

Commission on Police Practices

COMMISSION ON POLICE PRACTICES

Wednesday, May 6, 2026

5:00pm-8:00pm

REGULAR BUSINESS MEETING AGENDA

St. Paul's Cathedral – Guild Room

2728 Sixth Ave.

San Diego, CA 92103

The link to join the meeting by computer, tablet, or smartphone at 5:00pm is:

[Microsoft Meeting Link](#)

Meeting ID: 240 181 649 577 721

Passcode: Tt27vV2r

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

PURPOSE OF THE COMMISSION ON POLICE PRACTICES

The purpose of the Commission on Police Practices (CPP or Commission) is to provide independent community oversight of SDPD, directed at increasing community trust in SDPD & increasing safety for community and officers. The purpose of the Commission is also to perform independent investigations of officer-involved shootings, in-custody deaths and other significant incidents, and an unbiased evaluation of all complaints against members of SDPD and its personnel in a process that will be transparent and accountable to the community. Lastly, the Commission also evaluates the review of all SDPD policies, practices, trainings, and protocols and represents the community in making recommendations for changes.

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 business 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/PUBLIC COMMENT INSTRUCTIONS (Chair Ada Rodriguez)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. APPROVAL OF MINUTES
 1. Regular Business Meeting – April 1, 2026

NON-AGENDA COMMUNICATIONS FROM THE CHAIR, EXECUTIVE DIRECTOR

NON-AGENDA PUBLIC COMMENT (Direct Community Engagement & Internship Programs Yasmeen Obeid)

NON-AGENDA COMMUNICATIONS FROM STANDING COMMITTEES
Executive (Chair Ada Rodriguez), Rules (1st Vice Chair Bonnie Benitez), Community Outreach (Commissioner Armando Flores), Policy (Commissioner Imani Robinson), Recruitment (Commissioner Doug Case), Training (Commissioner Darlanne Mulmat)

NON AGENDA COMMUNICATIONS FROM COMMISSIONERS

IV. PRESENTATIONS

A. POST (Bureau Chief Christine Ford, Accountability Division California Commission on Peace Officer Standards and Training)

V. NEW BUSINESS

A. Creation of the Ad Hoc Nominating Committee & Soliciting Nominations of Commission Officers (1st Vice Chair Bonnie Benitez)

1. Public Comment
2. Discussion
3. Action

B. Proposed NACOLE Commissioner Attendance Policy (1st Vice Chair Bonnie Benitez)

1. Public Comment
2. Discussion
3. Action

VI. INFORMATIONAL ITEM

A. Community Roundtable (Outreach Chair Armando Flores)

1. Public Comment
2. Discussion

VII. FUTURE AGENDA ITEM REQUESTS

VIII. CLOSED SESSION

A. Public comment

B. Lead CPP into Closed Session
(Not Open to the Public)

C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss 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. Reportable actions for the Closed Session items on the agenda will be announced and posted on the Commission's website at www.sandiego.gov/cpp.

a. SDPD Feedback on Case-Specific Matters – None

- b. Review of Internal Affairs Investigations
 1. Case 2025-0692 (CATII)
 2. Case 2025-0405 (CATI)
 3. Case 2025-0528 (CATI)
 4. Case 2024-0529 (CATI)
 5. Case 2025-0761 (CATII)
- c. Discipline Memos
 1. Case 2025-0197 – No vote

IX. REPORT FROM CLOSED SESSION

NON-AGENDA PUBLIC COMMENT (Direct Community Engagement & Internship Programs Obeid)

X. ADJOURNMENT

Materials Provided:

- April 1, 2026 Regular Business Meeting minutes
- San Diego Community 05.06.26 (POST PowerPoint)
- 2026.04.29 Officer Elections Document
- Proposed NACOLE Attendance Policy
- Community Roundtable Handout

In-Person Public Comment on an Agenda Item: If you wish to address the Commission on an item on today's agenda, please complete and submit a speaker slip before the Commission hears the agenda item. You will be called at the time the item is heard. Each speaker must file a speaker slip with the Executive Director 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 Commission must state who they are representing if they represent an organization or another person.

For discussion and information items each speaker may speak up to three (3) minutes, subject to the 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 Executive Director. The 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 Commission 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 Commission to discuss or take any action on the matter at today's meeting. At its discretion, the Commission may add the item to a future meeting agenda or refer the matter to staff or committee. Public comments are limited to three minutes per speaker. At the discretion of the 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 Commission has time to consider all the agenda items. A member of the public may only make one Non-Agenda Public Comment per meeting. 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 8am on 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 Commission on Police Practices.

If you attach any documents to your comment, they will be distributed to the

Commission or 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) 533-5304 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
REGULAR BUSINESS MEETING
Wednesday, April 1, 2026**

Southeastern Live Well Center
5101 Market St.,
San Diego, CA 92114

Click <https://youtu.be/4z6rFolPnUw> to view this meeting on YouTube.

CPP Commissioners' Present:

Chair Ada Rodriguez

1st Vice Chair Bonnie Benitez

2nd Vice Chair Clovis Honoré

Cheryl Canson (arrived at 5:08pm/left at 6:30pm)

Doug Case

Steve Chatzky

Lupe Diaz (arrived at 5:08pm/left at 7:40pm)

Armando Flores (arrived at 5:08pm/left at 6:47pm)

Dwayne Harvey

Elizabeth Inpyn

Kirby Knipp

Darlanne Mulmat

Imani Robinson

Jay Sener

Daniel Torres

Excused:

John Armantrout

David Burton

Dan Lawton

Chenyang Rickard

Absent:

None

CPP Staff Present:

Roger Smith, Executive Director

Alina Conde, Executive Assistant

Jon'Nae McFarland, Complaint Coordinator

Aaron Burgess, Director of Policy & Media Relations

Olga Golub, Chief Investigator

Ethan Waterman, Investigator

Ching-Yun Li, Investigator

Yasmeen Obeid, Director of Community Engagement & Internship Programs

- I. CALL TO ORDER/WELCOME: Chair Ada Rodriguez called the meeting to order at 5:02pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF MINUTES
 1. Regular Business Meeting – March 4, 2026

Motion: Commissioner Darlance Mulmat moved to accept the March 4, 2026 CPP meeting minutes. Commissioner Dwayne Harvey seconded the motion. The motion passed with a vote of 10-0-1.
Yeas: Benitez, Honoré, Case, Chatzky, Harvey, Inpyn, Knipp, Mulmat, Robinson, Sener
Nays: None
Abstentions: Torres
 2. Regular Business Meeting – March 18, 2026

Motion: Commissioner Darlance Mulmat moved to accept the March 18, 2026 CPP meeting minutes. Commissioner Dwayne Harvey seconded the motion. The motion passed with a vote of 10-0-1.
Yeas: Benitez, Honoré, Case, Chatzky, Harvey, Inpyn, Knipp, Mulmat, Robinson, Sener
Nays: None
Abstentions: Torres

NON-AGENDA COMMUNICATIONS FROM CHAIR ADA RODRIGUEZ (*Timestamp 4:09*):

- Addressed community concerns regarding the handling of meeting minutes, emphasizing that the Commission does not edit, alter, or manipulate any video or documents received.
- Acknowledged issues with the quality of reporting due to the use of Teams but praised the staff for adapting quickly to ensure meetings are accessible, recorded, and documented as best as possible.
- Mentioned social media incidents, specifically a video showing an officer using force on a seated woman. Chair Ada Rodriguez clarified that the Commission does not prejudge incidents but also does not ignore community concerns.
- Discussed the importance of oversight responding to patterns, concerns, and the lived experiences of the community, emphasizing the need for honesty and process integrity.
- Explained the decision to reduce the Commission's meetings to one per month, stating it is a structural improvement aimed at preventing burnout, allowing more committee work, and aligning with best practices for deeper and more consistent oversight.

NON-AGENDA COMMUNICATIONS FROM EXECUTIVE DIRECTOR ROGER SMITH: (*Timestamp 11:50*):

- Executive Director Roger Smith reported complaint information for February & March:
 - **February 2026:** (74) complaints received, (45) filed with Internal Affairs, (29) with the CPP, (13) forwarded to Internal Affairs, (16) out of jurisdiction.
 - **March 2026:** (69) complaints received, (44) filed with Internal Affairs, (25) with the CPP (17) forwarded to Internal Affairs, (8) out of jurisdiction.
- Announced that California POST will present at the Commission's regular business meeting on May 6th, 2026, with a 60-minute presentation followed by 30 minutes of Q&A.
- Reported that although Chief Wahl committed to providing memos on miscellaneous cases to the Commission, none have been received. Police Department leadership attributed the delay to legal guidance and the Meet and Confer process.

- Highlighted that the Internal Affairs Operations Manual, created after Measure B, attempts to create a new category of cases called "miscellaneous complaints" not subject to Commission review. This category includes a significant number of complaints, preventing the Commission from reviewing the majority of cases.
- Emphasized the importance of receiving these memos to perform their oversight duties effectively and expressed concerns about the implications for future Meet and Confer negotiations.

NON-AGENDA COMMUNICATIONS FROM DIRECTOR OF COMMUNITY ENGAGEMENT & INTERNSHIP PROGRAMS YASMEEN OBEID: *(Timestamp 1:40:20)*:

- Reported on the first three months of the year, noting that the Commission attended 9 community events hosted by various organizations.
- The Commission gave 6 presentations and made 1 announcement introducing or sharing information about the Commission to different community groups. Two community resource booths were hosted.
- Director of Community Engagement Yasmeen Obeid also staffs the Community Outreach and Recruitment Standing Committees and currently supports the Training Committee by identifying, confirming, and scheduling community organizations for monthly regular CPP meetings.
- In the process of hiring 3 community engagement interns to work through the end of the fiscal year, with possible extension, and also hosting interns from SDSU's School of Public Affairs for the summer. The program is expected to continue every semester.
- Encouraged commissioners to participate in outreach efforts within their own circles, especially as more community hearings and roundtables are planned, emphasizing the need for all hands on deck.

NON-AGENDA PUBLIC COMMENT

- ❖ Francine Maxwell (In-person) *(Timestamp 18:04)*
- ❖ Laila Aziz (In-person) *(Timestamp 21:47)*
- ❖ Darwin Fishman (Virtual) *(Timestamp 25:40)*
- ❖ Makayla Nguyen (Virtual) *(Timestamp 29:16)*
- ❖ Tasha Williamson (Virtual) *(Timestamp 31:42)*

NON-AGENDA COMMUNICATIONS FROM STANDING COMMITTEES

- **Executive Committee** *(Timestamp 35:43)*: Committee Chair Ada Ridriguez reported that the committee discussed upcoming changes to the Brown Act and the semi-annual report that will be presented. Additionally, formal processes have been created to improve the agenda, videos, and meeting minutes for future meetings.
- **Rules Committee**: No committee report presented.
- **Outreach Committee**: No committee report presented.
- **Policy Committee** *(Timestamp 36:48)*: Committee Chair Imani Robinson reported that the Policy Committee met on March 26th and focused on pretext stops recommendations. A draft of the recommendations has been developed, with contributions from Chair Ada Rodriguez, Commissioner Doug Case, and Commissioner Armando Flores. The committee is seeking input from other commissioners before finalizing the draft and is planning a community forum in May to gather additional input on the pretext stop recommendations. The Policy Committee will move its meetings to the third Wednesday starting in May, with the next meeting scheduled for April 23rd at 5:00pm.
- **Recruitment Committee** *(Timestamp 38:25)*: The Recruitment Committee is scheduled to meet April 2nd at 4:00pm at the CPP office. Applications opened on Monday for seven positions that will begin on July 1st. These positions include representatives for District 2, District 8, three low-to-moderate income representatives, one at-large representative,

and one youth representative. The City Council is responsible for appointing one youth representative, and the committee is awaiting the date of that meeting. During tomorrow's meeting, the committee will discuss an orientation session for applicants and potential applicants, as well as the interview process for those seeking nominations in the CPP.

- **Training Committee (Timestamp 39:42):** Committee Chair Darlanne Mulmat shared that the next meeting of the Training Committee is scheduled for April 9th at 5:30pm in the CPP office. There was a mention of issues with Success Factors, and members experiencing similar problems are advised to reach out to CPP Executive Assistant Alina Conde for assistance.

NON-AGENDA COMMUNICATIONS FROM COMMISSIONERS – None

IV. PRESENTATIONS

A. Pillars of the Community (Timestamp 44:22)

- **Organization Overview:** Pillars of the Community is a nonprofit organization that works with individuals negatively impacted by the criminal justice system, primarily focusing on police interactions. Founded in 2012, the organization aims to build power within the community to change and dismantle ineffective systems.
- **Community Harm:** The presentation detailed how PC 148 causes community harm by leading to unnecessary arrests, traumatizing individuals and families, and disproportionately targeting black and brown communities.
- **Action Steps:** The campaign's action steps include filing and tracking community complaints, documenting misuse of PC 148, organizing directly impacted youth to share their experiences, conducting data analysis using public records requests, engaging local elected officials and oversight bodies to pursue policy changes, and launching a public education campaign.
- **Community Engagement:** The presentation emphasized the importance of community engagement and the need for policy changes to limit the use of PC 148, require documentation, and strengthen accountability.

V. NEW BUSINESS

A. July-December 2025 Semi-Annual Report

1. Public Comment - None
2. Discussion (Timestamp 1:01:11)
 - **Overview:** The semi-annual report covers the period from July to December 2025, providing a snapshot of the Commission's activities, including case reviews, complaints received, outreach activities, policy efforts, committee activities, and other significant actions.
 - **Case Reviews:** The report indicates that while the Commission receives and assesses jurisdiction and forwards all complaints within SDPD purview to the Police Department, it does not review all SDPD complaint investigations. This includes internal complaints, complaints resolved informally, or those considered miscellaneous.
 - **Complaints Data:** The report includes data on the number of complaints received by the department and the number reviewed by the Commission.
 - **Miscellaneous Complaints:** The report highlights the issue of miscellaneous complaints, which constitute a significant portion of the complaints received but are not reviewed by the Commission.
3. **Motion:** 1st Vice Chair Bonnie Benitez, moved to approve the amended July-December 2025 Semi-Annual Report. Commissioner Darlanne Mulmat

seconded the motion. The motion passed with a vote of 14-0-0.

Yeas: Benitez, Honoré, Canson, Case, Chatzky, Diaz, Flores, Harvey, Inpyn, Knipp, Mulmat, Robinson, Sener, Torres

Nays: None

Abstentions: None

B. Quarterly Saturday Meetings

1. Public Comment:

❖ Francine Maxwell (In-person) (*Timestamp 1:14:25*)

2. Discussion (*Timestamp 1:17:53*)

- The Commission discussed starting quarterly Saturday meetings to improve community engagement, especially with the shift to one regular meeting per month.
- Tentative dates proposed for the meetings are May 16, August 22, and November 21, with locations still to be determined (Otay Mesa Nestor Branch Library was mentioned as a possible venue).

3. **Motion**: 1st Vice Chair Bonnie Benitez, moved to approve the Quarterly Saturday Meetings on suggested dates of May 16, August 22, and November 21. Commissioner Darlanne Mulmat seconded the motion. The motion passed with a vote of 14-0-0.

Yeas: Benitez, Honoré, Canson, Case, Chatzky, Diaz, Flores, Harvey, Inpyn, Knipp, Mulmat, Robinson, Sener, Torres

Nays: None

Abstentions: None

VI. INFORMATIONAL ITEM

A. Bi-Monthly Meeting with SDPD Chief Debrief

1. Public Comment:

❖ Francine Maxwell (In-person) (*Timestamp 1:26:20*)

2. Discussion (*Timestamp 1:25:11*)

- The Cabinet met with Chief Wahl and discussed topics already covered in the Chair and Executive Director reports, including the issue of miscellaneous complaints and the department's interpretation of legal requirements.
- AB847, which concerns document exchange requirements between the department and the Commission, was discussed; no required changes were identified yet, but this is subject to update before the next bi-monthly meeting.
- The department indicated they would consult their legal team regarding miscellaneous complaints and their interpretation of related legal obligations.

B. NACOLE Webinar Report Out “Beyond Washington: Local Civilian Oversight of Police Without DOJ Intervention”

1. Public Comment:

❖ Francine Maxwell (In-person) (*Timestamp 1:35:37*)

2. Discussion (*Timestamp 1:35:12*)

- The report was presented by CPP staff at the request of the Training Committee Chair Darlanne Mulmat.
- Key highlights included the DOJ's historical role in law enforcement oversight, focusing on constitutional violations and consent decrees, and noting a recent reduction in DOJ involvement and consent decrees.
- Strategies for building cooperation and reducing adversarial mindsets were shared, emphasizing early engagement with law enforcement leadership,

unions, and community groups, and the importance of transparency and public-facing data.

- Budget constraints were addressed, with recommendations to advocate for necessary staffing and infrastructure for oversight agencies, noting oversight is cost-effective when it prevents costly settlements.
- Commissioners were encouraged to watch the full webinar for additional details when it becomes available on the NACOLE website.

VII. CLOSED SESSION (NOT OPEN TO THE PUBLIC)

A. Public Comment:

- ❖ Kyra Hovey (Virtual) (*Timestamp 1:45:06*)
- ❖ Patricia De Arman (Virtual) (*Timestamp 1:47:24*)

B. Chair Ada Rodriguez led the CPP into Closed Session

- C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss 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 832.5832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be posted on the Commission's website at www.sandiego.gov/cpp or stated at the beginning of the Open Session meeting if the meeting is held on the same day.
- a. SDPD Feedback on Case-Specific Matters – None
 - b. Review of Internal Affairs Investigations
 1. Case 2025-0094 (CATI)
 2. Case 2025-0276 (CATI)
 3. Case 2025-0349 (CATI)
 - c. Discipline Memos – None

VIII. REPORT FROM CLOSED SESSION (7:36pm)- Chair Ada Rodriguez reported that there was no reportable action.

IX. FUTURE AGENDA ITEM REQUESTS

- Request to move this item to before closed session.
- Discuss next steps for handling all complaints, including miscellaneous, and strategy.
- Clarify the meet and confer process, accomplishments to date, and next steps, with an outline of progress and challenges.
- Update on contracting process, including audiovisual and outside counsel.
- Update on staffing plan, including timelines for hiring General Counsel and Deputy Executive Director.
- Presentation/report on the NACOLE conference and its takeaways.
- Address the issue of discipline memos arriving too late for voting and discuss solutions.
- Ensure the agenda item about miscellaneous meeting memos is generic enough to cover all aspects.

X. ADJOURNMENT: The meeting adjourned at 7:42pm.

Peace Officer Decertification and Public Complaint Process

San Diego Office of the Commission on Police Practices

Annemarie Del Mugnaio – Asst Executive Director

William “Toby” Darden – Chief Legal Counsel

Christine Ford – Bureau Chief, Professional Conduct Southern

Sarah Wallace – Bureau Chief, Intake & Disposition



Topics to DISCUSS

Overview of Senate Bill 2 &
Definitions

Public Complaint Process

Decertification Process

POST Website

Statistics



Overview and Key Points to Senate Bill 2

- The new law establishes a requirement that peace officers be certified by POST
- It allows a mechanism to revoke or suspend that certification due to serious misconduct
- There are nine acts of serious misconduct considered for revocation or suspension
- Agency employing peace officers shall report to POST within 10 days
 - Any complaint, charge, or allegation of serious misconduct
 - Any finding, or recommendation by a civilian oversight entity, including civilian review board, civilian police commission, police chief, or civilian inspector general, that a peace officer engaged in serious misconduct
 - The final disposition of any investigation that determines officer engaged in serious misconduct
 - Any civil judgement or court finding against a peace officer based on conduct, or settlement of a civil claim based on allegations of serious misconduct
- Acceptance of complaints from members of the public regarding peace officers or law enforcement agencies involving serious misconduct
- Records of an investigation of any person by POST shall be retained for 30 years following the date the investigation was concluded by POST.

Serious Misconduct

Dishonesty

Abuse of Power

Physical Abuse

Sexual Assault

Demonstrating Bias

Acts that Violate the Law that are Sufficiently Egregious or Repeated

Participation in a Law Enforcement Gang

Failure to Cooperate with an Investigation into Potential Police Misconduct

Failure to Intercede

Dishonesty

Relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of, misconduct by a peace officer or custodial officer, including, but not limited to:

- False statements
- Intentionally filing false reports
- Tampering with, falsifying, destroying, or concealing evidence
- Perjury
- Tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct

Abuse of Power

Including, but not limited to:

- Intimidating witnesses
- Knowingly obtaining a false confession
- Knowingly making a false arrest

Physical Abuse

Including, but not limited to, the excessive or unreasonable use of force

Sexual Assault

Commission or attempted initiation of a sexual act with a member of the public or members of the agency

On Duty:

- Force
- Threat
- Coercion
- Extortion
- Offer of Leniency/Other Official Favor
- Under Color of Authority

Propositioning for or commission of any sexual act while on duty

Demonstrating Bias

Demonstrating bias on the basis of actual or perceived:

- Race
- National Origin
- Religion
- Gender Identity or Expression
- Housing Status
- Sexual Orientation
- Mental or Physical Disability
- Other Protected Status in Violation of Law or Department Policy
- Inconsistent with a Peace Officer's Obligation to Carry out their Duties in a Fair and Unbiased Manner

Demonstrating Bias

Added to definition in Regulation 1205

An officer is “demonstrating” bias for purposes of this Regulation when the officer either **shows or displays, by words, actions or other conduct, prejudice, intolerance, contempt, or hatred** towards one or more persons due to that person’s membership within a class of persons identified in Penal Code section 13510.8(b)(5), when such words, actions or other conduct would lead a reasonable person to conclude that the officer has not fairly and impartially performed, or will not fairly and impartially perform, his or her law enforcement duties.

An officer engaging in racial profiling in violation of Penal Code section 13519.4 is demonstrating bias because profiling casts suspicion on a class of people without individualized suspicion as to the person being stopped.

Acts that Violate the Law

- Acts that violate the law **and** are sufficiently egregious or repeated
- Inconsistent with a peace officer's obligation to uphold the law or respect the rights of members of the public

Participate in a Law Enforcement Gang

A group of law enforcement officers within a law enforcement agency who may identify themselves by a name and may be associated with an identifying symbol, including, but not limited to, matching tattoos, **and** who engage in a pattern of on-duty behavior that intentionally violates the law or fundamental principles of professional policing

Failure to Cooperate

Failure to cooperate with an investigation into potential police misconduct, including an investigation conducted pursuant to Penal Code section 13510.8

The lawful exercise of rights granted under the United States Constitution, the California Constitution, or any other law shall not be considered a failure to cooperate

Failure to Intercede

Failure to intercede when present and observing another officer using force that is clearly beyond that which is necessary:

- As determined by an objectively reasonable officer under the circumstances
- Taking into account other officers may have additional information regarding the threat posed by a subject

Public Complaint Process

POST Public Complaints (PPCs)

In accordance with the Senate Bill 2 (statutes of 2021), POST shall accept complaints from members of the public against a California peace officer who is appointed pursuant to Penal Code sections 830.1, 830.2 (with the exception of subdivision (d)), 830.3, 830.32, or 830.33.

When POST receives a public complaint, it is forwarded to the employing agency for investigation and disposition. Penal Code section 13510.9 requires agencies to respond to POST within 10 days upon receipt of the public complaint notification.

POST can only conduct investigations into allegations of serious misconduct that could lead to the decertification of a peace officer in California. POST does **NOT** have the authority to conduct criminal investigations or administrative investigations which may lead to agency discipline.



How to Submit a Public Complaint

Submit via POST website, email, or phone

- Website: <https://post.ca.gov/public-complaints/> or <https://post.ca.gov/public-complaint-form>
 - Downloadable PDF form is available on POST's website or can be emailed directly to you by POST's Intake and Disposition Bureau: https://post.ca.gov/Portals/0/post_docs/forms/2-354.pdf
- Email: complaintintake@post.ca.gov
- Phone: (916) 227-2822 for additional assistance
 - If you have video evidence to add to your complaint, please reach out to complaintintake@post.ca.gov to request a video upload link.
- **Note:** *If you wish to remain anonymous, please do not provide your contact information. POST will still accept your complaint of alleged misconduct. However, POST will NOT be able to provide you notification of complaint submission.*



LOCAL LAW ENFORCEMENT AGENCY COMPLAINT FORM

POST 2-354

State of California – Department of Justice
LOCAL LAW ENFORCEMENT AGENCY COMPLAINT
POST 2-354 (03/2023)
Page 1 of 2

Commission on
Peace Officer Standards and Training (POST)
860 Stillwater Road, Suite 100
West Sacramento, CA 95605-1630 • 916 227-3909

The Commission on Peace Officer Standards and Training (POST) shall accept complaints against a California peace officer from members of the public. Complaints received from the public will be forwarded to the employing agency for investigation and disposition.

If you wish to remain anonymous and not provide your contact information, POST will still accept your complaint of alleged misconduct. However, we will be unable to provide you with a notification regarding the findings of the investigation.

SECTION 1: INCIDENT INFORMATION

DATE OF INCIDENT (MM/DD/YYYY)	TIME (AM/PM)	NAME OF AGENCY INVOLVED
LOCATION OF INCIDENT		
COUNTY INCIDENT TOOK PLACE		

SECTION 2: COMPLAINANT INFORMATION

FIRST NAME	LAST NAME		
DATE OF BIRTH (MM/DD/YYYY)	GENDER <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Non-binary		
ETHNICITY <input type="checkbox"/> American Indian or Alaska Native <input type="checkbox"/> Asian or Pacific Islander <input type="checkbox"/> Black or African <input type="checkbox"/> Hispanic or Latinx <input type="checkbox"/> Middle Eastern <input type="checkbox"/> South Asian <input type="checkbox"/> White/Caucasian <input type="checkbox"/> Multiracial <input type="checkbox"/> Not listed <input type="checkbox"/> Prefer Not to Answer			
PHONE	EMAIL		
STREET ADDRESS			
CITY	STATE/PROVINCE	POSTAL/ZIP CODE	COUNTRY
RELATIONSHIP TO THE INCIDENT <input type="checkbox"/> Victim <input type="checkbox"/> Witness <input type="checkbox"/> Family Member/Friend <input type="checkbox"/> Concerned Citizen <input type="checkbox"/> Coworker <input type="checkbox"/> Other			

SECTION 3: INCIDENT INFORMATION

TYPE OF INCIDENT <input type="checkbox"/> Dishonesty <input type="checkbox"/> Excessive Use of Force <input type="checkbox"/> Demonstrating Bias <input type="checkbox"/> Sexual Assault <input type="checkbox"/> Failure to Intercede with Excessive Use of Force <input type="checkbox"/> Other		
HOW MANY OFFICERS?	OFFICER 1 NAME	BADGE NUMBER OR EMPLOYEE ID NUMBER OF OFFICER 1

SECTION 4: INCIDENT DETAILS

Is there a summons or arrest associated with this incident? Yes No

Has this incident been reported to another agency? Yes No

If yes, give Agency Name: _____

PLEASE DESCRIBE COMPLAINT ON NEXT PAGE



Public Complaint Process



POST PUBLIC COMPLAINTS

Frequently Asked Questions



CALIFORNIA COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

CALIFORNIA COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING

Frequently Asked Questions (FAQs)

- **How long does the agency have to review and respond to the complaint?**
 - The agency is not subject to a statutory deadline for issuing a final determination, as each complaint is reviewed and investigated on an individual basis.
- **How long does POST have to review a complaint?**
 - POST has up to three years to investigate a complaint once they have received the agency's final disposition.
 - If the allegations include serious misconduct, POST is required to review the agency's final investigation and make its own determination independent of the agency's findings.
- **Who is covered under SB2 / Police Decertification Act of 2021?**
 - POST shall accept complaints from members of the public against a California peace officer who is appointed pursuant to Penal Code sections 830.1, 830.2 (with the exception of subdivision (d)), 830.3, 830.32, or 830.33.
- **How do I find out the status of a complaint?**
 - For status updates, please reach out to the agency directly. However, if the agency has submitted their final findings to POST, you may contact the corresponding Professional Conduct Bureau for complaint status updates.



FAQs

- **Where do I find out more about SB 2?**
 - Legislation Information Website:
 - https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220SB2
- **What Professional Conduct Bureau do I contact if my complaint is under review by POST? (Please see <https://post.ca.gov/district-map> for district map)**
 - Professional Conduct Northern Bureau
 - NorthernSupport@post.ca.gov
 - (916) 227-4801
 - Professional Conduct Central Bureau
 - CentralSupport@post.ca.gov
 - (916) 227-4806
 - Professional Conduct Southern Bureau
 - SouthernSupport@post.ca.gov
 - (916) 227-4809



FAQs

- **What is the Decertification process?**

- The Peace Officer Standards Accountability Advisory Board (POSAAB) meets publicly to review the findings after an investigation is made by POST's Peace Officer Standards Accountability Division (POSAD) to make a recommendation to the Commission. The Commission is required to review the recommendation made by the POSAAB and determines if an action should be taken against an officer's certification. The Commission's determination is returned to POSAD to commence formal proceedings consistent with the Administrative Procedure Act.

- **Process Overview**

- Allegations of Serious Misconduct > Agency Investigation > POST Investigation > POST Recommendation > POSAAB Recommendation > Commission Determination > Administrative Law Judge > Final Determination by the Commission
- A downloadable PDF regarding the Decertification process is available on the POST website: <https://post.ca.gov/Decertification>



For Any Questions, Please Contact:

**POST Intake and Disposition
Bureau**

(916) 227-2822

complaintintake@post.ca.gov

For more information about Peace Officer Certification and Decertification, go to POST's website: **<https://post.ca.gov/>**



POST Investigations

Prioritization of Cases

Priority 1 & 2

- Agency Finding
 - Sustained
 - Policy vs SM

Priority 3

- Agency Finding
 - Not sustained
 - Unfounded
 - Exonerated

Priority 4

- Not actionable
- Based on date



Immediate Temporary Suspension

Certification may be temporarily suspended upon the determination by the Executive Director of the Commission that it is in the best interest of the health, safety, or welfare of the public

When any one of the following exists:

- **Arrest or indictment described in GC1029; or**
- **Discharge from any law enforcement agency if the person is or has become ineligible to hold office or terminated due to serious misconduct; or**
- **Separation from employment of a peace officer pending investigation into allegations of serious misconduct**

Reasons for Withdrawal on Immediate Temporary Suspension

POST could withdraw an ITS in the following examples:

- Arrest or indictment described in GC1029
 - DA's Office does not file criminal charges, and this is the only prong we hold
- Subject Officer can draft a response to the POST Executive Director based on evidence that the grounds for the ITS does not exist
- After complete and thorough investigation, POST decides it will not move forward for suspension/decertification and will close the case

Evidentiary Standard for Decertification

Agency administrative investigations, or internal affairs investigations, must meet the evidentiary standard of **preponderance**

- **More likely than not (51% / 49%)**

POST Decertification investigations must meet the evidentiary standard of **clear and convincing**.

- **High probability it occurred**

What is Clear and Convincing

"Evidence of a charge is clear and convincing so long as there is a 'high probability' that the charge is true." (*Sandarg v. Dental Bd. of California* (2010) 184 Cal.App.4th 1434, 1441, 109 Cal. Rptr. 3d 826.)



Who is doing the Investigations

POST Law Enforcement Consultants

- All prior law enforcement
- Most average 20+ years of experience
- Prior Internal Affairs and/or Criminal Investigation experience
- Come from City, County, State, and Federal agencies

Considering Factors

POST Regulation 1213
Suspension & Revocation of Peace
Officer Certification



CALIFORNIA COMMISSION

- (a) In considering whether to take action against a peace officer's certification, and in considering whether a revocation or suspension is appropriate in light of the facts of the particular case, the Commission shall consider any of the following factors:

- (1) The nature and severity of the act or omission
- (2) The circumstances surrounding the conduct and the extent to which the act or omission caused any actual or potential harm to or impact upon the victim, the public, other peace officers, the employing agency, or the law enforcement profession
- (3) Whether the involved peace officer is currently employed as a peace officer
- (4) Whether the alleged conduct was committed under the color of authority or while the peace officer was acting in the capacity of a peace officer.
- (5) The peace officer's prior conduct, discipline and service record, and any prior instances of misconduct
- (6) The proximity or remoteness in time since the conduct occurred
- (7) Any mitigating or aggravating factors and/or evidence of rehabilitation
- (8) The degree of accountability and cooperation with the investigation evidenced by the peace officer
- (9) The extent to which discipline, or forbearance from discipline, would impact the best interests of the public, the public service, the employing agency, and/or the law enforcement profession
- (10) The motives of the peace officer that resulted in the conduct
- (11) Consistency of the penalty with those imposed upon other peace officers for the same or similar offense
- (12) The clarity with which the peace officer was on notice of any rules that were violated in committing the offense
- (13) The extent to which the act or omission was done intentionally, willfully, or maliciously
- (14) The likelihood of recurrence
- (15) Any other aggravating or mitigating factors relevant to the Commission's determination

Internal Levels of Review

1. Law Enforcement Consultant
 - Review of all reports, documents, evidence
 - Peer review
2. Bureau Chief consultation
 - Both LEC and BC recommend case for decertification
3. POST Internal Bureau Chief review
 - (2) Professional Conduct Bureau Chiefs
 - (1) Bureau Chief from another POST bureau
 - (1) Attorney from Legal Affairs
4. Executive / Legal review

Case Outcomes

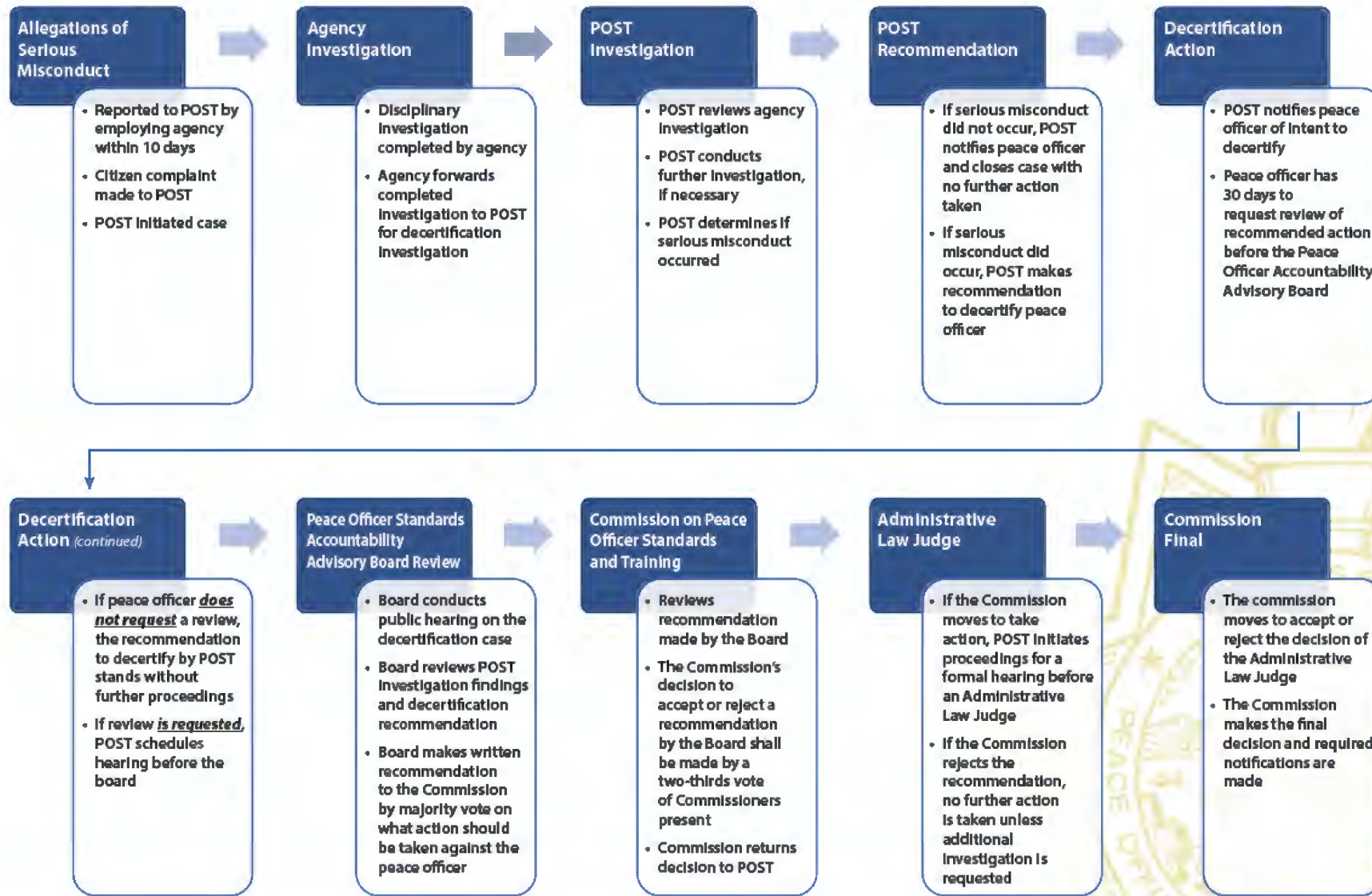
Decertification
OR
Closure

- ❑ Moves forward for Decertification
 - Officer is sent Notice of Intent to Revoke Letter
 - Officer required to respond within 30 days, by either:
 - Appeal
 - No response by Officer = Default revocation
 - Officer chooses to Voluntary Surrender Certificate

- ❑ Case Closure Letters
 - No Further Action Letter
 - 30-year retention



PEACE OFFICER DECERTIFICATION PROCESS



Peace Officer Standards Accountability Advisory Board



Joyce Dudley
Chair

DA (Retired)

Santa Barbara Co

Attorney – Experience
involving oversight of peace
officers

* Appointed by the
Governor



Robert Doyle
Vice Chair

Sheriff (Retired)

Marin Co

Command-Level Officer

* Appointed by the
Governor



Charles Lara

Captain, San
Diego PD

Management-Level
Officer with internal
affairs experience

* Appointed by the
Governor



Margaret Pena

CA State Legislature
(Retired)

Nonprofit or Academic
Experience (Police
Accountability)

* Appointed by the Speaker
of Assembly



Nicole Clavo

Office of Violence
Prevention,
Sacramento PD

Member from the public in
a community-based
organizations (Police
Accountability)

* Appointed by the
Governor



Peace Officer Standards Accountability Advisory Board



Cephus Johnson

Community Activist

Public Member – Individuals who have been subject to wrongful use of force or surviving family members

* Appointed by the Governor



Regina Hatcher-Crawford

President, NAACP
Ventura Co

Public Member – Individuals who have been subject to wrongful use of force or surviving family members

* Appointed by the Governor

Open

Member of public who have substantial experience working at community-based organizations on police accountability

*appointed by Senate Rules

Open

Nonprofit or Academic Experience (Police Accountability)

* Appointed by the Governor



POST Commission - 18 members



Commissioner
Chair
Geoff Long
Public Member
Governor Appointee
▶ Biography



Commissioner
Ex-Officio
Rob Bonta
Attorney General, Department of Justice
▶ Biography



Commissioner
Kelly Gordon
Chief, Santa Barbara Police Department
▶ Biography



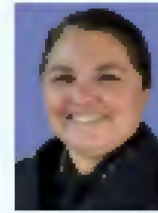
Commissioner
Vice Chair
Rick Brazier
Educator, Cal Poly Humboldt
▶ Biography



Commissioner
Alan Barcelona
Special Agent, Department of Justice
▶ Biography



Commissioner
Ingrid Braun
Sheriff, Mono County Sheriff's Office
▶ Biography



Commissioner
Tina Nieto
Sheriff, Monterey County Sheriff's Office
▶ Biography



Commissioner
Jim Cooper
Sheriff, Sacramento County Sheriff's Office
▶ Biography



Commissioner
Shannan Moon
Sheriff, Nevada County Sheriff's Office
▶ Biography



Commissioner
P. Lamont Ewell
Public Member, Senate Pro Tempore
▶ Biography



Commissioner
Benjamin Therriault
Sergeant, Richmond Police Department
▶ Biography



Commissioner
Justin Doering
Senior Deputy Sheriff, Ventura County
▶ Biography



Commissioner
Dr. Michael "Mike" Moodian
Public Member
Governor Appointee
▶ Biography



Commissioner
Charles Duggan
City Official, Administrator
▶ Biography



Commissioner
Jacob "Jake" Johnson
Officer, California Highway Patrol
▶ Biography



Commissioner
Freddie Rodriguez
Public Member, Speaker of Assembly
Appointed
▶ Biography



POST Website

Peace Officer Certification Actions Page

What action gets placed on the webpage

- Revocations
- GC1029 Ineligible
- Voluntary Surrenders
- Suspensions
- Immediate Temporary Suspensions
 - Withdrawals will be removed in 90 days



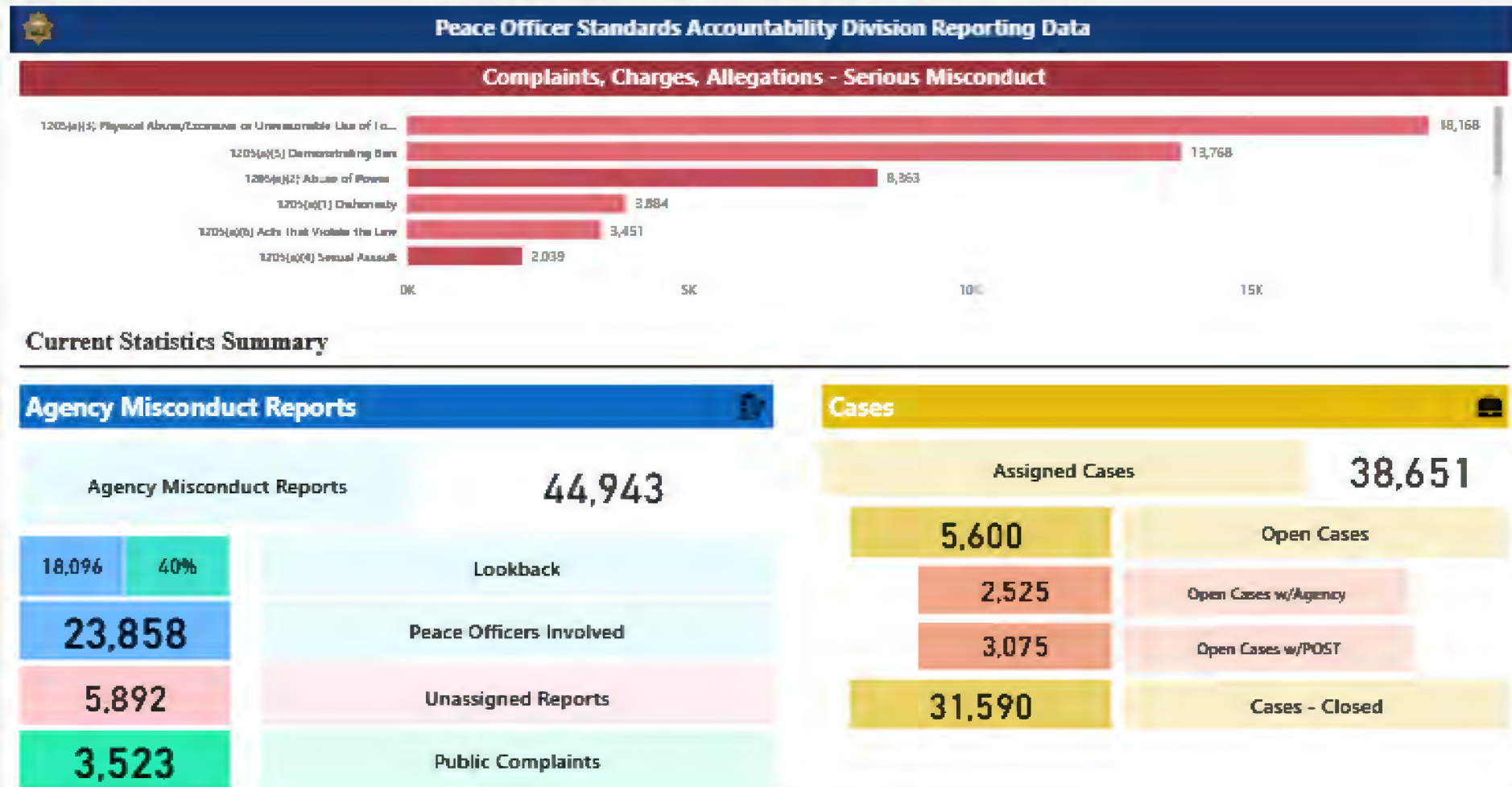
Level of information that is posted on Actions page

- Threshold is the issuing of the Notice of Intent to Revoke letter to subject officer
 - If Notice of Intent to Revoke Letter is sent:
 - Appeal – Investigative Summary & Finding (ISF)
 - Default – Notice of Determination (NOD)
 - If Notice to Revoke Letter has not been sent:
 - Voluntary Surrender – only lists surrender

State-Wide Statistics



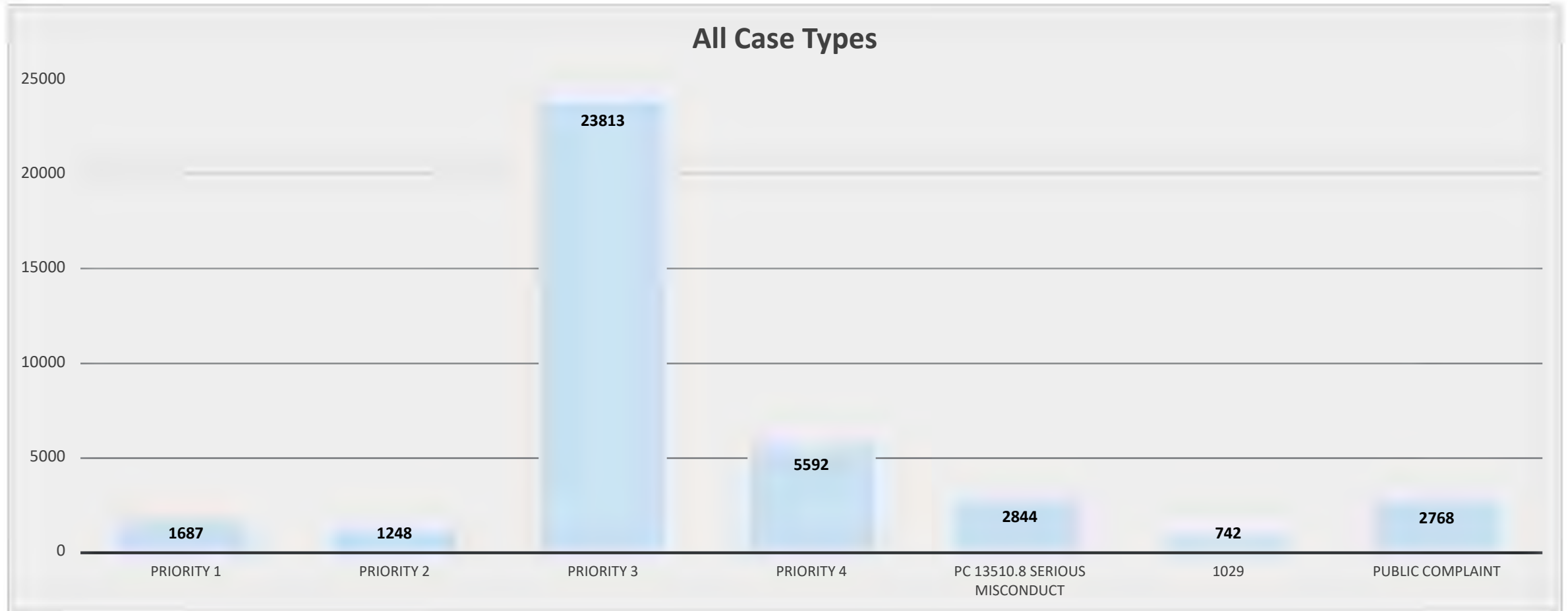
Peace Officer Certification Data Reporting



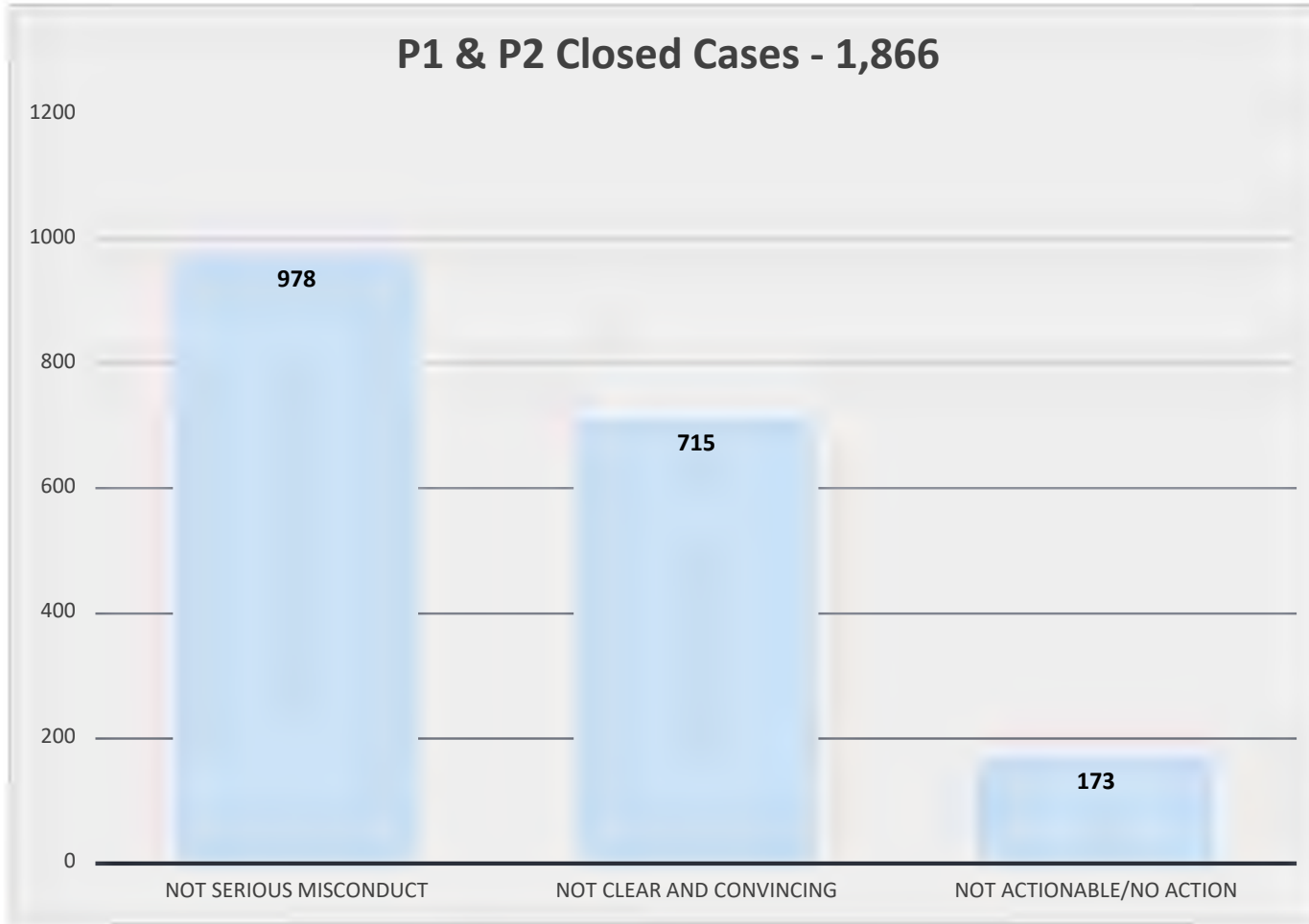
<https://post.ca.gov/Peace-Officer-Certification-Reporting>



Total Cases by Type of Case (39,715) as of 02/26



Cases with Sustained Agency Findings (P1/P2)



Not Serious Misconduct:

978 (52%)

Not Clear and Convincing:

715 (38%)

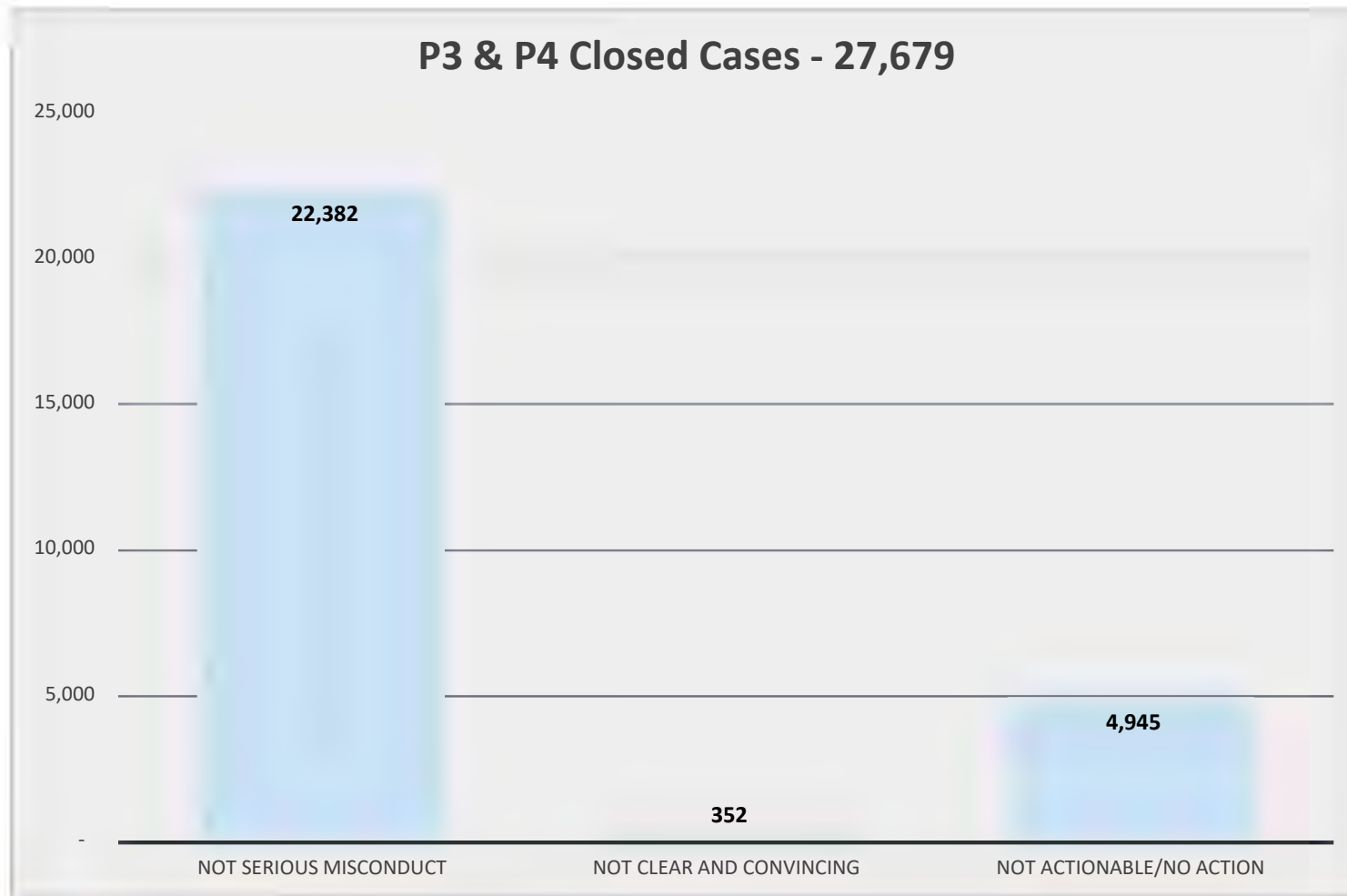
Not Actionable/No Action:

173 (9%)

- P1/P2 only represent approx. **7%** of total cases assigned
- After full POST review it can represent less than **5%** that would move to decertification stage



Cases with Not Sustained Agency Findings (P3/P4)



Not Serious Misconduct:
22,382 (81%)

Not Clear and Convincing:
352 (1%)

Not Actionable/No Action:
4,945 (18%)



Certification Actions resulting from Notice of Intent Letter sent



Total NOI Letters Sent – 82

- Appealed – 31
- Defaulted – 45
- Surrendered – 5
- GC 1029 – 1

Agency Discipline Imposed:

- Currently Employed - 10
- Demoted – 1
- Resigned – 25
- Termination – 43
- Suspended – 2
- Retired – 1



Voluntary Surrenders

Number of Surrenders By Year

- 2023 – 13
- 2024 – 61
- 2025 – 62
- 2026 – 21

Top Allegation for Surrenders

- Acts that violate the law
 - Dishonesty

Reasons

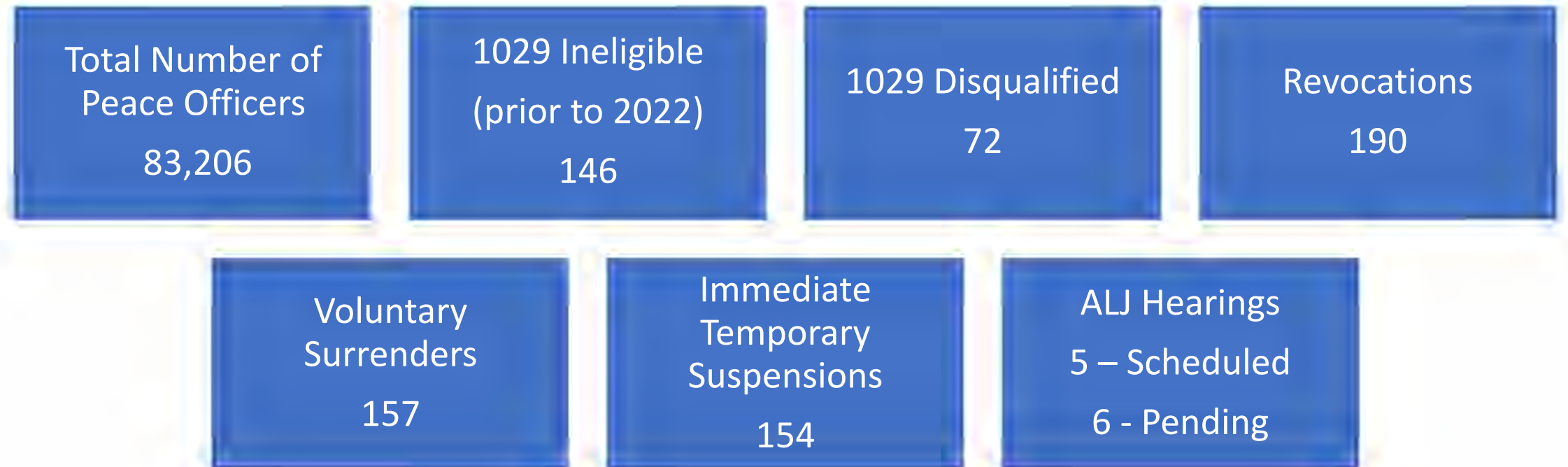
- 92** - Received Notice of Investigation Letter
- 22** – Due to Plea Deal
 - 8** – Surrendered (unknown reason)
- 28** – ITS
- 4** – Received Notice of Intent Letter
- 2** – 1029
- 1** – Notice of hearing (ALJ)

Notification of Surrenders are sent to
Agency Head and DA's Office



POST Actions

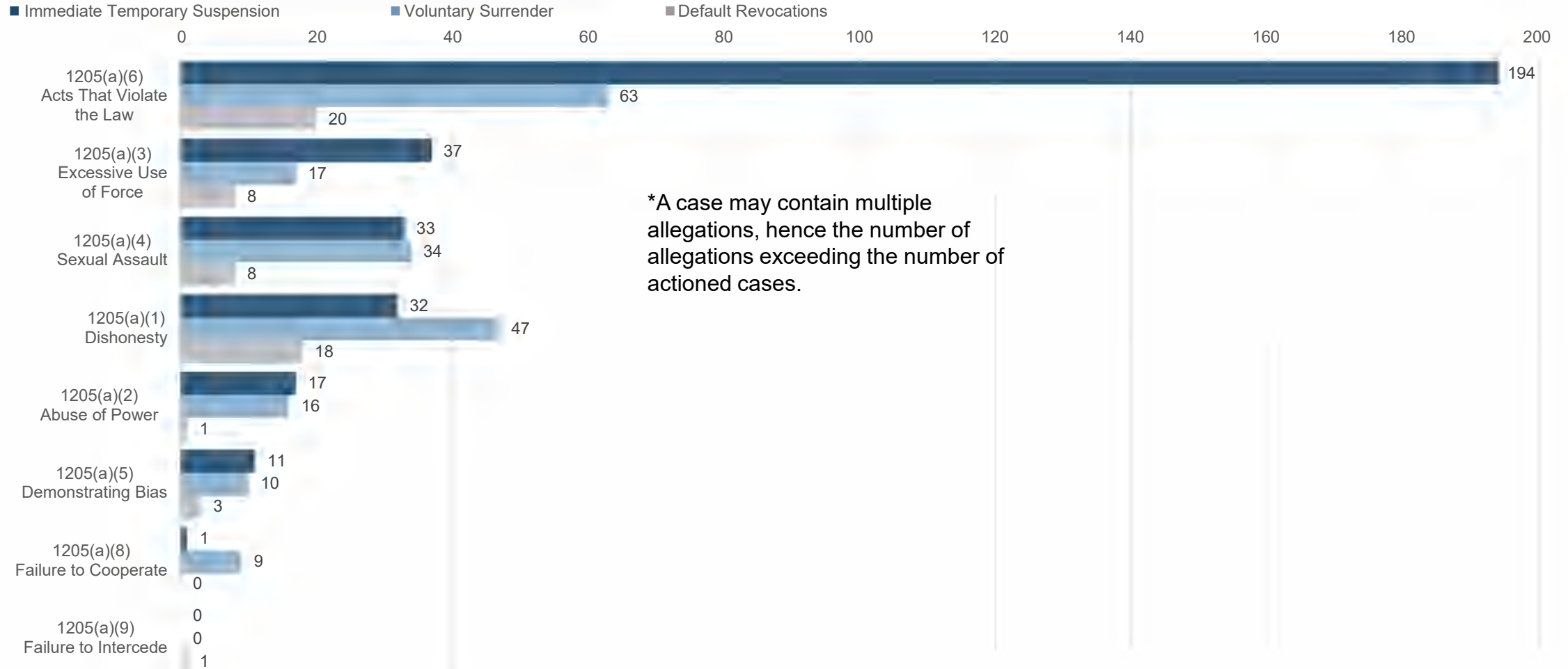
Totals from January 2022 - present





The top allegations resulting in action by POST are Acts that Violate the Law, Dishonesty, and Sexual Assault.

Serious Misconduct Allegations in Cases Resulting in Action

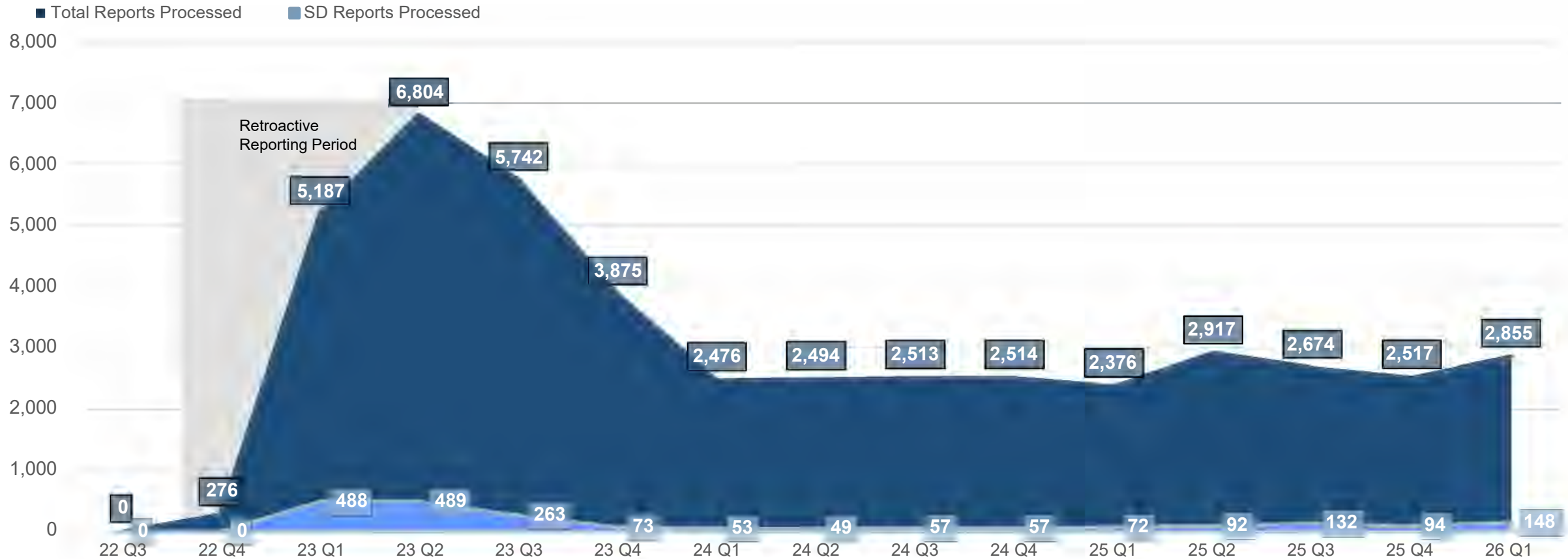




The Division’s intake of serious misconduct reports observed a small spike during the retroactive reporting period but has remained relatively steady through time.

The Division processed over **45,000 Agency Misconduct reports**. Approximately 5% of these reports (n = ~2,000) are submitted by agencies in San Diego County.

Total Reports vs. San Diego County Reports Processed by the Division





Notice of Intent Letters

As of April 1, 2026, a total of 83 Notice of Intent letters have been sent.

7 out of the 83 letters was against San Diego County officers.

Outcome:

- San Diego Police Department
 - Dillon Fuston – Commission took no action
 - Cesar Alcantara – Voluntary Surrender
 - Ryan Blouin – Default Revocation
 - Anthony Hair – Default Revocation
 - Carmina Agapito – Default Revocation
- San Diego County Sheriff's Department
 - Mauricio Bernal – Default Revocation
- Oceanside Police Department
 - Brannon Adkins – Default Revocation

Contact Information and References

Professional Conduct Southern Bureau

Christine Ford – Bureau Chief

(916) 215-4282 - cell

Christine.Ford@post.ca.gov

[Guide to Peace Officer Decertification Proceedings and Officer Rights to Contest and Appeal](#)



<https://post.ca.gov/Certification>
<https://post.ca.gov/Decertification>



Questions?

Thank you!



Commission on Police Practices

2026 Officer Elections

Candidate Personal Statement Guide

Overview

The Executive Committee invites Commissioners interested in serving as an officer of the Commission on Police Practices to submit a personal statement. A list of candidates and their personal statements will be reviewed by the Nominating Committee, organized, and distributed to all Commissioners as part of the June meeting packet.

The Nominating Committee is responsible for ensuring that there is at least one candidate for each officer position. The Nominating Committee shall work with CPP staff to solicit nominations from the Commission to achieve its mandate. Multiple candidates for each position are preferred. The Nominating Committee shall not rank or recommend candidates.

Officers are elected at the last Regular Meeting of the fiscal year (June) to serve a one-year term beginning July 1, 2026. The following positions are open for election:

1. Chair
2. Vice Chair for Policy
3. Vice Chair for External Affairs
4. Vice Chair for Strategic Planning
5. Vice Chair for Commissioner Development

You may submit a statement for more than one position. If seeking multiple positions, please submit a separate Section 1 for each position. Section 2 is submitted once, regardless of how many positions you are seeking.

Please note: Commissioners serving on the Nominating Committee are not eligible to seek an officer position. If you are interested in running for office, you may not serve on the Nominating Committee.

Submission Deadline: May 27, 2026. Early submissions are encouraged.

Submit to: Alina Conde

Format Requirements

Please submit your personal statement as a Microsoft Word document (.docx). Each section has a maximum word count as noted below. Statements that exceed the word limits may be returned for revision prior to the deadline.

Section 1 — Interest in the Position

Complete one Section 1 for each position(s) you are seeking. Maximum: 500 words per position.

Please address the following in your statement:

1. Why are you seeking this position?
2. What do you hope to accomplish in this role during your term?
3. How would you approach the specific duties and responsibilities of this office as outlined in the CPP Bylaws?
4. See the position-specific prompt below for the office you are seeking.

Position-Specific Prompts

In addition to the four prompts above, please respond to the prompt specific to the position you are seeking:

Chair

The Chair presides over all Commission and Executive Committee meetings; sets the agenda in collaboration with the Executive Committee and Executive Director; acts as spokesperson for the Commission; coordinates communication with the Mayor, City Council, Office of the City Attorney, and Chief of Police; appoints Standing Committee Chairs subject to Commission approval; and serves as an ex officio member of committees. Describe how your background and experience prepare you to lead the Commission in this capacity, and how you would approach building consensus and setting strategic direction across the full Commission.

Vice Chair for Policy

The Vice Chair for Policy serves on the Executive Committee, fulfills the duties of the Chair in the Chair's temporary absence, participates in meetings with SDPD Internal Affairs and the Chief of Police, and liaises with the Policy Committee. Describe your familiarity with the Commission's policy work and how you would approach the oversight and liaison responsibilities of this role.

Vice Chair for External Affairs

The Vice Chair for External Affairs serves on the Executive Committee, fulfills the duties of the Chair in the absence of both the Chair and Vice Chair for Policy, participates in meetings with SDPD Internal Affairs and the Chief of Police, acts as or designates a Parliamentarian for the Commission, and liaises with the Outreach Committee. Describe your experience with community engagement or parliamentary procedure and how you would approach the external-facing and governance responsibilities of this role.

Vice Chair for Strategic Planning

The Vice Chair for Strategic Planning serves on the Executive Committee, supports the development and implementation of the Commission's annual strategic priorities including budget development, coordinates progress tracking across Committee Chairs and staff, leads or supports special projects related to Commission-wide goals, and liaises with the Rules Committee. Describe your experience with planning, budgeting, or organizational strategy and how you would approach aligning the Commission's priorities and tracking progress toward its goals.

Vice Chair for Commissioner Development

The Vice Chair for Commissioner Development serves on the Executive Committee; supports the recruitment, onboarding, training, and continuing education of Commissioners; liaises with the Training and Recruitment Committees; and facilitates Commissioner engagement,

mentorship, and participation. Describe your experience with training, mentorship, or organizational development and how you would approach strengthening Commissioner capacity and engagement across the Commission.

Section 2 — Background and Commission Experience

Complete Section 2 once, regardless of how many positions you are seeking. Maximum: 500 words.

Please address the following in your statement:

1. Briefly describe your professional or personal background and any relevant experience you bring to the role(s) you are seeking.
2. Describe your work on the Commission to date, including committees served, key contributions, and accomplishments.

Questions?

Please contact the staff liaison, Alina Conde, with any questions about the submission process.

Commission on Police Practices

Executive Committee

Policy Recommendation: NACOLE Annual Conference Attendance

Purpose

This policy establishes a fair and transparent process for determining which members of the Commission on Police Practices attend the National Association for Civilian Oversight of Law Enforcement (NACOLE) Annual Conference at CPP expense. The CPP budget provides funding for three attendees, covering conference registration, air travel, hotel expenses, per diem food allowance, and other miscellaneous expenses.

Background

Effective July 1, 2026, the Commission operates under revised Bylaws adopted on December 3, 2025. Under these Bylaws, the Cabinet is dissolved and replaced by an Executive Committee consisting of five elected officers: the Chair, Vice Chair for Policy, Vice Chair for External Affairs, Vice Chair for Strategic Planning, and Vice Chair for Commissioner Development. This policy governs conference attendance beginning with the 2026 conference selection cycle.

Selection Process

A. Administration

The Chair shall administer the selection process in consultation with the Executive Committee each July (or August if necessary), to allow sufficient time prior to conference registration deadlines. The OCPP staff shall manage conference logistics, including registration and reimbursement.

B. Attendance Requirement

To be eligible, a Commissioner must be able to attend the full conference. An absence of no more than one day may be excused at the discretion of the Chair.

C. Officer Slots

The three funded slots are allocated as follows:

1. The Chair shall always have the option to attend and is guaranteed a funded slot if able to do so.
2. The remaining funded slots (two if the Chair attends; three if the Chair does not attend) shall be allocated to non-Chair officers who are available to attend, using the priority system described in Section D below.
3. If fewer than three officers in total are able to attend, any unused officer slots shall be made available to non-officer Commissioners as described in Section E below.

D. Priority System for Non-Chair Officers

When more non-Chair officers are available than there are remaining slots, the following priority system shall apply in order:

4. Rotation. Officers who did not attend the prior year's NACOLE conference shall have priority over those who did. An officer who attended the prior year only because they

were the sole available officer shall not be considered to have used a slot for purposes of this rotation.

5. Commission Seniority. If a tie remains after applying the rotation, priority shall be given to the officer with the longer cumulative length of service on the Commission.
6. Lottery. If a tie remains after applying Commission seniority (including where two or more officers began service on the Commission on the same date), the matter shall be resolved by a lottery administered by the Executive Director or their designee.

E. Non-Officer Commissioners

If fewer than three officers are able to attend, unused slots shall be made available to non-officer Commissioners as follows:

7. The Chair, or their designee, shall solicit interest from non-officer Commissioners who meet the attendance requirement in Section B.
8. Among interested non-officer Commissioners, priority shall be given in order of cumulative length of service on the Commission.
9. If two or more non-officer Commissioners began service on the Commission on the same date, the matter shall be resolved by a lottery administered by the Executive Director, Chair, or their designee.

F. First Year of Implementation

Because no prior-year Executive Committee attendance record exists in the first year this policy is applied (because of the former Cabinet structure), the rotation in Section D.1 shall not apply. For the first year only, available non-Chair officer slots shall be allocated beginning at Section D.2 (Commission Seniority), followed by Section D.3 (Lottery) if needed.

Submitted by: Bonnie Benitez

Title: First Vice Chair, Commission on Police Practices

Date: April 13, 2026

Community Roundtable Report

CPP Community Roundtable · December 8, 2025 · Malcolm X / Valencia Park Library

A public record of what the community shared, what it means for civilian oversight, and how the Community Outreach Committee can carry this work forward.



Wide view of the community roundtable as residents, staff, and commissioners gather in shared discussion.

Prepared by

Yasmeen Obeid

Director of Community Engagement and Internship Program

Commissioner Armando Flores

Chair of the CPP Community Outreach Committee

Purpose

To preserve community testimony, translate it into a credible 2026 oversight agenda, and return it to the public in a form that demonstrates respect, candor, and follow-through.

Executive Summary

Public safety is not sustained by enforcement alone. It is sustained when public institutions earn legitimacy—through fairness, transparency, restraint, and an unmistakable willingness to correct course when harm occurs. The Commission on Police Practices (CPP) convened this community roundtable because meaningful oversight begins with listening directly to the people who live with the consequences of police policy every day.

The December 8, 2025 roundtable at the Malcolm X / Valencia Park Library brought together residents, impacted families, youth, advocates, neighborhood leaders, staff, and commissioners to discuss lived experience with the San Diego Police Department (SDPD), identify priorities for 2026, and clarify CPP's role as an independent oversight body. The message from the room was clear: the community does not want symbolic listening. It wants visible follow-through.

Participants returned again and again to several connected concerns: pretextual and repeated stops; use of force and the rendering of medical aid; barriers in the complaint process; youth system involvement; behavioral health response; surveillance and immigration-related civil-rights concerns; and CPP's own visibility, accessibility, and authority. Beneath those topics lay a broader demand for institutional honesty: residents want a Commission that is easier to find, clearer about its powers and limits, steadier in its communication, and stronger in the public defense of accountability.

Key messages from the room

- Trust grows when residents can see what happens after they speak.
- Access to complaint pathways is itself an accountability issue.
- Youth and impacted families want a standing place in oversight—not an occasional invitation.
- Residents want community testimony and public data to inform one another.
- CPP's credibility will rise when candor, follow-through, and public visibility become routine.

		VENUE	
DATE	TIME	Malcolm X / Valencia Park Library 5148 Market St.	RSVPS
Dec. 8, 2025	5:30–7:30 p.m.		79
ATTENDEES	ATTENDANCE RATE	CPP PRESENCE	OUTREACH REACH
54	68.4%	8 staff + 4 commissioners	1,000+ direct ≈30,000 social

“CPP needs to take power back... community needs to support CPP.”

— Participant

Why We Convened

CPP hosted this roundtable for three reasons. First, to hear directly from community members about their experiences with SDPD and the forms of accountability they believe are most urgently needed. Second, to identify which concerns the Commission should elevate in its 2026 workplan, outreach schedule, and policy recommendations. Third, to help residents better understand what CPP is, what it can do, and where its current authority remains limited.

- Gather input on community experiences with SDPD.
- Gather input on the issues community members want CPP to prioritize in 2026.
- Increase public understanding of CPP's scope, mandate, and pathways for engagement.
- Model a listening process grounded in respect, time limits, and public accountability.

What This Report Is Designed to Do

This document is a qualitative public report. It is not a statistical survey, an adjudication of individual allegations, or a substitute for formal case review. Its purpose is to preserve what participants said, identify the systemic concerns that emerged across those comments, and translate those concerns into a practical framework for the Community Outreach Committee and the broader Commission.

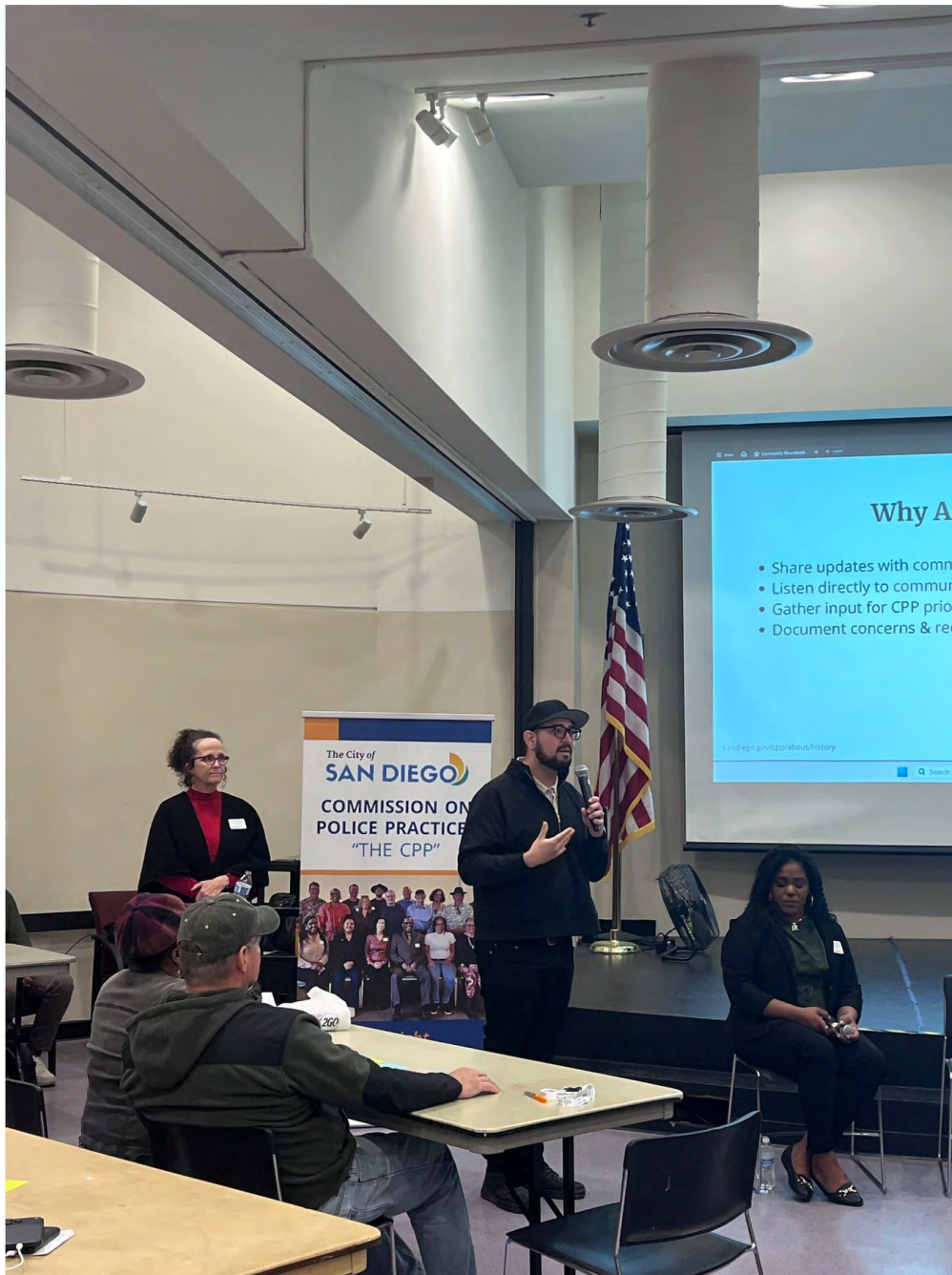
- Names are omitted unless already part of publicly presented organizational roles.
- Participant quotes are reproduced anonymously and lightly edited for length and readability while preserving substance.
- Where comments referenced specific incidents or cases, this report focuses on the broader oversight implications rather than disputing facts in a public forum.
- The action framework below is a recommended 2026 direction based on community input and remains subject to Commission process and approval.

How We Reached the Community

The outreach strategy was intentionally broad and deliberately targeted. CPP sought not only to publicize the event, but to reach residents who are often invited late, informed inconsistently, or asked to participate only after harm has already occurred. The approach combined mass communication, trusted relationships, neighborhood-based distribution, and direct personal invitations.

- Direct outreach to more than 1,000 people across CPP lists and partner networks.
- CPP general email list: 900+ contacts, with two email rounds.
- Trusted allies and community leaders: 40+ organizations and 400+ individuals contacted.
- More than 30 one-on-one invitations by call or text.
- Flyer distribution to local businesses and all City of San Diego libraries.
- Neighborhood associations and community planning groups contacted: 169.
- Invitations extended to all City Council offices, the Mayor's staff, and SDPD.
- Social media outreach reaching approximately 30,000 people.

Outreach Goal	Result	What happened
Reach out to over 100 people	Exceeded	1,000+ direct contacts plus broad distribution
Receive between 60–70 RSVPs	Achieved	79 RSVPs
Have 35 people in the room day-of	Achieved	54 attendees



Commissioner Flores addresses the room while the Chair of the Commission, fellow commissioners and community members listen closely.

How the Roundtable Was Structured

The event design emphasized disciplined listening. Participants were invited to respond to three discussion questions, each discussed for roughly 20 to 30 minutes. Input was captured in two ways: written comments on sticky notes and verbal public comment at the microphone. The structure allowed for both immediacy and reflection, giving people multiple ways to participate.

- Question 1: What has been your experience with the San Diego Police Department (SDPD)?
- Question 2: What is the #1 issue you would like CPP to prioritize in 2026?
- Question 3: What is one concern you have with CPP, and how can we address it?

To protect the room as a listening space rather than a debate stage, facilitators established shared agreements at the outset: respect all speakers; no personal attacks; do not name officers or individuals; honor time limits; and speak from lived experience. These agreements mattered. They allowed participants to offer hard truths while preserving the dignity of the process.

Who was in the room

- CPP participation included 8 staff members and 4 commissioners.
- Attendees included neighborhood residents, advocacy groups, impacted families, youth, and community members with lived experience.

How input was captured

- Comments were recorded through sticky notes and live note-taking.
- Verbal testimony was offered in public comment format at the microphone line.

Trust Findings Across Topics

Although participants raised many specific issues, the roundtable produced several cross-cutting findings that should guide the Community Outreach Committee's tone and strategy going forward.

Trust is built by follow-through, not invitation alone.

Residents were clear that convening a room matters, but only if people later see their concerns reflected in public reporting, policy questions, and Commission priorities.

Transparency is not a public-relations function; it is part of accountability.

Across complaint access, body-worn camera requests, case updates, and policy communication, participants treated opacity as a substantive harm.

The complaint process itself shapes public confidence in oversight.

When filing a complaint feels confusing, discouraging, or structurally tilted against the complainant, residents experience the system as inaccessible before any finding is issued.

Youth and impacted families must be treated as central stakeholders.

Participants repeatedly asked CPP to move these voices from the margins of outreach to the center of oversight design, public education, and policy review.

Community testimony and public data should be used together.

Residents want their lived experience to be taken seriously, and they also want CPP to test patterns with data: stop data, divisional patterns, complaint trends, response times, and policy compliance.



CPP Commissioners listen to community testimony during the roundtable.

What We Heard: Thematic Findings and Recommended Focus Areas

Community input was wide-ranging and deeply informed by lived experience. The sections below synthesize the major themes that emerged from written and verbal comments. Each section preserves the core concern, explains why the issue matters for oversight, and identifies a recommended focus for 2026 within CPP's current scope.

1. Traffic Stops, Pretext Enforcement, and Fourth Amendment Concerns

Participants repeatedly described traffic stops—especially for window tint—as a recurring point of contact that felt less like lawful enforcement and more like pretext for search, control, or escalation. Several residents framed the issue explicitly in constitutional terms, raising concerns about searches and seizures, probable cause, compliance commands, and the use of 'resisting arrest' narratives after low-level stops. Community members also urged CPP to treat geography as an oversight question, calling attention to Southeastern Division and other neighborhood-specific patterns.

What community members emphasized

- Repeated stops for window tint and similar low-level vehicle issues were described as disproportionately affecting Black and Brown residents.
- Residents asked CPP to review divisional patterns, stop data, and neighborhood-level disparities rather than treating these as isolated stories.
- Participants raised concerns about searches, consent, removal from vehicles, handcuffing, and the threshold for probable cause.

"They always stop brown & black people for window tint... Why is southeast SD the community stopped the most? Look at the data."

— Participant

Recommended 2026 focus within CPP's current scope

- Use CPP's patterns-and-practices function to elevate questions about stop-data transparency, including RIPA-related reporting and trend analysis.
- Review whether policy, training, and supervisory practices adequately address pretext enforcement, probable-cause articulation, consent, and documentation.
- Ensure that community-identified geographies and beat-map concerns inform workplan discussions rather than remaining anecdotal footnotes.

2. Use of Force, Medical Aid, and Accountability After Critical Incidents

When participants spoke about critical incidents, they returned to a moral and operational test: whether every reasonable effort was made to preserve life, de-escalate where possible, intervene when force became unreasonable, and render aid without delay. Comments referenced officer-involved shootings, deaths, scene response, the use of K-9s on injured individuals, and the expectation that officers and supervisors act decisively when medical needs are evident. Residents also voiced frustration with incomplete files, uneven documentation, and what they perceived as insufficient accountability after the fact.

What community members emphasized

- Community members expressed concern about delayed or denied medical assistance and about whether AED/CPR or other life-saving measures were used promptly.

- Participants called for stronger de-escalation expectations and clearer supervisory duties when force appears unreasonable.
- Several comments linked accountability to the completeness and timeliness of post-incident documentation, investigative files, and scene decision-making.

“K9 deployments on shot victims shouldn’t be happening at all... I wanted AED, CPR being used on all victims.”

— Family member / participant

Recommended 2026 focus within CPP's current scope

- Prioritize review themes related to de-escalation, intervention duties, scene management, and expectations for identifying and responding to medical need.
- Flag recurring gaps in documentation, timeliness, and file completeness as policy and oversight concerns rather than purely administrative defects.
- Continue public education about what CPP can currently review, what remains outside its authority, and why broader independent oversight capacity still matters.

3. Complaint Access, Internal Affairs Process, and Transparency

For many residents, the complaint system itself felt like a site of injury. Participants described barriers to filing, low confidence in Internal Affairs findings, confusion about classifications such as 'miscellaneous' or 'no misconduct,' and frustration with the difficulty of obtaining updates or complete case files. In the community's view, access and transparency are not secondary customer-service issues. They are part of the core accountability architecture.

What community members emphasized

- Residents asked for confirmation emails, case numbers, complaint statements, and clearer visibility into where a complaint goes after submission.
- Several participants asked why complaints do not reach CPP directly without first being filtered or classified by SDPD.
- Body-worn camera access, complete case files, and clearer public-facing timelines were named as repeated transparency needs.

“Separate from the police department our complaints should go straight in [to CPP]... not be classified by them first.”

— Youth participant

Recommended 2026 focus within CPP's current scope

- Publish or refresh plain-language guidance explaining how to file a complaint, what happens next, and why filing with CPP matters.
- Advocate for stronger community-facing notice practices, including confirmation of receipt, clearer status communication, and aggregated reporting on themes and timelines.
- Elevate complaint classification, information-sharing, and case-file completeness as a standing 2026 oversight priority.



Community public comment at the podium, with residents seated throughout the room.

4. Youth–Police Interactions and System Involvement

Participants voiced deep concern that law-enforcement contact is too often an entry point into deeper system involvement for young people. Residents asked CPP to see youth not merely as a subgroup to be reached, but as a central constituency whose experiences should shape the Commission's priorities. The community message was that diversion, prevention, dignity, and equitable treatment are accountability issues. If young people experience the state primarily through suspicion, force, or disbelief, trust is damaged early and repeatedly.

What community members emphasized

- Residents stressed that law-enforcement contact can push youth deeper into the juvenile system rather than interrupt harm.
- Participants called for stronger investment in diversion and youth-serving community supports.
- Youth voices in the room directly asked CPP to investigate complaints more seriously and visibly.

"#1 agency putting kids in juvenile hall is law enforcement... Diversion works. Help youth."

— Participant

Recommended 2026 focus within CPP's current scope

- Include youth–police interactions as a distinct 2026 priority rather than a subtopic folded into other agendas.
- Use the outreach calendar to build relationships with schools, youth-serving organizations, and youth leaders early in the year.
- Develop public-facing engagement practices that make room for youth testimony, feedback, and follow-up—not only adult intermediary voices.

5. Behavioral Health Response and Availability of Services

Residents linked behavioral health response to a broader question of whether the city is prepared to meet crisis with care rather than default coercion. Comments addressed slow response times, people being placed on hold during 911 calls, and concern about how police respond when someone is experiencing mental-health distress. These are not only service delivery concerns. They are oversight concerns because dispatch, coordination, and response protocols shape whether people in crisis receive appropriate care.

What community members emphasized

- Participants reported frustration with emergency response delays and the experience of being placed on hold during urgent situations.
- Community members asked that police response to mental health calls be examined and prioritized.
- Residents called for stronger non-armed or alternative responses where appropriate.

"San Diego is the first place I've called 911 and got put on hold."

— Participant

Recommended 2026 focus within CPP's current scope

- Track community stories and identify policy questions related to dispatch, triage, and coordination with behavioral-health alternatives.
- Treat response-time concerns and service availability as patterns-and-practices questions with real equity consequences.
- Use outreach and committee work to surface the experiences of people most affected by crisis-response failures.

6. Surveillance Technology, Specialized Units, and Civil Liberties

Participants described surveillance concerns in sweeping but consistent terms: technologies and specialized practices such as ALPR/FLOCK systems, gang-unit activity, surveillance of activists, and Special Operations oversight were seen as forms of state power that can be hard to see, hard to challenge, and unevenly borne by immigrants, Black residents, Brown residents, and already over-surveilled communities. Residents asked for transparent rules, clear limits, and visible oversight.

What community members emphasized

- Participants called for limits on surveillance expansion and more clarity about data collection, retention, and sharing.
- ALPR/FLOCK technology was named repeatedly as a civil-liberties concern with disproportionate impact on migrants and Black and Brown residents.
- Residents asked for closer oversight of gang units, Special Ops, and surveillance practices affecting organizers and community members.

“This needs to stop... ALPR... mass collects data... negatively affects migrants, Black and Brown folks.”
— **Community organization representative**

Recommended 2026 focus within CPP's current scope

- Coordinate with related oversight bodies, including the City's Privacy Advisory Board, where community concerns overlap.
- Track policy compliance questions related to retention, audit trails, data-sharing, and public notice.
- Incorporate surveillance and specialized-unit oversight into 2026 policy-priority discussions instead of treating them as peripheral issues.

7. Immigration Enforcement, Resource Allocation, and CPP Visibility

Participants also connected several issues that are often discussed separately: SDPD interaction with federal agents, the use of public resources, and CPP's visibility as an independent body. Residents expressed concern that official statements about non-cooperation with immigration enforcement do not always align with what they believe they have seen on the ground. Others questioned overtime practices, the size of the police budget, and the use of sworn officers in roles that could be civilianized. At the same time, many participants said CPP itself remains too difficult to find and too constrained in the public imagination. In short, residents want an oversight body that is visible where people seek help, honest about its limits, and forceful in public accountability conversations.

What community members emphasized

- Participants asked for accountability when SDPD is perceived to assist, coordinate with, or stand by during federal immigration activity.
- Residents linked budget, overtime, and staffing choices to broader questions about whether public spending reflects community safety priorities.
- Many asked for better CPP visibility, including station signage, clearer contact pathways, more routine updates, and stronger public communication.

“Can every police station post something about CPP... so the community can better know that we exist?”
— **Participant**

Recommended 2026 focus within CPP's current scope

- Compile public-facing resources that explain the City's and SDPD's stated limits, while tracking recurring allegations that suggest a need for policy clarification or additional review.

- Ensure that the 2026 workplan reflects community concern about fiscal tradeoffs, civilianization, and the relationship between spending and public legitimacy.
- Make CPP awareness and access a standing outreach objective, including exploration of station signage, simpler digital tools, and routine public summaries of Commission work.



Opening portion of the roundtable with presentation screen and audience in view.

Setting the Tone for the Community Outreach Committee

The central lesson of this roundtable is that outreach should not be understood as event management. It is democratic infrastructure. The Community Outreach Committee should measure success not only by how many rooms it convenes, but by whether residents can see their words move priorities, shape questions, and return to the public as clear action. Based on the feedback received, the Committee should adopt the following operating commitments as its tone and standard for 2026.

1. Lead with candor.

Be explicit about what CPP can do, what it cannot yet do, and where structural limits still constrain independent oversight. Candor builds more trust than overpromising ever will.

2. Close the loop in public.

Every major outreach effort should produce a visible return to the community: a report, a summary of themes, a list of next questions, or a public statement showing how feedback informed the agenda.

3. Show up before and after crisis.

Do not let community contact occur only after a high-profile incident. Build a calendar that includes neighborhood meetings, youth spaces, faith communities, libraries, and partner organizations throughout the year.

4. Center youth and impacted families.

Treat those closest to harm as central co-authors of oversight priorities. This means targeted invitations, accessible formats, follow-up communication, and real space in the public agenda.

5. Pair lived experience with data.

Residents asked CPP to take testimony seriously and to test patterns with public data. Outreach should therefore feed directly into policy review, stop-data analysis, complaint transparency, and patterns-and-practices work.

6. Make access simple and visible.

Complaint pathways, meeting information, and CPP contact points should be easy to find, easy to understand, and present in the places where residents already seek help.

7. Build trust through consistency, not performance.

Trust grows when communication is routine, timelines are respected, and public updates do not disappear between moments of public scrutiny.

8. Treat community as a partner in safety and accountability.

Residents are more likely to stand with oversight efforts when they can see that the Commission is standing with them—listening carefully, speaking plainly, and acting with integrity.

“The work of oversight begins in listening, but it earns trust only when the community can see that listening become action.”

— Report synthesis

Recommended 2026 Action Framework

The following framework translates roundtable feedback into practical next steps for 2026. These items are presented as recommended priorities for committee planning and Commission discussion, consistent with the concerns raised by participants and CPP's current scope.

Time horizon	Recommended action	Why it matters
First 90 days	Publish a plain-language community guide explaining how to file a complaint, how CPP uses community input, and how residents can follow meetings and recommendations.	Reduce access barriers and demonstrate procedural transparency.
First 90 days	Create a routine public report-back cadence following outreach events, with short summaries linked to meeting agendas and committee work.	Close the loop and show that participation has consequence.
First 6 months	Develop targeted outreach with youth-serving organizations, schools, and neighborhood-based partners in communities that identified repeated enforcement concerns.	Move youth and neighborhood experience to the center of oversight planning.
First 6 months	Prepare a public memo or presentation on recurring complaint-process concerns: intake, classification, communication, timelines, and case-file transparency.	Turn community frustration into a defined oversight agenda.
First 6 months	Coordinate across oversight and advisory bodies where concerns overlap, including surveillance, privacy, behavioral health response, and civil-rights questions.	Reduce fragmentation and strengthen public accountability across systems.
Within 12 months	Use community testimony and available data to inform 2026 policy priorities on stops, use of force, medical aid, youth interactions, and transparency.	Ensure that lived experience is reflected in the Commission's formal workplan.
Within 12 months	Publish an annual community feedback summary showing recurring themes, outreach reach, major policy questions raised, and next areas for review.	Create a visible public record that accountability conversations are cumulative rather than disposable.

Community Input Inventory

The list below preserves additional details raised by participants so that important specificity is not lost in thematic summary. Not every item was raised by the same number of people, but each item appeared in the roundtable record and warrants retention as part of the public archive.

Use of force and post-incident care

- Denial or delay of medical assistance; expectations around AED/CPR; timing of ambulance arrival and departure; K-9 deployments on injured individuals.
- Questions about supervisors' duties to intervene and about the completeness of documentation after critical incidents.

Case files, interviews, and body-worn camera access

- Difficulty obtaining personal property after incidents.
- Concerns about post-incident interview techniques, incomplete or biased investigations, and body-worn camera footage that was active but not fully available in case files.
- Requests for more complete and timely access to video and investigative materials.

Complaint process and transparency

- Low trust in Internal Affairs findings labeled 'MISC' or 'no misconduct.'
- Requests to stop using miscellaneous classification for discrimination-type complaints.
- Requests for confirmation email, submission date, complaint statement, and case number after filing.

Traffic stops and divisional patterns

- Window tint as pretext; searches and seizures; probable cause; resisting-arrest allegations; handcuffing and removal during traffic stops.
- Requests to review divisional patterns and stop data, including geography-specific concerns in Southeastern and Jamacha-related beat areas.

Youth, behavioral health, and service delivery

- Reducing youth system involvement; diversion and investment in youth programs.
- Police response to mental health calls; timeliness and availability of response; concern about emergency hold times.
- Reports of Southeastern station phone-line closure or service-access problems and lack of public notice.

Civil rights, surveillance, and immigration-related concerns

- ALPR/FLOCK; activist monitoring; gang-unit and Special Operations oversight; limits on expanding surveillance.
- Questions about SDPD's role during ICE/HSI activity and whether officers assist, coordinate, or stand by during federal operations.

CPP structure, legitimacy, and communication

- Commissioner qualifications; desire for more impacted-family and youth representation; concerns about conflicts of interest, bias, and commissioner shortages.

- Calls for clearer website transparency, more direct public communication, routine updates, and visible CPP signage or contact information at police stations.

Budget and accountability mechanisms

- Questions about SDPD budget size, overtime practices, civilianization, and the fiscal impact of misconduct and settlements.
- Requests for stronger accountability for repeat offenders, questions about qualified immunity, and concern about officers continuing to patrol the same neighborhoods.

How CPP Can Use This Input

- Inform the 2026 CPP workplan and the priorities of standing committees.
- Shape future SDPD policy recommendation focus areas.
- Build a community outreach calendar aligned to issues identified by residents.
- Identify patterns-and-practices questions requiring deeper review.
- Publish public-facing summaries and updates that show how community testimony is being used.

Scope Reminder and Public Access

Participants were candid not only about SDPD, but also about CPP itself. That candor should be met with clarity. As discussed at the roundtable, CPP reviews SDPD investigations of officer-involved incidents, issues policy recommendations, monitors patterns and practices, and facilitates community oversight. CPP does not discipline officers, interfere in active investigations, or resolve individual personnel matters in public session. A trustworthy outreach posture therefore requires both ambition and honesty: strong public accountability where CPP has leverage, and forthright communication where additional authority is still needed.

What CPP can do

- Review SDPD investigations of officer-involved incidents and complaints within its scope.
- Issue policy recommendations and track SDPD responses.
- Monitor patterns and practices and elevate recurring accountability concerns.
- Convene community spaces, gather testimony, and translate it into public oversight questions.

How residents can engage

- Visit the CPP website for agendas, meetings, and public resources.
- File a complaint or commendation through CPP.
- Contact CPP staff by phone or email for guidance and general information.
- Attend regular business meetings and use public comment to continue shaping priorities.

Public information and contact

Commission on Police Practices | 525 B St., 17th Floor – Suite 1725, San Diego, CA 92101
Phone: 619-533-5304 | Email: commissiononpolicepractices@sandiego.gov

sandiego.gov/cpp | sandiego.gov/cpp/filing

Appendix A. Outreach, Event Operations, and Discussion Design

This appendix preserves operational details from the roundtable planning process. Including them in the public report signals that community engagement requires real infrastructure: staffing, logistics, accessibility planning, note-taking, food, security, communication, and disciplined facilitation.

Operational role / task	Lead(s) / support
Set up / clean up	All hands on deck
Ushers	Kelsey and Luqmaan
Staff check-in table	Ching Yun and Kelsey
Food table / monitor / clean up	Jon’Nae
Floater	Yasmeen
Emcees / facilitators	Commissioners Ada and Armando
Screen, timer, presentation, music	Alina
Support with filing complaints	Ching-Yun
Live note-taking	Ethan
Distribute and collect sticky notes	Kelsey and Luqmaan
Compile notes	Ethan and Ching-Yun
Present to full Commission	Armando and Ada
Thank-you emails / returns / supplies coordination	Yasmeen
Food purchase and delivery; security; contacts	Jon’Nae
Slides; flyers; bilingual outreach video edits	Armando and Yasmeen

Discussion questions used during the roundtable

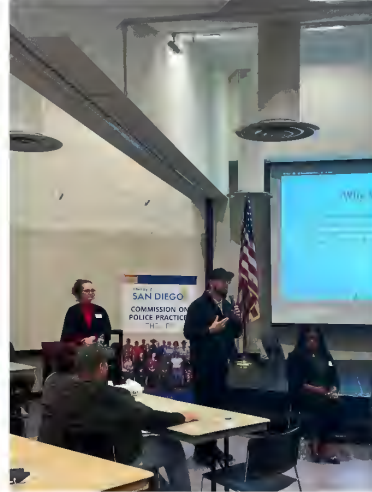
- What has been your experience with the San Diego Police Department (SDPD)?
- What is the #1 issue you would like CPP to prioritize in 2026?
- What is one concern you have with CPP, and how can we address it?

Appendix B. Photo Record of the Roundtable

The photo record below is included to preserve the texture of the room: community members waiting to speak, panelists listening, residents taking notes, and the collective seriousness with which participants approached the conversation. Photos are presented as an event record and do not identify speakers by name.



Wide view of the community roundtable as residents, staff, and commissioners gather in shared discussion.



A presenter addresses the room while commissioners and community members listen closely.



Panel participants listen to community testimony during the roundtable.



Community public comment at the podium, with residents seated throughout the room.



Community member speaking during the public comment portion of the roundtable.



Residents line up to share concerns, priorities, and lived experience.



Public comment and collective witness from attendees across the room.



Opening portion of the roundtable with presentation screen and audience in view.



Panel discussion at the front of the room during the guided question session.



Rear view of the room showing broad community participation and note-taking.



Community members, staff, and commissioners gathered for discussion and report-back.



Wide audience view during the roundtable presentation and discussion.



Community testimony centered at the podium while participants follow closely.



Another view of public comment and attentive participation from attendees.



Speaker at the podium with participants and volunteers standing nearby.



Additional view of community testimony during the roundtable.