



ANTIOCH POLICE OVERSIGHT COMMISSION AGENDA

Date: **Monday, April 15, 2024**

Time: 6:30 P.M.

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

ANTIOCH POLICE OVERSIGHT COMMISSIONERS

Harry Thurston, Chairperson
Porshe Taylor, Vice Chairperson
Treva Hadden
Alicia Dianne Lacey-Oha
Leslie May
Mahogany Spears
Devin Williams

Staff Liaison: Kwame P. Reed, Acting 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.*

ACCESSIBILITY: In accordance with the Americans with Disabilities Act and California law, it is the policy of the City of Antioch to offer its public programs, services and meetings in a manner that is readily accessible to everyone, including individuals with disabilities. If you are a person with a disability and require information or materials in an appropriate alternative format; or if you require any other accommodation, please contact the ADA Coordinator at the number or address below at least 72 hours prior to the meeting or when you desire to receive services. Advance notification within this guideline will enable the City to make reasonable arrangements to ensure accessibility. The City's ADA Coordinator can be reached @ Phone: (925) 779-6950, and e-mail: publicworks@antiochca.gov.

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

- I. CALL TO ORDER AND ROLL CALL**
- II. PLEDGE OF ALLEGIANCE**
- III. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF APRIL 1, 2024**

Recommended Action: It is recommended that the Antioch Police Oversight Commission approve the Antioch Police Oversight Commission meeting minutes for April 1, 2024.

- IV. NEW BUSINESS**
 - 1. INTERIM POLICE CHIEF BRIAN ADDINGTON'S COMMENTS**
 - A. Staff Presentation
 - B. Public Comment
 - C. Discussion and Direction
 - 2. DISCUSSION ITEM: POLICY 310 – SPECIAL WEAPONS AND TACTICS & CRISIS NEGOTIATION TEAM**
 - A. Staff Presentation
 - B. Public Comment
 - C. Discussion and Direction
 - 3. DISCUSSION ITEM: ANTIOCH POLICE DEPARTMENT – HIRING PROCESS**
 - A. Staff Presentation
 - B. Public Comment
 - C. Discussion and Direction

V. 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.

VI. 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.

VII. NEXT MEETING DATE – May 6, 2024, at 6:30 p.m.

VIII. STAFF COMMUNICATIONS

IX. ADJOURNMENT

After Commission 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.**

**April 1, 2024
City Council Chambers**

I. CALL TO ORDER AND ROLL CALL

Chairperson Thurston called the meeting to order at 6:33 P.M. on Monday, April 1, 2024, in Council Chambers. Acting City Clerk Rosales called the roll.

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

Staff: Acting City Manager, Brad Helfenberger
City Attorney, Thomas Lloyd Smith
Acting City Clerk, Vanessa Rosales
Interim Police Chief, Brian Addington

II. PLEDGE OF ALLEGIANCE

Chairperson Thurston led the Pledge of Allegiance.

III. DISCUSSION ITEM: OVERVIEW OF THE ANTIOCH POLICE OVERSIGHT COMMISSION ORDINANCE

City Attorney Smith presented a PowerPoint presentation and staff report dated April 1, 2024, recommending the Antioch Police Oversight Commission (APOC) receive and file the presentation.

Chairperson Thurston opened and closed the public comment period with no members of the public requesting to speak.

Chairperson Thurston thanked City Attorney Smith for the presentation.

On motion by Commissioner May, seconded by Commissioner Hadden, the Antioch Police Oversight Commission unanimously received and filed the presentation.

IV. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF MARCH 18, 2024

On motion by Commissioner Williams, seconded by Commissioner May, the Antioch Police Oversight Commission unanimously approved the minutes of March 18, 2024.

V. NEW BUSINESS

1. INTERIM POLICE CHIEF BRIAN ADDINGTON'S COMMENTS

Staff Presentation

Interim Police Chief Addington gave an overview of the Antioch Police Department (APD) policies, strategy, and culture. He also explained the Lexipol Policy Management System and recent changes to policies.

Public Comment

The Commission received public comments from individuals who spoke on Interim Police Chief Addington's comments.

Discussion and direction to staff

Interim Police Chief Addington and Acting Captain Bittner provided responses to inquiries from the APOC regarding APD policy, internal affairs investigations, training, culture, and complaint procedures.

Chairperson Thurston thanked Interim Police Chief Addington for the report.

On motion by Commissioner May, seconded by Commissioner Spears, the Antioch Police Oversight Commission recessed at 7:57 P.M. The motion carried the following vote:

Ayes: Lacey – Oha, Hadden, May, Spears, Williams, Thurston

Absent: Taylor (temporarily left the dais)

The meeting reconvened at 8:03 P.M. with all Antioch Police Oversight Commissioners present.

2. DISCUSSION ITEM: USE OF FORCE

Staff Presentation

Acting Captain Vigil gave a PowerPoint presentation of Policy 300 Use of Force 835a PC.

Public Comment

The Commission received public comments from individuals who spoke on Use of Force.

Discussion and direction to staff

Captain Vigil and Interim Police Chief Addington provided responses to inquiries from the APOC regarding Use of Force.

Chairperson Thurston thanked Acting Captain Vigil for the presentation.

Interim Police Chief Addington invited the APOC and the public to participate in or observe an officer utilizing the use of force simulator.

3. DISCUSSION ITEM: UNDERSTANDING OF THE COMPLAINT PROCESS AND RESOLUTION PROCESS

Staff Presentation

Interim Chief Addington gave a PowerPoint presentation of the Complaint Process and Resolution Process.

Public Comment

The Commission received public comments from individuals who spoke on the Complaint Process and Resolution Process.

Discussion and direction to staff

Interim Police Chief Addington provided responses to inquiries from the APOC regarding the complaint process and resolution process.

Chairperson Thurston thanked Interim Police Chief Addington for the report.

VI. PUBLIC COMMENTS

The Commission received general public comments from several individuals including Erika Raulston, Teki Flow, Rhonda Hunter, Sara B. and Mary Lutz.

VII. STAFF COMMUNICATIONS – None

VIII. COMMISSION COMMUNICATIONS

Commissioner Williams thanked the community for participating in the meeting and discussed his priorities for the APOC and APD.

Commissioner May responded to recent activities by discussing criticism she received as well as her contributions to the community and personal accomplishments.

Commissioner Lacey-Oha provided her recommendations for the APOC, APD, and the City Council. She also addressed public comments.

Commissioner Taylor provided her recommendations for APD and APOC.

Commissioner Spears thanked the community, Interim Police Chief Addington and APOC members for being prepared and contributing to the meeting's discussions.

Chairperson Thurston requested Commissioner's email addresses be posted on the City's website and business cards be provided.

IX. UPCOMING/ FUTURE AGENDA ITEMS

Discussion ensued regarding the APOC members' priorities for future agenda items. There was a consensus to bring back a discussion on the formation of Ad Hoc Committees.

Chairperson Thurston stated he and Vice Chair Taylor would meet with Acting City Manager Reed to focus on specific agenda items for the next meeting.

X. NEXT MEETING DATE – April 15, 2024, at 6:30 P.M.

Chairperson Thurston announced the next meeting would be held at 6:30 P.M. on April 15, 2024.

XI. ADJOURNMENT

On motion by Commissioner Williams, seconded by Commissioner May, the Antioch Police Oversight Commission unanimously adjourned at 10:24 P.M.

Kitty Eiden
KITTY EIDEN, Minutes Clerk



ANTIOCH POLICE DEPARTMENT

APRIL 15TH, 2024

LIEUTENANT BITTNER

Policy 310

Special Weapons and Tactics

&

Crisis Negotiation Team

Procedures for Activation

- Supervisor through Chain of Command
 - 1) Watch Commander (Field Services Lieutenant)
 - 2) SWAT Tactical Commander (Lieutenant)
 - 3) SWAT Incident Commander (Captain)
 - 4) Chief

SWAT Team Utilization

- High-risk arrest & search warrants
- Barricaded suspect(s)
- Hostage situations
- Rescues or evacuations in areas endangered by gunfire
- Preplanned mutual aid

SWAT Team Member Pre-Selection

- Memo of interest to the Chief of Police
- Physical test
- Firearm proficiency test
- Interview process
- Review of duty performance
- Tactical Commander administrative review
- Final selection is decided by Chief of Police

SWAT Team Member Post-Selection

- Successful completion of a P.O.S.T certified basic SWAT Course
- Pass random physical tests twice a year
- Qualify in tactical firearm courses annually
- Maintain the ability to work well with coworkers and supervisors

Crisis Negotiation Team Selection

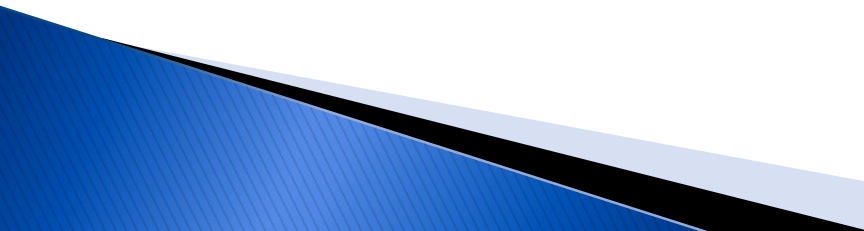
- Memo of interest to the Chief of Police
- Interview process
- Simulated crisis negotiation response
- Review of duty performance
- Tactical Commander administrative review
- Final selection is decided by Chief of Police
- Must complete a P.O.S.T. Crisis Negotiation Course

ANTIOCH POLICE DEPARTMENT

HIRING PROCESS



Steps to Becoming a Police Officer

- ▶ Application
 - ▶ PELLETB Written Exam
 - ▶ Oral Board Interviews
 - ▶ Personal History Statement
 - ▶ Polygraph
 - ▶ Background Investigation
 - ▶ Psychological Examination
 - ▶ Medical Examination
 - ▶ Police Academy (approx. 6 months)
 - ▶ Field Training
- 

Reading and Writing Examination Requirement

- ▶ POST Entry-level Law Enforcement Test Battery (PELLETB)
- ▶ T-score 45 or higher
- ▶ Waiver: Taken within past 6 months at the time of application
- ▶ NOTE: Cannot take exam more than once in 30 days(POST rule)

PELLETB

- ▶ Will cover the following:
 - Spelling
 - Vocabulary
 - Clarity
 - Reading Comprehension
 - CLOZE (complete passages containing blanks/missing words)

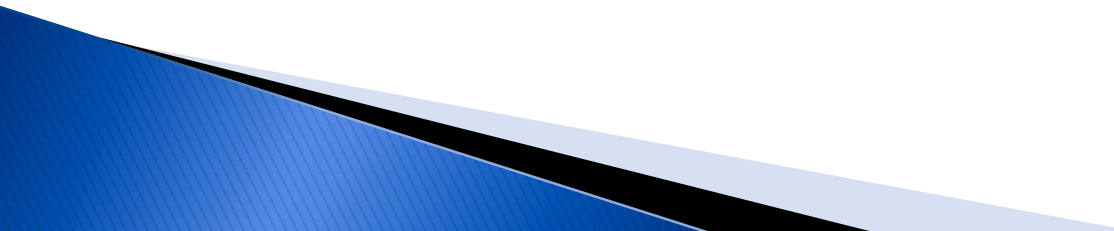
To prepare for the exam:

- Visit www.post.ca.gov
- Books and study materials covering areas such as: spelling, vocabulary, sentence structure

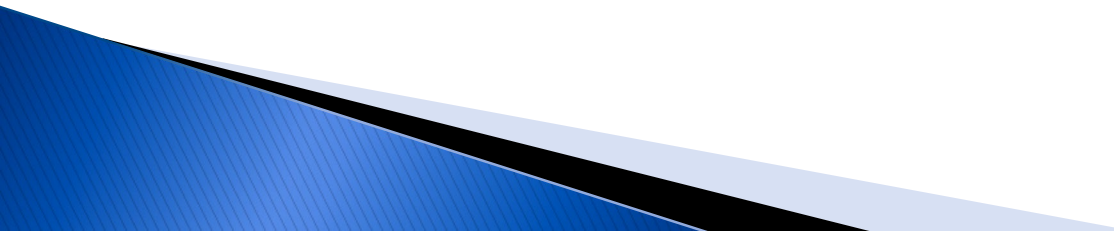
Oral Board Interviews

- ▶ Panel of 3 Police Department Staff Members
Human Resources facilitates
- ▶ Series of questions and scenarios that test:
 - Ability to think critically
 - Ability to communicate
 - Ability to demonstrate ethical behavior

Eligibility List

- ▶ List established by the Human Resources Department
 - ▶ 70 percent or higher
 - ▶ List valid for one (1) year
- 

Departmental Selection

- ▶ Contacted via e-mail with instructions; including link to Personal History Statement (PHS)
 - ▶ Follow the instructions!
 - ▶ Start now!
- 

Peace Officer Standards and Training (POST)

- ▶ Established by Legislature to set minimum selection and training standards for California Law Enforcement
- ▶ Website provides useful information about law enforcement and reserve **officer training, standards, and programs.**
 - Resources available to applicants and employers

Personal History Statement (PHS)

- ▶ 27 page document
- ▶ Common mistakes:
 - Deliberate misstatements
 - Inaccuracy and deliberate Omissions
 - Spelling
 - Incomplete forms

<https://www.post.ca.gov/>

Personal History Statement Cont.

Instructions to the Applicant

The information you provide in this Personal History Statement will be used in the background investigation to assist in determining your suitability for the position of **California Peace Officer**, in accordance with POST Commission Regulation 1953.

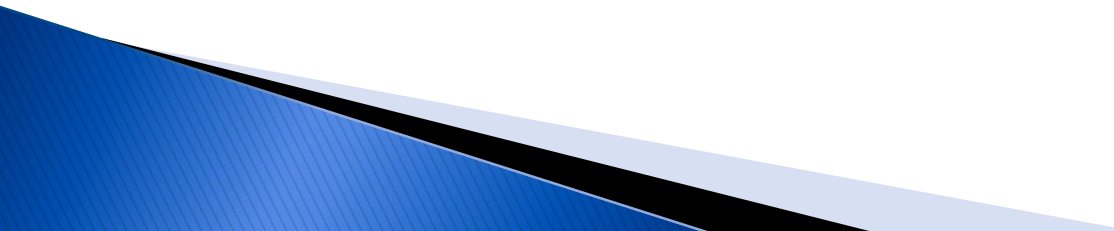
- It is your responsibility to complete this form and provide all required information.
- If you are filling out a printed copy of this form, neatly print in blue or black ink.
- You must respond to all items and questions. If a question does not apply to you, write "N/A" (not applicable) in the space provided for your response.
- If you need more space for any response, use the last page of this form (page 27) and identify the additional information by the question number.
- Send the completed form to your background investigator or the agency to which you are applying. Do NOT send the form to POST.

Disqualification

There are very few **automatic** bases for rejection. Even issues of prior misconduct, such as prior illegal drug use, driving under the influence, theft, or even arrest or conviction are usually not, in and of themselves, automatically disqualifying. However, **deliberate misstatements or omissions** can and often will result in your application being rejected, regardless of the nature or reason for the misstatements/omissions. In fact, the number one reason individuals "fail" background investigations is because they deliberately withhold or misrepresent job-relevant information from their prospective employer.

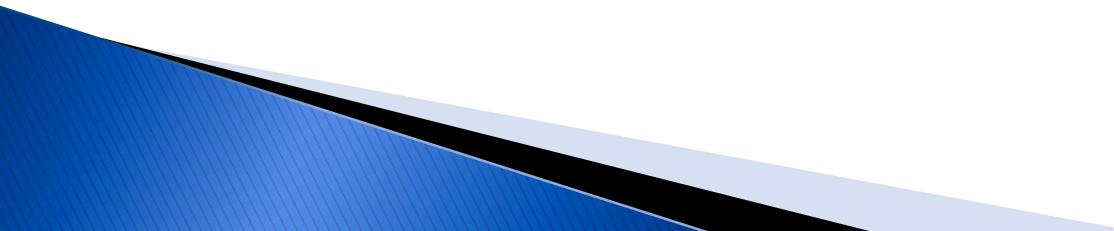
BOTTOM LINE: You are responsible for providing complete, accurate, and truthful responses.

Polygraph

- ▶ Also known as “Lie Detector”
 - ▶ Questionnaire similar to PHS, but more in depth
 - ▶ Measures blood pressure, heart rate, respiration and skin conductivity
 - ▶ Results compared to PHS
- 

Background Investigation

POST Background Investigation Dimensions:

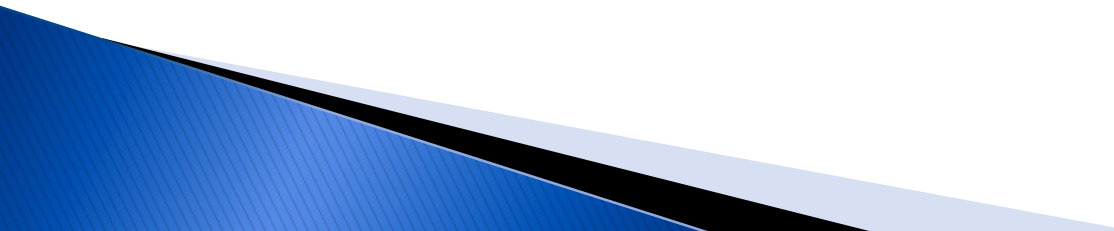
- ▶ Moral Character
 - ▶ Handling Stress and Adversity
 - ▶ Work Habits
 - ▶ Interactions with Others
 - ▶ Intellectually–Based Abilities
- 

Background Investigation Cont.

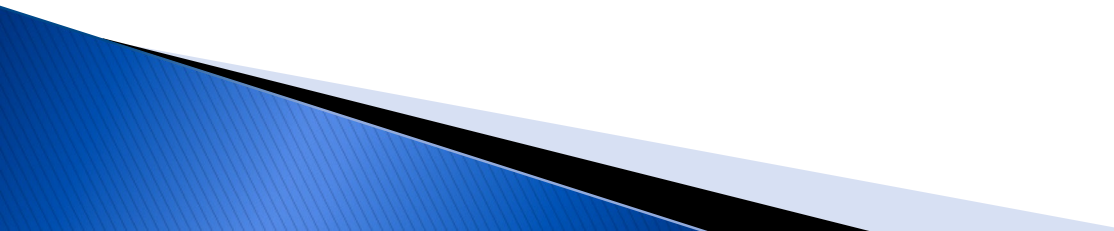
Areas of Investigation:

- ▶ Citizenship Verification
- ▶ Age
- ▶ Criminal Records Checks
- ▶ Driving Records Check
- ▶ Education Verification
- ▶ Employment History Check
- ▶ Relatives / Personal Reference Check
- ▶ Dissolution of Marriage Check
- ▶ Neighborhood Checks
- ▶ Military History Check
- ▶ Credit Records Check

Psychological

- ▶ Conditional Offer of Employment
 - ▶ Evaluates applicants' ability to handle pressure, stressors, and job demands
 - ▶ Not a counseling session
 - ▶ MMPI: Minnesota Multiphasic Personality Inventory
- 

Pre-Placement Medical

- ▶ Evaluates applicants' overall medical condition as it relates to the performance of the job as a Police Officer
 - ▶ Tests include, but limited to:
 - Hearing
 - Eyesight
 - Chemical Screening
 - Cardiovascular
 - Musculoskeletal System
- 

Basic Police Academy

- ▶ Physically in Shape
- ▶ Diet and Nutrition
- ▶ Mentally Prepared
- ▶ Professionalism
- ▶ Work Ethic
- ▶ Study Habits
- ▶ Leadership
- ▶ Approximately 6 months



General Information

- ▶ One Year Rule: Personnel Rules
- ▶ RSVP and No Show = Fail
- ▶ www.post.ca.gov
- ▶ <http://www.ci.antioch.ca.us/Human-Resources/#>

Questions?

