



ANTIOCH POLICE OVERSIGHT COMMISSION

ANNOTATED AGENDA

Date: **Monday, February 3, 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

City Staff : Bessie Marie Scott, City Manager
Kevin Kunding, Assistant City Attorney
Joseph Vigil, Acting 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'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 – All Present (6:31 p.m.)

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

Approved, 5/0

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

Approved, 5/0

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

CONSENT CALENDAR – Continued

3-3. ANTIOCH POLICE OVERSIGHT COMMISSION MEETING FOR JANUARY 6, 2025 – NO QUORUM

Approved, 5/0

Action: January 6, 2025 – Order of Adjournment due to lack of a quorum.

VICE CHAIRPERSON WILLIAMS MADE A MOTION TO SUSPEND THE RULES AND MOVE ITEMS #4-6 AND #4-7 TO BE HEARD AS THE NEXT ORDER OF BUSINESS; APPROVED 5/0

4. NEW BUSINESS

4-6. NOMINATION AND ELECTION OF A CHAIRPERSON OF THE ANTIOCH POLICE OVERSIGHT COMMISSION

Commissioner Taylor elected as Chairperson, 5/0

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 Chairperson of the Antioch Police Oversight Commission.*
- 3) *Motion to elect [Commissioner ██████████] as the Chairperson of the Antioch Police Oversight Commission.*

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

Commissioner Williams elected as Vice Chairperson, 5/0

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.*

COMMISSIONER LACEY-OHA MADE A MOTION TO SUSPEND THE RULES AND MOVE ITEM #4-4 TO BE HEARD AS THE NEXT ORDER OF BUSINESS; APPROVED 5/0

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

Received Report

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

CHAIRPERSON TAYLOR MADE A MOTION TO SUSPEND THE RULES AND BRING AN EMERGENCY DISCUSSION ITEM TO THE AGENDA REGARDING RACIAL SLURS MADE BY A COMMISSIONER AT THE JANUARY 17, 2025, CITY COUNCIL SPECIAL MEETING AS THE NEXT ORDER OF BUSINESS; APPROVED 5/0

Direction provided to staff

COMMISSIONER MAY MADE A MOTION TO SUSPEND THE RULES AND BRING ITEM #7 TO BE HEARD AS THE NEXT ORDER OF BUSINESS; APPROVED 5/0

7:34 p.m. Vice Chairperson Williams left the dais

7:36 p.m. Vice Chairperson Williams returned to the dais

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.

NEW BUSINESS – Continued

4-1. ACTING POLICE CHIEF JOSEPH VIGIL’S REPORT

The Acting 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

NEW BUSINESS – Continued

4-2. COMMISSION DISCUSSION ITEM – SELECTION OF THE SCHEDULED ANTIOCH POLICE OVERSIGHT COMMISSION MEETING DATE WHICH FALLS ON PRESIDENT’S DAY HOLIDAY – FEBRUARY 17, 2025

Next meeting to be held on March 3, 2025, Approved 5/0

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.

4-3. COMMISSION DISCUSSION ITEM – ANNUAL REPORT TO COUNCIL

Approved to go to City Council, 5/0

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 – 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
- 4) Budget Ad Hoc Committee
- 5) Community Engagement Ad Hoc Committee

Direction provided to staff, Approved 4/1 (Hadden – Abstain)

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

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.

**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 – March 3, 2025, at 6:30 p.m. [Feb. 17th President's Day 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.

Motioned to adjourn the meeting at 8:39 p.m., Approved 5/0

**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



ORDER OF ADJOURNMENT

NOTICE IS HEREBY GIVEN that the regularly scheduled Antioch Police Oversight Commission Meeting for **Monday, January 6, 2025**, has been **ADJOURNED** due to lack of a quorum.

This notice is prepared and posted in accordance with Government Code section 54955.

Noticed by: City Clerk's Office
January 6, 2025

#3-3
02-03-25



STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION

DATE: Regular Meeting of February 3, 2025

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

SUBMITTED BY: Bessie Marie 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.

Antioch Police Oversight Commission (APOC)

NACOLE 2024 Conference Summary

Introduction

This report provides a detailed summary of the lessons and best practices shared at the 30th Annual NACOLE Conference. The focus is on civilian oversight models, group dynamics, training, and data-driven approaches to enhance accountability and legitimacy.

1. Overview of Civilian Oversight

- **Evolution of Oversight:** Civilian oversight has progressed significantly since the 1920s, with over 250 oversight entities now active nationwide. This reflects the growing recognition of the need for independent bodies to hold law enforcement accountable.
 - **Models and Independence:** Oversight models—review-focused, investigative, auditor-based, and hybrids—each serve different needs but share the necessity of operating independently from law enforcement to ensure impartiality and community trust. Independence strengthens public perception and allows for unbiased evaluations.
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2. Group Dynamics and Processes

- **Stages of Development:** Oversight boards go through predictable stages of growth (forming, storming, norming, performing). Moving toward collaboration and high-functioning teamwork requires deliberate strategies to address role confusion and conflicts.
 - **Trust and Communication:** Open communication channels and mutual trust among commissioners and stakeholders are critical for productive deliberations. Effective group processes promote alignment with the board's mission and enhance its ability to act cohesively.
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3. Building Legitimacy

- **Foundational Pillars:** Legitimacy is essential for community cooperation and relies on three core pillars:
 - **Pragmatic:** Aligning oversight practices with tangible community needs.
 - **Cognitive:** Ensuring clarity in the oversight process and educating the public on its role.

- **Moral:** Upholding fairness, justice, and equity in all oversight activities. Efforts to bolster legitimacy build long-term public trust and increase compliance with oversight recommendations.
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4. Training for Oversight Boards

- **Core Requirements:** Comprehensive training equips board members with knowledge of oversight models, police procedures, and applicable laws. Regular training ensures members remain effective and informed, particularly in addressing evolving issues.
 - **Case Studies:** Jurisdictions like Arlington, Berkeley, and Charlottesville highlight innovative approaches to board training, including ride-alongs, mental health education, and understanding constitutional policing. These examples demonstrate how tailored training can improve operational effectiveness.
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5. Data-Driven Oversight and Accountability

- **Procedural Justice:** Emphasizing fairness in policing enhances legitimacy. Research shows communities respond more positively when law enforcement is perceived as acting equitably and transparently.
 - **Use of Data:** Technology now enables oversight bodies to gather detailed data on incidents such as use of force and community complaints. This data informs better policy decisions and enhances public trust.
 - **Key Innovations:** Machine learning and predictive analytics in tools like Early Intervention Systems (EISs) can identify patterns of officer misconduct and enable proactive interventions, reducing adverse incidents.
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6. Lessons from Past Civilian Review Boards (CRBs)

- **Challenges:** Many CRBs historically lacked the resources or authority needed for meaningful oversight. Issues such as inadequate funding, resistance from police unions, and limited access to critical information have hindered their effectiveness.
 - **Effective Strategies:** Empowering CRBs with tools like subpoena power, secure funding, and autonomy from police departments enables them to investigate complaints thoroughly and maintain public confidence.
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7. Technological Advancements in Oversight

- **Body-Worn Cameras (BWCs):** BWCs offer a valuable transparency tool, but success depends on clear policies for their use, community involvement in implementation, and robust systems for data storage and review.
 - **Early Intervention Systems (EISs):** Advanced algorithms that analyze officer behavior, incident patterns, and environmental factors can predict risks and inform targeted interventions. These systems enhance accountability while destigmatizing officer performance evaluations.
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8. Recommendations

1. **Participation in NACOLE 2025 Conference:** APOC should prioritize attending the next NACOLE Conference to continue benefiting from best practices and training opportunities. If city funds are unavailable, applying for fundraised seats is a viable alternative to ensure commissioner participation.
2. **Pursuit of Practitioner Certification:** Commissioners should complete NACOLE's Practitioner Certification Program to deepen their expertise and enhance APOC's effectiveness in civilian oversight. This credential bolsters both skills and credibility.
3. **Implementation of Data-Driven Oversight:** Investing in tools like EISs and leveraging data analytics will allow APOC to track officer performance, identify trends, and make evidence-based recommendations to law enforcement.
4. **Comprehensive Training Programs:** Drawing on NACOLE's training models, APOC should develop a customized curriculum that includes education on oversight models, ethical responsibilities, and law enforcement procedures. Ongoing training ensures commissioners are well-equipped to address complex oversight challenges.

By implementing these strategies, APOC will strengthen its capacity to enhance police accountability, maintain transparency, and build trust within the Antioch community.