

**COMMISSION ON POLICE PRACTICES**

**Wednesday, January 7, 2026**

**5:00pm-8:00pm**

**REGULAR BUSINESS MEETING AGENDA**

**Southeastern Live Well Center**

**5101 Market Street,**

**San Diego, CA 92114**

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

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

Meeting ID: 245 578 614 467 21

Passcode: Vg92Gk9M

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

**PURPOSE OF THE COMMISSION ON POLICE PRACTICES**

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

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

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

- I. CALL TO ORDER/PUBLIC COMMENT INSTRUCTIONS (Chair Rodriguez)
- II. ROLL CALL (Executive Assistant Conde)
- III. APPROVAL OF MINUTES
  1. Regular Business Meeting – December 3, 2025

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

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

NON-AGENDA PUBLIC COMMENT (Direct Community Engagement & Internship Programs Obeid)

NON-AGENDA COMMUNICATIONS FROM STANDING COMMITTEES – EXECUTIVE (Chair Rodriguez), RULES (1<sup>st</sup> Vice Chair Benitez), COMMUNITY OUTREACH (Direct Community Engagement & Internship Programs Obeid), POLICY (Commissioner Robinson), RECRUITMENT (Commissioner Case), TRAINING (Commissioner Mulmat)

I. COMMUNITY ORGANIZATION PRESENTATION

A. Mid-City Community Advocacy Network (CAN)

II. NEW BUSINESS

A. Public Safety Committee Meeting on January 21, 2026 (Chair Rodriguez)

B. Communication Protocol (Commissioner Case)

C. Case Review Procedures (Commissioner Mulmat)

D. Discussion and Possible Approval of Memorandum to City Leadership Regarding Oversight Limitations, Community Concerns, and Measure B Implementation (Chair Rodriguez)

E. Request for SDPD Traffic Division Presentation on SoToxa Deployment, Procedures, and Oversight Considerations (Chair Rodriguez)

[Device Allows San Diego Police To Test Drivers For Drug Use At Traffic Stops](#)

F. Community Roundtable Debrief (Direct Community Engagement & Internship Programs Obeid)

III. CLOSED SESSION

A. Public comment

B. Lead CPP into Closed Session  
**(Not Open to the Public)**

C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5-832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be announced and posted on the Commission's website at [www.sandiego.gov/cpp](http://www.sandiego.gov/cpp).

a. SDPD Feedback on Case-Specific Matters – None

b. Review of Internal Affairs Investigations

IV. REPORT FROM CLOSED SESSION

NON-AGENDA PUBLIC COMMENT (Direct Community Engagement & Internship Programs Obeid)

NON AGENDA COMMUNICATIONS FROM COMMISSIONER COMMENTS

V. ADJOURNMENT

**Materials Provided:**

- Draft Minutes of December 3, 2025 Commission Meeting
- Draft Case Review Procedures
- 1.26 Memorandum - Community Concerns, Oversight Limitations, and the Need for Leadership Acknowledgment and Transparency
- Community Roundtable Debrief
- CPP Communication Protocol

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

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

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

agenda will conclude before virtual testimony begins.

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

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

**Virtual Platform Public Comment to a Particular Item or Matters Not on the Agenda:** When the item you would like to comment on is introduced (or it is indicated that it is time for Non-Agenda Public Comment), raise your hand by tapping on the “Raise Your Hand” button on your computer or tablet. To raise your hand in a Microsoft Teams meeting on your smartphone (iOS or Android), tap the three-dot menu, then select the "Raise Hand" option. You will be taken in the order in which you raised your hand. You may only speak once on a particular item. When it is indicated that it is your turn to speak, click the unmute prompt that will appear on your computer, tablet or Smartphone.

**Written Comment through Webform:** Comment on agenda items and non-agenda public comment may also be submitted using the [webform](#). If using the webform, indicate the agenda item number you wish to submit a comment for. All webform comments are limited to 200 words. On the [webform](#), members of the public should select Commission on Police Practices (even if the public comment is for a Commission on Police Practices Committee meeting).

The public may attend a meeting when scheduled by following the attendee meeting link provided above. To view a meeting archive video, click [here](#). Video footage of each Commission meeting is posted online [here](#) within 72 hours of the conclusion of the meeting.

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

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

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

**Late-Arriving Materials:** This paragraph relates to those documents received after the agenda is publicly noticed and during the 72 hours prior to the start of, or during, the meeting. Pursuant to the Brown Act, (California Government Code Section

54957.5(b)) late-arriving documents, related to the Commission on Police Practices' ("CPP") meeting agenda items, which are distributed to the legislative body prior to and/or during the CPP meeting are available for public review by appointment in the Office of the CPP located at Procopio Towers, 525 B Street, Suite 1725, San Diego, CA 92101. Appointments for public review may be made by calling (619) 533-5304 and coordinating with CPP staff before visiting the office. Late-arriving documents may also be obtained by email request to CPP staff

at [commissiononpolicepractices@sandiego.gov](mailto:commissiononpolicepractices@sandiego.gov). Late-arriving materials received prior to the CPP meeting will also be available for review, at the CPP public meeting, by making a verbal request of CPP staff located in the CPP meeting. Late-arriving materials received during the CPP meeting will be available for reviewing the following workday at the CPP offices noted above or by email request to CPP staff.

**Access for People with Disabilities:** As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Commission at (619) 533-5304 or [commissiononpolicepractices@sandiego.gov](mailto:commissiononpolicepractices@sandiego.gov).

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

**COMMISSION ON POLICE PRACTICES  
REGULAR BUSINESS MEETING  
Wednesday, December 3, 2025**

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

Click <https://youtu.be/8pnZpTVtW8c> to view this meeting on YouTube.

**CPP Commissioners' Present:**

Chair Ada Rodriguez  
1<sup>st</sup> Vice Chair Bonnie Benitez  
2<sup>nd</sup> Vice Chair Clovis Honoré  
David Burton  
Doug Case  
Steve Chatzky

Lupe Diaz (arrived at 5:12pm)  
Dwayne Harvey  
Elizabeth Inpyn  
Dan Lawton  
Darlanne Mulmat  
Imani Robinson  
Walter Sener

**Excused:**

John Armantrout  
Kirby Knipp  
Daniel Torres

**Absent:**

Cheryl Canson  
Armando Flores  
Michael Major  
Chenyang Rickard  
Alec Beyer

**CPP Staff Present:**

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

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- I. CALL TO ORDER/WELCOME: Chair Ada Rodriguez called the meeting to order at 5:02pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF MEETING MINUTES
  - A. CPP Regular Meeting Minutes of November 5, 2025

**Motion:** Commissioner Darlanne Mumat moved for approval of the CPP Regular Meeting Minutes of November 5, 2025. Commissioner Dan Lawton seconded the motion. The motion passed with a vote of 11-0-0.  
Yeas: Benitez, Honoré, Burton, Case, Chatzky, Harvey, Inpyn, Lawton, Mulmat, Robinson, and Sener  
Nays: None  
Abstained: None
  - B. CPP Regular Meeting Minutes of November 19, 2025

**Motion:** Commissioner Darlanne Mulmat moved for approval of the amended CPP Regular Meeting Minutes of November 19, 2025. Commissioner Dan Lawton seconded the motion. The motion passed with a vote of 11-0-0.  
Yeas: Benitez, Honoré, Burton, Case, Chatzky, Harvey, Inpyn, Lawton, Mulmat, Robinson, and Sener  
Nays: None  
Abstained: None

#### NON-AGENDA ITEMS

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

##### **Communications of the Chair** (Chair Ada Rodriguez)

(Timestamp 9:56)

##### **1. Holiday Season Acknowledgment:**

Chair Ada Rodriguez acknowledged the holiday season and wished everyone a safe and happy holiday.

##### **2. Community Outreach:**

Mentioned the Community Outreach committee's round table event on December 8th at the Malcolm X Library.

##### **3. Year in Review:**

Reflected on the year's challenges and successes, including nearly doubling the number of investigations reviewed and the acceptance of 12 out of 15 recommendations by the SDPD.

##### **4. Staff and Leadership Updates:**

Announced the selection of a permanent Interim Executive Director Bart Miesfeld and ongoing efforts to achieve full employment.

##### **5. Youth Representative Recruitment:**

Discussed the resignation of a youth representative and the need to recruit new youth members. Proposed the Recruitment Committee develop a presentation to attract youth applicants.

##### **6. Looking Ahead to 2026:**

Highlighted the Policy Committee's strategic agenda for the next three years and the focus on critical policy areas.

##### **7. Final Remarks:**

Expressed gratitude for the commissioners' dedication and looked forward to implementing strategic changes in 2026.

##### **Communications of the Interim Executive Director** (Bart Miesfeld)

(Timestamp 16:53)

**1. End of Year Statistics:**

The Interim Executive Director Bart Miesfeld mentioned the importance of evaluating statistics from the past six months and requested staff to provide trends and ideas at the January meeting.

**2. Community and Internship Program Report:**

The Director of Community Outreach and Internship Programs Yasmeen Obeid provided a quarterly report on Community Outreach efforts, including reaching out to over 200 groups and completing 53 presentations.

**3. Upcoming Events:**

Highlighted upcoming community events in December and requested volunteers for these events.

**4. Internship and Volunteer Opportunities:**

Encouraged anyone interested in becoming part of the CPP as an intern or volunteer to visit the website.

Three new commissioners have been onboarded, bringing the total to 21 commissioners. Another round of onboarding is expected soon to reach the full capacity of 25 commissioners. Two new commissioners, Kirby Knipp and Walter Jordan Sener, attended their first meeting.

**Communications from the Director of Community Engagement** (Yasmeen Obeid)

(Timestamp 17:37)

**1. Quarterly Report:**

Provided a quarterly report on community outreach efforts, mentioning that the office reached out to over 200 groups and completed 53 presentations.

**2. Upcoming Events:**

Highlighted upcoming community events in December, including the Winter Extravaganza on December 13th and the Mid-City CAN Winter Celebration on December 14th, and requested volunteers for these events.

**3. Volunteer and Internship Opportunities:**

Encouraged anyone interested in becoming part of the CPP as an intern or volunteer to visit the website.

**4. Recognition of Intern:**

Appreciated the work of CPP Intern Kelsey Gans, who contributed significantly to community outreach efforts.

NON-AGENDA PUBLIC COMMENT – None

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

- Executive Committee (Chair Ada Rodriguez) – Next meeting will be on December 10<sup>th</sup>.
- Rules Committee – No committee report.
- Community Outreach Committee – Community Roundtable on December 8<sup>th</sup> at the Malcolm X Library. Volunteers requested for upcoming events on December 13<sup>th</sup> and 14<sup>th</sup>.
- Policy Committee – No committee report.
- Recruitment Committee – Next meeting will be on December 4<sup>th</sup>. The Committee will approve the procedure for recruiting and nominating members.
- Training and Continuing Education Committee – Next meeting will be on December 11<sup>th</sup>.

IV. NON-AGENDA PUBLIC COMMENT – None



V. NEW BUSINESS

A. Approval of the new Bylaws – (*Timestamp 1:44:39*)

**Motion**: Commissioner Darlanne Mulmat moved for approval of the amended Bylaws of the Commission on Police Practices. Commissioner Dan Lawton seconded the motion. The motion passed with a unanimous vote of 12-0-0.

Yeas: Benitez, Honoré, Burton, Case, Diaz, Chatzky, Harvey, Inpyn, Lawton, Mulmat, Robinson, and Sener

Nays: None

Abstained: None

An amendment was proposed to include references to the National Code of Ethics, the Commission's adopted conflict of interest code, and the City of San Diego's code of conduct for boards and commissions.

**Virtual Public Comment** – (*Timestamp 45:50*) Darwin Fishman raised concerns about the new bylaws and their alignment with Measure B. He emphasized the need for transparency and community trust, questioning how the bylaws fit with the meet and confer process and the overall vision of civilian oversight that was voted for. He suggested providing regular updates to the community to reassure them about the progress and implementation of the new oversight system.

B. January-June 2025 Semi-Annual Proposed Report (CPP Investigator Waterman) (*Timestamp 1:05:17*)

**Motion**: Commissioner Darlanne Mulmat moved for approval of the amended January to June 2025 Semi-Annual Report of the Commission on Police Practices.

Commissioner Dan Lawton seconded the motion. The motion passed with a vote of 12-0-0.

Yeas: Benitez, Honoré, Burton, Case, Diaz, Chatzky, Harvey, Inpyn, Lawton, Mulmat, Robinson, and Sener

Nays: None

Abstained: None

C. 2026 Commission on Police Practices Meetings Calendar (Chair Rodriguez) (*Timestamp 1:24:19*)

**Motion**: Commissioner Imani Robinson moved to find other locations in all nine districts to add to the 2026 CPP Meetings Calendar. Commissioner Elizabeth Inpyn seconded the motion. The motion passed with a vote of 6-5-1.

Yeas: Burton, Chatzky, Harvey, Inpyn, Robinson, and Sener

Nays: Benitez, Case, Honoré, Lawton, and Mulmat

Abstained: Diaz

**Motion**: Commissioner Imani Robinson moved for approval of the 2026 CPP Meetings Calendar and also look for other locations in the nine districts. Commissioner Elizabeth Inpyn seconded the motion. The motion passed with a vote of 12-0-0.

Yeas: Benitez, Honoré, Burton, Case, Diaz, Chatzky, Harvey, Inpyn, Lawton, Mulmat, Robinson, and Sener

Nays: None

Abstained: None

D. PC 148.6(a) Admonishment on Complaint Forms (Outside Counsel Miesfeld) (*Timestamp 1:24:55*)

**Motion**: Commissioner Dan Lawton moved for approval of the amended Bylaws of the Commission on Police Practices. Commissioner Darlanne Mulmat seconded the motion. The motion passed with a vote of 12-0-0.

Yeas: Benitez, Honoré, Burton, Case, Chatzky, Diaz, Harvey, Inpyn, Lawton, Mulmat, Robinson, and Sener

Nays: None

Abstained: None

VI. NON-AGENDA PUBLIC COMMENT

**In person Public Comment** – **Arturo Ramos** (*Timestamp 1:32:57*): Mr. Ramos expressed frustration with the treatment they received from security guards and the lack of support from the Commission. They shared their experience of being assaulted by the police and the challenges faced in filing a complaint.

NON AGENDA COMMUNICATIONS FROM COMMISSIONER COMMENTS –

(*Timestamp 1:26:15*) 1<sup>st</sup> Vice Chair Bonnie Benitez thanks Chair Ada Rodriguez for the work she has done over the last nine months.

VII. ADJOURNMENT: The meeting adjourned at 6:37 pm.

## Commission on Police Practices (CPP) Case Review Procedures – Draft

The chief investigator coordinates the case review process by forming case review groups, assigning cases to investigators and case review groups, creating the case order for closed-session meetings, and reviewing all case review reports.

The chief investigator assigns all commissioners to case review groups (except the chair). Commissioners are expected to participate in at least four case reviews annually. This participation is tracked by staff based on endorsement, dissent, or comment at the end of each case review report.

Each case review group is led by an investigator. Investigators review the entire contents of the Internal Affairs (IA) case file (which includes but is not limited to the IA report, body-worn camera (BWC) and other video footage, various police documentation, audio interview recordings, and all contents of the Sheriff's Office homicide report in officer-involved shooting cases ). Based on this information, the investigator prepares a draft of the case review report (including recommendations on each allegation).

After the chief investigator's review, this information is shared with the case review group, and a case review meeting is scheduled to discuss it. The draft report is shared with the review group at least five days before the meeting. Relevant evidence (e.g., documents, BWC/audio excerpts) is included in the communication that accompanies the draft report and meeting details, along with a link to the folder containing all IA materials.

On their own time, case review group members review all information shared by the investigator. They are free to access any other information in the IA case file of interest. Before the meeting, case review group members are encouraged to add their input/feedback to the document using "Suggesting" mode.

During the case review group meeting, group members discuss the case, conclusions, and recommendations on each allegation.

Following the meeting, the investigator incorporates input from the review group meeting, and all members of the review group are expected to endorse, dissent, or comment at the end of the report. This endorsed summary and relevant video/audio clips will be shared with all commissioners at least five days before the closed session meeting. All commissioners are expected to review these materials before the closed session. In the closed-session meeting, the assigned investigator presents the case, followed by discussion and a vote by the commissioners in attendance.

## Commission on Police Practices

DATE: January 2, 2025

TO: Todd Gloria, Mayor, City of San Diego  
Scott Wahl, Chief, San Diego Police Department

FROM: Ada Rodriguez, Chair AR, Commission on Police Practices

SUBJECT: Community Concerns, Oversight Limitations, and the Need for  
Leadership Acknowledgment and Transparency

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### **Purpose of This Memo**

The purpose of this memorandum is to formally communicate concerns that have been repeatedly raised by the community, observed by commissioners, and documented through the Commission on Police Practices' ongoing work. These concerns relate to (1) recent use-of-force incidents circulating publicly, (2) the lack of timely acknowledgment from City leadership, and (3) the ongoing structural limitations that continue to impede the Commission's ability to fully carry out the mandate established by Measure B.

This memo is not intended to comment on any specific case or investigation. It is intended to highlight systemic issues that affect public trust, transparency, and the effectiveness of independent oversight.

### **1. Community Harm and the Need for Leadership Acknowledgment**

In recent months, multiple incidents involving potential excessive force have circulated widely in the community. These incidents have generated significant public concern, particularly when the footage depicts conduct that appears disproportionate or avoidable. In many major cities, when such incidents occur, chiefs and mayors issue timely statements acknowledging community concern, affirming the importance of accountability, and committing to transparency. This practice does not interfere with investigations; it reinforces trust.

In San Diego, however, the absence of consistent acknowledgment from City leadership has been deeply felt. When the only public responses come from union representatives or when multimillion-dollar settlements are approved without any accompanying statement addressing the underlying harm, the community interprets this silence as indifference. Acknowledgment is not an admission of wrongdoing. It is a recognition of community impact. And right now, that recognition is missing.

## **2. Oversight Limitations and Delays**

As we enter 2026, the Commission continues to operate without:

1. Full access to information necessary for independent oversight
2. Full staffing as intended under Measure B
3. Timely cooperation on data requests
4. The ability to review patterns and systemic risks in a comprehensive manner

It is important to note that access to complaint information including cases closed by Internal Affairs is not a negotiable matter in Meet-and-Confer. This requirement is established directly in the City Charter through Measure B, which mandates that the Commission review all complaints. Oversight obligations created by voter-approved law cannot be limited or redefined through labor negotiations. When the Commission does not receive complete complaint data, it restricts our ability to fulfill our legal mandate and undermines public trust in the accountability system.

These limitations do not serve the community, the department, or the purpose of oversight. They also create confusion and frustration for residents who believe — correctly — that Measure B granted the Commission broader authority.

The Commission remains committed to fulfilling its mandate, but we cannot do so effectively without the structural support and access required by law.

## **3. Patterns Observed in Publicly Available Incidents**

Without referencing any confidential case information, it is important to note that several publicly circulated videos have raised concerns about:

1. Disproportionate use of force
2. Escalation in situations involving unarmed individuals
3. Lack of intervention by officers on scene
4. Stops based on vague or non-articulable suspicion
5. The absence of internal reporting by officers who witness potential misconduct

These observations are based solely on publicly available information — the same information the community sees. They underscore the need for stronger internal accountability mechanisms and more transparent communication from leadership.

## **4. Financial Impact on the City**

San Diego continues to pay significant sums in lawsuit settlements related to police conduct. These payouts divert millions of dollars from community programs, infrastructure, and essential services.

Residents frequently express frustration about taxation and budget priorities. It is important for the public to understand how much of the City's financial burden is tied to preventable incidents and unresolved systemic issues.

Transparency in this area is not only responsible governance — it is essential for public

trust.

## **5. The Role of the Commission and the Need for Partnership**

The Commission on Police Practices is committed to:

1. Independent oversight
2. Transparency
3. Fairness
4. Evidence-based review
5. Community engagement

However, oversight cannot function in isolation. It requires partnership, communication, and acknowledgment from City leadership.

The Commission is not seeking to overstep its role. We are seeking to fulfill it.

## **6. Request for Action**

To strengthen public trust and support the work voters mandated, I respectfully request the following:

### **A. Leadership Acknowledgment**

That the Mayor and Chief of Police issue timely, non-prejudicial public statements acknowledging community concern when serious incidents occur.

### **B. Structural Support**

That the City expedite the remaining steps necessary to provide the Commission with full access, staffing, and operational capacity as intended under Measure B.

### **C. Transparency**

That the City work collaboratively with the Commission to ensure the public has clear, accurate information about:

1. What happens after a complaint is filed
2. How use-of-force incidents are reviewed
3. How settlements impact the City budget

### **D. Regular Communication**

That quarterly meetings be established between City leadership and the Commission Chair to address ongoing concerns and ensure alignment with Measure B requirements.

## **Closing**

The Commission will continue to carry out its responsibilities with integrity, independence, and respect for all parties involved. But oversight is only one part of the accountability ecosystem. The community is looking to all of us — elected officials, police leadership, and oversight bodies — to demonstrate transparency, responsiveness, and a

Community Concerns, Oversight Limitations, and the Need for Leadership  
Acknowledgment and Transparency

January 2, 2025

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shared commitment to public trust.

I look forward to continued collaboration and to strengthening the systems that keep our city safe, fair, and accountable.

Ada Rodriguez, Chair  
Commission on Police Practices

cc: Aaron Burgess, Chief of Staff/Policy Manager, Commission on Police Practices

Joe LaCava, City Council President, City of San Diego

Jennifer Campbell, City Council Member, City of San Diego

Stephen Whitburn, City Council Member, City of San Diego

Henry Foster, City Council Member, City of San Diego

Marni von Wilpert, City Council Member, City of San Diego

Kent Lee, City Council President Pro Tem, City of San Diego

Raul Campillo, City Council Member, City of San Diego

Vivian Moreno, City Council Member, City of San Diego

Sean Elo-Rivera, City Council Member, City of San Diego

Chloe Madison, Public Affairs Manager, SDPD

Lyndsay Winkley, Community Liaison Manager, SDPD

**DRAFT – VERSION 3**

**December 4, 2020**

**Commission on Police Practices  
Protocol for Commissioner Communication  
with the San Diego Police Department, Mayor, City Council,  
City Attorney, Other City Officials, and CPP Staff**

This communication procedure serves as the essential framework for how the Commission on Police Practices (CPP) interacts with external entities, including the San Diego Police Department (SDPD), the City Council, and other City officials. The overarching purpose of this protocol is to ensure that the CPP communicates effectively and consistently, preserving the integrity and authority of the commission as an institution. It is a critical reminder that all CPP communications are as the commission as a whole, not individuals. When communicating with the Chief of Police or City Officials regarding policy or official reports, the message must reflect the consensus or formal position that the commission votes on. Consequently, formal correspondence must be sent by authorized parties, such as the Chair via the Executive Director, or the Chair and/or Executive Director for City Council matters.

Crucially, this procedure does not take the voice of an individual commissioner; instead, it formalizes the channels through which your voice and necessary inquiries can be made transparently. Individual commissioners bring issues to the commission for consideration and debate. Furthermore, commissioners remain empowered to conduct routine research and gather information by contacting the SDPD Community Liaison Manager for general inquiries, policy questions, and statistical requests, without requiring prior authorization. This protocol simply mandates that when speaking externally on official matters, the focus is on the unified, deliberated voice of the commission, ensuring clarity and consistency in our sensitive work.

This procedure also covers communication with CPP staff, respecting the Executive Director's role in staff management while enabling commissioners to seek information.

**I. Communication with the Chief of Police (Formal, Policy, and Institutional Voice)**

This category covers official positions, policy direction, and formal requests, which require the unified authority of the CPP.

Action/Purpose	Authorized Communicator	Individual Commissioner Contribution/Role	Oversight/Documentation
<b>Official Written Correspondence</b> (CPP position, policy changes, requests for documents/records)	Chair via the Executive Director.	Individual commissioners submit input or suggested content to the Chair and Executive Director for inclusion in the final, official correspondence.	Copies of the correspondence should be emailed to all Commissioners (unless confidential case information is included).



<b>Correspondence regarding Policy or Procedural Matters</b>	Chair and/or Executive Director.	Individual commissioners raise policy issues during CPP meetings, leading to formal correspondence being initiated by leadership.	The Chair or Executive Director should copy the Assistant Chief for Planning and Intelligence and the SDPD Community Liaison Manager on the correspondence.
<b>Scheduled Leadership Meetings (Bimonthly)</b>	CPP Chair, Vice Chair for Policy, Vice Chair for External Affairs and Executive Director and designated staff.	Individual commissioners can submit specific questions or topics to the Executive Director/Chair prior to the meeting.	The Chair must provide a summary of the meeting to the full Commission at its next Regular Meeting.

## II. Individual Commissioner General Inquiries and Routine Requests to SDPD

This category ensures individual commissioners have the ability to conduct necessary research and fact-finding without undermining the official communication structure.

Action/Purpose	Authorized Communicator	Individual Commissioner Contribution/Role	Oversight/Documentation
<b>General Inquiries and Routine Requests</b> (e.g., questions about policies, procedures, ride-along requests, statistical requests)	Any Commissioner.	This is the primary channel for commissioners seeking specific, non-policy-directive information necessary for their duties. No prior authorization is required.	The commissioner should contact the SDPD Community Liaison Manager (CL Manager) who may connect them with the appropriate Department personnel. The Chair and Executive Director should be copied on all correspondence to keep them informed.
<b>Committee-Specific Matters</b> (e.g., Training, Policy)	Committee Chairs.	The Committee Chair or designated Committee member, contacts SDPD staff matters that the committee is actively working on.	The Chair and Executive Director should be copied on the correspondence.
<b>Requests for official records</b>	Chair, Executive Director, or other	Individual commissioners needing official records must submit their request through one of these authorized parties to	Submitted to the Chief of Police or SDPD staff, as appropriate.

	appropriate staff.	ensure legality and adherence to procedure.	
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### III. Communication with Internal Affairs Staff

This category details the specific communication channels and required procedures used by the CPP staff when engaging with IA regarding specific cases. This structured approach ensures that questions raised by Commissioners, either from the Case Review Group deliberations or as a question resulting from a closed meeting are routed and documented appropriately. If the case review process changes in the future, this section will be updated accordingly,

Action/Purpose	Authorized Communicator	Contribution/Role	Oversight/Documentation
<b>Submitting questions for IA (Case Review)</b>	CPP Investigator assigned to the Review Group, via the Chief Investigator	Seeking specific clarifications or answers regarding a case. Review Group members can submit questions.	Questions must be submitted using the question form, copying the Chief Investigator.
<b>Initiating Verbal Conversation (e.g., telephone/Zoom meeting, or in-person meeting if necessary)</b>	Assigned Investigator	Initiated when issues are not clarified in IA's written responses, or when complexity/urgency suggests verbal conversation is more efficient.  Staff attendees may include the Chief Investigator, the assigned investigator, and the Executive Director and/or General Counsel, as needed.  Review Group members can participate upon request.	Investigator reaches out to the IA CPP Liaison. The meeting is scheduled with the IA Lieutenant who supervised the investigation or the Investigating Sergeant.
<b>General Correspondence regarding Internal Affairs issues</b>	Chair/Executive Director or Chief Investigator	N/A	Should be copied to the IA Captain and IA CPP Liaison.

<b>Post-Closed Session Follow-up Meeting</b>	CPP Chief Investigator and CPP participants (including Chair, Vice Chair for Policy, and Vice Chair for External Affairs, and investigators).	To resolve questions and issues that arose during the Commission's case review discussions. Commissioners may submit agenda items to the CPP Chief Investigator.	The agenda is prepared by the CPP Chief Investigator and submitted in advance to the Cabinet, IA Captain, and CPP Liaison. The IA CPP Liaison must be copied on all correspondence regarding case reviews. A verbal summary is presented at the next CPP closed session.
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#### IV. Communication with City Officials (Mayor, City Council, City Attorney)

This category focuses on official representation of the CPP to City leadership.

Action/Purpose	Authorized Communicator	Individual Commissioner Contribution/Role	Oversight/Documentation
<b>City Attorney</b>	General Counsel or Executive Director.	Individual commissioners needing legal guidance route their questions through the Executive Director for official engagement.	All official communication must go through the General Counsel or Executive Director.
<b>Official Communications with Mayor/City Council</b>	Chair and/or Executive Director.	<p>Individual commissioners provide input to the Chair/ED for inclusion in official reports (e.g., biennial report).</p> <p>If meetings are scheduled to update individual City Council members, Commissioners appointed as district-designated members should be invited to attend meetings with their respective Councilmember.</p> <p>For meetings with the City Council Public Safety Committee, the CPP Vice Chair for External Affairs and the Vice Chair for Policy may</p>	Appropriate mayoral staff (e.g., City Council Liaison/Advisor for Public Safety), the Chief of Police, and SDPD staff (e.g., Community Liaison Manager, Assistant Chief for Planning and Intelligence) should be copied on correspondence with the Mayor.

		be invited to be part of the presentation,	
<b>Informal Conversations or Public Testimony</b>	Any Commissioner.	Commissioners may have informal conversations with the Mayor or Councilmembers. If testifying at a public hearing, the commissioner should state that they are representing themselves and not the Commission (unless designated by the Chair).	N/A

#### V. Internal Communication with CPP Staff

This procedure respects the Executive Director's role in staff management while enabling commissioners to seek information.

Action/Purpose	Authorized Communicator	Individual Commissioner Contribution/Role	Oversight/Documentation
<b>Routine Discussion and Requests</b>	Commissioners are welcome to discuss CPP matters with staff and make routine requests within the staff member's scope of duties.	Commissioners rely on this channel for administrative support and general information.	All Commissioner email correspondence with staff must be copied to the staff member's supervisor (refer to organizational chart) and the Executive Director.
<b>Task Assignment</b>	Executive Director only.	Commissioners are not authorized to assign tasks to staff (including consultants and interns). They can contact the Executive Director to make a request.	When in doubt, check with the Chair or member's direct supervisor.
<b>Complex Legal Requests</b> (e.g., official legal opinions, complex analysis)	Executive Director.	Commissioners must route questions requiring complex legal analysis or requests for official legal	<b>Note:</b> The General Counsel will notify a Commissioner if an inquiry qualifies as a complex legal issue, requiring research time.

		opinions through the Executive Director.	
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## VI. General Mandates for All Commissioner Communications

All commissioners must adhere to the following rules, which ensure communications are professional, legal, and auditable:

1. Commissioners must use their **sandiego.gov email for CPP correspondence.**
2. All commission communication must comply with the **City of San Diego Code of Conduct for Boards and Commissions.**
3. All Commissioner communication is **subject to California Public Record Act** requests.
4. Commissioners should only call staff **during business hours unless explicitly coordinated or scheduled call or if the matter is urgent.**

The adherence to this Commissioner Communication Protocol is fundamental to the efficacy and credibility of the Commission on Police Practices in carrying out its sensitive duties. By centralizing official correspondence with the Chief of Police, the Mayor, and the City Council through the Chair and/or Executive Director, we guarantee that our external communication reflects the deliberate, unified position of the entire commission.

While individual commissioners are empowered to pursue information essential to their roles—such as contacting the SDPD Community Liaison Manager for general inquiries and routine requests without requiring prior authorization—it remains critical that the Chair and Executive Director be copied on all correspondence to maintain transparency and consistency across the body. Furthermore, when commissioners choose to testify at a public hearing, they must state they are representing themselves and not the Commission, unless explicitly designated to do so.

Ultimately, successful communication requires that all commissioners recognize the profound public nature of our work: all CPP correspondence must utilize the official sandiego.gov email and is subject to California Public Record Act requests. By operating through clear channels and maintaining transparency, this procedure ensures that the collective authority of the Commission is preserved, allowing us to effectively fulfill our mandate. The Chair acts as the spokesperson for the Commission, to make official statements for the Commission, or to delegate this responsibility to another Commissioner or the Executive Director.