



## Commission on Police Practices

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

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

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

Click [https://youtu.be/1IAQSZ\\_jYgw](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

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- 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.