



## Commission on Police Practices

### COMMISSION ON POLICE PRACTICES TRAINING STANDING COMMITTEE MEETING MINUTES

**Thursday, September 4, 2025  
6:30pm-7:30pm**

**Procopio Towers  
17<sup>th</sup> Floor, Suite 1725  
San Diego, CA 92101**

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

**CPP Committee Members Present:**

Committee Chair Darlanne Mulmat  
1<sup>st</sup> Vice Chair Bonnie Benitez  
Armando Flores  
Elizabeth Inpyn

**Excused:**

Stephen Chatzky

**Absent:**

None

**CPP Staff Present:**

Ethan Waterman, CPP Investigator

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- I. CALL TO ORDER/WELCOME: Committee Chair Darlanne Mulmat called the meeting to order at 5:00pm.
- II. ROLL CALL: CPP Investigator Ethan Waterman conducted the roll call for the committee and established quorum.

III. NON-AGENDA PUBLIC COMMENT – None

IV. CHAIR REPORT (*Timestamp 0:37*)

1. Mission and Vision:

- Committee Chair Darlanne Mulmat shared the committee's mission, which is to work with staff to develop training for commissioners, ensuring they have the necessary information to perform their duties efficiently and effectively. The goal is to make training accessible and open to the public whenever possible.

2. Past Accomplishments:

- The previous training committee developed a curriculum called "training academies" on topics such as onboarding and case review, which were adopted by the full commission. These materials are available in the agenda packet and on Google Drive.

3. Current Resources:

- The handbook and training academies are available electronically on Google Drive. The handbook now includes a table of contents for easier navigation.

4. Future Plans:

- The committee aims to continue developing training materials, possibly reviewing and editing them before they are distributed to commissioners. The focus is on creating efficient, easy-to-absorb training that sets commissioners up for success.

5. New Business:

- The committee will discuss new business items, including the mentorship program and increasing commissioner participation in training.

Chair Darlanne Mulmat emphasized the importance of making training accessible, efficient, and publicly available, while also leveraging past accomplishments and current resources to continue improving the training process for commissioners.

V. COMMITTEE LIAISON REPORT (*Timestamp 3:13*)

1. Introduction:

- CPP Investigator Ethan Waterman introduced himself as one of the two investigators under Chief Investigator Olga Golub, serving as the liaison for the training committee.

2. Role and Responsibilities:

- CPP Investigator Ethan Waterman's role is to connect the committee with staff resources and external agencies, ensuring coordination and avoiding duplication of efforts. He will facilitate communication and support for training development.

3. Staff Involvement:

- Since the last committee meeting in December, CPP Investigator Ethan Waterman has worked with various staff members, including Chief of Staff Aaron Burgess, Interim Executive Director Bart Miesfeld, Chief Investigator Olga Golub, and Senior Management Analyst Jaime Jacinto, to identify priorities and expertise that can assist the training committee.

#### 4. Mentorship Program:

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

#### 5. Training Updates:

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

#### 6. Coordination Efforts:

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

### VI. NEW BUSINESS

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

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

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

2. **Structure**:

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

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

4. **Implementation**:

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

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

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

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

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

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

2. **Suggestions for Improvement**:

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

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

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

3. **Implementation:**

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

4. **Feedback and Adjustments:**

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

5. **Next Steps:**

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

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

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

2. **Types of Trainings:**

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

3. **Coordination and Participation:**

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

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

**Action Items from Meeting:**

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

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

VII. COMMISSIONER COMMENTS – None

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

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