AGENDA

As an Ad Hoc Committee meeting, this meeting is not subject to the Ralph M. Brown Act; however, to promote transparency, the meeting will be available to the public via this Zoom webinar link:
https://sandiego.zoomgov.com/j/1607263495?pwd=RXFBZnBaM2doVW5YVTBtK1Q2dC9lQT09

The meeting will be available on the City’s YouTube page after the meeting. Click here to view this meeting after its scheduled time.

I. CALL TO ORDER/WELCOME (Committee Chair Doug Case)

II. ROLL CALL

III. PUBLIC COMMENT: (Fill out and submit comment using webform. Please see instructions at the end of this agenda)

IV. UPDATES
   A. Budget Process
   B. Staffing (executive searches for Deputy Executive Director, Supervising Investigator, Policy Analyst and Performance Auditor)
   C. Implementation Ordinance & Standard Operating Procedures
      1. Status of Amendment to Interim Operating Procedures regarding review of OIS cases
   D. Office Space
   E. Standing Rules
   F. Community Outreach
   G. Legal Counsel Contract
   H. Meetings with Mayor and City Councilmembers

V. INTRODUCTION OF OUTSIDE COUNSEL – Duane Bennett, Esq.

VI. UNFINISHED BUSINESS
   A. Outline for Standard Operating Procedures for Investigations
   B. Eligibility of persons convicted of a violent crime against a government employee or official to serve on the Commission (amendment to the draft implementation ordinance approved by the City Council)
   C. Discussion of models of case review by the permanent Commission that entail utilization of Commission staff, and implications for future budget requests
   D. Procedure to implement the requirement for the Commission’s duty to review and evaluate the Police Department’s compliance with federal, state and local reporting requirements (need list of reporting requirements, then put on hold until performance auditor is hired)
VII. NEW BUSINESS

VIII. AGENDA ITEMS AND SCHEDULING FOR NEXT MEETINGS (Discussion of potentially moving the meeting time back to Noon)

IX. ADDITIONS TO THE LIST OF ITEMS FOR FUTURE AGENDAS (See below)

X. OTHER ITEMS AND/OR CONCERNS

XI. ADJOURN

Materials Provided:
- Meeting Notes from April 1, 2022 Meeting
- Draft Outline for Standard Operating Procedures for Investigations
- Tentative Implementation Timeline, Version 10.3 (November 19, 2021)
- Handout on the City’s FY23 Budget Process/Timeline
- Draft Implementation Ordinance – February 14, 2022
- Amendments to the February draft adopted by City Council on February 28, 2022
- Timeline for Deputy Executive Director search
- Resume of Outside Counsel – Duane Bennett, Esq.

Items for Future Agendas:
A. Training program for new Commissioners
B. Ways to address barriers to service (transportation, childcare, etc.)
C. Transparency and Accountability Issues
D. Quality Assurance Program
E. Clarity of CPP Access to Training Bulletins and Special Unit Policies

In lieu of in-person attendance, members of the public may participate and provide comment via virtual attendance or using the webform, as follows:

Virtual Testimony:
Members of the public may provide comment on the comment period for Non-agenda Public Comment or Agenda Public Comment during the meeting, following the Public Comment Instructions.

Written Comment through Webform:
In lieu of in-person attendance, 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 below. To view a meeting archive video, click here.

Only comments submitted no later than 4pm the day prior to the meeting using the public comment webform will be eligible to be read into the record. If you submit more than one comment on webform per item, only one comment will be read into the record for that item. Comments received after 8am the day of the meeting, but before the item is called, will be submitted into the written record for the relevant item.

Please click the link below to join the webinar:
Join from a PC, Mac, iPad, iPhone or Android device:
Please click this URL to join.
https://sandiego.zoomgov.com/j/1607263495?pwd=RXFBZnBaM2doVW55YVTBtKtQzdC9lQTo9
Passcode: 8T3Zs7

Or One tap mobile:
+16692545252,,1607263495#,,,,,*916564# US (San Jose)
+16692161590,,1607263495#,,,,,*916564# US (San Jose)

Or join by phone:
Dial (for higher quality, dial a number based on your current location):
US: +1 669 254 5252 or +1 669 216 1590 or +1 646 828 7666 or +1 551 285 1373 or 833 568 8864 (Toll Free)
Webinar ID: 160 726 3495
Passcode: 916564
International numbers available: https://sandiego.zoomgov.com/u/ack7LcbDAW

Or an H.323/SIP room system:
H.323: 161.199.138.10 (US West) or 161.199.136.10 (US East)
Webinar ID: 160 726 3495
Passcode: 916564

SIP: 1607263495@sip.zoomgov.com
Passcode: 916564
Commission on Police Practices

Ad Hoc Transition Planning Committee Meeting

Friday, April 1, 2022
10:30 am–11:30 am
Zoom Webinar Platform

NOTES

Meeting YouTube Link: https://www.youtube.com/watch?v=QmfvuOMFtfs

I. CALL TO ORDER/WELCOME – Committee Chair Doug Case called to order at 10:31am.

II. ROLL CALL
   Committee Chair Doug Case
   Commissioner Diana Dent
   Absent/Excused –
   Commissioner Patrick Anderson
   Chair Brandon Hilpert
   Staff Present
   Alina Conde, Executive Assistant
   Sharmaine Moseley, Interim Executive Director
   Present
   Kate Yavenditti, Member of Women Occupy representing San Diegans for Justice

III. PUBLIC COMMENT: No public comment received.

IV. UPDATES
   A. Budget Process – No current updates.
   B. Staffing – The Executive Search Firm has begun interviews with various stakeholders and getting their input regarding qualifications and experience they would like to see. In progress.
   C. Implementation Ordinance & Permanent Standard Operating Procedures
      1. Status of Amendment to Interim Operating Procedures regarding review of OIS cases – Executive Director Sharmaine Moseley is in the early stages of the routing process regarding the amendment interim standard operating procedures.
   D. Office Space – DREAM’s Karen Johnson identified two/three spaces options and invited Interim Executive Director Sharmaine Moseley, Chair Brandon Hilpert, and 1st Vice Chair Doug Case to look at the spaces.
   E. Standing Rules – No current updates.
   F. Community Outreach – No current updates.
G. Legal Counsel Contract – The Legal Counsel Contract is scheduled for City Council approval on (4/5) Tuesday at 10:00am. This is on consent. Interim Executive Director Sharmaine Moseley will be attending in case it is pulled off consent.

H. Meetings with Mayor and City Councilmembers – No further meetings have been scheduled.

V. UNFINISHED BUSINESS
A. Outline for Standard Operating Procedures for Investigations (on hold until outside legal counsel is on board) On Hold. We need to begin working on our operating procedures for investigations, but we are waiting until we get our outside counsel legal counsel to the meeting. Outside counsel has been approved which would be on April 8th. Interim Executive Director Sharmaine Moseley has informed him and will send the outline that the Committee has developed to discuss. The Committee will then be working on the requirement for the Commission to review and evaluate the Police Department’s compliance with Federal, State, and Local reporting requirements.

B. Procedure to implement the requirement for the Commission’s duty to review and evaluate the Police Department’s compliance with federal, state, and local reporting requirements (need list of reporting requirements, then put on hold until performance auditor is hired) On Hold. Chair Brandon Hilpert is currently working on building the list of requirements. Aiming to have this primarily be assigned as a staff function.

VI. NEW BUSINESS
A. Eligibility of persons convicted of a violent crime against a government employee or official to serve on the Commission (amendment to the draft implementation ordinance approved by the City Council) We will continue this item next week. Member of Women Occupy representing San Diegans for Justice, Kate Yavenditti requests to add this to the next CPP Open Session Meeting. Interim Executive Director Sharmaine Moseley will send the amended language to Duane Bennett and will let him know that this is the item we are going to be discussing. As well reach out to the Employee Relations contact and ask if changes can be made to the Implementation Ordinance after meet and confer? On Hold.

B. Discussion of models of case review by the permanent Commission that entail utilization of Commission staff, and implications for future budget requests Most Review Boards have a model that are somewhat comparable to the CLERB model. In most cases, volunteers are looking at reports that are prepared by staff. Then can ask the staff questions, review background materials, and then vote on staff recommendations. Proposing to look at a similar model for reviewing internal affairs investigations. Interim Executive Director Sharmaine Moseley proposes to have outside counsel look at the model for input. Planning to reevaluate the model. On Hold.

VII. AGENDA ITEMS FOR NEXT MEETING – April 8 – Introduction of Duane Bennett, Independent Legal Counsel; Standard Operation Procedure for Investigations

VIII. ADDITIONS TO THE LIST OF ITEMS FOR FUTURE AGENDAS – Item 1.) VI. A. Eligibility of persons convicted of a violent crime against a government employee or official to serve on the Commission (amendment to the draft implementation ordinance approved by the City Council)
Item 2.) VI. B. Discussion of models of case review by the permanent Commission that entail utilization of Commission staff, and implications for future budget requests
Item 3.) Introduction of Legal Counsel, Independent Legal Counsel Standard Operating Procedures for Investigations
Item 4.) Further discussion of investigation experience and having the distinction between things that are independently investigated and where we are evaluating somebody else's investigation.

IX. OTHER ITEMS AND/OR CONCERNS- None

X. ADJOURN at 11:21am.
STANDARD OPERATING PROCEDURES FOR INVESTIGATIONS
CITY OF SAN DIEGO COMMISSION ON POLICE PRACTICES

• Access to incident scenes of officer-involved shootings and in-custody deaths
• Process for determining which discretionary cases to investigate
• Priority of investigations
• Deadlines/timelines for completing investigation and deferments
• Role of staff (investigators) and volunteers (Commissioners)
• Joint interviews by IA and CPP investigators with subject officers
• Process for complaints involving potential criminal misconduct
• Procedure for issuing subpoenas
• Fundamental due process rights for subject officers and complainants in investigatory hearings (notice, representation, etc.)
• Standard of proof
• List and definitions of possible commission findings
• Coordination with State Department of Justice investigations of officer-involved shootings
• Scope of investigations (elements required for a thorough and complete investigation)
• Interview procedures (oath/admonishments, recording, participants, interpreters, etc.)
• Rules of evidence (written statements, verbal statements, relevant evidence, etc.)
• Access and review of police department documents
• Documentation of investigations and findings (format, content, etc.)
• Initial review of investigation report (supervising investigator, General Counsel, Commission leadership)
• Options of the Commission upon receipt of an investigation report
• Scope, agendas and procedures for investigatory hearings, if necessary
• Determination of hearing panels
• Scope, agendas and procedures for investigatory hearings
• Failure to appear
• Procedures for CPP determinations of findings, recommendations, etc.
• Distribution and publication of findings
• Appeals process for sustained findings
• Confidentiality procedures
Disclaimer: This timeline is for Commission planning purposes only. The timing of certain items (e.g., docketing of City Council actions, meet and confer process, etc.) are beyond the control of the Commission. Additionally, the length of time required for some processes (e.g., hiring and contracting) may take longer than originally anticipated.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 3, 2020</td>
<td>General Election</td>
</tr>
<tr>
<td>November 2020 &amp; December 2020</td>
<td>Meetings with All Continuing and Newly Elected Mayor and City Councilmembers</td>
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<tr>
<td>December 3, 2020</td>
<td>Election Results Certified</td>
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<tr>
<td>December 10, 2020</td>
<td>Mayor and City Councilmembers Installed</td>
</tr>
<tr>
<td>December 18, 2020</td>
<td>Secretary of State Chapters Measure B, Activating the New Commission</td>
</tr>
<tr>
<td>February 10, 2021</td>
<td>Presentation to City Council Public Safety and Livable Neighborhoods Committee (PS&amp;LN)</td>
</tr>
<tr>
<td>March 10, 2021</td>
<td>PS&amp;LN Considers Creation of Office of the Commission on Police Practices, Appointment of Interim Executive Director and Adoption of Interim Standard Operating Procedures</td>
</tr>
<tr>
<td>March and April 2021</td>
<td>Discussions with Department of Finance on CPP Budget Needs</td>
</tr>
<tr>
<td>April 20, 2021</td>
<td>Mayor Releases Budget for Fiscal Year 22 (July 1, 2021 – June 30, 2022)</td>
</tr>
<tr>
<td>April 26, 2021</td>
<td>City Council Approves Creation of Office of the Commission on Police Practices, Appointment of Interim Executive Director and Adoption of Interim Standard Operating Procedures</td>
</tr>
<tr>
<td>May 11, 2021</td>
<td>Budget Review Hearing on FY22 Budget</td>
</tr>
<tr>
<td>June 2021</td>
<td>Hiring of Executive Assistant</td>
</tr>
<tr>
<td>June 6, 2021</td>
<td>Civil Service Commission Approves Exempt Managerial Positions</td>
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<tr>
<td>June 14, 2021</td>
<td>City Council Adopts Budget for FY22</td>
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<tr>
<td>June 24, 2021</td>
<td>PS&amp;LN Reviews First Draft Implementation Ordinance</td>
</tr>
<tr>
<td>July – October 2021</td>
<td>Obtain and Equip Commission Office Space</td>
</tr>
<tr>
<td>September – December 2021</td>
<td>Interim Outside Counsel Contract Bidding and Selection (Original RFP rebid)</td>
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<tr>
<td>December 2021</td>
<td>Hiring of Administrative Aide/Complaints and Finance Coordinator (Offer Extended)</td>
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<tr>
<td>March 2022 – April 2022</td>
<td>Selection and Hiring of Deputy Executive Director/Director of Community Engagement</td>
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<tr>
<td>December 2021 – July 2022</td>
<td>Develop proposed Standard Operating Procedures for Investigations (SOPs)</td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
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<tr>
<td>January 27, 2022</td>
<td>Anticipated date that PS&amp;LN Reviews Second Draft of the Implementation Ordinance</td>
</tr>
<tr>
<td>February 2022</td>
<td>(Depends on whether PS&amp;LN refers the second draft of the ordinance for further revision) PS&amp;LN approves the implementation Ordinance and sends to the full Council.</td>
</tr>
<tr>
<td>March 2022</td>
<td>City Council Considers the Implementation Ordinance. They May Refer Back to Counsel or Refer for Meet and Confer.</td>
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<tr>
<td>March 2022</td>
<td>Development of FY23 Budget Proposal</td>
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<tr>
<td>May 2022</td>
<td>Budget Review Hearing for FY23 Budget</td>
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<tr>
<td>March 2022 – April 2022</td>
<td>Selection and Hiring of Deputy Executive Director/Director of Community Engagement</td>
</tr>
<tr>
<td>May – August 2022</td>
<td>Meet and Confer on the Implementation Ordinance.</td>
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<tr>
<td>May – December 2022</td>
<td>Recruitment and Selection of Permanent Commissioners (Including Independently Conducted Background Checks)</td>
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<tr>
<td>June 2022</td>
<td>Hire Supervising Investigator, Policy Analyst and Performance Auditor</td>
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<tr>
<td>June 2022</td>
<td>City Council Approves FY23 Budget</td>
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<tr>
<td>August – December 2022</td>
<td>Investigation SOPs Reviewed by PS&amp;LN, City Council and Undergo Meet and Confer</td>
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<tr>
<td>September 2022</td>
<td>Hiring of 3 Staff Investigators and Selection of Pool of Contract Investigators (Contingency Basis)</td>
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<tr>
<td>September 2022</td>
<td>Adopt Memorandum of Understanding with SDPD (Including Complaint Processing and Sharing, Sharing of Records, etc.)</td>
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<tr>
<td>September 2022</td>
<td>City Council Adopts Implementation Ordinance (2 Readings Required)</td>
</tr>
<tr>
<td>October 2022</td>
<td>Implementation Ordinance Takes Effect; Independent Investigations Initiated</td>
</tr>
<tr>
<td>January 2023</td>
<td>City Council Appoints Permanent Commissioners</td>
</tr>
<tr>
<td>January – June 2023</td>
<td>National Search and Selection of New Executive Director</td>
</tr>
<tr>
<td>August 2023</td>
<td>City Council Appoints Permanent Executive Director</td>
</tr>
<tr>
<td>September – November 2023</td>
<td>Mediation Program Procedures Established</td>
</tr>
<tr>
<td>December 2023</td>
<td>Hiring of Commission General Counsel</td>
</tr>
<tr>
<td>January 2024</td>
<td>Hiring of Mediation Coordinator, Mediation Program Commences</td>
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</tbody>
</table>
## Department of Finance

### Fiscal Year 2023 Budget Development Calendar

**Fiscal Activities & Deliverables (updated 11/16/2021)**

<table>
<thead>
<tr>
<th>Task</th>
<th>Start</th>
<th>End</th>
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<tbody>
<tr>
<td><strong>August 2021</strong></td>
<td></td>
<td></td>
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<tr>
<td>Fiscal Year 2022 Adopted Budget Released</td>
<td>8/31/2021</td>
<td>8/31/2021</td>
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<tr>
<td><strong>September 2021</strong></td>
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<tr>
<td>Release Fiscal Year 2023 OM Position Maintenance Memorandum</td>
<td>9/13/2021</td>
<td>9/13/2021</td>
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<tr>
<td>Departments Request OM Position Modifications</td>
<td>9/13/2021</td>
<td>10/8/2021</td>
</tr>
<tr>
<td>Restructure Process Training for Departments</td>
<td>9/14/2021</td>
<td>9/14/2021</td>
</tr>
<tr>
<td>Release Budget Process Calendars</td>
<td>9/20/2021</td>
<td>9/20/2021</td>
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<tr>
<td>Restructure Review Panel Meetings</td>
<td>9/22/2021</td>
<td>9/23/2021</td>
</tr>
<tr>
<td>Provider Departments Prepare ND Allotments</td>
<td>9/24/2021</td>
<td>10/29/2021</td>
</tr>
<tr>
<td>Notify Departments of Approved Restructures</td>
<td>9/30/2021</td>
<td>9/30/2021</td>
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<tr>
<td><strong>October 2021</strong></td>
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<tr>
<td>ND Budget Process Training for ND Provider Departments</td>
<td>10/5/2021</td>
<td>10/5/2021</td>
</tr>
<tr>
<td>Deadline to Submit Restructures Forms</td>
<td>10/8/2021</td>
<td>10/8/2021</td>
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<tr>
<td>Deadline for Departments to Request OM Position Modifications</td>
<td>10/8/2021</td>
<td>10/8/2021</td>
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<tr>
<td>Release One-Time Memos</td>
<td>10/14/2021</td>
<td>10/14/2021</td>
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<tr>
<td><strong>November 2021</strong></td>
<td></td>
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<tr>
<td>Extract Human Capital Management (HCM) Data to Public Budget Formulation System (PBF)</td>
<td>11/1/2021</td>
<td>11/1/2021</td>
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<tr>
<td>Release Fiscal Year 2023 HCM Extract PEP Projection</td>
<td>11/8/2021</td>
<td>11/8/2021</td>
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<tr>
<td>Post Preliminary ND Allotments</td>
<td>11/17/2021</td>
<td>11/19/2021</td>
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<tr>
<td>Base Budget Process Training</td>
<td>11/18/2021</td>
<td>11/18/2021</td>
</tr>
<tr>
<td>Provider Departments Enter Preliminary ND Allotments into PBF</td>
<td>11/19/2021</td>
<td>11/24/2021</td>
</tr>
<tr>
<td>Departments Review Baseline PEP Projection</td>
<td>11/22/2021</td>
<td>11/26/2021</td>
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<tr>
<td>Fiscal Year 2023 Budget Development Process Training</td>
<td>11/22/2021</td>
<td>11/22/2021</td>
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<tr>
<td>Departments Review and Redistribute Base Budget</td>
<td>11/22/2021</td>
<td>11/26/2021</td>
</tr>
<tr>
<td>Departments Review and Request Adjustments to Preliminary ND Allotments via ND Provider Departments</td>
<td>11/22/2021</td>
<td>12/5/2021</td>
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</tbody>
</table>
## Department of Finance
### Fiscal Year 2023 Budget Development Calendar
#### Fiscal Activities & Deliverables *(updated 11/16/2021)*

<table>
<thead>
<tr>
<th>Task</th>
<th>Start</th>
<th>End</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>December 2021</strong></td>
<td></td>
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<tr>
<td>Budget Adjustment Process Training</td>
<td>12/6/2021</td>
<td>12/6/2021</td>
</tr>
<tr>
<td>Provider Departments Submit Updated ND Allotments to DoF</td>
<td>12/6/2021</td>
<td>12/7/2021</td>
</tr>
<tr>
<td>ND Budget Process Training</td>
<td>12/8/2021</td>
<td>12/8/2021</td>
</tr>
<tr>
<td>Post Updated ND Allotments</td>
<td>12/9/2021</td>
<td>12/9/2021</td>
</tr>
<tr>
<td>Departments Distribute ND Allotments in PBF</td>
<td>12/13/2021</td>
<td>12/20/2021</td>
</tr>
<tr>
<td>Departments Enter Budget Adjustments in PBF</td>
<td>12/13/2021</td>
<td>1/7/2022</td>
</tr>
<tr>
<td><strong>January 2022</strong></td>
<td></td>
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<tr>
<td>Deadline to submit information for the KPI section.</td>
<td>1/20/2021</td>
<td>1/20/2021</td>
</tr>
<tr>
<td><strong>February 2022</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deadline to Submit Budget Narratives &amp; KPI's</td>
<td>2/2/2022</td>
<td>2/2/2022</td>
</tr>
<tr>
<td>Departments Participate in Executive Budget Review Meetings (5 Days)</td>
<td>2/9/2022</td>
<td>2/16/2022</td>
</tr>
<tr>
<td><strong>March 2022</strong></td>
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<tr>
<td><strong>April 2022</strong></td>
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<tr>
<td>Departments Submit BRC Presentation Introductory Slides</td>
<td>4/12/2022</td>
<td>4/13/2022</td>
</tr>
<tr>
<td>Release the Proposed Budget</td>
<td>4/15/2022</td>
<td>4/15/2022</td>
</tr>
<tr>
<td>Release the Mayor's May Revision Budget Process Memo</td>
<td>4/15/2022</td>
<td>4/15/2022</td>
</tr>
<tr>
<td>Departments Enter May Revision Budget Adjustments in PBF</td>
<td>4/15/2022</td>
<td>4/20/2022</td>
</tr>
<tr>
<td>Mayor Presents the Fiscal Year 2023 Proposed Budget at City Council</td>
<td>4/18/2022</td>
<td>4/18/2022</td>
</tr>
<tr>
<td><strong>May 2022</strong></td>
<td></td>
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<tr>
<td>DoF, Departments, and Agencies Participate in the BRC Meetings on the Proposed Budget</td>
<td>5/4/2022</td>
<td>5/10/2022</td>
</tr>
<tr>
<td>Release the Mayor's May Revision to the Proposed Budget</td>
<td>5/17/2022</td>
<td>5/17/2022</td>
</tr>
<tr>
<td>Present the Mayor's May Revision at BRC</td>
<td>5/19/2022</td>
<td>5/19/2022</td>
</tr>
<tr>
<td>Release Appropriation Ordinance (AO) Memorandum</td>
<td>5/19/2022</td>
<td>5/19/2022</td>
</tr>
</tbody>
</table>
Department of Finance
Fiscal Year 2023 Budget Development Calendar
Fiscal Activities & Deliverables (updated 11/16/2021)

<table>
<thead>
<tr>
<th>Task</th>
<th>Start</th>
<th>End</th>
</tr>
</thead>
<tbody>
<tr>
<td>City Council Approves Final Modifications to the Budget</td>
<td>6/13/2022</td>
<td>6/14/2022</td>
</tr>
<tr>
<td>Release the Appropriation Ordinance - (Text Only)</td>
<td>6/15/2022</td>
<td>6/15/2022</td>
</tr>
<tr>
<td>Mayor's Veto Period</td>
<td>6/15/2022</td>
<td>6/21/2022</td>
</tr>
<tr>
<td>City Council Veto Period</td>
<td>6/21/2022</td>
<td>6/27/2022</td>
</tr>
<tr>
<td>Present the Appropriation Ordinance (Text Only) at Budget and Government Efficiency Committee</td>
<td>6/22/2022</td>
<td>6/22/2022</td>
</tr>
<tr>
<td>Present the Fiscal Year 2023 Appropriation Ordinance Introduction &amp; Adoption at City Council</td>
<td>6/28/2022</td>
<td>6/28/2022</td>
</tr>
<tr>
<td>Load the Fiscal Year 2023 Adopted Budget to SAP</td>
<td>6/29/2022</td>
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July 2022

August 2022

Release the Fiscal Year 2023 Adopted Budget 8/26/2022 8/26/2022
ORDINANCE NUMBER O-______________ (NEW SERIES)

DATE OF FINAL PASSAGE ________________


WHEREAS, at the municipal election held on November 3, 2020, City of San Diego (City) voters approved Measure B to establish the Commission on Police Practices (Commission), which supersedes the City’s Community Review Board on Police Practices (CRB); and

WHEREAS, Measure B amended the San Diego Charter (Charter) to, among other things, add section 41.2; and

WHEREAS, the Charter amendments set forth in Measure B took effect on December 18, 2020, when the California Secretary of State chaptered them; and

WHEREAS, under Charter section 41.2, the Commission is established as an investigatory body of the City, independent of the Mayor and the Police Department; and

WHEREAS, the Commission has certain mandatory duties and discretionary powers, as described in Charter section 41.2, and the City Council (Council) may, by ordinance, mandate additional duties and authorize additional powers for the Commission, consistent with the Charter and applicable federal and state law; and
WHEREAS, the Council wishes to adopt the ordinance to implement the Commission, as required by Charter section 41.2; NOW, THEREFORE, BE IT ORDAINED, by the Council of the City of San Diego, as follows:

Section 1. That Chapter 2, Article 6, Division 11 of the San Diego Municipal Code is amended by retitling Division 11, to read as follows:

**Article 6: Board and Commissions**

**Division 11: Commission on Police Practices**

Section 2. That Chapter 2, Article 6, Division 11 of the San Diego Municipal Code is amended by retitling and amending sections 26.1101, 26.1102, 26.1103, 26.1104, 26.1105, and 26.1106, to read as follows:

**§26.1101 Establishment and Purpose of the Commission on Police Practices**

Effective December 18, 2020, City Charter section 41.2 established the Commission on Police Practices, which supersedes and replaces the Community Review Board on Police Practices. The Commission is an investigatory body of the City, independent of the Mayor, Police Chief, and Police Department.

The Commission’s purpose is: (1) to provide independent community oversight of the Police Department, directed at increasing community trust in the Police Department and increasing safety for both members of the community and police officers; (2) to perform independent investigations of police officer-involved shootings, in-custody deaths, and other significant incidents involving the Police Department, and independent evaluations of complaints against the Police Department and its personnel, in a process that is transparent and accountable to...
the community; and (3) to evaluate and review Police Department policies, practices, training, and protocols, and represent the community in making recommendations for changes. The Commission has investigatory, review, and auditing powers, including the power to make factual determinations about matters that are investigated and to make advisory recommendations regarding the actions of police officers and the procedures, policies, and practices of the Police Department.

§26.1102 Definitions

In the interpretation and implementation of City Charter section 41.2 and this Code, the following definitions apply to the terms set forth in italics:

Audit means to examine a matter in compliance with an established set of standards.

Commission means the Commission on Police Practices.

Complaint means any communication to the Commission, Police Department, or City that alleges misconduct by a police officer, including, but not limited to, complaints submitted under California Penal Code section 832.5.

Complainant means a person who files a complaint.

Evaluate means to determine the significance or condition of a matter.

Executive Director means the City employee appointed to serve as the director of the Office of the Commission on Police Practices, and having the duties set forth in City Charter section 41.2.
Finding means the determination of the Commission after it has reviewed, investigated, or audited a matter within its authority. Findings must be based on provable facts applying California evidentiary rules applicable to administrative proceedings, based on the preponderance of the evidence standard, which is defined as more likely than not. Findings must be in accordance with State law, including California Penal Code sections 832.5 through 832.8, or any successor California law, binding on the City as a public agency employer of peace officers.

The possible findings are as follows:

(a) Sustained means the police officer committed all or part of the alleged acts of misconduct;

(b) Not Sustained means the investigation produced insufficient information to clearly prove or disprove the allegations;

(c) Exonerated means the alleged act occurred was justified, legal and proper, or as within policy;

(d) Unfounded means the alleged act did not occur.
complaint or brought to the attention of the Commission through other means, occurred based on a preponderance of the evidence presented, which is defined as more likely than not;

(b) Not Sustained means there is not enough evidence to clearly prove or disprove the alleged misconduct, as set forth in a complaint or brought to the attention of the Commission through other means, including evaluation, review, or investigation, even if not alleged in the complaint;

(c) Unfounded means the alleged misconduct, as set forth in a complaint or brought to the attention of the Commission through other means, did not occur or the allegation is not true based on the preponderance of the evidence presented, which is defined as more likely than not; and

(d) Exonerated means the alleged conduct occurred, based on a preponderance of the evidence presented, which is defined as more likely than not, but the conduct was legal and not in violation of Police Department policy.

Investigation means a gathering of actionable information, including from original sources, regarding a complaint against a police officer or an incident involving a police officer, which is conducted in compliance with applicable laws. Any investigation of a police officer must comply with the California Public Safety Officers Procedural Bill of Rights Act, as set forth in the California Government Code, and other applicable laws. When conducting an investigation, the Commission must gather and consider factual information from a number of
sources, including documents or copies originating from material gathered and generated by the Police Department, witness interviews obtained by the Commission or its staff, and documents or copies gathered or prepared by the Commission or its staff.

Investigatory proceeding means any process, formally set forth in the Commission’s operating procedures and approved by the Council, to investigate, review, or audit a matter, including interviewing witnesses, receiving and reviewing documents, engaging a fact-finding panel, and conducting hearings.

Member means a person appointed to serve on the Commission.

Misconduct means conduct that causes risk or harm to the health and safety of the public, impairs the operation and efficiency of the Police Department, or brings the Police Department into disrepute. Misconduct may involve a violation of any law, including a federal or state statute or local ordinance, a regulation, including a City Administrative Regulation, or a Police Department policy or procedure. Misconduct may also involve a willful act of moral turpitude or an ethical violation. On-duty or off-duty conduct may constitute misconduct.

Original Sources means firsthand testimony or direct evidence concerning a matter under investigation.

Personnel records mean records maintained by the City, including records within the City’s Personnel Department, Risk Management Department, and Police Department, specific to each police officer’s employment, including, but not
limited to, performance evaluations, assignments, status changes, imposed discipline, and personal information.

*Police Department* means the City’s *Police Department*, including *police officers* and other City employees.

*Police officer* means a peace officer, as defined by and with the authority set forth in the California Penal Code, who is employed by the *Police Department*.

*Police misconduct* means misconduct alleged in a complaint against a *police officer*. *Police officer misconduct*, as used in City Charter section 41.2, has the same meaning as *police misconduct*.

*Receive* means to gain knowledge of information from a written or verbal communication or to take physical possession of a document.

*Register* means to record in writing and maintain the record.

*Review* means to inspect, consider, and reexamine a matter and reach a conclusion regarding the matter. When reviewing a complaint, the *Commission* must consider information and documents or copies, originating from material gathered and generated by the *Police Department*, witness interviews by the *Commission* or its staff, and information and documents or copies, gathered or prepared by the *Commission* or its staff.

§26.1103 Commission Composition and Member Qualifications

(a) The *Commission* will be composed of members of the Community Review Board on Police Practices serving on December 18, 2020, until the
Council has formally appointed members to the Commission, in accordance with the provisions and process set forth in this Code.

(b) The Council will not consider citizenship status in appointing members to the Commission.

(c) All members must reside in the City at the time of their appointment or reappointment and throughout their service on the Commission. The Council cannot waive this requirement.

(d) The Council must appoint members to the Commission, who reflect the diversity of the City, by including members who represent the City’s diverse geographic areas and socio-economic, cultural, racial, ethnic, gender, gender identity, sexual orientation, and age differences, and who have differing personal backgrounds, education, occupations, and life experiences. The Council must make appointments to specific designated seats, as follows:

(1) There must be at least one member who resides in each of the nine Council districts appointed to serve in a designated seat for each Council district. Any vacancy in these designated seats, created by a member moving out of the Council district or a change in Council district boundaries, must be addressed by the Council at the end of the member’s term.

(2) There must be two members in the age range of 18 to 24 at the time of appointment, who are appointed to serve in two designated
youth seats. Once these members reach the age of 25, they are no longer eligible for reappointment to these designated seats. Any vacancy in these designated seats must be addressed by the Council at the end of the member’s term.

(3) The Council must appoint five members who reside in and represent those City residents living in low- and moderate-income United States Census tracts. Any vacancy in these designated seats, created by a member moving out of a low- or moderate-income United States Census tract, must be addressed by the Council at the end of the member’s term.

(4) The Council must appoint nine at large members, prioritizing the appointment of individuals who have had prior contact or interactions with law enforcement; individuals with experience or expertise in substance abuse addiction treatment; individuals involved in services for or directed towards the unhoused; individuals involved or with expertise in immigration or migrant services; individuals who were or are criminal justice system impacted; individuals involved or with expertise in mental health, restorative justice, social work, or law enforcement practices and oversight; and individuals with experience or expertise in civil rights advocacy.
(e) To ensure the Commission’s independence from the Police Department and other law enforcement agencies in San Diego County, no current or former employee of the Police Department or other law enforcement agency working within the geographic boundaries of the County of San Diego may serve on the Commission. In addition, no immediate family or household member, defined as the parent, spouse, domestic partner, sibling, child, or cohabitant, of a law enforcement officer, who works or worked for a law enforcement agency within the geographic boundaries of the County of San Diego, may serve on the Commission. For purposes of this prohibition, law enforcement agencies include police departments in all cities in the County of San Diego, as well as local agency, county, state, and federal law enforcement officers and City, county, state, and federal prosecutors. This prohibition does not apply to former employees of law enforcement agencies outside of the County of San Diego, who have been separated from their law enforcement employment for at least five years.

(f) No City employee, who is on active payroll, may serve on the Commission.

(g) All prospective or nominated members of the Commission are subject to a criminal history background review prior to appointment, to be conducted in cooperation with the City’s Personnel Department. The consideration of an applicant’s or nominee’s criminal history may only take place during
the final stage of the appointment process. An applicant or nominee shall not be excluded from participation on the Commission based on their criminal history background, at time of appointment, except for any of the following reasons:

1. they have been convicted of malfeasance in office, and their civil rights have not been restored;
2. they have been convicted of a felony, and are on parole, post-release community supervision, felony probation, or mandated supervision for the conviction of a felony;
3. they are required to register as a sex offender pursuant to California Penal Code section 290 based on a felony conviction;
4. they are incarcerated in any prison or jail; or
5. they have been found in violation, by a state or local judicial or administrative body, of any of the following: (i) misuse of a public position for personal interests; (ii) misuse of City records; or (iii) violation of federal or state law relating to confidentiality or City employee privacy.

If an applicant or nominee is disqualified as a result of their criminal history background review, the City must provide them with a written explanation of the reasons. Criminal convictions and other involvement with law enforcement, such as arrests or detentions, do not bar appointment as a member, except as described in this Subsection.
(1) An applicant or nominee will be disqualified, without consideration, if their criminal history includes any conviction, regardless of the date of the conviction, for any felony crime; felony or misdemeanor hate crime or enhancement; felony or misdemeanor crime that requires registration under federal or state sex offender registration laws; or misdemeanor crime involving child abuse, domestic violence, elder abuse, embezzlement, sexual battery, or criminal violation of state or local conflict of interest laws.

(2) Notwithstanding Subsection (1) above, an applicant or nominee is not disqualified, without consideration, if they can satisfy any of the following conditions: (a) they can demonstrate that they are no longer on probation or parole and have satisfied a minimum period of rehabilitation in the community continuously for a period of five years or longer; (b) they present a certificate of rehabilitation issued in accordance with the California Penal Code; or (c) they present a court order demonstrating that the conviction has been overturned, expunged, or dismissed, or a court has issued any other post-conviction relief that modifies the conviction so that it no longer fits within the category of convictions set forth in Subsection (1) above.

(3) An applicant or nominee will be disqualified, after review of their
application or nomination, if it is found that a state or local judicial or administrative body has sustained findings of any of the following: (a) misuse of a public position for personal interests; (b) misuse of City records; or (c) violation of federal or state law relating to confidentiality or City employee privacy.

(4) An applicant or nominee will not be disqualified from consideration for any misdemeanor convictions not described in Subsection (1) above. Convictions solely involving controlled substances or theft do not bar participation as a Commission member.

(h) No person shall be excluded from eligibility or disqualified to serve on the Commission for any reason other than those reasons provided by Section 26.1103. If an applicant or nominee is disqualified from appointment for any reason under Section 26.1103, the City must provide a written explanation of the reason or reasons to the disqualified applicant or nominee.

§26.1104 Terms of Commission Members

(a) Members serve two-year terms and until a successor is appointed, except that 12 of the 25 members first appointed will initially serve a one-year term, so that the terms of no more than 13 members expire in any year. Following the first Council appointments to the Commission, the City Clerk will administer a random drawing to determine which of the 25 members will initially serve a one-year term.
(b) All terms begin upon appointment and end on June 30 of the applicable year.

(c) The City Clerk must maintain a record of the members and their terms, and regularly make this information available to the Council and the public.

(d) The Council President, with the assistance of the Executive Director, will timely schedule Council consideration of new appointments to ensure that the Commission positions remain filled.

(e) Members can serve no more than four two-year terms consecutively. However, members whose terms of service have expired must continue to serve until their successor is appointed, even if the total time served extends beyond the maximum permissible length of service. If for any reason a member serves a partial term in excess of one-half of a full term, that partial term will be considered a full term for the purpose of the member’s term limitation of four consecutive terms.

§26.1105 Appointment of Commission Members

(a) Members are appointed by the Council in accordance with the approved Council rules and policies. In making appointments, the Council may consider written nominations made by the public and community-based organizations, as long as nominees accept their nomination in writing prior to Council consideration. The Council may also consider nominations
from the Commission. The Commission may prepare an operating procedure for its nomination process.

(b) As part of their appointment process, prospective members are subject to a review of their qualifications to serve, which will be conducted by the Council President or designee, in accordance with applicable laws. This review includes an investigation into any record of criminal convictions, as set forth in section 26.1103(g).

(c) The Commission will work with the Chair of the Council Public Safety & Livable Neighborhoods Committee to have an annual special meeting where community stakeholders have the ability to advocate and promote community members as potential nominees to the Commission.

§26.1106 Removal of Commission Members

(a) A member may resign prior to the expiration of their term with written notice to the Council President. Upon this notification, the Council President must consider the position vacant and eligible for the Council to appoint a new member to serve for the remainder of the vacating member’s term. If a member resigns from a designated seat, the Council must appoint a new member who meets the qualifications to serve in that designated seat.

(b) If a member is convicted during the member’s term of for (1) malfeasance in office and their civil rights have not been restored; (2) of a felony; (3) of a felony or misdemeanor where they are required to register as a sex
offender pursuant to Section 290 of the California Penal Code; (4) are incarcerated in any prison or jail; any felony crime; felony misdemeanor hate crime or enhancement; felony or misdemeanor crime that requires registration under federal or state sex offender registration laws; or misdemeanor crime involving child abuse, domestic violence, elder abuse, embezzlement, sexual battery, or (5) criminal violation of state or local conflict of interest laws, the member must immediately notify the Council President and cease any further participation on the Commission, pending a vote by the Council to formally remove and replace the member. The Council’s consideration of the removal and replacement of the member must occur within 60 days following the Council President’s notice of the member’s conviction. The member may waive a Council hearing on removal, but the Council must consider replacement of the member within the 60 days following the Council President’s notice of the conviction.

(c) The Commission, by a two-thirds vote of its members, may recommend to the Council, by written notice to the Council President, that a member be removed for good cause, other than a criminal conviction, for the following reasons:

1. misuse of their position for personal interests;

2. misuse of records, including Police Department or Commission records;
(3) violation of federal or state law relating to confidentiality or City employee privacy;

(4) conduct that impedes a member’s ability to serve impartially and independently;

(5) unexcused absences from at least three consecutive meetings of the full Commission. Prior notification to the Commission’s chairperson of a member’s absence from a meeting of the full Commission will count as an excused absence;

(6) failure to complete case review as assigned by the Executive Director;

(7) violation of the Code of Ethics of the National Association for Civilian Oversight of Law Enforcement (NACOLE) or the Commission’s adopted code of ethics;

(8) any other cause that impacts the Commission’s effective operations, standing, or independence.

(d) Upon receipt of a written recommendation by the Commission to remove a member, as described in section 26.1106(c), the Council President must schedule a hearing of the Council to occur within 60 days following receipt of the recommendation. The Council must act, by a majority vote, to remove a member.

(e) If a member voluntarily resigns before a required Council hearing on removal, the member waives their right to the hearing on removal. The
Council President may suspend a member's participation on the Commission by written notice to the member, pending a Council hearing on removal.

(f) The Council may remove members of the Commission for cause, other than criminal conviction, by a majority of the members of Council for the reasons set forth in Subsection (c) above, regardless of whether a recommendation is received from the Commission.


§26.1107 Duties and Powers of the Commission

(a) The Commission has the following duties and powers, as mandated by the Charter and by the authority of the Council:

(1) Once members are formally appointed by the Council, the Commission must establish operating procedures for its governance, and the Commission’s investigatory proceedings. All operating procedures prepared by the Commission must be consistent with all applicable laws, including the Charter, the Ralph M. Brown Act, the California Public Records Act, and all laws, rules, regulations, and collective bargaining agreements between the City and its recognized employee organizations that provide rights to City employees. The Commission’s initial
operating procedures and any amendments must be approved by the Council, by resolution, before the operating procedures take effect.

(2) The Commission is an investigatory body of the City of San Diego, independent of the Mayor and the Police Department. The Commission must independently investigate and evaluate all deaths occurring while a person is in the custody of the Police Department, all deaths resulting from interaction with a police officer, and all police officer-involved shootings, regardless of whether a complaint has been made against a police officer or the Police Department. These investigations must be conducted by Commission staff or contractors who are independent of the Police Department. In accordance with the Commission’s duties and powers, the Commission must prepare operating procedures for Commission investigators to have immediate access to the scene or area of a police officer involved shooting, the scene or area where a death or deaths occurred resulting from interaction with a police officer, the scene or area where a death or deaths occurred while a person was in the custody of the Police Department, and Police Department investigations of police officer-involved shootings, deaths resulting from interaction with police officers, and deaths occurring while a person is in the custody of the Police Department.
Department. Upon completion of any investigation, the Commission must make findings. The Chief of Police must provide a written substantive response to the Commission’s findings within 30 days of receipt of the findings.

(3) The Commission may, but is not required to, investigate and evaluate a complaint against a police officer that does not involve an in-custody death, a death resulting from an interaction with a police officer, or a police officer-related shooting. Upon completion of any investigation, the Commission must make findings. The Commission is prohibited from investigating and evaluating a complaint where the complainant has requested that the complaint be handled without an investigation by the Commission or where no specific allegation or police officer can be identified. The Commission may investigate any allegations of misconduct that become known to the Commission during an investigation of a complaint. In exercising its discretionary power to investigate and evaluate a complaint, the Commission must determine that the complaint involves any of the following:

(A) an incident in which the use of force by a police officer against a person resulted in great bodily injury;

(B) dishonesty by a police officer directly relating to the reporting, investigation, or prosecution of a crime, or
directly relating to the reporting or investigation of misconduct by another police officer, peace officer, or custodial officer, including an allegation of perjury, making a false statement, filing a false report, or destroying, falsifying, or concealing evidence;

(C) an incident that has generated substantial public interest or concern;

(D) an incident where data shows a pattern of misconduct by a police officer; or

(E) an incident where data shows a pattern of inappropriate policies, procedures, or practices of the Police Department or its members.

(4) The Commission must receive, register, review, and evaluate all complaints against police officers, except the Commission must not review or evaluate a complaint where the complainant has requested that the complaint be handled without investigation by the Commission or where no specific allegation or police officer can be identified. Upon completion of any complaint review or evaluation, the Commission must make findings. The Chief of Police must provide a written substantive response to the Commission’s findings within 30 days of receipt of the findings.
The Commission may, but is not required to, review, investigate, and evaluate allegations of inappropriate sexual conduct, physical assault, or domestic violence by a police officer, whether or not a complaint has been submitted to the Commission or the Police Department. Upon completion of any review, investigation, or evaluation, the Commission must make findings. The Chief of Police must provide a written substantive response to the Commission’s findings within 30 days of receipt of the findings.

The Commission must review and evaluate all factual findings and evidentiary conclusions of the Police Department arising from Police Department investigations of alleged misconduct by police officers, including internal investigations not resulting from a complaint, and all disciplinary decisions proposed by the Chief of Police or designee following sustained findings of police officer misconduct. The Commission may provide advisory recommendations to the Chief of Police, but must act promptly, timely, and in accordance with applicable law, including the California Public Safety Officers Procedural Bill of Rights Act. In providing advisory recommendations on the discipline of officers to the Chief of Police, the Commission may consider all information, agreements, and documents of prior discipline imposed, including agreements for reduced discipline or last
chance agreements, and prior *sustained findings* of *misconduct* against the *police officer*, including prior *sustained findings* of *misconduct* made by the *Commission* or the *Police Department*, in a manner consistent with state law and the City’s established disciplinary process. In order to execute its powers and duties under this section, every 30 days after the *Police Department* has commenced an *investigation* of alleged *misconduct* by *police officers*, the *Police Department* must provide to the *Commission* a written status report on the progress of the *investigation*, until the *investigation* concludes. Upon the *Commission*’s written request, the *Police Department* must provide all *records* pertaining to the *investigation*, subject to Section 26.1109. The *Police Department* must either provide to the *Commission* its factual *findings* and evidentiary conclusions within six months after commencement of its *investigation*, or a written explanation as to why it cannot provide such information. If after six months the factual *findings* and evidentiary conclusions are not available, the *Police Department* must provide a written report to the *Commission* on the status of the *investigation* every two weeks thereafter until the *investigation* is concluded. Unless expressly permitted under the California Public Safety Officers Procedural Bill of Rights Act,
there are no circumstances express or implied for the Police Department to delay or toll completion of its investigation.

(7) The Commission may, but is not required to, review and evaluate the Police Department’s administration of discipline of police officers arising from other matters not involving alleged misconduct. The Commission may provide advisory recommendations to the Chief of Police, but must act promptly, timely, and in accordance with applicable law, including the California Public Safety Officers Procedural Bill of Rights Act. In providing advisory recommendations on the discipline of officers to the Chief of Police, the Commission may consider all prior discipline imposed, including agreements for reduced discipline or last chance agreements, and sustained findings of misconduct against the police officer, including prior sustained findings of misconduct made by the Commission or the Police Department, in a manner consistent with state law and the City’s established disciplinary process. The Chief of Police must provide a written substantive response to the Commission’s advisory recommendations within 30 days of receipt of the recommendations.
(8) The Commission must review and evaluate the Police Department’s compliance with federal, state, and local reporting laws and requirements.

(9) The Commission may, but is not required to, review and evaluate the policies, procedures, practices, and actions of the Police Department. The Commission may make advisory recommendations to the Chief of Police, the Mayor, and the Council on any policies, procedures, practices, and actions of the Police Department. The Chief of Police must provide a written substantive response to the Commission’s recommendations within 60 days of receipt of the recommendation.

(10) The Commission may request that the Mayor review any Commission findings or advisory recommendations that the Chief of Police does not accept, implement, execute, or apply.

(11) The Commission may develop and implement a mediation program that enables complainants to resolve their issues with a police officer who is a subject of a complaint, through face-to-face alternative dispute resolution involving a trained mediator. Participation in a mediation program must be voluntary and mutually agreed upon by both the complainant and the police officer. Mediation must be limited to eligible cases as determined by the Commission. A case successfully resolved through
mediation, as determined by the Commission, is not considered a
disciplinary proceeding or punitive action under the California
Public Safety Officers Procedural Bill of Rights Act. However, the
complaint may be subject to discovery in a criminal or civil action
in accordance with applicable state law.

(12) The Commission must interact with all City employees, including
disciplinary proceeding or punitive action under the California
police officers and other employees of the Police Department, in
Public Safety Officers Procedural Bill of Rights Act. However, the
accordance with all applicable federal, state, and local laws and
complaint may be subject to discovery in a criminal or civil action
regulations, including the City’s Civil Service Rules, Personnel
in accordance with applicable state law.

(13) The Commission may establish an operating procedure to directly
regulations, Administrative Regulations, and collective bargaining
receive and investigate complaints by members of the public
agreements between the City and its recognized employee
against Police Department employees who are not police officers,
organizations.

against Police Department employees who are not police officers,
in accordance with the City Charter and this Code. Any procedure
in accordance with applicable state law.

to investigate the complaints must be made available in writing and
accessible to the public. A copy of any complaint received by the
Commission that identifies an employee of the Police Department
must be forwarded to the Police Department within five calendar
days of the Commission’s receipt of the complaint. The
Commission is not authorized to investigate a complaint against an
employee of the Police Department who is not a police officer unless the complaint also alleges police officer misconduct.

(14) The Commission must maintain a training program for individuals interested in appointment to the Commission. Members must also complete training upon their appointment to ensure their working knowledge of applicable laws and rules. The training program must include instruction in civil or human rights and criminal justice as well as of the impacts of racial and identity profiling.

(15) Subject to any limitations set forth in governing federal or state law, the Commission may refer any matter before the Commission to the grand jury, district attorney, or other governmental agency authorized by law to investigate the activities of a law enforcement agency.

(b) The Chief of Police must consider any evaluation or recommendation by the Commission of proposed police officer discipline, prior to Police Department imposition of the discipline, but only if the evaluation or recommendation is completed before the statutory timelines set forth in the California Public Safety Officers Procedural Bill of Rights Act or other applicable law. The Chief of Police retains authority and discretion to discipline subordinate employees in the Police Department. The exercise of the Commission’s duties and powers, as set forth in the City Charter and this Code, including its investigatory duties and powers, is not
intended to obstruct, abrogate, or supersede the duties of the Chief of Police, as set forth in the City Charter.

§26.1108 Cooperation of City Employees in Commission Activities

(a) It is the policy of the City that all officers and employees of the City cooperate promptly and fully with the Commission to ensure the Commission can timely and properly perform its duties as required by the Charter, the Council by ordinance, and state and federal laws. A City employee who fails or refuses to comply with this section is subject to discipline, up to and including termination. This requirement to cooperate includes participation in any investigatory proceeding set forth in the Commission’s operating procedures approved by the Council.

(b) If the Commission seeks to interview any City employee, including an employee who is the subject of a complaint, as part of an investigatory proceeding, the Commission must provide timely advance written notice to the employee. The Commission must also provide timely advance written notice to the City employee’s appointing authority. The written notice must specify the date and time of the interview and provide the employee with reasonably sufficient time to secure union or legal representation by the employee’s personal attorney, as applicable, and to make any legal objections to the interview, either before or at the time of the interview.

§26.1109 Records
(a) The Police Department must make available to the Commission its records, within ten calendar days after a written request from the Commission, relating to any matter under investigation, review, or evaluation by the Commission. The Police Department must provide to the Commission all complaints received by the Police Department within five calendar days of receipt regardless of whether there is a written request from the Commission for the complaints. The Commission and the Police Department may develop an operating procedure for the disclosure of Police Department records to the Commission. However, any disclosure of personnel records to the Commission by any City department must be in accordance with all applicable federal and state laws and regulations, including all laws and regulations pertaining to confidential medical information and personnel records. The Commission is required to maintain the confidentiality of all Police Department records and City personnel records, in accordance with applicable laws, and to respond to requests by members of the public for records in the possession of the Commission in a manner consistent with the California Public Records Act and applicable California constitutional, statutory, and case law that protects personnel records.

(b) In accordance with City Charter section 57, the Chief of Police retains authority over the records of the Police Department. The Chief of Police must provide records to the Commission in whole and with all information
unredacted unless in the opinion of the Chief of Police to do so will hinder
a criminal investigation or will infringe upon the exercise of the Chief of
Police’s right to deliberative process and confidential communications
with other law enforcement agencies, the Mayor, or with the subordinate
employees of the Police Department regarding matters within the
authority of the Chief of Police. Within ten calendar days after a written
request from the Commission, the Chief of Police must provide the
Commission with Police Department records as specified in Subsection (a)
above or a written explanation, setting forth the specific records or
reasonably segregable portions of the records being withheld, the reason
for the withholding or redactions, and the legal justification supporting the
withholding or redactions. If the Commission disagrees with the Chief of
Police’s decision to withhold records or redact information, the
Commission may seek disclosure through its subpoena power, as defined
by the Charter and Chapter 2, Article 6, Division 11.

(c) The Commission must retain complaints and any reports or findings
relating to complaints for at least five years or any longer period required
by state law. These Commission records are considered personnel records
and must be managed in accordance with the California Public Records
Act, the California Penal Code, the California Public Safety Officers
Procedural Bill of Rights Act, California Evidence Code section 1043, and
other applicable laws and collective bargaining agreements. The
Commission is responsible for compliance with discovery requests for Commission records in a manner consistent with controlling law.

§26.1110 Subpoenas

(a) The Commission has the power to subpoena witnesses, compel their attendance and testimony, administer oaths and affirmations, take evidence and require by subpoena the production of books, papers, records or other items whenever material to the performance of the Commission’s duties or exercise of its powers.

(b) A subpoena issued under this section must be issued and signed by the Executive Director or their designee.

(c) If a witness fails to appear before the Commission at the time and date set by subpoena, or in the case of a subpoena duces tecum, if a record is not produced as required, the Commission may, by majority vote, authorize its chair or the Executive Director to certify the facts to the Superior Court for an order to show cause why the subpoena recipient should not be ordered to comply with the subpoena.

§26.1111 Conflict of Interest Code

The Council must adopt a conflict of interest code for the members, Executive Director, and City employees in the Office of the Commission. All members must be required to complete and file statements of economic interests in accordance with the conflict of interest code.

§26.1112 Reimbursement for Expenses
The Executive Director is authorized to reimburse members for reasonable expenses incurred in the performance of their official duties in accordance with the City’s approved Administrative Regulations regarding reimbursable expenses and the approved budget and appropriations for the Office of the Commission, and with the concurrence of the City’s Chief Financial Officer, as required by the Charter.

§26.1113 Whistleblower Protection

The City is prohibited from taking an adverse employment action against a City employee that is directly related to the filing of a complaint with the Commission or to the lawful participation in an investigatory proceeding conducted by the Commission. A City officer or employee who takes an adverse employment action against a City employee that is directly related to the filing of a complaint with the Commission or to the lawful participation in an investigatory proceeding conducted by the Commission is subject to discipline up to and including termination. This protection is in addition to all whistleblower and other protections afforded to City employees under state law.

§ 26.1114 Outreach and Communications

(a) The Commission must engage in outreach to address community groups, and inform the public, on the duties and responsibilities, policies and ongoing operations of the Commission. This outreach must include a process for obtaining input from the community as to the functioning of the Commission. All public input regarding the Commission's functions,
including complaints about the Commission must be made publicly available on the Commission’s website.

(b) At least twice each year, the Commission must have an offsite community roundtable to solicit community testimony and other input in discussions regarding community policing, building trust between the community and the Police Department, and other similar and relevant subjects as determined by the Commission in accordance with the Charter.

(c) The Commission must establish an operating procedure for the preparation and submission of a semi-annual report to the Mayor and Council regarding the exercise of the Commission’s powers and duties. The operating procedure must, at a minimum, establish:

1. the number and types of complaints received, categorized by description as well as by City district, police division, and police beat;
2. the number of complaint reviews and investigations initiated during the prior six months;
3. the number of complaint reviews and investigations concluded during the prior six months, and of the investigations, the number that took more than six months to conclude and an explanation as to why those investigations took more than six months to conclude;
4. the number of complaint reviews and investigations pending as of the last day of the prior six months;
(5) a tabulation of the results of complaint reviews and investigations by category of findings and recommendations as well as by City district, police division, and police beat;

(6) a description of any complaints that resulted in a referral to other agencies and the names of those agencies;

(7) a description and summary of all evaluations, complaint reviews, and investigations undertaken by the Commission regarding the practices, policies, procedures and actions of the Police Department as well as any recommendations made by the Commission and the responses to the recommendations;

(8) the results of the Commission’s evaluations and audits of the Police Department’s compliance with reporting laws;

(9) a description of each instance where the Police Department, any other City department or City employee refused to provide the Commission with records or information requested as well as all instances where the Police Department took longer than mandated when complying with records requests;

(10) a description of the Commission’s community outreach efforts; and,

(11) a description of any other significant activity undertaken by the Commission. The public disclosure of the report, and all
information within the report, must be in accordance with controlling federal or state law.

(d) The semi-annual report must be published no later than 60 days after the end of the preceding reporting period.

(e) The Commission must establish an operating procedure for allowing the community to evaluate the Commission’s processes and performance.

(f) The Commission must prepare an operating procedure for the preparation, data collection, tracking, and report of community policing standards. The following non-exhaustive list of topics for the Commission to consider for community policing standards are: (1) de-escalation techniques, strategies, and practices; (2) use of distraction blows; (3) acts of intimidation; and (4) detention. The operating procedure must, at a minimum, include processes for community input and Police Department dialogue facilitated by the Commission regarding the community policing standards.

(g) The Commission must prepare an operating procedure that describes the Commission’s communications with complainants regarding the status of their complaints. At a minimum, the operating procedure must describe the process for receiving and acknowledging how complaints, and for providing complainants with the status and outcomes of the Commission’s reviews and investigations. The Commission must provide a notice to complainants on the status of their complaints no less than every 45 days.
(h) The *Commission* must prepare an operating procedure covering public communications on the *Commission's* Internet website, as soon as practicable, as much information as permitted by law, on the status of the *Commission’s investigation* of each *complaint*, the list of all *complaints received*, the *Commission’s findings* of the *complaints it investigated*, and all of the *Commission’s recommendations*.

§26.1115 Ballot Measures and Federal, State, and Local Legislation

The Council recognizes the expertise of the *Commission* in matters related to law enforcement and public safety. The Council authorizes the *Commission* to make recommendations to the Mayor and Council on (1) proposed City ballot measures, in accordance with the Council's policies, and (2) proposed federal, state, and local legislation, in accordance with the Council's process to establish the City's legislative platform. The Council also authorizes the *Commission* to provide information to the public about the possible effects of any proposed ballot measure or legislation related to the activities, operations, or policies of the *Commission* or the City involving law enforcement or public safety. In exercising this authority, the *Commission* must ensure that (1) the use of City resources for this purpose, including budgeted funds and staff time, is otherwise legally authorized, and (2) the information provided to the public constitutes a fair and impartial presentation of relevant facts to aid the public in reaching an informed judgment regarding the proposed ballot measure or legislation. The *Commission*

-PAGE 36 OF 38-
must ensure compliance with all laws related to the required separation between the use of City resources and campaign activities. The Commission may consult with its counsel or appropriate local or state regulatory agencies for guidance in complying with this section.

Section 4. That a full reading of this ordinance is dispensed with prior to passage, a written copy having been made available to the Council and the public prior to the day of its passage.

Section 5. That this ordinance shall take effect and be in force on the thirtieth day from and after its final passage.

APPROVED AS TO FORM: MARA W. ELLIOTT, City Attorney

By

Joan F. Dawson
Senior Deputy City Attorney

JFD:cm
Or.Dept: Council District 4
Doc. No.: 2864606

I hereby certify that the foregoing Ordinance was passed by the Council of the City of San Diego, at this meeting of .

ELIZABETH S. MALAND
City Clerk

By

Deputy City Clerk

Approved: ________________ ________________

-PAGE 37 OF 38-
# CITY COUNCIL MEETING RESULTS SUMMARY

**DATE: MONDAY, FEBRUARY 28, 2022, COUNCIL MEETING RECORDER: PATTERSON**

This is a summary of the actions taken by the City Council. It is NOT equivalent to the Minutes which, when approved by the City Council, constitute the official record of the meeting.

<table>
<thead>
<tr>
<th>ITEM NO.</th>
<th>ACTIONS</th>
<th>R</th>
<th>O</th>
<th>Motion / Second</th>
<th>VOTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>200</td>
<td><strong>Adopted with Direction (R-2022-315)</strong> Setting forth the Council’s policy direction related to implementation of the Commission on Police Practices and directing the City’s management team for labor relations to meet and confer</td>
<td>313925</td>
<td>00000</td>
<td>4/5</td>
<td>Unanimous; all present</td>
</tr>
</tbody>
</table>

- **Amendment Incorporated**
  - Motion with direction to amend the working draft ordinance by: 1) Adding a subsection (6) to Section 26.1103(g) “Commission Composition and Member Qualifications” that reads: “or have been convicted of a violent crime against a government employee or official. For purposes of this section, government employee means a person who is employed by the Federal government, the State of California, or any city, county, city and county, special district, or political subdivision of the State of California.”; and 2) Adding a subsection (6) to Section 26.1106(b) “Removal of Commission Members” that reads: “or have been convicted of a violent crime against a government employee or official. For purposes of this section, government employee means a person who is employed by the Federal government, the State of California, or any city, county, city and county, special district, or political subdivision of the State of California.”
  - 235678-yeas; 149-nay

- **Amendment Incorporated**
  - Motion with direction to amend the working draft ordinance to replace the language in Section 26.1112 “Reimbursement for Expenses” with the following: “The Executive Director is authorized to purchase goods and arrange services needed by members in the performance of their official duties and to reimburse members for reasonable expenses incurred in the
performance of their official duties, in accordance with the City's approved procurement procedures, the approved budget and appropriations for the Office of the Commission, and the concurrence of the City's Chief Financial Officer. Members must use and return goods, in accordance with the City's approved policies and administrative regulations."

Unanimous; all present
<table>
<thead>
<tr>
<th>Timeframe</th>
<th>Activity</th>
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<tbody>
<tr>
<td><strong>KICK-OFF MEETING/STAKEHOLDER MEETINGS</strong></td>
<td></td>
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<tr>
<td>3/25/22</td>
<td>CPS HR will meet with San Diego Police Transition Commission to discuss timeline, ideal candidate attributes and recruitment process, stakeholder involvement, desired reporting frequency.</td>
</tr>
<tr>
<td>3/28/22 to 4/6/22</td>
<td>CPS HR conducts interviews with key stakeholders including the Interim Executive Director, the Ad Hoc Transition Planning Committee, and community leaders to gather data on qualities of the ideal candidate.</td>
</tr>
<tr>
<td><strong>RECRUITMENT MATERIALS</strong></td>
<td></td>
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<tr>
<td>Week of 4/4/22</td>
<td>• Stakeholder feedback summarized and submitted to Commission.</td>
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<tr>
<td></td>
<td>• CPS HR to draft brochure text for review.</td>
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<td></td>
<td>• Commission to submit photos for brochure.</td>
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<tr>
<td>Week of 4/11/22</td>
<td>• Commission submits final revisions to recruitment brochure text.</td>
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<tr>
<td></td>
<td>• CPS HR prepares draft flipbook brochure.</td>
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<td></td>
<td>• Commission provides final approval of brochure.</td>
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<td></td>
<td>• CPS HR prepares recruitment and advertising materials.</td>
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<td>• CPS HR to share outreach strategy, receive prompt feedback, and incorporate additional suggestions.</td>
</tr>
<tr>
<td><strong>ACTIVE RECRUITMENT</strong></td>
<td></td>
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<tr>
<td>Week of 4/18/22</td>
<td><strong>Advertising</strong></td>
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<tr>
<td></td>
<td>• CPS HR posts the job to various websites and publications, City of San Diego website, CPS HR website, and various professional associations. CPS HR will also send an initial email blast to its relevant database of professionals.</td>
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<tr>
<td>Date Range</td>
<td>Description</td>
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<td>--------------------</td>
<td>-----------------------------------------------------------------------------</td>
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<tr>
<td>4/20/22 thru 5/19/22</td>
<td><strong>Aggressive Outreach/Application Process</strong></td>
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<td>• CPS HR follows up with targeted/qualified candidates (those who are a match to the candidate profile) to ascertain interest and encourage application.</td>
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<td>• Candidates apply through the CPS HR website, with receipt of applicant materials acknowledged. The Consultant vets candidate resumes against minimum qualifications.</td>
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<td>• CPS HR provides weekly updates to Commission regarding recruitment activities.</td>
</tr>
<tr>
<td>5/20/22</td>
<td><strong>Final Filing Date</strong></td>
</tr>
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<td></td>
<td><strong>SELECTION ACTIVITIES</strong></td>
</tr>
<tr>
<td>Week of 5/23/22 and 5/30/22</td>
<td><strong>Screening Interviews</strong></td>
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<td></td>
<td>• CPS HR conducts comprehensive screening of all candidates who meet the minimum qualifications as described in the job announcement. Consultant will also conduct media checks on all screened candidates. CPS HR provides reference list to Commission on top 5-7 candidates so the Commission can conduct preliminary and final reference checks.</td>
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<tr>
<td>Week of 6/6/22</td>
<td><strong>Client Report Meeting</strong></td>
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<td>• CPS HR and Commission meet to select candidates to be invited for interviews.</td>
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<td>• Client Report will be delivered electronically ahead of time for review prior to scheduled meeting.</td>
</tr>
<tr>
<td>Week of 6/13/22</td>
<td><strong>Interviews Scheduled</strong></td>
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<tr>
<td></td>
<td>• CPS HR schedules interviews</td>
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<tr>
<td>Week of 6/20/22 and 6/27/22</td>
<td><strong>Semi-finalist Interviews</strong></td>
</tr>
<tr>
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<td>• CPS HR prepares all materials, coordinates candidate logistics and assists with facilitation of the short-listed candidate interviews.</td>
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<td>• First round of interviews will consist of candidates making a presentation and engaging in dialog with a designated group of 7-10 community leaders who will submit feedback forms to the Selection Committee. (Community leaders required to complete a confidentiality agreement).</td>
</tr>
<tr>
<td></td>
<td>• Second round of interviews will be the Selection Committee (comprised of the Commission Chair, First Vice Chair, Community Outreach Chair and a designated community representative) interviewing the candidates and selecting the top candidates (rank ordered) to be interviewed by the Interim Executive Director.</td>
</tr>
<tr>
<td>Week of 7/4/22</td>
<td>Final Interviews</td>
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<td>---------------</td>
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<tr>
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<td>• CPS HR prepares all materials, coordinates candidate logistics and assists with facilitation of the finalist candidate interviews.</td>
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<td></td>
<td>• Interim Executive Director interviews the final candidates. Conditional offer to selected candidate.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Week of 7/11/22 and 7/18/22</th>
<th>Background Check</th>
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<tbody>
<tr>
<td></td>
<td>• CPS HR conducts thorough background check on finalist candidate.</td>
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</table>

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<thead>
<tr>
<th>Week of 7/25/22 through 8/13/22</th>
<th>Onboarding</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Start date contingent on candidate’s availability</td>
</tr>
</tbody>
</table>
DUANE E. BENNETT
P.O. Box 942
Poway, California 92074
(858) 693-4237
debennettlaw@gmail.com

Profession: Attorney, Arbitrator, Mediator

Licenses: Admitted to the California Bar in 1983; Admitted to practice in Southern and Central Districts of U.S. District Courts; Appellate experience in Third and Fourth California District Courts of Appeal

Adjudicatory/Dispute Resolution Experience: County of Riverside and Riverside Sheriffs’ Association Arbitrator; Hearing Officer/Referee - Employee Retirement Associations for Kern County, Los Angeles County, Kern County, Orange County, San Bernardino County; Arbitrator/ Mediator - American Arbitration Association; Mediator - California Department of Fair Employment and Housing, Orange County Superior Court; Judge Pro Tem - San Diego County Superior Court

Extensive expertise in due process proceedings, arbitrations, hearings and instruction relative to law enforcement, Public Safety Officers’ Procedural Bill of Rights, Firefighters Procedural Bill of Rights, Administrative Procedures Act (APA), Due Process and Equal Protection clauses

Conducted numerous trainings for law enforcement agencies in Cities of Banning, Carlsbad, Cathedral City, Chula Vista, Coachella, Escondido, Indianapolis, Indio, National City, Oceanside, Palm Springs, Rock Island, San Diego, Santa Ana and County of San Diego; and state and local law enforcement agencies in Illinois, Indiana and Iowa

Extensive expertise in litigation, analysis and instruction relative to the Administrative Procedures Act (APA) and Federal Civil Rights Act pursuant to 42 U.S.C. section 1983

Training Experience: Over 20 years of experience as a lecturer and instructor; Certified instructor for Peace Officer Standards and Training courses (POST)

Legal Instructor for U.C. San Diego Paralegal Program (2018-Present)
Adjunct Professor for California Western School of Law (2010-2016)
National Association of Attorneys General (2013-2014)
National College of District Attorneys (“Stephen Von Riesen Lecturer of Merit Award,” 2001-2010)

Law enforcement and municipal employees in Cities of Banning, Carlsbad, Cathedral City, Chula Vista, Coachella, Escondido, Indianapolis, Indio, National City, Oceanside, Palm Springs, Rock Island, San Diego, Santa Ana and County of San Diego; Local and state law enforcement agencies in Arizona, Illinois, Indiana and Iowa
Certified Courses for Law Enforcement/Public Safety Agencies
(Courses certified by state agencies for law enforcement agencies and personnel)

- “Police Supervisors’ Employment Law, ADA and Fourth Amendment Civil Rights Leadership Course,” San Diego Harbor Police - 2006
- Officer Involved Shootings, San Diego Harbor Police - 2005
- “Civil Rights Liability For Fourth Amendment Violations: Illegal Searches, Entries, Arrests and Use of Force,” Oceanside Police Department - 2002
- Sexual Harassment, Employment Discrimination and Retaliation, Oceanside Fire Department Academy - 2000
- “Conducting Internal Affairs Investigations and Civil Liability Considerations,” Banning Police Department - 2001
- “Police Supervisory Responsibilities for Managing Civil Liability Actions,” Oceanside Police Department - 2001
- “Civil Liability and Supervisory Responsibility,” Coachella Police Department, Palm Springs Police Department, Cathedral City Police Department, Indio Police Department - 1998
- “Public Records Act and Civil Discovery,” Carlsbad Police Department, Escondido Police Department, National City Police Department, Oceanside Police Department - 1995
- “Public Records Act and Civil Discovery,” Carlsbad Police Department, Escondido Police Department, National City Police Department, Oceanside Police Department - 1995
- “Civil and Criminal Law Issues Related to Officer Involved Shootings,” Oceanside Police Department - 1993
Education: University of California, Davis School of Law, J.D.

University of California, Santa Barbara, B.A. – Sociology
“Thomas More Storke Award” for Outstanding Graduating Senior
“Outstanding Graduate in Sociology”
“Community Service Award”

Employment:

1998 - Present  Law Office of Duane E. Bennett
My practice primarily involves arbitrations, mediations and hearing officer services. I serve as an employment and commercial Arbitrator and Mediator for the American Arbitration Association. I have served as a Mediator for the California Department of Fair Employment and Housing and Orange County Superior Court. I also practice law in employment, law enforcement, contracts, insurance and civil litigation matters. I advise in public safety matters and serve as a lecturer and instructor.

2003 - 2012  General Counsel/Port Attorney, San Diego Unified Port District
Retired as General Counsel for the Port District in all legal matters. Advised and represented the Board of Port Commissioners and in legal matters. Advised Police, Real Estate, Environmental and Maritime departments. Handled civil litigation brought the Police, Real Estate and Environmental departments in state and federal courts. Drafted contracts, labor agreements, ordinances, resolutions, development agreements and leases.

1998-2003  City Attorney, City of Oceanside
Served as principal attorney for the City in all legal matters. Represented and advised the City Council and commissions in public and executive meetings. Provided advice and assistance to all City departments including Police, Fire, Personnel Planning, Public Works, Building, Finance and Housing departments. Served as General Counsel to the Redevelopment Agency, Municipal Airport and Harbor District. Served as negotiator for the City regarding contracts and prepared documents and ordinances.

1992-1998  Assistant City Attorney, City of Oceanside
Handled all manner of municipal advisory and litigation functions. Served as attorney for Police, Fire, Personnel, Parks, Building Departments, Library and Housing departments. Handled civil litigation in state and federal courts including litigation related to employment, contracts, torts and civil rights.

1990-1992  Police Legal Advisor, Santa Ana Police Department
Served as in-house attorney for the police department advising on legal matters affecting the Police Department. Handled civil rights litigation brought against the department. Provided advice on internal affairs and personnel investigations, use of force matters and departmental policies. Provided departmental training to law enforcement personnel on an ongoing basis in all aspects of civil and municipal law.

1987-1990  Deputy City Attorney, City of Santa Ana
Handled municipal litigation, prosecutorial and advisory functions. Advised and represented Personnel, Planning, Building and Safety, Housing, Fire and Parks and Recreation departments. Prepared and reviewed City contracts and documents and provided training to City staff.

1984-1987  Deputy District Attorney, County of Riverside
Prosecuted all manner of misdemeanor and felony cases. Tried in excess of 100 court and jury trials and supervised various branch court operations.
Professional Activities:

- Arbitrator - County of Riverside and Riverside Sheriffs’ Association
- Arbitrator – South Coast Water District
- Hearing Officer - Kern County Employees’ Retirement Association, Los Angeles County Employees’ Retirement Association, San Bernardino Employees’ Retirement Association, San Diego County Employees Retirement Association
- Arbitrator/ Mediator - American Arbitration Association
- Mediator, California Department of Fair Employment and Housing
- Mediator, Orange County Superior Court
- Judge Pro Tem for North San Diego County Court
- Peace Officer Standards and Training (POST) certified instructor
- Police Legal Advisor: Banning Police Department
- Orange County Police Legal Advisor’s Committee
- Consultant: Cleveland Police Department
- Consultant: Coachella Police Department
- Consultant: Inglewood Police Department
- Consultant: Rock Island Police Department
- Consultant: San Diego County District Attorney Investigative Unit
- California Peace Officers Association Legal Advisors Committee
- Consultant/Investigator: City of Vista
- Faculty: National College of District Attorneys
- Faculty: National Association of Attorneys General
- Adjunct Professor: California Western School of Law
- American Association of Port Authorities Law Review Committee
- Vermont Village Community Development Corporation Board of Directors
- Vermont Village Human Services Corporation Board of Directors
- North County Ten Point Gang Prevention Program
- Take the Challenge Mentoring Program (Carlsbad/San Dieguito School Districts)
- EYE Counseling and Crisis Center Board of Directors
- Vista Community Clinic Advisory Board
- League of California Cities Municipal Law Handbook Editor
- Martin Luther King Middle School Street Law Program
- League of California Cities Legislative Committee
- North San Diego County Bar Domestic Violence Program
- Inland Empire Latino Lawyers Association Legal Services Program
- Riverside County Bar Housing Clinic/Public Law Service Corporation
- Los Angeles County Bar Public Counsel Pro Bono Legal Services
- National Bar Association
- Earl B. Gilliam Bar Association
- Richard T. Fields Bar Association