

COMMISSION ON POLICE PRACTICES

EXECUTIVE STANDING COMMITTEE AGENDA

Wednesday, March 26, 2025

4:30pm

Procopio Towers
525 B St.
17th Floor, Suite 1725
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/1613117027>

Meeting ID: 161 311 7027

In-Person Public Comment on an Agenda Item: If you wish to address the CPP Standing Committee on an item on today's agenda, please complete and submit a speaker slip before the Committee hears the agenda item. You will be called at the time the item is heard. Each speaker must file a speaker slip with the CPP staff at the meeting at which the speaker wishes to speak indicating which item they wish to speak on. Speaker slips may not be turned in prior to the day of the meeting or after completion of in-person testimony. In-person public comment will conclude before virtual testimony begins. Each speaker who wishes to address the 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 Committee Chair's determination of the time available for meeting management purposes, in addition to any time ceded by other members of the public who are present at the meeting and have submitted a speaker slip ceding their time. These speaker slips should be submitted together at one time to the designated CPP staff. The Committee Chair may also limit organized group

presentations of five or more people to 15 minutes or less.

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

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

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 Standing Committee.

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

- I. CALL TO ORDER/WELCOME (Chair Doug Case)
- II. ROLL CALL (Executive Assistant Alina Conde)
- III. APPROVAL OF THE MINUTES OF THE FEBRUARY 26, 2025 EXECUTIVE COMMITTEE MEETING
- IV. NON-AGENDA PUBLIC COMMENT
- V. CHAIR REPORT (Chair Doug Case) (Informational Item)
- VI. STAFF REPORT (Informational Item)
- VII. CASE REVIEW PROCESS – PROTOCOL FOR INTERACTION BETWEEN INVESTIGATORS AND REVIEW GROUPS (Possible Action Item)
- VIII. MEETING TIMES AND LOCATIONS (Possible Action Item)
- IX. ROLES OF THE EXECUTIVE DIRECTOR AND CPP CHAIR (Possible Action Item) (See attachment)
- X. ESTABLISHMENT OF A POLICY COMMITTEE (Possible Action Item)
- XI. COMMUNITY FORUMS/HEARINGS ON PRETEXT STOPS, SPECIAL OPERATIONS UNIT, FOURTH WAIVER SEARCHS, AND GANGS DATABASE (Possible Action Item)
- XII. ESTABLISHMENT OF RECRUITMENT COMMITTEE (Possible Action Item)
- XIII. STANDING COMMITTEE REPORTS (Informational Items)
 - A. Rules Committee – Commissioner Bonnie Benitez
 - B. Community Outreach Committee – Commissioner Alec Beyer & Community Engagement Coordinator Yasmeen Obeid
 - C. Training and Continuing Education Committee – Commissioner Darlanne Mulmat
- XIV. AD HOC COMMITTEE REPORT (Informational Items)
 - A. Pretext Stops – 1st Vice Chair Ada Rodriguez
 - B. Operating Procedures – Chair Doug Case
 - C. Personnel – Commissioner Darlanne Mulmat
- XV. ITEMS TO BE CONSIDERED ONLY IF TIME PERMITS (Informational Items) (Otherwise will be postponed until the April 30, 2025 Executive Committee Meeting)
 - A. Content of Disposition Letters Sent to Complainants (Informational Item)
 - B. Semi-Annual Reports and Redacted Case Summaries (Potential Action

- Item)
C. Creating a Litigation Line Item in Future Budgets (Potential Action Item)

XVI. NEXT MEETING – WEDNESDAY, APRIL 30, 2025

XVII. ADJOURNMENT

Materials Provided:

- February 26, 2025 Executive Committee Minutes
- Draft Conceptual Framework – CPP Executive Director and Chair Roles and Responsibilities

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

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

**Wednesday, February 26, 2025
4:30pm-6:00pm**

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

Click <https://youtu.be/haFWaNGnBw4> to view this meeting on YouTube.

CPP Committee Members Present:

Chair Doug Case

1st Vice Chair Ada Rodriguez (arrived at
4:59pm)

2nd Vice Chair Clovis Honoré

Bonnie Benitez

Alec Beyer

Excused:

Darlanne Mulmat

Absent:

None

CPP Staff Present:

Alina Conde, Executive Assistant

Bart Miesfeld, General Counsel

- I. CALL TO ORDER/WELCOME: Chair Doug Case called the meeting to order at 4:49pm.
- II. ROLL CALL: Executive Assistant Alina Conde conducted the roll call for the Commission and established quorum.
- III. APPROVAL OF THE MINUTES OF THE JANUARY 29, 2025 EXECUTIVE COMMITTEE MEETING
MOTION: 2nd Vice Chair Clovis Honoré moved to accept the January 29th, 2025 Executive Standing Committee Meeting Minutes. Commissioner Alec Beyer seconded the motion. The vote passed 4-0-0.
Yeas: Chair Case, 2nd Vice Chair Honoré, Benitez, Beyer
Nays: None
Abstentions: None
- IV. NON-AGENDA PUBLIC COMMENT - None
- V. CHAIR REPORT – Chair Doug Case stated that all Chair Report items will be covered throughout the meeting.
- VI. STAFF REPORT - None
- VII. SUGGESTIONS TO IMPROVE PUBLIC ENGAGEMENT AT CPP MEETINGS
Recommendations from 1st Vice Chair Ada Rodriguez were discussed. (*Timestamp 2:40*)
 1. Public Comment: Consensus to include non-agenda public comment in the beginning and end of the regular business meetings. No vote was needed for this item.
 2. Empathy & Acknowledgement: OCPP Staff will follow continue to follow up with public commenters after the meeting. OCPP Staff will continue to put the public comment timer on the screen.
 3. Meeting Punctuality: Staff will inform the public if the CPP is waiting for quorum.
 4. Logistical Transparency: Outline logistics at the start of the meetings. Chair Doug Case and Community Engagement Coordinator Yasmeen Obeid will work together on verbiage to read at the beginning of the meeting (regarding public comment, public comment timeframe, and meeting start time, if delayed).
- VIII. CPP RESPONSE TO ISSUES RAISED AT THE FEBRUARY 12, 2025 PUBLIC SAFETY COMMITTEE OF THE CITY COUNCIL (*Timestamp 12:27*)
 - A. Structure of the March 5, 2025 CPP Community Forum and Commission Decision Making – The Executive Committee will present these issues to the Commission, have public comment, and have a motion for each issue to adopt and then send the CPP Recommendations to the Public Safety Committee.
 - B. Discussion on Issues Raised at the Public Safety Committee
 1. Commission Size and Composition – The Committee request for the size of the Commission to not be modified and will also request to fill the 9 vacant spots on the Commission.
 2. Executive Director – The Committee will propose a process for evaluation and termination of the Executive Director.

- a. Respective Roles of Executive Director, Chair and Commission – The Ad Hoc Personnel committee is currently researching on evaluations and termination procedures. The Rules Standing Committee is also in the process of evaluating the roles of the Chair, Cabinet, and Executive Director. 1st Vice Chair Ada Rodriguez will send a PowerPoint to OCPP staff with proposed roles.
 - b. Process for Evaluation and Termination of the Executive Director – The consensus is that the Executive Director needs to be an at will position instead of a just cause position. The recommendation will be to have a majority vote, or two-thirds vote for termination of an Executive Director. Additionally, the Executive Standing Committee will be used for internal evaluations for certain situations.
3. Other Issues Raised During the Public Safety Committee Meeting

IX. STANDING COMMITTEE REPORTS

- A. Rules Committee – Committee Chair Bonnie Benitez reported that the Rules Committee will be meeting in the first half of February 28th from 4-5:30pm. The issues that will be discussed will be a further dive into the roles of the Chair and Executive Director.
- B. Community Outreach Committee – Committee Chair Alec Beyer reported that the next meeting will be scheduled on March 13th. They will be discussing tabled items from the last meeting. They will do a deeper dive of the CPP website and the presentations that the Community Engagement Coordinator presents to the public.
- C. Training and Continuing Education Committee – Committee currently paused.

X. AD HOC COMMITTEE REPORTS

- A. Pretext Stops – 1st Vice Chair Ada Rodriguez reports that the Committee members are individually reviewing the 2025 RIPPAs report and have data and rough drafts to work through. They plan to meet after the final Pursuit Policy Committee meeting. The Committee proposed to have another community hearing for pretext stops.
- B. Operating Procedures – Chair Doug Case reports that the Operating Procedures Committee will review the recommendations of General Counsel Bart Miesfeld, Chief Investigator Olga Golub, Policy Manager Aaron Burgess, and Former Executive Director Paul Parker and Outside Counsel Duane Bennett. The Committee plans to have a recommendation to present to the full commission as soon as possible.
- C. Personnel – Tabled

XI. NEXT MEETING – Wednesday, March 26, 2025

XII. ADJOURNMENT: The meeting adjourned at 6:16pm.

Commission Staff and Commissioners Roles and Responsibilities

The City of San Diego
Commission on Police
Practices (CPP)



Commission Structure



The commission on police practices is comprised of both full-time staff members and volunteer commissioners who represent various segments of the community. This dual structure ensures that the commission benefits from professional expertise while also being deeply connected to community perspectives.



Volunteer commissioners serve as a vital link between the community and the commission, ensuring that the voices of residents are heard and considered in decision-making processes. This representation is crucial for building trust and accountability within the community.

Roles & Responsibilities

Staff Do the Work - Commissioners Make Decisions

- The operational staff execute tasks and ensures that the day-to-day activities run smoothly. Commissioners hold the authority to make strategic decisions. They evaluate performance, set priorities, and allocate resources, ensuring alignment with the CPP's mission and vision.

Collaboration between Staff and Commissioners

- Successful commissions thrive on effective collaboration between staff and commissioners.

Empowerment of Staff and Commissioners

- Empowering staff and commissioners through training and resources allows them to perform effectively. When all feel valued and supported, their productivity and job satisfaction increase, positively impacting the CPP's overall performance.

Importance of Accountability

- Both staff and commissioners must be accountable for their actions. Accountability fosters trust and responsibility, ensuring that everyone is committed to the CPP's success and adheres to ethical standards.

Difference between Executive Director and Chair Role

Executive Director	Commission Chair
The Executive Director (ED) is responsible for the overall management of the CPP. The ED must lead the commission towards achieving its mission and manage staff.	The Chair facilitates meetings, fosters a collaborative environment, and ensures that the commission fulfills its obligations.
The ED is primarily responsible for engaging with stakeholders, including employees and community members.	The Chair represents the board in external relations and reinforces the CPP's presence in the community.
The ED is responsible for managing the CPP's finances and ensuring sustainability.	The Chair oversees financial reporting and ensures that the commission is informed about the financial status, helping to maintain the CPP's fiscal health.
The ED is evaluated based on the CPP's performance against its strategic objectives.	The Chair leads the performance evaluation process for the ED, ensuring that feedback is constructive and aligned with the organization's mission and goals.
The ED addresses staff-related issues, ensuring a harmonious working environment.	The Chair mediates commissioners' conflicts.
The ED advocates for the Commission at various levels	The Chair represents the commissioners / community's interests.

Suggested Communication for Executive Director

Executive director communication with the mayor/ city council

- The executive director may engage in discussions with the mayor or city council without initially informing the chair. This approach is deemed appropriate to facilitate timely communication, especially in urgent situations where waiting for a formal meeting may hinder progress.

Importance of transparency

- While direct communication is permitted, it is crucial to maintain transparency within the commission. The executive director should ensure that any significant discussions are later reported to the chair and the commission to uphold accountability.

Decision-making process

- No decisions or actions can be enacted by the executive director without the endorsement of the commission through a formal vote. This process safeguards the commission's authority and ensures collaborative decision-making.





Most board governance resources stress the importance of separating governance from operations: board members / commissioners are responsible for governance; staff are responsible for management and operations.

- Governance: vision and mission, high-level strategy, legal and ethical responsibilities, organizational and board health—today and for the future
- Operations: implementing programs, marketing and communications, human resources, accounting, etc.