

COMMISSION ON POLICE PRACTICES

SPECIAL MEETING AGENDA

Tuesday, July 12, 2022

5 p.m. – 7 p.m.

Remote Meeting Zoom Webinar Platform

<https://sandiego.zoomgov.com/j/1606990911?pwd=QoF1MEdmSGNZeFpjOm9pL2sv>

Passcode: R9WBmm

or

Phone: 1 669 254 5252 or 833 568 8864 (Toll Free)

Webinar ID: 160 699 0911

Passcode: 676857

COVID- 19 PUBLIC SERVICE ANNOUNCEMENT REGARDING MEETING ACCESS AND PUBLIC COMMENT:

Until further notice, Commission on Police Practices meetings will be conducted pursuant to the provisions of California Government Code Section 54953 (e), added by Assembly Bill 361, which suspends certain requirements of the Ralph M. Brown Act. During the current State of Emergency and in the interest of public health and safety, all Commission on Police Practices meetings will take place via teleconferencing. All Commissioners and members of Commission staff will participate in Commission on Police Practices meetings via teleconferencing.

Please see the rules/procedures for submitting public comment and/or for joining the webinar as an attendee at the bottom of the agenda. Public comment **will be limited** to the topic of this special meeting which is the discussion and consideration of bifurcating the Commission's Deputy Executive Director position.

This meeting will be available on the City's YouTube page the day after the meeting and can be accessed by clicking [here](#).

- I. CALL TO ORDER/WELCOME (1st Vice Chair Doug Case)
- II. PURPOSE OF THE COMMISSION ON POLICE PRACTICES (1ST Vice Chair Doug Case)
- III. ROLL CALL (Interim Executive Director Sharmaine Moseley)
- V. SPECIAL MEETING TOPIC: Bifurcation of the Commission's Deputy Executive Director position so the recruitment is for a community engagement coordinator position and a Deputy Executive Director position for the Office of the Commission on Police Practices

Presentations by 1st Vice Chair Doug Case and Interim Executive Director Sharmaine Moseley

- VI. PUBLIC COMMENTS

Important note: Public comments are limited to the topic discussed in this meeting and will be limited to 2 minutes depending on the number of comments submitted. If there are many people in the queue, comments may be limited to 1 minute. Please avoid unnecessary repetition. Once your time has ended, you will be moved out of the queue and your phone will be muted.

VII. DISCUSSION & ACTION ITEM ON THE SPECIAL MEETING TOPIC

The Commissioners will consider the topic of this meeting and vote on how to proceed with the position.

IV. ADJOURNMENT

Materials Provided:

- Deputy Executive Director Recruitment Brochure
- Job Description for the Deputy Executive Director Position

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 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 may submit their comments using the [webform](#). If using the webform, indicate the agenda item number you wish to submit a comment for. Instructions for word limitations and deadlines are noted on the [webform](#). On the [webform](#), members of the public should select Commission on Police Practices (even if the public comment is for a Commission on Police Practices Committee meeting).

The public may attend a meeting when scheduled by following the attendee meeting link provided 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 4pm the day prior and before 8am the day of the meeting** will be provided to the Commission or Committee and posted online with the meeting materials. All comments are limited to 200 words. 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.

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

Joining the webinar as an attendee:

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join.

<https://sandiego.zoomgov.com/j/1606990911?pwd=QoF1MEdmSGNZeFpjOm9pL2svcGMrOT09>

Passcode: R9WBmm

Or One tap mobile :

US: +16692545252,,1606990911#,,,*,676857# or +16692161590,,1606990911#,,,*,676857#

Or Telephone:

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: 160 699 0911

Passcode: 676857

International numbers available: <https://sandiego.zoomgov.com/u/aiohKxiM>

Or an H.323/SIP room system:

H.323: 161.199.138.10 (US West) or 161.199.136.10 (US East)

Meeting ID: 160 699 0911

Passcode: 676857

SIP: 1606990911@sip.zoomgov.com

Passcode: 676857



CITY OF SAN DIEGO

**Deputy
Executive Director
for the Commission on
Police Practices**

The City of



A nighttime photograph of the San Diego skyline, featuring several illuminated skyscrapers. The buildings are lit up with various colors, including white, blue, and green. The sky is dark, and the city lights reflect on the water in the foreground. A dark blue diagonal shape is overlaid on the bottom left of the image, containing the text.

THE CITY OF SAN DIEGO SEEKS A DEPUTY EXECUTIVE DIRECTOR FOR THE COMMISSION ON POLICE PRACTICES

The City of San Diego, California, is conducting a national search for a new Deputy Executive Director for the Commission on Police Practices. This high-profile community engagement and leadership position will report directly to the Executive Director of the Commission. This is a new position in a newly created department of the City, so if you have a passion for community engagement, building relationships, leading effective positive change in civilian oversight and law enforcement, and making a difference, this position is for you.

■ The City

With more than 1.4 million people, the City of San Diego is the eighth largest city in the United States and the second largest in California. The City of San Diego's strong economy, diverse population, great educational institutions, unsurpassed quality of life, and world-renowned location makes it the ideal place to work, live, and play. With its great weather, miles of sandy beaches, and major attractions, San Diego has something to offer for everyone.

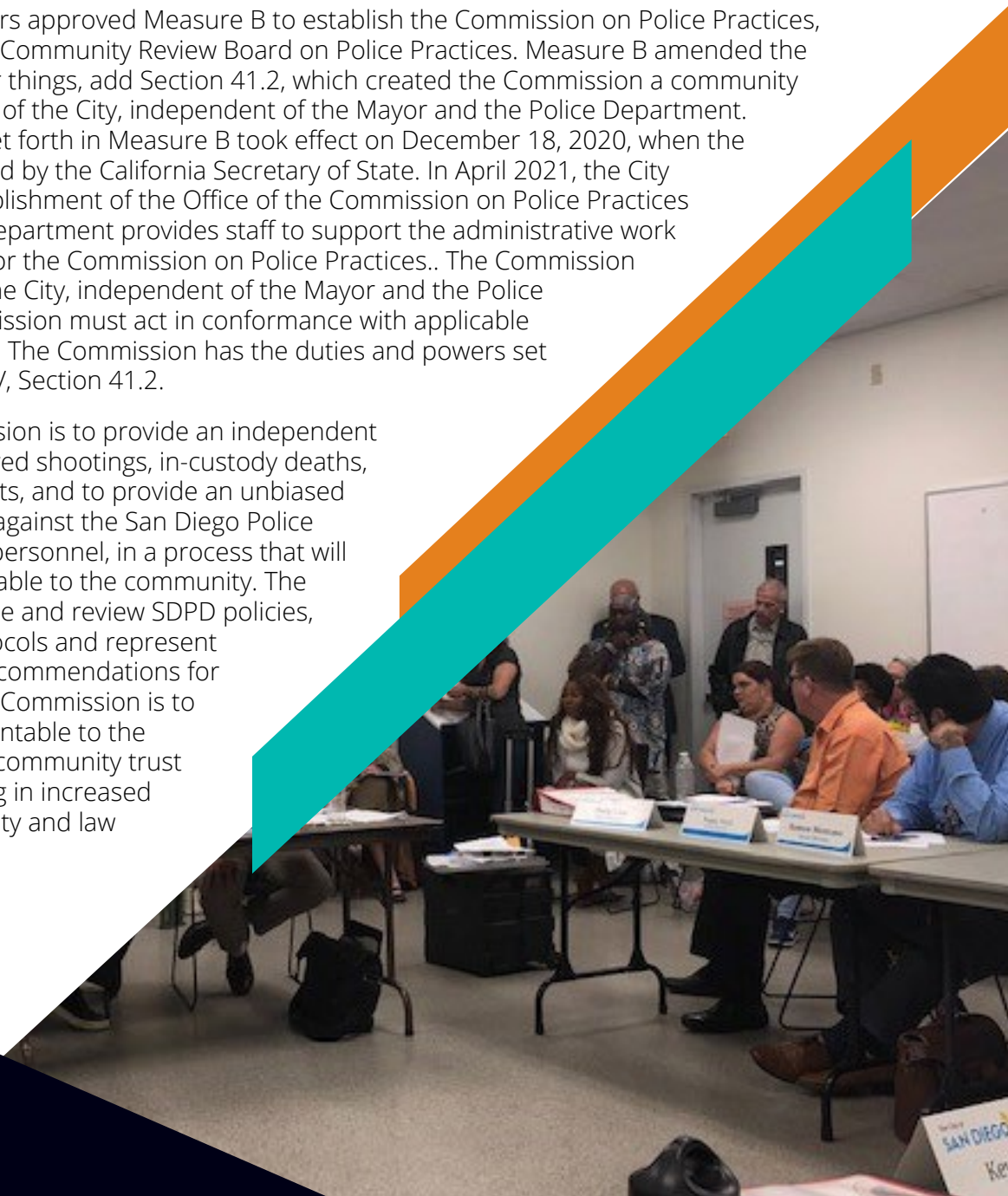
The City's Mission, as found in our Strategic Plan, is "To Effectively Serve and Support Our Communities." Our core values are Integrity, Service, People, and Excellence. The City's Vision is "A World-Class City for All."

As one of the region's largest employers, the City of San Diego has a combined Fiscal Year 2021 operating and capital budget of approximately \$4.0 billion and employs approximately 11,800 highly dedicated employees. Additional information about the City of San Diego can be obtained on the City's website: www.sandiego.gov.

■ Commission And Role

In November 2020, City voters approved Measure B to establish the Commission on Police Practices, which superseded the City's Community Review Board on Police Practices. Measure B amended the City Charter to, among other things, add Section 41.2, which created the Commission a community oversight investigatory body of the City, independent of the Mayor and the Police Department. The Charter amendments set forth in Measure B took effect on December 18, 2020, when the amendments were chaptered by the California Secretary of State. In April 2021, the City Council authorized the establishment of the Office of the Commission on Police Practices as a City department. This department provides staff to support the administrative work and day-to-day operations for the Commission on Police Practices.. The Commission is an investigatory body of the City, independent of the Mayor and the Police Department, and the Commission must act in conformance with applicable federal, state, and local laws. The Commission has the duties and powers set forth in City Charter, Article V, Section 41.2.

The purpose of the Commission is to provide an independent investigation of officer-involved shootings, in-custody deaths, and other significant incidents, and to provide an unbiased evaluation of all complaints against the San Diego Police Department (SDPD) and its personnel, in a process that will be transparent and accountable to the community. The Commission will also evaluate and review SDPD policies, practices, training, and protocols and represent the community in making recommendations for changes. The mission of the Commission is to hold law enforcement accountable to the community and to increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.



■ The Position

Under the supervision and guidance of the Executive Director, the Deputy Executive Director coordinates direction and policy decisions in close collaboration with the Commission on Police Practices. The Deputy Executive Director is expected to be a seasoned executive who is comfortable making decisions and stepping in for the Executive Director when necessary and working with diverse communities in San Diego. The diverse communities may include but not limited to LGBTQ+, mental illness, drug usage, immigrant communities, unhoused, faith, youth, and communities of color.

The Deputy Executive Director will be responsible for:

- » Leading efforts to expand awareness and increase community input that informs and shapes the Commission on Police Practices' work and mission.
- » Establishing, building, developing and maintaining effective relationships with a wide variety of communities in San Diego, including but not limited to community-based organizations, law enforcement agencies, city officials, staff, and other stakeholders.
- » Providing inclusive and meaningful ways for all people in the City of San Diego to engage and influence decisions that impact them through the San Diego Police Department.
- » Working with Commissioners to plan, organize, and facilitate a wide range of community engagement events, activities and forums intended to increase the transparency and accountability of the Commission's work and focused on community building and on improving interactions between community members and law enforcement.
- » Hiring, managing, and supervising the Commission's Mediation Coordinator.
- » Managing and updating the Commission's website to increase transparency.
- » Representing the Department before a variety of governing bodies with the City, including oversight entities, City Council, and working closely with elected officials, community leaders and representatives to achieve resolution and make decisions.
- » Representing the Department at various community forums and meetings.
- » Coordinating meetings, special projects, and events.
- » Preparing reports & presentations to educate stakeholders about the work of the Commission.
- » Soliciting input to learn about community experiences with members of the San Diego Police Department to better understand and address concerns.
- » Performing related duties as assigned.

Finally, the Deputy Executive Director will be expected to fulfill the duties of the Executive Director when the Executive Director is absent for any reason, and whenever there is a vacancy in the Executive Director position.





■ Ideal Candidate

The ideal candidate will have experience cultivating and building relationships across diverse community groups, thrive in a team-based work environment, work efficiently under pressure, and be able to meet deadlines. The ideal candidate will also be outcome-oriented, pro-active, and solutions-focused, and demonstrate effective decision-making, adaptability and creativity. The ideal candidate will also have strong organizational and scheduling skills. The ideal candidate will also be detail-orientated and can work independently. The ideal candidate will also have good written and oral communication skills, including experience preparing written reports & making presentations to diverse communities, city officials, boards and commissions, and law enforcement. Additionally, the ideal candidate will have strong experience working with diverse communities and will have identified ways and best practices to engage community members successfully.

The ideal candidate will also have a high level of political acumen and ability to operate in an unbiased manner. The ideal candidate will have strong leadership and management skills with the ability to successfully interact and work with a wide variety of stakeholders that includes community organizations, law enforcement, city officials, and/or boards and commissions. The ideal candidate will also be a proactive listener, open minded, engaged, patient, empathetic, calm, warm and welcoming, and embrace diversity. The ideal candidate will also be trustworthy, organized, skilled in conflict resolution, transparent, responsive, and thick skinned.

■ Education And Experience

Competitive candidates will possess a Bachelor's degree from an accredited university or college (required); additionally; conversational fluency in Spanish (desired); 5 years of progressively responsible experience in a community engagement setting (preferred); and 5 years of full-time professional level administrative experience, which includes proficiency in Microsoft Office applications, including Outlook, Word and Excel; 5 years managerial and supervisory experience also preferred.

■ Compensation And Benefits

The compensation and benefits package will be competitive and negotiable depending on the experience and qualifications of the chosen candidate. A reasonable expectation for this position is between **\$120,000-145,000** annually. The successful candidate will be eligible for participation in the City's Flexible Benefits Plan, which offers several optional benefit plans or a taxable cash option; \$50,000 in City-paid life insurance; paid annual leave accruing at 22 days per year the 1st through the 15th year of service. For further information, please contact the Risk Management Department at (619) 236-6600. Retirement benefits for this unclassified position depend on the candidate's eligible status (new hire, rehire, etc.). To learn more about employee benefits, please review the Benefits Summary for Unclassified Employees: <https://www.sandiego.gov/sites/default/files/benefits-summary-unclassified-employees.pdf>. Some benefits currently offered to employees may be modified in the future.

■ Application And Selection Procedure

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues) by the first resume review date of **Wednesday, May 25, 2022**. Resume should reflect years and months of employment, beginning/ending dates, as well as the size of staff and budgets you have managed.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2006>

For further information contact:

David Niemeyer

CPS HR Consulting

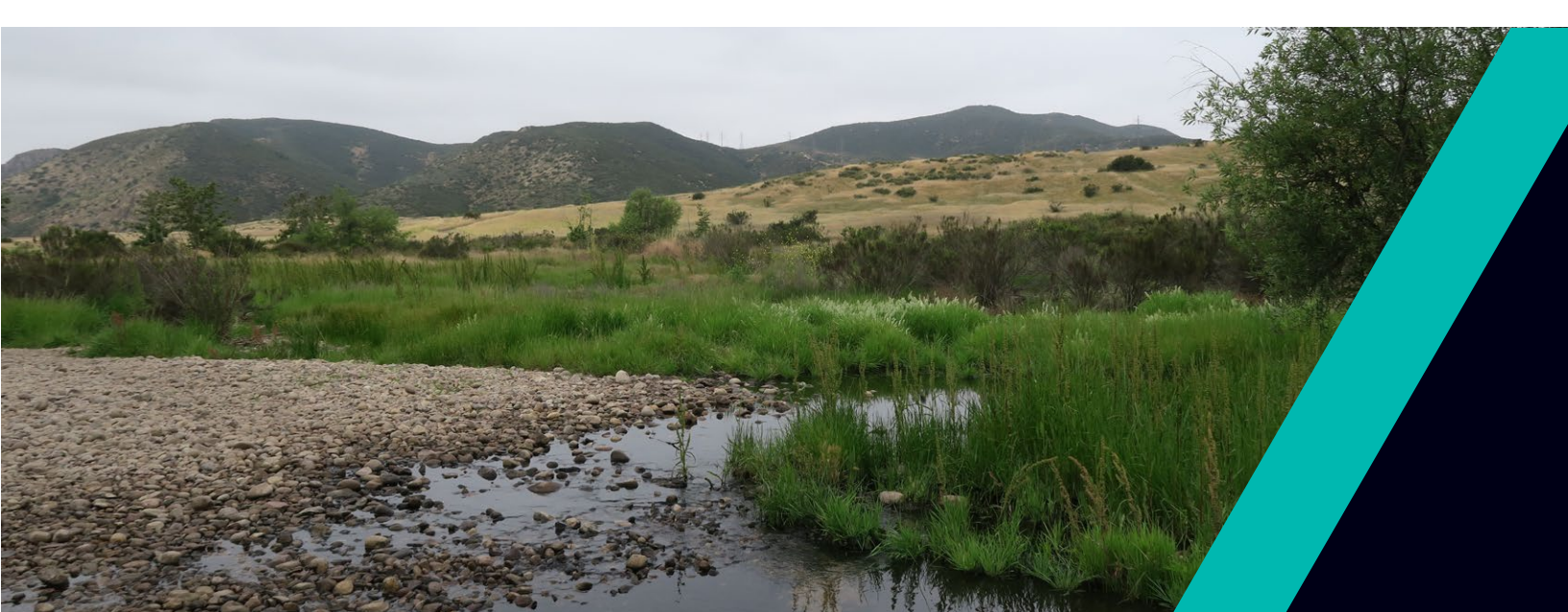
(916) 471-3326

dniemeyer@cpshr.us

Website: www.cpshr.us



Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed most qualified will be referred to the City. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.



COVID-19 Vaccination Requirement:

- » The City of San Diego requires all employees to be fully vaccinated against COVID-19 by December 1, 2021.
- » Candidates may need to be fully vaccinated against COVID-19 by their start date in accordance with City policy. "Fully vaccinated" means a person has received, at least 14 days prior, either the second dose in a two-dose COVID-19 vaccine series or a single-dose COVID-19 vaccine. Acceptable COVID-19 vaccines must either be approved by the U.S. Food and Drug Administration (FDA) or authorized for emergency use by the FDA or the World Health Organization. Candidates who receive a conditional job offer will be required to provide proof of their COVID-19 vaccination.
- » Employees and candidates with a disability or medical condition that makes it medically inadvisable for them to receive a COVID-19 vaccine, as verified by their healthcare provider, or those with a sincerely held religious belief, observance, or practice that prevents them from receiving a COVID-19 vaccine, may request reasonable accommodation and exemption from the COVID-19 vaccination requirement. Candidates who receive a conditional job offer and wish to make such a request for accommodation will be provided with more information. The City will review requests for medical and religious accommodation on a case-by-case basis in accordance with the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964, and the California Fair Employment and Housing Act (FEHA). A candidate's start date may be adjusted to allow for the accommodation process.



The City of
SAN DIEGO

Office of the Commission on Police Practices
Assistant Executive Director
Job Description

The City:

With more than 1.4 million people, the City of San Diego is the eighth largest city in the United States and the second largest in California. The City of San Diego's strong economy, diverse population, great educational institutions, unsurpassed quality of life, and world-renowned location makes it the ideal place to work, live, and play. With its great weather, miles of sandy beaches, and major attractions, San Diego has something to offer for everyone.

The City's Mission, as found in our Strategic Plan, is "To Effectively Serve and Support Our Communities." Our core values are Integrity, Service, People, and Excellence. The City's Vision is "A World-Class City for All."

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The Department:

The Office of the Commission on Police Practices is a City department that provides staff to support the work of the Commission on Police Practices. City voters established the Commission by their approval of Measure B, on November 3, 2020, which added City Charter section 41.2 and took effect on December 18, 2020. The Commission is an investigatory body of the City, independent of the Mayor and the Police Department, and the Commission must act in conformance with applicable federal, state, and local laws. The Commission has the duties and powers set forth in City Charter section 41.2.

The purpose of the Commission is to provide an independent investigation of officer-involved shootings, in-custody deaths and other significant incidents, and to provide an unbiased evaluation of all complaints against the San Diego Police Department (SDPD) and its personnel, in a process that will be transparent and accountable to the community. The Commission will also evaluate and review SDPD policies, practices, training, and protocols and represent the community in making recommendations for changes. The mission of the Commission is to hold law enforcement accountable to the community and to increase community trust in law enforcement, resulting in increased safety for both the community and law enforcement.

The Position:

Under the supervision and guidance of the Executive Director, the Assistant Executive Director coordinates direction and policy decisions in close collaboration with the Commission on Police Practices. The Assistant Executive Director is expected to be a seasoned executive who is comfortable making decisions and stepping in for the Executive Director when necessary and

work with diverse communities in San Diego. The diverse communities may include but not limited to LGBTQ+, mental illness, drug usage, immigrant communities, unhoused, faith, youth, and communities of color.

The Assistant Executive Director will also be responsible for:

- Leading efforts to expand awareness and increase community input that informs and shapes the Commission on Police Practices' (CPP) work and mission
- Establish, build, develop and maintain effective relationships with a wide variety of communities in San Diego, including but not limited to community-based organizations, law enforcement agencies, city officials, staff, and other stakeholders
- Providing inclusive and meaningful ways for all people in the City of San Diego to engage and influence decisions that impact them through the San Diego Police Department
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- Managing and supervising the Commission's Mediation Coordinator
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- Representing the Department before a variety of governing bodies with the City, including oversight entities, City Council, and working closely with elected officials, community leaders and representatives to achieve resolution and make decisions
- Representing the Department at various community forums and meetings
- Coordinating meetings, special projects, and events
- Preparing reports & presentations to educate stakeholders about the work of the Commission
- Soliciting input to learn about community experiences with members of the San Diego Police Department to better understand and address concerns
- Performing related duties as assigned

Finally, the Assistant Executive Director will be expected to fulfill the duties of the Executive Director when the Executive Director is absent for any reason, and whenever there is a vacancy in the Executive Director position.

The ideal candidate will have a minimum of three years of experience cultivating and building relationships across diverse community groups, thrive in a team-based work environment, work efficiently under pressure, be able to meet deadlines, outcome-oriented, pro-active and solutions-focused, demonstrate effective decision-making, adaptability, creativity, and have good written and oral communication skills. Additionally, the ideal candidate will have strong experience working with diverse communities and will have identified ways and best practices to engage community members successfully.

Qualifications:

The ideal candidate will possess the following qualifications:

- A demonstrated ability and success in working in a cooperative, collaborative, non-adversarial environment
- 5 years of full-time professional level administrative, managerial, and supervisory experience
- Strong experience and background actively seeking participation from a diverse range of community advocacy groups
- Excellent problem-solving skills, with the ability to proactively identify and support creative and viable solutions
- Strong interpersonal leadership skills with the ability to successfully interact and work with a wide variety of stakeholders that includes community organizations, law enforcement, city officials, and/or boards and commissions
- Experience preparing written reports & making presentations to diverse communities, city officials, boards and commissions, and law enforcement
- High level of political acumen and ability to operate in an unbiased manner
- A Bachelor's degree in the social sciences, including psychology, sociology, political science or a related field (required); a Master's or terminal degree in social sciences (preferred); additionally; conversational fluency in Spanish (preferred); and 5 years of progressively responsible experience in a community engagement setting (preferred)