

**Commission on Police Practices**

**COMMISSION ON POLICE PRACTICES**

**Thursday, February 5, 2026**  
**4:00pm – 5:00pm**

**RECRUITMENT STANDING COMMITTEE AGENDA**

**Procopio Towers  
525 B St., 17th Floor, Suite 1725 San  
Diego, CA 92101**

**The link to join the meeting by computer, tablet, or smartphone at 4:00pm is:**

[Microsoft Teams Link](#)

Meeting ID: 246 128 034 924 67

Passcode: VK7kb37t

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

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

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

- I. **CALL TO ORDER/WELCOME (Chair Doug Case)**  
*Committee Members: Chair Doug Case, David Burton, Lupe Diaz, Dan Lawton, Stephen Chatzky  
Outreach Committee Liaison: Armando Flores*
- II. **ROLL CALL (Director of Community Engagement & Internship Programs Yasmeen Obeid)**
- III. **APPROVAL OF MEETING MINUTES**  
A. CPP Regular Meeting Minutes of December 4, 2025
- IV. **NON-AGENDA PUBLIC COMMENT (Director of Community Engagement & Internship Programs Yasmeen Obeid)**
- V. **CHAIR REPORT (Chair Case)**
- VI. **NEW BUSINESS**

- A. Spring 2026 Recruitment Plan
- B. Upcoming Meeting: Thursday, March 5, 2026, from 4:00 – 5:00 pm

## VII. COMMISSIONER COMMENTS

## VIII. ADJOURNMENT

### **Materials Provided:** December 4, 2025 Recruitment Committee Meeting Minutes

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

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

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

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

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

**Virtual Platform Public Comment to a Particular Item or Matters Not on the Agenda:**

When the item you would like to comment on is introduced (or it is indicated that it is time for Non-Agenda Public Comment), raise your hand by tapping on the “Raise Your Hand” button on your computer or tablet. To raise your hand in a Microsoft Teams meeting on your smartphone (iOS or Android), tap the three-dot menu, then select the “Raise Hand” option. You will be taken in the order in which you raised your hand. You may only speak once on a particular item. When it is indicated that it is your turn to speak, click the unmute prompt that will appear on your computer, tablet or Smartphone.

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

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

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

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

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

**Late-Arriving Materials**

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

at [commissiononpolicepractices@sandiego.gov](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) 236-6296 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

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

**Thursday, December 4, 2025  
4:30pm-5:30pm**

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

Click [https://youtu.be/\\_rmrictX5Ks](https://youtu.be/_rmrictX5Ks) to view this meeting on YouTube.

**CPP Committee Members Present:**

Committee Chair Doug Case  
Armando Flores  
Lupe Diaz  
Dan Lawton

**Excused:**

Steve Chatzky  
David Burton

**Absent:**

None

**CPP Staff Present:**

Yasmeen Obeid, Community Engagement Coordinator  
Ethan Waterman, CPP Investigator (Virtual)

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- I. CALL TO ORDER/WELCOME: Committee Chair Doug Case called the meeting to order at 4:15pm.
- II. ROLL CALL: Director of Community Engagement & Intern Supervisor Yasmeen Obeid conducted the roll call for the Commission and established quorum.
- III. NON-AGENDA PUBLIC COMMENT – None
- IV. NEW BUSINESS
  - A. Draft of the Commission on Police Practices Plan and Procedure for Recruitment and Nominations of new Commissioners
    - Background:** The City Council grants the Commission the ability to make nominations if there is an operating procedure in place. This document is intended to serve as that operating procedure.
    - Committee Role:** The committee is responsible for recruiting and vetting candidates. The full Commission then votes on the recommendations, and the City Council makes the final appointments.
    - Application Process:** Candidates apply through the City Council's onboarding process. The application form will include a question about whether the applicant wishes to be considered for a nomination from the Commission.
    - Community Outreach:** The committee will work with the Community Outreach Committee to ensure broad and inclusive outreach, including translating recruitment materials into multiple languages.
    - Timeline:** The timeline for annual appointments is set by the City Council, with a recommended open period of four to six weeks for collecting nominations. This process can also be used for mid-term vacancies.
    - Interview Process:** The committee will review applications, ensure they meet qualifications, and conduct interviews with a standardized set of questions. A scoring system will be used to evaluate candidates, and the committee will provide a written report with recommendations to the full Commission.
    - Confidentiality:** The process emphasizes confidentiality, particularly regarding discussions in closed sessions. Nominees will be informed of their status, and feedback will be provided to applicants.
    - City Council Involvement:** The City Council conducts background checks and holds hearings for the appointments. The Public Safety Committee may interview applicants as part of this process.
    - Training:** Once appointed, new Commissioners will undergo a training process with a specific curriculum.
    - Youth Outreach:** There is a focus on recruiting youth candidates (ages 18-24) to fill designated youth seats and involve them in outreach activities.
    - Community Organizations:** The committee will compile and update a list of community organizations for outreach, ensuring a broad and inclusive recruitment process.

**Liaison Appointment:** Armando was appointed as the liaison between the Community Outreach Committee and the Recruitment Committee to facilitate coordination.

**Motion:** Chair Doug Case moved to approve that the amended Recruitment and Nominations Procedure document. Commissioner Lupe Diaz seconded the motion. Motion passed 4-0-0.

Yea: Chair Case, Diaz, Flores, Lawton

Nay: None

Abstentions: None

B. Community Outreach Liaison to Recruitment Committee

**Liaison Role:** The role of the liaison is to facilitate coordination between the Community Outreach Committee and the Recruitment Committee. This is necessary because joint meetings are not possible due to the Brown Act.

**Appointment:** Armando was nominated and appointed as the liaison. This decision was made to ensure effective communication and collaboration between the two committees.

**Responsibilities:** Armando will work on developing the community outreach plan and present it at the next meeting. This includes focusing on youth outreach and compiling a list of community organizations for targeted outreach efforts.

**Motion:** Chair Doug Case moved to appoint Commissioner Armando Flores as the liaison for the Community Outreach Committee and the Recruitment Committee. Commissioner Lupe Diaz seconded the motion.

Motion passed 4-0-0.

Yea: Chair Case, Diaz, Flores, Lawton

Nay: None

Abstentions: None

C. Upcoming Recruitment Committee Meeting: January 8, 2026, from 4:00 - 5:00 p.m.

**Action Items:**

- **Document Review:** Send the minor typographical changes for the recruitment and nominations procedure document. (Yasmeen Obeid)
- **Community Outreach List:** Provide Yasmeen Obeid with the list of community organizations for outreach. (Yasmeen Obeid)
- **Community Outreach Plan:** Develop the community outreach plan and present it at the next meeting. (Yasmeen Obeid and Armando Flores)
- **Youth Outreach:** Include specific youth outreach strategies in the community outreach plan. (Yasmeen Obeid and Armando Flores)
- **Community Organizations List:** Compile a list of community organizations with specific outreach to youth for the next meeting. (Yasmeen Obeid and Armando Flores)
- **Meeting Agenda:** Add the community outreach plan, youth outreach, and list of community organizations to the agenda for the next meeting. (Yasmeen Obeid)
- **Contact List:** Bring personal contacts, including names, emails, and phone numbers, for community organizations to the next meeting. (All Committee

Members)

V. COMMISSIONER COMMENTS

VI. ADJOURNMENT: The meeting adjourned at 5:15pm.