

COMMISSION ON POLICE PRACTICES

Wednesday, March 25, 2026

4:30pm-6:00pm

EXECUTIVE STANDING COMMITTEE AGENDA

Procopio Tower

525 B St., 17th Floor, Suite 1725

San Diego, CA 92101

The link to join the meeting by computer, tablet, or smartphone at 4:30pm is:

[MICROSOFT TEAMS LINK](#)

Meeting ID: 284 527 713 584 73

Passcode: Eg3zc2jX

**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 Ada Rodriguez)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. APPROVAL OF THE MINUTES OF FEBRUARY 25, 2026 EXECUTIVE STANDING COMMITTEE MEETING

NON-AGENDA PUBLIC COMMENT

NON-AGENDA COMMENTS FROM THE CHAIR ADA RODRIGUEZ & EXECUTIVE DIRECTOR ROGER SMITH

- IV. NEW BUSINESS
 - A. July - December 2025 Semi-Annual Report
 1. Public Comment
 2. Discussion
 3. Action

- V. DISCUSSION
 - A. SB707 Brown Act Changes

1. Public Comment
2. Discussion

VI. STANDING COMMITTEE REPORTS

- A. Rules Committee – Chair Bonnie Benitez
- B. Outreach Committee – Chair Armando Flores
- C. Training Committee – Chair Darlanne Mulmat
- D. Policy Committee – Chair Imani Robinson
- E. Recruitment Committee – Chair Doug Case

VII. FUTURE AGENDA ITEM REQUESTS

VIII. NEXT MEETING – WEDNESDAY, APRIL 29, 2026

IX. ADJOURNMENT

Materials Provided:

- Minutes of February 25, 2026 Executive Committee Meeting

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 400 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. 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.

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
EXECUTIVE STANDING COMMITTEE MEETING
MINUTES**

**Wednesday, February 25, 2026
4:30pm - 6:00pm**

**Procopio Tower
17th Floor, Suite 1725
San Diego, CA 92101**

Click <https://youtu.be/o59NxNxuq6s> to view this meeting on YouTube.

CPP Committee Members Present:

Chair Ada Rodriguez
1st Vice Chair Bonnie Benitez
2nd Vice Chair Clovis Honoré (arrived at 4:34pm)
Doug Case
Imani Robinson

Excused:

Darlanne Mulmat

Absent:

Armando Flores

CPP Staff Present:

Roger Smith, Executive Director
Alina Conde, Executive Assistant
Yasmeen Obeid, Director of Community Engagement & Internship Programs (Virtual)
Jon'Nae McFarland, Administrative Aide (Virtual)
Olga Golub, Chief Investigator (Virtual)
Ethan Waterman, CPP Investigator (Virtual)
Ching-Yun Li, CPP Investigator (Virtual)

- I. CALL TO ORDER/WELCOME: Chair Ada Rodriguez called the meeting to order at 4:30pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF THE MINUTES OF JANUARY 28, 2026 EXECUTIVE COMMITTEE MEETING
MOTION: 2nd Vice Chair Clovis Honoré moved to accept January 28th, 2026 Executive Standing Committee Meeting Minutes. Commissioner Imani Robinson seconded the motion. The vote passed 5-0-0.
Yeas: Benitez, Case, Honoré, Robinson, Rodriguez
Nays: None
Abstention: None

NON-AGENDA PUBLIC COMMENT - None

NON AGENDA COMMENTS FROM CHAIR ADA RODRIGUEZ – No report provided.

NON AGENDA COMMENTS FROM EXECUTIVE DIRECTOR ROGER SMITH
(*Timestamp 3:07*)

- Events:
 - Will attend the Somali Bantu Association of America annual Ramadan dinner.
 - Scheduled the first meeting with city staff from the City Attorney's office and Human Resources Department regarding ongoing matters. This meeting is intended as an introductory session.
- Community Outreach List:
 - Clarified the purpose of the Community Outreach list, stating that it is designed to capture both people and organizations with whom the committee has had contact. It is not aspirational and does not aim to create balance in the list itself, but rather in the outreach effort, which takes time.

IV. NEW BUSINESS

A. Committee Goals

1. Training Committee: (*Timestamp 6:44*)

- Develop and implement a transparent, targeted, and efficient training and continuing education program for Commissioners.
- Refine the scope of training academies with staff guidance.
- Brief after training to determine additional training needs and future schedules.
- Consider relevant NACOLE webinars and encourage participation.

2. Recruitment Committee: (*Timestamp 8:32*)

- Recruit applicants for current and upcoming vacancies on the Commission, with an emphasis on filling up youth seats.
- Coordinate with the Council President's office for a smooth and efficient appointment process.
- Develop recruitment brochures, both physical and online.
- Conduct an orientation session for applicants and potential applicants in April, both in-person and virtual.

- Vet applicants seeking CPP nomination and making recommendations to the full Commission.
3. Executive Committee: (*Timestamp 10:28*)
 - Strengthen internal workflows and documentation.
 - Improve meeting recordings, minutes, and post-meeting summaries.
 - Establish a structured and transparent agenda-setting process.
 - Ensure Commissioners have secure access to complaint materials.
 - Continue attendance tracking and follow-up procedures.
 - Support a standardized onboarding and training program.
 - Improve communication protocol between staff and Commissioners.
 - Expand community engagement.
 4. Rules Committee: (*Timestamp 15:01*)
 - Ensure proper utilization of the Rules Committee for creating and reviewing Commission rules.
 - Creation of processes for the Commission will be delegated to the Rules Committee.
 5. Standing Policy Committee: (*Timestamp 18:13*)
 - Plan forums, starting with pretext stops as the first forum topic.
 - Create a two-year plan with 12 focus areas, potentially revising them based on current feedback and events.
 - Review and strategize on policies such as anti-racism, courtesy policy, pretext stops, body-worn cameras, gang database, special units, canines, and de-escalation policy.
 - Ensure community engagement and input in policy discussions and forums.
- B. Review of CPP Meeting Video Recording Practices (*Timestamp 20:40*)
New video recording practices attached to the meeting minutes.
 Requests Introduced During Discussion:
- Leave the video recording during meetings when waiting for quorum, with a sign indicating the wait. Keep this section of the video unedited when posting to ensure transparency.
 - Request to purchase portable monitor screens that attach to laptops for easy slide transitions within the meeting.
- C. Review of CPP Meeting Minutes Process and Improvements (*Timestamp 31:00*)
New meeting minutes process attached to the meeting minutes.
 New Requests Identified During Discussion:
- Record public comments by capturing the speaker's name and timestamp only, rather than summarizing or paraphrasing, to avoid misrepresentation.
 - Complete draft minutes within 5 business days and distribute them to the Commission/Committee for review.
 - Minutes must be finalized no later than 3 days prior to the posting deadline for the next meeting (posting deadline: 72-hours prior to meeting).
- D. Process for Setting Meeting Agendas and Collecting Agenda Topics (*Timestamp 46:32*)
New meeting agenda topics process attached to the meeting minutes.
 Requests Introduced During Discussion:
- Add a specific agenda item for future meeting topics at the end of each

agenda before adjournment.

- Creation of a master spreadsheet with dedicated sheets for regular business and standing committee to track agenda item requests. Agenda items must be added to the spreadsheet no later than 3 days prior to the posting deadline for the next meeting (posting deadline: 72-hours prior to meeting).

E. Full Commission Meeting Schedule (*Timestamp 1:07:20*)

The proposal to reduce the number of meetings will be brought to the full Commission for discussion and decision.

- Proposal to reduce the number of meetings to one per month due to improved efficiency and reduced case review times. Scheduling quarterly community forums on Saturdays to enhance community engagement.

F. SDPD Recommendations Priorities

- Pretext Stops: The primary focus is on pretext stops, this topic is prioritized for the first forum.
- Timeline: The Policy Committee is expected to present recommendations on pretext stops within 90 days. Coordination with Community Engagement. The Policy Committee will work with the Community Engagement Committee to gather input and strategize on the forums and other outreach efforts.

G. Setting Business Meeting Agenda Topics

- CPP Regular Business Meeting – CPP Meeting Schedule (*Timestamp 1:09:05*) To discuss the proposal to reduce CPP meetings to one per month and consider adding one quarterly Saturday community forum meeting. (Chair Ada Rodriguez)
- Executive Committee Meeting – SDPD Report (*Timestamp 1:30:26*) Include a discussion item about having a report from SDPD on new policies, programs, and recent incidents. (Recruitment Committee Chair Doug Case)
- Executive Committee Meeting – Brown Act Changes (*Timestamp 1:30:47*) Discuss the impact of the changes in the Brown Act (SB707) and how it will affect CPP operations at a future business meeting. (1st Vice Chair Clovis Honoré)
- CPP Regular Business Meeting – Policy Committee to present recommendations related to pretext stops, with a goal to present these recommendations within 90 days. (*Timestamp 1:28:57*) (Policy Committee Chair Imani Robinson)

V. STANDING COMMITTEE REPORTS

- A. Rules Committee– No updates were provided.
- B. Community Outreach Committee (*Timestamp 1:35:49*) – Director of Community Engagement & Internship Programs Yasmeen Obeid stated that the date for the next meeting will be confirmed as soon as possible.
- C. Ad Hoc Outreach Budget Committee– No updates were provided.
- D. Training and Continuing Education Committee – No updates were provided.
- E. Policy Committee (*Timestamp 1:34:43*) – Committee Chair Imani Robinson stated the next committee meeting is scheduled for February 26, to discuss the pretext stops forum and prioritize the 12 focus areas.
- F. Recruitment Committee (*Timestamp 1:34:51*) – Committee Chair Doug Case stated that the next meeting is scheduled for next Thursday, March 5.

- VI. AD HOC COMMITTEE REPORTS
Ad Hoc Personnel Committee – Remove from future agendas.
- VII. NEXT MEETING – Wednesday, March 25, 2026
- VIII. ADJOURNMENT: The meeting adjourned at 6:00pm.

DRAFT

Review of CPP Meeting Video Recording Practices

To streamline the video posting process, the OCPP will follow the protocol outlined below. This protocol is designed to ensure consistency and efficiency in OCPP video postings.

1. Recorded Meetings:

All meetings are recorded on Teams. To ensure full transparency, the meetings will begin recording at the scheduled time and remain muted until the meeting can begin. If the meeting takes long to begin due to quorum, the video will not be cut, and a presentation slide will be shared on screen indicating that the CPP is waiting for quorum. The meeting will be unmuted once the meeting begins.

2. Video Stitching:

If any video stitching is required, posting on YouTube may take no later than three business days to complete. No editing or cutting will be done to the videos as they will be uploaded in their entirety. Information will be added within the description of the YouTube posting displaying a timestamp of when the meeting starts.

3. YouTube Posting:

Videos will be uploaded to the City's YouTube channel, and the corresponding link will be provided to the Web Team for publication on the CPP website.

City of San Diego Public Hearings YouTube Channel:

<https://www.youtube.com/@cityofsandiegopublichearings5234>

CPP Website:

<https://www.sandiego.gov/cpp/meetingsagendas>

4. CPP Notification After Business & Standing Committee Meetings:

The Executive Assistant will distribute an email to the full Commission for Business Meetings and to the respective Standing Committees following their committee meetings, providing a high-level summary of the discussion, a list of action items, and the meeting video link. This email will be distributed once all content has been finalized and is ready for release.

**Starting July 1, 2026, SB707 will require all meeting-related documents—including agendas, minutes, and supporting materials—to be translated and made available in Spanish. This mandate will impact existing timelines for submitting agenda items and posting final agendas, meeting minutes, and related materials.

Review of CPP Meeting Minutes Process

Standard Core Meeting Minutes Process:

- **Record Attendance:** List members present, absent, and any staff.
- **Document Motions:** Record the exact wording of motions, who motions and seconded the items, and the final vote count (passed, failed, or tabled).
- **Focus on Action:** Capturing *what* was decided, not just what was discussed. Include key points of discussion for context but avoid **verbatim** dialogue. Minutes should not be a transcript. Instead, summarize discussions and highlight key points.
- **Identify Action Items:** Identify action items clearly, noting tasks, responsible individuals, and deadlines.
- **Public Comments & Identifying Speakers:** Avoid verbatim transcripts unless required by law; name, item, and timestamp will serve as the official record. Unless specifically required by law, do not attempt a word-for-word transcript, summarizing or paraphrasing, to avoid misrepresentation.

Protocol for High Volume Minutes

1. **Draft Deadline and Review Process for Meeting Minutes:** To promote efficiency and ensure timely review, the draft meeting minutes will be prepared within **five business days** following the meeting.

Once the draft is completed, it will be distributed to all Commissioners for the Commission meeting and for their review. Commissioners will have the opportunity to submit feedback or corrections. The deadline for receiving all comments and edits will be no later than **three days before the posting deadline** for the next open-session business meeting. This timeframe ensures that any corrections can be incorporated and the minutes finalized on schedule.

- For Wednesday meetings, this requires finalization by the **Tuesday** of the previous week.
 - For Thursday meetings, this requires finalization by the **Wednesday** of the previous week.
2. **Agenda Packet Deadline:** The posting deadline for agendas and meeting materials is the **72-hour mark** before the *next* meeting.
 3. **Approval:** Formally approve the minutes at the next business meeting.
 4. **Official Filing:** Once approved, upload the PDF to the [CPP Meetings Page](#).

**Starting July 1, 2026, SB707 will require all meeting-related documents—including agendas, minutes, and supporting materials—to be translated and made available in Spanish. This mandate will impact existing timelines for submitting agenda items and posting final agendas, meeting minutes, and related materials.

Process of Setting Meeting Agendas and Collective Agenda Topics

To enhance organizational efficiency, the OCPP will streamline the process for tracking agenda items for CPP Business and Standing Committee meetings.

1. Master Spreadsheet Creation:

A master spreadsheet has been created with dedicated sheets for regular business and standing committee's agenda items. This centralized workbook has been shared with the Cabinet, Committee Chairs, and the staff responsible for facilitating meetings. The spreadsheet will be updated on an ongoing basis to ensure that all parties have access to the most current agenda information.

2. Requests During Business/Committee Meetings:

This spreadsheet will also track commissioner requests during business and committee meetings. This will ensure that all feedback and requests are documented and considered for future agendas. If there are any specific items the Chair will want in future agendas, please let the Executive Assistant or facilitator know to ensure these items are included in the spreadsheet.

3. Cc Protocol:

If a request is sent to the Chair and Executive Director via email, the Executive Assistant should be copied to ensure the item is added to the spreadsheet.

4. Agenda Item Submission:

CPP Executive Director, Commission/Committee Chairs, and facilitators may add agenda items directly to the appropriate sheet as meetings occur. The deadline for adding items to the spreadsheet is three days prior to the posting deadline for the next meeting (72 hours before the *next* meeting).

- For Wednesday meetings, this requires finalization by the **Tuesday** of the previous week.
- For Thursday meetings, this requires finalization by the **Wednesday** of the previous week.

5. After Meetings:

The Executive Assistant will distribute an email to the full Commission for Business Meetings and to the respective Standing Committees following their committee meetings, providing a high-level summary of the discussion, a list of action items, and the meeting video link. This email will be distributed once all content has been finalized and is ready for release.

THE CITY OF SAN DIEGO

Commission on
Police Practices
Semi-Annual
Report

JULY – DECEMBER 2025

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DRAFT

PURPOSE AND MISSION

The San Diego Commission on Police Practices (CPP or the Commission) is an independent civilian oversight body of the San Diego Police Department (SDPD or the Police Department) that is empowered to conduct independent investigations of officer-involved shootings, in-custody deaths, deaths that resulted from an interaction with police officer as well as other incidents at its discretion in accordance with the City of San Diego Municipal Code §26.1107(a)(3)(4)(5). The Commission is also empowered to receive complaints, evaluate community complaint investigations conducted by the SDPD, review and evaluate SDPD's administration of discipline of police officers, as well as review and evaluate the policies, procedures, practices, and actions of the Police Department. Thus, the Commission has investigatory, review, and auditing powers.

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.

COMMISSIONERS JULY-DECEMBER 2025

Chair Ada L. Rodriguez
First Vice Chair Bonnie Benitez
Second Vice Chair Clovis Honoré
John Armantrout
Alec Beyer
David Burton
Cheryl Canson
Doug Case
Stephen Chatzky
Lupe Lozano-Diaz
Armando Flores

Dwayne Harvey
Elizabeth Inpyn
Kirby Knipp
Dan Lawton
Michael Major
Darlanne Hoctor Mulmat
Chenyang Rickard
Imani Robinson
Walter Jordan Sener
Daniel Torres

LETTER FROM THE CHAIR

Dear San Diegans,

As Chair of the Commission on Police Practices, it is my privilege to present this semi-annual report covering July through December 2025. This period has been one of continued growth, reflection, and strengthening of our oversight systems. It has also been a reminder of why independent civilian oversight matters and why our work must remain steady, principled, and grounded in transparency.

Over the past six months, the Commission has continued to strengthen its operational capacity and refine the processes that support our mandate. We increased the pace and depth of Internal Affairs case reviews, improved our internal quality controls, and continued preparing the infrastructure needed for fully independent investigations once the meet and confer process concludes. Our staff and commissioners have worked diligently to ensure every case receives the careful, impartial attention the community expects.

During this period, we also deepened our engagement with the community. In addition to attending events across the city, we hosted a community roundtable that brought residents, advocates, and families directly into conversation with the Commission. These dialogues remain essential to our mission; oversight cannot exist in isolation and must be shaped by the lived experiences of the people we serve.

Our work with Internal Affairs continues to involve both collaboration and necessary tension. We raised concerns in several cases where additional investigation or reconsideration was warranted. While not all recommendations were adopted, these exchanges highlight areas where policy, training, or investigative practices require further attention.

I want to express my appreciation to the Commissioners who continue to serve with dedication, and to our staff, whose commitment to accuracy, fairness, and integrity anchors the Commission's work. Their efforts ensure that our reviews are thorough, our processes are sound, and our decisions remain grounded in fact.

This is a critical moment for police oversight in San Diego. Community expectations are high, and rightly so. Our responsibility is to meet those expectations with honesty, rigor, and a commitment to continuous improvement. We will continue strengthening our systems, advocating for transparency, and working toward a model of oversight that reflects the values of this city.

Thank you for your engagement, your trust, and your belief in the importance of independent oversight. We look forward to continuing this work in partnership with SDPD and, most importantly, with the community we serve.

Faithfully,

Ada 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 departments on drafting an implementation ordinance for the CPP. On October 3, 2022, the San Diego City Council adopted the implementation ordinance (Municipal Code Article 6, Division 11) specifying the number of Commissioners, term length, qualifications, selection process, and other aspects of the CPP. CPP has 25 Commissioner seats: one seat per each City Council district (nine), nine at-large seats, five seats for representatives living in the low-to-moderate income neighborhoods, and two youth seats. Additionally, in April 2021, the City Council authorized the establishment of the Office of the Commission on Police Practices (OCPP) as a City department. The OCPP 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 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. Between July and December 2025, the Commission had 21 seats filled and four remained vacant.

EXECUTIVE SUMMARY

This report fulfills 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, case reviews conducted, policy recommendations made, community outreach efforts undertaken, and all other significant activities undertaken by the Commission.

During the reporting period, the Commission continued to hold its open and closed session meetings in accordance with the established schedule: every first and third Wednesday of the month. During the meetings, the Commissioners received training and presentations from OCPP and other City departments on various topics. In addition, OCPP worked to advance the meet and confer process on several aspects of Commission business and provided staff support on other key initiatives to support the Commission.

Between July and December 2025, the Commission received 179 complaints from members of the public, 122 of which were against SDPD officers and forwarded to the Police Department. CPP also continued to review SDPD investigations into community member complaints as well as associated discipline imposed when an investigation resulted in a sustained finding. During the latter half of 2025, the Commission reviewed 24 SDPD investigations, containing 58 allegations, as well as five discipline memoranda.

The Commission's community outreach efforts remained active. During the reporting period, the Community Engagement team delivered 18 community presentations reaching an estimated 421 community members, hosted four community booths/tables and two CPP public events, along with other activities such as attending partner-hosted events, increasing CPP social media presence, and conducting one-on-one community support meetings.

During the second half of 2025, the Commission built internal capacity, clarified its policy development process, and prepared for a more focused and outcome-driven approach to policy. CPP refocused its policy goals by developing a strategic two-year plan focused on twelve priorities of police policy reform. It also started the foundation for integrating takeaways from the 2025 National Association of Civilian Oversight (NACOLE) conference.

The Commission's five standing committees – Community Outreach, Rules, Policy, Training and Continuing Education, and Recruitment – continued working diligently on their respective areas of focus. The Outreach Committee continued refining coordination practices for consistent participation in community events and improving outreach execution through clearer processes; the Rules Committee finalized the Commission's bylaws; the Policy Committee identified potential policy topics informed by community input as well as established a structured process to document, analyze, and report community feedback for use in policy development; Training Committee continued its work on implementing the Commission's training curriculums; and Recruitment Committee created a recruitment plan for Commissioners. In addition, several CPP ad hoc committees continued their work on specific issues such as recruitment and onboarding of the new Executive Director and amending the Commission's case review process.

COMMISSION BUSINESS HIGHLIGHTS

The Commission continued holding its regular business meetings and closed sessions, meeting ten times between July and December 2025. During the regular business meetings, the Commission discussed current issues pertinent to its work and strategized for the future. Commissioners participated in a workshop on conflict of interest matters pertaining to reviews of SDPD investigations and were trained on complaint and case review processes. In addition, the City Auditor's Office presented to the Commission regarding its upcoming audit of SDPD Internal Affairs (IA) and invited the Commission's input on potential issues to explore during the audit. Furthermore, Chief of Police Scott Wahl and SDPD leadership presented their response to the Commission's recommendations on improvement of SDPD's complaint investigation system. The Commission also approved its amended Bylaws and meeting calendar for 2026. Commissioners also discussed and reviewed SDPD investigations and discipline and other related matters during closed sessions.

OCCP continued to engage in the meet and confer process regarding its draft Standard Operating Procedures. Given that the process is confidential, limited updates can be provided regarding the matter. OCCP also engaged in the meet and confer process regarding supply of audio and visual services for the Commission meetings. Successful completion of the process will allow the Commission to enhance its current audio and visual capabilities which are critical for transparency and community participation.

COMPLAINTS

Community members can file complaints against SDPD personnel through numerous channels, including the CPP, SDPD, and the City. To lodge a complaint with the CPP, members of the public can do so in the following ways:

- in person, at 525 B St, 17th Floor, Suite 1725
- 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 OCPP registers each complaint with an internal tracking number and reviews the complaint to ensure that it involves SDPD officers. When a complaint involves SDPD officers, the OCPP forwards the complaint to SDPD's IA division for further evaluation. The Commission is required to forward all complaints to SDPD within five calendar days. If a complaint falls outside of IA's purview, the OCPP will forward the complaint to the appropriate jurisdiction for evaluation or refer the complainant to the appropriate agency, if applicable.

Community members may also submit complaints of misconduct directly to SDPD in the following ways:

- by visiting a police station;
- in writing by letter or email;
- by telephone;
- by requesting a police supervisor;
- via the online complaint form on the Police Department's website, and;
- by sending communication directly to the Chief of Police.

SDPD is required to forward to the CPP all complaints it receives within five calendar days.

Between July and December 2025, the CPP received 179 complaints from members of the public, 122 of which were within SDPD jurisdiction (**Figures 1 and 2**). During the same timeframe, SDPD informed CPP of 347 complaints that it had received from members of the public.

Figure 1: Complaints Received, July - December 2025

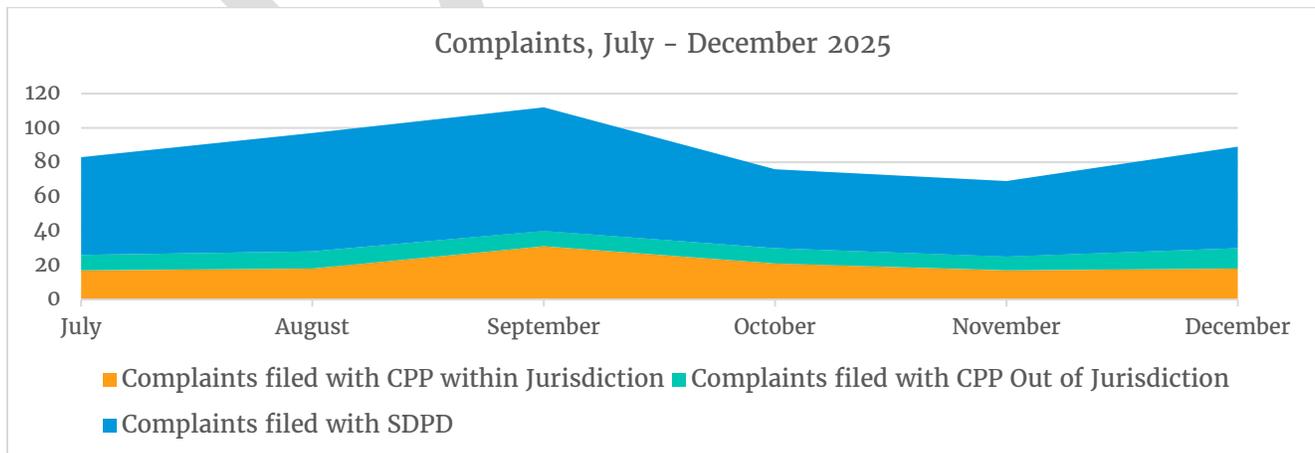


Figure 2: Table of Complaints Received, July - December 2025

Month	Complaints filed with CPP within Jurisdiction	Complaints filed with CPP Out of Jurisdiction	Complaints filed with SDPD
July	17	9	57
August	18	10	69
September	31	9	72
October	21	9	46
November	17	8	44
December	18	12	59
Total	122	57	347

During the reporting period, OCPP worked on revamping CPP complaint letters that complainants receive once a complaint is submitted. The letters now more thoroughly and accurately describe the processes a complainant can expect after filing a complaint. CPP continues to work on making the complaint process more transparent and accessible to the public, which includes planned additions to the CPP website and improvements to its online complaint form.

In addition, the Commission voted to amend its complaint form and remove a written admonishment that required community members to acknowledge that filing a false complaint could be punishable by imprisonment or fine, which had the potential to create a chilling effect on filing complaints, following changes to California Penal Code section 148.6(a).

Finally, OCPP has been developing requirements and specifications for a complaint and case management system, a vital component of an independent investigative agency. Obtaining a comprehensive complaint and case management system is not only a crucial step towards ensuring data organization and transparency for the Commission but also necessary to enhance casework as well as data collection and analysis.

CASE REVIEWS

While the Commission receives, assesses jurisdiction, and forwards all complaints within SDPD purview to the Police Department, it does not review all SDPD complaint investigations. Per the City Charter, the Commission reviews and evaluates completed SDPD investigations involving officer-involved shootings, in-custody deaths, deaths resulting from an interaction with a police officer, Category I, and Category II complaints.

Category I complaints involve allegations of arrest, improper detention, criminal conduct, discrimination, force, search, and slur. These complaints are investigated by detective sergeants assigned to IA and undergo review by ranking officers as well as SDPD Legal department.

Category II complaints involve allegations of service, courtesy, procedure, conduct, and other misconduct. Generally, these complaints are investigated at the command-level: a supervisor in the subject officer's command investigates the complaint and forwards the findings to the commanding officer of the unit, who then forwards the completed investigation to IA for approval. IA may also choose to investigate Category II complaints when personnel from more than one division are involved, when the complaint also contains a Category I allegation, and/or the investigation would be too time-consuming for field supervisors at the division-level.

When IA investigative personnel or a supervisor at the division complete their investigation, they make findings on the alleged misconduct. Their findings, which are made based on the preponderance of the evidence,¹ 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.
- **Other Finding:** The IA investigation determined that violations of SDPD policy or applicable law *unalleged by the complainant* occurred.
- **Miscellaneous:** The IA investigation determined that a complaint contained no specific allegation, no Police Department member is specified, or the complainant is questioning police procedure(s).

During the second half of calendar year 2025, the Commission continued to follow an investigator-led case review approach, which occurs as follows:

Commissioners who volunteer to participate in case reviews are assigned to Case Review Groups. Each Case Review Group has an assigned OCPP investigator and is assigned cases in the order they are received from IA and based on their statute of limitations expiration date.² When the Commission receives a case file for review, the assigned investigator reviews the entirety of the case file provided by IA, including SDPD investigative report, associated body-worn camera footage,

¹ An evidentiary standard used in administrative investigations requiring that evidence presented must demonstrate a greater than 50% likelihood that something occurred.

² A timeframe during which disciplinary proceeding may be initiated against the subject officer governed by the California Peace Officers Bill of Rights (POBOR).

surveillance footage, audio recordings of all interviews conducted, written documentation associated with the incident, and other evidence. 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 in accordance with the preponderance of the evidence standard. The investigator also assesses the thoroughness, impartiality, and accuracy of the Police Department investigation. After this review and assessment, the investigator prepares a case review report which presents all the material facts, appropriate rules, recommended conclusions, and any additional concerns.

For each allegation of misconduct or Other Finding, the investigator provides 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.

The Chief Investigator reviews and approves each report, which is then forwarded to the Case Review Group. Commissioners from the Case Review Group review the investigator's report and SDPD case file and provide input and feedback to the investigator. After receiving Commissioner feedback, the investigator finalizes the report and it is shared with the entire Commission in advance of the scheduled closed session meeting³. All Commissioners are requested to review recommended evidence for each case prior to the closed session.

While all Commissioners are expected to review the recommended evidence from the IA case file, each Commissioner may review all the evidence in the IA case file if they choose to do so. During the closed session, the assigned investigator presents the report to the entire Commission with input from the assigned Commissioners as needed, and the full Commission votes on whether to accept the report and the recommendation. After the Commission votes on a case, it forwards its conclusions to the Police Department for consideration. A conclusion letter is also sent to the complainant.

Category I Complaints

Between July and December 2025, the Commission reviewed 11 Category I investigations, containing 36 allegations. One of the cases the Commission voted on was a case it previously requested to be returned to SDPD for further review. The returned report contained no additional findings but included additional evidence collected. The Commission **Agreed** with the Police Department findings on 26 allegations, **Agreed with Comment** on four allegations, and **Disagreed with Comment** on three allegations, thus agreeing with the Police Department on 91% of allegations.

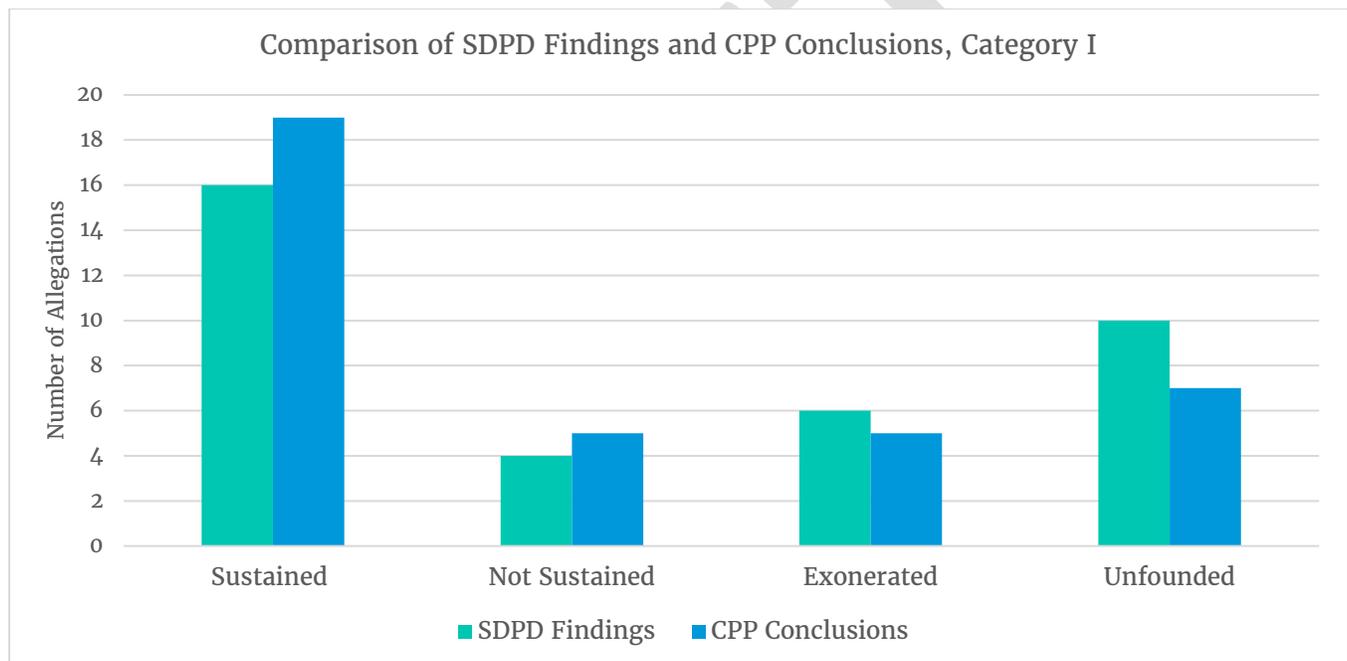
The Police Department found 16 of these allegations were **Sustained**. CPP **Agreed** with these findings 15 times and **Agreed with Comment** once. SDPD found four allegations were **Not Sustained**. The Commission **Agreed** with these findings three times, and **Disagreed with Comment** once,

³ Pursuant to Government Code Section 54957, the Commission discusses 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 in closed session as such matters are not open to the public.

recommending that the finding should be **Unfounded** instead. SDPD found six allegations to be **Exonerated**. CPP **Agreed** with five of these and **Disagreed with Comment** on one, instead recommending that the allegation should be **Sustained**. Finally, SDPD found 10 allegations to be **Unfounded**. The Commission **Agreed** on three allegations, **Agreed with Comment** on three others, and **Disagreed with Comment** on four, instead recommending that two allegations be **Sustained**, and two be **Not Sustained**.

Figure 3 shows a comparison of recommended findings for Category I complaints made by the Police Department and CPP conclusions on the same allegations. The Commission recommended that more allegations be closed as **Sustained** and **Not Sustained** and fewer allegations be closed as **Exonerated** and **Unfounded**.

Figure 3. Comparison of SDPD Findings and CPP Conclusions for Category I Allegations



Category II Complaints

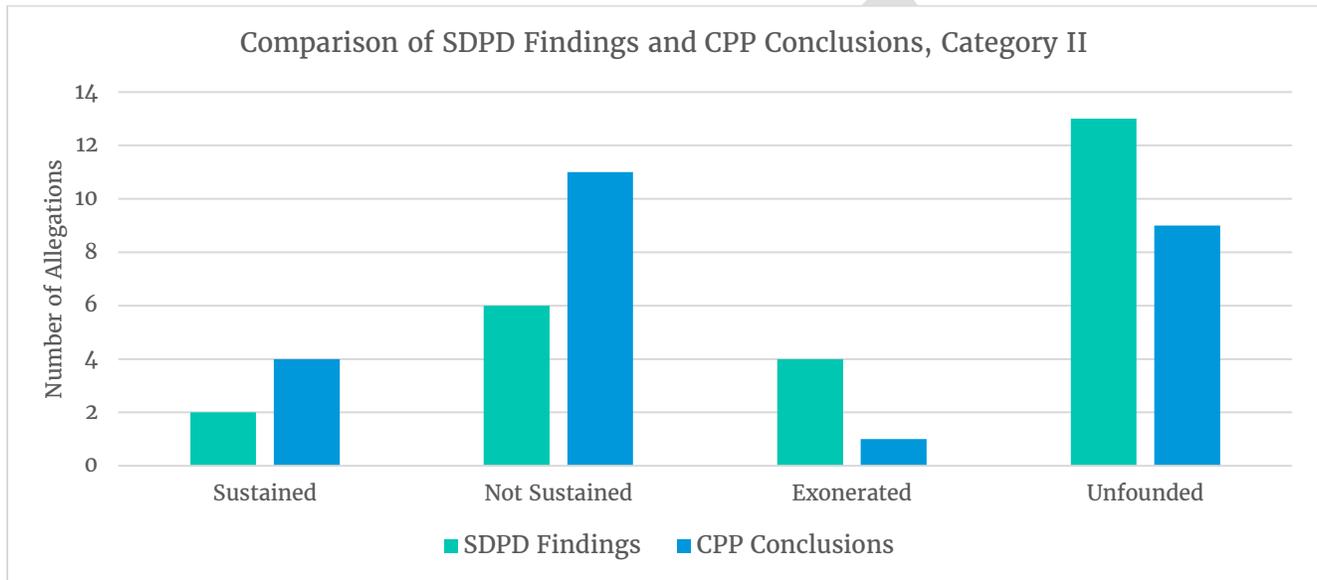
During the reporting period, the Commission reviewed nine Category II investigations, containing 25 allegations. The Commission **Agreed** with the Police Department’s findings on 10 allegations, **Agreed with Comment** on eight allegations, and **Disagreed with Comment** on seven allegations, thus agreeing with the Police Department on 72% of allegations. One of the cases the Commission voted on was a case it previously requested to be returned to SDPD for further review. The returned report included additional evidence collected and revised findings on the allegations.

The Police Department found two of the Category II allegations were **Sustained**, and CPP **Agreed** with these findings. SDPD found six Category II allegations were **Not Sustained**, and the Commission **Agreed** with all of them. SDPD found four Category II allegations were **Exonerated**. CPP **Agreed** once and **Disagreed with Comment** three times, instead recommending that one of the allegations be **Sustained** and two others be **Not Sustained**. Finally, in 13 allegations SDPD found 13 Category II allegations were **Unfounded**. The Commission **Agreed** with one, **Agreed with Comment**

on eight of them, and **Disagreed with Comment** on four, instead recommending that one of the unfounded allegations be **Sustained**, and three be **Not Sustained**.

Figure 4 shows a comparison of recommended findings for Category II complaints made by the Department and a total of CPP conclusions for the same allegations. Similar to Category I complaints, the Commission recommended that more allegations be **Sustained** and **Not Sustained** and fewer allegations be closed as **Exonerated** and **Unfounded**.

Figure 4. Comparison of SDPD Findings and CPP Conclusions for Category II Allegations



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, the Chula Vista Police Department conducts criminal investigation into such matters. 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 then 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, SDPD IA conducts an administrative review to determine whether the officers committed any policy violations. Once complete, IA sends its investigation for review to the CPP.

SDPD’s possible findings for officer-involved shootings and in-custody deaths are as follows: **Within Policy** and **Not Within Policy**. CPP conclusions in such cases are the same as for Category I and II complaints.

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 any weapons or ammunition they used in the shooting or in-custody death incident.

Between July and December 2025, the Commission reviewed two officer-involved shooting cases. In both instances the Commission **Agreed** with the SDPD’s finding that the officers’ actions were **Within Policy**. CPP received no in-custody death investigations for review during this period.

Figures 5 and 6 show the total number of officer-involved shooting and in-custody deaths cases reviewed by the Commission since 2023⁴. In 2023, the Commission did not review any officer-involved shooting or in-custody death cases. In 2024, the CPP reviewed five officer-involved shooting cases and one in-custody death case. In 2025, the Commission reviewed nine officer-involved shooting cases and no in-custody death cases.

Figure 5. Officer-Involved Shooting Cases Reviewed by the CPP, 2023-2025

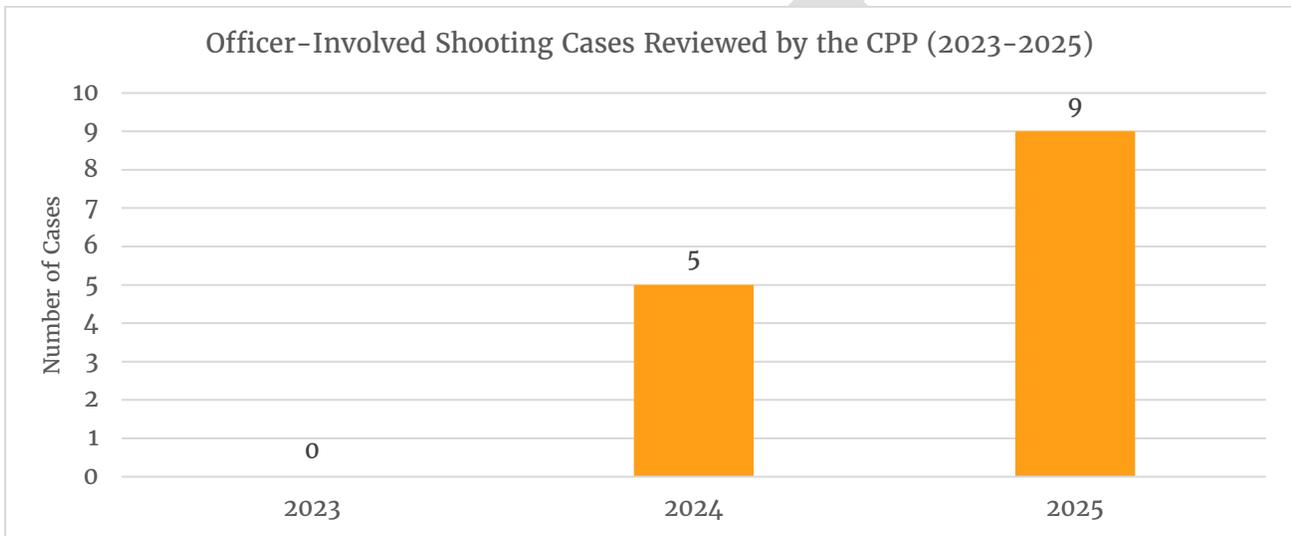
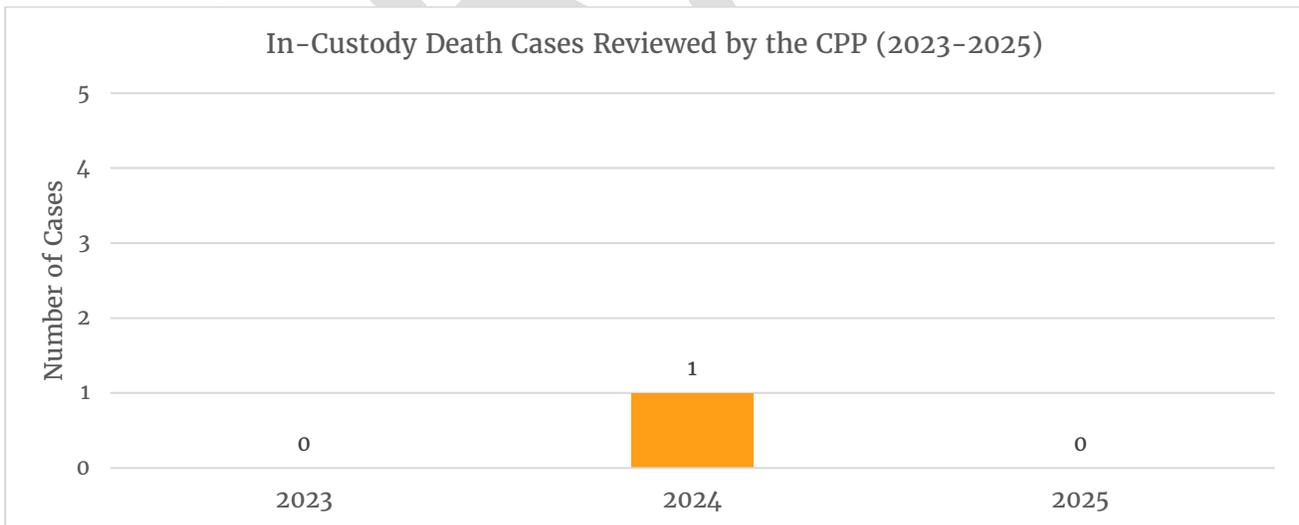


Figure 6. In-Custody Death Cases Reviewed by the CPP, 2023-2025

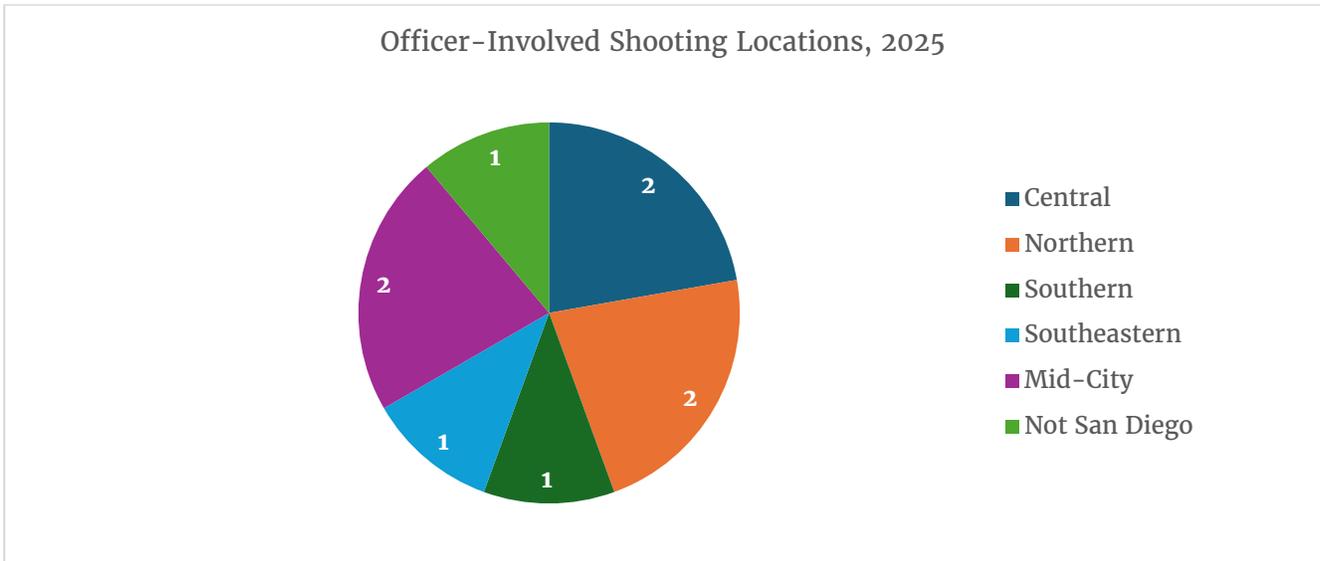


In 2025, the nine officer-involved shooting incidents reviewed by the CPP occurred within five SDPD geographical divisions (**Figure 7**). Two incidents occurred in the Central division, two in

⁴ The newly appointed Commissioners held their first meeting in August 2023.

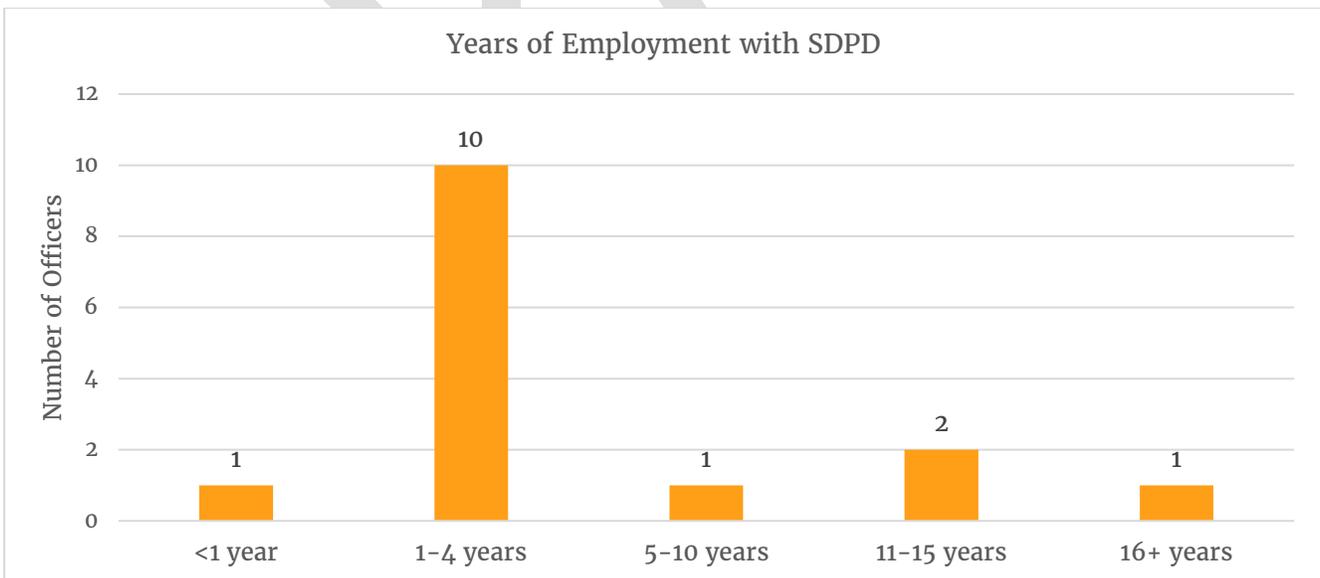
Northern, one in Southern, one in Southeastern, and two in Mid-City. One incident took place outside of the city limits but involved SDPD officers.

Figure 7. Officer-Involved Shooting Locations, 2025



As for the years of employment with SDPD, in 2025 officer-involved shootings, 10 subject officers had between one and four years of service with the SDPD; one subject officer had been employed by SDPD between five and 10 years, two between 11 and 15 years, one for more than 16 years, and one had worked with the SDPD for less than a year at the time the incident occurred (Figure 8).

Figure 8. Subject Officer Years of Employment with SDPD in Officer-Involved Shooting Cases, 2025



Group Concerns Noted by the CPP

When reviewing SDPD investigations, in addition to evaluating allegations and other findings of misconduct, the Commission also evaluates the case for thoroughness. As part of this review, the CPP may note other concerns with the case outside the scope of the allegation(s). Commissioners can note concerns regarding policy or procedure violations that they believe occurred but were not addressed in the SDPD investigation, observations of recurring patterns, make recommendations to the Policy or other CPP Committees to evaluate specific policies.

Between July and December 2025, the CPP noted other concerns in 12 of the 22 cases it reviewed. The concerns generally fell within the following categories:

- observations of other policy violations and/or requests for SDPD to make Other Findings regarding these;
- concerns regarding IA not providing requested documentation by the Commission;
- concerns regarding SDPD not answering Commission questions about the case;
- comments about thoroughness or interview technique of the investigating officer;
- comments about thoroughness and quality of SDPD investigation;
- concerns with the manner in which subject officer representatives participated during their interviews, and;
- a policy recommendation to the Police Department.

Some concerns were comments about officer actions that do not fall within the allegation nor do they raise to another policy violation.

Communication with IA regarding CPP Recommendations in Case Reviews

In five cases reviewed during the reporting period⁵, the Commission recommended that the Department add Other Findings regarding additional policy violations noted by the CPP that were not addressed or analyzed by SDPD in their investigation. The Police Department agreed to conduct further investigation into three of these cases. In two cases additional evidence was gathered but no Other Findings were added. However, additional investigation resulted in the Police Department changing their findings on two allegations in one of the cases. In the third case, the Police Department added and analyzed the policy violation identified by the Commission.

The Commission requested additional evidence from IA in two cases. IA provided the requested evidence for one case and did not provide it in the second case, stating that the requested evidence was outside of the scope of the investigation.

In addition to providing feedback and communicating with IA regarding case reviews, Commission leadership and OCPP investigative staff hold monthly meetings with IA leadership to discuss case issues or other matters that fall within IA's purview. The meetings provide an opportunity for CPP to discuss their concerns more thoroughly and convey requests for further action. In addition, the meetings serve as a forum to seek clarification on case review-related matters, exchange relevant information between CPP and IA, and ask questions about each entity's processes, when needed. Conversations between IA and CPP held in the latter half of 2025 resulted in IA agreeing to conduct

⁵ Including one case that was reviewed by the Commission during the first half of 2025 but returned for vote to the Commission during the second half of 2025.

a training for SDPD command personnel who conduct Category II investigations to address CPP continuing concerns with the thoroughness and quality of Category II investigations.

Case Review Statistics

Between July and December 2025, the Commission reviewed and voted on 24 SDPD investigations, containing 58 allegations.

The most frequent allegations reviewed by the Commission during the reporting period were allegations of procedural violations (15), courtesy (nine), force (nine), and other findings (nine), which resulted in five findings of procedural violations, two courtesy policy violations, one finding of unbecoming conduct, and one finding of failure to impound property (Figure 9).

Figure 9: Allegations in Cases Reviewed by Type

Allegation Type	Number of Allegations	% of Total
Abuse of Position	1	1.54%
Conduct	7	10.77%
Courtesy	9	13.85%
Criminal Conduct	2	3.08%
Detention	1	1.54%
Discrimination	1	1.54%
Force	9	13.85%
Officer-Involved Shooting	4	6.15%
Other Finding	9	13.85%
Performance of Duty	4	6.15%
Policy	3	4.62%
Procedure	15	23.08%
	65	

Geographical Statistics

The Police Department divides the city into nine geographical divisions: Central, Northern, Northeastern, Northwestern, Southern, Southeastern, Eastern, Western, Mid-City. Each geographical division is then subdivided into 125 police beats (smaller patrol areas). **Figure 10** shows the breakdown of the number of cases and allegation types per each SDPD geographical division.

The divisions in which most incidents occurred during the reporting period were Northern (six), Central (three), and Eastern (three) (**Figure 11**). Additionally, four incidents occurred outside of city limits. No incidents occurred in the Southern division. Most incidents in cases reviewed by the Commission occurred within City Council Districts 1 and 3 (five incidents in each) (**Figure 12**).

Finally, **Figure 13** shows incident locations in cases reviewed by the Commission as related to SDPD beats. Most incidents occurred in beats 122 (Pacific Beach), 311 (Serra Mesa), 521 (East Village), and 813 (North Park).

Figure 10. Allegations by SDPD Division (Number of Cases Reviewed, July - December 2025)

Allegation Type	C (3)	N (6)	NE (1)	NW (1)	S	SE (1)	E (3)	W (1)	MC (2)	Not SD(4)
Abuse of Position	0	0	0	0	0	0	0	0	0	1
Conduct	0	0	1	0	0	1	0	1	0	4
Courtesy	5	1	0	0	0	0	1	0	1	1
Criminal Conduct	2	0	0	0	0	0	0	0	0	0
Detention	0	1	0	0	0	0	0	0	0	0
Discrimination	0	1	0	0	0	0	0	0	0	0
Force	2	3	0	3	0	0	1	0	0	0
Officer-Involved Shooting	0	1	0	0	0	0	0	0	0	3
Other Finding	1	5	0	2	0	0	0	0	0	1
Performance of Duty	0	2 ⁶	0	0	0	0	0	0	0	0
Policy	0	2	0	0	0	0	1	0	0	0
Procedure	4	0	0	0	0	3	4	0	2	2
	14	16	1	5	0	4	7	1	3	12

Figure 11: Number of Case Reviews by SDPD Division

Division	Number of Cases
Central	3
Eastern	3
Mid-City	2
Northeastern	1
Northern	6
Northwestern	1
Southeastern	1
Southern	0
Western	1
Not in San Diego	4
	22

Figure 12: Number of Case Reviews by City Council District

Council District	# of Cases
1	5
2	2
3	5
4	1

⁶ These allegations are part of the case that the Commission reviewed and voted on twice.

5	1
6	2
7	2
8	0
9	0
Not in San Diego	4
	22

Figure 13: Case Reviews by SDPD Beat

113 (Bay Ho)	1
115 (University City)	1
122 (Pacific Beach)	3
124 (La Jolla)	1
241 (Scripps Ranch)	1
311 (Serra Mesa)	2
313 (Kearny Mesa)	1
521 (East Village)	2
524 (Core-Columbia)	1
813 (North Park)	2
933 (Del Mar Heights)	1
512 (Logan Heights), 441 (Mountain View), 444 (Mount Hope)	1
612 (Loma Portal) and 614 (Ocean Beach)	1
N/A	4
	22

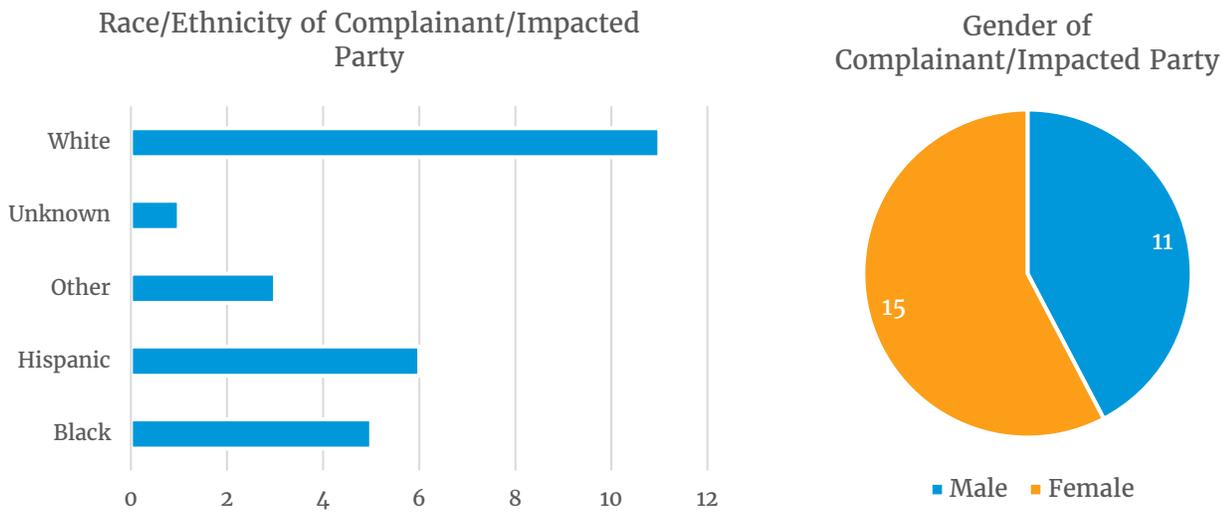
Demographic Information from Case Reviews

There were 26 complaints/impacted parties in the 22 cases⁷ the Commission voted on between July and December 2025. 11 complainants were identified as white (42%), six as Hispanic (23%), five as Black (19%), three as Other (12%), and race of one complainant was unknown (4%) (**Figure 14**). By comparison, according to San Diego Association of Governments (SANDAG) 2024 population estimate data, 41.67% of San Diego residents are white, 35.81% are Hispanic, 4.24% are Black, 12.53% are Asian, 0.38% are American Indian, 0.38% are Pacific Islander, and 4.96% are of two and more races.

15 complainants/impacted parties were female (58%) and 11 (42%) were male (**Figure 15**). According to SANDAG's 2024 estimate data, females and males represent roughly half of the city's population each.

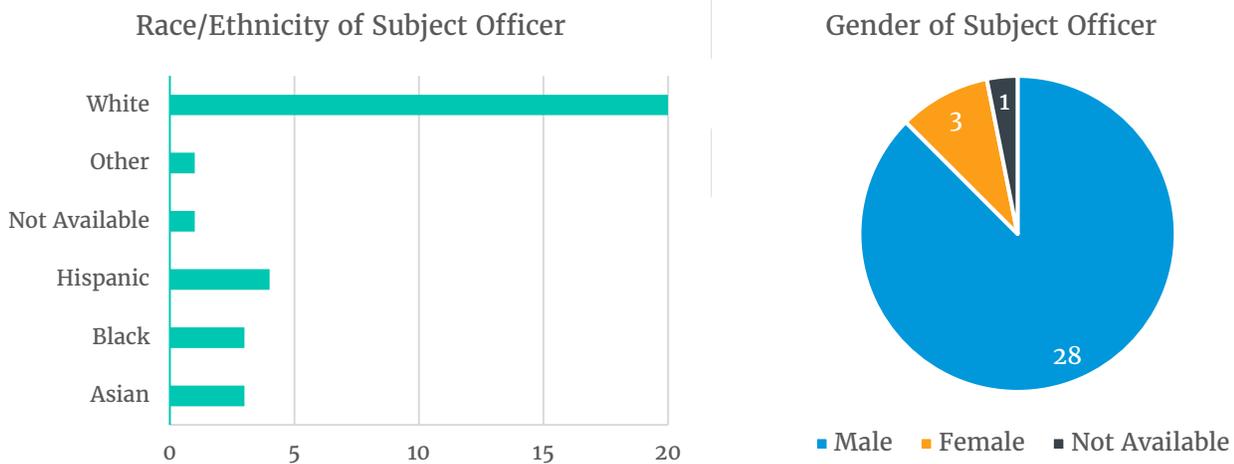
⁷ Complainant and subject officer information is counted once, thus two cases that the Commission voted on twice are not included in the total number.

Figures 14 and 15: Complainant/Impacted Party Demographics (Race and Gender)



As for the subject officers involved in the cases reviewed, 20 out of the 32 were white, four Hispanic, three Black, and three Asian (Figure 16). One of the officers' race was listed as Other, and the race of another was unknown. Nearly 90 percent of subject officers were males (28 out of 32), three were females, and gender of one officer was unknown (Figure 17).

Figures 16 and 17: Subject Officer Demographics (Race and Gender)



Data Transparency

To ensure transparency in the Commission's work, OCPP compiles relevant data and trends from cases the Commission reviews and evaluates. Except for information where redaction is required by law (e.g. complainant name, officer name), this data is released at the City Open Data Portal in several datasets. OCPP works with the City Performance & Analytics Department (PanDa) to ensure proper formatting and timely release of the information. In 2025, the Commission started releasing data by calendar year rather than fiscal year for easier reporting. OCPP's 2025 case tracking data is currently awaiting PanDa review and publication.

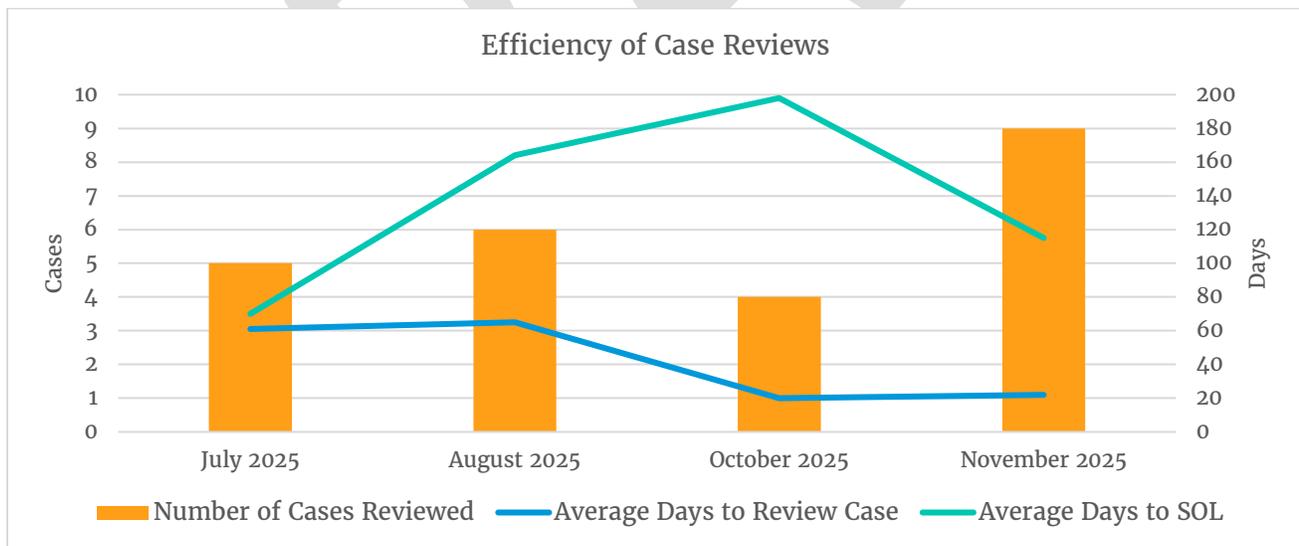
Benchmarks for Case Reviews

The Commission's stated goal is to vote on 90% of all case reviews at least 90 days before the statute of limitations (SOL) expiration date to allow the Police Department sufficient time to proceed with the disciplinary process, conduct further investigation, or make changes when necessary. Between July and December 2025, the Commission completed 17 of its 24 case reviews (71%) before the 90-day time goal. In all seven cases the Commission was not able to review before the 90-day deadline there were extenuating circumstances that precluded the Commission from doing so, such as: (1) the Commission received the case less than 90 days before the expiration date, or (2) the Commission could not reasonably schedule the case to be reviewed before the 90-day expiration deadline given the Commission's meeting schedule, or; (3) the case was returned to the Department and the second vote by the Commission on the updated case occurred less than 90 days before the SOL expiration date.

In July and August 2025, it took the Commission 61 and 65 days on average to review a case, respectively. While in October and November 2025⁸, the average days to review case dropped to 20 and 22, respectively.

Figure 18 shows the average days the Commission took to review a case after it was received from the Police Department (represented by the blue line), the average number of days it took the Commission to review a case prior to its SOL expiration (represented by the teal line), and the number of cases reviewed each month (represented by the orange bars).

Figure 18: Number of Case Reviews Completed Monthly (Bar Graph) compared with Average Days to Complete Review (Line Graph) and Average Days to Statute of Limitations (Line Graph), July - December 2025



As seen from **Figure 18**, the Commission's efficiency in case reviews significantly increased over time. Not only did the CPP review the vast majority of the cases with increasing speed, but also with more time to spare before the cases' SOL expiration date. This efficiency positively impacted the Commission and SDPD's work in several ways. First, it allowed SDPD to initiate any subsequent

⁸ There was no closed session in September 2025, thus the Commission did not vote on any cases in the month of September.

disciplinary action against subject officers more promptly in cases that had sustained findings. It also afforded the Commission an opportunity to raise questions with the Police Department and request reconsideration of issues and findings in four cases with the available time. Finally, it allowed both the Commission and SDPD to complete their remaining steps more promptly resulting in swifter resolution of pending cases both for community members and involved police officers.

As of December 31, 2025 (the end of the reporting period), CPP had seven Category I investigations and four Category II investigations pending review and a vote.

DRAFT

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. When disciplinary action is taken against an officer as a result of a sustained finding of misconduct, the Department notifies the Commission. The assigned Case Review Group and the OCPP investigator review the discipline memorandum and make their recommendations to the Commission to vote on during closed session. The Commission then evaluates the disciplinary action and decides by a majority vote 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 July and December 2025, the Commission reviewed five disciplinary memoranda provided by the Department. However, the Commission took no vote on any of them given that the SOL had passed on all five cases that resulted in discipline. As of December 31, 2025, the CPP had two discipline memoranda pending review.

OUTREACH

The Community Engagement and Internship Programs team seeks to promote independent oversight, police accountability and transparency through meaningful outreach to the public. Through public meetings and facilitated conversations, the team increases public awareness of the Commission's role, educates the community on how to file police misconduct complaints, builds trust between the Commission and the public, particularly historically impacted communities, and strengthens relationships with local organizations, educators, and stakeholders across the City of San Diego. The community engagement team is led by Director of Community Engagement and Internship Programs Yasmeen Obeid and its two 2025 interns were Jorge Uribe and Kelsey Gans.

From July through December 2025, the Community Engagement team continued to expand outreach efforts across San Diego through partner events, CPP-hosted engagement opportunities, community presentations, direct resident support, and digital communications. Some highlights of the OCPP community outreach efforts undertaken during the reporting period are:

- Attended six partner-hosted events/meetings across the city.
- Hosted four community booths/tables, engaging approximately 550 members of the public.
- Hosted two CPP public events, engaging 79 attendees combined.
- Delivered 18 community presentations, reaching an estimated 421 community members.
- Published 26 social media posts across CPP platforms.
- Sent 13 emails to the general list, reaching more than 1,000 people.

The Community Engagement team conducted several one-on-one meetings with individual residents and organizational leaders to discuss the Commission's mission, provide guidance on complaint processes, identify opportunities for collaboration, and share updates on CPP initiatives. In addition, representatives from the Community Engagement team attended six partner-hosted events and meetings hosted by Pillars of the Community, Borderlands for Equity, Community Advocates for Moral and Just Governance, Hoover High School MET Academy, and KNSJ.

The OCPP hosted four community booths/tables at local events to increase public awareness of the Commission's work, provide complaint and contact information, and build relationships with community members and partner organizations. Those events were hosted by the following organizations: San Diego Black Worker Center, Somali Bantu Association of America, SDSU School of Public Affairs, and Community Wraparound. The OCPP engaged approximately 550 community members through these events.

The CPP organized two events during this period. The first event, hosted jointly with Community Advocates for Moral and Just Governance, focused on understanding Police Oversight in San Diego. The second was a community roundtable focused on gathering community feedback and experiences with SDPD and Commission priorities in 2026. The Community Engagement team also led outreach for the community roundtable and managed event logistics, resulting in a successful event with over 50 community members participating.

The Commission conducted a total of 18 presentations between July and December of 2025, engaging more than 420 community members. These presentations focused on informing the public of the purpose and duties of the city of San Diego commission on police practices, how community members can engage with the commission, and how to file complaints.

Figure 19. Total events hosted and attended, tabling opportunities, and presentations completed during the reporting period per City Council district

City Council District	Number of Events
1	7
2	2
3	3
4	6
5	0
6	3
7	1
8	1
9	3

Between June 30 and December 30, 2025, CPP saw increased community engagement across digital platforms. 252 individuals joined the CPP social media channels⁹.

Figure 20. Percentage growth number across all CPP social media platforms

Platform Subscribers	Percentage Growth
Instagram	17.62%
Facebook	1.52%
X	4.08%
Total Subscribers ¹⁰	15.60%

Internship Program

The OCPP Internship Program worked with three interns from July to December of 2025. Three of the interns supported with community engagement and one intern supported the OCPP leadership and the investigations team.

- Two Employ and Empower city interns, Jorge Uribe and Kelsey Gans, supported the Commission with community engagement efforts. Their work played a vital role in the success of the team’s outreach activities.
- Luqmaan Bokhary worked as a Law Clerk in the fall and directly assisted the Interim Executive Director/General Council and the investigations team.

Goals for January–June 2026

For the first half of 2026, community engagement efforts will continue to expand and deepen across the City of San Diego. The following goals have been identified for the January–June 2026 reporting period:

- Hire up to two interns.

⁹ Social follower counts reflect the follower count at the beginning and end of the 6-month period, not the total followers gained throughout the 6 months.

¹⁰ The “Total Subscribers” number refers to the total number of subscribers over six months, not the current subscribers.

- Work with outside digital media consultant to assess OCPP current digital media efforts and improve processes.
- Continue engagement with local colleges and universities, especially student-led groups and faculty.
- Increase OCPP's social media following by 10% across all major platforms.
- Expand the email newsletter list by 10% through in-person sign-ups and digital campaigns.
- Deliver 12–15 community presentations citywide.
- Host three tabling events at public gatherings or neighborhood celebrations.
- Maintain regular website updates with accessible, user-friendly complaint information and Commission news.
- Continue regular content creation across Facebook, Instagram, and X (Previously known as Twitter).

Committee Support and Liaison Work

During the reporting period, the OCPP Community Engagement and Internship Programs team provided ongoing support to the Commission's Community Outreach and Recruitment Committee, including facilitation of meeting logistics, staffing the committee meetings, coordination with Commissioners, and implementation of strategies discussed within the committee.

POLICY

CPP continued refining its policy review strategy through the standing Policy Committee. This committee researches best practices, evaluates community and SDPD investigative trends, and prepares formal recommendations for Commission consideration. From July 2025 through December 2025, OCPP and Commissioners worked to improve internal coordination, clarify policy research workflows, and strengthen alignment between SDPD investigative findings, community concerns, and Commission policy priorities.

An internal policy intake and tracking system was developed to ensure transparency, organization, and continuity in the Commission's policy work. This system supports structured review of proposed topics and helps the Commission prioritize issues based on community impact, legal relevance, and oversight authority.

Another major focus of this period was preparation for a policy conference planned for early 2026. The purpose of this conference is to establish a clear community-informed policy agenda for the upcoming year. This planning process is designed to help CPP move from reactive policy review toward a more proactive, strategic model of policy review. Planning efforts included:

- Coordinating internal timelines so that community engagement milestones align with policy research (three–four community roundtables per year).
- Identifying potential policy topics based on community input, SDPD investigative trends, and national best practices.
- Establishing a structured process to document, analyze, and report community feedback for use in policy development.
- Coordinating with Commissioners to align expectations around scope, authority, and measurable outcomes.
- Exploring facilitation and engagement strategies to ensure the conference results in actionable direction rather than general discussion.

Looking Ahead

The latter half of 2025 laid the groundwork for Commission policy work that will follow. During this period, the Commission increased its internal capacity, clarified its policy development process, and prepared for 2026.

The Policy Committee review strategy, in conjunction with the quarterly community roundtables, will mark a transition from planning to implementation. 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:

- anti-racism resolution;
- SDPD's courtesy policy;
- pretext stops;
- Fourth Amendment waivers;
- gang databases;

- SDPD's Special Operations Unit;
- use of force policy;
- de-escalation policy;
- police service dogs;
- vehicle pursuit policy;
- First Amendment activity policy;
- body-worn cameras.

DRAFT

COMMITTEES

Executive Committee

The Executive Standing Committee is comprised of the elected members of the Commission, the Cabinet, and Chairs of the standing Committees. The Committee has continuing jurisdiction over the effective and ethical functioning of the Commission and is tasked with facilitating the annual performance of the Executive Director.

Commission Chair Ada Rodriguez is the Committee Chair, who is joined by First Vice Chair Bonnie Benitez, Second Vice Chair Clovis Honore as well as Commissioners Alec Beyer, Imani Robinson, Doug Case, and Darlaine Hoctor Mulmat. Executive Assistant Alina Conde is the assigned staff liaison for the Committee. The Executive Committee met regularly each month to discuss such matters as budget, Commissioner communication protocol, the semi-annual report, SDPD response to the Commission recommendations on the improvement of the complaint investigation process, amended Bylaws, and other.

Community Outreach Committee

The Community Outreach Standing Committee engages community groups across San Diego to inform the public about the Commission's duties, responsibilities, policies, and ongoing work, while creating consistent opportunities for public input into Commission operations.

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

During the reporting period, the Committee diligently worked on the following fronts:

- **Community presentations and public presence:** The Committee supported community presentations, appearances, and outreach engagements that increased public awareness of the Commission's role and expanded opportunities for residents to ask questions and share concerns directly with Commissioners and OCPP.
- **Coordination and outreach readiness:** The Committee continued refining coordination practices for consistent participation in community events, including scheduling, event preparation, and follow-through on invitations and presentation requests.
- **Outreach enablement and infrastructure:** The Committee improved outreach execution through clearer processes for materials, event readiness, and logistical planning, strengthening the Commission's ability to maintain a reliable community presence.
- **Community input and feedback loop:** The early December 2025 Community Roundtable demonstrated strong community engagement, with residents providing questions and constructive feedback through live discussion and written submissions. Feedback gathered during the reporting period is being aggregated into themes to inform transparency efforts, the Commission's 2026 workplan, outreach strategy, and training needs.

During the next reporting period, the Committee will be focusing on several short-term goals:

- Sustain and expand community engagement activities while improving consistency and follow-through across outreach requests, including clearer pathways for community members to connect with the Commission and provide input.

- Improve the accessibility and clarity of outreach materials and public-facing communications, including web pathways and materials that support broad public understanding of the Commission's work.
- Continue developing outreach infrastructure such as event readiness, materials, and coordination practices, so the Commission can maintain a reliable community presence and respond to community needs at scale.

Policy Committee

The Policy Standing 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. The Committee is chaired by Commissioner Imani Robinson, with Commission Chair Ada Rodriguez and Commissioners Alec Beyer, Doug Case, Armando Flores, Lupe Lozano-Diaz, and Stephen Chatzky serving as members. Policy Manager and Chief of Staff Aaron Burgess Jr. serves as the staff liaison supporting the Committee's policymaking work.

During the latter half of 2025, the Committee focused its policy efforts on strengthening internal systems, refining its long-term policy development strategy, and preparing for a more structured and impactful phase of reform work in 2026. The Policy Committee worked to identify potential policy topics informed by community input, while establishing a structured process to document, analyze, and report community feedback for use in policy development.

In November 2025, OCPP and Commissioners attended the 2025 National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference. NACOLE is the leading professional organization dedicated to advancing independent civilian oversight of law enforcement, and the conference provides training, peer exchange, and exposure to emerging national best practices. Attendees participated in sessions focused on investigative standards, community engagement, policy reform, data transparency, and strengthening oversight authority. The knowledge and strategies gained from this conference informs CPP's ongoing work, including policy development planning, and the design of future community engagement initiatives.

Recruitment Committee

The Recruitment Standing Committee engages in activities to recruit new members for the Commission, informs interested individuals about the Commission, interviews prospective members, and selects nominees to recommend to the City Council. The Recruitment Committee is chaired by Commissioner Doug Case, who is joined by Commissioners David Burton, Dan Lawton, Lupe Lozano-Diaz, and Stephen Chatzky.

The committee developed a draft procedure and plan to actively recruit community residents to fill vacancies on the Commission. Applicants can request a nomination from the Commission to the City Council for appointment. The Recruitment Committee will review candidate applications, conduct interviews, and recommend potential nominees to the Commission.

Rules Committee

The purpose of the Rules Standing Committee is to make and evaluate recommendations from Commissioners for amendments to the CPP Bylaws, Special Rules of Order, Standing Rules, and

other operational procedures. The Rules Committee shall ensure 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 Doug Case, Alec Beyer, and Dan Lawton. The Committee does not currently have regularly scheduled meetings.

Between July and December 2025, the Rules Committee reviewed the Bylaws and proposed amendments that would establish a new leadership structure and make other changes consistent with the implementation ordinance. These amendments were approved by the full Commission at the December 3, 2025 meeting.

Training and Continuing Education Committee

The mission of the Training and Continuing Education Committee is to work with staff to develop training for the Commissioners, ensuring they have the necessary information to perform their duties efficiently and effectively.

The Training and Continuing Education Committee is chaired by Commissioner Darlanne Hctor Mulmat, who is joined by First Vice Chair of the Commission Bonnie Benitez and Commissioners Stephen Chatzky, Elizabeth Inpyn, and Armando Flores. The OCPP Investigative team, Investigators Ching-Yun Li and Ethan Waterman, led by Chief Investigator Olga Golub, are the assigned staff liaisons to the committee and are responsible for coordinating and administering training programs.

Between July and December 2025, the Committee worked diligently on several fronts:

- With the Committee's guidance and assistance from OCPP, three newly onboarded Commissioners were trained on the CPP Bylaws, parliamentary procedure, and the Ralph M. Brown Act.
- The Committee approved a mentorship program that connects seasoned Commissioners to foster development with the new Commissioners and help them get up-to-speed.
- The assigned staff liaisons continued to follow up with the Police Department on SDPD compliance with one of the Commission recommendations regarding making the Police Department training on vehicle pursuits available to the Commission.
- The Committee authorized assigned staff liaisons to start implementing the approved Case Review Training Academy identifying select topics in the order of their priority.
- The Committee agreed on the importance of implementing a structured onboarding training approach for newly appointed Commissioners as well as required training for the entire Commission.
- The assigned staff liaisons have been working with various City offices on integrating select CPP trainings into the City of San Diego online training program.
- The Committee identified additional high priority training and information topics beyond the required training for case reviews such as:
 - implicit bias;
 - Peace Officers Bill of Rights (POBOR);
 - legal and procedural requirements for reporting pursuant to Senate Bills 1421, 16, and 2;
 - Commission on Peace Officer Standards and Training (POST);
 - Racial and Identity Profiling Act (RIPA);

- California Law Enforcement Accountability Reform Act (CLEAR Act).

The Committee started laying the groundwork to educate and train the Commission on these matters. In addition, it also identified SDPD training suitable for Commissioners. Furthermore, the Committee spearheaded efforts to create a case review reference sheet to aid Commissioners during closed sessions as well as to update and digitize the existing CPP handbook provided to new Commissioners and OCPP.

Finally, the Committee adopted the plan to invite various community organizations to present to the Commission during its regular business meetings starting in 2026. This will allow the Commission to engage with the community to understand their perspectives and build stronger relationships, enhancing the Commission's effectiveness.

The Committee aims to continue developing training materials with a focus on creating efficient, easy-to-absorb training that sets Commissioners up for success.

Ad Hoc Committees

The Commission had three ad hoc Committees between July and December 2025.

The Commission's ad hoc Meet and Confer Negotiating Committee established in 2024 as the full Commission's designee for decision-making during the meet and confer process with the recognized employee organizations by the City over the Commission's Standard Operating Procedures continued its existence. The Committee is Chaired by Commissioner Doug Case who is joined by Commission First Vice Chair Bonnie Benitez as well as Commissioners Armando Flores, Alec Beyer, Dwayne Harvey, and Stephen Chatzky. It meets at the request of the Executive Director or General Counsel to provide confidential direction regarding issues that have arisen during the meet and confer process. The Committee met once in October 2025.

The Commission joint ad hoc Personnel Committee with the City Council members formed in January 2025 continued its work on coordinating the hiring process for a permanent Executive Director. First Vice Chair Bonnie Benitez, Second Vice Chair Clovis Honore and Commissioners John Armantrout, Darlann Hctor Mulmat, and Dwayne Harvey are part of the Committee.

In July 2025, the Commission established an ad hoc Case Review Committee tasked with amending the current Commission case review process chaired by Commissioner Alec Beyer and joined by First Vice Chair of the Commission Bonnie Benitez as well as Commissioners David Burton, Doug Case, Stephen Chatzky, Elizabeth Inpyn, and Darlann Hctor Mulmat. The Committee met on August 25 and September 9 and concluded its work by developing proposed changes to the case review process. The Commission did not vote on the proposed changes during the reporting period given that they were first routed to the Executive Committee for review.

COMMISSION MEMBERS

CPP Commissioners between July and December 2025:

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.

Appointed in 2024 as an At-Large Representative, Chair Rodriguez chairs the Executive Committee and serves on the Policy Committee.

1st 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 serves as Board Secretary.

Appointed in 2023 as a Low & Moderate Income Area Representative, Commissioner Benitez serves as the Chair of the Rules Committee, a member of the Training Committee, and participates in case reviews.

2nd 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.

Appointed in 2023 as an At-Large Representative, Commissioner Honore serves on the Policy Committee and 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.

Appointed in 2023 as the District 1 Representative, Commissioner Hocter Mulmat 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.

Appointed in 2023 as the District 2 Representative, Commissioner Beyer 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.

Appointed in 2025 as the District 3 Representative, Commissioner Torres participates in case reviews.

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.

Appointed in 2023 as the District 4 Representative, Commissioner Harvey participates in case reviews.

District 5 Representative: Chenyang Rickard

Commissioner Rickard Major was appointed in 2025 as a District 5 Representative.

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.

Appointed in 2024 as the District 6 Representative, Commissioner Chatzky serves on the Policy Committee, Recruitment Committee, and Training Committee, and participates in case reviews.

District 7 Representative: Walter Jordan Sener

W. "Jay" Sener IV serves as a Commissioner on the Commission on Police Practices, committed to strengthening public trust through transparency, accountability, and community-centered oversight. Based in Del Cerro, San Diego, and serving the community of District 7, he brings a background in leadership, communication, and organizational development shaped by more than 35 years of experience.

Mr. Sener is the Founder of Sener Group, where he supports professional development and training initiatives. His professional experience includes more than two decades in real estate and finance, as well as prior leadership and partner roles with multiple organizations. Throughout his career, he has focused on strengthening systems, improving outcomes, and helping teams and individuals perform at their highest level. He also currently serves as a Trustee on the Board of the California Masonic Foundation, supporting initiatives that emphasize public education, ethical leadership, service, and long-term community investment. In his role as Commissioner, he is focused on working toward justice while helping bridge the gap between law enforcement and the communities it serves through constructive dialogue, principled review, and solutions-oriented collaboration.

Commissioner Sener was appointed in 2025 as an At-Large Representative.

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.

Appointed in 2024 as the District 9 Representative, Commissioner Flores serves on the Outreach and Policy Committees and participates in case reviews.

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.

Appointed in 2024 as an At-Large Representative, Commissioner Armantrout participates in case reviews.

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.

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.

Appointed in 2023 as an At-Large Representative, Commissioner Canson 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.

Appointed in 2023 as an At-Large Representative, Commissioner Lozano-Diaz serves on the Policy Committee and Recruitment Committee and participates in case reviews.

At-Large Representative: Second Vice Chair Clovis Honoré (see Second Vice Chair, 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" (Wild Blue 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.

Appointed in 2024 as an At-Large Representative, Commissioner Lawton serves on the Recruitment Committee and Rules Committee and participates in case reviews.

At-Large Representative: Chair Ada Rodriguez (see Chair, 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.

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.

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.

Appointed to the Commission in 2025 as an At-Large Representative, Commissioner Inpyn serves on the Training Committee.

At-Large Representative: Kirby Knipp

Kirby Knipp is a curious and compassionate professional who firmly believes that a rising tide lifts all boats. A dedicated advocate for community, equity, and belonging, he is passionate about fostering supportive environments where all individuals can thrive. His career has centered on organizational development, strategic planning, and project management. He currently serves as the Strategic Initiatives Manager at the UC San Diego School of Medicine.

In his free time, Kirby enjoys yoga, staying active, attending concerts, and traveling to new destinations. Originally from Kansas City, he is always seeking new adventures and experiences while building meaningful connections along the way.

Commissioner Knipp was appointed in 2025 as an At-Large Representative.

Low & Moderate Income Representatives

Low & Moderate Income Representative: First Vice Chair Bonnie Benitez (see First Vice Chair, 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, and currently Chairs the Recruitment Committee and serves on the Rules Committee.

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.

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.

Appointed in 2024 as a Low & Moderate Income Representative, Commissioner Robinson 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 and served on the Commission through January 2026.

Youth Representative: Vacant

DRAFT

STAFF

OCPP staff between July and December 2025:

Interim Executive Director/General Counsel: Bart Miesfeld (through January 2026)/ Executive Director Roger Smith (since January 27, 2026)

Chief Investigator: Olga Golub

Chief of Staff/Policy Manager: Aaron Burgess Jr.

Director of Community Engagement and Internship Programs: Yasmeen Obeid

Senior Management Analyst: Jaime Jacinto

Investigator: Ching-Yun Li

Investigator: Ethan Waterman

Executive Assistant: Alina Conde

Administrative Aide II/Complaint Coordinator: Jon'nae McFarland

Intern: Kelsey Gans (through December 2025)

Intern: Jorge Uribe (through August 2025)

Legal Intern: Luqmaan Bokhary (through December 2025)