



ANTIOCH POLICE OVERSIGHT COMMISSION AGENDA

Date: **Monday, January 6, 2025**

Time: 6:30 P.M.

Place: **Antioch City Hall – Council Chambers**
200 H Street
Antioch, CA 94509

ANTIOCH POLICE OVERSIGHT COMMISSIONERS

Porshe Taylor, Chairperson

Devin Williams, Vice Chairperson

Treva Hadden

Alicia Dianne Lacey-Oha

Leslie May

Vacant

Vacant

Staff Liaison: Bessie Marie Scott, City Manager
Thomas Lloyd Smith, City Attorney
Brian Addington, Interim Police Chief

Commission meetings are live streamed at:

<https://www.antiochca.gov/government/boards-commissions/#section-apoc>.

Please see the inside cover for detailed Speaker Rules.

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PLEASE TURN OFF CELL PHONES BEFORE ENTERING MEETING LOCATION.

ANTIOCH POLICE OVERSIGHT COMMISSION

SPEAKER RULES

Welcome to the Antioch Police Oversight Commission meeting. The Commission encourages community participation. The Ralph M. Brown Act guarantees the public's right to address the Commission, within the framework of Speaker Rules. Because agendas encompass many business items, Speaker Rules enable the meeting to be efficiently conducted and concluded at a reasonable hour.

How to submit a Public Comment – Members of the public wishing to provide public comments, may do so one of the following ways:

- 1) **Written Public Comment** – Written comments may be submitted electronically to the City Clerk at the following email address: cityclerk@antiochca.gov, *prior to 3:00 p.m. the day of the Commission Meeting*. Please indicate the agenda item in your email subject line. Written public comments received before 3:00 p.m., the day of the meeting, will be provided to the Commissioners before the meeting.
- 2) **In Person** – Please fill out a Speaker Request Form, available near the entrance doors, and place it in the Speaker Card Tray near the City Clerk before the meeting begins. Speakers will be notified shortly before they are called to speak. When you are called to speak, please limit your comments to the time allotted (up to 3 minutes). If there are several speakers, the amount of time allotted may be modified at the Chairperson's discretion.

Record of all public comments – *All public comments will become part of the official public record and subject to disclosure under the Public Records Act. All public comments will be retained on file by the City Clerk's Office; entered into the official meeting record and will be available to the public upon request. Written public comments will not be read during the Commission Meeting.*

Notice of Availability of Reports

The Antioch Police Oversight Commission will meet regularly on the first and third Mondays of the month at 6:30 p.m. (except during the months of July and December when regular meetings shall occur once per month). The Antioch Police Oversight Commission Agendas are posted onto the City's Website 72 hours before each meeting. To be notified when the agenda packets are posted onto our City's Website, simply click on this link: <https://www.antiochca.gov/notifications/> and enter your e-mail address to subscribe. To view the agenda information, please click on the following link: <https://www.antiochca.gov/government/boards-commissions/#section-apoc>.

ANTIOCH POLICE OVERSIGHT COMMISSION'S PURPOSE

The purpose of the Commission is to advise the City Council, City Manager, and Chief of Police on the administration of the Antioch Police Department and on matters of public safety within the City of Antioch to ensure that the Antioch Police Department's policies, practices, and customs conform to national standards of constitutional policing. [Ordinance No. 2212-C-S, adopted May 24, 2022: <https://www.antiochca.gov/fc/posc/posc-ord-2212.pdf>].

NOTICE OF OPPORTUNITY TO ADDRESS THE ANTIOCH POLICE OVERSIGHT COMMISSION

This agenda is a summary of the discussion items/actions proposed to be taken by the Antioch Police Oversight Commission. The public has the opportunity to address the Commission on each agenda item. The Commission can only take action on items that are listed on the agenda. Comments regarding matters not on this Agenda may be addressed during the "Public Comments" section on this agenda. No one may speak more than once on an agenda item or during "Public Comments". Please see the Speaker Rules on the inside cover of this Agenda for information on public participation.

AGENDA

1. CALL TO ORDER AND ROLL CALL

2. PLEDGE OF ALLEGIANCE

3. CONSENT CALENDAR

Consent Calendar items are considered routine and will be enacted by one motion. By approval of the Consent Calendar, the staff recommendations will be adopted unless a commissioner or a member of the public requests' removal of an item from the Consent Calendar.

3-1. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF NOVEMBER 18, 2024

Recommended Action: It is recommended that the Antioch Police Oversight Commission approve the Meeting Minutes of November 18, 2024.

3-2. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF DECEMBER 2, 2024

Recommended Action: It is recommended that the Antioch Police Oversight Commission approve the Meeting Minutes of December 2, 2024.

4. NEW BUSINESS

4-1. INTERIM POLICE CHIEF BRIAN ADDINGTON'S REPORT

The Police Chief (or designee) will provide an update on information relevant to the mission, purpose, and work of the Antioch Police Oversight Commission.

- A. Staff Presentation/Update
- B. Public Comment
- C. Discussion and Direction

4-2. SELECTION OF THE SCHEDULED ANTIOCH POLICE OVERSIGHT COMMISSION MEETING DATE WHICH FALLS ON DR. MARTIN LUTHER KING, JR.'S HOLIDAY – JANUARY 20, 2025

Recommended Action: It is recommended that the Antioch Police Oversight Commission discuss and select a different date for the scheduled meeting which falls on Dr. Martin Luther King, Jr.'s Holiday, January 20, 2025.

4-3. SELECTION OF THE SCHEDULED ANTIOCH POLICE OVERSIGHT COMMISSION MEETING DATE WHICH FALLS ON PRESIDENT'S DAY HOLIDAY – FEBRUARY 17, 2025

Recommended Action: It is recommended that the Antioch Police Oversight Commission discuss and select a different date for the scheduled meeting which falls on President's Day Holiday, February 17, 2025.

4-4. COMMISSION DISCUSSION ITEM – ANNUAL REPORT TO COUNCIL

Recommended Action: It is recommended that the Antioch Police Oversight Commission review and approve the Final Annual Report to be provided to the Antioch City Council.

4-5. COMMISSION DISCUSSION ITEM – THE NATIONAL ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT (NACOLE)

Recommended Action: It is recommended that the Antioch Police Oversight Commission discuss and provide direction.

NEW BUSINESS – Continued

4-6. RESTRUCTURING OF AD HOC COMMITTEE AND MEMBERSHIP

A. EXTENSION OR DISSOLUTION OF THE BUDGET AD HOC COMMITTEE

Recommended Action: It is recommended that the Antioch Police Oversight Commission:

- Motion to extend the Budget Ad Hoc Committee for a term of [redacted] months with Commissioners _____, _____, and _____;

OR

- Motion to dissolve the Budget Ad Hoc Committee.
- Consider whether to direct staff to prepare a resolution for a Budget Standing Committee with Commissioners _____, _____, and _____.

B. EXTENSION OR DISSOLUTION OF THE COMMUNITY ENGAGEMENT AD HOC COMMITTEE

Recommended Action: It is recommended that the Antioch Police Oversight Commission:

- Motion to extend the Community Engagement Ad Hoc Committee for a term of [redacted] months with Commissioners _____, _____, and _____;

OR

- Motion to dissolve the Community Engagement Ad Hoc Committee.
- Consider whether to direct staff to prepare a resolution for a Community Engagement Standing Committee with Commissioners _____, _____, and _____.

C. DISCUSSION OF RESTRUCTURING OF AD HOC COMMITTEES AND MEMBERSHIP

- 1) Policy Ad Hoc Committee
- 2) Use of Force Ad Hoc Committee
- 3) Complaints, Internal Affairs, and Hiring Process Ad Hoc Committee

Recommended Actions: It is recommended that the Antioch Police Oversight Commission discuss and provide direction to staff.

NEW BUSINESS – Continued

4-7. NOMINATION AND ELECTION OF A CHAIRPERSON OF THE ANTIOCH POLICE OVERSIGHT COMMISSION

Recommended Action: It is recommended that the Antioch Police Oversight Commission:

- 1) Nominate candidates for the position of Chairperson.
- 2) Motion to open and conduct an election for a Chairperson of the Antioch Police Oversight Commission.
- 3) Motion to elect [Commissioner] as the Chairperson of the Antioch Police Oversight Commission.

4-8. NOMINATION AND ELECTION OF A VICE CHAIRPERSON OF THE ANTIOCH POLICE OVERSIGHT COMMISSION

Recommended Action: It is recommended that the Antioch Police Oversight Commission:

- 1) Nominate candidates for the position of Vice Chairperson.
- 2) Motion to open and conduct an election for a Vice Chairperson of the Antioch Police Oversight Commission.
- 3) Motion to elect [Commissioner] as the Vice Chairperson of the Antioch Police Oversight Commission.

5. PUBLIC COMMENTS

Members of the public are given the opportunity to address the Commission on an item that is not on the agenda; up to three (3) minutes. If there are several speakers, the amount of time allotted may be modified at the Chairperson’s discretion.

6. AD HOC COMMITTEE REPORT OUT

The ad hoc committee members will provide updates on their committee’s work and plans for the future.

7. UPCOMING/ FUTURE AGENDA ITEMS

The Commission will engage in a working session to discuss and determine agenda items for the upcoming Commission meeting, and to agree on a list of agenda items to be discussed on future agendas. The Commission will work on creating a list of agenda items for future meetings.

**8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT
(3 minutes per commissioner)**

Each commissioner will have an opportunity to provide an update on information relevant to the mission, purpose, and work of the Antioch Police Oversight Commission.

9. STAFF COMMUNICATIONS

Staff may provide an update on information relevant to the mission, purpose, and work of the Antioch Police Oversight Commission.

10. NEXT MEETING DATE – January [REDACTED], 2025, at 6:30 p.m. [Jan. 20th MLK Holiday]

11. ADJOURNMENT

After Staff Communications, the Chairperson/Vice Chairperson will make a motion to adjourn the meeting. A second motion is required, and then a majority vote is required to adjourn the meeting.

**CITY OF ANTIOCH
ANTIOCH POLICE OVERSIGHT COMMISSION
REGULAR MEETING**

**Regular Meeting
6:30 P.M.**

**November 18, 2024
City Council Chambers**

1. CALL TO ORDER AND ROLL CALL

Chairperson Taylor called the meeting to order at 6:30 P.M. on Monday, November 18, 2024, at City Council Chambers. Acting City Clerk Rosales called the roll.

Present: Commissioners Lacey-Oha, May, Vice Chairperson Williams and Chairperson Taylor

Absent: Commissioners Thurston, Spears and Hadden

Staff: City Manager, Bessie Marie Scott
City Attorney, Thomas Lloyd Smith
Interim Police Chief, Brian Addington
Acting City Clerk, Vanessa Rosales
Administrative Analyst, Vincent Manual

2. PLEDGE OF ALLEGIANCE

Chairperson Taylor led the Pledge of Allegiance.

3. CONSENT CALENDAR

3-1 APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF SEPTEMBER 16, 2024

3-2 ANTIOCH POLICE OVERSIGHT COMMISSION MEETING FOR OCTOBER 7, 2024 – NO QUORUM

3-3 ANTIOCH POLICE OVERSIGHT COMMISSION MEETING FOR OCTOBER 21, 2024 – NO QUORUM

3-4. ANTIOCH POLICE OVERSIGHT COMMISSION MEETING FOR NOVEMBER 4, 2024 – NO QUORUM

On motion by Commissioner May, seconded by Commissioner Williams the Antioch Police Oversight Commission members present unanimously approved the Consent Calendar.

4. NEW BUSINESS

4-1 INTERIM POLICE CHIEF BRIAN ADDINGTON'S REPORT

A. Staff Presentation/Update

a. Police background and screening process

Interim Police Chief Addington gave a presentation on the Police background and screening process. He provided responses to inquiries from the Antioch Police Oversight Commission (APOC) regarding the presentation.

b. Police staffing update

Interim Police Chief Addington gave the Police staffing update. He provided responses to inquiries from the APOC regarding the presentation.

Commissioner May encouraged Interim Police Chief Addington to contact local high schools, Job Corps and Ameri-Corps to offer internships.

B. Public Comment

The Commission received public comments from the following individuals who spoke on the Police background and screening process presentation and Police staffing update: Patricia Granados, Mayra and an unidentified individual.

City Attorney Smith, for the record, reminded the Commission that public speakers were allowed to remain anonymous.

C. Discussion and Direction – None

4-2. COMMISSION DISCUSSION ITEM – WHAT IS THE POLICY FOR COMMUNITY ENGAGEMENT IN RESPONSE TO SHOOTINGS?

Interim Police Chief Addington reported that Antioch Police Department (APD) had no specific policy pertaining to community engagement in response to shootings. He announced that the US Department of Justice Public Safety Partnership assessed APD's community engagement, and the report would be finalized and made public in the future. He noted their practice had been to release information publicly via press release.

Interim Police Chief Addington provided responses to inquiries from the APOC regarding the Public Safety Partnership, APD's Violence Reduction Initiative and their plans to address violence in the Sycamore and Cavallo neighborhoods.

Commissioner Lacey-Oha commended APD for their increased enforcement efforts particularly foot patrols in the Sycamore corridor.

Commissioner Williams suggested establishing a group to conduct community outreach efforts regarding foot patrols.

4-3. COMMISSION DISCUSSION ITEM – INFORMATION RELATED TO POLICE BODY-WORN CAMERAS

Interim Police Chief Addington provided an update and responses to inquiries from the APOC on APD's policy related to police body-worn cameras and the California Public Records Act.

City Attorney Smith added that Government Code Section 6254 outlined exemptions from disclosure of certain records.

4-4. COMMISSION DISCUSSION ITEM – HOW WILL END OF THE YEAR REPORTING BE CREATED AND PRESENTED TO THE ANTIOCH CITY COUNCIL?

Commissioner Williams and Chairperson Taylor reported they had prepared an end-of-the-year report that consolidated accomplishments and recommendations from the APOC Ad Hoc Committees. They noted they would be requesting the report be agendaized for the APOC meeting on December 2, 2024, for review and approval.

Chairperson Taylor requested Interim Police Chief Addington and Commissioners be present when the presentation was given to the City Council.

City Attorney Smith explained City Manager Scott and the Mayor would determine when the item could be placed on a future agenda.

The Commission thanked Interim Police Chief Addington for supporting the recommendations from the APOC.

5. PUBLIC COMMENTS

The Commission received a general public comment from the following individual: Mayra.

6. AD HOC COMMITTEE REPORT OUT – None

7. UPCOMING/ FUTURE AGENDA ITEMS

Discussion ensued regarding the APOC members' priorities for future agenda items.

Items requested included:

- Draft Annual Report to Council
- Recognition of resignations of Commissioners
- Presentation on Police Explorers
- Report out of the National Association Civilian Oversight of Law Enforcement (NACOLE) Conference

In response to Commissioner Lacey-Oha, City Manager Scott gave an overview of NACOLE programming and training.

In response to Commissioner May, Interim Police Chief Addington stated he was unaware of any thin blue line flags on patrol vehicles. He stated the American flag was the appropriate symbol and he would investigate the matter.

8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT

Commissioner Williams reported on his participation in an APD ride-along and encouraged other Commissioners to schedule a ride-along.

Commissioner Lacey-Oha discussed issues she had reported to the APD and the Contra Costa County Fire Department (CCFD), and she acknowledged their professionalism.

Commissioner May discussed issues she had reported to APD and commended their professionalism. She suggested the APOC consider holding a Community Engagement event for the holidays.

Chairperson Taylor reported she had secured a location for Community Engagement events in the Raley's shopping center. She recognized Commissioners involved in the re-write of the APD handbook and City Manager Scott for her assistance.

Commissioner Williams thanked the Officer who participated in the ride-along and Captain Vigil for scheduling the event.

Commissioner Lacey-Oha commended a patrol officer who had responded to a vehicle accident in a very professional manner.

9. STAFF COMMUNICATIONS

City Manager Scott announced the City had received applications for the APOC vacancies and interviews would be scheduled this week.

10. NEXT MEETING DATE – December 2, 2024, at 6:30 P.M.

Chairperson Taylor announced the next APOC meeting would be held on December 2, 2024, at 6:30 P.M.

11. ADJOURNMENT

On motion by Commissioner May, seconded by Commissioner Williams the Antioch Police Oversight Commission members present unanimously adjourned at 8:04 P.M.

Kitty Eiden

KITTY EIDEN, Minutes Clerk

**CITY OF ANTIOCH
ANTIOCH POLICE OVERSIGHT COMMISSION
REGULAR MEETING**

**Regular Meeting
6:30 P.M.**

**December 2, 2024
City Council Chambers**

1. CALL TO ORDER AND ROLL CALL

Chairperson Taylor called the meeting to order at 6:30 P.M. on Monday, December 2, 2024, in Council Chambers. Acting City Clerk Manuel called the roll.

Present: Commissioners Lacey-Oha, May, Vice Chairperson Williams and Chairperson Taylor

Absent: Commissioners Thurston, Spears and Hadden

Staff: City Manager, Bessie Marie Scott
City Attorney, Thomas Lloyd Smith
Interim Police Captain, Patrick Wentz
Acting City Clerk, Vincent Manuel
Administrative Analyst, Vanessa Rosales

2. PLEDGE OF ALLEGIANCE

Chairperson Taylor led the Pledge of Allegiance.

3. CONSENT CALENDAR

3-1 APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF NOVEMBER 18, 2024

On motion by Commissioner Williams, seconded by Commissioner May the Antioch Police Oversight Commission members present unanimously continued the minutes of November 18, 2024.

4. NEW BUSINESS

4-1 INTERIM POLICE CHIEF BRIAN ADDINGTON'S REPORT

A. Staff Presentation/Update

Patrick Wentz, Interim Police Captain, gave an update on Antioch Police Department (APD) staffing and recent shift changes.

B. Public Comment – None

C. Discussion and Direction – None

4-2. RESIGNATION FROM COMMISSIONER THURSTON

On motion by Commissioner May, seconded by Commissioner Lacey-Oha the Antioch Police Oversight Commission members present unanimously accepted Commissioner Thurston's resignation.

4-3. RESIGNATION FROM COMMISSIONER SPEARS

On motion by Commissioner May, seconded by Commissioner Williams the Antioch Police Oversight Commission members present unanimously accepted Commissioner Spear's resignation.

4-4. DRAFT ANNUAL REPORT TO COUNCIL

Commissioner Williams and Chairperson Taylor presented the staff report dated December 2, 2024, recommending the APOC review and approve the Draft Annual Report to be provided to the City Council.

City Manager Scott reviewed staff's recommended revisions to the draft annual report noting that the changes would be consistent with state and federal laws as well as the HIPAA and the bargaining unit agreements.

Following discussion, the Antioch Police Oversight Commission (APOC) consensus requested delaying action on this item and placing it on a future agenda to allow additional time to review the draft report and staff's recommendations. They also requested City Manager Scott provide them with the recommended revisions discussed this evening.

5. PUBLIC COMMENTS – None

6. AD HOC COMMITTEE REPORT OUT – None

7. UPCOMING/ FUTURE AGENDA ITEMS

Discussion ensued regarding the APOC members' priorities for future agenda items. Commission consensus requested staff agendize the following items:

- Draft Annual Report to Council
- Report out of the National Association Civilian Oversight of Law Enforcement (NACOLE) Conference
- Resignation of Commissioner Hadden
- Black History Month community engagement celebrations in collaboration with APD
- Update on the Police Explorers Program/Community Engagement with Youth

8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT

Commissioner Lacey-Oha stated she looked forward to the APOC's work in 2025.

Commissioner May reported on her attendance at the NAACP California/Hawaii Convention with Commissioner Lacey-Oha.

Chairperson Taylor congratulated Commissioners Williams and Lacey-Oha for their re-appointments to the Antioch Police Oversight Commission.

9. STAFF COMMUNICATIONS – None

10. NEXT MEETING DATE – January 6, 2025, at 6:30 P.M.

Chairperson Taylor announced the next APOC meeting would be held at 6:30 P.M. on January 6, 2025.

11. ADJOURNMENT

On motion by Commissioner Williams, seconded by Chairperson Taylor the Antioch Police Oversight Commission members present unanimously adjourned at 7:20 P.M.

Kitty Eiden

KITTY EIDEN, Minutes Clerk



STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION

DATE: Regular Meeting of January 6, 2025

TO: Honorable Chairperson and Members of the Antioch Police Oversight Commission

SUBMITTED BY: Bessie M. Scott, City Manager

SUBJECT: Final Annual Report to Antioch City Council

RECOMMENDED ACTION

It is recommended that the Antioch Police Oversight Commission review and approve the Final Annual Report to be provided to the Antioch City Council.

FISCAL IMPACT

None.

DISCUSSION

In accordance with Antioch Municipal Code **§4-3.111 PUBLIC REPORTS:**

- A. The Police Oversight Commission shall draft and issue public reports regarding issues described in section 4-3.100. An annual report may be in the form of an update from a previous year's report. The Police Commission may issue additional public reports as it deems appropriate.
- B. The Police Commission shall provide annual public reports to City Council, City Manager, and City Attorney on the Police Department's progress on Police Commission recommendations and other updates to the mission of the Police Commission.
- C. All public reports shall omit or redact any confidential or privileged information as defined by State Law.

The attached final annual report has been prepared by the Commission for review and discussion.

ATTACHMENTS

- A. Final Annual Report



Antioch Police Oversight Commission

2024 Annual Reportⁱ

Section 1: Introduction

The Antioch Police Oversight Commission (APOC) was established to enhance transparency, accountability, and trust between the Antioch Police Department (APD) and the community it serves. Since its inception, APOC has been steadfast in its commitment to creating policies and practices that reflect the values of equity, justice, and public safety.

To achieve these goals, APOC formed ad hoc committees tasked with evaluating APD policies in key areas, including use of force, internal affairs, community engagement, budget allocation, and overall department policy. These committees have worked diligently to identify areas in need of reform and to recommend amendments that align with national best practices while addressing the unique needs and concerns of Antioch residents.

This report highlights a pivotal milestone in this effort: the decision by APD Chief Brian Addington, in collaboration with City Manager Bessie Marie Scott, to undertake a comprehensive redrafting of the APD policy manual. This decision was driven by the evaluations and recommendations submitted by APOC's ad hoc committees. The commission's input underscored the need for a more comprehensive review to ensure APD policies uphold community trust and safety standards.

To facilitate this review and updating process, APD has partnered with Lexipol. Lexipol is a nationally recognized leader in public safety policy development and training who

specializes in creating best-practice policies grounded in current laws and industry standards; Lexipol supports law enforcement agencies, fire departments, and other public safety organizations across the United States.

Lexipol has a particularly significant presence in California, providing policy frameworks for 95% of the state's law enforcement agencies. Their comprehensive approach ensures that policies are legally compliant, easy to understand, and tailored to meet the operational needs of agencies while addressing public safety priorities.

By partnering with Lexipol to redraft the APD policy manual, Antioch ensures its policies align with state and national best practices, reflecting a commitment to transparency, accountability, and community trust. Lexipol will guide this effort with its expertise in creating best-practice policies grounded in current laws and standards. APOC has been invited to play an active role in this process, ensuring the new manual reflects the community's voice and values. The Antioch Police Officers Association and Police Managers Association will also be part of this process.

The redrafting initiative is expected to span at least six months. During this time, APOC will continue to monitor progress, provide feedback, and prepare for the implementation phase. This collaborative effort represents a significant step forward in aligning Antioch's public safety framework with transparency, equity, and accountability principles.

Section 2: Policies that will be Recommended as Additions to the New Manual

The Antioch Police Oversight Commission (APOC) has identified key areas that need to be addressed in the APD policy manual. This report highlights three critical recommendations for inclusion: the Angelo Quinto Crisis Response Team (AQCRT), Officer Mental Health, and a comprehensive community engagement policy. These additions address gaps that impact community safety and trust, aligning the manual with modern best practices.

Angelo Quinto Crisis Response Team (AQCRT) Policy Integration

The AQCRT represents a groundbreaking approach to handling mental health crises and other low-level calls for service that an officer traditionally would handle. Established as a collaborative effort between the City of Antioch, APD, and local community-based organizations, the AQCRT provides a 24/7, non-police response to low-level, non-life-threatening calls for assistance. By addressing mental health crises with trained professionals, AQCRT reduces the potential for escalation, ensuring individuals receive trauma-informed care. The APD policy Manual does delineate the types of calls that AQCRT can handle; the policy should be revised to be more robust and provide additional direction for officers and dispatchers on when the AQCRT could be used.

Proposed Manual Addition:

1. **Deployment Protocols:** Clear guidelines for dispatchers to determine when AQCRT is deployed versus law enforcement.
2. **Operational Collaboration:** Frameworks for how APD officers and AQCRT professionals coordinate during overlapping or escalated incidents.

Community Engagement Policy

Despite its importance in fostering trust and collaboration between law enforcement and residents, APD's current policy manual lacks a dedicated framework for community engagement. Community engagement policies ensure that interactions extend beyond enforcement, focusing on trust-building and mutual understanding.

Proposed Manual Addition:

1. **Community Outreach Standards:** Establish clear expectations for APD participation in town halls, neighborhood meetings, and collaborative events.
2. **Engagement Programs:** Develop and formalize initiatives such as youth outreach programs, cultural competency workshops, and public forums to strengthen relationships.

3. **Measurement and Accountability:** Implement metrics to evaluate the effectiveness of community engagement activities and their impact on public trust.

By formally integrating a community engagement policy into the manual, APD will signal its commitment to proactive, transparent, and equitable practices that align with public expectations.

Officer Mental Health and Wellness Policy

Law enforcement is a demanding profession that can take a toll on officers' physical and mental health. Despite this, officer mental health often lacks the same institutional support as physical health. APOC recommends considering a policy structure that makes mental health care and therapy a mandatory, ongoing part of the job for all APD officers. APOC understands that these proposals must align with California employment laws, so all the recommendations would need to be thoroughly reviewed and vetted to ensure compliance.

Proposed Manual Addition:

1. **Mandatory Mental Health Check-ins:** Require officers to participate in regular, confidential mental health check-ins with licensed professionals.
2. **Therapeutic Support Programs:** Provide access to ongoing therapy services, including trauma-informed counseling and stress management resources. We already do this. We have a contact with a counseling firm.
3. **Mental Health Education:** Integrate mental health and wellness training into officer development programs, emphasizing resilience and coping strategies.
4. **Confidentiality Assurance:** Ensure that participation in mental health services is protected and does not negatively impact an officer's career. This is also already done and is codified in CA law.

Rationale:

- **Improved Officer Performance:** Mental wellness supports sound decision-making and situational judgment.
- **Reduced Burnout and Stress:** Regular access to mental health care mitigates job-related stress and reduces the risk of burnout.
- **Enhanced Public Safety:** Mentally healthy officers are better equipped to handle high-stress situations calmly and effectively.
- **Long-term Resilience:** Fostering a culture that prioritizes mental health helps officers sustain long and productive careers.

By treating mental health as an integral part of an officer's overall wellness, APD can create a healthier, more resilient workforce while enhancing public safety outcomes.

Conclusion

These recommended additions aim to address gaps in the current APD policy manual. By institutionalizing the AQCRT and a robust community engagement policy, the manual will reflect the evolving needs of the Antioch community and reinforce its commitment to equitable and effective public safety practices.

Section 3: Budget Review (2023-2025)

The Antioch Police Oversight Commission (APOC) acknowledges the challenges inherent in conducting a thorough budget review during a period of leadership transitions within the Antioch Police Department (APD). With an interim Chief of Police and a new City Manager taking on their respective roles, the commission recognizes that it would be unreasonable to expect such extensive budgetary evaluations to be completed within a short time frame. This context has guided APOC's decision to focus its full budgetary analysis on the upcoming 2025-2027 budget cycle, which will be introduced in January 2025.

2023-2025 Budget Review Summary

Although a comprehensive evaluation of the 2023-2025 budget was limited due to these circumstances, APOC identified key areas for potential funding allocation and improvement. One significant recommendation was to allocate funds—through the City Council's budget process—toward ongoing training for the commission itself. This investment would ensure that APOC can continue to provide effective oversight and remain well-informed on public safety practices and policies.

Additionally, the commission conducted a detailed review of the existing budget, noting areas that require greater attention and resources. These findings will shape APOC's approach to evaluating the 2025-2027 budget, ensuring that the commission can provide informed and actionable recommendations in the next cycle.

Looking Ahead: 2025-2027 Budget

APOC plans to conduct a comprehensive review of the proposed 2025-2027 budget once it is presented in January 2025. This review will prioritize:

- Greater transparency in budget allocation and reporting.
- Expanded funding for critical initiatives such as the Angelo Quinto Crisis Response Team (AQCRT) and community engagement programs.
- Ensuring resources are aligned with both community safety and equity goals.

Through this evaluation, APOC aims to advocate for a budget that reflects the priorities and values of the Antioch community while supporting the APD in its mission.

Conclusion

The commission appreciates the collaborative efforts of APD leadership and the City Manager in navigating the complexities of budgetary planning during this transition period.

APOC remains committed to working alongside these stakeholders to ensure that future budget cycles are equitable, transparent, and aligned with community priorities.

Section 4: Conclusion and Next Steps

This report represents a collaborative effort between the Antioch Police Oversight Commission (APOC) and the Antioch Police Department (APD) to prioritize transparency, accountability, and community trust. The recommendations outlined herein reflect a shared commitment to enhancing public safety practices while fostering meaningful engagement with the community.

Summary of Recommendations

APOC respectfully submits the following key recommendations for City Council review and approval:

- 1. Angelo Quinto Crisis Response Team (AQCRT) Policy Integration**
 - Formalize protocols for the deployment and collaboration of the AQCRT within the APD policy manual to address mental health crises with a trauma-informed, non-police response.
- 2. Community Engagement Policy**
 - Develop and implement a comprehensive framework for community outreach, including engagement programs, outreach standards, and accountability measures.
- 3. Officer Mental Health and Wellness Policy**
 - Review the feasibility of a mandatory officer mental health and therapy policy that treats mental wellness as an integral part of job performance and overall health to support resilience, reduce burnout, and enhance public safety.
- 4. Ongoing Training for the Commission**
 - Allocate funding from the current budget to support the training and development of APOC members, ensuring effective oversight.

5. 2025-2027 Budget Review Planning

- Prepare for a thorough evaluation of the upcoming budget cycle, with a focus on transparency, resource alignment, and investment in critical programs.

These recommendations have been crafted with input from APD leadership and reflect a mutual understanding of the need for reform and improvement. APD has expressed its support for the proposed initiatives, recognizing their potential to enhance operational effectiveness and community trust.

Acknowledgments

APOC extends its gratitude to APD leadership and the City Manager for their collaborative spirit and dedication to public safety. The support and engagement of these stakeholders have been instrumental in advancing this report and ensuring its alignment with the values and needs of the Antioch community.

By working together, APOC, APD and the City of Antioch reaffirms our commitment to creating a safer, more equitable future for all Antioch residents.

ⁱ In accordance with Antioch Municipal Code §4-3.111 PUBLIC REPORTS: B. The Police Commission shall provide annual public reports to City Council, City Manager, and City Attorney on the Police Department's progress on Police Commission recommendations and other updates to the mission of the Police Commission.



STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION

DATE: Regular Meeting of January 6, 2025

TO: Honorable Chairperson and Members of the Antioch Police Oversight Commission

SUBMITTED BY: Thomas Lloyd Smith, City Attorney *TLS*

SUBJECT: Extension or Dissolution of the Budget Ad Hoc Committee

RECOMMENDED ACTION

It is recommended that the Antioch Police Oversight Commission:

- Motion to extend the Budget Ad Hoc Committee for a term of months with Commissioners _____, _____, and _____;

OR

- Motion to dissolve the Budget Ad Hoc Committee.
- Consider whether to direct staff to prepare a resolution for a Budget Standing Committee with Commissioners _____, _____, and _____.

FISCAL IMPACT

There is no fiscal impact for this item.

DISCUSSION

The Commission selects three or fewer members for each ad hoc committee. Once formed, each ad hoc committee will develop specific objectives aligned with its purpose and report those objectives to the Commission.

At its June 3, 2024 meeting, the Antioch Police Oversight Commission formed the Budget Ad Hoc Committee with the following term and purposes:

(1) Budget Ad Hoc Committee (6-month term)

The purpose of the Budget Ad Hoc Committee shall be to review the City Council’s proposed budget, advise whether budgetary allocations for the Police Department are aligned with the Police Department’s policies and procedures, ensure that the budget adequately supports the goals of the oversight body, including promoting transparency, and community engagement.

The Antioch Police Oversight Commission formed the ad hoc committee to address specific issues that require immediate attention. Ad hoc committees are temporary committees formed for a specific purpose consisting of less than a quorum of the commission and are **not** subject to the Brown Act. Ad hoc committees are expected to complete their work within a limited period of time. The term of this ad hoc committee was six (6) months. Now, the committee can be extended for up to a total term of (1) year or dissolved.

ATTACHMENTS

A. None.



STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION

DATE: Regular Meeting of January 6, 2025

TO: Honorable Chairperson and Members of the Antioch Police Oversight Commission

SUBMITTED BY: Thomas Lloyd Smith, City Attorney *TLS*

SUBJECT: Extension or Dissolution of the Community Engagement Ad Hoc Committee

RECOMMENDED ACTION

It is recommended that the Antioch Police Oversight Commission:

- Motion to extend the Community Engagement Ad Hoc Committee for a term of months with Commissioners _____, _____, and _____;

OR

- Motion to dissolve the Community Engagement Ad Hoc Committee.
- Consider whether to direct staff to prepare a resolution for a Community Engagement Standing Committee with Commissioners _____, _____, and _____.

FISCAL IMPACT

There is no fiscal impact for this item.

DISCUSSION

The Commission selects three or fewer members for each ad hoc committee. Once formed, each ad hoc committee will develop specific objectives aligned with its purpose and report those objectives to the Commission.

At its June 3, 2024 meeting the Antioch Police Commission formed the Community Engagement Ad Hoc committee with the following term and purposes:

(1) Community Engagement Ad Hoc Committee (6-month term)

The purpose of the Community Engagement Ad Hoc Committee shall be to develop and recommend, in conjunction with the Chief of Police and the City Manager, educational programs regarding policing in Antioch and community outreach events, such as town hall meetings, forums to communicate information about neighborhood watch programs, and events designed to encourage safety and emergency preparedness.

The Antioch Police Oversight Commission formed the ad hoc committee to address specific issues that require immediate attention. Ad hoc committees are temporary committees formed for a specific purpose consisting of less than a quorum of the commission and are **not** subject to the Brown Act. Ad hoc committees are expected to complete their work within a limited period of time. The term of this ad hoc committee was six (6) months. Now, the committee can be extended for up to a total term of (1) year or dissolved.

ATTACHMENTS

A. None.