

#### COMMISSION ON POLICE PRACTICES

Wednesday, December 3, 2025 5:00pm-8:00pm

#### REGULAR BUSINESS MEETING AGENDA

St. Paul's Cathedral - Guild Room 2728 Sixth Ave, San Diego, CA 92103

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

**Microsoft Teams Link** 

Meeting ID: 240 021 095 512 91 Passcode: wq7M3CZ9

\*Downloading the latest version of Microsoft Teams is required.

#### PURPOSE OF THE COMMISSION ON POLICE PRACTICES

The purpose of the Commission on Police Practices (CPP or Commission) is to provide independent community oversight of SDPD, directed at increasing community trust in SDPD & increasing safety for community and officers. The purpose of the Commission is also to perform independent investigations of officer-involved shootings, in-custody deaths and other significant incidents, and an unbiased evaluation of all complaints against members of SDPD and its personnel in a process that will be transparent and accountable to the community. Lastly, the Commission also evaluates the review of all SDPD policies, practices, trainings, and protocols and represents the community in making recommendations for changes.

The Commission on Police Practices (Commission) meetings will be conducted pursuant to the provisions of California Government Code Section 54953 (a), as amended by Assembly Bill 2249.

The Commission business meetings will be in person, and the meeting will be open for in-person testimony. Additionally, we are continuing to provide alternatives to in-person attendance for participating in our meetings. In lieu of in-person attendance, members of the public may also participate via telephone/Teams.

- T. CALL TO ORDER/PUBLIC COMMENT INSTRUCTIONS (Chair Rodriguez)
- II. ROLL CALL (Executive Assistant Conde)
- APPROVAL OF MINUTES III.
  - 1. Regular Business Meeting November 5, 2025
  - 2. Regular Business Meeting November 19, 2025

NON-AGENDA ITEMS (Items are listed under Public Notices as a matter of public record only. These items do not require Commission deliberation/ action and there is no public comment.)

NON-AGENDA COMMUNICATIONS FROM CHAIR, INTERIM EXECUTIVE DIRECTOR, CHIEF OF STAFF, DIRECTOR OF COMMUNITY ENGAGEMENT & INTERNSHIP PROGRAMS

NON-AGENDA COMMUNICATIONS FROM STANDING COMMITTEES – EXECUTIVE (Chair Rodriguez), RULES (1ST Vice Chair Benitez), COMMUNITY OUTREACH (Community Engagement Coordinator Obeid), POLICY (Commissioner Robinson), RECRUITMENT (Commissioner Case), TRAINING (Commissioner Mulmat)

NON-AGENDA PUBLIC COMMENT (Community Engagement Coordinator Obeid)

#### IV. NEW BUSINESS

- A. Approval of the new Bylaws (1st Vice Chair Benitez)
- B. January-June 2025 Semi-Annual Proposed Report (CPP Investigator Waterman)
- C. 2026 Commission on Police Practices Meetings Calendar (Chair Rodriguez)
- D. PC 148.6(a) Admonishment on Complaint Forms (Outside Counsel Miesfeld)

NON-AGENDA PUBLIC COMMENT (Community Engagement Coordinator Obeid)

NON AGENDA COMMUNICATIONS FROM COMMISSIONER COMMENTS

# V. ADJOURNMENT

## **Materials Provided:**

- Draft Minutes of November 5, 2025 Commission Meeting
- Draft Minutes of November 19, 2025 Commission Meeting
- Bylaws (Redlined and Clean Versions)
- 2026 Commission on Police Practices Meetings Calendar
- January June 2025 Semi-Annual Proposed Report
- Commission on Police Practices Complaint Form
- Committee Reports

**In-Person Public Comment on an Agenda Item:** If you wish to address the Commission on an item on today's agenda, please complete and submit a speaker slip before the Commission hears the agenda item. You will be called at the time the item is heard. Each speaker must file a speaker slip with the Executive Director at the meeting at which the speaker wishes to speak indicating which item they wish to speak on. Speaker slips may not be turned in prior to the day of the meeting or after completion of in-person testimony. In-person public comment will conclude before virtual testimony begins. Each speaker who wishes to address the Commission must state who they are representing if they represent an organization or another person.

For discussion and information items each speaker may speak up to three (3) minutes, subject to the Chair's determination of the time available for meeting management purposes, in addition to any time ceded by other members of the public who are present at the meeting and have submitted a speaker slip ceding their time. These speaker slips should be submitted together at one time to the Executive Director. The Chair may also limit organized group presentations of five or more people to 15 minutes or less.

In-Person Public Comment on Matters Not on the Agenda: You may address the Commission on any matter not listed on today's agenda. Please complete and submit a speaker slip. However, California's open meeting laws do not permit the Commission to discuss or take any action on the matter at today's meeting. At its discretion, the Commission may add the item to a future meeting agenda or refer the matter to staff or committee. Public comments are limited to three minutes per speaker. At the discretion of the Chair, if a large number of people wish to speak on the same item, comments may be limited to a set period of time per item to appropriately manage the meeting and ensure the Commission has time to consider all the agenda items. A member of the public may only make one Non-Agenda Public Comment per meeting. In-person public comment on items not on the agenda will conclude before virtual testimony begins.

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 <u>webform</u>. 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 <u>webform</u>, 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 <a href="here">here</a>. Video footage of each Commission meeting is posted online <a href="here">here</a> within 72 hours of the conclusion of the meeting.

Comments received no later than 8am on the day of the meeting will be distributed to the Commission on Police Practices. Comments received after the deadline described above but before the item is called will be submitted into the written record for the relevant item.

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

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

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

at <a href="mailto:commissiononpolicepractices@sandiego.gov">commissiononpolicepractices@sandiego.gov</a>. 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) 533-5304 or commissiononpolicepractices@sandiego.gov.

Requests for disability-related modifications or accommodation required to facilitate meeting participation, including requests for auxiliary aids, services, or interpreters require different lead times, ranging from five business days to two weeks. Please keep this in mind and provide as much advance notice as possible to ensure availability. The city is committed to resolving accessibility requests swiftly.



# COMMISSION ON POLICE PRACTICES REGULAR BUSINESS MEETING

Wednesday, November 5, 2025

# <u>Balboa Park – Santa Fe Room</u> 2144 Pan American Rd., San Diego, CA 92101

Click <a href="https://youtu.be/5fm9LQb7teE">https://youtu.be/5fm9LQb7teE</a> to view this meeting on YouTube.

#### **CPP Commissioners' Present:**

2<sup>nd</sup> Vice Chair Clovis Honoré Alec Beyer David Burton Doug Case Lupe Diaz Armando Flores (arrived at 5:09pm) Dwayne Harvey (arrived at 5:14pm)

#### **Excused:**

Chair Ada Rodriguez 1<sup>st</sup> Vice Chair Bonnie Benitez John Armantrout Steve Chatzky

# **CPP Staff Present:**

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

Elizabeth Inpyn Kirby Knipp Dan Lawton Darlanne Mulmat Walter Sener Daniel Torres Imani Robinson

#### **Absent:**

Cheryl Canson Michael Major Chenyang Rickard

- I. CALL TO ORDER/WELCOME: 2<sup>nd</sup> Vice Chair Clovis Honoré called the meeting to order at 5:00pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.

#### III. APPROVAL OF MEETING MINUTES

A. CPP Regular Meeting Minutes of October 1, 2025

<u>Motion</u>: Commissioner Darlanne Mumat moved for approval of the amended CPP Regular Meeting Minutes of August 20, 2025. Commissioner Elizabeth Inpyn seconded the motion. The motion passed with a vote of 9-0-2.

Yeas: Beyer, Burton, Case, Diaz, Inpyn, Lawton, Mulmat, Torres, and Robinson Nays: None

Abstained: Knipp and Sener

B. CPP Regular Meeting Minutes of October 15, 2025

<u>Motion</u>: Commissioner Darlanne Mulmat moved for approval of the amended CPP Regular Meeting Minutes of October 15, 2025. Commissioner Elizabeth Inpyn seconded the motion. The motion passed with a vote of 9-0-2.

Yeas: Beyer, Burton, Case, Diaz, Inpyn, Lawton, Mulmat, Torres, and Robinson

Nays: None

Abstained: Knipp and Sener

#### IV. NON-AGENDA ITEMS

A. CHAIR REPORT - Tabled

- B. STANDING COMMITTEE REPORTS
  - a. Executive Committee (Chair Ada Rodriguez) Tabled
  - b. Rules Committee Commissioner Dan Lawton gave a presentation of the new proposed Bylaws that will be further discussed during the December 3<sup>rd</sup> meeting.
  - c. Community Outreach Committee (*Timestamp 9:55*) Committee Chair Alec Beyer reported that the Outreach Committee met on October 23<sup>rd</sup> and the next meeting is scheduled for November 12<sup>th</sup>. The Committee discussed organizing the upcoming Community Roundtable (set for December 8<sup>th</sup>). They are also working on updating the photo on the website.
  - d. Policy Committee (*Timestamp 11:33*) Committee Chair Imani Robinson reported that the Policy Committee met on October 23<sup>rd</sup> and will not meet again until January 22, 2026. The Committee discussed changes to the Policy Conference and the importance of community input. They are also focusing on pretext stops and medical and mental health policies.
  - e. Recruitment Committee (*Timestamp 14:01*) Committee Chair Doug Case reported that the Recruitment Committee met with Council President's staff about the city's process for selecting new commissioners. Next Committee meeting will be on November 12<sup>th</sup>.
  - f. Training and Continuing Education Committee (*Timestamp 15:17*) Committee Chair Darlanne Mulmat reported that the Training Committee will meet on December 11<sup>th</sup>. The Committee gave an update on onboarding new commissioners and training academies. They also have discussed potential training topics like the Police Officer Bill of Rights and reporting requirements.
- C. INTERIM EXECUTIVE DIRECTOR REPORT (Bart Miesfeld) (*Timestamp* 19:09) Onboarding New Commissioners:
  - Three new commissioners have been onboarded, bringing the total to 21

- commissioners.
- Another round of onboarding is expected soon to reach the full capacity of 25 commissioners.
- Two new commissioners, Kirby Knipp and Walter Jordan Sener, attended their first meeting.
- D. CHIEF OF STAFF/POLICY REPORT OUT (Aaron Burgess) Tabled

#### V. NON-AGENDA PUBLIC COMMENT

<u>In person Public Comment</u> - Francine Maxwell (*Timestamp 21:34*): Spoke in regards to rumors heard from NACOLE and the Commission on Police Practices. Emphasized the importance of hiring an Executive Director who has managerial and supervisory experience.

#### VI. PRESENTATIONS TO THE COMMISSION

A. City Auditor's office on the City Auditor's function and process as it relates to auditing the SDPD Internal Affairs (IA) (Carissa Nash) (Timestamp 28:27)

#### **Introduction and Purpose:**

The City Auditor team explained the purpose of their visit. Which is to gather input on the current performance audit of SDPD's officer misconduct investigations.

Recent Audits: Discussed recent audits, including:

- Overtime Usage (2024): Found excessive overtime among a small number of
  officers, leading to recommendations for limiting work hours and ensuring
  breaks. SDPD agreed to implement these recommendations, which have saved
  nearly \$1 million so far.
- Body-Worn Cameras (2022): Identified that 15-40% of officers did not record required videos. Recommendations included strengthening policies and providing clear public guidance on video release. SDPD agreed to these recommendations.

**Current Audit Focus:** The current audit aims to determine if misconduct investigations are fair, thorough, and aligned with laws and best practices. It will also review disciplined outcomes.

**Stakeholder Input:** Emphasized the importance of stakeholder input, including perceptions of how SDPD handles misconduct complaints and the impact on public trust.

**Next Steps:** The audit report is expected to be published in fall 2026, and the team will return to present the findings.

<u>In person Public Comment</u> – Tasha Williamson (*Timestamp 40:40*): Expressed concerns about the fairness and seriousness of Internal Affairs investigations, citing personal experiences where complaints were not taken seriously and perceived as retaliatory. Highlighted issues with Internal Affairs officers asking complainants about their criminal backgrounds, which she believes is used to discredit the complainants. Mentioned specific instances where Internal Affairs officers, such as Sergeant Rene Murillo, did not take her complaints seriously.

<u>In person Public Comment</u> - Francine Maxwell (*Timestamp 43:38*): Expressed concerns about the comparison of San Diego with other cities like Los Angeles, San Francisco, and San Jose, fearing it might make San Diego appear better than it is. Highlighted the need for accountability and transparency within the San Diego Police Department. Mentioned the case of an SDPD Officer and the ongoing issues with internal investigations and discipline.

<u>Virtual Public Comment</u> – Darwin Fishman (*Timestamp 47:08*): Darwin emphasized that the issues being raised by the community now are similar to those he encountered during his time on the CRB in 2016–2017, indicating a lack of progress. Mentioned that

the feedback from the community reflects ongoing issues with trust and accountability in the SDPD and the CPP's role in addressing these concerns.

<u>Virtual Public Comment</u> – Patricia De Arman (*Timestamp 50:23*): Mentioned discrepancies in the reports and investigations related to her brother's case, including issues with the medical examiner's reports and the conduct of the officers involved. She called for a thorough audit and review of Internal Affairs investigations.

B. Complaint and Case Process Presentation (Chief Investigator Olga Golub) (*Timestamp* 50:23) This presentation provided a detailed overview of the complaint and case review processes.

<u>In person Public Comment</u> – Tasha Williamson (*Timestamp 1:30:30*): Highlighted the need for transparency in cases where officers have multiple complaints against them and are considered high-risk.

<u>In person Public Comment</u> - Francine Maxwell (*Timestamp 1:33:16*): Noted that as a third-party complainant, she has not received any follow-up information from the CPP or SDPD. Emphasized the importance of the CPP remaining independent and making public any mandated disclosures.

#### VII. NEW BUSINESS

A. Approval of the new Bylaws – (*Timestamp 1:44:39*) The new bylaws were presented by Commissioner Dan Lawton, but the statutory requirement of having them in possession for at least 10 days before a vote was not met. Therefore, no vote was taken during this meeting. The new bylaws aim to improve the structure and functionality of the Commission, with a focus on clarity and alignment with existing regulations. The next meeting will provide an opportunity for further discussion and potential amendments.

<u>In person Public Comment</u> – Tasha Williamson (*Timestamp 2:05:47*): Emphasized the need for better audio-visual support during meetings to ensure transparency and effective communication.

#### VIII. NON-AGENDA PUBLIC COMMENT -

<u>In person Public Comment</u> – Tasha Williamson (*Timestamp 2:06:04*): Called for Chief Wahl to step down, citing multiple legal actions against the department and the city due to alleged wrongdoings under his leadership. Criticized the expenditures of Chief Wahl, including unnecessary luxury items, and emphasized the need for an audit of his spending.

<u>Virtual Public Comment</u> – Yusef Miller (*Timestamp 2:08:55*): Emphasized the importance of forwarding in-custody death cases to the POST Commission. Suggested inviting the POST Commission to present to the Commission on Police Practices to improve transparency and accountability. Highlighted the need for tracking the submission of these cases to ensure they reach the POST Commission.

<u>Virtual Public Comment</u> – Patricia De Arman (*Timestamp 2:12:15*): Highlighted the lack of accountability and transparency, stating that the CPP has not provided any meaningful support or resolution for her family. She expressed a sense of discouragement and questioned the effectiveness and independence of the CPP.

<u>Virtual Public Comment</u> – Darwin Fishman (*Timestamp 2:14:10*): Raised concerns about who benefits if the CPP is ineffective, implying that without proper civilian oversight, there are no checks and balances for the police. Called for the CPP to ensure that it is fulfilling its role as an independent body investigating cases and holding the police accountable. He pointed out that the lack of more families and community members sharing their stories at the meeting suggests a fundamental problem with the CPP's effectiveness and community engagement. Darwin suggested that the CPP needs to clearly communicate its limitations and the barriers it faces to the community to avoid the

perception of being ineffective.

- IX. CLOSED SESSION (NOT OPEN TO THE PUBLIC)
  - A. Public Comment
    - <u>In person Public Comment</u> Tasha Williamson (*Timestamp 2:18:24*): Urged the CPP to ensure that mandated disclosures are made public and to maintain independence from the SDPD. Suggested that the CPP should meet with the POST Commission and the Civil Grand Jury to leverage their support in holding officers accountable.
  - B. Interim Executive Director/General Counsel led CPP into Closed Session
  - C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be posted on the Commission's website at www.sandiego.gov/cpp or stated at the beginning of the Open Session meeting if the meeting is held on the same day.
    - 1. SDPD Feedback on Case-Specific Matters None
    - 2. Review of Internal Affairs Investigations
      - a. Case 2025-0012 (CATI)
      - b. Case 2025-0064 (CATI)
    - 3. Discipline Memos None
- X. REPORT FROM CLOSED SESSION- (General Counsel Bart Miesfeld) Interim Executive Director Bart Miesfeld reported that there was no reportable action.
- XI. COMMISSIONER COMMENTS None
- XII. ADJOURNMENT: The meeting adjourned at 7:46 pm.

- I. CALL TO ORDER/WELCOME: Chair Ada Rodriguez called the meeting to order at 5:00pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.

#### NON-AGENDA PUBLIC COMMENT

<u>In person Public Comment</u> - Francine Maxwell (*Timestamp 3:03*): Expressed concern about the lack of empathy shown by the community when it is traumatized by incidents involving the police. She mentioned a specific incident involving a Hispanic man and suggested that the Commission should acknowledge such events publicly to show empathy and educate the community about the processes.

III. DISCUSSION CONCERNING COMMUNITY ROUNDTABLE (*Timestamp 9:18*) **Event Details**: The Community Outreach Committee is hosting a Community Round Table on Monday, December 8th, from 5:30 to 7:30 PM at the Malcolm X Library. **Purpose**: The event aims to gather community experiences and feedback regarding interactions with the San Diego Police Department (SDPD). It is also an opportunity for the community to provide input on priorities for the Commission on Police Practices (CPP) in 2026.

**Participation**: Community members are encouraged to RSVP and bring others to ensure diverse voices and experiences are represented. Commissioners will receive instructions via email on how to participate.

**Promotion**: Francine Maxwell suggested promoting the event on KUSI and involving the City Auditor to gather data for an internal audit.

<u>In person Public Comment</u> – Francine Maxwell (*Timestamp 14:06*): Thanked the Commission for organizing the Community Round Table and suggested promoting it on KUSI to reach a wider audience. She also proposed involving the City Auditor to gather data for an internal audit and emphasized the importance of community participation in such audits.

# NON-AGENDA COMMUNICATIONS FROM CHAIR & INTERIM EXECUTIVE DIRECTOR Chair Ada Rodriguez Communication (Timestamp 19:01):

- Acknowledged the importance of recognizing recent events that have impacted the
  community, such as viral videos involving police actions. She emphasized the need for the
  Commission to express sympathy and educate the community about their processes, despite
  current limitations.
- Mentioned technical issues she faced with her computer, resulting in the loss of files and documents. She advised Commissioners to save their work on OneDrive to prevent similar issues.
- Reported on her recent meeting with the grand jury and an interview with NBC regarding the status of the Commission and the delay in appointing an Executive Director.
- Highlighted the progress made by the Commission since its official establishment in late 2023, despite facing obstacles.

## Interim Executive Director Bart Miesfeld Communication (Timestamp 19:01):

• Mark reported that the Commission received 76 complaints in October, with 46 filed with Internal Affairs (IA) and 30 with the CPP. Of the 30 complaints, 21 were sent to IA for review, and 9 were out of jurisdiction.

#### NON-AGENDA COMMUNICATIONS FROM COMMISSIONERS (Timestamp 24:32)

• Commissioner Armando Flores inquired about the impact of the new website on the number of complaints received. Interim Executive Director Bart Miesfeld responded that it is too

early to identify a trend, but they are monitoring the data.

#### IV. CLOSED SESSION (NOT OPEN TO THE PUBLIC)

#### A. Public Comment

#### <u>Virtual Public Comment</u> – Tasha Williamson (Timestamp 25:15):

#### 1. Incident at 47th St. Trolley Station:

- Reported an incident involving SDPD and Homeland Security Investigations (HSI) agents, where HSI agents attempted to detain two American citizens, resulting in injuries to four individuals.
- Mentioned that an SDPD officer grabbed a citizen by the hair, who was not involved in the incident, and expressed concerns about SDPD's conduct and bias in supporting HSI agents.
- Highlighted that one citizen was arrested and released within five hours without charges, and another citizen was falsely claimed to have a federal warrant.

#### 2. Audit Involvement:

- Urged the Commission to assist the audit department by encouraging more people to participate in the audit process and share their experiences with internal affairs investigations.
- Suggested that the Commission send out emails to individuals who have filed complaints, informing them about the ongoing audit and how they can get involved.
- B. Interim Executive Director/General Counsel led CPP into Closed Session
- C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be posted on the Commission's website at www.sandiego.gov/cpp or stated at the beginning of the Open Session meeting if the meeting is held on the same day.
  - 1. SDPD Feedback on Case-Specific Matters None
  - 2. Review of Internal Affairs Investigations
    - a. Case 2023-0603 (OIS)
    - b. Case 2025-0043 (CAT I)
    - c. Case 2025-0197 (CAT I)
    - d. Case 2025-0091 (CAT II)
    - e. Case 2025-0154 (CAT II)
    - f. Case 2025-0088 (CAT I)
    - g. Case 2025-0335 (CAT II)
  - 3. Discipline Memos None
- II. REPORT FROM CLOSED SESSION- (General Counsel Bart Miesfeld) Interim Executive Director Bart Miesfeld reported that there was no reportable action.
- III. NEW COMMISSION PHOTO (Timestamp 31:27)
- IV. ADJOURNMENT: The meeting adjourned at 7:36 pm.



# COMMISSION ON POLICE PRACTICES REGULAR BUSINESS MEETING

Wednesday, November 19, 2025

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

Click <a href="https://youtu.be/StZdVwt\_bwo">https://youtu.be/StZdVwt\_bwo</a> to view this meeting on YouTube.

## **CPP Commissioners' Present:**

Chair Ada Rodriguez 1<sup>st</sup> Vice Chair Bonnie Benitez 2<sup>nd</sup> Vice Chair Clovis Honoré David Burton Doug Case Steve Chatzky Lupe Diaz (arrived at 5:43pm)

#### **Excused:**

John Armantrout Elizabeth Inpyn

#### **CPP Staff Present:**

Bart Miesfeld, General Counsel
Olga Golub, Chief Investigator
Ethan Waterman, Investigator
Ching-Yun Li, Investigator
Alina Conde, Executive Assistant
Jon'Nae McFarland, Complaint Coordinator
Yasmeen Obeid, Community Engagement Coordinator
Luqmaan Bohkary, Volunteer Law Clerk

Armando Flores
Dwayne Harvey (arrived at 5:10pm)
Kirby Knipp
Darlanne Mulmat
Walter Sener (arrived at 5:21pm)
Daniel Torres
Chenyang Rickard (arrived at 6:21pm)
Imani Robinson

#### **Absent:**

Cheryl Canson Michael Major Chenyang Rickard Dan Lawton

- I. CALL TO ORDER/WELCOME: Chair Ada Rodriguez called the meeting to order at 5:00pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.

#### NON-AGENDA PUBLIC COMMENT

<u>In person Public Comment</u> - Francine Maxwell (*Timestamp* 3:03): Expressed concern about the lack of empathy shown by the community when it is traumatized by incidents involving the police. Mentioned a specific incident and suggested that the Commission should acknowledge such events publicly to show empathy and educate the community about the processes.

III. DISCUSSION CONCERNING COMMUNITY ROUNDTABLE (Timestamp 9:18)

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**Participation**: Community members are encouraged to RSVP and bring others to ensure diverse voices and experiences are represented. Commissioners will receive instructions via email on how to participate.

<u>In person Public Comment</u> – Francine Maxwell (*Timestamp 14:06*): Thanked the Commission for organizing the Community Round Table and suggested promoting it on KUSI to reach a wider audience. She proposed involving the City Auditor to gather data for an Internal Affairs audit and emphasized the importance of community participation in such audits.

# NON-AGENDA COMMUNICATIONS FROM CHAIR & INTERIM EXECUTIVE DIRECTOR Chair Ada Rodriguez Communication (Timestamp 19:01):

- Acknowledged the importance of recognizing recent events that have impacted the community, such as viral videos involving police actions. She emphasized the need for the Commission to express sympathy and educate the community about CPP processes, despite current limitations.
- Mentioned technical issues she faced with her computer, resulting in the loss of files and documents. She advised Commissioners to save their work on OneDrive to prevent similar issues.
- Reported on her recent meeting with the Grand Jury and an interview with NBC regarding the status of the Commission and the delay in appointing an Executive Director.
- Highlighted the progress made by the Commission since its official establishment in late 2023, despite facing obstacles.

#### Interim Executive Director Bart Miesfeld Communication (Timestamp 19:01):

• Reported that the Commission received 76 complaints in October, with 46 filed with Internal Affairs (IA) and 30 with the CPP. Of the 30 complaints, 21 were sent to IA for review, and 9 were out of jurisdiction.

#### NON-AGENDA COMMUNICATIONS FROM COMMISSIONERS (Timestamp 24:32)

• Commissioner Armando Flores inquired about the impact of the new website on the number of complaints received. Interim Executive Director Bart Miesfeld responded that it is too early to identify a trend, but staff are monitoring the data.

#### IV. CLOSED SESSION (NOT OPEN TO THE PUBLIC)

A. Public Comment

#### <u>Virtual Public Comment</u> – Tasha Williamson (Timestamp 25:15):

- 1. Incident at 47th St. Trolley Station:
- Reported an incident involving SDPD and Homeland Security Investigations (HSI) agents, where HSI agents attempted to detain two American citizens, resulting in injuries to four individuals.
- Mentioned that an SDPD officer grabbed a citizen by the hair, who was not involved in the incident, and expressed concerns about SDPD's conduct and bias in supporting HSI agents.
- Highlighted that one citizen was arrested and released within five hours without charges, and another citizen was falsely claimed to have a federal warrant.

#### 2. Audit Involvement:

- Urged the Commission to assist the audit department by encouraging more people to participate in the audit process and share their experiences with internal affairs investigations.
- Suggested that the Commission send out emails to individuals who have filed complaints, informing them about the ongoing audit and how they can get involved.
- B. Interim Executive Director/General Counsel led CPP into Closed Session
- C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be posted on the Commission's website at www.sandiego.gov/cpp or stated at the beginning of the Open Session meeting if the meeting is held on the same day.
  - 1. SDPD Feedback on Case-Specific Matters None
  - 2. Review of Internal Affairs Investigations
    - a. Case 2023-0603 (OIS)
    - b. Case 2025-0043 (CAT I)
    - c. Case 2025-0197 (CAT I)
    - d. Case 2025-0091 (CAT II)
    - e. Case 2025-0154 (CAT II)
    - f. Case 2025-0088 (CAT I)
    - g. Case 2025-0335 (CAT II)
  - 3. Discipline Memos None
- II. REPORT FROM CLOSED SESSION- (General Counsel Bart Miesfeld) Interim Executive Director Bart Miesfeld reported that there was no reportable action.
- III. NEW COMMISSION PHOTO (Timestamp 31:27)
- IV. ADJOURNMENT: The meeting adjourned at 7:36 pm.

# Bylaws City of San Diego Commission on Police Practices

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o Exhibit A.

NACOLE Code of Ethics

o Exhibit B.

CPP Conflict of Interest Policy and Disclosure Form City of San Diego Code of Conduct Boards & Commissions

#### Preamble

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

# **Article I. Name and Authority**

#### Section 1. Name

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

#### **Section 2. Authority**

The Commission's statutory authority is derived from:

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

#### **Section 3. Parliamentary Procedures**

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

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

#### **Section 1. Purpose and Mission**

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

#### Section 2. Duties

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

A. To establish operating procedures for Commission on Police Practices governance and investigatory proceedings which are consistent with all

- applicable laws, rules and regulations, including collective bargaining agreements between the City and its recognized employee organizations.
- B. Independently investigate and evaluate:
  - 1) all deaths occurring while a person is in custody of the SDPD;
  - 2) all deaths resulting from the interaction with an officer of the SDPD, and
  - 3) all SDPD officer-related shootings.
- C. Prepare operating procedures for Commission investigators and other Commission staff to have immediate access to the scene or area of:
  - 1) An SDPD police officer-involved shooting:
  - 2) Death or deaths resulting from an interaction with one or more SDPD police officer(s);
  - 3) Death or deaths that occur while a person was in the custody of the SDPD; and
  - 4) Investigations by SDPD of the events listed in items 1-3 of this section.
- D. Make findings upon the completion of any investigation, complaint review or evaluation.
- E. Receive, register, review, and evaluate all complaints against SDPD officers, except the Commission must not review or evaluate a complaint where the complainant has requested the complaint be handled without investigation by the Commission or where no specific allegation or police officer can be identified.
- F. Review and evaluate all factual findings and evidentiary conclusions of the SDPD arising from investigations of police misconduct, including internal investigations not resulting from a complaint, and all disciplinary decisions resulting from sustained findings.
- G. Review and evaluate SDPD's compliance with federal, state, and local reporting laws and requirements.
- H. Comply with all applicable federal, state, and local laws and regulations, including the City's Civil Service Rules, Personnel Regulations, Administrative Regulations, and collective bargaining agreements between the city and its recognized employee organizations in any interaction with City employees.
- I. Maintain a mandatory training program for Commissioners to ensure their working knowledge of applicable laws and rules.
- J. Forward to SDPD a copy of any complaint received by the Commission that identifies an employee of the Department within five calendar days of the Commission's receipt of the complaint.
- K. Retain complaints and any reports or findings relating to complaints for at least five years or any longer period required by state law.
- L. Engage in outreach to address community groups and inform the public on the duties and responsibilities, policies, and ongoing operations of the Commission, including roundtable community meetings to solicit public input on Commission function(s).
- M. Establish operating procedures consistent with Section 26.1114 of the San Diego Municipal Code.

#### **Section 3. Discretionary Powers**

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

#### Section 4. Outreach and Education

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

#### Section 5. Independence

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

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

# Article III. Membership

## **Section 1. Selection and Appointment**

- A. The Commission will be composed of up to twenty-five (25) Commissioners appointed by the City Council pursuant to Section 26.1103 and 26.1105 of the San Diego Municipal Code.
- B. Appointment to the Commission will be for a 2-year term, with re-appointment for up to (3) additional consecutive 2-year terms. Commissioners can serve no more than four two-year terms consecutively.
- C. Commissioners shall serve without compensation, but shall be reimbursed for authorized, reasonable, and necessary expenses incurred in the performance of their official duties.
- D. Prior to assuming the duties of office, Commissioners must subscribe to the Oath of Office administered by the City Clerk's Office and sign the oath card. All Commissioners who are reappointed to the Commission must retake the Oath of Office and sign a new oath card. Commissioners are not voting members of the Commission until Oath of Office has been taken and the oath card has been signed.

#### Section 2. Responsibilities

Commissioners have the following responsibilities:

#### A. Meeting Attendance

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

Any Commissioner with an unexcused absence from at least three (3)

consecutive meetings of the full Commission may be removed from the Commission per Article III, Section 3.B. of these bylaws.

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

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

#### **B.** Case Review and Confidentiality

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

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

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

# C. Committee Participation

Commissioners are expected to participate on at least one of the committees of the Commission during each of the Commissioners two-year terms.

# D. Training

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

# E. Community Outreach

Commissioners are expected to participate in community outreach activities.

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

#### F. Ethical Conduct

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

Any actual or perceived conflict of interest during case review shall be avoided. Conflict of interest exists when a member has an outside financial interest or a personal relationship with someone involved in the case or has intimate knowledge of the facts of the case. Commissioners shall avoid any situation where they have a conflict of interest by immediately notifying the Chair or Executive Director requesting either to be excused from review of the case or to have the case reassigned. Commissioners shall recuse themselves

from discussion and voting on cases where they have a conflict of interest. Active involvement on other boards, committees or organizations could pose an actual or perceived conflict of interest with membership of the Commission. Commissioners shall disclose all potential conflicts to the Chair or Executive Director immediately. The complete Conflict of Interest Policy and Form is attached as Exhibit B of these bylaws.

#### Section 3. Removal

# A. Voluntary Resignation

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

#### **B.** Removal for Cause

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

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

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

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

#### Article IV. Officers

#### Section 1. Officers of the Commission

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

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

their second term.

## Section 2. Election, Vacancies, and Removal

#### A. Election

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

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

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

#### **B. Vacancies**

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

#### C. Removal

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

#### Section 3. Powers and Duties

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

#### A. Chair

The Chair shall have the following powers and duties:

- 1) Serve as Chair for all meetings of the Commission.
- 2) Serve as Chair for all meetings of the Executive Committee.
- Set the agenda for all Commission and Executive Committee meetings in collaboration and consultation with the Executive Committee and Executive Director.
- 4) Act as spokesperson for the Commission, to make official statements for the Commission, or to delegate this responsibility to another Commissioner or the Executive Director.
- 5) Coordinate with the Executive Director on communication between the Commission and the Mayor, the San Diego City Council, the Office of the City Attorney, and the Chief of Police.
- 6) Appoint Chairs and members for all Standing Committees of the Commission. Chairs of Standing Committees shall be subject to the approval of the Commission.
- 7) Serve as an ex officio member and ensure effective functioning of all

- committees of the Commission.
- 8) Perform such other duties as may be conferred by vote of the Commission.

# B. Vice Chair for Policy

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

- 1) Fulfill the duties of the Chair in the temporary absence of the Chair.
- 2) Serve as a member of the Executive Committee.
- 3) Participate in meetings with SDPD Internal Affairs and the Chief of Police.
- 4) Liaise with the Policy Committee.
- 5) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

#### C. Vice Chair for External Affairs

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

- 1) Fulfill the duties of the Chair in the temporary absence of the Chair and Vice Chair of Policy.
- 2) Serve as a member of the Executive Committee.
- 3) Participate in meetings with SDPD Internal Affairs and the Chief of Police.
- 4) Act as a Parliamentarian for the Commission or designate another Commissioner as parliamentarian, subject to approval by a majority vote of the Commission
- 5) Liaise with the Outreach Committee.
- 6) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

#### D. Vice Chair for Strategic Planning

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

- 1) Serve as a member of the Executive Committee.
- 2) Support the development and implementation of the Commission's annual strategic priorities, including budget development, in collaboration with the relevant committees and staff.
- 3) Coordinate progress tracking in collaboration with Committee Chairs and staff to align efforts.
- 4) Lead or support special projects related to Commission-wide goals.
- 5) Liaise with the Rules Committee.
- 6) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

#### E. Vice Chair for Commissioner Development

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

- 1) Serve as a member of the Executive Committee.
- 2) Support the recruitment, onboarding, training, and continuing education for Commissioners.
- 3) Liaise with the Training and Recruitment Committees.

- 4) Facilitate Commissioner engagement, mentorship, and participation.
- 5) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

# **Article V. Meetings**

#### Section 1. General

Meetings of the Commission shall be held regularly. The time and place for holding regular meetings shall be set by resolution or by these Bylaws. Notice of the time, place, and agendas of all meetings shall be provided pursuant to the requirements of the California Brown Act.

#### **Section 2. Regular Meetings**

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

#### **Section 3. Closed Sessions**

Closed sessions are held to provide a confidential environment and are restricted to only certain sensitive subjects as identified in the Brown Act, including but not limited to:

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

Attendance by anyone other than Commissioners is by invitation only.

#### Section 4. Special Meetings

A Special Meeting may be called by the Chair or a majority vote of the Legislative body. Notice of a Special Meeting shall be provided in accordance with the Brown Act, state the topic(s) to be discussed, and no other business may be considered during the Meeting.

# Section 5. Voting and Quorum

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

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

#### **Article VI. Committees**

#### Section 1. General

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

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

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

## **Section 2. Standing Committees**

Notice of Standing Committee meeting time, place and agenda shall be provided in accordance with the Brown Act.

Standing Committee Chairs have the following tasks:

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

#### A. Executive Committee

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

To ensure compliance with the Brown Act, outside of the Executive Committee meetings, a majority of the Executive Committee shall not participate in meetings with SDPD Internal Affairs, the Chief of Police, or other external meetings.

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

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

Allegations of impropriety against any Commissioner shall be referred to the Executive Committee. If an allegation involves a member of the Executive Committee, or if a conflict of interest is determined to exist, the Chair (or, if the Chair is implicated, the Commission by majority vote) shall appoint an ad

hoc investigative subcommittee of Commissioners not the subject of the allegation. The investigative body (Executive Committee or ad hoc subcommittee) shall make findings and recommendations to the full Commission for final determination.

# **B. Policy Committee**

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

# C. Training Committee

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

# D. Community Outreach Committee

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

#### E. Rules Committee

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

#### F. Recruitment Committee

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

#### **Section 3. Ad Hoc Committees**

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

#### A. Nominating Committee

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

## **Article VII. Administration**

#### **Section 1. Executive Director**

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

- A. Interface with community members, respond to inquiries, and receive complaints.
- B. Direct the day-to-day operations of the Commission and staff.
- C. Coordinate with the Chair on communication between the Commission and the Mayor, the San Diego City Council, the Office of the City Attorney, and the Chief of Police.
- D. Maintain records and prepare reports, including semi-annual reports to the Mayor and City Council.
- E. Hire and supervise Commission staff, independent contractors, and consultants.
- F. Arrange for the preparation and dissemination of all meeting notices for the Commission and Committee meetings as required by the Ralph M. Brown Act.
- G. Attend all Commission meetings, unless excused by the Chair and provide staff support for Committee meetings.
- H. Serve as custodian of the Commission's records, in compliance with all applicable laws related to records retention, protection, confidentiality, and disclosure.
- I. Arrange for the preparation of and dissemination of the minutes of all CPP and Committee meetings.
- J. To act as spokesperson for the Commission, to make official statements for the Commission, or to delegate responsibility to another staff member.
- K. Direct the development and management of the budget of the Commission.

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

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

#### **Section 2 - Executive Director Vacancy**

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

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

#### **Section 3: Independent Legal Counsel**

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

hired by the Executive Director, with the approval of the Executive Committee.

#### **Article VIII. Amendment**

#### Section 1. CPP Bylaws

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

#### Section 2. CPP Special Rules of Order

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

# **Section 3. CPP Operational Standing Rules**

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

# **Section 4: CPP Administrative Standing Rules**

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

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

Approved by vote of the Commission on Police Practices on April 2, 2025

Attachments:

- A. NACOLE Code of Ethics
- B. CPP Conflict of Interest Policy and Disclosure Form



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

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

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

#### **SCOPE**

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

referenced by this Policy.

#### ADDRESSING CONFLICTS OF INTERESTS

- A Commissioner who becomes aware of a personal conflict of interest or the appearance of a personal conflict of interest that affects their duty as a Commissioner has an immediate obligation to disclose that conflict to the Executive Director and Chair by filing a Conflict-of-Interest Disclosure Form incorporated into, and attached to, this Policy.
- 2. Any Commissioner who has a personal interest in a complaint, investigation, or matter before, or likely to come before, the Commission who will or is expected to participate in that decision must file a Conflict-of-Interest Disclosure Form with the Executive Director and Chair at the earliest opportunity.
- 3. The Commissioner must recuse themselves from any participation, whether direct or indirect, in any Commission action or decision that may reasonably be expected to affect their interest consistent with this Policy, City of San Diego Code of Ethics and San Diego Municipal Code section 26.1106.

#### **DUTY TO DISCLOSE AT MEETING**

- 1. Any Commissioner who has a personal interest in a complaint, investigation, or matter before, or likely to come before, the Commission who will or is expected to participate in that decision must, following the announcement of the agenda item to be discussed or voted upon, but before either the discussion or vote commences, do the following:
  - a. Publicly identify the personal interest giving rise to the conflict and request that this disclosure be made part of the record of the proceedings;
  - b. Recuse themselves from discussing, voting, or attempting to use their influence to affect the outcome of this matter;
  - c. Leave the room until after the discussion and vote on the item in question; In the event the discussion or vote is to occur in Closed Session, the public identification may be made orally during the Open Session before the body goes into Closed Session and may be limited to a declaration that their recusal is because of a conflict of interest on a particular closed session item, and that the Commissioner is recused from any participation on the Closed Session item.

# DISCLOSURE AND PUBLIC RECORDS

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

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

Under San Diego City Charter section 41.2, the Commission on Police Practices is an investigatory body of the City, independent of the Mayor,

Police Chief, and Police Department. The Commission's purpose is:

- 1. To provide independent community oversight of the Police Department, directed at increasing community trust in the Police Department and increasing safety for both community members and police officers;
- 2. To perform independent investigations of police officer-involved shootings, in custody deaths, and other significant incidents involving the Police Department, and independent evaluations of complaints against the SDPD and its personnel, in a process that is transparent and accountable to the community; and
- 3. To evaluate and review Police Department policies, practices, training, and protocols, and represent the community in making recommendations for changes.

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

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

This Conflict-of-Interest Disclosure Form must be filed with the Executive Director and Chair and indicate:

 Whether a commissioner has any actual or perceived interest, involvement, or participation in any complaint or actions coming before the Commission.

- A Commissioner should disclose any personal, business, or volunteer affiliations that may give rise to a real or perceived conflict of interest.
- Any actions or interests that would reasonably appear to affect the independence and impartiality of the Commissioner or potentially compromise the independence and impartiality of the Commission should be disclosed in this form.

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

Please use the form on the next page.

**Agenda Item or Commission Action:** I have the following conflict of interest to report involving a family member, or personal, business, volunteer, or professional relationship: 1. 2. 3. I have the following conflict of interest to report involving my personal interest, or involvement in a complaint, action, or matter before the Commission: 1. 2. 3. I acknowledge that this Conflict-of-Interest Form constitutes a public record under the California Public Records Act or Government Code sections 6250 et seq. I hereby certify that the information set forth above is true and complete to the best of my knowledge. Print Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date:\_\_

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

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



# National Association for Civilian Oversight of Law Enforcement

# **Code of Ethics**

#### **PREAMBLE**

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

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

#### PERSONAL INTEGRITY

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

#### INDEPENDENT AND THOROUGH OVERSIGHT

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

#### TRANSPARENCY AND CONFIDENTIALITY

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

#### RESPECTFUL AND UNBIASED TREATMENT

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

#### **OUTREACH AND RELATIONSHIPS WITH STAKEHOLDERS**

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

#### AGENCY SELF-EXAMINATION AND COMMITMENT TO POLICY REVIEW

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

#### PROFESSIONAL EXCELLENCE

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

#### PRIMARY OBLIGATION TO THE COMMUNITY

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

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

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

# City of San Diego Code of Conduct Boards and Commissions

### A. CONDUCT GUIDELINES

These Conduct Guidelines shall apply to individuals appointed to a City board or commission under San Diego Charter sections 41, 41.2, and 43 (members). These Conduct Guidelines are designed to describe the manner in which appointed members should treat one another, elected officials, City staff, constituents, and others they come into contact with while representing the City.

# 1. Members' Conduct with Each Other in Public Meetings

Members represent a wide variety of backgrounds, personalities, values, expertise, opinions, and goals. Despite this diversity, all have chosen to serve in public office to preserve and protect the present and the future of the community. In all cases, members should acknowledge this common goal even though individuals may not agree on every issue.

- a. Honor the role of the chair in maintaining order

  It is the responsibility of the chair to run the meeting and keep the comments of members on topic during public meetings. Members should honor efforts by the chair to focus discussion on current agenda items. If there is disagreement about the agenda or the chair's actions, those objections should be voiced politely and with reason, following parliamentary procedure outlined in the applicable bylaws, if any, or Robert's Rules of Order.
- b. Practice civility and decorum in discussions and debate

  Difficult questions, tough challenges to a particular point of view, and criticism of ideas and information are legitimate elements of debate by a free democracy in action. Free debate does not require nor justify public officials to make belligerent, personal, impertinent, slanderous, threatening, abusive, or disparaging comments.
- c. Avoid personal attacks or comments that could offend other members

  If a member is personally offended by the remarks of another member, the offended member should make note of the actual words used and call for a "point of personal privilege" that challenges the other member to justify or apologize for the language used. The chair shall maintain control of this discussion.
- d. Demonstrate effective problem-solving approaches

  Members have a public stage and have the responsibility to show how individuals with disparate points of view can find common ground and seek a compromise that benefits the entire community.

# 2. Members' Conduct with the Public in Public Meetings

Making the public feel welcome is an important part of the democratic process. No signs of partiality, prejudice, or disrespect should be evident on the part of individual members toward an individual participating in a public forum. Every effort should be made to be fair and impartial in listening to public testimony.

- a. Be welcoming to speakers and treat them with care and gentleness.
   While questions of clarification may be asked, the member's primary role during public testimony is to listen.
- b. Be fair and equitable in allocating public hearing time to individual speakers. The chair will determine and announce limits on speakers at the start of the public hearing process.
- c. Practice active listening

While active listening can be exercised differently by every individual, it can be disconcerting to speakers to have members not look at them when they are speaking. It may be fine to look down at documents or to make notes, but reading for a long period of time or gazing around the room can give the appearance of disinterest. Members should be conscious of facial expressions and avoid those that could be interpreted as "smirking," disbelief, anger, or boredom.

# d. Maintain an open mind

The public deserves an opportunity to address the members and to influence the thinking of elected and appointed officials.

e. Ask for clarification, but avoid debate and argument with the public

Only the chair – not individual members – can interrupt a speaker during a presentation, including when a speaker is perceived to be disruptive. However, a member can ask the chair for a point of order if the speaker is off the topic.

### 3. Member's Conduct with the Public Outside of Public Meetings

- a. Members may represent themselves to the public as a member of a board or commission when performing official business as a member, or when authorized by the board or commission, or the City. When not performing official business or otherwise authorized, members should make clear they are not speaking on behalf of the board or commission, or the City.
- b. The City seal or logo may be used in compliance with the City of San Diego Visual Style Guide when conducting City business as a board or commission after securing (1) the approval by the board or commission at a public meeting to submit a request to the Mayor, and (2) the approval of the Mayor, or designee, of the request from the board or commission.

- c. Official positions and opinions of a board or commission must be established by approval of the board or commission at a public meeting, not by an individual member of a board or commission, and must be regarding the subject matter within the purview of the board or commission.
- d. Except for the Commission on Police Practices and Ethics Commission, press releases or other official communications with the media on behalf of the board or commission must be first provided to the Office of Boards and Commissions for review. Press releases and other official communications must be regarding the subject matter within the purview of the board or commission. The Commission on Police Practices must manage their press releases and other official communications with the media consistent with their authority under San Diego Charter section 41.2, Council-approved ordinances and procedures, and applicable federal and state law. The Ethics Commission must manage their press releases and other official communications with the media consistent with their authority under the San Diego Charter, Council-approved ordinances and procedures, and applicable federal and state law.

# 4. Members' Conduct with City Staff

Governance of the City relies on the cooperative efforts of elected officials, who set policy, appointed officials who advise the elected, and City staff who implement and administer the Council's policies. Therefore, members should make every effort to be cooperative and show mutual respect for the contributions made by each individual for the good of the community.

- a. Treat all City staff as professionals

  Clear and honest communication that respects the abilities, experience, and dignity of each individual is expected. Poor behavior and personal attacks towards City staff are not acceptable. Any member who has concerns about the employment performance of an individual City staff should contact the City staff's manager or supervisor. The members of the Commission on Police Practices are expected to act in a manner consistent with their authority under San Diego Charter section 41.2, Council-approved ordinances and procedures, and applicable federal and state law.
- b. Do not disrupt City staff from their jobs

  Members should not disrupt City staff while they are in meetings, on the phone, or engrossed in performing their job functions to have their individual needs met. Do not attend City staff meetings unless requested by staff even if the member does not say anything, their presence implies support, shows partiality, may intimidate staff, and hampers staff's ability to do their job objectively.
- c. Requests of City staff

  Except for members of the Commission on Police Practices and Ethics Commission, members of boards and commissions must request assistance from City staff through the chair to the assigned liaison and not the City staff directly. The assigned liaison will be responsible for coordinating with the Office of Boards and Commissions as appropriate. The Commission on Police Practices must request assistance from City staff consistent

with their authority under San Diego Charter section 41.2, Council-approved ordinances and procedures, and applicable federal and state law. The Ethics Commission must request assistance from City staff consistent with their authority under the San Diego Charter, Council-approved ordinances and procedures, and applicable federal and state law.

# d. Expenditure of Funds

Except for the Commission on Police Practices, members must receive prior approval from the Office of Boards and Commissions for any expenditure of funds, personal or otherwise, for any board or commission business. Members of the Commission on Police Practices must expend funds, personal or otherwise, for any Commission on Police Practices business consistent with their authority under San Diego Charter section 41.2, Council-approved ordinances and procedures, and applicable federal and state laws. Members of the Ethics Commission must expend funds, personal or otherwise, for any Ethics Commission business consistent with their authority under the San Diego Charter, Council-approved ordinances and procedures, and applicable federal and state law.

### **B. ETHICS**

Members of boards and commissions who ae required to file economic interest disclosure forms, Statements of Economic Interests Form 700 (SEIs), under a conflict of interest code must comply with the City of San Diego's Ethics Ordinance, San Diego Municipal Code sections 27.3501 – 27.3595. The City of San Diego Ethics Commission enforces the Ethics Ordinance and provides training to members of boards and commissions who are subject to SEI filing. The Ethics Commission's Fact Sheets and Frequently Asked Questions are located on its website Ethics Commission | City of San Diego Official Website, and you may contact the Ethics Commission at ethicscommission@sandiego.gov or (619) 533-3476 with questions regarding your compliance with the Ethics Ordinance. Please note that the Ethics Commission gives advice about future conduct only, not about actions already taken.

### C. ATTENDANCE

Members shall attend all open and public meetings of the group unless excused in accordance with applicable bylaws, if any. Except for the Commission on Police Practices and Ethics Commission, members should communicate to the chair or the assigned liaison in advance, if possible, if they will miss a meeting. Meetings that are cancelled at the last minute due to a lack of quorum compromises the credibility of the board or commission and inconveniences members, City staff, and the public. The Executive Director of the Commission on Police Practices will record and track absences of members of the Commission on Police Practices. The Executive Director of the Ethics Commission will record and track absences of members of the Ethics Commission.

### D. IMPLEMENTATION

This Code of Conduct is intended to be self-enforcing and is an expression of the standards of conduct for members expected by the City. It therefore becomes most effective when members are thoroughly familiar with it and embrace its provisions.

For this reason, this document will be included in the regular orientations for applicants to boards and commissions. Members entering office shall sign a statement acknowledging they have read and understand this Code of Conduct. In addition, this Code of Conduct shall be periodically reviewed by the Office of Boards and Commissions and updated as necessary.

### 1. Acknowledgement of Code of Conduct

Members must sign an acknowledgement that they have read and understand this Code of Conduct.

### 2. Behavior and Conduct

This Code of Conduct expresses standards of conduct expected for members of City Boards and Commissions. Members themselves have the primary responsibility to ensure that such standards are understood and met.

# 3. Ethics Training for Local Officials

Upon appointment, members who are required to file SEIs must file an Assuming Office SEI online within 30 days of appointment. The filing of an Assuming Office SEI should alert the Ethics Commission to add you to the list to attend the Ethics Commission's training on the Ethics Ordinance. Members should contact their board or commission liaison and may contact the Ethics Commission at ethicscommission@sandiego.gov to ensure they are signed up for required training at the first available opportunity. Members who are subject to the Ethics Ordinance are required by Council Policy 000-04 to take their first training course within 90 days of their appointment and to attend the course every two years thereafter. Members subject to the Ethics Ordinance are required to comply with its laws and to attend all required trainings. Members will receive notices regarding future training requirements.

### E. ALLEGED VIOLATIONS

Except for the Commission on Police Practices and Ethics Commission, an alleged violation of this Code of Conduct may be reported to the Office of Boards and Commissions. An alleged violation of this Code of Conduct by a member of the Commission on Police Practices may be reported to the Executive Director of the Commission of Police Practices. An alleged violation of this Code of Conduct by a member of the Ethics Commission may be reported to the Executive Director of the Ethics Commission. For those members subject to the Ethics Ordinance, an alleged violation of the Ethics Ordinance may be reported to the Ethics Commission.

# Bylaws City of San Diego Commission on Police Practices

### Preamble

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

# **Article I. Name and Authority**

#### Section 1. Name

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

# **Section 2. Authority**

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

United States Constitution ¶

California Constitution ¶

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

The Commission's statutory authority is derived from:

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

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

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

City of San Diego Administrative Regulations ¶

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

CPP Bylaws ¶

CPP Special Rules of Order (not created yet)¶

CPP Operational Standing Rules (not created yet)¶

CPP Administrative Standing Rules (not created yet)¶

Robert's Rules of Order, Newly Revised ¶

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

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

# Section 3. Parliamentary Procedures

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

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

# **Section 1. Purpose and Mission**

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

### Section 2. Duties

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

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

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

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

- 3.) -all SDPD officer-related shootings.
- C. Prepare operating procedures for Commission investigators and other Commission staffers to have immediate access to the scene or area of:
  - (1) An SDPD police officer-involved shooting;
  - (2) Death or deaths resulting from an interaction with one or more SDPD police officer(s);
  - (3) Death or deaths that occur while a person was in the custody of the SDPD; and
  - (4) Investigations by SDPD of the events listed in items 1-3 of this section.

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- D. Make findings upon the completion of any investigation, complaint review or evaluation.
- E. Receive, register, review, and evaluate all complaints against SDPD officers, except the Commission must not review or evaluate a complaint where the complainant has requested the complaint be handled without investigation by the Commission or where no specific allegation or police officer can be identified. except that the Commission will not review and evaluate complaints where the complainant has requested that the matter be handled without investigation, or where no specific allegation or police officer can be identified. unless the complainant has requested that there be no investigation.
- F. Review and evaluate all factual findings and evidentiary conclusions of the SDPD arising from investigations of police misconduct, including internal investigations not resulting from a complaint, and all disciplinary decisions resulting from sustained findings.
- G. Review and evaluate SDPD's compliance with federal, state, and local reporting laws and requirements.
- H. Comply with all applicable federal, state, and local laws and regulations, including the City's Civil Service Rules, Personnel Regulations, Administrative Regulations, and collective bargaining agreements between the city and its recognized employee organizations in any interaction with City employees.
- I. Maintain a mandatory training program for individuals interested in appointment to the Commissioners. Upon appointment, Commissioners must also complete training to ensure their working knowledge of applicable laws and rules.
- J. Forward to SDPD a copy of any complaint received by the Commission that identifies an employee of the Department within five calendar days of the Commission's receipt of the complaint.
- K. Retain complaints and any reports or findings relating to complaints for at least five years or any longer period required by state law.

- L. Engage in outreach to address community groups and inform the public on the duties and responsibilities, policies, and ongoing operations of the Commission, including roundtable community meetings a roundtable in a community location to solicit public input on Commission function(s).
- M. Establish operating procedures consistent with Section 26.1114 of the San Diego Municipal Code. for: (1) the preparation and submission of a semi-annual report to the Mayor and City Council regarding the exercise of the Commission's duties and powers; (2) the community to evaluate the commission's processes and performance; (3) the development, data collection, tracking, and reporting of community policing standards; (4) the Commission's communications with complainants regarding the status of their complaints; (5) public communications on the Commission's internet website, including providing to the public, as soon as practicable, as much information as permitted by law, on the status of the Commission's investigation of each complaint, the list of all complaints received, the Commission's findings on the ¶
- eomplaints it investigated, and all of the Commission's recommendations.

# **Section 3. Discretionary Powers**

# (Insert citations)

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

- A. Conduct independent investigatory proceedings, subpoena witnesses, and authorize enforcement of the subpoena. ¶
- B. Investigate complaints against SDPD officers (in addition to the required investigations stated above), unless the complainant has requested that the matter be handled without an investigation, provided that the Commission determines that the complaint arises from any one of the following: ¶
  - (1) an incident in which the use of force by a SDPD officer resulted in great bodily injury. ¶
  - (2) dishonesty by a SDPD officer including an allegation of perjury, filing false reports, and destruction, falsifying or concealing evidence. ¶
  - (3) an incident that has generated substantial public interest or concern.
  - (4) an incident where the data shows a pattern of misconduct by a SDPD officer. ¶
  - (5) an incident where data shows a pattern of inappropriate policies, procedures, or practices of the Police Department or its member. ¶
- C. Review, evaluate and investigate allegations of inappropriate sexual conduct, physical assault, or domestic violence by SDPD officers. ¶
- D. Make recommendations to the Chief of Police on the discipline of individual officers about whom complaints have been made or about whom the Commission has conducted an investigation. ¶

- E. Review and evaluate the Police Department's administration of discipline of police officers arising from other matters not involving alleged misconduct.
- F. Review and evaluate the policies, procedures, practices, and actions of the SDPD. ¶
- G. Make specific recommendations to the Chief of Police, the Mayor, and the City Council on any policies, procedures, practices, and actions of the SDPD.
- H. Develop and implement a mediation program that enables complainants to resolve their issues with a police officer who is a subject of a complaint, through face-to-face alternative dispute resolution involving a trained mediator. ¶
- I. Establish an operating procedure to directly receive and investigate complaints by members of the public against SDPD employees who are not police officers.¶

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### Section 4. Outreach and Education

### (Insert citation)

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

### Section 5. Independence

### (Insert citations)

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

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

# **Article III. Membership**

- A. The Commission will be composed of up to twenty-five re will be up to (25) Commissioners appointed by the City Council pursuant to Section 26.1103 and 26.1105 of the San Diego Municipal Code. who must reside within the City of San Diego with the following categories: ¶
  - (1) Nine Commissioners, one from each Council District ¶
  - (2) Two Commissioners aged 18 to 24 at the time of appointment ¶
  - (3) Five Commissioners residing in low-to-moderate income neighborhoods ¶
  - (4) Nine Commissioners at large without additional age or residence restriction ¶
- B. AEffective June 30th, 2024, appointment to the Commission-CPP will be to a specific seat—within a category for a 2-year term, with re-appointment for up to (3) additional consecutive 2-year terms. Only half of the Commissioners—will be eligible for reappointment in any one year. (James Justice Rule—see ordinance re-staying in a seat until replaced)
- C. The process for appointment to the CPP will be determined by the San Diego City Council. The primary concern for appointment of Commissioners will be to maintain full membership of the Commission. Recruiting to fill vacancies will focus on candidates for the specific seats that are vacant. ¶
- DC. Commissioners shall serve without compensation, but shall be reimbursed for authorized, reasonable, and necessary expenses incurred in the performance of their official duties.
- D. Prior to assuming the duties of office, Commissioners must subscribe to the Oath of Office administered by the City Clerk's Office and sign the oath card. All Commissioners who are reappointed to the Commission must retake the Oath of Office and sign a new oath card. Commissioners are not voting members of the Commission until Oath of Office has been taken and the oath card has been signed. Once Commissioners take the Oath of Office and sign the oath card, they are considered voting members of the Commission.

### Section 2. Responsibilities

Commissioners have the following responsibilities:

### A. Meeting Attendance

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

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

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

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

# B. Case Review and Confidentiality

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

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

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

# C. Committee Participation

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

# D. Training

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

opportunities as determined by the Training and Continuing Education Committee.

# E. Community Outreach

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

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

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

### F. Ethical Conduct

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

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

### Section 3. Removal

# A. Voluntary Resignation

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

### B. Removal for Cause

(Clean up to match with ordinance)

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

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

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

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

### not east a vote in the matter.

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

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

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

### **Article IV. Officers**

### Section 1. Officers of the Commission

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

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

### Section 2. Election, Vacancies, and Removal and Succession

### A. Election

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

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

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

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

### **B. Vacancies**

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

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

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

# C. Removal

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

### Section 3. Powers and Duties

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

### A. Chair

The Chair shall have the following powers and duties:

- (1) To sServe as Chair for all meetings, Closed and Open, of the Commission.
- (2) To sServe as Chair for all meetings of the Executive Committee.
- (3) To serve as a member of the Cabinet. ¶
- (34) To sSet the agenda for all Commission and, Executive Committee meetings in collaboration and consultation with the Executive Committee and Executive Director.—meetings in consultation with the Executive Director.—
- (4<del>5</del>) To aAct as the spokesperson for the Commission, to make official statements for the Commission, or to delegate this responsibility to another Commissioner. (Note E.D. job description and discuss)
- (56) Coordinate with the Executive Director on communication between the Commission and the Mayor, the San Diego City Council, the Office of the

- City Attorney, and the Chief of Police.
- (67) To a Appoint Chairs and members for all Standing Committees of the Commission. Chairs of Standing Committees shall be subject to the approval of the Commission.
- (78) To be Serve as an ex officio member and ensure effective functioning of all committees of the Commission.
- (9) To pPerform such other duties as may be conferred by vote of the Commission.

# B. First Vice Chair for Policy

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

- (1) To fFulfill the duties of the Chair in the temporary absence of the Chair.
- (2) To sServe as a member of the Executive Committee.
- (3) Participate in meetings with SDPD Internal Affairs and the Chief of Police. To serve as a member of the Cabinet.
- (4) To oversee training of new members with the Training and Continuing Education Committee.
- (5) Liaise with the Policy Committee.
- (6) To pPerform such other duties as may be conferred by vote of the Commission or requested by the Chair.

### C. Second-Vice Chair for External Affairs

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

- (2) To serve as Chair for the Executive Committee Meeting in the absence of the Chair and First Vice Chair. ¶
- (2<del>3</del>) <del>To s</del>Serve as a member of the Executive Committee.

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- (34) To serve as a member of the Cabinet. Participate in meetings with SDPD Internal Affairs and the Chief of Police.
- (45) To aAct as or designate a Parliamentarian for the Commission or designate another Commissioner as parliamentarian, subject to approval by a majority vote of the Commission. The proposed parliamentarian is subject to approval by a majority vote of the Commission.
- (5) Liaise with the Outreach Committee.
- (66) To pPerform such other duties as may be conferred by vote of the Commission or requested by the Chair.

### D. Vice Chair for Strategic Planning

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

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

- (2) Support the development and implementation of the Commission's annual strategic priorities, including budget development, in collaboration with the relevant committees and staff.
- (3) Coordinate progress tracking in collaboration with Committee Chairs and staff to align efforts.
- (4) Lead or support special projects related to Commission-wide goals.
- (5 Liaise with the Rules Committee.
- (6) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

# **E. Vice Chair for Commissioner Development**

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

- (1) Serve as a member of the Executive Committee.
  - (2) Support the recruitment, onboarding, training, and continuing education for Commissioners.
  - (3) Liaise with the Training and Recruitment Committees.
  - (4) Facilitate Commissioner engagement, mentorship, and participation.
- (5) Perform such other duties as may be conferred by vote of the Commission or requested by the Chair.

### D. Cabinet ¶

The Cabinet shall: ¶

- 1) Investigate allegations of impropriety against any Commissioner and make recommendations resulting from such investigations. ¶
- 2) Provide oversightsupervision of and consultation with the Executive Directorto ensure the Commission fulfills its purpose, mission, duties, powers, and objectives. (should this be the ExCom?)

# **Article V. Meetings**

### Section 1. General

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

# Section 2. Regular Meetings

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

comment, and to hear presentations. Regular meetings may include Closed Session items.

### **Section 3. Closed Sessions**

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

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

Attendance by anyone other than Commissioners is by invitation only.

# Section 4. Priority Special Meetings

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

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

# Section 5. Voting and Quorum

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

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Chair may vote whenever their vote will affect the result.

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

### **Article VI. Committees**

### Section 1. General

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

Committees fall into two categories: Standing Committees and Ad Hoc Committees. Standing Committees require a constant presence to carry out long-term ongoing functions of the Commission. Ad Hoc Committees either support periodic functions of

the Commission that do not require a constant presence for service or are formed to accomplish specific, short-term tasks. that are not within the assigned function of any Standing Committee or any other Ad Hoc Committee.

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

Standing Committee Chairs have the following tasks: ¶

- A. Conduct Committee meetings at least quarterly or more often as needed.
- B. Ensure appropriate Support the Brown Act requirement for public notice of all meetings, with an agenda in advance and opportunities for public comment. ¶
- C. Report on Committee activities at Regular Open Meetings and make recommendations for Commission action. ¶
- D. Contribute a summary of Committee activities and accomplishments for the required CPP Semi-Annual Reports to the City Council. ¶
- E. Serve as a member of the Executive Committee. ¶

# **Section 2. Standing Committees**

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

Standing Committee Chairs have the following tasks:

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

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# A. Executive Committee

The Executive Committee has continuing jurisdiction over the effective and ethical functioning of the Commission. The Chair of this Committee is the

Commission Chair. Members of the Executive Committee are the elected officers of the Commission-and Standing Committee Chairs. Regular meetings of the Executive Committee shall be held monthly, or at the discretion of the Chair. Priority meetings of the Executive Committee may be called by the Chair or two Officers. The Executive Committee shall is responsible for the oversight and annual performance review of the Executive Director. The Executive Committee may advise the Executive Director on finance and budget issues.

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

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

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

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

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

# B. Policy Committee

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

### C. Training and Continuing Education Committee

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

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

# D. Community Outreach Committee

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

### **E. Rules Committee**

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

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

### F. Recruitment Committee

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

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### **Section 3. Ad Hoc Committees**

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

# A. Nominating Committee

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

# **Article VII. Administration**

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

- A. Interface with community members, respond to inquiries, and receive complaints.
- B. Direct the day-to-day operations of the Commission and staff.
- C. Liaison between the Commission and City departments, in particular SDPD and the City Attorney's Office. Coordinate with the Chair on communication between the Commission and the Mayor, the San Diego City Council, the Office of the City Attorney, and the Chief of Police.
- D. Maintain records and prepare reports, including semi-annual reports to the Mayor and City Council.
- E. Hire and supervise Commission staff, independent contractors, and consultants.
- F. Arrange for the preparation of all meeting notices for the CPP and Committee meetings as required by the Ralph M. Brown Act.
- G. Attend all CPP meetings, unless excused by the Chair and provide staff support for Ceommittee meetings.
- H. Serve as custodian of the Commission's records, in compliance with all applicable laws related to records retention, protection, confidentiality, and disclosure.
- I. Arrange for the preparation of and dissemination of the minutes of all CPP and Ceommittee meetings.
- J. To act as spokesperson for the Commission, to make official statements for the Commission, or to delegate responsibility to another staff member.
- K. Direct the development and management of the budget of the Commission.

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

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

### **Section 2 - Executive Director Vacancy**

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

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

# **Section 2: Independent Legal Counsel**

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

### **Article VIII. Amendment**

# Section 1. CPP Bylaws

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

# Section 2. CPP Special Rules of Order

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

### **Section 3. CPP Operational Standing Rules**

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

### **Section 4: CPP Administrative Standing Rules**

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

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

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

# Attachments:

- A. NACOLE Code of Ethics
- B. CPP Conflict of Interest Policy and Disclosure Form

# National Association for Civilian Oversight of Law Enforcement

# **Code of Ethics**

### **PREAMBLE**

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

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

### PERSONAL INTEGRITY

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

### INDEPENDENT AND THOROUGH OVERSIGHT

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

### TRANSPARENCY AND CONFIDENTIALITY

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

# RESPECTFUL AND UNBIASED TREATMENT

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

Adopted by the Board of Directors on August 12, 2015 (Page 1 of 2)

# **OUTREACH AND RELATIONSHIPS WITH STAKEHOLDERS**

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

AGENCY SELF-EXAMINATION AND COMMITMENT TO POLICY REVIEW Seek

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

### PROFESSIONAL EXCELLENCE

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

### PRIMARY OBLIGATION TO THE COMMUNITY

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

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

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



The Commission on Police Practices adopts this Conflict-of-Interest Policy ("Policy") to ensure the proper independence and impartiality of the

Commission, and to foster unquestioned public confidence in the Commission's independence and institutional integrity as a properly administered civilian oversight agency for purposes of due process, transparency, and accountability.

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

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

### **SCOPE**

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

### ADDRESSING CONFLICTS OF INTERESTS

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

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

### **DUTY TO DISCLOSE AT MEETING**

- 1. Any Commissioner who has a personal interest in a complaint, investigation, or matter before, or likely to come before, the Commission who will or is expected to participate in that decision must, following the announcement of the agenda item to be discussed or voted upon, but before either the discussion or vote commences, do the following:
  - a. Publicly identify the personal interest giving rise to the conflict and request that this disclosure be made part of the record of the proceedings;
    - b. Recuse themselves from discussing, voting, or attempting to use their influence to affect the outcome of this matter;
  - c. Leave the room until after the discussion and vote on the item in question;
    - d. In the event the discussion or vote is to occur in Closed Session, the public identification may be made orally during the Open Session before the body goes into Closed Session and may be limited to a declaration that their recusal is because of a conflict of interest on a particular closed session item, and that the Commissioner is recused from any participation on the Closed Session item.

### DISCLOSURE AND PUBLIC RECORDS

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



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

2

purpose.

Under San Diego City Charter section 41.2, the Commission on Police Practices is an investigatory body of the City, independent of the Mayor, Police Chief, and Police Department. The Commission's purpose is:

- (1) To provide independent community oversight of the Police Department, directed at increasing community trust in the Police Department and increasing safety for both community members and police officers;
- (2) To perform independent investigations of police officer-involved shootings, in custody deaths, and other significant incidents involving the Police Department, and independent evaluations of complaints against the SDPD and its personnel, in a process that is transparent and accountable to the community; and
- (3) To evaluate and review Police Department policies, practices, training, and protocols, and represent the community in making recommendations for changes.

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

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

This Conflict-of-Interest Disclosure Form must be filed with the Executive Director and Chair and indicate:

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

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

Please use the form on the next page. Commission on Police Practices

# Conflict-of-Interest Disclosure Form

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

I have the following conflict of interest to report involving a family member, or personal, business, volunteer, or professional relationship:
1.
2.
3.
I have the following conflict of interest to report involving my personal interest or involvement in a complaint, action, or matter before the Commission:
1.
2.
3.
I acknowledge that this Conflict-of-Interest Form constitutes a public record under the California Public Records Act or Government Code sections 6250 et seq.
I hereby certify that the information set forth above is true and complete to the best of my knowledge.
Signature: Date:
Print Name:

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

Agenda Item or Commission Action:

# **Community Engagement & Outreach Report**

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

Since January 1, 2025, our office has reached out to over 200 groups requesting to give presentations or host community booths to introduce the Commission on Police Practices. By the end of this month, we will have successfully completed a total of 53 presentations. The majority of our presentations were to community planning groups and neighborhood associations across the City of San Diego. We also participated in the following nine community tabling events/booths:

- All People's Celebration by Alliance San Diego (January)
- City Heights Festival of Love (February)
- City College Social Justice Conference (March)
- City College Side by Side: Cracking the Code for Successful Reentry (June)
- Cooper Foundation Juneteenth Celebration (June)
- Black Worker Conference by the Black Worker Center (September)
- Community Wraparound Turkey Giveaway (November)
- City Heights CDC Winter Extravaganza (December)
- Sherman Heights x MCC Winter Celebration (December)

We also have three presentations scheduled for January 2026 and a community booth opportunity as well. We are still working hard to request presentations monthly to reach more San Diegans, especially people in hard-to-reach communities.

Our goal in 2026 is to focus our outreach on City of San Diego high schools, community colleges, and universities. If you have contacts with teachers, counselors, or other school personnel, please connect us.

We appreciate your support in the following events:

- Saturday, December 13, 2025: CHCDC Winter Extravaganza (12–5 pm) City Heights
- Sunday, December 14, 2025: MCC Winter 2025 Celebration (1–4 pm) Sherman Heights

A special thank you to Kelsey Gans, my brilliant intern who made all those community outreach events a reality. Today is Kelsey's last CPP meeting, and since she started with our office in August 2024, she has been incredible. She's a self-starter, extremely detail-oriented, and very reliable and competent. Kelsey made my job easy, and for the first time I felt like I had someone

I could really rely on to run things if I am not available. Kelsey, thank you from the bottom of my heart for your commitment, dedication, and professionalism.

Thank you,

Yasmeen Obeid

Director of Community Engagement and Internship Programs

**Commission on Police Practices** 

### **Community Outreach Committee Meeting Report**

The Community Outreach Committee will not be meeting in the month of December. Our next meeting will tentatively be on Thursday, January 15, 2025, from 6:30 – 7:30pm at the CPP office located at 525 B street, San Diego, CA 92101.

The committee will also be hosting a *community roundtable on Monday, December 8,* **2025, from 5:30 – 7:30 pm at the Valencia Park/ Malcolm X Library** located at [5148 Market St, San Diego, CA 92114].

We encourage all members of the community to join us and share their experiences with SDPD as well as what they would like the CPP to prioritize in 2026.

Rsvp to join at: bit.ly/CPProundtable12-8-25





### COMMISSION ON POLICE PRACTICES

# COMMISSION ON POLICE PRACTICES MEETINGS CALENDAR

January 7, 2026 R 5:00pm-8:00pm Se

**Regular Business Meeting** Southeastern Live Well Center

5101 Market Street, San Diego, CA 92114

**January 21, 2026** 5:00pm-8:00pm

**Regular Business Meeting** Southeastern Live Well Center

5101 Market Street, San Diego, CA 92114

**January 31, 2026** 10:00am-5:00pm

CPP Policy Conference (Tentative)
Procopio Towers - Conference Room
525 B Street, San Diego, CA 92101

**February 4, 2026** 5:00pm-8:00pm

**Regular Business Meeting**Southeastern Live Well Center

5101 Market Street, San Diego, CA 92114

**February 18, 2026** 5:00pm-8:00pm

Regular Business Meeting
Southeastern Live Well Center

5101 Market Street, San Diego, CA 92114

**March 4, 2026** 5:00pm-8:00pm

**Regular Business Meeting**St. Paul's Cathedral - Guild Room

2728 Sixth Ave, San Diego, CA 92103

**March 18, 2026** 5:00pm-8:00pm

**Regular Business Meeting** 

Tentative: Procopio Towers - Conference Room

525 B Street, San Diego, CA 92101

**April 1, 2026** 5:00pm-8:00pm

Regular Business Meeting Location: To Be Determined

**April 15, 2026** 5:00pm-8:00pm

**Regular Business Meeting** 

Tentative: Procopio Towers- Conference Room

525 B Steet, San Diego, CA 92101

May 6, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

St. Paul's Cathedral- Guild Room

2728 Sixth Ave, San Diego, CA 92103

May 20, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

Tentative:Procopio Towers- Conference Room

525 B Street, San Diego, CA 92101

June 3, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

St. Paul's Cathedral – Guild Room 2728 Sixth Ave, San Diego, CA 92103

June 17, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

St. Paul's Cathedral- Guild Room 2728 Sixth Ave, San Diego, CA 92103

July 1, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

St. Paul's Cathedral- Guild Room 2728 Sixth Ave, San Diego, CA 92103

July 15, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

Tentative: Procopio Towers - Conference Room

525 B Street, San Diego, CA 92101

August 5, 2026

5:00pm-8:00pm

**Regular Business Meeting** *Location: To Be Determined* 

August 19, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

St. Paul's Cathedral- Guild Room 2728 Sixth Ave, San Diego, CA 92103

September 2, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

St. Paul's Cathedral- Guild Room 2728 Sixth Ave, San Diego, CA 92103

September 16, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

Procopio Towers - Conference Room 525 B Street, San Diego, CA 92101

October 7, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

Location: To Be Determined

Updated on 11.12.2025

October 21, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

Tentative: Procopio Towers- Conference Room

525 B Street, San Diego, CA 92101

**November 4, 2026** 5:00pm-8:00pm

**Regular Business Meeting** 

St. Paul's Cathedral- Guild Room 2728 Sixth Ave, San Diego, CA 92103

November 18, 2026

5:00pm-8:00pm

**Regular Business Meeting** 

Tentative: Procopio Towers- Conference Room

525 B Street, San Diego, CA 92101

**December 2, 2026** 5:00pm-8:00pm

Regular Business Meeting Location: To Be Determined

**December 16, 2026** 5:00pm-8:00pm

**Regular Business Meeting** 

Tentative: Procopio Towers- Conference Room

525 B Street, San Diego, CA 92101

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# Commission on Police Practices Semi-Annual Report JANUARY TO JUNE 2025



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# 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. The CPP will be further empowered to investigate and evaluate incidents involving the following:

- 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, and
- 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 (in instances when the primary complaint is against a sworn officer), pending the preparation and approval of operating procedures in regard.

# **COMMISSIONERS JANUARY-JUNE 2025**

Chair Doug Case
First Vice Chair Ada L. Rodriguez
Second Vice Chair Clovis Honoré
John Armantrout
Bonnie Benitez
Alec Beyer
Cheryl Canson
Stephen Chatzky
Jessica Dockstader\*
Armando Flores

Dwayne Harvey Christopher Kennison\* Dan Lawton Lupe Lozano-Diaz Darlanne Hoctor Mulmat Gonzalo Rocha-Vazquez\* Imani Robinson

<sup>\*</sup>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 (IA) 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, which allowed the Commission to enter "Meet and Confer" process. This 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's and the Commission's complaint portals regarding ADA compliance, language options, and file uploads. We are pleased that SDPD swiftly implemented updates to its complaint portal and adopted our recommended changes; we are heartened that a majority of our recommendations concerning the complaint system were accepted.

However, during this specific reporting period, while 44 disagreements and concerns were raised and discussed with IA, 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) as the current practice limits our ability to maintain 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 IA provides diverse perspectives, and we recognize areas where improvement is necessary. I thank my fellow Commissioners for their dedication, especially during recent leadership transitions, and our staff, led by Interim Executive Director Bart Miesfeld, for their tireless efforts. We continue to work to fill vacant Commissioner positions to ensure full community representation.

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

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

Faithfully,

Ada L. Rodriguez

Chair, Commission on Police Practices

# **BACKGROUND**

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

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

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

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

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

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

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

At the end of 2024, Executive Director Paul Parker, Outside Counsel Duane Bennett, Chair Gloria Tran, and First Vice Chair Dennis W. Brown all resigned their positions with the Commission. The Commission acted expeditiously to fill these leadership positions; on January 8, 2025, former Second Vice Chair Doug Case became Chair, and the Commission elected 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 semiannual report of its activities. This report provides 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 113 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 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 (IA) for further evaluation. In circumstances when the complaint does not fall within the jurisdiction of IA, 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. In current practice, SDPD does not notify CPP of complaints/investigations opened internally (e.g., complaints made by Department members, self-initiated investigations), nor does it provide CPP duplicate complaints of incidents which already have a complainant or are under investigation.

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

Figure 1: Complaints Received January to June 2025

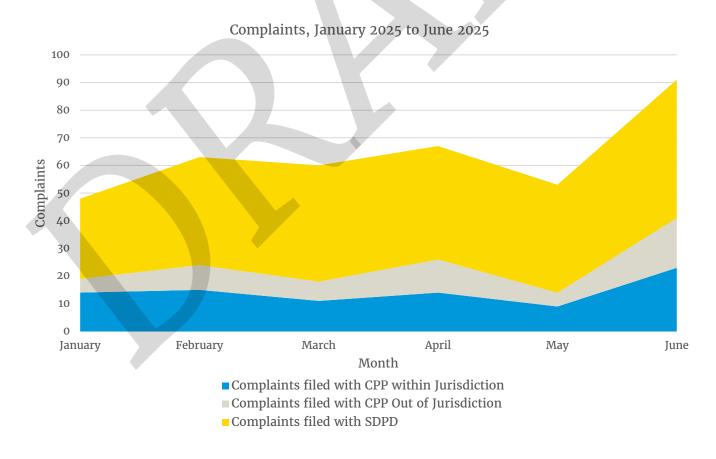


Figure 2: Table of Complaints Received January to June 2025

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



# **CASE REVIEWS**

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

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

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

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

**Sustained**: The SDPD officer committed all or part of the alleged acts of misconduct.

**Not Sustained**: The investigation produced insufficient information to clearly prove or disprove the allegations.

**Exonerated**: The alleged act occurred and was justified, legal, and proper, or was within policy. **Unfounded**: The alleged act did not occur.

**Miscellaneous**: The complaint is general in nature (e.g., not against a specific officer) or the complaint is prima facie meritless or frivolous

**Other Finding**: The IA investigation determines that violations of SDPD policy or applicable law unalleged by the complainant occurred

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

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

**Agree with IA Findings:** The finding(s) by IA is correct.

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

**Disagree with IA Findings with Comment:** The finding(s) by IA is incorrect.

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

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

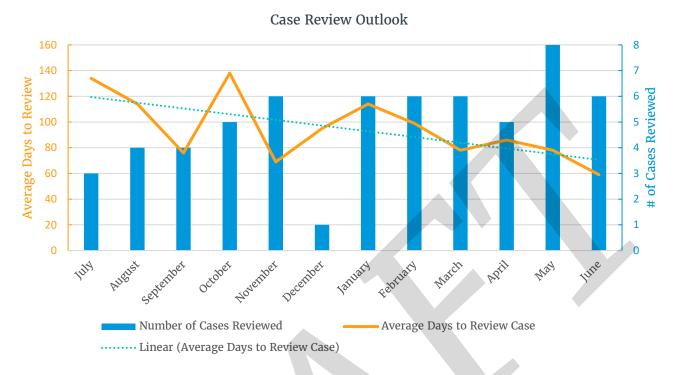
- 1. Incidents involving the discharge of a firearm (officer-involved shootings),
- 2. Incidents in which the use of force by an officer against a person results in death or serious bodily injury,
- 3. Incidents involving sustained finding(s) that an officer engaged in sexual assault involving a member 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 15 of its 35 case reviews (42.86%) before the 90-day deadline. In three instances, the Department sent their completed 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 number of 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 Internal Affairs; 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 (SDSO) 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 Commission **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<sup>2</sup>) 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**. Additionally, the Commission **Agreed** with three procedural findings associated with a single officer-involved shooting investigation.

# **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 68 allegations. The Commission **Agreed** or **Agreed with Comment** on 54 of the 68 allegations and **Disagreed with Comment** on the remaining 14 allegations, representing a 79% concurrence rate with IA. In June 2025, the Commission reviewed an additional Category I investigation with five allegations 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

<sup>&</sup>lt;sup>1</sup> Between July and December 2024, the Department sent one OIS investigation to the Commission for review after the statute of limitations expired; the Commission prepared a case review report for this incident but could not vote on it.

<sup>&</sup>lt;sup>2</sup> Since January and June 2025, the Department sent one OIS investigation to the Commission for review after the statute of limitations expired, and another OIS investigation and another OIS investigation too close to the statute of limitations for the Commission to vote on the report before the expiration; the Commission prepared case review reports for these incidents but could not vote on them.

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 18 of the 23 allegations and **Disagreed with Comment** on the remaining five allegations, representing a 78% 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 105 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 statistics from the latter case will be included in the next semi-annual report.

The most frequent allegations reviewed by the Commission during the reporting period were allegations of procedural violations (24 of 105), excessive force (14 of 105) and search (13 of 105).

Figure 4: Allegations in Cases Reviewed by Type

Allegation Type	#	% of Total	Allegation Type	#	% of Total
Arrest	1	0.95%	Officer-Involved Shooting	11	10.48%
Courtesy	10	9.52%	Other Finding	8	7.62%
Criminal Conduct	1	0.95%	Performance of Duty	5	4.76%
Detention	7	6.66%	Policy	0	0.00%
Discrimination	8	7.62%	Procedure	24	22.86%
Force	14	13.33%	Search	13	12.38%
Identification Policy	1	0.95%	Unbecoming Conduct	2	1.90%
In-Custody Death	0	0.00%			
			Total	105	

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	1	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	3	0	2	0
Force	8	1	3	0	3	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	2	0	0	0	0	0
Performance of Duty	0	0	5	0	0	0	0	0	1	0
Procedure	7	2	6	0	1	0	5	0	0	2
Search	2	1	2	0	0	0	2	0	1	5
<b>Unbecoming Conduct</b>	0	0	1	0	0	0	1	0	1	0
Total Allegations	20	8	26	0	7	0	21	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.

Figures 6 and 7: Number of Case Reviews by SDPD Division and San Diego City Council District

Division	01/25-06/25
Central	7
Eastern	3
Mid-City	9
Northeastern	0
Northern	2
Northwestern	0
Southeastern	8
Southern	2
Western	2
Not in San Diego	2
Total	35

Council District	01/25-06/25
1	1
2	1
3	3
4	7
5	1
6	1
7	2
8	6
9	11
N/A	2
Total	35

Figure 8: Case Reviews by SDPD Beat

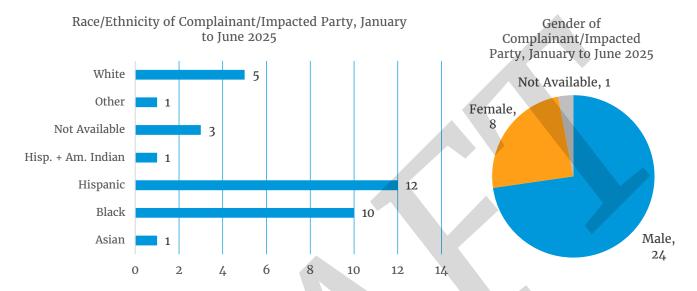
Police Beat	Jan-June 25	Police Beat	Jan-June 25
115 (University City)	1	528 (Little Italy)	1
122 (Pacific Beach)	1	541 (Petco Park)	1
315 (Mission Valley East)	1	618 (Sunset Cliffs)	1
322 (Allied Gardens)	1	621 (Linda Vista)	1
326 (College West) and 327 (College East)	1	712 (San Ysidro)	1
432 (Valencia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



# **Demographic Statistics**

SDPD IA and CPP collect demographic data for civilian complainants, impacted parties<sup>3</sup> and subject officers. The statistics below show demographic information for the complainants/impacted parties and subject officers from the 35 investigations it voted on between January and June 2025.

Figures 9 and 10: Complainant/Impacted Party Demographics



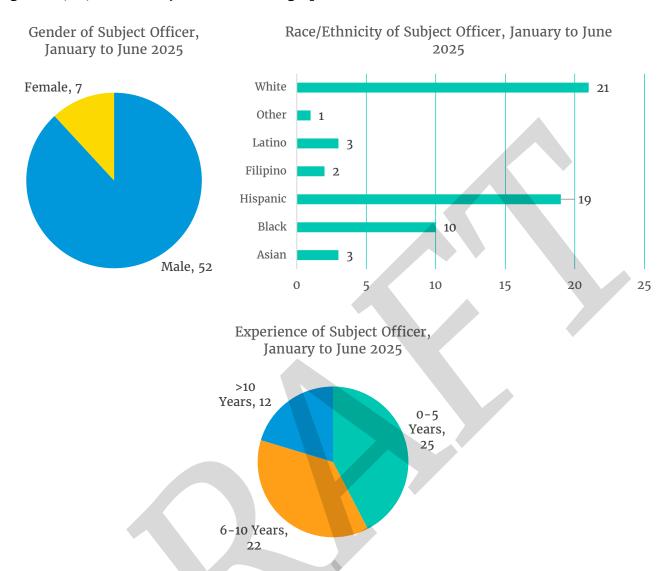
Of the 30 complainants/impacted parties for whom CPP had race/ethnicity information, 40% identified as Hispanic (a group which comprises 29.98% of San Diego's population per SANDAG's 2022 population estimates), 33.33% were Black (5.34%), 16.67% were white (40.25%), 3.33% were Asian (18.46%), 3.33% identified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

Of the 32 complainants/impacted parties for whom the CPP had gender 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.



<sup>&</sup>lt;sup>3</sup> An impacted party is a person directly affected by at least one or more allegation(s) or instances of police misconduct.

Figures 11, 12, and 13: Subject Officer Demographics



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

### Concurrence Rates with IA

Between January 2025 and June 2025, the CPP disagreed with IA's findings 19 times (10 Exonerated findings, seven Unfounded findings, and two Not Sustained findings) out of 105 allegations reviewed. The CPP recommended a Sustained finding 13 times and recommended a Not Sustained finding six times. 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.

Overall, CPP disagreed with IA in 18.10% of all allegations. CPP disagreed with IA on 42.85% of detention allegations (three of seven), 30% of courtesy allegations (three of 10), 30.77% of search allegations (four of 13), and 25% of discrimination allegations (two of eight).

# **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, Commission leadership and investigative staff meet monthly with IA 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 19 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 43 disagreements and concerns presented by the Commission during the reporting period, IA did not conduct further investigation or change its findings.

# **IA Responsiveness to CPP Records Requests**

After the CPP receives a case file from IA for review, its investigators review all the materials provided. During this review process, the CPP routinely requests additional records and documentation to assist in conducting a full and objective review. For the 38 case reviews completed during the reporting period, CPP made 36 requests for records in 17 case reviews. In response to these requests, IA provided the requested records 21 times, determined that the requested records did not exist six times, refused to provide the requested records six times, and noted the requested record were already in the materials provided three times.

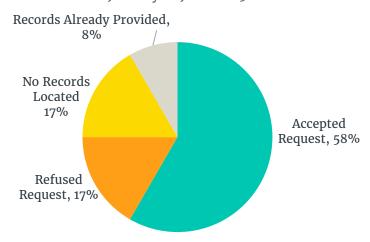
For the six instances in which IA refused to provide CPP the requested records, it provided the following rationales:

- The requested records were not used in IA's investigation (three times).
- 2. IA was legally restricted from providing the requested records (two times).
- 3. Did not provide a rationale on the last refusal.

Figure 14: IA Responses to Records Requests

IA Responses to Records Requests for Case Reviews,

January to June 2025



# 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. The Community Engagement team consists of Community Engagement Coordinator Yasmeen Obeid and her two interns, Kelsey Gans and Jorge Uribe.

# **Accomplishments and Contributions**

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

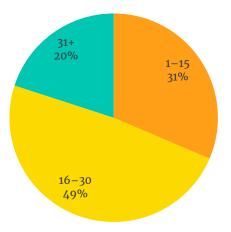
# **Community Outreach Efforts:**

- Outreach emailed 169 neighborhood associations and community planning groups across the City of San Diego.
- Conducted 32 formal presentations, reaching an estimated 1,083 community members.
- Made four public announcements during community meetings, engaging an additional 130 individuals.
- Hosted five community booths at local events, facilitating engagement with approximately 400 San Diegans.
- Scheduled an additional 15 presentations for future dates.

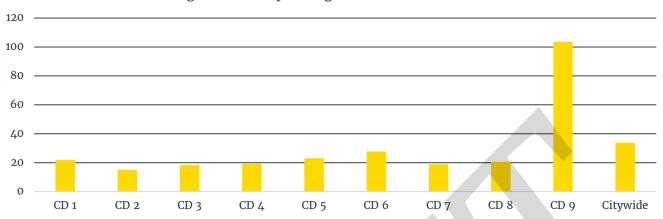
Figures 15, 16, and 17: Neighborhood Association Meeting Statistics

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









# **Community Tabling Events:**

- The Commission tabled five major community events including:
  - o MLK All People's Breakfast
  - o City Heights Festival of Love
  - o City College's Social Justice Conference
  - o Side by Side Reentry Conference
  - o 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:

- Between January and June 2025, the Commission saw a steady increase in digital engagement:
  - o Instagram followers grew by 23.42%
  - Facebook followers increased by 8.33%
  - o X (formerly Twitter) followers grew by 14.63%
  - Email subscriptions increased by 43.30%
- CPP published 15 original social media posts, sent 13 emails, and distributed two digital newsletters.

# **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:**

• Community Engagement team members conducted one-on-one meetings 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, and the team identified the following goals 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 community-based organizations.
- Establishing 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**

Community Engagement Coordinator Yasmeen Obeid serves as staff liaison to both the **Community Outreach** and **Recruitment Committees**, which includes the facilitation of meeting logistics, coordination with Commissioners, and implementation of outreach strategies discussed within the committees.

# **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 <u>responded to the CPP's recommendations</u>, 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 to identify specific issues.

In December 2024, the Commission released the <u>results of Mr. Threet's audit</u>. 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 <u>released 15 recommendations to improve SDPD's complaint investigations system</u>, most of which stemmed from Mr. Threet's findings. These recommendations generally 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, <u>SDPD responded to these recommendations</u>, 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 Commissioner 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 inperson contact with the community.

# **Policy Committee**

The Policy Committee evaluates and researches best practices that are grounded in community input and national standards to identify opportunities to improve SDPD policies and procedures. Its work focuses on developing clear, actionable recommendations that promote unbiased and constitutionally sound interactions between officers and all San Diego residents. After completing research and analysis, the Committee may draft policy recommendations. After this, the Committee presents recommendations to the full Commission for approval, after which the Commission forwards the formal policy recommendations to the Chief of Police for consideration. The Committee is chaired by Commissioner Imani Robinson, with Commissioners Alec Beyer, Stephen Chatzky, Armando Flores, Lupe Lozano-Diaz, and Ada Rodriguez serving as members. Policy Manager and Chief of Staff Aaron Burgess Jr. serves as the staff liaison supporting the Committee's policymaking work.

In January 2025, the Commission consolidated its policy work by dissolving the Vehicle Pursuit and Pretext Stop Ad Hoc Committees and establishing a permanent Policy Committee. This restructuring centralized all policy research, analysis, and development within a single standing committee, creating greater continuity, clearer lines of accountability, and a more consistent approach to identifying best practices and preparing policy recommendations. By streamlining this work, the Commission strengthened its ability to produce well–coordinated, high–quality policy recommendations that align with its broader oversight mandate.

The Committee also created an internal policy recommendation intake system to gather, organize, and evaluate ideas from Commissioners. This system includes a structured intake form, a review workflow, and a feedback loop that promotes transparency, collaboration, and consistent tracking of

policy concepts. In addition, the Committee strengthened alignment and capacity among Commissioners by assigning focused research topics and facilitating working groups to support deeper engagement and steady progress across all priority areas.

The primary goal of the Policy Committee is to produce recommendations that strengthen equity, accountability, and public trust by developing a comprehensive policy and procedure review strategy that includes commissioner research, community engagement and issue area expertise. The Committee will implement a strategic two-year plan focused on twelve priority areas of police policy reform.

The 12 identified areas are as follows:

- 1. Anti-racism resolution
- 2. SDPD's courtesy policy
- 3. Pretext stops
- 4. 4<sup>th</sup> 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 David Burton, Stephen Chatzky, Lupe Diaz, and Dan Lawton. Community Engagement Coordinator Yasmeen Obeid is the assigned staff liaison.

# **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 ensures 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. Executive Alina Conde is the assigned staff liaison for the committee. 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 up the Commission for success.

The Training and Continuing Education Committee is chaired by Commissioner Darlanne Hoctor Mulmat, who is joined by Commissioners Bonnie Benitez, Stephen Chatzky, Armando Flores, and Elizabeth Inpyn. Chief Investigator Olga Golub, Investigator Ethan Waterman, and Investigator Ching-Yun Li are the assigned staff liaisons for the committee and are responsible for coordinating and administering training programs.

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

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

# **Ad Hoc Committees**

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

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

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

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

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

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

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

# **COMMISSION MEMBERS**

# **Executive Members**

Chair of the Commission: Ada Liz Rodriguez

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

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

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

Chair Rodriguez was appointed in 2024 as an At-Large representative. She 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 served as Board Secretary.

Commissioner 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.

# 2<sup>nd</sup> 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.

Second Vice Chair Honoré was appointed in 2023 as an At-Large representative. He also participates in case reviews.

# **District Representatives**

# District 1 Representative: Darlanne Hoctor Mulmat

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

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

# District 2 Representative: Alec Beyer

Alec Beyer is a 2nd generation San Diegan married to a native San Diegan and a retired Senior Deputy County County, 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.

Commissioner 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.

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

# District 4 Representative: Dwayne Harvey

Dwayne Harvey was born and raised in San Diego and has dedicated his life to serving the city and his community. He worked for 35 years with the City of San Diego's water department, retiring as a Water Systems Tech Supervisor. Alongside his career in public service, Dwayne has spent over 40 years deeply involved in grassroots community organizing and advocacy work.

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

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

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

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

Commissioner 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.

Commissioner 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.

Commissioner 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, Commissioner Armantrout is a semi-retired small business owner and an engineer who specializes in problem-solving. Commissioner Armantrout remains highly engaged in the San Diego community. Commissioner 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.

Commissioner 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.

Commissioner 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.

Commissioner 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.

Commissioner 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.

Commissioner Burton was appointed to the Commission in 2025 as an At-Large representative. He currently serves on the Recruitment Committee.

# 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 books.

Commissioner 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.

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

# Low & Moderate Income Representative: Imani Robinson

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

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

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

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

Commissioner 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.

Commissioner Major was appointed in 2025 as a youth representative.

Youth Representative: Vacant



# **STAFF**

Interim Executive Director/General Counsel: Bart Miesfeld

Deputy Executive Director: Vacant

Chief Investigator: Olga Golub

Chief of Staff/Policy Manager: Aaron Burgess Jr.

Performance Auditor: Vacant

Outside Counsel: Vacant

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

### Office of the Commission on Police Practices

# **San Diego Police Department Complaint Form**

This form is **only** for complaints against **San Diego Police Department employees**. For other City departments, please contact those departments.

The Commission on Police Practices (CPP) is an independent community oversight body. It provides oversight of the San Diego Police Department (SDPD), investigates officer-involved shootings, in-custody deaths, deaths resulting from interactions with a police officer, and other significant incidents involving SDPD, evaluates complaints against the SDPD sworn personnel, reviews SDPD policies, practices, trainings, and makes recommendations for changes. Please note that the CPP is currently engaged in a negotiation process to be able to conduct independent investigations in the near future. At this time, all complaints that fall within SDPD jurisdiction will be forwarded to SDPD for further assessment and/or investigation.

### INSTRUCTIONS FOR COMPLETING THE COMPLAINT FORM:

Please describe the incident that led to this complaint, telling what happened from beginning to end. Be as clear and specific as you can be. What aspect(s) of the incident was improper (your specific complaint)? How could it be resolved to your satisfaction? To investigate the incident completely, it is helpful to provide your name and information. The San Diego Police Department will accept third-party and/or anonymous complaints. However, as a general rule for any investigation, if the information provided is insufficient, or if investigators are unable to contact complainants to ask essential questions, it may not be possible to complete the investigation due to a lack of clarifying facts. Only questions marked with an asterisk (\*) are mandatory, but we recommend completing this form to the best of your ability.

### **Complainant Information**

I would like to submit anonymously							
○ Yes							
O No							
Full Name *							
Your Address (Skip if submitting anony	rmously)						
Phone Number *							
xxx-xxx-xxxx	XXX-XXXX-XXXX						
Email *							
example@domain.com							
How do you prefer to be contacted? *	•						
☐ Phone		□ Text					
☐ Email		☐ Mail					
Date of Birth							
Month	Day		Year				
MM •	DD	•	YYYY				

Incident Details		
Location of Incident *		
Date of Incident *		
Click to select a date		
Time of Incident		
Description/Complaint *		
SDPD Personnel Involved Personnel #1 Information Personnel #1 Name	Personnel #1 Perceived Gender	Personnel #1 Perceived Race
Personnel #1 Badge Number	Personnel #1 II	) Number
Add 2nd personnel  Yes	O No	
Vitness(es)		
Nitness #1 Information		
Name	Phone Number	Email
Vitness #1 Address		
Witness #1 Date of Birth		
Month	Day	Year
MM •	DD .	
would like to add a second witness		
○ Yes	O No	

Upload Photos, Videos and/or Documents
Upload File(s): (250MB limit per file)
Drag and drop files onto this window to upload  - OR -  Select Files to Upload
Large File
Please check this box if you need to submit a file larger than 250MB. If checked, you must provide your email address in the
Complainant Information section at the top of this form. CPP staff will contact you and provide an alternate way for you to submit the file.
Links to supporting documents
(eg. Social Media, YouTube)

# **Legal Requirement**

☐ Yes

California Penal Code Section 148.6 (a) (2) states in part:

A law enforcement agency accepting an allegation of misconduct against a peace officers shall require the complainant to read and sign the following advisory:

YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CIVILIANS' COMPLAINTS. YOU HAVE A RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND AFTER INVESTIGATION THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT; EVEN IF THAT IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CIVILIAN COMPLAINTS AND ANY REPORTS OR FINDINGS RELATING TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE YEARS.

IT IS AGAINST THE LAW TO MAKE A COMPLAINT THAT YOU KNOW TO BE FALSE. IF YOU MAKE A COMPLAINT AGAINST AN OFFICER KNOWING THAT IT IS FALSE, YOU CAN BE PROSECUTED ON A MISDEMEANOR CHARGE.

I have read and understood the above statement. \*

# CPP - SDPD Complaint Form

Complainant information section at the top of this form. CPP stan will contact you and provide an alternate way for you to submit the file.
Links to supporting documents
(eg. Social Media, YouTube)
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I have read and understood the above statement. *
□ Yes

SD) Commission on Folice Practices

# Commission on Police Practices

commissiononpolicepractices@s andiego.gov CA, US

Submit