

COMMISSION ON POLICE PRACTICES

Wednesday, October 29, 2025

4:30pm

EXECUTIVE STANDING COMMITTEE AGENDA

**Procopio Towers
525 B St., 17th Floor, Suite 1725
San Diego, CA 92101**

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

[MICROSOFT TEAMS LINK](#)

Meeting ID: 235 953 886 100 1

Passcode: hg6jr9qG

**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 Standing Committee 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.

- I. CALL TO ORDER/WELCOME (Chair Ada Rodriguez)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. APPROVAL OF THE MINUTES OF THE SEPTEMBER 24, 2025 EXECUTIVE COMMITTEE MEETING
- IV. NON-AGENDA PUBLIC COMMENT

NON-AGENDA COMMENTS FROM THE CHAIR (ADA RODRIGUEZ) AND INTERIM EXECUTIVE DIRECTOR (BART MIESFELD)

- V. NEW BUSINESS
 - A. 2025 Semi- Annual Report (CPP Investigator Ethan Waterman)
 - B. Communication Protocol Draft (Commissioner Doug Case)
 - C. Ad Hoc Case Review Process (Ad Hoc Case Review Committee Chair Alec Beyer)

VI. STANDING COMMITTEE REPORTS

- A. Rules Committee – Committee Chair Bonnie Benitez
- B. Community Outreach Committee – Committee Chair Alec Beyer
Ad Hoc Outreach Budget Committee – Committee Chair Armando Flores
- C. Training and Continuing Education Committee – Commissioner
Darlanne Mulmat
- D. Policy Committee – Committee Chair Imani Robinson
- E. Recruitment Committee – Commissioner Doug Case

VII. AD HOC COMMITTEE REPORT

Ad Hoc Personnel Committee – Committee Chair Darlanne Mulmat

VIII. NEXT MEETING – WEDNESDAY, NOVEMBER 26, 2025

IX. ADJOURNMENT

Materials Provided:

- Minutes of September 24, 2025 Executive Committee Meeting
- Communication Protocol Draft
- Ad Hoc Case Review Process – Report and Meeting Minutes
- Semi-Annual Report Draft

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 Committee 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.

Speakers may not allocate their time to other speakers. If there are eight or more speakers on a single issue, the maximum time for the issue will be 16 minutes. The order of speaking generally will be determined on a first-come, first-served basis. A member of the public may only provide one non-agenda comment per agenda.

We welcome all viewpoints and encourage open participation. However, to ensure everyone has a chance to be heard and that we can complete our work, we ask that speakers respect time limits and refrain from disruptive behavior. Continued disruption after warning may result in removal as permitted under state law.

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 8 am the day of the meeting will be distributed to the Commission on Police Practices. Comments received after the deadline described above but before the item is called will be submitted into the written record for the relevant item.

Written Materials: You may alternatively submit via U.S. Mail to Attn: Office of the Commission on Police Practices, 525 B Street, Suite 1725, San Diego, CA 92101. Materials submitted via U.S. Mail must be received the business day prior to the meeting to be distributed to the 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.

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.

Commission on Police Practices

**COMMISSION ON POLICE PRACTICES
EXECUTIVE STANDING COMMITTEE MEETING
MINUTES**

**Wednesday, September 24, 2025
4:30pm-6:00pm**

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

Click https://youtu.be/MIQ_TuoAUSA 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
Doug Case
Imani Robinson

Excused:

Armando Flores
Darlanne Mulmat

Absent:

None

CPP Staff Present:

Alina Conde, Executive Assistant
Bart Miesfeld, General Counsel
Ethan Waterman, CPP Investigator

- I. CALL TO ORDER/WELCOME: Chair Doug Case called the meeting to order at 4:30pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF THE MINUTES OF AUGUST 27, 2025 EXECUTIVE COMMITTEE MEETING
MOTION: 2nd Vice Chair Clovis Honoré moved to accept the amended August 27th, 2025 Executive Standing Committee Meeting Minutes. Commissioner Imani Robinson seconded the motion. The vote passed 6-0-0.
Yeas: Chair Rodriguez, Benitez, Beyer, Case, Honoré, and Robinson
Nays: None
Abstentions: None
- IV. NON-AGENDA PUBLIC COMMENT - None
- V. CHAIR REPORT (*Timestamp 3:00*)
 - **Meeting with the Chief:** Chair Ada Rodriguez provided an overview of a recent meeting with Chief Scott Wahl, discussing the Chief's response to complaint investigations and recommendations. Three main items were covered:
 - **Specialized Training for Mental Health and Trauma:** Clarification was made that the request was for specific interview tactic training for IA investigators dealing with trauma or mental health cases. Chief Scott Wahl agreed to look into training options.
 - **Language Access:** Chair Ada Rodriguez clarified that the request was for a language access liaison position, not interpreter services, which may be a legally mandated responsibility. Chief Scott Wahl agreed to investigate this further.
 - **Miscellaneous Complaints:** Chief Scott Wahl confirmed that miscellaneous complaints are shared as required, and the process of sharing these complaints was discussed and agreed upon.
 - **Shared Database Feasibility:** Discussion on obstacles preventing a shared database and the potential for a shared platform that updates live. A meeting will be set up to discuss compatibility with the complaint management system.
 - **Policy Consistency:** Chair Ada Rodriguez highlighted inconsistencies in division policies compared to department policies. The Eastern Division was noted as a role model for detailed and aligned policies. The Chief agreed to address these inconsistencies.
 - **Discipline Memo Concerns:** Concerns were raised about the lack of notification when discipline memos are overturned. Chief Scott Wahl acknowledged this oversight and agreed to notify the Commission moving forward.
 - **New Commissioners:** Three new commissioners have been appointed and are undergoing the background process. They are expected to participate in the next meeting.
 - **Missed Meeting:** Chair Ada Rodriguez addressed the issue of a missed meeting due to a notification error and assured that protocols are being developed to prevent future occurrences.
 - **RFP for Audio and Visual Broadcast Production:** Chair Ada Rodriguez mentioned updates on the RFP for audio and visual broadcast production, which will be elaborated on by the executive director.

VI. INTERIM EXECUTIVE DIRECTOR REPORT (*Timestamp 16:29*)

- **Shared Database:** Interim Executive Director Bart Miesfeld followed up on the discussion with Chief Scott Wahl about a shared database. Assistant Chief Tina Williams was cooperative, and there are plans to develop a shared platform that updates live. A meeting will be set up to discuss compatibility with the complaint management system.
- **New Commissioners:** All three new commissioners have made appointments and been fingerprinted, starting the background process. They are expected to be ready to participate in next month's meeting.
- **Missed Meeting Protocol:** Interim Executive Director Bart Miesfeld addressed the missed meeting issue, explaining that a staff member's system change caused the notification error. A protocol is being developed to prevent this from happening again, and it will be presented at the next meeting.
- **Closed Session Items:** The closed session items from the missed meeting will be moved to the next meeting's closed session, while the upcoming meeting will focus on regular business.

VII. NEW BUSINESS

A. Approval of the new Bylaws (*Timestamp 20:25*)

Interim Executive Director (Action Items):

- Article III. Membership – Section 2., C. – Committee Participation – Specify each term for committee participation (26.1104 e. municipal code for terms)
- Special Meetings: Clarify the process and requirements for calling special meetings, ensuring compliance with the Brown Act.
- Executive Committee Meetings: Confirm the language about calling executive committee meetings and ensure it aligns with the Brown Act requirements. Clarify that meetings of the Executive Committee may be called by the Chair or two officers.
- Brown Act Compliance: Ensure language specifies that a majority of the Executive Committee shall not participate in external meetings to comply with the Brown Act. Vice Chair Roles – add language to specify that the Vice Chair for Policy liaises with the Policy Committee and the Vice Chair for External Affairs liaises with the Outreach Committee.
- To review Article III Subsection 2.F. (Priority/Special/Emergency Meetings)
- Conflict of Interest Section: Review the language regarding "actual or perceived conflict of interest" to ensure clarity and avoid ambiguity. Find a clean copy of Code of Conduct from Presidents Office.
- Vacancy in Executive Director Position: Review the section on the process for nominating an interim executive director to ensure it is functional and efficient.

Executive Assistant (Action Items):

- Article III. Membership – Section 2., C. Committee Participation – change "required" to "expected"
- Special Meetings – Rename "special meetings" to "priority meetings" to avoid confusion with Brown Act requirements.
- General Cleanup – Correct any typographical errors and ensure consistency in language throughout the Bylaws.
- Remove the redundancy in the section about the executive director's

duties: "shall assume the executive director shall assume the executive."

- Ensure "Commission" is capitalized consistently throughout the document.
 - Article V. Section 3. Closed Meetings – Add by invitation "only"
 - Vice Chair for Policy – noted that the Vice Chair for Policy should liaise with the Policy Committee, but this specific duty was missing from the draft and needs to be added back in.
 - Vice Chair for External Affairs – The Vice Chair for External Affairs should liaise with the Outreach Committee, and this duty also needs to be included.
- B. 2025 Semi- Annual Report (CPP Investigator Ethan Waterman) – Tabled
- C. Communication Protocol Draft (Commissioner Doug Case) – Tabled
- D. Ad Hoc Case Review Process (Ad Hoc Case Review Committee Chair Alec Beyer) – Tabled

VIII. STANDING COMMITTEE REPORTS

- A. Rules Committee – Tabled
- B. Community Outreach Committee – Tabled
- C. Training and Continuing Education Committee – Tabled
- D. Policy Committee – Tabled
- E. Recruitment Committee – Tabled

IX. AD HOC COMMITTEE REPORTS

- A. Personnel Committee – Tabled

X. NEXT MEETING – Wednesday, October 29, 2025

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

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]

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From: [Conde, Alina](#)
Cc: [Beyer, Alec](#); [Miesfeld, Bart](#)
Subject: CPP Ad Hoc Case Review 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>

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

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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

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DRAFT

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 Hctor 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 (OCP) as a City department. The OCP 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 OCP 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

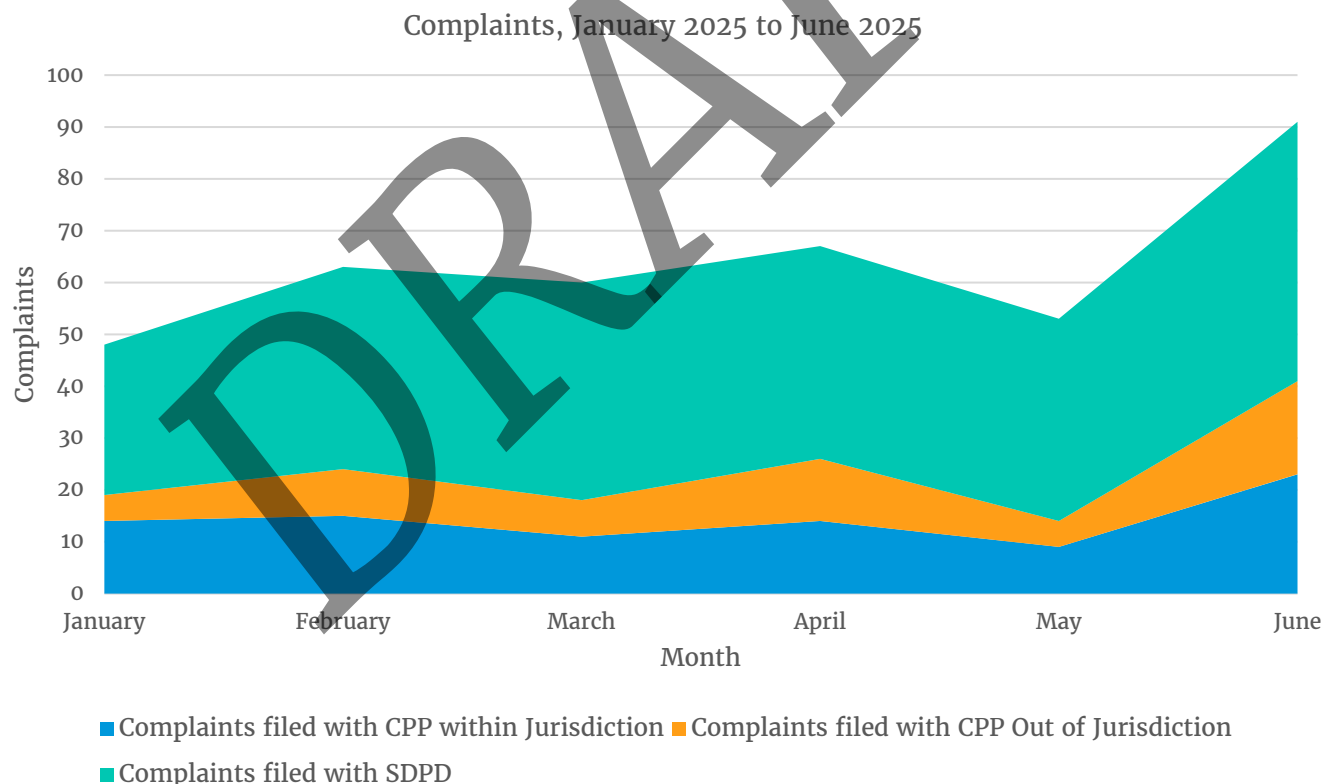


Figure 2: Table of Complaints Received January to June 2025

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

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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 that regard investigations into the following types of incidents:

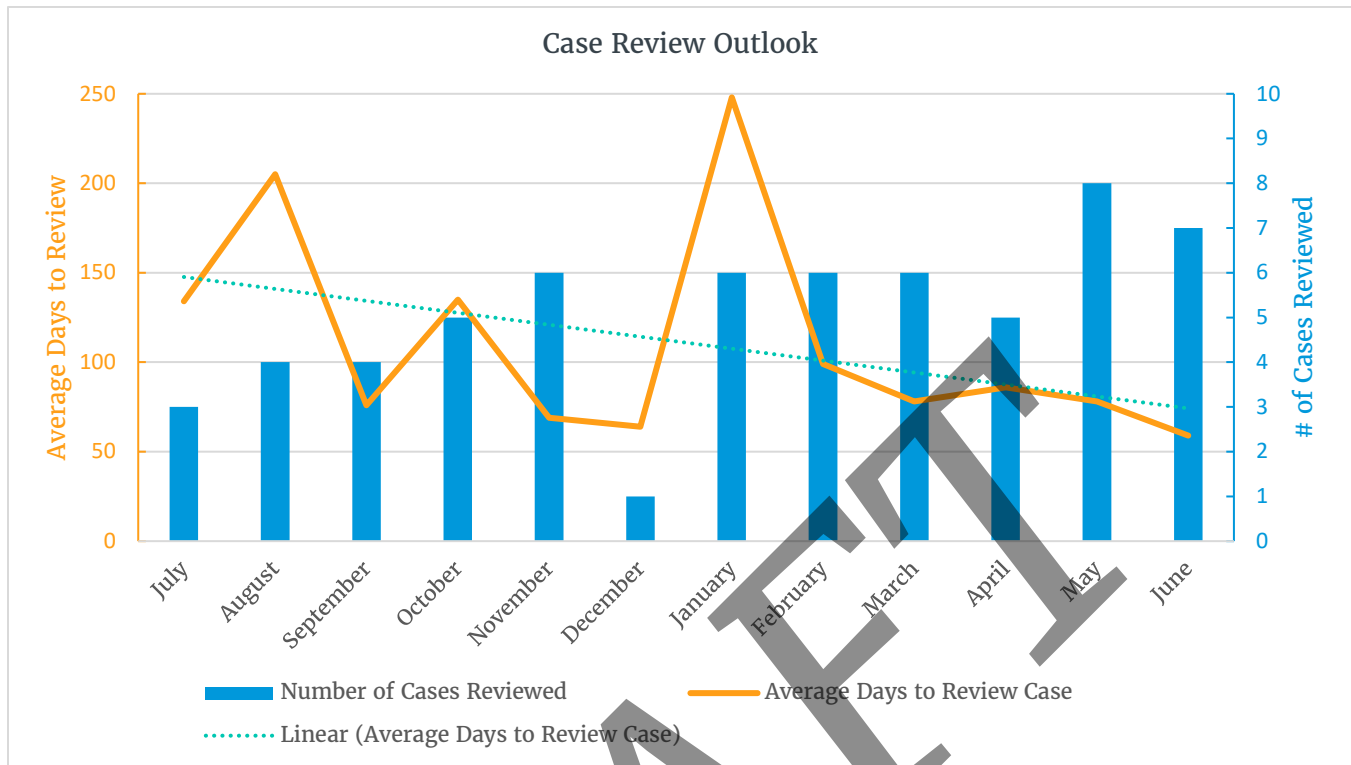
1. Incidents involving the discharge of a firearm (officer-involved shootings),
2. Incident in which the use of force by an officer against a person results in death or serious bodily injury,
3. Incidents involving sustained finding(s) that an officer engaged in sexual assault involving a member of the 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 two¹) 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

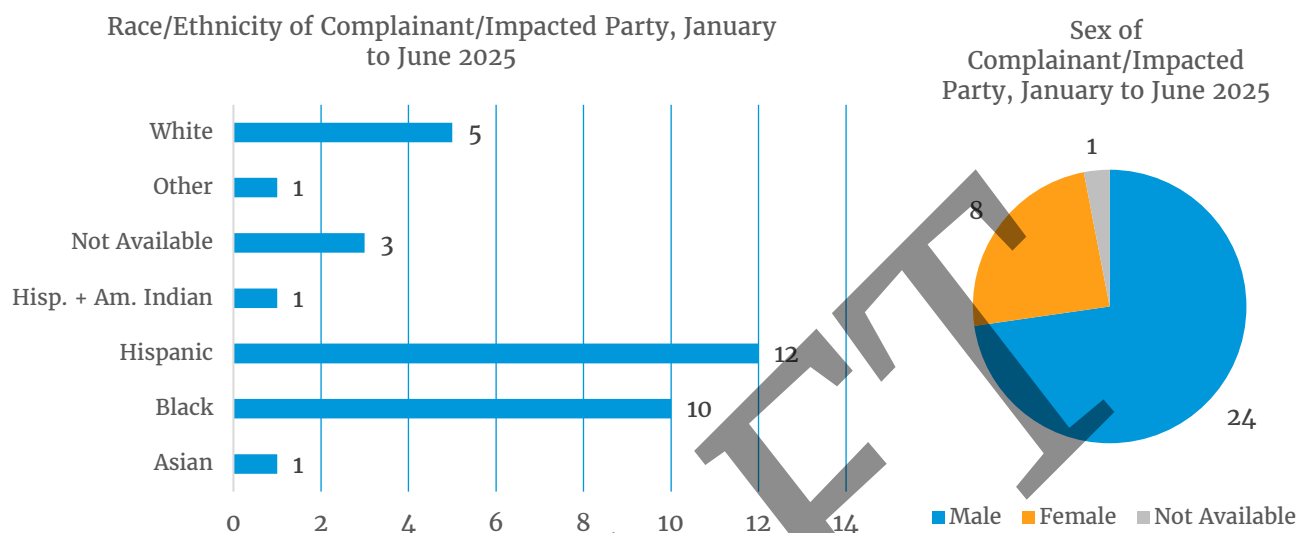
Figure 7: Case Reviews by SDPD Beat

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 parties² 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



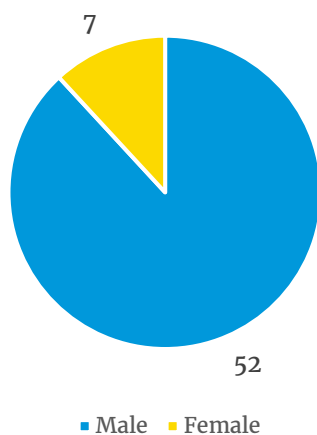
Of the 30 complainants/impacted parties for whom CPP had race/ethnicity information, 40% identified as Hispanic (a group which comprises 29.98% of San Diego's population per SANDAG's 2022 population estimates), 33.33% were Black (5.34%), 16.67% were white (40.25%), 3.33% was Asian (18.46%), 3.33% identified 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.

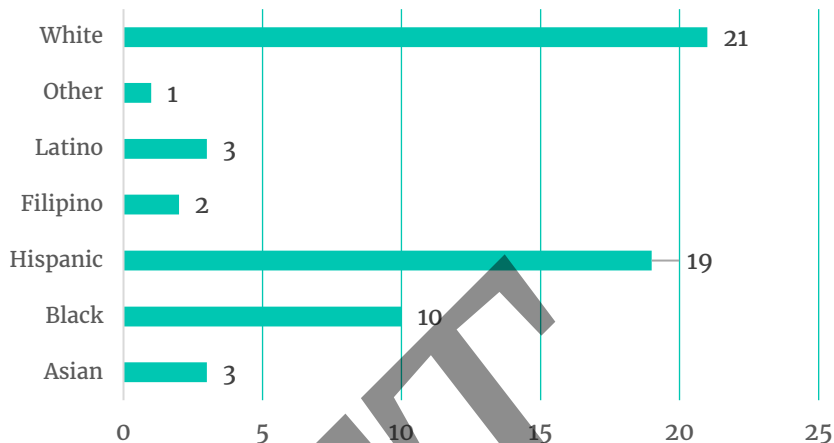
² An impacted party is a person directly affected by at least one or more allegation(s) or instances of police misconduct.

Figures 10, 11, and 12: Subject Officer Demographics

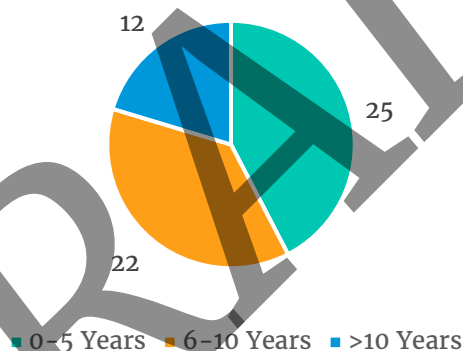
Gender of Subject Officer,
January to June 2025



Race/Ethnicity of Subject Officer, January to June
2025



Experience of Subject Officer,
January to June 2025



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:

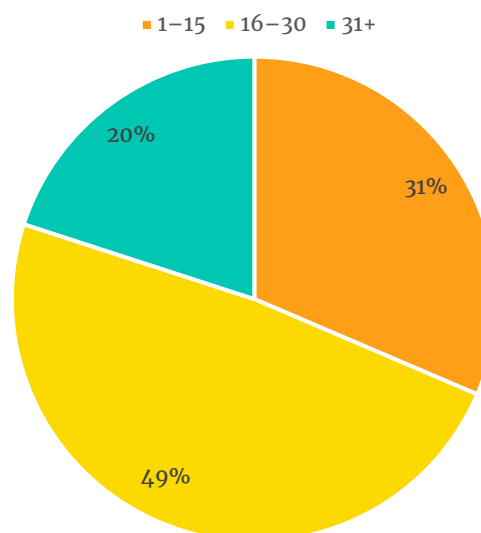
Community Outreach Efforts:

- 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.

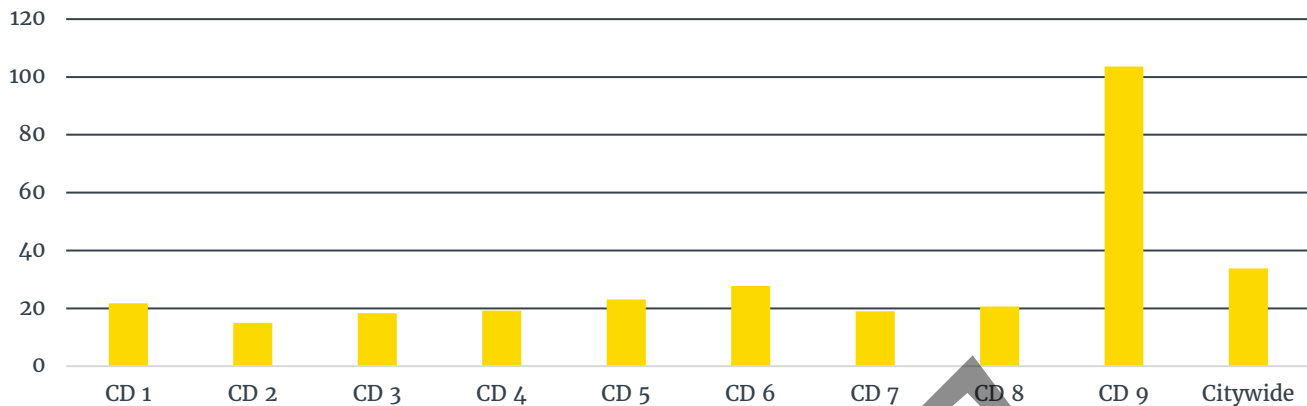
Figures 13, 14, and 15: Neighborhood Association Meeting Statistics

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

Number of Attendees per Neighborhood Association Meeting



Average Attendees per Neighborhood Association Event



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 overwhelmingly 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 Darlann 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.

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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.

DRAFT

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 Hctor Mulmat

Darlanne Hctor 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. Hctor 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

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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.

Commission on Police Practices Semi-Annual Report, January to June 2025

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

DRAFT

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