

Commission on Police Practices

COMMISSION ON POLICE PRACTICES

Thursday, June 4, 2026

4:00pm – 5:00pm

RECRUITMENT STANDING COMMITTEE AGENDA

Procopio Tower

525 B St., 17th Floor, Suite 1725 San

Diego, CA 92101

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

[Microsoft Meeting Link](#)

Meeting ID: 215 852 687 936 629

Passcode: gE6sX36K

**Downloading the latest version of Microsoft Teams is*

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

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

- I. **CALL TO ORDER/WELCOME (Committee Chair Doug Case)**
Committee Members: Chair Doug Case, David Burton, Lupe Diaz, Kirby Knipp, Dan Lawton; Outreach Committee Liaison: Armando Flores
- II. **ROLL CALL (Director of Community Engagement & Internship Programs Yasmeen Obeid)**
- III. **APPROVAL OF MEETING MINUTES**
 - A. **CPP Regular Meeting Minutes of May 7, 2026**

CHAIR REPORT (Chair Doug Case)

STAFF REPORT (Director of Community Engagement & Internship Programs Yasmeen Obeid)

- IV. **NON-AGENDA PUBLIC COMMENT (Director of Community Engagement & Internship Programs Yasmeen Obeid)**

- V. NEW BUSINESS
 - A. Evaluation of our 2026 Recruitment and Nomination Process
 - B. Upcoming Meeting: Thursday, July 2, 2026, from 4:00 – 5:00 pm
- VI. COMMISSIONER COMMENTS
- VII. ADJOURNMENT

Materials Provided:

- May 7, 2026 Recruitment Committee Meeting Minutes

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

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

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

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

We welcome all viewpoints and encourage open participation. However, to ensure

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

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

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

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

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

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

Written Materials: You may alternatively submit via U.S. Mail to Attn: Office of the Commission on Police Practices, 525 B Street, Suite 1725, San Diego, CA 92101.

Materials submitted via U.S. Mail must be received the business day prior to the meeting to be distributed to the Standing Committee.

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

Late-Arriving Materials

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

during the CPP meeting will be available for reviewing the following workday at the CPP offices noted above or by email request to CPP staff.

Access for People with Disabilities: As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Commission at (619) 236-6296 or commissiononpolicepractices@sandiego.gov.

Requests for disability-related modifications or accommodation required to facilitate meeting participation, including requests for auxiliary aids, services, or interpreters require different lead times, ranging from five business days to two weeks. Please keep this in mind and provide as much advance notice as possible to ensure availability. The city is committed to resolving accessibility requests swiftly.

Commission on Police Practices

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

**Thursday, May 7, 2026
4:00pm-5:00pm**

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

Click https://youtu.be/v3ZSL66z8_k to view this meeting on YouTube.

CPP Committee Members Present:

Committee Chair Doug Case
Davide Burton
Lupe Diaz
Dan Lawton

Excused:

Kirby Knipp

Absent:

None

CPP Staff Present:

Yasmeen Obeid, Director of Community Engagement & Internship Programs

- 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 Recruitment Committee Meeting Minutes of March 5, 2026

Motion: Commissioner David Burton moved to approve the CPP Recruitment Standing Committee Meeting Minutes of March 5, 2026. Commissioner Dan Lawton seconded the motion. The motion passed with a vote of 3-0-0.
Yeas: Burton, Flores, Lawton
Nays: None
Abstained: None
 - B. CPP Recruitment Committee Meeting Minutes of April 2, 2026

Motion: Commissioner David Burton moved to approve the CPP Recruitment Standing Committee Meeting Minutes of April 2, 2026. Commissioner Dan Lawton seconded the motion. The motion passed with a vote of 3-0-0.
Yeas: Burton, Flores, Lawton
Nays: None
Abstained: None

CHAIR REPORT (*Timestamp 5:16*)

- Chair Doug Case reported positive progress in recruitment, noting an increase in applicants for low to moderate income seats and improved outreach compared to previous cycles.
- Confirmed at least one applicant for each open seat, with some uncertainty due to pending reappointment confirmations and eligibility checks.
- Highlighted the need for an Excel sheet listing all applicants, their positions, and nomination status for committee review.
- Noted issues with application forms not including nomination preference, requiring follow-up by staff to clarify with applicants.
- Emphasized successful recruitment for previously hard-to-fill seats, especially UC and District 8.

STAFF REPORT – No staff report presented.

IV. NON-AGENDA PUBLIC COMMENT – None

V. NEW BUSINESS

A. CPP Orientation Debrief (*Timestamp 9:32*)

- The orientation was considered successful, with Commission Chair Ada Rodriguez opening the session and Executive Director Roger Smith providing an overview of the commission and staff roles.
- Presented slides covering eligibility, time commitment, and process details; slides and a recording link will be shared for review.
- There were (29) initial sign-ups, (23) after removing duplicates, and (7) actual attendees; at least half of attendees either applied or planned to apply.

- The session finished earlier than expected, with a 30-minute presentation and 25 minutes of Q&A, featuring valuable questions.
- The orientation will be posted on the website for future reference, and the group agreed to use the term "information session" instead of "orientation" to avoid confusion.
- Suggestions were made to review and polish the slides for future sessions, aiming for a more refined presentation.

B. Commissioner Candidate Evaluation and Interview Assessment Package & Scheduling (*Timestamp 18:32*)

- Interview questions are being revised for clarity and simplicity, aiming for 5–6 questions, including motivation, personal law enforcement interaction, community engagement, conflict management, and an open-ended final question. Scoring will be simplified (no weighted matrix), and the last question will not be scored.
- Interviewers will fill out evaluation forms for each candidate, preferably on paper, to be collected and scanned for documentation.
- Scheduling will accommodate both evening and daytime slots, with blocks planned for the 26th (afternoon), 27th (morning), and 30th (morning), aiming for no more than three interviews per session to avoid fatigue.
- All committee members are encouraged to participate in every interview for consistency.
- After interviews, a summary report with recommendations will be sent to the commission, and only candidates seeking nomination will be included in the confidential package.
- The final selection and discussion will occur at the end of the last interview block, with a follow-up meeting scheduled for process evaluation.

Motion: The Committee moved to conduct candidate interviews virtually rather than in person (with video and audio on). The motion passed with a vote of 3-0-0.

Yeas: Burton, Flores, Lawton

Nays: None

Abstained: None

C. Youth Recruitment Plan (*Timestamp 54:00*)

- The plan was revised based on committee feedback, with emphasis on English proficiency due to most materials and evidence being in English.
- Recruitment timeline should align with the academic calendar, as recommended by university contacts, to ensure students are available and engaged.
- There was discussion about possibly having different appointment and service terms for youth seats to accommodate academic schedules, but this would require ordinance changes and is not being implemented now.
- Outreach to schools will be timed around the academic year, even if appointments remain on the standard cycle.
- Evaluation criteria for the plan will be simplified, focusing on qualitative discussion rather than formal forms, and the plan will be shared with the executive committee for review.

- High schools and colleges are included in outreach lists, with suggestions to expand and update these lists as needed.
- D. Upcoming Meeting: Thursday, June 4, 2026, from 4:00-5:00pm

Action Items:

- **Interview Questions** – Commissioner David Burton to revise and simplify interview questions, including suggestions and final formatting, and send to Chair Doug Case early next week.
- **Interview Scheduling** – Director of Community Engagement Yasmeen Obeid to confirm candidate nomination requests by (5/12) and coordinate interview blocks for May 26, 27, and 30.
- **Evaluation Forms** – Committee members to complete candidate evaluation forms (paper preferred), to be collected and scanned for documentation.
- **Report Preparation** – Chair Doug Case to prepare and send a summary report of recommendations to Executive Assistant Alina Conde for the commission, including only candidates seeking nomination.
- **Youth Recruitment Plan** – Commissioner David Burton to revise the youth recruitment plan and share with the Executive Committee after updates.
- **Google Drive Access** – Executive Assistant Alina Conde to ensure committee members have access to the Google Drive folder with candidate applications and nomination materials.
- **Closed Session Agenda** – Executive Assistant Alina Conde to include commissioner candidate nominations as a closed session item for the June 3 commission meeting.

VI. COMMISSIONER COMMENTS – None

VII. ADJOURNMENT: The meeting adjourned at 5:07pm.