



## 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.

Yeas: Chair Case, Diaz, Flores, Lawton

Nays: 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.

Yeas: Chair Case, Diaz, Flores, Lawton

Nays: 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.