess trends regarding the process/quality of the investigations as well as SDPD policies and procedure.

The Commission's ad hoc Police Pursuit Policy Committee was created in response to the tragic deaths of two children after a police pursuit in December 2023. The committee was active between March 6, 2024 and November 6, 2024. The Committee coordinated a public hearing on the issue on March 6, 2024, solicited input from stakeholders, researched national best practices, and crafted the vehicle pursuit policy recommendations. On November 6, 2024, the full Commission accepted the ad hoc committee's nine recommendations regarding SDPD's vehicle pursuit policy. The Commission recommended the following:

1. SDPD update the purpose of its pursuit procedures to prioritize the protection of life;
2. SDPD clarify its definition of a pursuit;
3. SDPD change its pursuit policy to state that pursuits should not be pursued for infractions, property offenses, misdemeanors, traffic violations, and non-violent warrants;
4. SDPD require officers to verbally and physically acknowledge when they terminate a pursuit;
5. SDPD establish a Vehicle Pursuit Review Board;
6. SDPD include any incident that results in injury, death, or property damage following a pursuit – whether the pursuit was initiated, terminated, or re-engaged – be included in SDPD's required reports documenting traffic accidents and pursuit data;
7. SDPD familiarize and integrate CPP staff and commissioners with SDPD's training curriculum;
8. SDPD explore advanced technologies for vehicle pursuit management, and;
9. SDPD pursue accreditation with the Commission on Accreditation for Law Enforcement Agencies (CALEA).

In January 2025, SDPD responded to the CPP's recommendations, agreeing or partially agreeing to implement recommendations 1, 2, 4, 5, 6, 7, and 8. Chief Wahl declined to adopt a more restrictive pursuit policy, stating that such restrictions could negatively impact public safety; he declined to seek CALEA accreditation, citing budget constraints and more urgent priorities within the Department.

The Commission established an ad hoc Pretext Stops Committee, which met between August 28, 2024 and December 17, 2024. The committee investigated SDPD's policies and practices regarding pretext stops (also sometimes referred to as proactive policing stops) and held a public hearing on the issue on September 14, 2024. The committee was ultimately dissolved into the standing Policy Committee before finalizing any recommendations.

On September 12, 2023, the Commission authorized contract investigator Jerry Threet, the former director of the Sonoma County Independent Office of Law Enforcement Review and Outreach (IOLERO), to conduct an audit of 153 completed IA investigations between 2020 and 2023 that the former CRB and interim CPP were unable to review prior to the expiration of the statute of limitations. Over 15 months, Mr. Threet generally reviewed all 153 investigations to find trends and conducted a deeper audit of 20 investigations.

In December 2024, the Commission released the results of Mr. Threet's audit. As a result of his audit, Mr. Threet presented 60 findings regarding the following topics: SDPD's Complaint Investigations System, Use of Force, Bias-Free Policing, Proactive Policing Stops, Policing of First Amendment Demonstrations, Body-Worn Cameras, Courtesy, and Miscellaneous Findings.

In June 2025, the Commission released 15 recommendations to improve SDPD's complaint investigations system, most of which stemmed from Mr. Threet's findings. These recommendations overarchingly regarded investigative best practices and greater transparency by IA with the CPP. Some of these recommendations also stemmed from Commissioner Armando Flores' review of the SDPD complaint portal: Commissioner Flores found that the complaint portal could be inaccessible to those who attempted to file complaints on mobile devices, and that the portal had Americans with Disabilities Act (ADA) and Title VI compliance issues. In August 2025, SDPD responded to these recommendations, accepting or partially accepting 12 of the 15 recommendations and updating its complaint portal to adopt the recommended changes.

More broadly in keeping abreast of policy developments in civilian oversight of law enforcement, the Commission is a member institution with the National Association for Civilian Oversight of Law Enforcement (NACOLE). Commissioners and staff frequently attend NACOLE webinars and trainings: during the reporting period, Commissioners and staff attended webinars on assessing digital video evidence, the evolving legal landscape surrounding police oversight, and artificial intelligence in law enforcement and civilian oversight. The CPP also sends several Commissioners and staffers to the annual NACOLE conference, which features several days of workshops and seminars specifically tailored to civilian oversight practitioners.

COMMITTEES

Community Outreach Committee

The mission of the Community Outreach Committee is to address community groups and inform the public on the duties and responsibilities, policies, and ongoing operations of the Commission, and to provide opportunities to receive public input on the Commission's operations.

The Committee is chaired by Commissioner Alec Beyer, who is joined by Commissioners Cheryl Canson, Armando Flores, and Chair Ada Rodriguez. The Committee meets monthly. Community Engagement Coordinator Yasmeen Obeid is the assigned staff liaison for the Committee and is responsible for leading outreach efforts.

Since January 2025, the Committee has established an ad hoc outreach budget committee (chaired by Comm. Flores), which developed and operationalized a budget for outreach efforts. The Committee developed and implemented a master calendar to facilitate Commissioner participation in community events, which led to a significant increase of Commissioner involvement in such events. The Committee has had ongoing discussion on improving the Commission's website, as well as improving the Commission's media communications apparatus.

The Committee's long-term goals are to tailor the Commission's website to meet its objectives per the Municipal Code and Commission Bylaws, to develop a Commission social media presence of at least 1,000 followers on all the platforms it engages on, to bolster the Commission's traditional media presence, and to build upon the successes of the Community Outreach team by expanding in-person contact with the community.

Policy Committee

The mission of the Policy Committee is threefold: 1. To research, study and analyze best practices with community input; 2. To recommend clarified policy changes and implementation for the SDPD to protect and serve every San Diego resident without bias to race, gender, disability, social status, community, neighborhood or any other disposition giving every San Diego resident courtesy, respect with constitutional rights intact during any interaction in public, detainment and custody, and; 3. To ensure/ recommend clear consequences when performance is below the set policy standards making every officer accountable to all failures in performance when not upholding best policy practices and procedures. Its work prioritizes transparency, accountability, and measurable consequences for failures to uphold policy standards, thereby holding officers to the highest level of professional conduct.

The Committee is chaired by Commissioner Imani Robinson, who is joined by Commissioners Alec Beyer, Stephen Chatzky, Armando Flores, Lupe Lozano-Diaz, and Ada Rodriguez. The Committee meets on the 4th Wednesday of every month. Policy Manager/Chief of Staff Aaron Burgess Jr. is the assigned staff liaison for the Committee and is responsible for coordinating the Commission's policymaking efforts.

Since January 2025, the Policy Committee streamlined policy research and development by dissolving the vehicle pursuit and pretext stop ad hoc committees and established a permanent Policy Committee. This structure centralized policy analysis and recommendations in a single committee, which improved continuity, accountability, and alignment with the Commission's broader oversight mandate.

The Committee also developed an internal policy recommendation intake system to collect and evaluate ideas from Commissioners and community members. This process includes a structured intake form, a review workflow, and a feedback loop to promote transparency and collaboration.

Finally, the Committee strengthened alignment and capacity among Commissioners by organizing briefings, assigning research topics, and facilitating working groups to support deeper engagement and consistent progress across all areas of focus.

The primary goal of the Policy Committee is to develop a comprehensive, actionable, and community-informed reform agenda for the San Diego Police Department (SDPD) that advances equity, accountability, and public trust. The Committee will implement a strategic three-year plan targeting 12 critical areas of police policy reform, informed by national best practices and community input. The 12 identified areas are as follows:

1. Anti-racism resolution
2. SDPD's courtesy policy
3. Pretext stops
4. 4th Amendment waivers
5. Gang databases
6. SDPD's Special Operations Unit
7. Use of Force policy
8. De-escalation policy
9. K9s
10. Vehicle Pursuit policy
11. Protest policy
12. Body-worn cameras

Over the next three years, the Committee will focus on these 12 key policy areas that reflect both national best practices and local priorities identified through community engagement and oversight experience. This agenda ensures the Committee's work is proactive, comprehensive, and forward-looking when addressing systemic practices. The Committee will host four public hearings annually to potentially develop formal recommendations in each focus area. These public hearings will ensure community voices are central to reform efforts, and will allow residents, experts, and stakeholders to directly inform policy recommendations.

By the end of the three-year cycle, the Policy Committee aims to thoroughly examine all 12 focus areas and issue formal recommendations where appropriate. Rather than forcing recommendations for the sake of completion, the Committee will focus on depth, integrity, and community alignment, ensuring that each proposal meaningfully contributes to a blueprint for community-centered policing in San Diego.

Recruitment Committee

The Recruitment Committee is responsible for engaging in activities to recruit new members for the Commission, inform interested individuals about the Commission, interview prospective members, and select nominees to recommend to the City Council.

The Committee did not meet during the reporting period. The Recruitment Committee is chaired by Commissioner Doug Case, who is joined by Commissioners Stephen Chatzky, Lupe Diaz, Armando Flores, and Dan Lawton.

Rules Committee

The purpose of the Rules Committee is to make recommendations and evaluate recommendations from Commissioners for amendments to the CPP Bylaws, Special Rules of Order, Standing Rules, and other operational procedures. The Rules Committee shall ensure that proposed amendments do not conflict with any existing provisions in the Bylaws or any other rules that govern the Commission.

The Rules Committee is chaired by First Vice Chair Bonnie Benitez, who is joined by Commissioners Alec Beyer, Doug Case, and Dan Lawton. The Committee meets monthly.

Between January and June 2025, the Rules Committee endeavored to amend the CPP Bylaws to clarify the respective roles of the Executive Director and CPP Chair. These amendments were approved by the full Commission at the April 2, 2025 meeting.

The Rules Committee has endeavored to review the CPP Bylaws in their entirety and present these proposed amendments to the Executive Committee for its review and then to the full Commission and at a meeting in the second half of 2025. These proposed amendments will simplify the CPP Bylaws, making them easier to understand. The proposed amendments will also include changes to the Commission's leadership model, and other changes. All proposed changes are intended to enhance the future effectiveness of the Commission.

Training and Continuing Education Committee

The mission of the Training and Continuing Education Committee is to develop and implement a transparent, targeted and efficient training and continuing education program for Commissioners with timing that is useful and effective so that the information is immediately applicable and provided before the information is needed in order to set the Commission for success.

The Training and Continuing Education Committee is chaired by Darlanne Hoctor Mulmat, who is joined by Commissioners Bonnie Benitez, Stephen Chatzky, Armando Flores, and Elizabeth Inpyn. Investigator Ethan Waterman is the assigned staff liaison for the committee and is responsible for coordinating and administering training programs.

Between January and June 2025, the Committee began coordinating with Interim Executive Director Miesfeld regarding onboarding new Commissioners and provided opportunities for Commissioners to attend officer training sessions through the San Diego Police Department.

The goals of the Committee for the upcoming reporting period are to support onboarding for new commissioners, resume regular committee meetings, and establish a mentorship program for new commissioners.

Ad Hoc Committees

This section serves to provide a brief overview of the ad hoc committees which were active at any point since the Commission was seated in May 2023.

The Commission's Training Committee was initially formed as an ad hoc committee, and met between September 25, 2023 and August 12, 2024. The committee developed training curricula for all Commissioners; the implementation of these curricula is now within the scope of the permanent Training and Continuing Education Committee, which was formalized as a standing committee in late 2024 to comply with the Commission's bylaws.

The Commission established an ad hoc Operating Procedures Committee, which met between September 29, 2023 and July 10, 2024. Its work product were the ten proposed standard operating procedures that are now undergoing the Meet and Confer process.

The Commission established an ad hoc Bylaws Committee, which met between September 29, 2023 and December 7, 2023 and was active until March 2024. Its work product was the Commission's internal bylaws, which were approved by the full Commission in March 2024.

As noted above in the Policy section, the Commission had two policy-oriented ad hoc committees on vehicle pursuits and pretext stops prior to the establishment of the standing Policy Committee in January 2025.

The Commission and the City Council formed ad hoc personnel committees in 2024 and 2025 to coordinate the hiring process for a permanent Executive Director.

The Commission established an ad hoc Meet and Confer Negotiations Committee to serve as the full Commission's designee in the labor negotiations process for the Standard Operating Procedures. When asked by labor negotiators to provide input, the ad hoc committee will make decisions on behalf of the full Commission so as to protect the confidentiality of the Meet and Confer process. Thus far, this committee has met once on November 22, 2024.

COMMISSION MEMBERS

Executive Members

Chair of the Commission: Ada Liz Rodriguez

Ada Liz Rodriguez is a seasoned professional currently working in the utility industry as a Quality Engineer Project Manager. Prior to this, she served as a Quality Assurance Auditor for Military Warfare Operations as a DoD Contractor. With twelve years of commendable service in the United States Navy, Ada received accolades such as the Humanitarian Service Medal, four Navy and Marine Corps Achievement Medal for exceptional performance in her duties.

Having graduated from Embry Riddle Aeronautical University with both a Bachelor and Master of Science in Aeronautics focusing on Aviation Safety, Ada's educational achievements are complemented by certifications as a Lean Six Sigma Black Belt and Change Management Specialist from the Management and Strategy Institute.

Beyond her professional endeavors, Ada actively contributes to the community as a board member of Friends of O'Farrell, Inc., a non-profit organization dedicated to supporting O'Farrell Charter School students, staff, and enriching their educational experiences through community donations. She also serves as a Court Appointed Special Advocate (CASA) for Voices for Children, advocating for the well-being and interests of children within the child welfare system.

Originally from the Bronx, New York, Ada's military service led her to make San Diego, California, her home for the past decade, where she is raising her two children, Ava and Aidan. Known for her innate altruism, Ada continually seeks opportunities to make a positive impact and forge meaningful connections within her community.

Ada was appointed in 2024 as an At-Large representative. Ada also currently serves on the Policy Committee and Outreach Committee.

1st Vice Chair of the Commission: Bonnie Benitez

Bonnie Benitez, Esq. is a New York native who has lived in San Diego since 1995. She received her B.S. from Arizona State University and her J.D. from the University of San Diego School of Law. Commissioner Benitez serves as the Executive Director and CEO of Consumer Attorneys of San Diego (CASD), a membership association serving the needs of San Diego trial lawyers who represent individuals who have been wronged, injured, or had their constitutional rights infringed upon by others. Commissioner Benitez has consistently engaged in the larger San Diego nonprofit community through the Fieldstone Leadership Network; University of San Diego; CA Labradors, Retrievers, & More; and Mid-City CAN (Community Advocacy Network) where she serves as Board Secretary.

Comm. Benitez was appointed in 2023 as a Low & Moderate Income Area representative. She also currently serves as the Chair of the Rules Committee, serves on the Training Committee, and participates in case reviews.

2nd Vice Chair of the Commission: Clovis Honoré

Clovis Honoré was born and raised amidst the social turbulence of the 1960s and the cultural renaissance of the 1970s in South Central Los Angeles. He entered San Diego State University in 1978 and through his community work Clovis has advocated for social justice serving on boards and in organizations including UAAMAC, San Diego Area Congregations for Change, Alliance for African Assistance, and San Diego Black Health Associates. Clovis is on the Social Justice Board at Christian

Fellowship Congregational Church and is past President of the San Diego Branch of the NAACP. Clovis works for GRID Alternatives.

Clovis was appointed in 2023 as an At-Large representative. Clovis also participates in case reviews.

District Representatives

District 1 Representative: Darlanne Hoctor Mulmat

Darlanne Hoctor Mulmat is a retired research analyst from the San Diego Association of Governments (SANDAG). During her time at SANDAG, she led teams tasked with providing independent assessments of public safety programs, including policing strategies. Her evaluations included ride alongs with patrol officers and various task forces, reviews of police and arrest records, and interviews with personnel to assess the impact and recommend changes moving forward. A San Diegan since the age of six, she received a Bachelor of Arts from Mills College and a Master of Arts from the University of Arizona, both in Sociology.

Comm. Hoctor Mulmat was appointed in 2023 as the District 1 representative. She also currently serves as the Chair of the Training Committee and participates in case reviews.

District 2 Representative: Alec Beyer

Alec Beyer is a 2nd generation San Diegan married to a native San Diegan and a retired Senior Deputy County Counsel, County of San Diego. Mr. Beyer has been a resident of the County and City of San Diego for nearly sixty years. He is a homeowner in the City of San Diego for more than thirty years. In the past, Mr. Beyer has had a multitude of experience working in different sectors, including being a furniture mover, deliveryman, warehouse worker, tile-setter, electrician, and shop steward. Mr. Beyer was also a former judge pro tem of the San Diego office of the State of California's Workers' Compensation Appeals Board. He is currently an arbitrator and pro bono attorney.

Comm. Beyer was appointed in 2023 as the District 2 representative. He also currently serves as the Chair of the Outreach Committee, serves on the Rules Committee, and participates in case reviews.

District 3 Representative: Daniel Torres

Daniel Torres is a San Diego native, a U.S. military veteran, and a proud second-generation Hispanic. Raised in a large family with five brothers, Daniel's early experiences shaped his commitment to public service, equity, and community engagement.

His service in the military instilled in him a strong sense of discipline, accountability, and duty—values that continue to guide his approach to civic involvement. Daniel brings a unique and deeply personal perspective to the Commission, shaped by his exposure to both sides of the justice system. This background has given him a nuanced understanding of the challenges facing both law enforcement and the communities they serve.

Daniel is committed to fostering transparency, fairness, and trust between the public and the institutions designed to protect it. As a Commissioner, he is focused on ensuring that all San Diegans are treated with dignity, that public safety practices are accountable, and that community voices are truly heard.

Comm. Torres was appointed in 2025 as the District 3 representative.

District 4 Representative: Dwayne Harvey

Dwayne Harvey was born and raised in San Diego and has dedicated his life to serving the city and his community. He worked for 35 years with the City of San Diego's water department, retiring as a Water

Systems Tech Supervisor. Alongside his career in public service, Dwayne has spent over 40 years deeply involved in grassroots community organizing and advocacy work.

In May 2023, he was appointed to the City of San Diego's Commission on Police Practices, where he continues to push for justice, transparency, and accountability—especially for underserved communities in District 4. His advocacy is rooted in a lifelong commitment to uplifting communities impacted by systemic inequality, particularly in the criminal justice system.

Dwayne is also a devout disciple of Christ and serves as a deacon at Total Deliverance Worship Center. He's the proud father of five, all now adults, and the current president of the Harvey Family Foundation, which focuses on supporting youth and families in the community.

In addition to his foundation work, he serves as vice chair on the board of Valencia Park Pop Warner youth football and is a member of the Positive Coaching Alliance Task Force, promoting mentorship and positive values through sports.

For Dwayne, faith, family, and community are at the heart of everything he does.

Comm. Harvey was appointed in 2023 as the District 4 representative. He also participates in case reviews.

District 5 Representative: Vacant

District 6 Representative: Stephen Chatzky

Stephen Chatzky has served as a commissioner with the CPP since March 2024. A retired attorney with more than two decades of experience, his career spanned criminal defense and international taxation.

Deeply committed to community service and advancing human rights, Mr. Chatzky previously served on the board of the American Civil Liberties Association in Northern California and as Chair of the Asian Law Alliance in Santa Clara County, where he helped expand access to legal assistance for newly resettled immigrants.

Originally from Denver, Colorado, Mr. Chatzky has lived in San Diego for more than 45 years. His long-standing interest in strengthening relationships between the community and law enforcement continues to shape his contributions to the CPP.

Outside of his professional and civic work, Mr. Chatzky enjoys spending time with his family and loved ones.

Comm. Chatzky was appointed in 2024 as the District 6 representative. He also serves on the Policy Committee, Recruitment Committee, and Training Committee, and additionally participates in case reviews.

District 7 Representative: Vacant

District 8 Representative: Vacant

District 9 Representative: Armando Flores

Armando Flores, a native of San Diego, has been deeply engaged in technology, education, and social advocacy. Raised in a family of eight, in south San Diego, he navigated his way through Valencia Park Elementary, O'Farrell Middle, Taft Middle and Kearny High, finding a passion for cultural anthropology at Mesa Community College. His academic journey led him to San Diego State University (SDSU), where he pursued triple majors in Writing and Rhetoric, Chicano Studies, and Linguistics while also testing a Virtual Reality Business concept in the Zahn Innovation Platform. This led to

acceptance into the SAN innovation lab, where he continued to test his business concept before COVID closures. Currently, he is expanding his skill set by pursuing a degree in Data Analytics with the University of Massachusetts.

Over the last decade, Flores contributed significantly to a leading tech company in San Diego, filling various roles from Technician to Volunteer Coordinator, and Instructional Design to Software Engineering. His focus on improving accessibility and developing educational content aimed to bridge technology with community needs.

Flores showcased his innovative spirit when his team, "Team Wild Tracks," triumphed at the 2016 San Diego Zoo Hackathon, introducing conservation technology that has since supported wildlife efforts in 70 countries. Beyond his professional endeavors, Flores dedicated himself to volunteer with the Blind community, learning braille and took classes in American Sign Language to support the Deaf community, highlighting his commitment to inclusive communication.

At High Tech High, he worked as an academic coach, where he supported students with Individualized Education Programs (IEPs) and taught subjects ranging from language learning to robotics. This phase of his career emphasized his dedication to fostering an inclusive educational environment within a Project Based school.

As the son of migrants from Chihuahua and Guanajuato, Flores' diverse upbringing and the varied experiences of his siblings have deeply influenced his worldview. Through awards in design from Adobe, a TEDx talk on immersive conservation, and experience in VR business development, Flores has aimed to impact San Diego and advocate for a safer, more equitable world. His past work in conservation and volunteerism, alongside his advocacy for police accountability and systemic reform, underscores his commitment to meaningful change.

Comm. Flores was appointed in 2024 as the District 9 representative. He also currently serves as the Chair of the Recruitment Committee as well as serves on the Outreach and Policy Committees.

At-Large Representatives

At-Large Representative: John Armantrout

John Armantrout served 21 years of active duty in the United States Navy, followed by 15 years of Navy civilian service. Today, Comm. Armantrout is a semi-retired small business owner and an engineer who specializes in problem-solving. Comm. Armantrout remains highly engaged in the San Diego community. Comm. Armantrout has served on the Board of Directors for Just in Time for Foster Youth, the Family Equality Council, and the San Diego Cyber Center of Excellence. Comm. Armantrout was appointed in 2024 as an At-Large representative.

At-Large Representative: Cheryl Canson

Cheryl Canson is a lifelong San Diego resident, community leader, and tireless advocate for individuals impacted by the foster care system, mental illness, and the criminal justice system. Born into foster care and raised without her mother, who struggled with mental illness, Cheryl experienced firsthand the challenges of navigating systems that too often fail the most vulnerable. These early experiences shaped her lifelong commitment to justice, dignity, and equity.

As a mother of children with special needs, Ms. Canson again witnessed systemic failures—schools that denied critical resources and a juvenile justice system that criminalized instead of supported. These personal struggles deepened her resolve to fight for families, ensuring that individuals with special needs and mental illness receive treatment, care, and compassion rather than punishment and

incarceration.

Ms. Canson is the founder of Treat MI Don't Miss Treat MI (MI = Mental Illness), an initiative dedicated to shifting the narrative from criminalization to treatment for those with special needs and mental illness. She also launched Moms Against Torture, a campaign that advocates for the dignity and humanity of individuals with special needs caught in the criminal justice system.

Her advocacy and leadership led her to join the Commission on Police Practices, where she was appointed in May 2023. In this role, Ms. Canson uses her platform to represent voices too often silenced, ensuring that policing and oversight reflect fairness, accountability, and humanity. She takes her position seriously, seeing her vote on the Commission as a voice for the people she serves.

Across her work, Ms. Canson remains steadfast in her mission: to ensure that individuals with special needs and mental illness are treated with dignity, respect, and compassion, and that their humanity is always seen first.

Comm. Canson was appointed in 2023 as an At-Large representative. She also serves on the Outreach Committee.

At-Large Representative: Lupe Lozano-Diaz

Lupe Lozano-Diaz is a second-generation daughter of Mexican immigrants and has been a proud San Diego resident for the past 35 years. Originally from Illinois, she has dedicated over four decades to community organizing and public service, advocating for underserved communities.

A certified nurse midwife, registered nurse, lactation consultant, and former sexual assault nurse examiner, Lupe spent 40 years providing compassionate care to women and families in San Diego's community health centers and teaching hospitals, with a focus on equity in maternal and reproductive health.

For the past seven years, she has volunteered with the Oak Park Community Council, serving on the board and supporting other local nonprofits. In 2020, she served as an alternate on the City of San Diego Redistricting Commission. In May 2023, she was appointed to the City of San Diego Commission on Police Practices, where she continues to serve, bringing a community-centered and justice-driven perspective to her work.

Lupe's lifelong commitment to health equity and civic engagement reflects her deep dedication to building a more just and inclusive San Diego.

Comm. Lozano-Diaz was appointed in 2023 as an At-Large representative. She also serves on the Policy Committee and Recruitment Committee, and additionally participates in case reviews.

At-Large Representative: Second Vice Chair Clovis Honoré (see above)

At-Large Representative: Dan Lawton

Dan Lawton is a lawyer and shareholder in the firm of Klinedinst PC, where he practices out of the firm's downtown San Diego office. He is certified as a specialist in Appellate Law by the State Bar of California's Board of Legal Specialization. In 1986, Dan earned his law degree from Georgetown University Law Center, where he served as an editor of the American Criminal Law Review. Afterward and before entering private practice in San Diego, Dan served as a law clerk to Judge Thomas Tang of the U.S. Court of Appeals for the Ninth Circuit in Phoenix, Arizona.

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. Dan is also an adjunct professor at Thomas Jefferson School of Law, where he teaches an appellate advocacy course.
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).

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, and became an Amazon # 1 best seller in the category of Irish Historical Biography. Dan's newspaper columns, book reviews, and works of short fiction have appeared in the Los Angeles Daily Journal, California Litigation magazine, and other publications.

Dan and his wife Kelly reside in Pacific Beach.

Comm. Lawton was appointed in 2024 as an At-Large representative. He also serves on the Recruitment Committee and Rules Committee.

At-Large Representative: Chair Ada Rodriguez (see above)

At-Large Representative: David Burton

Dr. David Burton, PhD, MBA, BBA, is a businessman, published author, and community advocate who has called San Diego home for more than two decades. Born in New Jersey to Lafayette and Yvonne Burton—an Army veteran and a postal worker—he is the youngest of six siblings and a proud graduate of The King's Christian School in Cherry Hill, where he excelled as a multi-sport athlete.

In the wake of the September 11 attacks, Dr. Burton made the pivotal decision to leave Rutgers University, where he was studying biology and enrolled in Army ROTC, to enlist in the United States Marine Corps. He trained at Parris Island, South Carolina, before being stationed in San Diego. Over his distinguished Marine Corps career, Dr. Burton served as a Counterintelligence/Human Intelligence Specialist and Department of Defense Interrogator, completing three combat deployments to Iraq's Al-Anbar Province—spending much of his time in Ramadi, one of the conflict's most challenging operational environments.

Following his military service, Dr. Burton continued his career in intelligence, holding leadership roles across the Middle East and Southwest Asia, before transitioning in 2014 to the aerospace and defense sectors. He now serves as a Business Manager, overseeing a portfolio of unmanned aircraft programs and leveraging more than two decades of experience in executive leadership, business development, and strategy formulation.

Dr. Burton is also deeply engaged in his community. He serves as a Lay Pastor and Community Chaplain through the Rock Church in San Diego, offering support and guidance to those in need. A passionate advocate for lifelong learning, he designs and facilitates courses that emphasize ethical leadership, data-informed decision-making, and strategic thinking for adult learners, public sector leaders, and emerging professionals.

Dr. Burton's academic achievements include a PhD in Public Administration from Liberty University, an MBA in Organizational Leadership (with distinction), and a BBA in Alternative Dispute Resolution (summa cum laude) from National University. He has also completed executive education

programs at Harvard University (Higher Education Teaching), Cornell University (Regulatory and Antitrust Law), and The Wharton School of the University of Pennsylvania (Digital Marketing).

Outside of his professional and civic commitments, Dr. Burton enjoys sailing, music, bowling, golf, and is an avid Harley-Davidson rider who often embarks on long motorcycle excursions.

Comm. Burton was appointed to the Commission in 2025 as an At-Large representative.

At-Large Representative: Elizabeth Inpyn

Elizabeth Inpyn is a passionate advocate for racial justice, dedicated community activist, policy maker, and engaging public speaker. She works tirelessly to build a better country for this generation and the next, elevating voices, shaping inclusive policies, and driving meaningful, community-centered change.

Beyond her activism, Elizabeth finds joy in photography, cooking, and spending time with her nieces and nephews. She is active in her church and makes a cherished weekly walk to the library to discover new.

Comm. Inpyn was appointed to the Commission in 2025 as an at-large representative. She currently serves on the Training Committee.

At-Large Representative: Vacant

Low & Moderate Income Representatives

Low & Moderate Income Representative: First Vice Chair Bonnie Benitez (see above)

Low & Moderate Income Representative: Douglas N. Case

Doug Case was the Political Affairs Director and District Communications Manager for California State Senate President pro Tempore Toni G. Atkins. He retired in 2015 from San Diego State University, where he worked in the Division of Student Affairs for 37 years. He has served as Chair of the former Community Review Board on Police Practices and has held leadership roles in the College Area Community Council, College Area Community Planning Board. San Diego Democrats for Equality, California Democratic Party, San Diego County Democratic Party, and the American Civil Liberties Union of San Diego and Imperial Counties.

Comm. Case was appointed in 2023 as a Low & Moderate Income Representative. He also served as the Chair of the Commission between January and July 2025, was previously the Second Vice Chair between 2023 and 2025, and currently serves on the Recruitment and Rules Committees.

Low & Moderate Income Representative: Imani Robinson

Imani T. Robinson is a lifelong San Diegan and dedicated advocate for equity, education, and the arts. A business owner since 1993, she earned an Associate's Degree in Communication (Radio, Television, and Film) from San Diego City College and went on to launch Imani By Faith Productions, a company originally focused on producing special events. Over time, the business expanded into project management and community engagement consulting, supporting a range of organizations across the region.

Imani's passion for the arts began early, as a graduate of the San Diego School of Creative and Performing Arts. That love for creative expression led her to serve on the City of San Diego's Commission for Arts and Culture, where she helped elevate cultural programming citywide.

As a parent in the San Diego Unified School District, Imani became deeply involved in education advocacy—volunteering on multiple School Site Councils and the District Advisory Council, where she championed the establishment of Parent Centers on every school campus. Her commitment to uplifting families and underserved communities continues through her service on the San Diego Parks Foundation and the La Jolla Playhouse Advisory Council.

Imani brings a collaborative spirit, deep community roots, and a lifelong dedication to service in all that she does.

Comm. Robinson was appointed in 2024 as a Low & Moderate Income Representative. She also currently serves as the Chair of the Policy Committee.

Low & Moderate Income Representative: Vacant

Low & Moderate Income Representative: Vacant

Youth Representatives

Youth Representative: Michael Rodney Major, Jr.

Comm. Major was appointed in 2025 as a youth representative.

Youth Representative: Vacant

STAFF

Interim Executive Director/General Counsel: Bart Miesfeld

Chief Investigator: Olga Golub

Chief of Staff/Policy Manager: Aaron Burgess Jr.

Community Engagement Coordinator: Yasmeen Obeid

Senior Management Analyst: Jaime Jacinto

Executive Assistant: Alina Conde

Administrative Aide II/Complaint Coordinator: Jon'nae McFarland

Investigator: Ching-Yun Li

Investigator: Ethan Waterman

Intern: Kelsey Gans

Intern: Jorge Uribe

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