

COMMISSION ON POLICE PRACTICES
Wednesday, January 8, 2025
4:30pm-7:30pm

REGULAR BUSINESS MEETING
AGENDA
Procopio Towers Building
Conference Room
525 B Street
San Diego, CA 92101

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

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

The link to join the meeting by computer, tablet, or smartphone at 4:30pm is:

<https://sandiego.zoomgov.com/j/1610950576>

Meeting ID: 161 095 0576

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

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

or more people to 15 minutes or less.

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

Virtual Platform Public Comment to a Particular Item or Matters Not on the Agenda: When the Chair introduces the item you would like to comment on (or indicates it is time for Non-Agenda Public Comment), raise your hand by either tapping the "Raise Your Hand" button on your computer, tablet, or Smartphone, or by dialing *9 on your phone. You will be taken in the order in which you raised your hand. You may only speak once on a particular item. When the Chair indicates it is your turn to speak, click the unmute prompt that will appear on your computer, tablet or Smartphone, or dial *6 on your phone. The virtual queue will close when the last virtual speaker finishes speaking or 5 minutes after in-person testimony ends, whichever happens first.

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

The public may attend a meeting when scheduled by following the attendee meeting link provided above. To view a meeting archive video, click [here](#). Video footage of each Commission meeting is posted online [here](#) within 24-48 hours of the conclusion of the meeting.

Comments received no later than 11 am the day of the meeting will be distributed to the Commission on Police Practices. Comments received after the deadline described above but before the item is called will be submitted into the written record for the relevant item.

Written Materials: You may alternatively submit via U.S. Mail to Attn: Office of the Commission on Police Practices, 525 B Street, Suite 1725, San Diego, CA 92101. Materials submitted via U.S. Mail must be received the business day prior to the meeting to be distributed to the Commission on Police Practices.

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

- I. CALL TO ORDER/WELCOME (Chair Doug Case)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. PURPOSE OF THE COMMISSION ON POLICE PRACTICES
 The purpose of the Commission on Police Practices (CPP or Commission) is to provide independent community oversight of SDPD, directed at increasing community trust in SDPD & increasing safety for community and officers. The purpose of the Commission is also to perform independent investigations of officer-involved shootings, in-custody deaths and other significant incidents, and an unbiased evaluation of all complaints against members of SDPD and its personnel in a process that will be transparent and accountable to the community. Lastly, the Commission also evaluates the review of all SDPD policies, practices, trainings, and protocols and represents the community in making recommendations for changes.
- IV. APPROVAL OF MEETING MINUTES (Chair Case)
 - A. CPP Regular Meeting Minutes of December 4, 2024
 - B. CPP Regular Meeting Minutes of December 11, 2024
- V. NON-AGENDA PUBLIC COMMENT
 (Community Outreach Coordinator Yasmeen Obeid)
- VI. CHAIR REPORT (Chair Case)
- VII. STAFF REPORT (Chief Investigator Olga Golub)
- VIII. 1st and 2nd Vice Chair Elections (Chair Case)
 - A. 1st Vice Chair Nominations
 - A. Nominations
 - B. Public Comment
 - C. Discussion
 - D. Action: Vote on 1nd Vice Chair
 - B. 2nd Vice Chair Nominations
 - A. Nominations
 - B. Public Comment
 - C. Discussion
 - D. Action: Vote on 2nd Vice Chair
- IX. EXECUTIVE COMMITTEE REPORT (Chair Case)
 - A. CPP Meetings Update—Executive Committee Votes (Commissioner Ada Rodriguez)
 - A. CPP Business Meetings
 - B. CPP Case Review Meetings
 - B. Community Hearings Delay (Commissioner Rodriguez)
 - A. Public Comment
 - B. Discussion
 - C. Action—Vote to delay Community Hearings due to lack of staff

- C. Standing Committee Updates (Commissioner Darlanne Mulmat)
 - A. Executive Committee voted to pause Standing Committee meetings, except Executive Committee and Outreach Committee, until staff hired
 - B. Public Comment
 - C. Discussion
 - D. CPP Meeting Calendar 2025 (Commissioner Mulmat)
 - A. Public Comment
 - B. Discussion
 - C. Action—Vote to approve 2025 CPP Meeting Calendar
 - E. Case Review Changes—Executive Committee Vote (Commissioner Bonnie Benitez)
 - A. Investigators lead Case Review
 - B. Public Comment
 - C. Discussion
 - F. Policy Priority Proposal (Commissioner Benitez)
 - A. Policy Manager will present at Retreat
 - B. Public Comment
 - C. Discussion
- X. RETREAT DATE(S) AND AGENDA(S) (Chair Case)
- A. Presentation
 - B. Public Comment
 - C. Discussion
 - D. Action
- XI. APPOINTMENT OF AD HOC PERSONNEL COMMITTEE (Chair Case)
- A. Presentation
 - B. Public Comment
 - C. Discussion
 - D. Action
- XII. COMMISSIONER COMMENTS (TIME PERMITTING)
- XIII. ADJOURNMENT

Materials Provided:

- DRAFT Minutes from Regular Meetings on December 4 and December 11, 2024
- Tentative CPP Meeting Calendar 2025
- Correspondence from Duane Bennett, former CPP Outside Counsel
- Correspondence from Paul Parker, former CPP Executive Director
- Resignation Email – Commissioner Brandon Hilpert
- Resignation Email – Commissioner Viviana Ortega

Access for People with Disabilities: As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations

required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Commission at (619) 236-6296 or commissiononpolicepractices@sandiego.gov.

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

**COMMISSION ON POLICE PRACTICES
REGULAR BUSINESS MEETING**

Wednesday, December 4, 2024

4:30pm-7:30pm

**Balboa Park Santa Fe room
2144 Pan American W. Road
San Diego, CA 92101**

Click <https://youtu.be/jQadAzyX7R4> to view this meeting on YouTube.

CPP Commissioners Present:

Chair Gloria Tran
1st Vice Chair Dennis Brown (virtual)
2nd Vice Chair Doug Case
John Armantrout
Bonnie Benitez
Alec Beyer
Cheryl Canson (arrived at 5:21pm)
Stephen Chatzky
Lupe Diaz (arrived at 4:40pm)
Jessica Dockstader

Armando Flores (arrived at 5:03pm)
Dwayne Harvey
Brandon Hilpert
Clovis Honoré
James Justus
Dan Lawton
Darlanne Mulmat
Viviana Ortega
Imani Robinson (arrived at 4:59pm)
Gonzalo Rocha-Vazquez
Ada Rodriguez

Excused:

None

Absent:

None

CPP Staff Present:

Paul Parker, Executive Director
Duane Bennett, CPP Outside Counsel (virtual)
Olga Golub, Chief Investigator
Ching-Yun Li, Investigator
Ethan Waterman, Investigator
Alina Conde, Executive Assistant
Jon’Nae McFarland, Administrative Assistant
Yasmeen Obeid, Community Engagement Coordinator

- I. CALL TO ORDER/WELCOME: Chair Gloria Tran called the meeting to order at 4:30 pm. The Commission on Police Practices unanimously voted for 1st Vice Chair Dennis Brown to attend the Regular Business Meeting virtually. The vote was 16-0-0.
Yays: Chair Tran, 2nd Vice Chair Case, Armantrout, Benitez, Beyer, Chatzky, Dockstader, Harvey, Hilpert, Honoré, Justus, Lawton, Mulmat, Ortega, Rocha-Vazquez, and Rodriguez
Nays: 0
Abstained: 0
Excused/Late Arrival: 1st Vice Chair Brown, Canson, Diaz, Flores, and Robinson
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. PURPOSE OF THE COMMISSION ON POLICE PRACTICES: The purpose of the Commission on Police Practices (CPP or Commission) is to provide independent community oversight of SDPD, directed at increasing community trust in SDPD & increasing safety for community and officers. The purpose of the Commission is also to perform independent investigations of officer-involved shootings, in-custody deaths and other significant incidents, and an unbiased evaluation of all complaints against members of SDPD and its personnel in a process that will be transparent and accountable to the community. Lastly, the Commission also evaluates the review of all SDPD policies, practices, trainings, and protocols and represents the community in making recommendations for changes.
- IV. APPROVAL OF MEETING MINUTES
- A. CPP Regular Meeting Minutes of November 20, 2024
1. **Motion:** Commissioner James Justus moved for approval of the CPP Regular Meeting Minutes of November 20, 2024. Commissioner Bonnie Benitez seconded the motion. The motion passed with a vote of 16-0-0.
Yays: 2nd Vice Chair Case, Armantrout, Benitez, Beyer, Chatzky, Dockstader, Harvey, Hilpert, Honoré, Justus, Lawton, Mulmat, Ortega, Robinson, Rocha-Vazquez, and Rodriguez
Nays: 0
Abstained: Chair Tran
Excused/Late Arrival: 1st Vice Chair Brown, Canson, Diaz, and Flores
- V. NON-AGENDA PUBLIC COMMENT
- In Person Public Comment:** “Francine Maxwell” (*Timestamp 2:26*) – Spoke to the Commission regarding an incident regarding traffic pursuits.
In Person Public Comment: “Paloma Cerna” (*Timestamp 4:35*) – Spoke to the Commission regarding change of culture of police conduct in the streets and in the jails.
- VI. CHAIR/CABINET REPORT
- Commissioner Octavio Aguilar has resigned from the Commission effective immediately.
 - 1st Vice Chair Dennis Brown has resigned from the Commission effective 12/31/2024.
 - Commentary made by Chair Gloria Tran regarding police pursuits ran in the San

VII. EXECUTIVE DIRECTOR REPORT

- Introduction for new OCPP Investigator Ethan Waterman.
- Regarding hiring freeze and city budgetary issues, still unsure how it will impact the OCPP. The OCPP will continue to keep three job openings available. The OCPP current number of applicants for each position are Deputy Executive Director (over 60 applicants), General Counsel (5 applicant), and Performance Auditor (over 40 applicants).
- Some of the budgetary issues that will be impacted may be contracts with the CPP.

VIII. SDPD POLICE SERVICE DOGS POLICY

A. Presentation (SDPD Lt. Nick Dedonato and Sgt. Zach Pfannenstiel) (*Timestamp 9:18-25:13*)

B. Public Comment

In Person Public Comment: “Francine Maxwell” (*Timestamp 25:40*) – Spoke on the true definition of de-escalation and when to have canines on the scene.

In Person Public Comment: “Patricia DeArman” (*Timestamp 28:56*) – Spoke on the incident regarding her brother and SDPD.

In Person Public Comment: “David DeArman” (*Timestamp 32:36*) – Spoke on the incident regarding his son. He also spoke on the use of deadly force and use of canines.

In Person Public Comment: “Keshawn Price” (*Timestamp 34:35*) – Spoke in regard to the information presented and what happens out in the community.

In Person Public Comment: “David Miguel Rico” (*Timestamp 37:48*) – Spoke on what the CPP has power to do .

In Person Public Comment: “Yusef Miller” (*Timestamp 44:11*) – Spoke on use of canines with people of color and training of dog handlers.

In Person Public Comment: “Tasha Williamson” (*Timestamp 47:21*) – Spoke on the distrust of the community with SDPD. She requests more information regarding statistics of canines deployed on people of color.

In Person Public Comment: “Michelle Woodson” (*Timestamp 51:38*) – Spoke on the distrust of the community with SDPD and use of force.

Virtual Public Comment: “Darwin Fishman” (*Timestamp 54:48*) – Spoke on an incident involving use of canines and who they target.

Virtual Public Comment: “John Doe UCLA” (*Timestamp 58:03*) – Spoke on how many officers who work in SDPD and don’t live in SDPD.

C. Discussion: (*Timestamp 1:01:20*)

IX. STANDING COMMITTEE UPDATES

A. Community Outreach Committee –Tabled

1. Meeting on November 21 Report

B. Public Comment - Tabled

C. Discussion - Tabled

X. COMMISSIONER COMMENTS

1. Commissioner Alec Beyer requested for an email shared by Executive Director regarding ride along waivers be added to an agenda for a future meeting. (*Timestamp 1:50:00*)

2. Commissioner Armando Flores requested for the Commission to further review the service dog policy. (*Timestamp 1:51:09*)

XI. CLOSED SESSION (NOT OPEN TO THE PUBLIC)

- A. Outside Counsel Duane Bennett led CPP into Closed Session
- B. Public Comment

In Person Public Comment: “Tasha Williamson” (*Timestamp 1:46:07*) – Spoke on an upcoming case that was submitted to IA and has possibly not been forwarded to CPP.

C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5-832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be posted on the Commission’s website at www.sandiego.gov/cpp or stated at the beginning of the Open Session meeting if the meeting is held on the same day.

- | | |
|-------|---|
| I. | San Diego Police Department Feedback on Case Specific Matters (0) |
| II. | Shooting Review Board Reports (0) |
| III. | Officer Involved Shooting (1) |
| IV. | Discipline Reports (1) |
| V. | In-Custody Death (0) |
| VI. | Case Review Group Reports (2) |
| VII. | Case-Specific Recommendations to the Mayor/Chief (1) |
| VIII. | Referrals to other governmental agencies authorized to investigate activities of a law enforcement agency (0) |
| IX. | Legal Opinion(s) Request & Response (0) |

- II. REPORT OUT FROM CLOSED SESSION (7:27 pm): Outside Counsel Duane Bennett reported that there was no reportable action.
- III. ADJOURNMENT: The meeting adjourned at 7:30 pm.

**COMMISSION ON POLICE PRACTICES
REGULAR BUSINESS MEETING**

Wednesday, December 11, 2024

4:30pm-7:30pm

**Balboa Park Santa Fe room
2144 Pan American W. Road
San Diego, CA 92101**

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

CPP Commissioners Present:

Chair Gloria Tran (virtual)

1st Vice Chair Dennis Brown

2nd Vice Chair Doug Case

Bonnie Benitez

Alec Beyer

Cheryl Canson (arrived at 5:15pm and left at 6:30pm)

Stephen Chatzky

Lupe Diaz (arrived at 4:36pm)

Armando Flores (arrived at 4:35pm)

Dwayne Harvey (arrived at 5:00pm)

Brandon Hilpert

Clovis Honoré

James Justus

Dan Lawton

Darlanne Mulmat

Imani Robinson

Gonzalo Rocha-Vazquez

Ada Rodriguez

Excused:

John Armantrout

Jessica Dockstader

Absent:

Viviana Ortega

CPP Staff Present:

Paul Parker, Executive Director

Duane Bennett, CPP Outside Counsel (virtual)

Olga Golub, Chief Investigator

Ching-Yun Li, Investigator

Ethan Waterman, Investigator

Aaron Burgess, Policy Manager

Alina Conde, Executive Assistant

Jon’Nae McFarland, Administrative Assistant

Yasmeen Obeid, Community Engagement Coordinator (virtual)

- I. CALL TO ORDER/WELCOME: Chair Gloria Tran called the meeting to order at 4:32 pm. The Commission on Police Practices unanimously voted for Chair Gloria Tran to attend the Regular Business Meeting virtually. The vote was 10-0-0.
Yays: 1st Vice Chair Brown, 2nd Vice Chair Case, Benitez, Chatzky, Hilpert, Honoré, Justus, Lawton, Mulmat, and Rodriguez
Nays: 0
Abstained: 0
Excused/Late Arrival: Chair Tran, Armantrout, Beyer, Canson, Diaz, Dockstader, Flores, Harvey, Ortega, Robinson, and Rocha-Vazquez
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. PURPOSE OF THE COMMISSION ON POLICE PRACTICES: The purpose of the Commission on Police Practices (CPP or Commission) is to provide independent community oversight of SDPD, directed at increasing community trust in SDPD & increasing safety for community and officers. The purpose of the Commission is also to perform independent investigations of officer-involved shootings, in-custody deaths and other significant incidents, and an unbiased evaluation of all complaints against members of SDPD and its personnel in a process that will be transparent and accountable to the community. Lastly, the Commission also evaluates the review of all SDPD policies, practices, trainings, and protocols and represents the community in making recommendations for changes.
- IV. NON-AGENDA PUBLIC COMMENT
In Person Public Comment: “Tony Carolino” (*Timestamp 3:17*) Spoke regarding an incident involving his brother and the SDPD.
In Person Public Comment: “Kate Yavenditti” (*Timestamp 6:03*) Spoke regarding the comments by Chair Tran in the newspaper and other articles.
Virtual Public Comment: “Darwin Fishman” (*Timestamp 7:16*) Spoke thanked the CPP for its work and engaging with and including the public.
- V. CHAIR REPORT – Tabled.
- VI. EXECUTIVE DIRECTOR REPORT
 - The OCPP can move forward with hiring of positions. Working on a short term outside counsel contract for the interim. The current number of applicants for each position are Deputy Executive Director, General Counsel, and Performance Auditor.
- VII. INDEPENDENT CIVILIAN AUDIT FOR SAN DIEGO POLICE DEPARTMENT COMPLAINT INVESTIGATIONS FOR THE COMMISSION ON POLICE PRACTICES 2020-2023
 - A. Introduction by Chief Investigator Olga Golub (*Timestamp 13:54*)
 - B. Presentation (Outside Investigator Jerry Threet) (*Timestamp 15:10*)
 - C. Public Comment
In Person Public Comment: “Kate Yavenditti” (*Timestamp 1:05:24*) Commended the report and recommendations by Jerry Threet.
Virtual Public Comment: “Colleen Kusak” (*Timestamp 1:06:50*) Spoke on statistics of traffic court, infractions, and reasons for pull over.

D. Discussion (*Timestamp 1:09:38*)

VIII. CLOSED SESSION (NOT OPEN TO THE PUBLIC)

A. Outside Counsel Duane Bennett led CPP into Closed Session

B. Public Comment - None

C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

Discussion & Consideration of Complaints & Reports: Pursuant to Government Code Section 54957 to discuss complaints, charges, investigations, and discipline (unless the employee requests an open public session) involving San Diego Police Department employees, and information deemed confidential under Penal Code Sections 832.5-832.8 and Evidence Code Section 1040. Reportable actions for the Closed Session items on the agenda will be posted on the Commission's website at www.sandiego.gov/cpp or stated at the beginning of the Open Session meeting if the meeting is held on the same day.

I. San Diego Police Department Feedback on Case Specific Matters (0)

II. Shooting Review Board Reports (0)

III. Officer Involved Shooting (0)

IV. Discipline Reports (0)

V. In-Custody Death (0)

VI. Case Review Group Reports (0)

VII. Case-Specific Recommendations to the Mayor/Chief (1)

VIII. Referrals to other governmental agencies authorized to investigate activities of a law enforcement agency (0)

IX. Legal Opinion(s) Request & Response (0)

IX. REPORT OUT FROM CLOSED SESSION (6:55 pm): Outside Counsel Duane Bennett reported two notable actions. The Commission voted 17-0-0 to decline to make a finding based upon a case reviewed based upon the woeful inadequacy of the investigation. The second action voted 12-1-4 to send a letter to the Chief regarding the issues with the investigation and the inadequacy of the investigation. That action will be made public through the Closed Session Report at the appropriate time.

X. ADJOURNMENT: The meeting adjourned at 7:00 pm.



COMMISSION ON POLICE PRACTICES

COMMISSION ON POLICE PRACTICES MEETINGS CALENDAR

January 8, 2025 4:30pm-7:30pm	Regular Business Meeting Procopio Towers – Conference Room 525 B Street, San Diego, CA 92101
January 22, 2025 4:30pm-7:30pm	Regular Business Meeting Balboa Park - Santa Fa Room 22144 Pan American W. Road, San Diego, CA 92101
January 25, 2025 10:00am-2:30pm	CPP Planning Retreat Procopio Towers- Conference Room 525 B Street, San Diego, CA 92101
February 5, 2025 4:30pm-7:30pm	Regular Business Meeting Live Well San Diego 5101 Market Street, San Diego, CA 92114
February 19, 2025 4:30pm-7:30pm	Regular Business Meeting Live Well San Diego 5101 Market Street, San Diego, CA 92114
March 5, 2025 4:30pm-7:30pm	Regular Business Meeting Live Well San Diego 5101 Market Street, San Diego, CA 92114
March 19, 2025 4:30pm-7:30pm	Regular Business Meeting Live Well San Diego 5101 Market Street, San Diego, CA 92114
April 2, 2025 4:30pm-2:30pm	Regular Business Meeting Live Well San Diego 5101 Market Street, San Diego, CA 92114
April 16, 2025 4:30pm-7:30pm	Regular Business Meeting Tentative: Balboa Park – Santa Fe Room 2144 Pan American W. Road, San Diego, CA 92101

May 7, 2025 4:30pm-7:30pm	Regular Business Meeting Tentative: Balboa Park – Santa Fe Room 2144 Pan American W. Road, San Diego, CA 92101
May 21, 2025 4:30pm-2:30pm	Regular Business Meeting Tentative: Balboa Park- Santa Fe Room 2144 Pan American W. Road, San Diego, CA 92101
June 4, 2025 4:30pm-7:30pm	Regular Business Meeting Tentative: Balboa Park – Santa Fe Room 2144 Pan American W. Road, San Diego, CA 92101
June 18, 2025 4:30pm-7:30pm	Regular Business Meeting Tentative: Balboa Park – Santa Fe Room 2144 Pan American W. Road, San Diego, CA 92101
July 2, 2025 4:30pm-2:30pm	Regular Business Meeting Tentative: Balboa Park- Santa Fe Room 2144 Pan American W. Road, San Diego, CA 92101
July 16, 2025 4:30pm-7:30pm	Regular Business Meeting No Location No Location
August 6, 2025 4:30pm-7:30pm	Regular Business Meeting No Location No Location
August 20, 2025 4:30pm-2:30pm	*Regular Business Meeting Tentative: Balboa Park- Santa Fe Room 2114 Pan American W. Road, San Diego, CA 92101
September 3, 2025 4:30pm-7:30pm	Regular Business Meeting Tentative: Balboa Park- Santa Fe Room 2114 Pan American W. Road, San Diego, CA 92101
September 17, 2025 4:30pm-7:30pm	Regular Business Meeting Tentative: Balboa Park- Santa Fe Room 2114 Pan American W. Road, San Diego, CA 92101
October 1, 2025 4:30pm-2:30pm	Regular Business Meeting Tentative: Balboa Park- Santa Fe Room 2114 Pan American W. Road, San Diego, CA 92101

October 15, 2025
4:30pm-7:30pm

Regular Business Meeting
Tentative: Balboa Park- Santa Fe Room
2114 Pan American W. Road, San Diego, CA 92101

November 5, 2025
4:30pm-7:30pm

Regular Business Meeting
Tentative: Balboa Park- Santa Fe Room
2114 Pan American W. Road, San Diego, CA 92101

November 19, 2025
4:30pm-7:30pm

Regular Business Meeting
Tentative: Balboa Park- Santa Fe Room
2114 Pan American W. Road, San Diego, CA 92101

December 3, 2025
4:30pm-2:30pm

Regular Business Meeting
No Location
No Location

December 17, 2025
4:30pm-7:30pm

Regular Business Meeting
Tentative: Balboa Park- Santa Fe Room
2114 Pan American W. Road, San Diego, CA 92101

From: Case, Doug <DCase@sandiego.gov>

Sent: Thursday, December 26, 2024 9:09 PM

To: Duane Bennett <debennettlaw@gmail.com>; Parker, Paul <PRParker@sandiego.gov>

Subject: Farewell Memos

Paul and Duane,

Thank you for agreeing to my request to send a memo with your recommendations for CPP in the future. I will include these with the meeting packet for our Jan. 8 meeting.

You can include whatever you think is most appropriate. Some possible topics are:

A summary of your accomplishments during your service to the CPP

How the Commission can set up the new Executive Director and General Counsel for success.

Changes to procedures or structure you believe would be beneficial to the long-term success of the Commission

Feedback on the direction of the CPP and if you perceive that any course correction is necessary

Specific recommendations regarding upcoming activities/decisions (including Operating Procedures)

I think this will be beneficial to help the Commission move forward in a positive way.

I know that each of you have felt at times that your expertise was not fully respected.

Please know that every Commissioner I have talked to has tremendous respect for you and gratitude for how you have helped the Commission lay its foundation.

Thank you and Happy New Year.

Doug Case

Duane E. Bennett

Attorney At Law

P.O. Box 942

Poway, California

92074

(858) 693-4237-phone/fax

debennettlaw@gmail.com

December 31, 2024

Chair Gloria Tran
Vice-Chair Dennis Brown
Vice-Chair Doug Case
Commission on Police Practices
RE: Request for Exit Memorandum

Second Vice-Chair Doug Case has requested an exit memorandum concerning my departure as Outside Counsel for the Commission on Police Practices, and any further legal recommendations regarding the Commission. In particular, Vice-Chair Case has requested recommendations regarding:

- *How the Commission can set up the new Executive Director and General Counsel for success.*
- *Changes to procedures or structure you believe would be beneficial to the long-term success of the Commission.*
- *Feedback on the direction of the CPP and if you perceive that any course correction is necessary.*
- *Specific recommendations regarding upcoming activities/decisions (including Operating Procedures).*

When Paul Parker served as Executive Director for CLERB, I had the opportunity to serve as primary Legal Counsel for CLERB. I declined the opportunity in order to focus on my work as Outside Counsel for this commission. I have since continued to serve CLERB as Independent Counsel. Although I will remain as Independent Counsel to CLERB, I felt that it was necessary to terminate my contract as Outside Counsel for the CPP.

In summary, I decided on the termination of my contract with the City based on several factors. At the outset, my job as a government attorney, city attorney, etc. has always been to provide the best legal advice that I can. Whether the city council, commission, board, etc. accepts the advice is always the prerogative of the city council, commission or board.

Never have I sought a “rubber stamping” of my legal opinions; and I readily understand that commissioners have the right to reject anything that I have said. However, it was becoming clear that the Commission was increasingly less accepting of various advice or legal recommendations.

Having to urge the Commission for time to implement various processes, and the seeming inability to monitor Brown Act compliance despite trainings, email cautions, memoranda and discussions were also becoming very difficult. In general, the gravamen of these types of situations led me to the conclusion that my work here was completed, and that the Commission needed to hear from a legal voice different than mine.

Moving forward, I compliment the Commission on bringing matters to the public’s attention through open session items of public concern, i.e. vehicle pursuits, pretext stops, protest matters, canine deployment...In essence, it is policy discussions and recommendations commensurate with due process, objectivity, fairness and impartiality that can make a difference.

My legal emphasis and passion has always been on the protection and preservation of civil/fundamental rights (First, Fourth, Fifth, Fourteenth amendments, etc.) and excellent policing. I still believe that both can be achieved through due process, sound policies, responsible practices, emphasis and diligent effort.

In response to Vice-Chair Case’s question regarding any recommendations, my suggestion would be to rely more heavily on the expertise of the Executive Director and staff rather than commissioners for non-policy matters. In my experience, the logistical operations of boards and commissions are best managed by executive staff, while the policy making roles of commissioners remain sacrosanct. When I was appointed by the City Council to assist the Commission and perhaps in error, I believed that the role of the staff was to handle logistics and meetings, etc. with SDPD, while commissioners focused on public interface with the community, initiatives, accountability, policy recommendations and high-level review of complaints and investigations.

It is recognized that the General Counsel must be independent and respected for legal expertise. Failing to heed the recommendations of the legal counsel and Executive Director may only serve to undermine the integrity, advisory recommendations and operations of the Commission; and will not necessarily promote change or correction within the police department.

As we have discussed in the past, where commissioners are viewed as advocates for or against the police department, the objectivity required by the Commission is undermined and cannot be achieved. In this regard, the work of the Commission is in vain and efforts at change will be lost despite good intentions of commissioners. The implementation ordinance requires due process and transparency. At the same time, the Commission can play a valuable role in recognizing problems and proposing sound solutions regarding questionable practices, procedures, complaints and investigations.

For what it is worth, I would caution commissioners against frustration and strident efforts for or against the police department. Again, such actions undermine the due process required by the Commission. Deference is required prior to implementation of various aspects of the ordinance as a matter of law. Careful consideration to legal advice in this area would serve the Commission well.

In the final analysis, there are strict limitations to the power of the Commission. Although the Commission is independent, it is still a commission of the City and is subject to the ethics, rules, laws, processes and procedures of the City. Moreover, the Commission has no inherent power to mandate procedures, policies, changes or corrections within the police department since it is advisory in nature. As such, becoming frustrated, distracted, angry or discontent over operations or changes within the police department do not seem conducive or productive.

On the other hand, fair and objective public presentations and discussions of concern that involve public safety contribute to openness, accountability and transparency. Moreover, such processes can be prudent and persuasive in causing necessary change.

It is hopeful that the Commission takes careful heed to the repeated admonitions, recommendations and mandate that it diligently comply with the Brown Act; and avoid email and any other communications that would violate the Act. Questions should also be raised as to why it is necessary for commissioners to conduct business implicating the Brown Act, and whether such communications truly serve the transparency and public accountability sought by the Commission.

Where there are questions, commissioners would be wise to seek out legal counsel, additional training or speak with the Executive Director. It is axiomatic that if commissioners rely on the proper role of the Executive Director and staff, such communications might not be necessary and any required communications could be properly disseminated consistent with the Brown Act.

To the extent that the Commission can utilize investigators for case review and limit time spent on such reviews in closed session, the goals of openness and transparency can be better achieved. As you may recall, Paul and I have consistently recommended the CLERB model of case review led by investigators for expediency and facilitation with the police department.

As for the question pertaining to CPP operating procedures, a process has been implemented to afford the Commission some input into the process. Please keep in mind that the City considers the operating procedures and negotiations thereto to be within its sole jurisdiction. In this regard, the negotiations are between the City and the POA. Nevertheless, we were able to carve out a process for Commission input through the Negotiating Committee.

As has been noted, the negotiations process will likely be lengthy and involved. It would be recommended that the Commission remain patient while negotiations unfold,

recognizing that labor negotiations involve a process that requires good faith, sound understanding and flexibility. Seeking to scrutinize each aspect of a negotiation in strenuous detail and contrasting numerous outside agency practices and policies will only prolong the process, and could lead to unnecessary confusion and frustration concerning the limited role that the Commission has in the negotiations. On the other hand, trusting and empowering the Executive Director and General Counsel/legal counsel in the negotiations process should lead to the most expeditious process.

The Commission should be aware that operating procedures should be in place prior to seeking possession of various police records since there is no approved procedure for records retention, access, subpoenas and/or court discovery.

Since the Commission is independently represented by legal counsel, it will require a separate litigation budget. This aspect has been discussed with the City's Public Safety Committee, but the budget does not currently exist. Therefore, the Commission should take care to avoid legal conflicts or seeking possession of records that could be the subject of court litigation until an approved procedure and litigation budget/process is in place. (Please refer to the written legal opinion on possession of the OIS file and Homicide Book request.)

Finally, Vice-Chair Case has asked for a summary of accomplishments.

When I agreed to serve in the position of Outside Counsel, I recognized that assisting with the legal foundation for the new commission would be an intense challenge. As a brief summary, I note the following:

1. Regular Commission meetings in compliance with the Brown Act, particularly when entering and exiting closed sessions. Recently, a closed session report template was prepared for the Commission to ensure a written memorialization of any motions or formal actions taken in closed session to ensure accuracy.
2. Trainings and guidance for the Commission on Use of Force and *Graham v. Connor* factors in investigations, searches and seizures, vehicle pursuits (Veh. Code sec. 17004.7), Public Safety Officers' Procedural Bill of Rights (POBOR), due process, discrimination complaints and the Brown Act.
3. Drafting of a "Legal Source Guide" and commissioner resource incorporating fundamentals of public safety, including probable cause, laws of search, arrest and seizures, excessive force, investigations, POBOR...
4. Preparation of a "Use of Force Primer" to assist in case review regarding the objective basis for use of force under state and federal laws, including case analysis and California statutory interpretations on excessive force, necessary force and proportionate force.
5. A detailed analysis and presentation on pretext stops and disparate impacts on communities of color.

6. Successful interface with the City, labor negotiators, community; and participation in a CPP outreach presentation to youth.
7. Trainings and written opinion/analyses on commissioner ethics, including an analysis of common law conflicts, Political Reform Act and the City's Code of Ethics.
8. Establishment of a policy and procedure for disclosure and recusal of commissioners where actual or perceived conflicts exists.
9. Communications with the SDPOA in a manner that resolved potential conflicts, and facilitated cooperation in various circumstances. Successfully resolved ethics and social media complaints against the Commission by developing responsive practices and a public notice regarding postings on the CPP Social Media Site.
10. An accepted recommendation to the City Public Safety Committee regarding analysis of over a hundred expired cases that were not reviewed by the former commission. We engaged in a meet and confer process with the SDPOA, and a successful agreement was reached with the SDPOA regarding the expired case review process. The review was recently conducted in an excellent manner by Jerry Threet.
11. Drafting of numerous operating procedures that served as templates for the ad hoc procedures committee. Operating procedures prepared included complaints, investigations, public records, records retention, state and federal reporting, subpoenas, mediation, Pitchess/court discovery...
12. Establishment of a procedure with the City for a process affording the Commission input into the meet and confer negotiations with the POA concerning operating procedures, through the creation of a Negotiating Committee and the inclusion of the Executive Director/legal counsel in the negotiations.
13. Establishment of a Brown Act joint meeting procedure for the Ad hoc Personnel Committee's proper compliance and participation into the Executive Director selection process.
14. Facilitation of a process with the SDPD legal offices regarding issuance of case review findings; and negotiation of an acceptable confidentiality waiver and agreement for commissioners.

Very truly yours,
/s/ Duane E. Bennett, Esq.



THE CITY OF SAN DIEGO

MEMORANDUM

DATE: January 3, 2025

TO: Commissioners, Office of the Commission on Police Practices

FROM: Paul Parker, Executive Director, Office of the Commission on Police Practices

SUBJECT: Exit Memo

At the request of CPP Chair Doug Case, I am providing suggestions on how the CPP can effectively navigate its transition period and move forward in fulfilling its mission. These recommendations are intended to address key areas of concern and offer a clear path for improvement.

Commission Structure and Size

It is my professional opinion that the current structure of the CPP, with 25 commissioners, is too large for effective and efficient functioning. A more manageable composition of 13 commissioners would be ideal. I recommend that each district be represented by one commissioner, with additional representatives from the "low-to-moderate income" and "youth" categories, each contributing two members. This streamlined structure would enable more focused discussions and better case review processes, especially as the CPP transitions to conducting independent investigations, which will likely double the number of cases to be reviewed.

The current size also leads to rushed public meetings. On several occasions, I advocated for maximizing the time for public comment, which was a necessary step in ensuring community input. Additionally, I worked to have the "Commissioner Comments" agenda item placed before closed session, as it is important for commissioners to share their thoughts publicly, just as public commenters do. Without this, commissioner input was often unheard by the public, as many left the meeting after the closed session.

Clarifying Roles: Executive Director and Chair

There is a critical need to clarify the roles of the Executive Director and the CPP Chair. In my view, civilian oversight commissions function like a Board of Directors (BOD), with the Executive Director serving as the CEO, tasked with running day-to-day operations and implementing the BOD's directives. Throughout my tenure, there was a lack of clarity regarding my role, despite a mediation session and continual conversation with the CPP Chair aimed at addressing these concerns. This ambiguity persisted and created challenges, particularly in managing staff and overseeing operations.

It is crucial that the Executive Director is empowered to lead the staff, with clear delineation from the Chair. I served as a buffer between staff and the CPP, ensuring staff reported only to the Executive Director, as they should. However, beyond hiring and managing talented staff, I often felt my role was more administrative than strategic. To attract an Executive

Director who wants to play a critical role in providing effective civilian oversight, roles must be clarified.

Reevaluating the CPP Cabinet

The CPP Cabinet, consisting of the Chair, First Vice Chair, and Second Vice Chair, should either be abolished or restructured to have more clearly defined responsibilities. The Cabinet's current duties are minimal according to the bylaws, and its role should be revisited now that the CPP has, at my urging, established an Executive Committee. The CPP, as the Commission on Police Practices, must remain the decision-making entity. It is time to move away from the Cabinet- or Chair-centric model and ensure the commission retains its leadership and decision-making capacity.

Transitioning to a Staff-Driven Model

I strongly recommend that the CPP transition from a commissioner-led model like its predecessor, the former Community Review Board on Police Practices (CRB), to a staff-driven model. In this model, the staff would handle the bulk of the work and present findings to the commissioners for review, follow-up, and approval. Many commissioners are already dedicating 20 or more hours per week to case reviews and committee work, often at the expense of their personal and professional commitments. These tasks should be handled by staff, allowing commissioners to focus on oversight, possible policy recommendations, and increased community engagement.

I understand this transition will take time, especially given that I was able to double the size of the staff in the past six months. However, it would have been ideal to have staff in place before commissioners began their work, which could have helped break the "CRB mentality" and allowed for more effective oversight. To facilitate this transition, it may be beneficial for the CPP to temporarily "go dark," suspending activities until a new Executive Director, Deputy Executive Director, General Counsel, and outside legal counsel are in place.

While this pause could delay case reviews, it's important to note that current case review conclusions often carry little weight with the community, law enforcement, or the complainants. This diminishes the impact of the CPP's work and undermines trust in civilian oversight. By temporarily halting activities, the CPP could reassess its structure and processes to ensure a more effective future.

Independent Investigations

I did not fully appreciate the time required to gain independent investigatory authority, which could take a few years. In the meantime, I urge commissioners to exercise patience and understand the current limitations of the CPP's authority. The four-page Interim Standard Operating Procedures (SOP), as outlined in your CPP Handbook and located on the CPP website, define the extent of your authority, and it is critical to work within those bounds until the meet-and-confer process is complete.

Policy Recommendations

Currently, the CPP's most powerful tool is its ability to make policy recommendations. The CPP should be commended for holding community hearings, conducting research, and making reasonable policy recommendations pertaining to police pursuits. I hope the CPP

continues doing so in the other critical areas it has already identified and utilizes the staff Policy Manager to conduct the necessary research and provide information for your consideration. I encourage you to continue making reasonable recommendations. Giving the Chief anything else with which to work will only result in him not being able to implement the recommendations, thus resulting in an incorrect belief that he is not willing to make positive changes, work with the CPP, or listen to community feedback, and thereby undermining the good intentions on all sides.

Provide a Safe and Respectful Forum for Discussion

The CPP must continue to make all efforts to provide a safe and respectful forum for meaningful dialogue about police practices. I encourage all participants in CPP meetings to engage in respectful, productive discussions. In today's divisive environment, it is essential that conversations focus on finding common ground rather than resorting to inflammatory rhetoric. For example, public comments like "cops are pigs" with commissioner applause in support, commissioners agreeing that "all white people are racist," or generalizations about race are harmful and do not foster meaningful dialogue.

Call Balls and Strikes

Civilian oversight is a challenge for its practitioners. Those in the field must be able to "call balls and strikes" all the while, to the best of their ability, acknowledging their biases and checking them at the doors. For some folks, the police can do no wrong and people just need to "follow the law" or "do what the police tell you to do." Those of us who have been in this field long enough or who have certain lived experiences know it's simply not that easy. For others, the police are always wrong, no matter what they do or what kind of incremental positive change has been made. It's my hope that the existence of the CPP can begin to bridge the gap, but it all starts with respectful communication in an unbiased and safe environment, for all parties. The CPP's role is to bridge divides, not deepen them. During this nascent stage of CPP's existence and with SDPD's newly appointed Chief and command structure, mutual respect at these meetings is paramount.

When reviewing or investigating allegations of discrimination, a measured, fact-based approach in which all circumstances are considered is preferable than simply "going with your gut." When the CPP obtains independent investigative authority, its findings will carry the same weight as those of SDPD's Internal Affairs investigations. These findings must meet a preponderance of the evidence and stand up to scrutiny and Civil Service Commission appeals.

Guidance of Counsel and Executive Director

I encourage the CPP to consider the advice and guidance provided by the General Counsel, Outside Counsel, and Executive Director. Even if you do not agree with it, always keep in mind that it is based on years of experience navigating situations like this, aiming to help the CPP succeed in a highly political, litigious, and emotional environment where, inevitably, at least one group will be upset by your actions.

Reconsider Who Can Terminate the Executive Director and Under What Circumstances

As I mentioned during the Executive Committee meeting on December 12, 2024, the Cabinet and I experienced growing pains during the transition to a full-time Executive Director.

However, it's crucial that the Executive Director position is held accountable to the proper process. Such accountability ensures that the Executive Director can focus on the long-term goals of the CPP without undue pressure or fear of arbitrary dismissal. The Executive Director position should only be terminated for cause after a vote by the CPP and forwarded to the City Council for the final decision, as they should be ultimately responsible for the hiring and firing of the Executive Director.

Role of Civilian Oversight

Through my experiences at both the County and the CPP, I have come to question how civilian oversight commissions can truly effect positive change. These bodies provide a critical platform for the community to express concerns and offer suggestions for improving police services. However, to be truly effective, oversight boards must rely on professional staff who are respected and whose input is valued. Their work should be presented to commissioners, helping lay the foundation for recommendations that are feasible and actionable.

I believe that independent oversight could be further enhanced by appointing an independent auditor, monitor, or inspector general with unrestricted access to records and facilities. This position would provide a level of oversight that goes beyond the advisory role of the commission, offering more compulsory recommendations.

Timing of My Resignation

While my resignation may come as a surprise to many, it was neither a decision made in haste nor recently. I had expressed my frustrations about the lack of adherence to key advice from me and Mr. Bennett and a sense that my skills were underutilized, and my decision to resign was a culmination of these factors. On October 30, 2024, I formally notified the Cabinet of my intention to resign no later than December 31, 2024, and I hoped to provide the CPP with ample time to transition smoothly. I had planned to notify the CPP of my intention at its meeting on November 6 and, after taking additional time to reconsider, then at its meeting on December 11. Unfortunately, on both of those dates the CPP was discussing critical content and there was no desire to undermine the CPP's work by making announcements at either those meetings. Knowing that the next regularly scheduled CPP meeting would not take place until after Mr. Bennett and I were no longer associated with the CPP, on December 18, a commissioner requested a Special Meeting to discuss our departure and possible next steps. The request was denied due to a belief that a quorum would not be possible during the holiday season.

Staff Support and Acknowledgment

I also want to stress the importance of ensuring that CPP staff are supported and only receive direction from the Executive Director or appropriate supervisors. These professionals are key to the success of the CPP and should not be subject to conflicting directives or those unknown to their supervisors. I have greatly appreciated their dedication and professionalism and believe they are vital to the commission's future. These folks are professionals who are ready, willing, capable, and best positioned to help the CPP attain its mission, facilitate conversation with SDPD and city personnel, and minimize the potential for hostile or toxic work environments. They are true gems, and I will miss them greatly.

Conclusion and Acknowledgment

As you continue to build upon the CPP's foundation, I urge you to remember that your work is about progress—through constructive dialogue, a shared commitment to fairness, and a mutual understanding of our differing perspectives. By doing so, law enforcement, the CPP, and the community can work together toward creating a system that serves the entire community.

In conclusion, I encourage the CPP to consider the recommendations laid out here as part of an effort to improve its effectiveness during this transition and for its future success. The commission's work has the potential to be invaluable, and I believe that with the right structure and leadership, it can play a critical role in improving police practices and fostering trust within the community.

I want to thank all the commissioners for their dedication to the CPP. Many of you spend countless hours working to improve the relationship between the SDPD and the community, and your efforts are deeply appreciated.

I wish the CPP, the city, and the SDPD all the best as you continue your important work.

cc: Eric Dargan, Chief Operating Officer
Kristina Peralta, Deputy Chief Operating Officer
Kris McFadden, Deputy Chief Operating Officer
Rania Amen, Deputy Chief Operating Officer
Casey Smith, Deputy Chief Operating Officer
Matt Vespi, Chief Financial Officer
Scott Wahl, Chief of Police, Police Department
Vicky Joes, Chief of Staff, District 1
Venus Molina, Chief of Staff, District 2
Jacob O'Neill, Chief of Staff, District 3
Daniel Horton, Chief of Staff, District 4
Catherine Gerhart, Interim Chief of Staff, District 5
Sara Kamiab, Chief of Staff, District 6
Michael Simonsen, Chief of Staff, District 7
Gerardo Ramirez, Chief of Staff, District 8
Lydia Van Note, Chief of Staff, District 9
Paola Avila, Chief of Staff, Mayor's Office

From: [Parker, Paul](#)
To: [Conde, Alina](#)
Subject: FW: Resignation
Date: Thursday, January 2, 2025 10:50:37 AM

Hi, Alina,

Here is one of the attachments for the 1/8 agenda.

Thanks,
Paul

From: Hilpert, Brandon <BHilpert@sandiego.gov>
Sent: Tuesday, December 17, 2024 3:04 PM
To: Tran, Gloria <TranG@sandiego.gov>; Parker, Paul <PRParker@sandiego.gov>
Cc: brandon.hilpert@gmail.com
Subject: Resignation

Dear Chair Tran,

After thoughtful consideration, I have decided to resign my position as Commissioner (City Council District 3 Seat) with the Commission on Police Practices, effective immediately.

It has been a tremendous honor and privilege to serve the community of San Diego furthering police oversight over the past 9 years. Collectively, we have crafted better policing policies, empowered important community conversations and increased transparency. I am deeply grateful for the opportunities I've had with the CRB/CPP and hope to be able to continue to contribute to the mission of greater civilian oversight.

I wish you and the Commission continued success and prosperity.

Brandon Hilpert (he/him)
City of San Diego
Commission on Police Practices
Email: bhilpert@sandiego.gov
sandiego.gov/cpp



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From: [Parker, Paul](#)
To: [Conde, Alina](#)
Subject: FW: Viviana Ortega Resignation
Date: Thursday, January 2, 2025 10:51:46 AM

And here's another attachment...

From: Ortega, Viviana <VivianaO@sandiego.gov>
Sent: Friday, December 20, 2024 8:02 PM
To: Tran, Gloria <TranG@sandiego.gov>
Subject: Viviana Ortega Resignation

Dear Chair Tran,

I hope this message finds you well. It is with a heartfelt sense of gratitude that I write to resign from my position on the Commission on Police Practices, effective immediately.

Serving on the Commission has been an honor, and I am deeply grateful for the opportunity to contribute to such important work. I have learned a great deal and appreciated the chance to collaborate with dedicated individuals committed to improving our community. The Commission is just getting started and, alongside you, I will continue to cheer for the invaluable work they will do for our community.

While I must step away at this time in pursuit of my own career, I remain supportive of the mission and goals this Commission has set out for. Thank you for your leadership and most importantly, the opportunity to serve and learn.

I wish you and the Commission all the best. May your holidays be filled with joy and peace!

Warmest regards,
Viviana Ortega