

THE CITY OF SAN DIEGO

# Commission on Police Practices Semi-Annual Report

JANUARY TO JUNE 2025

## TABLE OF CONTENTS

|   |    |
|---|----|
| MISSION AND PURPOSE .....                         | 3  |
| COMMISSIONERS JANUARY-JUNE 2025 .....             | 3  |
| LETTER FROM THE CHAIR .....                       | 4  |
| BACKGROUND .....                                  | 5  |
| EXECUTIVE SUMMARY .....                           | 7  |
| COMPLAINTS .....                                  | 8  |
| CASE REVIEWS .....                                | 10 |
| REVIEW OF SDPD ADMINISTRATION OF DISCIPLINE ..... | 20 |
| OUTREACH .....                                    | 21 |
| POLICY .....                                      | 24 |
| COMMITTEES .....                                  | 26 |
| COMMISSION MEMBERS .....                          | 30 |
| STAFF .....                                       | 38 |

## 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

\*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 (OCP) as a City department. The OCP provides staff to support the work of the Commission.

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

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

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

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

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

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

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 semi-annual 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 synopses 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 increasing its social media followership and newsletter subscriptions by 35.03%.

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.

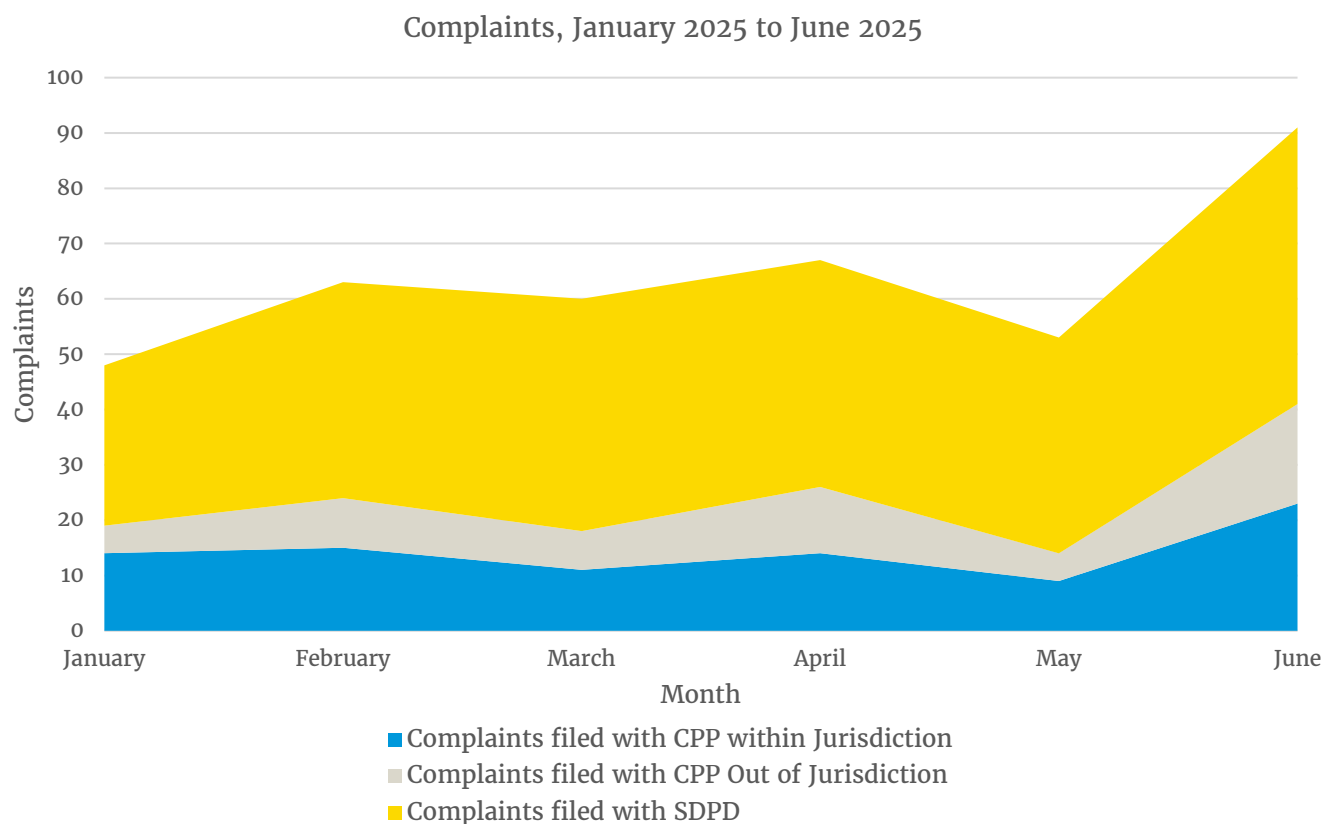
## COMPLAINTS

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:

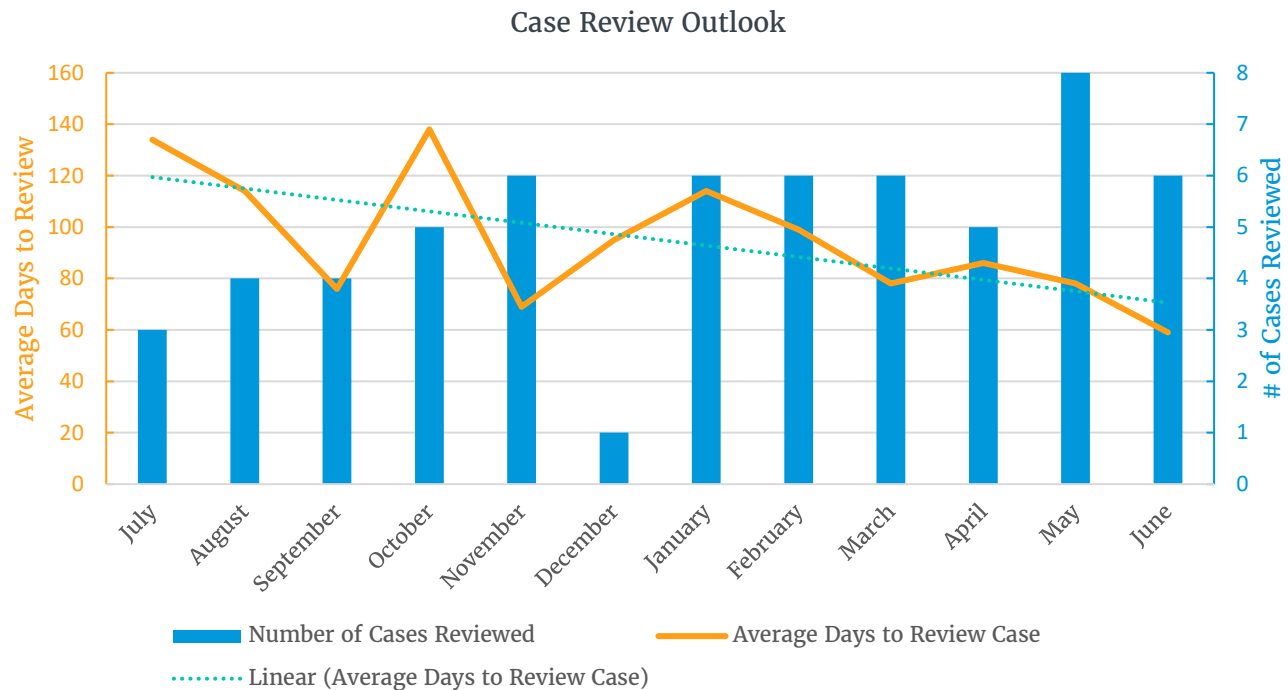
1. Incidents involving the discharge of a firearm (officer-involved shootings),
2. Incidents in which the use of force by an officer against a person results in death or serious bodily injury,
3. Incidents involving sustained finding(s) that an officer engaged in sexual assault involving a member of 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 two<sup>1</sup>) 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>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>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%      |                           |            |            |
|                       |    |            | <b>Total</b>              | <b>105</b> |            |

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

| <b>Allegation Type</b>    | <b>C (7)</b> | <b>E (3)</b> | <b>MC (9)</b> | <b>NE (0)</b> | <b>N (2)</b> | <b>NW (2)</b> | <b>SE (8)</b> | <b>S (2)</b> | <b>W (2)</b> | <b>Not SD (2)</b> |
|---------------------------|--------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|--------------|-------------------|
| 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                 |
| Unbecoming Conduct        | 0            | 0            | 1             | 0             | 0            | 0             | 1             | 0            | 1            | 0                 |
| <b>Total Allegations</b>  | <b>20</b>    | <b>8</b>     | <b>26</b>     | <b>0</b>      | <b>7</b>     | <b>0</b>      | <b>21</b>     | <b>3</b>     | <b>10</b>    | <b>10</b>         |

### 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**

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

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

**Figure 8: Case Reviews by SDPD Beat**

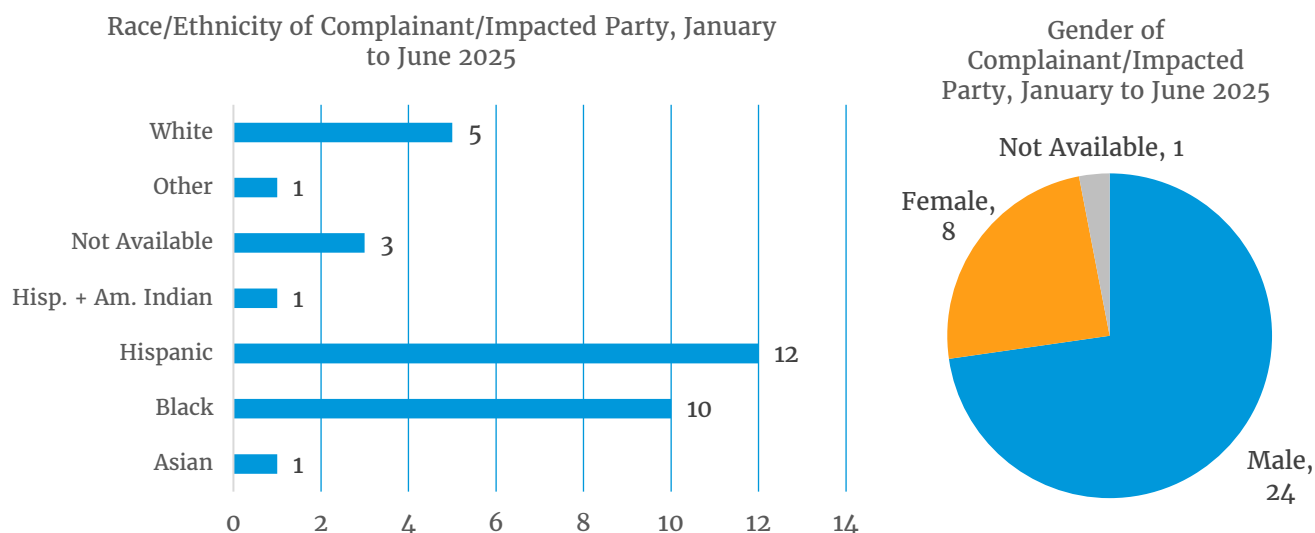
| Police Beat                                | Jan-June 25 | Police Beat                 | Jan-June 25 |
|--|-------------|-----------------------------|-------------|
| 115 (University City)                      | 1           | 528 (Little Italy)          | 1           |
| 122 (Pacific Beach)                        | 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           |
|  |             | <b>Total</b>                | <b>35</b>   |



## 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).

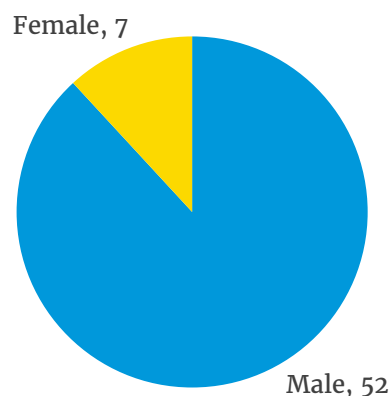
Of the 32 complainants/impacted parties for whom the CPP had gender information, 75% of them were male. SANDAG's 2022 population estimates for San Diego listed that males comprised 50.16% of San Diego's population.

---

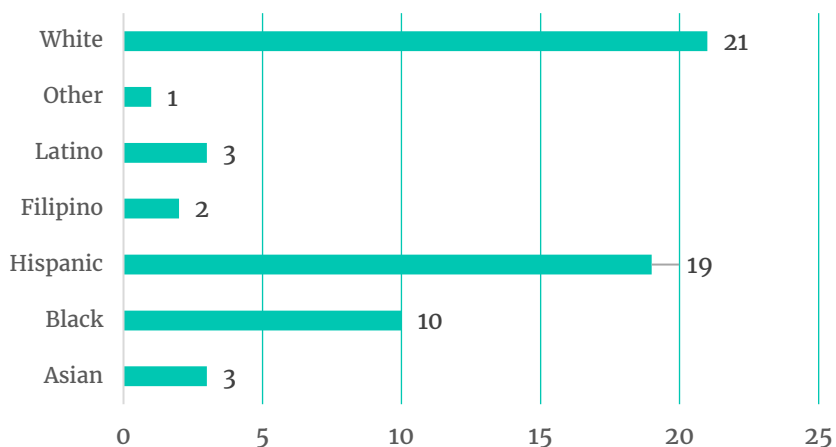
<sup>3</sup> An impacted party is a person directly affected by at least one or more allegation(s) or instances of police misconduct.

### Figures 11, 12, and 13: Subject Officer Demographics

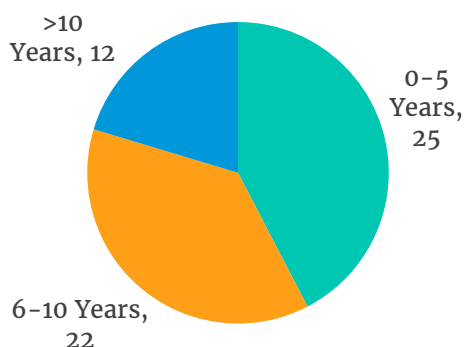
Gender of Subject Officer,  
January to June 2025



Race/Ethnicity of Subject Officer, January to June  
2025



Experience of Subject Officer,  
January to June 2025



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

#### Concurrence Rates with IA

Between January 2025 and June 2025, the CPP disagreed with IA's findings 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.

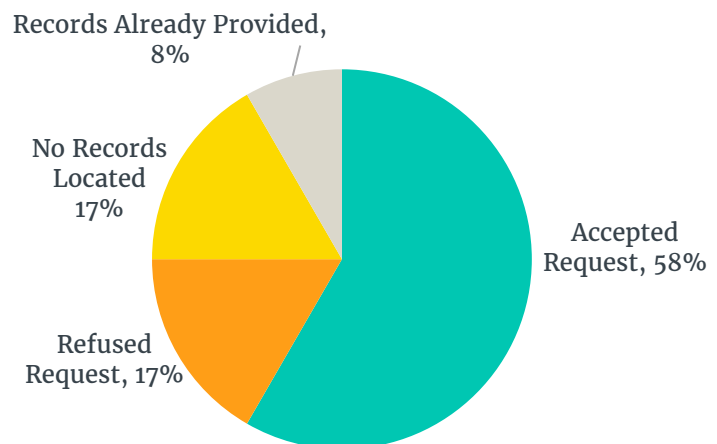
## IA Responsiveness to CPP Records Requests

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 35 case reviews conducted 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:

1. 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:

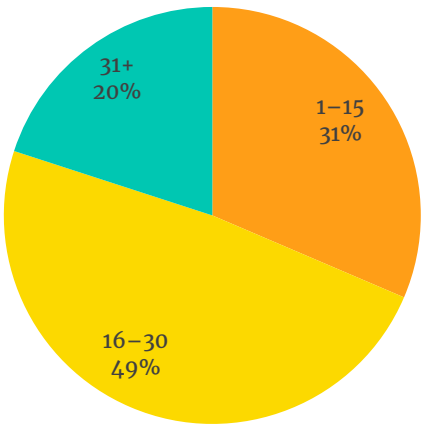
#### Community Outreach Efforts:

- 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.

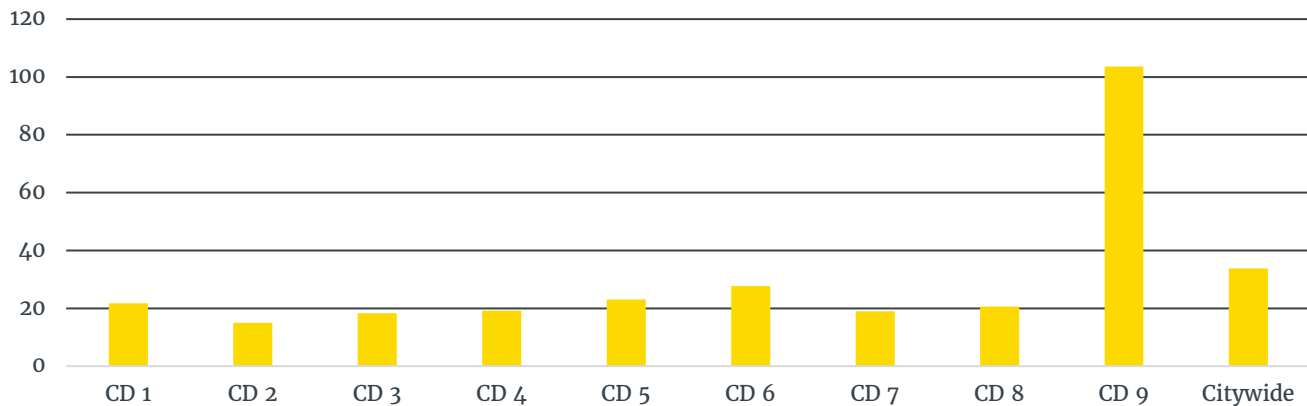
**Figures 15, 16, and 17: Neighborhood Association Meeting Statistics**

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

**Number of Attendees per Neighborhood Association Meeting**



Average Attendees per Neighborhood Association Event



#### Community Tabling Events:

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

#### Digital and Media Growth:

- Between January and June 2025, the Commission saw a steady increase in digital engagement, with an increase from 1,042 to 1,407 followers and subscribers (35.03%) across four platforms:
  - Instagram followers grew by 23.42%
  - Facebook followers increased by 8.33%
  - X (formerly Twitter) followers grew by 14.63%
  - Email subscriptions increased by 43.30%
- 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. These events were hosted by Pillars of the Community, the NAACP, Borderlands for Equity, Mid-City CAN, Kappa Alpha Pi at UCSD, Showing Up for Racial Justice, and Activists San Diego.

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

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

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



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

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

In June 2025, the Commission [released 15 recommendations to improve SDPD's complaint investigations system](#), most of which stemmed from Mr. Threet's findings. These recommendations 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, [SDPD responded to these recommendations](#), accepting or partially accepting 12 of the 15 recommendations and updating its complaint portal to adopt the recommended changes.

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

## COMMITTEES

### Community Outreach Committee

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

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

Since January 2025, the Committee has established an ad hoc outreach budget committee (chaired by 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 in-person 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            | 7. Use of Force policy     |
| 2. SDPD's courtesy policy            | 8. De-escalation policy    |
| 3. Pretext stops                     | 9. K9s                     |
| 4. 4 <sup>th</sup> Amendment waivers | 10. Vehicle Pursuit policy |
| 5. Gang databases                    | 11. Protest policy         |
| 6. SDPD's Special Operations Unit    | 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 Hctor 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.

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

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

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

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

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

## COMMISSION MEMBERS

### Executive Members

Chair of the Commission: Ada Liz Rodriguez

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

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

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

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

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

1<sup>st</sup> 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 Hocter Mulmat**

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

### **District 2 Representative: Alec Beyer**

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

*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.

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

*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.*

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

*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, currently serves on the Recruitment and Rules Committees, and participates in case reviews.*

### **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.*

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

*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