

COMMISSION ON POLICE PRACTICES

Thursday, October 16, 2025

5:30pm – 6:30pm

TRAINING 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 5:30pm is:

Microsoft Teams Link: [Microsoft Teams Link](#)

Meeting ID: 271 382 538 239

Passcode: 2UH9ss78

**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 Darlanne Mulmat)
- II. ROLL CALL (CPP Investigator Ethan Waterman)
- III. APPROVAL OF MINUTES
 1. December 5, 2024 Training Standing Committee Meeting Minutes
 2. September 4, 2025 Training Standing Committee Meeting Minutes
- IV. NON-AGENDA PUBLIC COMMENT
- V. CHAIR REPORT (Chair Darlanne Mulmat)
- VI. COMMITTEE LIASON REPORT (CPP Investigator Ethan Waterman)
- VII. NEW BUSINESS
 - A. Determining Scope of Implicit Bias Training
 - B. Establishing Introductory Case Review Training for New Commissioners

C. Creating Implementation Roadmap for Training Academies

VIII. COMMISSIONER COMMENTS

IX. NEXT MEETING – TBD

X. ADJOURNMENT

Materials Provided:

- Training Academy – Case Review
- Training Academy Onboarding
- December 5, 2024 Training Standing Committee Meeting Minutes
- September 4, 2025 Training Standing Committee Meeting Minutes

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
TRAINING STANDING COMMITTEE
MEETING MINUTES**

**Thursday, September 4, 2025
5:00pm-6:30pm**

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

Click <https://www.youtube.com/watch?v=S7lTfam8fIE> to view this meeting on YouTube.

CPP Committee Members Present:

Committee Chair Darlanne Mulmat
1st Vice Chair Bonnie Benitez
Armando Flores
Elizabeth Inpyn

Excused:

Stephen Chatzky

Absent:

None

CPP Staff Present:

Ethan Waterman, CPP Investigator

- I. CALL TO ORDER/WELCOME: Committee Chair Darlanne Mulmat called the meeting to order at 5:00pm.
- II. ROLL CALL: CPP Investigator Ethan Waterman conducted the roll call for the committee and established quorum.
- III. NON-AGENDA PUBLIC COMMENT – None
- IV. CHAIR REPORT (*Timestamp 0:37*)
 1. Mission and Vision:
 - Committee Chair Darlanne Mulmat shared the committee's mission, which is to work with staff to develop training for commissioners, ensuring they have the necessary information to perform their duties efficiently and effectively. The goal is to make training accessible and open to the public whenever possible.
 2. Past Accomplishments:
 - The previous training committee developed a curriculum called "training academies" on topics such as onboarding and case review, which were adopted by the full commission. These materials are available in the agenda packet and on Google Drive.
 3. Current Resources:
 - The handbook and training academies are available electronically on Google Drive. The handbook now includes a table of contents for easier navigation.
 4. Future Plans:
 - The committee aims to continue developing training materials, possibly reviewing and editing them before they are distributed to commissioners. The focus is on creating efficient, easy-to-absorb training that sets commissioners up for success.
 5. New Business:
 - The committee will discuss new business items, including the mentorship program and increasing commissioner participation in training.

Chair Darlanne Mulmat emphasized the importance of making training accessible, efficient, and publicly available, while also leveraging past accomplishments and current resources to continue improving the training process for commissioners.
- V. COMMITTEE LIAISON REPORT (*Timestamp 3:13*)
 1. Introduction:
 - CPP Investigator Ethan Waterman introduced himself as one of the two investigators under Chief Investigator Olga Golub, serving as the liaison for the training committee.
 2. Role and Responsibilities:
 - CPP Investigator Ethan Waterman's role is to connect the committee with staff resources and external agencies, ensuring coordination and avoiding duplication of efforts. He will facilitate communication and support for training development.
 3. Staff Involvement:
 - Since the last committee meeting in December, CPP Investigator Ethan Waterman has worked with various staff members, including Chief of Staff Aaron Burgess, Interim Executive Director Bart Miesfeld, Chief Investigator Olga Golub, and Senior Management Analyst Jaime Jacinto, to identify priorities and expertise that can assist the training committee.

4. Mentorship Program:

- CPP Investigator Ethan Waterman and Committee Chair Darlanne Mulmat have worked on a memo for a mentorship program, which will be discussed under new business. The program aims to pair new commissioners with experienced ones to foster development and support.

5. Training Updates:

- The committee is awaiting updates from SDPD regarding training materials related to the pursuit policy recommendations. The department has committed to providing vehicle pursuit-specific training materials to staff, but the commission requested more expansive training access.

6. Coordination Efforts:

- CPP Investigator Ethan Waterman emphasized the importance of coordinating with staff and external agencies to ensure effective training, development, and implementation. He will continue to facilitate these efforts and provide updates to the committee.

VI. NEW BUSINESS

A. Creation of a Commissioner Mentorship Program (*Timestamp 8:14*)– CPP

Investigator Ethan Waterman explains that the program aims to provide support and foster relationships among commissioners, ensuring they have the resources and guidance needed to succeed in their roles.

1. **Objective**: The goal is to foster development by pairing new commissioners with more experienced ones to help them get up to speed.

2. **Structure**:

- Questionnaires will be sent to both new commissioners and prospective mentors to assess preferences and interests for pairing.
- An initial brief orientation will be held to set expectations.
- The mentor-mentee relationship will be low-maintenance, allowing pairs to set their own schedules and methods of interaction.

3. **Duration**: The program is expected to last around six months, with flexibility to adjust based on feedback and effectiveness.

4. **Implementation**:

- CPP Investigator Ethan Waterman and Committee Chair Darlanne Mulmat worked on a memo outlining the program, which will be presented to the full Commission for approval.
- The program will be discussed and potentially approved at the next full Commission meeting.

5. **Feedback and Adjustments**: The program will be evaluated and updated as needed based on feedback from participants.

6. **Presentation**: A member of the committee will present the program to the full Commission for approval.

B. Increasing Commissioner Participation in Trainings (*Timestamp 17:12*) – By

implementing these strategies, the committee aims to enhance the training experience for commissioners, ensuring they are well-prepared and engaged in their roles.

1. **Objective**: The goal is to ensure that training is efficient, engaging, and accessible, providing commissioners with the necessary knowledge without being overly time-consuming.

2. **Suggestions for Improvement**:

- Structured Roadmap: Develop a clear roadmap outlining the sequence of

trainings, time expectations, and progress updates to help commissioners track their learning.

- **Certificates of Achievement:** Implement certificates or badges to recognize completion of training modules, which can motivate commissioners to complete their training.
- **Diverse Learning Methods:** Incorporate various learning methods, such as videos, outlines, and interactive components, to cater to different learning styles.
- **Homework Assignments:** Consider assigning pre-meeting homework, such as watching videos or reading materials, to prepare commissioners for discussions during meetings.

3. **Implementation:**

- **Utilize SuccessFactors:** Use the SuccessFactors platform to document training completions and provide progress updates. This platform can also host training videos and materials.
- **Mentorship Program:** Leverage the mentorship program to encourage participation in trainings, with mentors guiding new commissioners through the training process.

4. **Feedback and Adjustments:**

- **Regular Updates:** Provide regular updates on available trainings and encourage commissioners to participate. This can be done through emails or during meetings.
- **Community Involvement:** Engage with the community to ensure that training topics are relevant and address community concerns.

5. **Next Steps:**

- **Prioritize Trainings:** Identify and prioritize key training topics, such as implicit bias, case review, and reporting requirements, and schedule them accordingly.
- **Evaluate Effectiveness:** Continuously evaluate the effectiveness of the training programs and make necessary adjustments based on feedback from commissioners.

C. **Training's from SDPD (*Timestamp 52:14*)**

1. **Objective:** The goal is to leverage SDPD's training resources to enhance commissioners' understanding of police procedures and policies, while maintaining the Commission's independence.

2. **Types of Trainings:**

- **In-House Trainings:** SDPD offers various in-house trainings, including advanced officer training required by POST (Peace Officer Standards and Training) every other year.
- **Specialized Topics:** SDPD provides training on specific topics such as use of force, vehicle pursuits, and other procedural matters.
- **Experiential Trainings:** Hands-on training sessions, such as the simulator training at Murphy Canyon, which includes law lectures, Taser demonstrations, and interactive simulations.

3. **Coordination and Participation:**

- **Coordination with SDPD:** CPP Investigator Ethan Waterman will facilitate communication with SDPD to identify and schedule relevant training sessions for commissioners.
- **Training Lists:** SDPD provides lists of upcoming training sessions, which will be shared with commissioners to gauge interest and participation.

- Community Concerns: The committee acknowledges community concerns about potential bias from SDPD-led trainings and aims to balance these with external training sources.
4. **Implementation:**
 - Regular Updates: Commissioners will receive regular updates on available SDPD training through emails or during meetings.
 - Mentorship Program: The mentorship program can include participation in SDPD training as part of the mentor-mentee activities.
 5. **Next Steps:**
 - Identify Priorities: The committee will prioritize key training topics and schedule them, accordingly, ensuring a mix of SDPD-led and external trainings.
 - Evaluate Effectiveness: The effectiveness of SDPD training will be evaluated based on feedback from commissioners and community input.
- D. Training Topics to Prioritize (*Timestamp 1:12:15*)- By prioritizing these topics, the committee aims to provide comprehensive and relevant training to commissioners, ensuring they are well-prepared for their roles.
1. **POBAR (Peace Officers Bill of Rights):**
 - Understanding the legal rights and protections afforded to police officers, which is crucial for case reviews and policy recommendations.
 2. **Implicit Bias:**
 - Training to recognize and mitigate implicit biases, which is essential for fair and impartial decision-making.
 3. **Case Review Training:**
 - Experiential training using real cases to help commissioners understand the complexities of case reviews and improve their analytical skills.
 4. **Community Bus Tours:**
 - Engaging with the community to understand their perspectives and build stronger relationships, enhancing the commission's effectiveness.
 5. **Reporting Requirements:**
 - Training on the legal and procedural requirements for reporting, including Senate Bills 1421, 16, and 2, to ensure compliance and transparency.
 6. **POST and RIPA:**
 - Understanding the standards and training requirements set by POST and the implications of the Racial and Identity Profiling Act (RIPA) for law enforcement practices.
 7. **Murphy Canyon Simulator Training:**
 - Hands-on training at the SDPD facility, including law lectures, Taser demonstrations, and interactive simulations, to provide practical insights into police procedures.

Action Items from Meeting:

1. **Mentorship Program** – CPP Investigator Ethan Waterman to present the mentorship program proposal to the full commission for approval at the next meeting.
2. **Training Coordination** – CPP Investigator Ethan Waterman to facilitate communication with the IA Captain and Community Liaison Manager Lyndsay Winkley from SDPD to obtain a list of available training sessions and flag relevant ones for the committee.
3. **Implicit Bias Training** – Committee to identify and secure an external expert to

conduct implicit bias training for commissioners.

4. **Murphy Canyon Training** – CPP Investigator Ethan Waterman to coordinate with San Diego PD to organize a group training session at the Murphy Canyon facility for commissioners who have not yet attended.
5. **Community Bus Tour** – Community Engagement Coordinator Yasmeen Obeid and CPP Investigator Ethan Waterman to continue coordinating the community bus tour and finalize details for implementation.
6. **POBAR and Reporting Requirements Training** – Interim Executive Director Bart Miesfeld and Chief Investigator Olga Golub to prepare and conduct in-house training sessions on POBAR and reporting requirements for the next commission meeting.
7. **Case Review Training** – Committee to develop a case review training module using real cases with split votes to enhance commissioners' understanding and decision-making skills.

VII. COMMISSIONER COMMENTS – None

VIII. NEXT MEETING – The next meeting will be on October 16th, 2025 at 5:00pm.

IX. ADJOURNMENT: The meeting adjourned at 6:30pm.

Commission on Police Practices

**COMMISSION ON POLICE PRACTICES
TRAINING OUTREACH STANDING COMMITTEE
MEETING MINUTES**

**Thursday, December 5, 2024
4:30pm-6:00pm**

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

Click <https://youtu.be/mPS1VpL04QU> to view this meeting on YouTube.

CPP Committee Members Present:

Committee Chair Darlanne Mulmat
1st Vice Chair Dennis Brown
Stephen Chatzky
Brandon Hilpert

Excused:

None

Absent:

None

CPP Staff Present:

Paul Parker, Executive Director

- I. CALL TO ORDER/WELCOME: Committee Chair Darlanne Mulmat Beyer called the meeting to order at 4:31pm.
- II. ROLL CALL: Executive Director Paul Parker conducted the roll call for the committee and established quorum.
- III. NON-AGENDA PUBLIC COMMENT – None
- IV. NEW BUSINESS
 - A. Goal of Committee (*Timestamp 2:48*)– Committee Chair Darlanne Mulmat aims to provide targeted training to commissioners, delivering essential information proactively. The Ad Hoc Committee pulled together different ideas from listening to the community and researching what other oversight agencies do. The goal and objective of the Committee is to provide ongoing educational resources to the Commission and the public.
 - B. CPP Handbook (*Timestamp 23:25*)– The objective of the handbook was to highlight the most frequent policies and procedures that come through complaints.
 - Recommendation to include a handout providing the foundation of Oversight History in the CPP Handbook.
 - Recommendation to include items on the agenda with references to the CPP Handbook for Commissioners.
 - It is recommended that agenda items also include references indicating where this information can be found in the CPP Handbook for Commissioners.
 - Request access to SDP training bulletins, policies, and procedures (separate from the website).
 - Request to add the CPP Handbook to Google Drive for electronic access.
 - C. Training Methods (*Timestamp 47:32*)
 - Suggestion to conduct monthly training sessions.
 - Recommendation for Mentorship Program for New Commissioners – To enhance training efforts, it is recommended that new commissioners be paired with existing commissioners through a structured mentorship program. Commissioner Brandon Hilpert will prepare a draft proposal for this mentorship plan and present it at the next meeting for further discussion and approval.
 - D. Update on outstanding issues from former Training Ad Hoc Committee (*Timestamp 1:08:23*)
 - Adding CPP Training and Presentation Videos to City of San Diego SuccessFactors. The OCPP aims to have these videos available as training modules for all commissioners by January 1st.
 - Training on Implicit Bias – The NCRC will conduct a training session on implicit bias at the CPP Retreat in January. Two presentation options are available, but there are concerns about budget constraints.
- V. ADJOURNMENT: The meeting adjourned at 5:49pm.

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

All components are recommended. An asterisk indicates that it is particularly important.

Component	Topic	Presenter(s)
1a	SDPD overview	SDPD representative
Objective: For Commissioners to learn how SDPD is structured, how it is operating, currently training officers, and the current policies and procedures in effect (e.g., rules of conduct for officers), and how they have evolved historically and responded to law enforcement oversight. Purpose: To ensure commissioners know how SDPD currently operates so they can appropriately review complaints that come before the Commission and provide policy recommendations.		
1b	Hands On Experience	Ride along with SDPD officers and/or community groups
Objective: For Commissioners to get a better understanding of the situations officers encounter while working on patrol or within other SDPD divisions (i.e., SDPD ride along or dispatch sit along) or a community perspective of how law enforcement approaches community members (i.e., CopWatch or community group ride along). Purpose: To provide perspective, consistent with law enforcement oversight best practices recommended by NACOLE, in the experiences of law enforcement officers. (Note: Not required per bylaws. Commissioners are encouraged to set up an experience that would be the most informative to them.)		
2a	Use of Force Best Practices, the Law and How it is Changing	1) Free videos (to be viewed prior to in-person training): • Frontline: Documenting Police Use of Force • Understanding Use of Force NACOLE - Spencer Fomby 2) Academic or Policy Analyst and/or Sharon Fairley or Civilian Office of Police Accountability (COPA)-Chicago (third week of COPA Fall 2023 Academy) or other potential experts or staff develop something customized for us
Objective: For commissioners to be exposed to use of force laws and standards of practice across the country, and how they are changing, including non-law enforcement perspectives. Purpose: To ensure commissioners know national use of force standards of practice so they can appropriately examine local policies and practices.		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
2b	Introduction to Officer-Involved Shooting/In-Custody Death Investigations and Major Incident Investigations & Response	Civilian Office of Police Accountability (COPA)-Chicago (second week of COPA Fall 2023 Academy) or get an expert that can tailor it to our circumstance
Objective: For commissioners to be exposed to practices across the country related to officer-involved shooting/in-custody death investigations and major incident investigation. Purpose: To ensure commissioners know investigative practices across the country related to major incidents and officer-involved shootings/in-custody deaths so they can appropriately examine local policies.		
2c*	SDPD Use of Force (guidelines and procedures -lethal and less-lethal), Simulators	SDPD Academy For simulators, community focused experience
Objective: For Commissioners to gain insight into how SDPD trains officers in relation to use of force. Purpose: To understand how SDPD is training officers to make better recommendations on use of force, detention and arrest procedures, work to implement better community/police relationships.		
2d*	Legal Perspective of SDPD Officers: Use of Force Procedures	CPP Legal Counsel or other local expert in this field (e.g., Chuck Sevilla, Eugene Iredale, Julia Yoo)
Objective: For commissioners to be exposed to SDPD’s legal perspective regarding use of force, including physical strength, OC spray, tasers, K9 use and firearms. Purpose: To ensure commissioners know the legal perspective of SDPD so they can appropriately examine local policies and practices.		
3a*	Search and Seizure Part I: Case law concerning stops & detentions, search, seizure & arrest, rights of arrested persons	CPP Legal Counsel or other expert in this field
Objective: For Commissioners to learn case laws related to individuals going through the process of being stopped, detained, arrested, booked into jail pending their cases being heard in Courts, including the 4th amendment and what constitutes an improper search and seizure. Purpose: To gain greater insight into the status of the law regarding these concepts so they can appropriately review complaints that come before the Commission.		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
3b*	Search and Seizure Part II: Case law concerning vehicle stops	CPP Legal Counsel or other expert in this field
Objective: For Commissioners to learn case laws related to vehicle stops.		
Purpose: To gain greater insight into the status of the law regarding these concepts.		
3c*	Search and Seizure Part III: Case law concerning entries of property	CPP Legal Counsel or other expert in this field
Objective: For Commissioners to learn case laws related to police officers entering dwellings.		
Purpose: To gain greater insight into the status of the law regarding these concepts.		
3d*	Search and Seizure Part IV: SDPD Procedures concerning stops, detentions, pat downs, and – handcuffing	CPP Legal Counsel or other local expert in this field
Objective: For Commissioners to learn SDPD procedures regarding pat downs and handcuffing.		
Purpose: To ensure commissioners know what the current policies and procedures are so they can appropriately review complaints that come before the Commission.		
4	Steps in the criminal justice process: arrest, booking (where SDPD control stops)	CPP Chief Investigator or CPP Legal Counsel or other local expert in this field
Objective: For Commissioners to learn the process citizens go through when being stopped, detained, arrested, booked into jail pending their cases being heard in Courts.		
Purpose: To gain greater insight into how a person is processed through the criminal justice system.		
5a	Best practices regarding resources/procedures for dealing with mentally ill individuals and persons under the influence	Coleen Cusak or mental health professional/licensed therapist or San Diego County Mental Health Services representative or PERT representative or National Alliance on Mental Illness (NAMI)
Objective: For Commissioners to learn about best policing practices regarding dealing with mentally disturbed individuals and persons under the influence.		
Purpose: To provide Commissioners with background information on policing best practices to assess potential areas for improvement at SDPD.		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
5b	Training provided to SDPD officers regarding resources/procedures for dealing with mentally ill individuals and persons under the influence	SDPD Training Division
Objective: For Commissioners to learn about the training received by SDPD officers regarding how to handle mentally disturbed individuals and persons under the influence. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.		
6a	Best practices regarding community/ cultural awareness, understanding the history, culture, and concerns of communities served	Muslim ARC, San Diego Office of Race and Equity and other organizations
Objective: For Commissioners to learn about best policing practices regarding cultural awareness. Purpose: To provide Commissioners with background information on policing best practices to assess potential areas for improvement at SDPD.		
6b	SDPD officer training regarding community/ cultural awareness, understanding the history, culture, and concerns of communities served	SDPD Training Division
Objective: For Commissioners to learn about the training received by SDPD officers regarding cultural awareness. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.		
7a	Racial Profiling & Law Enforcement in San Diego	ACLU San Diego
<i>Requirement Related to Complaints</i>		
Objective: For Commissioners to understand the history of racial profiling in local law enforcement, as well as RIPA (Racial and Identity Profiling Act) requirements. Purpose: To provide Commissioners with background on racial profiling in local policing.		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
7b	Impacts of Racial and Identity Profiling	Community members (e.g., people erroneously in gang database), ACLU Coalition for Police Accountability and Transparency (CPAT), Andrea Guerrero (Alliance San Diego)
Objective: For Commissioners to understand the impact of racial and identity profiling Purpose: To provide Commissioners with background on racial and identity profiling.		
7c	SDPD officer training regarding biased based policing /racial profiling	SDPD Training Division
Objective: For Commissioners to learn about the training received by SDPD officers regarding bias in policing. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.		
8*	Overview of Internal Affairs (investigation & review of shootings & in-custody deaths; complaint, investigative & disciplinary processes; mediation of complaints; evaluating credibility and reaching findings; procedures and practices for misconduct investigations)	Internal Affairs Captain or Lt.
Objective: For Commissioners to understand the complaints process, how a complaint is filed, investigated, and reviewed, as well as the process of SDPD disciplining officers should disciplinary action be appropriate. Purpose: To ensure commissioners know how Internal Affairs operates so they can appropriately review complaints and disciplinary actions that come before the Commission and provide policy recommendations.		
9*	Additional SDPD Policies & Procedures: De-escalation - Duty to Intervene - - BWC - Personal Conduct	CPP Chief Investigator or CPP Legal Counsel or other local expert in this field, and SDPD (to answer questions regarding procedures)
Objective: For Commissioners to understand the police procedures related to de-escalation, duty to intervene, body worn cameras, and personal conduct. Purpose: To ensure commissioners know what the current policies and procedures are so they can appropriately review complaints that come before the Commission.		

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

Component	Topic	Presenter(s)
10a*	Overview of CPP Case Review Process	CPP Chief Investigator or CPP Legal Counsel
Objective: Refine when operating procedures are established		
Purpose: Refine when operating procedures are established		
10b*	Report Write-up of a Case, and Case Presentation	CPP Chief Investigator
Objective: Refine when operating procedures are established		
Purpose: Refine when operating procedures are established		
11*	Witness Reliability – Standards of Proof, Legal Concepts Overview & Case Studies	Civilian Office of Police Accountability (COPA)-Chicago (fifth week of COPA Fall 2023 Academy)
Objective: For commissioners to understand the variability in witness accounts of incidents and standards of proof.		
Purpose: To ensure commissioners consider standards of proof when conducting case reviews.		
12	Process of Decision Making	Sharon Fairley
Objective: Teach commissioners that cases are not black and white, the importance of weighing evidence, how to compare an officer's narrative against other evidence and reach a conclusion to figure out what most likely happened and then determine if there is a violation of policy/procedure.		
Purpose: To ensure that commissioners understand all factors to consider when reviewing complaints that come before the Commission.		

Commission on Police Practices (CPP) Training Academy - Onboarding

All components are recommended. An asterisk indicates that it is particularly important.

Component	Topic	Presenter(s)
1*	Oath of Office & logistics (individual photos/bios; group photo; organization chart; CPP & OCPP rosters; policies/rules around communications social media, talking with media; orientation/onboarding manual)	City Clerk and CPP staff
<i>CPP Requirement</i>		
Objective: Take the oath of office as required prior to conducting any official duties and handle logistical issues.		
Purpose: Commissioners begin official business, including voting.		
2*	Confidentiality requirements	CPP Legal Counsel
<i>CPP Requirement</i>		
Objective: For Commissioners to learn the expectations of them to maintain confidentiality of cases, the complainant, witnesses, and officers outside of properly noticed closed session meetings.		
Purpose: Commissioners are granted access to a host of confidential documents, reports, evidence etc. it is vital Commissioners understand the importance of keeping confidential details secret.		
3*	Distribution of laptops and instructions for use	CPP staff
<i>CPP Requirement</i>		
Objective: Teach Commissioners how to use City issued laptops, utilize email and calendar, and access relevant files.		
Purpose: Provide Commissioners secure and confidential access to City email and calendar as required by the public records act, as well as Google Drive.		
4*	Better Management Impact System-Tracking Commission Hours	OCPP Executive Assistant
<i>CPP Requirement</i>		
Objective: For Commissioners to learn how to track their volunteer time.		
Purpose: The CPP has historically been one of the most labor-intensive volunteer boards/commissions; as such, it is important for Commissioners to log their hours so we can show the amount of work that our volunteers provide to the city, and the amount of time and effort that goes into successful community oversight of law enforcement.		

NOTE: Training sessions will be open to the public and recorded for later use.

Commission on Police Practices (CPP) Training Academy - Onboarding

Component	Topic	Presenter(s)
5*	Ralph M. Brown Act (public meeting laws)	CPP Legal Counsel
<i>Requirement Related to Complaints</i>		
Objective: For Commissioners to learn the requirements of California's Open Meetings legislation. Purpose: Commissioners must understand the Brown Act and its requirements to ensure that the public has access to information about meetings, discussions and the thought-making process that the Commission engages in.		
6*	Parliamentary Procedure (public meeting laws)	CPP Parliamentarian
<i>CPP Requirement</i>		
Objective: To assist in running a smooth meeting ensuring all commissioners have the ability to speak, raise questions, debate topics and make motions where the Commission can take formal action. Purpose: To understand the rules of order (Robert's Rules) in running Commission meetings.		
7*	Success Factors Training and Mandatory Trainings for City of San Diego staff/volunteers (i.e., Sexual Harassment Prevention, Cybersecurity in the Workplace, Public Records Act Compliance, and Administrative Regulations)	Success Factors
Objective: To understand City of San Diego policies regarding sexual harassment prevention, cyber security, and public records compliance. Purpose: Compliance with City of San Diego training requirements for all staff including volunteers.		
8*	NACOLE Code of Ethics, Decorum City of San Diego Ethics Training through Success Factors Form 700	NACOLE Video and Success Factors
<i>CPP Requirement</i>		
Objective: For Commissioners to learn the expectations of them with respect to personal integrity, independent and thorough oversight, transparency and confidentiality, respectful and unbiased treatment, outreach and relationship with stakeholders, agency self-examination and commitment to policy review, and primary obligation to the community, as well as conflicts of interest and how to use Success Factors, the system used by the City of San Diego to facilitate mandated training paid and volunteer personnel. Purpose: Commissioners acting ethically as directed by NACOLE and the City of San Diego.		

NOTE: Training sessions will be open to the public and recorded for later use.

Commission on Police Practices (CPP) Training Academy - Onboarding

Component	Topic	Presenter(s)
9*	City of San Diego Administrative Rules, Regulations & Requirements	CPP Legal Counsel
<i>CPP Requirement</i>		
Objective: For Commissioners to learn and follow the City of San Diego's administrative rule, regulations, and requirements.		
Purpose: Commissioners complying with the administrative rules, regulations and requirements of the City of San Diego, particularly with respect to equipment, email, servers, IT etc.		
10*	Overview of Community Oversight of Law Enforcement and Principles of Civilian Oversight of Law Enforcement	NACOLE Rep present Oversight 101 and record it
<i>Requirement Related to Complaints</i>		
Objective: For Commissioners to learn about the evolution of civilian oversight nationally, including different models.		
Purpose: To provide background on how the San Diego Commission compares with similar organizations across the nation.		
11*	History of SDPD Oversight (including CPP and OCPP)	Panel with staff and community members (e.g., Women Occupy, Mid-City CAN, San Diegans for Justice)
<i>Requirement Related to Complaints</i>		
Objective: For Commissioners to learn the background, origination (e.g., what things weren't working from the community's perspective), and purpose of civilian oversight of local police department activities, policies, and procedures.		
Purpose: To educate commissioners on how police oversight began in San Diego (including the community's perspective), what it has achieved since inception (e.g., inclusion of youth voices on the Commission) and what obstacles it has encountered locally.		
12	CPP Implementation Ordinance and Charter (local government expectations of CPP), Implementation Timeline	CPP Staff
<i>CPP Requirement</i>		
Objective: For Commissioners to understand the foundation of the Commission, upon which the bylaws and procedures are based and government expectations.		
Purpose: Provide information about how the Commission fits within the City of San Diego.		

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Commission on Police Practices (CPP) Training Academy - Onboarding

Component	Topic	Presenter(s)
13*	CPP Bylaws	Chair of CPP Bylaws committee
<i>CPP Requirement</i>		
Objective: For Commissioners to understand the bylaws governing the Commission.		
Purpose: Commission functions smoothly due to a common understanding of how it is governed.		
14*	CPP Standard Operating Procedures (Intake Procedures, Investigative Procedures/Practices, Hearings/Meetings, Case Review, Communications, Policy Recommendations)	Chair of CPP Operating Procedures Committee
<i>CPP Requirement</i>		
Objective: For Commissioners to understand how the Commission functions operationally.		
Purpose: Commission operates smoothly due to a common understanding of procedures.		
15*	Police Officers Bill of Rights (POBoR)	CPP Legal Counsel
State Legislation (disclosure law)		
<i>Requirement Related to Complaints</i>		
Objective: For Commissioners to learn about the requirements dictated by the Police Officers Bill of Rights and the requirements that the Commission must adhere to under California law.		
Purpose: To know what the Commission can and cannot do under POBAR.		

NOTE: Training sessions will be open to the public and recorded for later use.