



Commission on Police Practices

COMMISSION ON POLICE PRACTICES RECRUITMENT STANDING COMMITTEE MEETING MINUTES

**Thursday, April 2, 2026
4:00pm-5:00pm**

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

Click <https://youtu.be/-piDGZLS7wk> to view this meeting on YouTube.

CPP Committee Members Present:

Committee Chair Doug Case
Lupe Diaz
Kirby Knipp
Dan Lawton

Excused:

David Burton

Absent:

Armando Flores

CPP Staff Present:

Yasmeen Obeid, Director of Community Engagement & Internship Programs
Ethan Waterman, CPP Investigator (Virtual)

- I. CALL TO ORDER/WELCOME: Committee Chair Doug Case called the meeting to order at 4:00pm.
- II. ROLL CALL: Director of Community Engagement & Internship Programs Yasmeen Obeid conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF MEETING MINUTES
 - A. CPP Regular Meeting Minutes of March 5, 2026 – Discussion focused on clarification, but no formal vote was recorded.
- IV. NON-AGENDA PUBLIC COMMENT – None

CHAIR REPORT (*Timestamp 4:59*)

- Chair Doug Case announced that seven commission positions are open, including District 2, District 8, three low to moderate income seats, a new seat, and an at-large seat.
- Confirmation was requested that the application period is open, and it was noted that the call for nominations email had been sent out.
- Applications are always open, but there is a specific period for nominations and appointments.
- The timeline discussed includes an orientation session planned for late April, with interviews to be scheduled in May, and recommendations to be ready for the commission's June meeting.

STAFF REPORT

- V. NEW BUSINESS
 - A. Nominations and Appointments Timeline
 - Seven commission positions are open, including district seats and at-large seats.
 - The application period opened recently and closes in early May, with May 1 mentioned as the likely deadline.
 - The orientation session for candidates is planned for the week of April 27, with the deadline for applications five days later.
 - Interviews will be scheduled in May, after the application period closes, with the timeline dependent on the number of applicants.
 - Recommendations must be ready in time for the commission's June meeting.
 - B. Youth Recruitment Plan (*Timestamp 14:44*)
 - The youth recruitment plan prepared by Commissioner David Burton was reviewed, with feedback provided by the committee.
 - Key feedback included clarifying that the commission recruits, but city council makes final appointments, and that youth can apply for any seat, not just the two youth-designated seats.
 - Suggestions were made to broaden outreach beyond students to include young people not in school, and to add outreach to high schools, immigrant communities, and in different languages.
 - The proposed timeline should align with the city council's schedule, not just the school year.
 - Onboarding for youth commissioners needs clarification—whether it will follow the current process or have additional support.
 - The evaluation process was considered too detailed and should be simplified, with clear roles for committee and staff.
 - The plan is expected to be multi-year, with short-term and long-term goals distinguished.

- The committee endorsed the staff report and agreed to send it to Commissioner David Burton for finalization.
- C. Recruitment Materials (*Timestamp 21:27*)
- A new brochure was created with updated colors to distinguish the commission from the police department and city branding.
 - The brochure is intended for year-round use at tables, libraries, and other city locations, and will be professionally printed.
 - Minor changes were suggested and incorporated; the committee approved the brochure and delegated approval of the one-page summary and email to Yasmeen for timely distribution.
 - An email and a one-page PDF summary will be sent out, with the email including orientation session details and information about commission recommendations.
 - The recruitment materials aim to inform both current applicants and those considering applying about the commission's work and requirements.
- D. Recruitment Orientation (*Timestamp 25:53*)
- The orientation session is scheduled for April 27 at 6:00 PM, intended for both applicants and those considering applying.
 - The session will cover what serving on the commission entails, required commitments, and provide an opportunity for questions.
 - The committee decided to include Executive Director Roger Smith, CPP Chair Ada Rodriguez, and possibly Director of Community Engagement Yasmeen Obeid as presenters, with a commissioner available to answer questions about the recruitment process and timeline.
 - The session will be virtual, and the committee will finalize content and presenters in a brief online meeting.
- E. Candidate Interview Process (*Timestamp 59:01*)
- Commissioners David Burton and Armando Flores will lead development of interview questions and the scoring matrix, drawing on prior recruitment plan drafts and their expertise.
 - All candidates will be asked the same questions, focused on qualifications and relevant traits such as impartiality and other skills.
 - A scoring mechanism will be used to evaluate interview responses and guide final recommendations.
 - The committee will approve interview questions and process at the next meeting, and schedule interviews based on the number of applicants and nomination requests.
 - Interviews must be completed in time for recommendations to be sent to the full commission before the June meeting.
- F. Upcoming Meeting: Thursday, May 7, 2026, from 4:00–5:00pm

Meeting Action Items:

- **Subcommittee Membership Confirmation** – Director of Community Engagement Yasmeen Obeid to confirm members of the orientation and interview subcommittees and follow up with Commissioners David Burton and Armando Flores regarding interview process.
- **Orientation Session Planning** – Orientation subcommittee (Executive Director Roger Smith, CPP Chair Ada Rodriguez, Committee Chair Doug Case, Director of Community Engagement Yasmeen Obeid, Executive Assistant Alina Conde and Commissioner Lupe Diaz) to organize the session content and logistics for April 27th.

- **Draft Recruitment Email** - Director of Community Engagement Yasmeen Obeid to prepare and send a draft recruitment email, including a graphic and PDF brochure, aiming for completion by next week.
- **Brochure Feedback Incorporation** - Director of Community Engagement Yasmeen Obeid to finalize the recruitment brochure with minor changes and prepare a one-page summary for distribution.
- **Organization Contact List Update** - Committee members to add contacts to the organization list for outreach; Director of Community Engagement Yasmeen Obeid to resend the link to the document.
- **Interview Questions Development** - Commissioners David Burton and Armando Flores to develop interview questions and scoring matrix for candidate interviews, to be approved at the next meeting.
- **Staff Report Endorsement** - Committee to endorse the staff report on youth recruitment and send it to Commissioner David Burton.

VI. COMMISSIONER COMMENTS - None

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