

Commission on Police Practices

COMMISSION ON POLICE PRACTICES

Thursday, March 5, 2026

4:00pm – 5:00pm

RECRUITMENT STANDING COMMITTEE AGENDA

Procopio Towers

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

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

[Microsoft Meeting Link](#)

Meeting ID: 256 322 782 047 72

Passcode: ta3Gn3XV

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

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

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

- I. CALL TO ORDER/WELCOME (Chair Doug Case)
Committee Members: Chair Doug Case, David Burton, Lupe Diaz, Kirby Knipp, Dan Lawton; Outreach Committee Liaison: Armando Flores
- II. ROLL CALL (Director of Community Engagement & Internship Programs Yasmeen Obeid)
- III. APPROVAL OF MEETING MINUTES
A. CPP Regular Meeting Minutes of February 5, 2026
- IV. NON-AGENDA PUBLIC COMMENT (Director of Community Engagement & Internship Programs Yasmeen Obeid)
- V. CHAIR REPORT (Chair Case)
- VI. STAFF REPORT (Director of Community Engagement & Internship Programs Yasmeen Obeid)

VII. NEW BUSINESS

A. Recruitment Outreach Materials

B. Community Email List

(Each Commissioner to share 10 new contacts)

C. Spring Recruitment Timeline

- Application Period
- Orientation
- Application Review
- Interviews
- Presentation to Full Commission

D. Youth Recruitment

E. Creation of Ad Hoc Committee for the preparation of the Orientation Session and Interviews (Action Item)

F. Upcoming Meeting: Thursday, April 2, 2026, from 4:00 – 5:00 pm

VIII. COMMISSIONER COMMENTS

IX. ADJOURNMENT

Materials Provided: February 5, 2026 Recruitment Committee Meeting Minutes

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

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

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

per agenda item. In-person public comment on items not on the agenda will conclude before virtual testimony begins.

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

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

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

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

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

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

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

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

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

Late-Arriving Materials

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

at commissiononpolicepractices@sandiego.gov . 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
RECRUITMENT STANDING COMMITTEE
MEETING MINUTES**

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

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

Click https://youtu.be/1IAQSZ_jYgw to view this meeting on YouTube.

CPP Committee Members Present:

Committee Chair Doug Case
David Burton
Steve Chatzky
Lupe Diaz (arrived at 4:10pm)
Dan Lawton

Excused:

Armando Flores

Absent:

None

CPP Staff Present:

Ethan Waterman, CPP Investigator

- I. CALL TO ORDER/WELCOME: Committee Chair Doug Case called the meeting to order at 4:00pm.
- II. ROLL CALL: Investigator Ethan Waterman conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF MEETING MINUTES
 - A. CPP Regular Meeting Minutes of December 4, 2025

Motion: Commissioner David Burton moved to approve the CPP Recruitment Standing Committee Meeting Minutes of December 4, 2025. Commissioner Stephen Chatzky seconded the motion. The motion passed with a vote of 4-0-0.
Yeas: Chair Case, Burton, Chatzky, Lawton
Nays: None
Abstained: None
- IV. NON-AGENDA PUBLIC COMMENT - None
- V. CHAIR REPORT
- VI. NEW BUSINESS
 - A. Spring 2026 Recruitment Plan (*Timestamp 3:51*)
 - There are currently six open seats on the Commission: one in District 2, one in District 8, two designated for youth members, and two reserved for individuals with low to moderate income. Some commissioners may decide not to return for another term. Yasmeen Obeid, the Director of Community Outreach, will reach out to commissioners whose terms end in June to confirm whether they plan to seek reappointment.
 - **Additional Considerations:** Discussion on potentially making youth seats one-year terms to accommodate their schedules and commitments. Encouragement for applicants to apply for multiple seats they qualify for to increase flexibility in filling vacancies.
 - **Outreach & Recruitment:** Outreach to local colleges, universities, student organizations, and faculty in relevant departments (e.g., Public Administration, Criminal Justice). Targeted outreach to community groups and organizations, especially those in communities most impacted by the Commission's work. Consideration of special assignments for youth members, such as making presentations to high schools.
 - **Recruitment Materials:** Preparation of a notice of vacancies to be distributed via social media and community groups. Development of a recruitment brochure detailing expectations, qualifications, and benefits of serving on the Commission.
 - **Orientation Sessions:** Plan to hold two orientation sessions: one for potential applicants to learn more about the Commission and another for those who have applied.
 - **Coordination with City Council:** Coordination with staff from the Council President's office to discuss timelines and logistical issues. Ensuring clear communication with City Council offices, especially those with vacancies, to assist with recruitment efforts.
 - **Timeline:** Appointments need to be completed by early June to allow time for background checks and the oath of office, ensuring new members are ready by

July 1st.

- **Additional Considerations:** Encouragement for applicants to apply for multiple seats they qualify for to increase flexibility in filling vacancies.
- **Proposal for Flexibility:** It was suggested that the requirement for youth members to sit on committees could be adjusted to accommodate their schedules. This would make it easier for them to participate without overburdening them.
- **Special Assignments:** Another idea was to give youth members special assignments related to community outreach, such as making presentations to high schools about interacting with police. This would allow them to contribute meaningfully without commitment to the same time as regular committee work.
- **Recommendation to Executive Committee:** The suggestion to adjust the requirements for youth members will be recommended to the executive committee for consideration.

B. Upcoming Meeting: Thursday, March 5, 2026, from 4:00-5:00pm

Meeting Action Items:

- **Committee Sign-Up:** Coordinate with commissioners who haven't signed up for committees to ensure they do so.
- **Recruitment List:** Contact commissioners whose terms expire at the end of June to see if they are seeking reappointment and add those not seeking reappointment to the recruitment list.
- **Council President's Office:** Invite staff from the Council President's office to the next meeting to discuss timelines and logistical issues for city council appointments.
- **Recruitment Notice:** Draft a notice of the six vacant seats to be put out on social media and sent to community groups.
- **Recruitment Brochure:** Draft a separate recruitment brochure detailing expectations, community service benefits, process, and qualifications for commissioners.
- **Youth Recruitment Strategy:** Brainstorm and develop a specific strategy for recruiting youth members, including outreach to colleges, universities, and other organizations.
- **Orientation Sessions:** Plan and schedule two orientation sessions for potential and actual applicants to inform them about the commission's work and expectations.
- **Community Organization List:** Bring a list of all organizations currently receiving recruitment notices to the next meeting for review and potential additions. Send the list of community organizations to all members in advance of the next meeting for review and suggestions for additions.

VII. COMMISSIONER COMMENTS

VIII. ADJOURNMENT: The meeting adjourned at 5:00pm.