



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.