

**CITY COUNCIL MEETING  
SPECIAL MEETING/BUDGET STUDY SESSION**

**Special Meeting  
6:00 P.M.**

**March 18, 2025  
Council Chambers**

**6:00 P.M. – SPECIAL MEETING/BUDGET STUDY SESSION**

Mayor Bernal called the Special Meeting to order at 6:00 P.M., and City Clerk Rhodes called the roll.

Present: Council Members District 1 Torres-Walker, District 3 Freitas, District 4 Wilson,  
Mayor Pro Tem (District 2) Rocha and Mayor Bernal

**PLEDGE OF ALLEGIANCE**

Mayor Bernal led the Pledge of Allegiance.

**BUDGET STUDY SESSION**

**1. FISCAL YEAR 2025-27 BUDGET DEVELOPMENT – POLICE DEPARTMENT**

Finance Director Merchant presented the staff report dated March 18, 2025, recommending the City Council provide feedback and direction regarding the budget development information provided for the Fiscal Year 2025-27 Budget.

Acting Police Chief Vigil acknowledged Director of Human Resources Cortez, her staff and Director of Public Safety and Community Resources Johnson for their support of the Antioch Police Department (APD). Acting Police Chief Vigil and Captain Bittner gave an APD Budget PowerPoint presentation.

Finance Director Merchant clarified that the proposed Capital Improvements were not included in the draft budget, indicating that a source of funding would need to be identified to support these items.

Sheena Bell, Sandra White, and Joe Mitchell emphasized the importance of prioritizing public safety and the need to increase staffing within APD.

Jim Lanter urged Council to take action on areas within the City where the APD lacked radio coverage. He emphasized the importance of prioritizing public safety and increasing staffing within the APD.

Andrew Becker suggested Council review and adjust the City's Impact Fees Schedule to ensure that the increasing costs associated with public safety were accounted for and passed on to new developments.

Leslie May reported that the Antioch Police Oversight Commission (APOC) Budget Ad Hoc Committee reviewed the APD budget and provided recommendations. She urged the Council to carefully consider this information. She emphasized the importance of increasing staffing levels within APD and addressing necessary capital improvements.

Frank Sterling inquired whether the Antioch Police Department (APD) had requested an increase in their budget allocations and if the acquisition of new radios would necessitate the installation of new antennas. He suggested APD provide recommendations for the Angelo Quinto Crisis Response Team (AQCRT).

Melissa Case advocated for increased training opportunities for the APD and emphasized the importance of adequately funding the Antioch Animal Shelter.

Robin Agopian acknowledged the professionalism displayed by Antioch Police Dispatch. She suggested sunsetting the signing bonus while advocating for an increase in training opportunities for officers. She expressed her support for the Southeast Antioch substation and highlighted the importance of improving radio coverage for officers.

Francisco Torres, Reimagine Antioch and Sara B. recommended APD address the root causes of staffing shortages and supported Public Safety and Community Resources programming.

Cassandra Quinto Collins advocated for continued funding for the AQCRT.

Erika Raulston emphasized the importance of prioritizing public safety and acknowledged the AQCRT for their compassion and professionalism.

Moises discussed personal challenges and acknowledged APD's professionalism.

Manuel "Manny" Soliz highlighted the necessity of prioritizing public safety. He suggested Council consider reducing expenses, increasing revenues, and effectively utilizing available County, State, and Federal resources.

The City Council engaged in a discussion regarding the APD Budget Presentation and provided direction to staff, which included:

Requests for the Council:

- Recruitment, Hiring, and Retention Plan
- Evaluation of the Hiring Bonus
- Salary Comparison with Competitive Agencies
- Cost-of-Living Adjustments
- Projected Separations/Disabilities
- Conservative projections for fines and fees with the potential increase in staffing for the traffic division
- The Proposed Capital Improvements with their impacts
- Southeast APD Substation Rehabilitation Costs

- Expenditure Reductions with their impacts
- Technological Upgrades Proposal

Items to Bring Back for Consideration:

- Vehicle Replacement Fund
- APD Roof Repair
- Unfunded Liabilities, (CALPERS and OPEB) including potential utilization of the 115 Trust
- Hiring all department heads and freezing the remaining vacant positions
- Elimination of all non-essential training and travel expenses
- Part-time positions

Additional Requests:

- Identify transfers out
- Identify the transfers in on Chart A

Councilmember Freitas stated his priority would be to hire for the current vacant Assistant City Manager position and suggested revisiting the additional Assistant City Manager position in 6 months or mid-year.

In response to Councilmember Torres-Walker, Acting Police Chief Vigil stated APD was supportive of reinstating the Neighborhood Watch Program and they had discussed integrating more training for the community. He reported that implicit bias training was mentioned in the United States Department of Justice (USDOJ) settlement agreement.

Councilmember Torres-Walker discussed Economic Development challenges since the recession and pandemic, asserting that raising rates on residents was not a viable way to enhance the City's budget. She pointed out staffing issues in the APD and stressed that public safety should focus on aiding vulnerable residents and incorporating environmental design. She thanked Acting Police Chief Vigil and Captain Bittner for their leadership and expressed anticipation for hiring a permanent Police Chief and City Attorney. Lastly, she voiced concerns regarding the outdated General Plan.

## **ADJOURNMENT**

A motion was made and seconded to adjourn the meeting at 9:12 P.M. A vote taken on the motion passed unanimously.

Respectfully submitted:

Kitty Eiden  
KITTY EIDEN, Minutes Clerk