



## Commission on Police Practices

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

**Thursday, December 11, 2025  
5:00pm-6:00pm**

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

Click <https://youtu.be/Lq1EbbGafXI> to view this meeting on YouTube.

**CPP Committee Members Present:**

Committee Chair Darlanne Mulmat  
1<sup>st</sup> Vice Chair Bonnie Benitez  
Stephen Chatzky  
Armando Flores (arrived at 5:14pm)

**Excused:**

Elizabeth Inpyn

**Absent:**

None

**CPP Staff Present:**

Olga Golub, Chief Investigator (Virtual)  
Ethan Waterman, CPP Investigator  
Ching-Yun Li, CPP Investigator

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- I. CALL TO ORDER/WELCOME: Committee Chair Mulmat called the meeting to order at 5:00pm.
- II. ROLL CALL: CPP Investigator Waterman conducted the roll call for the committee and established quorum.
- III. APPROVAL OF MINUTES
  - A. October 16, 2025 Training Standing Committee Meeting Minutes
 

**Motion:** Chair Darlanne Mulmat moved to approve the amended CPP Training Standing Committee Meeting Minutes of October 16, 2025. Commissioner Armando Flores seconded the motion. The motion passed with a vote of 4-0-0. Yeas: Benitez, Chatzky, Flores, Mulmat  
Nays: None  
Abstentions: None

NON-AGENDA REPORTS FROM CHAIR MULMAT AND CHIEF INVESTIGATOR GOLUB

**Non-Agenda Reports from the Chair: (Timestamp 4:40)**

- **Handbook Update:** CPP Investigator Ching-Yun Li has volunteered to create a PDF version of the handbook that will be always up-to-date. Changes will be communicated to everyone.
- **Onboarding Training:** The onboarding training modules on bylaws, public procedures, and Brown Act are in process and will be posted on the public website for public access.
- **Community Engagement:** Director of Community Engagement and Internship Programs Yasmeen Obeid is working on community presentations and the community bus tour. The first scheduled presentation is by Community Advocates for Just and Moral Governance in March.
- **Mandatory Training Participation:** Staff is tracking the participation of new commissioners in mandatory training required by the city and ensuring completion.

**Non-Agenda Reports from Investigator Olga Golub: (Timestamp 6:52)**

- **SuccessFactors Access:** There was an issue with not all commissioners having their city emails linked to SuccessFactors. Senior Management Data Analyst Jaime Jacinto is working with HR to resolve this and will assign city-mandated and other trainings for new commissioners via SuccessFactors once confirmed.
- **Vehicle Pursuit Training:** Investigator Ethan Waterman has been following up with SDPD Community Liaison Manager Lyndsay Winkley regarding vehicle pursuit training but has not received a response. Suggestions for follow-up are welcome.
- **Policy Retreat and Training Topics:** The policy conference is not taking place. Professor Sharon Fairley, initially intended for the policy conference, is being considered for case review training on decision-making and use of force and de-escalation.
- **Case Review Training Implementation:** The team has started implementing the first level of case review topics identified. A document titled "Case Review Training Academy, Phase One Implementation" is available in the Training Committee folder on Google Drive, showing the prioritization and progress of training topics.

NON-AGENDA PUBLIC COMMENT – None

IV. OLD BUSINESS (Timestamp 14:39)

- A. Implementing Implicit Bias Training
  - **John Alden's Presentation:** John Alden was identified as a potential presenter for implicit bias training. He charges \$350 per hour, totaling \$1400 for

planning and a one-hour virtual training. In-person training would include additional travel costs.

- **Scope of Work:** The Committee Chair will draft the scope of work for implicit bias training, focusing on recognizing personal bias during commission work and identifying bias in body-worn camera footage and other data.
- **Alternative Options:** Commissioner Armando Flores was tasked with exploring other options for implicit bias training, including resources from the ethics commission and other potential trainers.
- **Next Steps:** Committee members will review video clips of John Alden's presentation, draft a scope of work, and reach out to 2<sup>nd</sup> Vice Chair Clovis Honore for additional ideas. The goal is to finalize the scope and identify potential consultants by the next meeting.

## V. NEW BUSINESS

### A. Case Review Reference Sheet (*Timestamp 31:42*)

- **Creation and Purpose:** The case review reference sheet was created to provide commissioners with a quick reference for major terms and concepts encountered during case reviews. It is designed to be brief and accessible, either in physical form or on Google Drive.
- **Content:** The reference sheet includes definitions and explanations of key terms such as "not sustained" and "unfounded," which are essential for understanding case review outcomes.
- **Feedback and Finalization:** Commissioners were asked to review the draft and provide any feedback or suggestions to Chief Investigator Olga Golub. If no substantive changes are needed, the reference sheet will be finalized and shared with the full commission, ideally before the next closed session.

### B. Reference Sheets for POST, RIPA, and Clear Act (*Timestamp 38:23*)

- **Purpose and Format:** Three reference sheets were created to provide background information, citations, and relevance to oversight for POST, RIPA, and the Clear Act. Each sheet follows a similar format, including a brief overview and specific citations.

#### **POST:**

- **Content:** The POST reference sheet explains the role of POST in setting training standards for law enforcement and the newer responsibility for decertifying officers involved in serious misconduct.
- **Additional Information:** It was suggested to add the nine specific categories of serious misconduct that POST deals with.

#### **RIPA:**

- **Content:** The RIPA reference sheet focuses on the data collection and reporting requirements for law enforcement agencies, emphasizing the use of this data to identify patterns and disparities.

#### **Clear Act:**

- **Content:** The Clear Act reference sheet provides information on the act's requirements for tracking and reporting discriminatory or biased conduct.

**Next Steps:** A suggestion was made to create a comparative chart focusing on what commissioners need to know about each of these acts, which could be more concise and useful.

### C. Peace Officer Bill of Rights and Reporting Requirements Trainings

- **POBR Training Discussion:** 1<sup>st</sup> Vice Chair Bonnie Benitez mentioned a local lawyer who offered to provide training on POBR. The lawyer asked if the

training should be scheduled for January or February, but it was suggested to push it to February or March due to the busy agenda and the absence of an Executive Director.

- **Next Steps:** 1<sup>st</sup> Vice Chair Bonnie Benitez will confirm the lawyer's availability and whether there will be any charges for the training.

D. Inside SDPD/Ridealongs (*Timestamp 1:01:01*)

- **Overview:** The SDPD Event included various modules such as a K9 demonstration, traffic stop simulation, SWAT presentation, use of force basics, and Taser training. Participants found it beneficial and informative.
- **Feedback:** Participants appreciated the professionalism and approachability of the trainers. They suggested including medical aid training in future events.
- **Next Steps:** The next Inside SDPD event is expected in March. Staff will coordinate to ensure commissioners can attend without quorum issues.

**Action Items:**

- Approval of Minutes – CPP Executive Assistant Alina Conde will incorporate changes and additions to the minutes for October 16th and finalize them.
- Implicit Bias Training – Committee members will look at video clips again, the Committee Chair will sketch out the scope of work, and reach out to 2<sup>nd</sup> Vice Chair Clovis Honore for ideas.
- Case Review Reference Sheet – Commissioners to review the draft and send any feedback to Chief Investigator Olga Golub.
- Inside SDPD Event – Staff to coordinate the next Inside SDPD event in March and ensure commissioners can attend without quorum issues.
- Clear, Post, and RIPA Reference Sheets – 1<sup>st</sup> Vice Chair Bonnie Benitez to create a comparative chart and send it to CPP Investigator Ethan Waterman and staff for review.
- Reporting Requirements and POBR – 1<sup>st</sup> Vice Chair Bonnie Benitez to check with a local lawyer about presenting on POBR and confirm the length and content of the presentation.

VI. COMMISSIONER COMMENTS – None

VII. NEXT MEETING – The next meeting will be on January 8<sup>th</sup>, 2025 at 5:30pm.

VIII. ADJOURNMENT: The meeting adjourned at 6:12pm.