

**CITY COUNCIL MEETING  
INCLUDING THE ANTIOCH CITY COUNCIL  
ACTING AS HOUSING SUCCESSOR  
TO THE ANTIOCH DEVELOPMENT AGENCY**

**Special Meeting  
4:30 P.M.**

**August 26, 2022  
Council Chambers**

**4:30 P.M. – SPECIAL MEETING/CLOSED SESSION**

Mayor Thorpe called the meeting to order at 4:30 P.M., and City Clerk Householder called the roll.

Present: Council/Agency Members District 1 Torres-Walker, District 3 Ogorchock, District 4 Wilson, Mayor Pro Tem (District 2) Barbanica and Mayor Thorpe

**PLEDGE OF ALLEGIANCE**

Mayor Thorpe led the Pledge of Allegiance.

**PUBLIC COMMENTS**

Lindsay Amezcua acknowledged Women's Equality Day and spoke in support of appointing Assistant City Manager Bayon Moore as City Manager.

Mark Jordan, Antioch resident, requested the City open the recruitment process or hire Assistant City Manager Bayon Moore as City Manager.

Ralph Hernandez, Antioch resident, stated both he and his wife were in support of appointing Interim City Manager Johnson as City Manager.

- 1. PUBLIC EMPLOYEE APPOINTMENT** pursuant to Government Code section 54957:  
Title: City Manager.

**ADJOURN TO CLOSED SESSION**

Mayor Thorpe adjourned to Closed Session at 4:38 P.M.

**5:00 P.M. SPECIAL MEETING**

Mayor Thorpe called the meeting to order at 5:05 P.M., and City Clerk Householder called the roll.

Present: Council/Agency Members District 1 Torres-Walker, District 3 Ogorchock, District 4 Wilson, Mayor Pro Tem (District 2) Barbanica and Mayor Thorpe

**CITY ATTORNEY TO REPORT OUT ON CLOSED SESSION**

City Attorney Smith reported the City Council had been in Closed Session and gave the following report: **#1 PUBLIC EMPLOYEE APPOINTMENT** pursuant to **Government Code section 54957: Title: City Manager**, no reportable action.

**OPENING REMARKS BY MAYOR AND CITY COUNCIL – None**

**1. ANNOUNCEMENTS OF CIVIC AND COMMUNITY EVENTS**

Assistant City Manager Bayon Moore announced the following civic and community events.

- Hot August Cruise Night – August 27, 2022
- Peddler's Faire – September 10, 2022

Ralph Hernandez, Antioch resident, spoke in support of the Hot August Cruise Night events and announced that he would be participating.

**2. CONSENT CALENDAR for City /City Council Members acting as Housing Successor to the Antioch Development Agency**

**A. APPROVAL OF COUNCIL WARRANTS**

**B. APPROVAL OF HOUSING SUCCESSOR WARRANTS**

**C. REJECTION OF CLAIM: EDWARD BURKHALTER**

**D. RESOLUTION NO. 2022/142 FIRST AMENDMENT TO THE DESIGN CONSULTING SERVICES AGREEMENT WITH BROWN AND CALDWELL FOR ON-CALL PROFESSIONAL ENGINEERING DESIGN SERVICES (P.W. 700-1)**

**E. RESOLUTION NO. 2022/143 APPROVING THE FINAL MAP AND IMPROVEMENT PLANS FOR PARK RIDGE PHASE 5 SUBDIVISION 9578 (DAVIDON HOMES) AND ANNEXING TO CITY-WIDE LIGHTING AND LANDSCAPING DISTRICT 10 ZONE 1 (P.W. 674-5)**

**F. RESOLUTION NO. 2022/144 CROWDSTRIKE CYBER SECURITY SERVICES 5-YEAR CONTRACT**

**G. RESOLUTION NO. 2022/145 AB 361: RESOLUTION MAKING FINDINGS NECESSARY TO CONDUCT BROWN ACT MEETINGS BY TELECONFERENCE FOR THE CITY COUNCIL, BOARDS, COMMISSIONS, AND COMMITTEES**

**H. RESOLUTION NO. 2022/147 AUTHORIZATION TO PURSUE SAFE STREETS AND ROADS FOR ALL GRANT PROGRAM APPLICATION**

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson, the City Council unanimously approved the Council Consent Calendar with the exception of Item E which was removed for further discussion.

Item E – Andrew Becker expressed concern that park spaces for this development were incomplete.

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson, the City Council unanimously approved Item E.

### **COUNCIL REGULAR AGENDA**

#### **3. RESOLUTION APPROVING THE CLASS SPECIFICATION UPDATES FOR THE MANAGEMENT AND ANTIOCH POLICE SWORN MANAGEMENT BARGAINING UNITS**

Director of Human Resources Cortez presented the staff report dated August 26, 2022, recommending the City Council: 1) Adopt the resolution approving one class specification update to the Management Bargaining Unit; and 2) Adopt the resolution approving one class specification update to the Antioch Police Sworn Management Association.

#### **RESOLUTION NO. 2022/146**

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica, the City Council unanimously adopted the resolution approving one class specification update to the Management Bargaining Unit.

#### **RESOLUTION NO. 2022/148**

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica, the City Council unanimously adopted the resolution approving one class specification update to the Antioch Police Sworn Management Association.

#### **4. EMPLOYEE REFERRAL AND RECRUITMENT SIGNING BONUS AND INCENTIVE PROGRAM FOR QUALIFIED LATERAL AND ENTRY LEVEL POLICE OFFICERS**

Interim Police Chief Ford presented the staff report dated August 26, 2022, recommending the City Council: 1) Adopt the resolution authorizing an increase in employee referral and recruitment signing bonus and incentive program for qualified lateral and entry level (academy graduate and recruit) Police Officers; and 2) Authorize staff to perform additional research on the Antioch Homeownership Incentive Program for Police Academy graduates.

Mayor Thorpe commented that the numbers provided in the staff report were examples and if Council wanted to move forward with an incentive program, those amounts could be adjusted.

City Attorney Smith added that if Council decided to move forward, they could provide direction.

Mayor Thorpe explained that additional legal analysis would be needed for the down payment assistance program.

Ralph Hernandez, Antioch resident, agreed that the City needed more police officers; however, he felt incentives proposed were excessive.

Ralph Hernandez read written comment from Norma Hernandez, Antioch resident, expressing concern for potential ramifications and the financial impacts of this program.

Lynette Harte spoke in support of an incentive/bonus program. She suggested Council consider the impact this program would have on current officers and questioned what the process would be for collecting funds in the event they did not follow through with their obligations.

Councilmember Ogorchock spoke in support of providing incentives to officers, dispatchers and staff who remained with the City during COVID. She discussed the difficulties associated with collecting on loans that were defaulted on. She requested that all areas of the program where it stated "shall", be amended to read "must".

Mayor Thorpe explained the intent of the down payment assistance program was to allow officers to use their incentives for that option; however, legal analysis needed to take place prior to consideration.

City Attorney Smith added if Council wanted to explore a down payment assistance program, he would provide models for Council to consider.

Councilmember Torres-Walker stated she supported a lateral and new recruitment incentive program; however, she felt \$40k was excessive.

Mayor Thorpe commented that this initial proposal was for a period of one year and he believed the program needed to be significant to be effective.

Councilmember Wilson expressed concern regarding the down payment assistance program. She felt a \$40k incentive program was excessive and requested to see other options.

Mayor Thorpe stated they had discussed mirroring the payment increments to correspond with employment, completion of field training and then looking at a timeframe after that.

Interim Police Chief Ford stated he appreciated everyone's input this evening. He reported the organization was in a staffing crisis and public as well as officer safety was a concern. He noted this program would be an investment in public safety. He commented that good leadership kept officers in policing and discussed future training modules. He reviewed his role in recruitment for SFPD.

Councilmember Barbanica spoke in support of increasing the incentive program to \$25k and noted they should also provide a bonus program for employees who remained with the City during COVID. He expressed concern regarding the feasibility of the escrow program.

Councilmember Torres-Walker reported that every City department was understaffed. She thanked Interim Police Chief Ford for his insight and discussed the importance of recruiting the right people to serve.

Interim Police Chief Ford reiterated his focus was public safety followed closely by officer safety. He noted the first concern of any City in America was a safe environment and from a public safety perspective, there were not enough officers to keep Antioch safe. He acknowledged the need to hire the right personnel in a transparent and prudent manner. He discussed the importance of having a robust recruitment that marketed the organization so they could illicit like-minded people to serve the community. He offered to work with the City Attorney on researching the down payment assistance portion of this item.

Councilmember Barbanica thanked Interim Police Chief Ford for the presentation and thanked him for bringing this item forward.

Mayor Thorpe thanked everyone for their comments and noted that this tool would help the Antioch Police Department address the needs of the City. He stated that he hoped this program could be used as a model for incentivizing all of the City's vacant authorized positions.

Following discussion, Council consensus directed staff to bring back an incentive program at the \$25,000 and \$30,000 levels, front loading both models at \$15,000. There was no consensus to bring back the homeownership incentive option.

Mayor Thorpe suggested Council consider ARPA funding for a potential employee incentive program for those individuals who remained with the City during COVID.

## **PUBLIC COMMENTS**

Velma Wilson spoke in support of the APD incentive program and noted the narrative was also important. She recognized the APD and Interim Police Chief Ford for their hard work. She also recognized Women's Equality Day, dedicated it to Assistant City Manager Bayon Moore and suggested Council consider hiring her as the City Manager.

Richard expressed concern that Council had approved an RV Ordinance amendment without addressing the number of permits allowed and offered his suggestions for additional amendments to the ordinance. He spoke in support of Antioch banning new gas stations and encouraged the City to install more public EV charging stations.

**STAFF COMMUNICATIONS – None**

**COUNCIL COMMUNICATIONS AND FUTURE AGENDA ITEMS**

Councilmember Ogorchock requested the following updates be agendize: installation of intersection cameras and ARPA fund expenditures.

**ADJOURNMENT**

On motion by Councilmember Barbanica, seconded by Councilmember Ogorchock, the City Council unanimously adjourned the meeting at 6:21 P.M.

Respectfully submitted:

*Kitty Eiden*

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KITTY EIDEN, Minutes Clerk