



ANTIOCH POLICE OVERSIGHT COMMISSION AGENDA

Date: **Monday, April 21, 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
Lisa Elekwachi
Susan Kennedy
Vacant

Staff Liaison: Bessie Marie Scott, City Manager
Kevin W. Kunding, Assistant City Attorney
Joseph Vigil, 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

1. CALL TO ORDER AND ROLL CALL

2. PLEDGE OF ALLEGIANCE

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

Recommended Action: It is recommended that the Antioch Police Oversight Commission receive and file the presentation.

4. 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.

4-1. ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF MARCH 17, 2025

Recommended Action: It is recommended that the Antioch Police Oversight Commission approve the Meeting Minutes of March 17, 2025.

4-2. ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF APRIL 7, 2025 – NO QUORUM

Recommended Action: April 7, 2025 Antioch Police Oversight Commission Meeting – Order of Adjournment due to lack of a quorum.

5. NEW BUSINESS

5-1. POLICE CHIEF JOSEPH VIGIL’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.** Police Department Updates
- B.** IA Presentation
- C.** Training
- D.** PSP Program
- E.** Public Comment
- F.** Commission Discussion and Direction

5-2. RESTRUCTURING OF AD HOC COMMITTEES AND MEMBERSHIP

Recommended Action: It is recommended that the Antioch Police Oversight Commission adopt the resolution to restructure and combine the following ad hoc committees: 1) Policy; 2) Use of Force; and 3) Complaints, Internal Affairs, and Hiring Process, to “Police Practices” Ad Hoc Committee for a term of twelve (12) months with Commissioners _____, _____, and _____.

6. 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.

7. AD HOC COMMITTEE REPORT OUT

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

8. 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.

9. 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.

10. STAFF COMMUNICATIONS

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

11. NEXT MEETING DATE – May 5, 2025, at 6:30 p.m.

12. 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.



STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION

DATE: Regular Meeting of April 21, 2025

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

SUBMITTED BY: Kevin Kunding, Assistant City Attorney

SUBJECT: Discussion Item: Overview of Antioch Police Oversight Commission Ordinance

RECOMMENDED ACTION

It is recommended that the Antioch Police Oversight Commission receive and file the presentation.

FISCAL IMPACT

There is no fiscal impact for this item.

DISCUSSION

Civilian oversight of police departments is an evolving governmental function designed to provide the community with a means to influence police department policies and to help ensure that policing is conducted in a manner that is constitutional, effective, and responsive to the standards, values, and expectations of those served by the police department.

The City Council directed City staff to research and make recommendations to the City Council Police Oversight Standing Committee on the potential formation of an Antioch Police Oversight Commission ("Police Commission"). City staff researched (1) police oversight commissions and boards in general law and charter cities; (2) the differences between police oversight commissions in general law cities and charter cities; and (3) solutions that can be achieved under each type of government within state and local laws and policies.

City staff has prepared an ordinance forming the Antioch Police Oversight Commission with the aim of strengthening trust, transparency, accountability, and police-community relations in the City of Antioch by ensuring that the Antioch Police Department's policies, practices, and customs meet or exceed national standards of constitutional policing.

ANTIOCH POLICE OVERSIGHT COMMISSION

The purpose of the Antioch Police Oversight Commission is to strengthen trust, transparency, accountability, and police-community relations in the City of Antioch by

ensuring that the Antioch Police Department's policies, practices, and customs meet or exceed national standards of constitutional policing.

The Police Commission shall advise the City Council, City Manager, and Chief of Police on the administration of the Antioch Police Department and on policy matters concerning public safety within the City of Antioch. The Police Commission shall facilitate community participation and oversight by reviewing and recommending policies, procedures, practices, and programs designed to result in community policing that is effective, responsive, and sensitive to the diverse needs of the residents of the City.

The Police Commission shall promote and encourage open communication and cooperation between the Antioch Police Department and residents of the City, recognizing that policing the City of Antioch is a shared responsibility.

The Police Commission shall develop, review, and make policy recommendations aimed at informing the community of its rights and responsibilities when interacting with police officers.

The powers and duties of the Police Commission include the following:

(A) **Propose changes** including modifications to the Police Department's proposed changes, to any policies or procedures of the Police Department that govern **First Amendment assemblies, use of force, use of canines, use of de-escalation techniques on civilians, hate crimes, or biased-based policing including profiling** based on any of the protected characteristics identified by federal, state, or local law. All such proposed changes and modifications shall be submitted to the City Council for approval or rejection.

(B) **Recommend City Council approval or rejection** of the Police Department's proposed changes to all policies and procedures of the Police Department that govern **First Amendment assemblies, use of force, use of canines, use of de-escalation techniques with civilians, hate crimes, or biased-based policing including profiling** based on any of the protected characteristics identified by federal, state, or local law.

(a) If the Police Commission recommends rejection of the proposed policy, the Police Department's proposed changes, notice of the Commission's rejection, and the reasons for rejection, together with the Police Department's proposed changes, shall be submitted to the City Council for review.

(b) If the Police Commission recommends approval of the Police Department's policy, the Police Department's proposed changes will proceed directly to the City Council for review.

(c) If the Police Commission does not approve or reject the Police Department's proposed changes within sixty (60) days of the Police Department's submission of the proposed changes to the Police Commission, the Police Department's proposed changes will proceed directly to the City Council for review.

(C) **Review and comment on**, at its discretion, **any other policies, procedures, customs, and general orders of the Police Department**. All such comments shall be submitted to the Chief of Police, the City Manager, and the City Attorney. The Chief of Police shall provide a written response to the Police Commission upon request.

(D) **Review the City Council's proposed budget and advise** whether budgetary allocations for the Police Department are aligned with the Police Department's policies and procedures. The Police Commission shall conduct at least one public hearing on the Police Department budget per budget cycle and shall forward to the City Council any recommendations for change.

(E) **Require the Chief of Police to submit an annual report** to the Police Commission regarding such matters as the Police Commission shall require.

(F) **Report at least once a year** to the Mayor, the City Council, and to the public to the extent permissible by law, the information contained in the Chief's report in addition to such other matters as are relevant to the functions and duties of the Police Commission.

(G) **Receive reports from the Police Department** on publicly disclosable information concerning the status of civilian complaints. Develop a program for the mediation of civilian complaints, in coordination with the Chief of Police, the City Manager, and the City Attorney.

(H) **Study, develop, and recommend community policing and alternative crime prevention policies and strategies** to the Chief of Police, City Manager, City Attorney, and City Council; assess and make recommendations regarding the role of social services in public safety, including but not limited to those related to mental health, alcohol and substance abuse, homelessness, juvenile justice, and education.

(I) **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.

(J) **Request and review data** from public records of the Antioch Police Department as needed to effectuate the Police Commission's powers and duties including data regarding police use of force; demographics of individuals stopped, searched, or arrested; demographics of Antioch Police Department officers and staff; and officer training and qualifications.

PUBLIC REPORTS

The Police Commission shall draft and issue public reports regarding its duties and

responsibilities. 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.

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 relevant to the mission of the Police Commission.

All public reports shall omit or redact any confidential or privileged information as defined by State law.

ATTACHMENTS

- A. Ordinance – Antioch Police Oversight Commission

ORDINANCE NO. 2212-C-S

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ANTIOCH ADDING SECTION 5.109 TO TITLE 2 AND CHAPTER 3 TO TITLE 4 OF THE ANTIOCH MUNICIPAL CODE CREATING THE ANTIOCH POLICE OVERSIGHT COMMISSION

WHEREAS, the City Council directed City staff to research and make recommendations to the City Council Police Oversight Standing Committee on the potential formation of an Antioch Police Oversight Commission;

WHEREAS, City staff researched (1) police oversight commissions and boards in general law and charter cities; (2) the differences between citizen police oversight commissions in general law cities and charter cities; and (3) solutions that can be achieved under each type of government within state and local laws and policies; and

WHEREAS, City staff recommends the formation of the Antioch Police Oversight Commission to increase transparency, enhance accountability, foster trust, and strengthen police-community relations in the City.

The City Council of the City of Antioch, California, hereby ordains as follows:

SECTION 1. Recitals.

The above recitals are incorporated as though set forth in this section.

SECTION 2. Adoption.

Section 2-5.109 is hereby added to the Antioch Municipal Code to read as follows:

§ 2-5.109 ANTIOCH POLICE OVERSIGHT COMMISSION.

The Antioch Police Oversight Commission ("Police Commission") consists of seven members. The Police Commission has the duties as specified in Chapter 3 of Title 4 of this code.

SECTION 3. Adoption.

Chapter 3 is hereby added to Title 4 of the Antioch Municipal Code to read as follows:

Sections

- | | |
|---------|--|
| 4-3.101 | CREATED. |
| 4-3.102 | PURPOSE. |
| 4-3.103 | MEMBERSHIP AND APPOINTMENT. |
| 4-3.104 | TERMS OF OFFICE AND REMOVAL FROM OFFICE. |
| 4-3.105 | OFFICERS. |

4-3.106	MEETINGS.
4-3.107	NO COMPENSATION.
4-3.108	BUDGET.
4-3.109	TRAINING.
4-3.110	POWERS AND DUTIES.
4-3.111	PUBLIC REPORTS.

§ 4-3.101 CREATED.

There is hereby created an Antioch Police Oversight Commission (hereinafter referred to as the "Police Commission").

§ 4-3.102 PURPOSE.

The purpose of the Police 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.

The Police Commission shall facilitate community participation and oversight by reviewing and recommending policies, procedures, practices, and programs designed to result in community policing that is effective, responsive, and sensitive to the diverse needs of the residents of the City.

The Police Commission shall promote and encourage open communication and cooperation between the Antioch Police Department and residents of the City, recognizing that policing the City of Antioch is a shared responsibility.

The Police Commission shall develop, review, and make policy recommendations aimed at informing the community of its rights and responsibilities when interacting with police officers.

§ 4-3.103 MEMBERSHIP AND APPOINTMENT.

(A) The Police Commission shall consist of seven (7) voting members appointed by the Mayor and confirmed by the City Council.

(B) All voting members of the Police Commission shall be residents of the City of Antioch.

(C) The Mayor and the City Council shall strive to appoint and confirm at least:

(a) one (1) representative from each of the four (4) councilmember voting districts of the City;

- (b) one (1) representative of the Antioch faith-based community;
- (c) one (1) representative of the Antioch business community; and
- (d) one (1) employee or student of the Antioch Unified School District.

(D) No one shall be excluded from the Police Commission because he or she has a criminal record.

(E) The following shall not be eligible to serve as a Police Commissioner:

- (a) current sworn police officer or his/her spouse;
- (b) current City employee or his/her spouse;
- (c) former Department sworn employee or his/her spouse; or
- (d) current or former employee, official, or representative of an employee association representing sworn police officers or his/her spouse.

(F) Commissioners shall not be issued and shall not display, wear, or carry badges that so resemble a peace officer's badge that an ordinary reasonable person would believe that Commissioners have the authority of a peace officer.

§ 4-3.104 TERMS OF OFFICE AND REMOVAL FROM OFFICE.

(A) The terms of office for all members of the Police Commission shall be three years, but the terms of not more than three (3) members shall expire in any one year. Therefore, when the initial seven (7) members are selected, two (2) commissioners shall be appointed to serve an initial one-year term, two (2) commissioners shall be appointed to serve an initial two-year term, and the remaining three (3) shall serve an initial three-year term. No members shall serve for more than two consecutive full terms. For this purpose, the initial one-year and two-year terms in this paragraph shall be considered full terms. The expiration date of all terms shall be November 30, but each member shall serve until his or her successor is duly appointed and qualified.

(B) A member may resign before the expiration of his or her term with written notification to the chairperson of the Police Commission and the Mayor.

(C) Members of the Police Commission shall serve at the pleasure of the City Council and may be removed from office by a majority vote of the Council.

(D) The Police Commission may recommend to the City Council that a member be removed for reasons including but not limited to:

- (a) misuse of position as a Police Commission member;

- (b) misuse of police-issued documents;
- (c) misconduct that impedes the member's ability to serve as an effective and impartial Police Commission member;
- (d) unexcused absences from at least three meetings in a one-year span of time;
- (e) violation of the Code of Ethics of the National Association for Civilian Oversight of Law Enforcement (NACOLE); or
- (f) conflict of interest.

(E) Upon receipt of notification of resignation or a Council vote of removal, the position shall be considered vacant and eligible for the Mayor to nominate a replacement commissioner for appointment with confirmation by the City Council. The replacement commissioner shall serve for the remainder of the term and be eligible for reappointment for one additional term.

§ 4-3.105 OFFICERS.

During January of each year, the Police Commission shall elect one of its members as chairperson and one as vice-chairperson who shall each hold office for one (1) year or until their respective successors are elected. After all Police Commission members have been appointed and confirmed, officers shall be elected no later than the second meeting of the Police Commission. No officer shall be eligible to serve more than two consecutive terms in the same office.

§ 4-3.106 MEETINGS.

(A) The Police Commission shall hold its first meeting within thirty days after all of its members have been appointed and confirmed. At the first meeting, the Police Commission shall set the time and date of regularly scheduled meetings, which shall occur at least twice each month, except during the months of July and December when regular meetings shall occur once per month. Regular meetings of the Police Commission shall be held at Antioch City Hall except for meetings held under section 4-3.060(B). The Police Commission shall notify the public of the time and place of its meetings and provide time for public comment at each meeting in compliance with the Brown Act.

(B) At least two meetings of the Police Commission each year shall be held at locations within the City of Antioch other than City Hall for the purpose increasing community engagement with the Police Commission. The Police Commission shall make a good faith effort to hold these meetings at public schools, youth centers, or community-based organizations within the City of Antioch.

(C) All Police Commission meetings are subject to the Brown Act.

(D) In the interest of upholding and modeling a positive relationship between the citizens of Antioch and the Antioch Police Department, the Antioch Chief of Police, or his or her designee, shall attend the beginning of all public meetings of the Police Commission and, as the first order of new business, be placed on the agenda to comment or report on any matters under consideration by the Police Commission.

§ 4-3.107 NO COMPENSATION.

Members of the Police Commission shall serve without compensation. However, the City Council may authorize the reimbursement of reasonable expenses incurred by the members in the performance of their duties.

§ 4-3.108 BUDGET.

The City shall provide the Police Commission with funding for general operating expenses, training, and continuing education for all Police Commissioners.

§ 4-3.109 TRAINING.

The City shall provide appropriate funding for introductory training of new Police Commission members as well as continuing education for all members. Training shall cover all of the following, but not be limited to:

- (A) The ordinance establishing the Police Commission;
- (B) National standards of constitutional policing;
- (C) Department operations, policies, procedures, practices, and programs;
- (D) Laws governing local public records and public meetings, confidentiality, police officer rights, arrestee rights, and excessive force; and
- (E) Police policies, practices, and procedures around stops, arrests, use of force, detention, large-scale protests, and marginalized communities.

§ 4-3.110 POWERS AND DUTIES.

To effectuate its purpose, the Police Commission shall, in compliance with the California Public Records Act (Gov. Code, §§ 6250 et seq.), Penal Code Sections 832.7 and 832.8; California Public Safety Officers Procedural Bill of Rights Act (Gov. Code, §§ 3300 et seq.), Government Code section 38630, Government Code section 37104, Penal Code section 832.7, and all other applicable state and federal law:

(A) Propose changes, at its discretion or upon receiving direction from the City Council, including modifications to the Police Department's proposed changes, to any policies or procedures of the Police Department that govern First Amendment assemblies, use of force, use of canines, use of de-escalation techniques on civilians, hate crimes, or biased-based policing including profiling based on any of the protected characteristics identified by federal, state, or local law. All such proposed changes and modifications shall be submitted to the City Council for approval or rejection.

(B) Recommend City Council approval or rejection of the Police Department's proposed changes to all policies and procedures of the Police Department that govern First Amendment assemblies, use of force, use of canines, use of de-escalation techniques with civilians, hate crimes, or biased-based policing including profiling based on any of the protected characteristics identified by federal, state, or local law.

(a) If the Police Commission recommends rejection of the proposed policy, the Police Department's proposed changes, notice of the Commission's rejection, and the reasons for rejection, together with the Police Department's proposed changes, shall be submitted to the City Council for review.

(b) If the Police Commission recommends approval of the Police Department's policy, the Police Department's proposed changes will proceed directly to the City Council for review.

(c) If the Police Commission does not approve or reject the Police Department's proposed changes within sixty (60) days of the Police Department's submission of the proposed changes to the Police Commission, the Police Department's proposed changes will proceed directly to the City Council for review.

(C) Review and comment on, at its discretion, any other policies, procedures, customs, and general orders of the Police Department. All such comments shall be submitted to the Chief of Police, the City Manager, and the City Attorney. The Chief of Police shall provide a written response to the Police Commission upon request.

(D) 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. The Police Commission shall conduct at least one public hearing on the Police Department budget per budget cycle and shall forward to the City Council any recommendations for change.

(E) Require the Chief of Police to submit an annual report to the Police Commission regarding such matters as the Police Commission shall require.

(F) Report at least once a year to the Mayor, the City Council, and to the public to the extent permissible by law, the information contained in the Chief's report in addition to such other matters as are relevant to the functions and duties of the Police Commission.

(G) Receive reports from the Police Department on publicly disclosable information concerning the status of civilian complaints. Develop a program for the mediation of civilian complaints, in coordination with the Chief of Police, the City Manager, and the City Attorney.

(H) Study, develop, and recommend community policing and alternative crime-prevention policies and strategies to the Chief of Police, City Manager, City Attorney, and City Council; assess and make recommendations regarding the role of social services in public safety, including but not limited to those related to mental health, alcohol and substance abuse, homelessness, juvenile justice, and education.

(I) 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.

(J) Request and review data from public records of the Antioch Police Department as needed to effectuate the Police Commission's powers and duties including data regarding police use of force; demographics of individuals stopped, searched, or arrested; demographics of Antioch Police Department officers and staff; and officer training and qualifications.

§ 4-3.111 PUBLIC REPORTS.

(A) The Police Commission shall draft and issue public reports regarding the 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 relevant 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.

SECTION 4. CEQA.

The adoption of this Ordinance is exempt from the provisions of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines Section 15061(b)(3), which provides that CEQA only applies to projects which have the potential for causing a significant effect on the environment. Where it can be determined that the proposed project will not have a significant adverse effect on the environment, the project is not subject to CEQA. This Ordinance authorizes the City Council to create an Antioch Police

Oversight Commission and does not propose nor authorize any action or specific project that would have the potential to cause a significant adverse effect on the environment.

SECTION 5. Severability.

Should any provision of this Ordinance, or its application to any person or circumstance, be determined by a court of competent jurisdiction to be unlawful, unenforceable, or otherwise void, that determination shall have no effect on any other provision of this Ordinance or the application of this Ordinance to any other person or circumstance and, to that end, the provisions hereof are severable.

SECTION 6. Publication; Effective Date.

This Ordinance shall take effect and be enforced within thirty (30) days from and after the date of its adoption by the City Council at a second reading and shall be posted and published in accordance with the California Government Code.

* * * * *

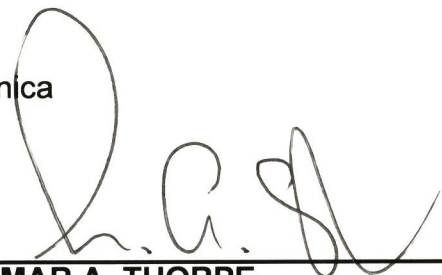
I **HEREBY CERTIFY** that the foregoing ordinance was introduced at a regular meeting of the City Council of the City of Antioch held on the 10th day of May, 2022 and passed and adopted at a regular meeting thereof held on the 24th day of May, 2022, by the following vote:

AYES: Council Members District 1 Torres-Walker, District 4 Wilson, and Mayor Thorpe

NOES: Council Member District 3 Ogorchock

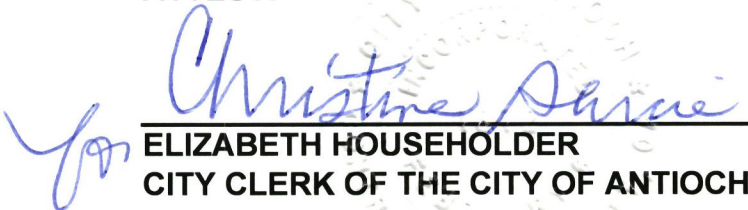
ABSTAIN: None

ABSENT: Mayor Pro Tem (District 2) Barbanica



LAMAR A. THORPE
MAYOR OF THE CITY OF ANTIOCH

ATTEST:



ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH



Presentation April 2025

ANTIOCH POLICE OVERSIGHT COMMISSION

Powers and Duties



POWERS AND DUTIES: CORE AREAS OF OVERSIGHT

Ordinance § 4-3.110 POWERS AND DUTIES.

(A) Propose changes including modifications to the Police Department's proposed changes, to any policies or procedures of the Police Department that govern **First Amendment assemblies, use of force, use of canines, use of de-escalation techniques on civilians, hate crimes, or bias-based policing** including profiling based on any of the protected characteristics identified by federal, state, or local law. All such proposed changes and modifications shall be submitted to the City Council for approval or rejection.

POWERS AND DUTIES: CORE AREAS OF OVERSIGHT

Ordinance § 4-3.110 POWERS AND DUTIES.

(B) Recommend City Council approval or rejection of the Police Department's proposed changes to all policies and procedures of the Police Department that govern **First Amendment assemblies, use of force, use of canines, use of de-escalation techniques with civilians, hate crimes, or bias-based policing** including profiling based on any of the protected characteristics identified by federal, state, or local law.

POWERS AND DUTIES: FIRST AMENDMENT ASSEMBLIES

The First Amendment, United States Constitution

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or **abridging** the freedom of speech, or of the press; or **the right of the people peaceably to assemble**, and to petition the Government for a redress of grievances.



POWERS AND DUTIES: FIRST AMENDMENT ASSEMBLIES

First Amendment Assemblies (APD Policy 412)

- **412.1 PURPOSE AND SCOPE:** Provides guidance for responding to **public assemblies or demonstrations**.
- **412.2 POLICY:** APD respects the rights of people to **peaceably assemble**. It is the policy of this department not to unreasonably interfere with, harass, intimidate or discriminate against persons engaged in the lawful exercise of their rights, while also preserving the peace, protecting life and preventing the destruction of property.

POWERS AND DUTIES: FIRST AMENDMENT ASSEMBLIES

First Amendment Assemblies (APD Policy 412)

- **412.1 PURPOSE AND SCOPE**
- **412.2 POLICY**
- **412.3 GENERAL CONSIDERATIONS**
- **412.4 UNPLANNED EVENTS**
- **412.5 PLANNED EVENT PREPARATION**
- **412.6 UNLAWFUL ASSEMBLY DISPERSAL ORDERS**
- **412.7 USE OF FORCE**
- **412.8 ARRESTS**
- **412.9 MEDIA RELATIONS**
- **412.10 DEMOBILIZATION**
- **412.11 POST EVENT**
- **412.12 LABOR DISPUTES**
- **412.13 TRAINING**



POWERS AND DUTIES: USE OF FORCE

Use of Force (APD Policy 300)

- This policy provides guidelines on the **reasonable use of force**. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this department is expected to use these guidelines to make such decisions in a professional, impartial, and reasonable manner (Government Code § 7286).
- In addition to those methods, techniques, and tools set forth below, **the guidelines for the reasonable application of force contained in this policy shall apply to all policies addressing the potential use of force**, including but not limited to the Control Devices and Techniques and Conducted Electrical Weapon policies.

POWERS AND DUTIES: USE OF FORCE

Use of Force (APD Policy 300)

- **APD Policy 301:** Handcuffing and Restraints
- **APD Policy 302:** Control Devices and Techniques
- **APD Policy 303:** Conducted Energy Weapons
- **APD Policy 304:** Firearms
- **APD Policy 305:** Officer-Involved Critical Incident
- **APD Policy 306:** Vehicle Pursuits
- **APD Policy 307:** Foot Pursuits
- **APD Policy 308:** Search and Seizure
- **APD Policy 309:** Major Incident Notification
- **APD Policy 310:** Special Weapons and Tactics (SWAT) & Crisis Negotiation Team (CNT)
- **APD Policy 311:** Canine

POWERS AND DUTIES: USE OF DE-ESCALATION TECHNIQUES

APD Policy

300.3.1 DE-ESCALATION REQUIREMENT (Use of Force)

Officers shall, when feasible and while considering officer and public safety, employ de-escalation techniques to decrease the likelihood of the need to use force during an incident and to increase the likelihood of voluntary compliance and/or peaceful resolution.

POWERS AND DUTIES: USE OF DE-ESCALATION TECHNIQUES

APD Policy

414.5 DE-ESCALATION (Crisis Intervention Incidents)

Officers should consider that taking no action or passively monitoring the situation may be the most reasonable response to a mental health crisis.

Once it is determined that a situation is a mental health crisis and immediate safety concerns have been addressed, responding members should be aware of the following considerations and should generally:

- Evaluate safety conditions.
- Introduce themselves and attempt to obtain the person's name.
- Be patient, polite, calm, courteous and avoid overreacting.

POWERS AND DUTIES: USE OF DE-ESCALATION TECHNIQUES

APD Policy

414.5 DE-ESCALATION (Crisis Intervention Incidents)

- Speak and move slowly and in a non-threatening manner.
- Use phrases such as "I want to get you help," to demonstrate intent.
- Moderate the level of direct eye contact.
- Remove distractions or disruptive people from the area.
- Demonstrate active listening skills (e.g., summarize the person's verbal communication).
- Provide for sufficient avenues of retreat or escape should the situation become volatile.

POWERS AND DUTIES: USE OF DE-ESCALATION TECHNIQUES

APD Policy

- **300.3.1** DE-ESCALATION REQUIREMENT (Use of Force)
- **300.3.4** ALTERNATIVE TACTICS - DE-ESCALATION (Use of Force)
- **300.8** TRAINING (Use of Force)
- **303.9(f)** TRAINING (Conducted Electrical Weapons)
- **413.3(a)** GENERAL CONSIDERATIONS (Civil Disputes)
- **414.4(b)** FIRST RESPONDERS (Crisis Intervention Incidents)
- **414.5** DE-ESCALATION (Crisis Intervention Incidents)
- **415.4(c)** CONSIDERATIONS AND RESPONSIBILITIES (Mental Illness Commitments)

POWERS AND DUTIES: HATE CRIMES

Hate Crimes (Policy 603)

- “Hate crime” includes but is not limited to a violation of Penal Code § 422.6, and means a **criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: (a) Disability (b) Gender (c) Nationality (d) Race or ethnicity (e) Religion (f) Sexual orientation (g) Association with a person or group with one or more of these actual or perceived characteristics:** 1. “Association with a person or group with these actual or perceived characteristics” includes advocacy for, identification with, or being on the ground owned or rented by, or adjacent to, any of the following: a community center, educational facility, family, individual, office, meeting hall, place of worship, private institution, public agency, library, or other entity, group, or person that has, or is identified with people who have, one or more of those characteristics listed in the definition of “hate crime” under paragraphs 1 to 6, inclusive, of Penal Code § 422.55(a).
- Note: A “hate crime” need not be motivated by hate but may be motivated by any bias against a protected characteristic.

POWERS AND DUTIES: HATE CRIMES

Hate Crimes (Policy 603)

603.2 PURPOSE AND SCOPE

This policy is designed to assist in identifying and handling **crimes motivated by hate or other bias toward individuals and groups with legally defined protected characteristics**, to define appropriate steps for assisting victims, and to provide a guide to conducting related investigations. It outlines the general policy framework for prevention, response, accessing assistance, victim assistance and follow-up, and reporting as related to law enforcement's role in handling hate crimes. It also serves as a declaration that hate crimes are taken seriously and demonstrates how the Antioch Police Department may best use its resources to investigate and solve an offense, in addition to building community trust and increasing police legitimacy (Penal Code § 13519.6).

POWERS AND DUTIES: HATE CRIMES

Hate Crimes (APD Policy 603)

- 603.1 POLICY
- 603.2 PURPOSE AND SCOPE
- 603.3 PLANNING AND PREVENTION
- 603.4 RESPONSE, VICTIM ASSISTANCE, AND FOLLOW-UP
- 603.5 RELEASE OF INFORMATION
- 603.6 TRAINING

POWERS AND DUTIES: BIAS-BASED POLICING

Bias-Based Policing (Policy 401)

401.1.1 DEFINITIONS

Bias-based policing - An inappropriate reliance on characteristics such as **race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group** (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

POWERS AND DUTIES: BIAS-BASED POLICING

Bias-Based Policing (Policy 401)

401.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Antioch Police Department's commitment to **policing that is fair and objective**. Nothing in this policy prohibits the use of specified characteristics in law enforcement activities designed to strengthen the department's relationship with its diverse communities (e.g., cultural and ethnicity awareness training, youth programs, community group outreach, partnerships).

POWERS AND DUTIES: BIAS-BASED POLICING

Bias-Based Policing (Policy 401)

- 401.1 PURPOSE AND SCOPE
- 401.2 POLICY
- 401.3 BIAS-BASED PROFILING PROHIBITED
- 401.4 MEMBER RESPONSIBILITY
- 401.5 SUPERVISOR RESPONSIBILITY
- 401.6 TRAINING
- 401.7 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE

POWERS AND DUTIES: OTHER AREAS OF OVERSIGHT

Ordinance § 4-3.110 POWERS AND DUTIES.

(C) Review and comment on, at its discretion, any other policies, procedures, customs, and general orders of the Police Department. All such comments shall be submitted to the Chief of Police, the City Manager, and the City Attorney. The Chief of Police shall provide a written response to the Police Commission upon request.

POWERS AND DUTIES: ANTIOCH POLICE DEPARTMENT BUDGET

Ordinance § 4-3.110 POWERS AND DUTIES.

(D) Review the City Council's proposed budget and **advise** whether budgetary allocations for the Police Department are aligned with the Police Department's policies and procedures. The Police Commission shall **conduct at least one public hearing on the Police Department budget per budget cycle** and shall forward to the City Council any recommendations for change.

POWERS AND DUTIES: REQUIRED REPORTING

Ordinance § 4-3.110 POWERS AND DUTIES.

(E) Require the **Chief of Police to submit an annual report** to the Police Commission regarding such matters as the Police Commission shall require.

(F) Report at least once a year to the Mayor, the City Council, and to the public to the extent permissible by law, the information contained in the Chief's report in addition to such other matters as are relevant to the functions and duties of the Police Commission.

POWERS AND DUTIES: CIVILIAN COMPLAINTS

Ordinance § 4-3.110 POWERS AND DUTIES.

(G) Receive reports from the Police Department on publicly disclosable information concerning the status of **civilian complaints**. Develop a program for the **mediation of civilian complaints**, in coordination with the Chief of Police, the City Manager, and the City Attorney.

POWERS AND DUTIES: COMMUNITY POLICING AND ALTERNATIVE CRIME PREVENTION STRATEGIES

Ordinance § 4-3.110 POWERS AND DUTIES.

(H) Study, develop, and recommend community policing and alternative crime prevention policies and strategies to the Chief of Police, City Manager, City Attorney, and City Council; assess and make recommendations regarding the role of social services in public safety, including but not limited to those related to mental health, alcohol and substance abuse, homelessness, juvenile justice, and education.

POWERS AND DUTIES: EDUCATIONAL PROGRAMS AND REVIEW OF DATA

Ordinance § 4-3.110 POWERS AND DUTIES.


(I) 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.

(J) Request and review data from public records of the Antioch Police Department as needed to effectuate the Police Commission's powers and duties including data regarding police use of force; demographics of individuals stopped, searched, or arrested; demographics of Antioch Police Department officers and staff; and officer training and qualifications.



THANK YOU

Kevin Kunder, Assistant City Attorney

 925-779-7015

 CityAttorney@antiochca.gov



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

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

**March 17, 2025
City Council Chambers**

1. CALL TO ORDER AND ROLL CALL

Chairperson Taylor called the meeting to order at 6:31 P.M. on Monday, March 17, 2025, in Council Chambers. Acting City Clerk Rosales called the roll.

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

Staff: Assistant City Attorney, Kevin Kunding
Acting Police Chief, Joseph Vigil
Acting City Clerk, Vanessa Rosales
Assistant City Clerk, Christina Garcia

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 FEBRUARY 3, 2025

Commissioner Lacey-Oha requested Consent Calendar Items be voted on separately.

On motion by Commissioner Williams, seconded by Commissioner Lacey-Oha the Antioch Police Oversight Commission unanimously approved Consent Calendar. Item 3-1.

3-2. ANTIOCH POLICE OVERSIGHT COMMISSION SPECIAL MEETING MINUTES FOR MARCH 10, 2025 – NO QUORUM

A motion was made by Commissioner Williams and seconded by Chairperson Taylor to approve Consent Calendar 3-2. The motion failed by the following vote.

Ayes: Hadden, Williams, Taylor

Abstain: Lacey-Oha

Assistant City Attorney Kunding announced that Commissioners wishing to make comments on Consent Calendar Items may pull the item for discussion prior to a motion. He noted as a curative measure, Chairperson Taylor could open the item for discussion, take public comment and decide whether another motion could be made.

The Commission received public comment from the following individual who spoke on Consent Calendar Item 3-2: Andrew Becker.

Commissioner Lacey-Oha requested in the future the Commission adhere to the regular meeting schedule. She also suggested when Antioch Police Oversight Commission (APOC) vacancies are filled, the Commission consider appointing an alternate Chair and Vice Chair.

On motion by Commissioner Williams, seconded by Chairperson Taylor the Antioch Police Oversight Commission unanimously approved Consent Calendar Item 3-2.

4. NEW BUSINESS

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

A. Police Department Updates

Acting Police Chief Vigil provided an update on current Antioch Police Department staffing.

B. Public Comment

The Commission received public comment from the following individuals who spoke on the staffing presentation: Leslie May and Andrew.

C. Commission Discussion and Direction

Acting Police Chief Vigil provided responses to inquiries from the Commission and public regarding the presentation.

4-2. COMMISSION DISCUSSION ITEM: ANTIOCH POLICE OVERSIGHT COMMISSION MEETINGS

A. Staff Presentation - None

B. Public Comment

The Commission received public comment from the following individuals who spoke on Antioch Police Oversight Commission Meetings: Leslie May, Tiki Flow, Reimagine Antioch, Nichole Gardner, Susan Kennedy and Erika Raulston.

C. Commission Discussion and Direction

Chairperson Taylor and Commissioner Williams clarified the proposal to temporarily pause meetings or reduce their frequency to once a month was aimed at facilitating a more effective process for interviewing and selecting new Commissioners. This approach would allow the City to focus on developing a comprehensive training program for the incoming Commissioners. Additionally, it would provide current Commissioners with the opportunity to continue their involvement with the Lexipol/APD Policy Writing Group and community engagement.

Discussion ensued among Commissioners with consensus to continue with the established APOC meeting schedule.

4-3. COMMISSION DISCUSSION ITEM: ANTIOCH POLICE OVERSIGHT COMMISSION ORDINANCE REVIEW

A. Staff Presentation - None

B. Public Comment

The Commission received public comment from the following individuals who spoke on the Antioch Police Oversight Commission Ordinance Review: Tiki Flow, Leslie May, Nichole Gardner and LaShonda McDowell.

The Commission received public comment from the following individual who spoke on Robert's Rules of Order: Andrew Becker.

C. Commission Discussion and Direction

Assistant City Attorney Kunding and Chairperson Taylor responded to inquiries from the Commission and public on the Antioch Police Oversight Commission Ordinance Review and the Public Hearing process.

On motion by Commissioner Williams, seconded by Commissioner Lacey-Oha the Antioch Police Oversight Commission unanimously declared a recess at 7:54 P.M.

The meeting reconvened at 8:06 P.M. with all Commissioners present.

The Antioch Police Oversight Commission reviewed several potential amendments to the ordinance, which included:

- Requirements for meeting frequency
- Criteria for excused absences, including the notification process
- Establishment of a training budget
- Provisions for alternate appointments and training
- Stipend compensation for Commissioners, including considerations for retroactive payments

After discussing these topics, the Commission reached a consensus to table the conversation and agreed to return at a later date with a report outlining their recommendations.

On motion by Commissioner Williams, seconded by Commissioner Lacey-Oha the Antioch Police Oversight Commission unanimously tabled Commission Discussion Item: Antioch Police Oversight Commission Ordinance Review.

5. PUBLIC COMMENTS

The Commission received general public comments from several individuals: Leslie May, Gavin Payton, Tiki Flow, Nichole, Andrew Becker and Erika Raulston.

6. AD HOC COMMITTEE REPORT OUT

Commissioner Williams and Chairperson Taylor reported on their participation in a series of meetings with the Lexipol/APD Policy Writing Group.

7. UPCOMING/ FUTURE AGENDA ITEMS

The Antioch Police Oversight Commission requested that the following items be added to a future agenda for consideration:

- A discussion on the process for appointing alternates for the Commission.
- A discussion on the process for compensating Commissioners, both past and present.
- A report from Acting Police Chief Vigil regarding Antioch Police Department complaints

The Commission received public comment from the following individuals who spoke on the Upcoming/Future Agenda Items: Nichole Gardner, Leslie May, Gavin Payton, an unidentified speaker, Teki Flow, Susan Kennedy and Lashonda McDowell.

The Commission received public comment from the following individual who spoke on Robert's Rules of Order: Andrew Becker.

Chairperson Taylor encouraged Commissioners to continue with Ad Hoc Committee meetings.

8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT

Commissioner Lacey-Oha reported on her attendance at the Equity Committee Meeting and encouraged residents to participate in future discussions.

Commissioner Williams reported on his attendance at the Ready Rep Summit, and announced their next event would take place on March 29, 2025. Speaking to a previous public comment, he spoke in support of APD holding a public apology event for occurrences that happened in Antioch.

9. STAFF COMMUNICATIONS – None

10. NEXT MEETING DATE – April 7, 2025, at 6:30 P.M.

Chairperson Taylor announced the next APOC meeting would be held at 6:30 P.M. on April 7, 2025.

11. ADJOURNMENT

On motion by Commissioner Williams, seconded by Chairperson Taylor the Antioch Police Oversight Commission unanimously adjourned at 9:10 P.M.

Respectfully submitted:

Kitty Eiden

KITTY EIDEN, Minutes Clerk



ORDER OF ADJOURNMENT

NOTICE IS HEREBY GIVEN that the regularly scheduled Antioch Police Oversight Commission Meeting for **Monday, April 7, 2025, has been ADJOURNED** due to lack of a quorum.

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

Noticed by: City Clerk's Office
April 7, 2025

INTERNAL AFFAIRS INVESTIGATIONS -YEARLY REPORT, 2024



#5-1B

ANTIOCH POLICE DEPARTMENT INTERNAL AFFAIRS INVESTIGATIONS 2024 YTD

- 21 Open Cases (CC & IA)
- 19 Citizen Complaints
- 13 Internally generated complaints

ANTIOCH POLICE DEPARTMENT OPEN INTERNAL AFFAIRS INVESTIGATIONS 2020-2024

- 2020 – 1 open IA (LEIFI)
- 2021 – 1 open IA (LEIFI that Cal DOJ investigated)
- 2024 – 6 open IA's

❖ Two of the open IA's are Law Enforcement Officer Involved Fatal Incidents (LEIFI).

Antioch, California

Community Engagement Assessment

September 2024



BJA
Bureau of Justice Assistance
U.S. Department of Justice

Submitted by:

Rachel M. Johnston, Ph.D.
James Nolette, M.P.A.

This project was supported by Grant No. 15PBJA-22-GK-03705-JAGP awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the US Department of Justice's Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, the Office for Victims of Crime, and the Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART). Points of view or opinions in this document are those of the author and do not necessarily represent the official position or policies of the US Department of Justice. All rights reserved. Copyright 2024.

The National Public Safety Partnership (PSP) provides coordinated training and technical assistance (TTA) upon request from participating state, local or tribal law enforcement and prosecution authorities. This assessment report was provided as part of a PSP TTA request and is the sole property of the requesting agency. While PSP participants are encouraged to collaborate with their local, state, and federal law enforcement partners, the dissemination of this report is strictly defined by the requesting agency.

Table of Contents

EXECUTIVE SUMMARY..... 4

INTRODUCTION 6

COLLABORATION PRINCIPLES 8

ASSESSMENT PROCESS.....10

ANTIOCH POLICE DEPARTMENT 11

QUALITATIVE ANALYSIS..... 11

OBSERVATIONS.....14

 Leadership14

 Service orientation14

 Communications and Messaging15

 Training15

 Relationship Development.....16

 Understanding Community Perspectives18

 Engagement with Diverse Communities19

RECOMMENDATIONS21

CONCLUSION.....32

Appendix A: Assessment Team33

Appendix B: Recommendations Table and Timeline34

EXECUTIVE SUMMARY

As part of the Bureau of Justice Assistance (BJA) National Public Safety Partnership (PSP), CNA¹ conducted a Community Engagement Assessment of the Antioch, California Police Department (APD). The purpose of the assessment is to:

- Assess the agency's current community engagement practices and policies,
- Identify strengths, gaps, opportunities, and areas for improvement,
- Provide recommendations that build on the strengths and address the gaps based on research and best practices, and
- Identify PSP training and technical assistance (TTA) to facilitate implementing the recommendations.

To guide the assessment process and provide a framework for analysis, the team used CNA's "Collaboration Principles for Community Engagement" (Appendix B), developed under the BJA Smart Policing Initiative (SPI) grant program.² The assessment team, comprised of two subject matter experts (SMEs) with extensive experience in community engagement and policing, framed their inquiry around these engagement principles.

The assessment process involved APD completing a questionnaire on their current community engagement strategies, the SMEs collecting relevant documents and reports from APD related to community engagement practices, and the SMEs performing an on-site visit to conduct interviews with both APD officials and Antioch community members and service providers.

The top themes raised in the stakeholder interviews were:

- APD has significantly scaled back community engagement activities in the last few years due to reductions in staffing.
- Both APD and community representatives desire more proactive community engagement by the police.
- APD is required to coordinate with the City of Antioch and Mayor's Public Information Officers (PIO) to create and publish public communications and messages. This means that APD cannot directly control communications with the Antioch community, although APD may not have the capacity to manage strategic communications, as they no longer have a dedicated PIO.

¹ CNA is a training and technical assistance provider for the PSP and PSN programs.

² Smart Policing Collaboration Principles. https://www.lisc.org/media/filer_public/9d/c4/9dc46966-b5f1-4549-b295-2676c99ba6f3/spi-collaboration_principles.pdf

- The community and APD staff recommend additional training for APD officers on topics often excluded for standard law enforcement training (i.e., trauma-informed policing approaches); training should include community representatives whenever possible.

There are numerous opportunities for APD to reinvest in and reinvigorate community engagement in Antioch, which are described in this report for each collaboration principle.

INTRODUCTION

The National Public Safety Partnership (PSP) was launched in June 2017 by the United States Department of Justice (DOJ) to serve as a DOJ-wide initiative that enables cities to consult with and receive coordinated training and technical assistance (TTA) and an array of resources from DOJ's programmatic and law enforcement components. PSP is an intensive TTA initiative designed to help selected cities develop the capacity to strategically reduce violent crime. Over a three-year implementation period, PSP provides police agencies and prosecutors with no-cost, customized assistance to support and enhance local violence reduction strategies. More information on the PSP can be found at www.nationalpublicsafetypartnership.org/.

The Antioch (CA) Police Department strives to improve its capacity and strategies for violence reduction and has demonstrated its dedication to the PSP program through leveraging available TTA and resources, and actively engaging with the TTA team. As such, in 2023, APD requested a Community Engagement Assessment of their department. CNA³ engaged Subject Matter Experts (SME) Dr. Rachel Johnston and James Nolette to conduct this assessment. The purpose of this effort is to:

- Assess the agency's current community engagement practices and policies.
- Identify strengths, gaps, opportunities, and areas for improvement.
- Provide recommendations for building on the strengths and addressing the gaps based on research evidence or best practices used in other cities and departments.
- Identify TTA available through PSP to help the agency to implement the recommendations.

Effective police-community engagement is central to positive relationships, trust, legitimacy, and collaboration. In the nearly 200 years since Sir Robert Peele created the first professional police force in London, policing priorities have shifted multiple times. The 1967 report from the President's Commission on Law Enforcement and Administration of Justice recognized distrust between police and many communities, particularly minority communities, recommending that police should work to build more positive relationships with communities. Research in the 1970s and 80s pointed out that police-community engagement had been negatively impacted by a switch to vehicle rather than foot patrol. The 1980s to 90s saw wide adoption of "community policing" strategies in response to these findings and the additional recognition that community involvement is central to public safety. In other words, history and experience have demonstrated that police alone cannot control crime and

³ CNA is a training and technical assistance provider for the PSP program.

improve community safety. One of the core tenants of community policing is *community engagement*.

Community engagement strategies have included things like long-term geographic officer assignment; alternatives to vehicle patrol like foot and bike patrol; community meetings and other opportunities to interact with police; citizen police academies; and many others. However, true engagement requires prolonged commitment to identifying and developing relationships in order to build trust and legitimacy to affect the *co-production* of public safety. The International Association of Chiefs of Police (IACP)⁴ encourages police agencies to engage in the following to promote community engagement:

- remove barriers to participation in the co-production of public safety by embracing diversity and engaging in on-going two-way communication.
- prioritize transparency.
- facilitate collaboration and partnerships; and
- encourage community voice and sharing police perspectives to inform police practices.

Furthermore, community engagement creates opportunities for police to understand what may seem like a disconnect between their work in the communities and how their work is perceived and understood, particularly in marginalized communities. Absent trusting relationships, a lack of understanding (at a minimum) can lead to misinterpretation of intent and have a negative impact on community and officer safety. Community engagement is the foundation upon which trust is built between the police and community members, and can encompass a broad range of strategies, programs, and educational and outreach opportunities.

⁴ https://www.theiacp.org/sites/default/files/243806_IACP_Comm-Pol_Options_for_CED_p2.pdf

COLLABORATION PRINCIPLES

To effectively assess community engagement and develop the most appropriate recommendations, the assessment team used a framework that CNA developed in 2016 that identifies seven critical principles agencies can use to help move toward more collaborative and effective community engagement⁵. This framework reflects the sentiments and learnings from The President's Task Force on 21st Century Policing and the results of three CNA-organized workshops that examined challenges and successes of police-community collaboration. The workshops were sponsored by BJA's Smart Policing Initiative, in cooperation with the Byrne Criminal Justice Innovation Program and the Community Oriented Policing Services (COPS) office. The seven collaboration principles are:

Strong Leadership: Police leaders should identify collaboration as a key principle in the agency's mission and values, promote and model collaboration at all levels of the organization, and provide opportunities for community input and oversight of the organization.

Orient Towards Service: Police should strengthen their orientation toward a guardian mindset, or protector of the community, and a service model, in which police collaborate more closely with community-based service providers. Agencies should dispel myths and inaccurate perceptions of police work in the recruitment process and, where there is a need to, increase diversity in hiring.

Transform Training: Police training, both the recruit academy and in-service, should be reconfigured to include social interaction, communication, empathy, de-escalation skills, procedural justice (respect and legitimacy), implicit bias, cultural awareness, collaboration, and problem-solving, and evidence-based policing, even if this means reducing the emphasis on some other aspects of police training.

Build Community Relationships: Police officers should focus on building relationships with community members and stakeholders. Effective strategies for relationship-building include – having regular face-to-face contact, being good listeners, and engaging with community members in an honest, caring, empathetic, and transparent manner. Agencies should provide officers the tools to be effective relationship-builders and support the creation of multi-sector collaborative partnerships for solving community problems.

Engage with Diverse Communities: Police should tailor engagement strategies to improve collaboration with people of different races, ethnicities, religions, and backgrounds. This requires

⁵ Smart Policing Collaboration Principles, CNA, 2017.

<https://www.ojp.gov/ncjrs/virtual-library/abstracts/smart-policing-collaboration-principles#:~:text=The%20collaboration%20principles%20outlined%20for,buid%20community%20relationships%3B%20to%20engage>

learning about the different cultures, aspirations, expectations, and experiences of community members; acknowledging past injustices and underlying, unjust conditions in underserved neighborhoods; and holding frequent small group conversations and police-youth dialogues.

Improve Communication and Messaging: Police agencies should promote positive community interaction through improved communication and outreach strategies and create an organizational brand reflecting the values of collaboration. Agencies should disseminate positive stories and reach new audiences by harnessing the power of social media.

Understand Community Perspectives: Police agencies should poll and canvas community members regularly, for example through surveys, focus groups, and informal “street corner” sessions. This will give the community voice and police a greater understanding of community priorities and perspectives.

ASSESSMENT PROCESS

Planning and Preparation

To prepare and begin this assessment, the SMEs met with the APD point of contact several times to discuss their perceptions of community engagement between police and community, historical changes, current conditions, assessment process, and the reasons for and types of interviews that the SMEs wanted to conduct. APD completed a pre-assessment questionnaire which asked them to identify the agency's current community engagement practices, programs, and partnerships, as well as the marginalized groups in the local community.

Document, Website, and Social Media Review

Next, the team requested APD provide any research, reports, or formal policies that established or reviewed community engagement practices. The SMEs reviewed documents provided by APD related to community engagement, including assessments of APD functions and protocols, the Antioch PSP Strategic Plan "at a Glance", the APD website and social media sites.

Stakeholder Interviews

The SMEs conducted a two-day site visit from June 17 – 19, 2024 in Antioch to conduct stakeholder interviews of key personnel in the police department and community representatives. The APD point of contact set up interviews with APD personnel, and the SMEs identified community-based organizations in Antioch that work on behalf of a number of interest groups which was provided to APD who scheduled interviews with several of those organizations. SMEs also attempted to schedule interviews with organizations that did not respond to APD requests. Following the site visit, the SMEs contacted individuals identified during the site visit in an attempt to conduct additional interviews remotely.

Completed in-person and virtual interviews involved both APD officers and community leaders from social services, community advocacy, and local government agencies providing leadership and support for violence prevention initiatives.

ANTIOCH POLICE DEPARTMENT

APD has had a positive history with community engagement; however, in recent years the department's focus and ability on community engagement has shifted due to internal and external challenges. These challenges include changes and a lack of stable department leadership, and significant reductions in staffing.

Specifically, significant turnover in the Police Chief position has occurred since the retirement of Chief Brooks in October 2021. The internal and external stakeholders perceive this instability has influence APD's ability and effectiveness of community engagement. Additionally, like many law enforcement agencies, APD is working with staffing below their authorized strength. At the time of this assessment, APD had 74 staff, with an authorized strength of 115. However, of those, 57 are available to work (the others are on different types of leaves). Seven of the nine command staff positions and eight of eleven supervisor positions are filled. Twenty-seven officers are assigned to patrol over three shifts. With day-off groups and vacations, As a result, APD is operating at bare minimum levels and have had to eliminate responsibilities outside of the most basic requirements of patrol, including specific activities related to community engagement.

Currently, APD does not have a dedicated community engagement unit or plan and has significantly scaled back community events that were successful in previous years. During interviews, the SMEs heard from both community members and APD staff that community engagement events currently focus on "Coffee with a Cop." Both community and staff recognize the limitations of these events – including the times they are held and the small number of host locations. Coffee with a Cop is an example of one specific community engagement program, but there are numerous opportunities for APD to increase their community engagement work even with limited staffing.

QUALITATIVE ANALYSIS

Based on an analysis of the interview responses, the assessment team identified the top issues or common themes of agreement based on the number of mentions by the interviewees. Those issues or areas mentioned more often were considered the primary areas of agreement among stakeholders. Below is a summary of the interview results, divided by stakeholder group. Common themes between police and community representatives were staffing challenges, communications, proactive engagement strategies, and training.

Common Themes from APD Staff Interviews

Themes identified during interviews with APD staff highlight both challenges and opportunities for improving police-community relations in Antioch. Addressing staffing, leadership, and organizational

issues appears to be a critical foundation for enhancing engagement efforts.

- Staffing and capacity challenges: Several APD staff identified understaffing as the primary issue hampering community engagement efforts. Patrol officers are only able to respond to calls for service and specialty units and proactive community engagement programs have been eliminated because of personnel constraints.
- Leadership and political issues: APD staff noted that leadership turnover in the past several years as an additional impediment to community engagement. APD staff indicated that a clear vision from leadership prioritizing community engagement would position officers to identify opportunities and promote community engagement. Many staff perceive political tension between City and APD leadership as a barrier to APD autonomy in community engagement work.
- Communications and transparency: During interviews, APD staff indicated a desire for a more proactive community communication strategy and underscored the belief that a Public Information Officer dedicated to APD work would contribute to improved community engagement. Further, a more structured strategy, especially around critical incidents involving APD, would increase transparency and help build community trust.
- Community relationships and engagement programming: APD staff were mixed in their assessment of relationships with the community, with some perceiving community trust in APD and others reporting some distrust of community attitudes about (and thus engagement with) APD. Staff indicated that APD could develop a better understanding of community needs and priorities to build effective engagement strategies, balancing enforcement needs and community service. Several staff referred to the positive impact that the volunteer-run neighborhood watch program had on community engagement and suggested APD rebuild the program. Some APD staff indicated a desire to restart proactive youth programs and other community-focused events as a way to build relationships between community members and APD officers. Engaging faith- and community-based organizations, the business community, and neighborhood block groups were suggestions for developing relationships.
- Training: APD staff identified a need for additional training on community engagement and communication skills, as well as how to engage ethnically diverse communities and underserved populations like the unhoused.

Common Themes from Interviews with Community Representatives

SMEs identified the following themes from interviews with community representatives that reflect a complex picture of police-community relations in Antioch, with opportunities for improvement through intentional engagement, training, and collaboration.

- Staffing and capacity challenges: Community representatives, like APD staff, reported that understaffing has created challenges for community engagement. Long response times were identified as an additional barrier. Community representatives suggested that adding specially trained officers (including detectives) would create opportunities for increased engagement.
- Lack of consistent community engagement and service provision: Community members in Antioch are mixed in their perceptions of police-community relationships; both positive and negative experiences were provided to interviewers. Community representatives indicated their awareness of a lack of proactive engagement strategy, a change in recent years that has led to an erosion of trust. They perceive that engagement is left to individual officers and thus inconsistent. Community members noted they would like to see more consistent service provision and equitable treatment of individuals. Community members emphasized a need for culturally competent youth-focused programming and strategies.
- Communications and transparency: Community representatives reported a desire for regular, intentional community engagement by police. Community members expressed a desire for the police department to engage the community where they are rather than relying on community members to approach police. The lack of intentional and consistent dialogue has led to level of distrust between the community toward the Antioch Police Department surfaced as a major theme during interviews. A commitment to transparency within APD and a protocol to direct proactive release of information about APD work and major events in Antioch can help build trust with community members. Some suggestions for regular communications channels included text alerts and an increased social media presence.
- Training: Community representatives suggested additional training and education for APD officers on topics such as mental health, engaging diverse communities, trauma-informed response, and de-escalation. Community members believe that additional training will help officers understand the importance of empathy in community engagement. A number of community representatives expressed a willingness and desire to work with APD in the training development and delivery.
- Opportunities: Community representatives are eager for opportunities to partner with APD on issues that most impact them. The community members would like the APD to participate in their events but would also welcome events that are jointly developed and sponsored with police. Participation in police training was often mentioned as an opportunity for partnership development.

OBSERVATIONS

Leadership

Leadership is critical for effective police-community engagement. All department employees play a role in community engagement starting with the chief and command staff who should model effective engagement practices.

Interviews with both APD staff and the community revealed that there is not shared agreement between the police and the City of Antioch's political leadership on the best approach to community engagement. One community member reported their perception that APD initiatives are frequently opposed by half of the City Council and the Mayor, undermining any relationship that is being forged with the community members of Antioch. The Chief of Police has an opportunity to establish regular, transparent, and open communication with the City Council, the Mayor's Office, and Antioch community members to underscore importance of working collaboratively to address past transgressions, chart a path forward and build lasting relationships.

APD leadership turnover has also contributed to a decrease in community trust. Interviews with both the community and APD staff revealed perceptions that consistent and effective community engagement and positive relationships have deteriorated with the state of flux and uncertainty in APD leadership.

Service orientation

Service to the community should be the APD's daily objective. Service to the community builds trust and allows the police and community to work together to build a safer city. The Task Force Report on 21st Century Policing⁶ states, *"Law enforcement culture should embrace a guardian—rather than a warrior—mindset to build trust and legitimacy both within agencies and with the public"*.

The APD interviews revealed that current staffing levels have led to poor response times and some types of incidents have been removed from response protocols. In many cases, the community members stated that they do not call the police department because there may be a 3–6-hour response time, and in many cases, no response at all. The community voiced their concerns that the absence of police presence and response portrays that APD does not care about community services. While APD serves the community to the best of their ability under current constraints, there continues

⁶ President's Task Force on 21st Century Policing. 2015. Final Report of the President's Task Force on 21st Century Policing. Washington, DC: Office of Community Oriented Policing Services.
https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf

to be opportunities for improvement to change community perception.

Communications and Messaging

Police agencies can promote positive community interaction through proactive communication strategies and the creation of an organizational brand that reflects the importance and value of collaboration.

The APD once had a full-time public information officer (PIO) but does not currently due to City instruction and lack of staffing. The City has gone back and forth on whether the function should be in the City or APD. The APD recently hired a media consultant that works with other local departments.

The APD website contains a lot of information and is managed by Antioch City webmaster. All changes to the website are made by APD email request to the City webmaster.

APD's Facebook account has approximately 40,000 followers and its Instagram has about 13,000 followers. The APD posts on their Facebook and Instagram accounts regularly. The APD website links to their Facebook account to automatically share social media posts. In recent years, the APD has had autonomy for their social media presence, but it currently has to coordinate with the City Manager or council in making decisions about what to post.

APD's command staff have not received training associated with public-facing communication, and since with the leadership turnover, communication with the community has decreased.

The APD interviews revealed that staff are aware of the recent changes to communications policy; until recently all direct public communication by APD had to be placed through the mayor's PIO for approval. Staff interviewed are unclear about roles and responsibilities with regard to communications and see the oversight by an external party as a barrier to community engagement, leaving the community "make their own interruptions about APD programs, policies, and issues.

Training

Training for police that includes social interaction, communication, empathy, de-escalation skills, procedural justice (respect and legitimacy), implicit bias, cultural awareness, collaboration, and problem-solving, and evidence-based policing supports effective community engagement. Officer mandates to engage with the communities they service are meaningless if officers don't have the necessary training on how and why community engagement produces positive outcomes for both officers and community members. Some individuals have natural engagement skills while others may need tools to do it well. Further, foundational training to support good community engagement

creates consistency in service provision across the department.

According to interviews and material that was submitted for review, the APD completes in-service training and the basic course for all recruits as mandated by California POST. There is little to no additional training for community engagement that is completed by new recruits after the basic course. According to the material, there is approximately two-weeks after recruit graduation for training specific to policing in Antioch. Currently, these two-weeks include information about completing paperwork and other administrative processes. There does not appear to be training specific to the needs of Antioch communities and there is no on-going training about the goals of community policing, or it is core to APD's organizational values.⁷ The training for Antioch Police Department is specific to the annual training prescribed by California POST.

The SMEs heard during APD interviews that due to staffing levels, all training is completed while paying overtime. California POST requires 40 hours of in-service training to be completed within a two-year window. APD does not offer additional training to officers and reserves professional development opportunities (like attending policing conferences) and leadership academies (like the FBI National Academy) to command staff. There does not appear to be a plan for leadership development or a succession plan for younger officers.

During several interviews with community partners, they indicated their willingness and desire to participate in the development and provision of community-specific training for APD staff but have not been given an opportunity to do so. Some community-based organizations have offered to partner with APD to present roll call training or more formal training on interacting with marginalized communities, but APD staff indicate that they do not have the capacity to respond to these types of offers. They also stated that they have not had an active conversation of police–community partnership in training since Chief Ford retired and would not know the appropriate APD individual to engage in that conversation.

Relationship Development

Authentic community engagement contributes to trust and cooperation between the police and community. Pillar One—Building Trust and Legitimacy—from the Task Force Report on 21st Century Policing⁸ states, *"Law enforcement agencies should also proactively promote public trust by initiating positive nonenforcement activities to engage communities that typically have high rates of investigative*

⁷ APD's organizational values include integrity, openness and sensitivity, professionalism and competency, accountability and responsibility, encouragement, and recognition, and fun and vitality. From <https://www.antiochca.gov/fc/police/apd-policy-manual.pdf> page 3.

⁸ President's Task Force on 21st Century Policing. https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf

and enforcement involvement with government agencies". Pillar Two—Policy and Oversight—emphasizes that department policies should reflect the values of the community recommending that police collaborate with all communities, especially those that are subject to the highest levels of crime. Some policies that benefit from community input include officer deployment strategies, community collaboration, and crime reduction initiatives that focus on how to decrease crime by working with the community.

During interviews, the SMEs asked APD staff how the APD—and how they as an individual—engage the community in non-enforcement ways, as well as the strengths, challenges, and opportunities for improvement in police-community relationships. Many officers identified opportunities for relationship building through interactions with community members at events like "coffee with a cop" and National Night Out, as well as Halloween and other holiday events. Community events like these have been well attended and well-liked by the community but have been scaled back in recent years due to staffing constraints. Some APD staff indicated that they have maintained personal relationships with several community leaders and often attend or are part of community events during their personal time as part of the Antioch community and a part of who they are as a servant. APD staff also identified a need for additional funding for community events to increase community engagement, with a particular focus on events for young people, like sports leagues. One officer described a need for a better media engagement strategy in order to help build trust and improve relationships.

Community members were unable to identify current opportunities for regular engagement and relationship development beyond "coffee with a cop". One community member remarked that the most direct available means of communication with the police was through City Council meetings, noting the inefficiency of indirect communications and the Council environment which is not conducive to bridging the gap between community and police.

Several community members also described a disconnect between police and community and offered suggestions for improving relationships, such as:

- Participate in community events, not just "police events."
- Have officers in regular dress (not in uniform) and making authentic connections with individuals.
- Offer a direct means of communication with officers (like cell phone number).
- Hold regular community events in a variety of locations throughout the city rather than

inconsistent engagement in a small number of locations.

- Treat all individuals with dignity, empathy, and respect; in particular, members of disadvantaged communities that don't have a support system (i.e., those without housing).
- Expand the Angelo Quinto Community Response Teams (AQCRT).
- Participate in community violence intervention (CVI) programs.
- Equip officers with better resources to offer the community, like social work, mental health support, and case management.

Understanding Community Perspectives

Police agencies need tools and strategies that allow them to regularly gather feedback on community priorities, concerns, and needs. Consistent data collection on community perceptions helps identify the need for strategies to address community concerns, elevate community priorities, and positively impact public safety. Repeated waves of data collection also provide a means to measure changes in community trust over time. Reliance on anecdotal information collected during community meetings often exclude the perspectives of community members most impacted by violence and in need of improved relationships with police.

There is general agreement from community and APD staff that the APD do not have a formal strategy to regularly gather community perspectives. APD staff indicated that community members have access to traditional means of communicating with police to make their opinions known (i.e., responding to social media posts, walking into police facilities, or calling the non-emergency hotline). Some community members have tried to develop methods for regular interaction with police to provide input into community needs but acknowledged that police don't have adequate staffing to take advantage of those opportunities.

There are many strategies that law enforcement agencies have adopted to regularly gather community input including:

- Polling and canvassing the community through surveys.
- Engaging the community in listening sessions or focus groups.
- Including community members in hiring and promotion selection.
- Conducting regular meetings with community members from diverse groups.
- Creating and implementing outreach programs.
- Creating a citizen advisory board or community advisory groups.

- Increasing cultural competency with training that directly includes the community as part of training staff.
- Creating dedicated community engagement resources.
- Reinvesting in neighborhood block clubs.
- Participating in community meetings that are not initiated by APD.
- Developing regular community forums to gather community input.

Each method has pros and cons. The right approach—which often includes multiple strategies—should be developed with consideration of the available resources and unique circumstances of the community and APD.

Engagement with Diverse Communities

The Antioch community is highly diverse. According to the 2020 US Census Bureau,⁹ 30.4 percent of the population report their races as white (one race); similar percentages report as Black or African American (17.7 percent), other single race (17.5 percent) two or more races (17.1 percent), and Asian (16.2 percent). Just over one third reported Hispanic or Latino of any race (33.9 percent). Approximately 22.5 percent of the population is foreign-born which is higher than the U.S. average but similar to the State of California overall.¹⁰ While the number of unhoused individuals in Antioch is unknown, Contra Costa County recorded an increase of nearly 20 percent in unhoused individuals between 2023 and 2024.¹¹

The community make-up has important implications for police; to engage effectively with the people they serve, they must understand and be sensitive to the various cultures, languages, traditions, history, and perspectives of these diverse groups.

The SMEs asked APD staff how APD ensures they are seeking diverse community perspectives within Antioch. Staff mostly responded that there are not specific strategies for different communities and that the goal is to treat everyone fairly and professionally, regardless of “who they are” and “what they look like.” One officer indicated that Antioch has seen an increase in its non-English speaking population, noting that non-English speakers are often nervous about interacting with police for fear of immigration issues. This can lead to a reluctance to report serious incidents which in turn can impact community safety. Noting other communities that police could better engage, some officers reported increases in unhoused individuals and people living in RVs. Suggestions for APD staff to engage these

⁹ From <https://data.census.gov> accessed 7/15/24.

¹⁰ <https://www2.census.gov/library/publications/2024/demo/acsbr-019.pdf>

¹¹ <https://www.cchealth.org/home/showpublisheddocument/30271/638536124336200000>

communities included the development of resources specific to the needs of each community in Antioch that include contact information for community service providers. One officer suggested that community partners could be invited to participate in resource development, including business and property owners impacted by crime and safety related to the unhoused population.

Community interviews confirmed that APD does not have different strategies to engage diverse communities and highlighted the lack of diversity within the ranks for APD. APD currently has 92% male sworn employees and 7% female sworn employees; APD staff are 61% white. In 2024, APD hired 27 new sworn employees, 89% of which are male. The new hires are 37% white, a marked shift from the current staff which will help APD staff more closely reflects the community demographics. While community members did not perceive the lack of diversity as intentional, there were suggestions that the APD officers could be taught to appreciate diversity and learn different approaches to different communities. Community members suggested that a greater understanding of differing community cultures and practices would allow APD to ensure that officers can effectively interact with all community members, regardless of their cultural heritage.

RECOMMENDATIONS

The APD has a history of good community engagement that has decreased in recent years. APD demonstrates a commitment to rebuilding community trust and support. There are many opportunities for the APD to improve community engagement even with limited staffing. The APD needs to get back to the basics, starting with a clear vision for and demonstrated commitment to meaningful and mutually supportive police-community relationships.

The following recommendations focus on the creation and implementation of a community engagement plan that addresses each of the collaboration principles discussed above. Broad steps for moving forward are discussed below. ***Training and technical assistance to implement these recommendations is available through PSP upon request.***

Recommendation 1: Ensure APD leadership is committed to and actively developing an understanding of community needs and strategies to build a policing culture focused on engagement and trust.

The APD leadership must have a clear vision that guides strategic planning for community engagement. Communicating this vision and setting clear expectations align department priorities and inspires officers to embody the principles of community-focused policing. Emphasizing the importance of strong community relationships can foster trust and mutual respect, which are essential for effective policing. By leading with ethical practices and modeling integrity, leadership sets the tone for accountability and establishes a foundation for a positive organizational culture.

The first step is to collaborate closely with city officials and community leaders to ensure that the department's goals align with the community's needs. If challenges arise, leaders must remain committed to advancing their engagement efforts independently, ensuring that the momentum for change continues.

Leadership should demonstrate their commitment through a robust communication strategy, which is an integral part of the community engagement plan. This can be achieved by increasing visibility—leaders should be out in the community every day, creating and seizing opportunities for direct engagement. Active participation in community events, meetings, and initiatives strengthens relationships and builds trust. Beyond participation, APD leadership must proactively develop events and strategies to increase community engagement.

Recommendation 2: Increase APD understanding of community perspectives and priorities, inclusive of a diversity of interests.

To effectively gather community perspectives on policing in Antioch, it is recommended that APD **employ a multi-faceted approach**, combining various methods such as community surveys, open forums, focus groups, community advisory committees, and input gathered through problem-oriented policing strategies like SARA (Scanning, Analysis, Response, and Assessment). Each method has its strengths and weaknesses, but together, they can provide a comprehensive understanding of community sentiments.

An initial **community survey** will establish a baseline for community engagement and trust levels in Antioch. This survey can be designed to capture a wide range of views and experiences with the police. The APD can administer the survey through multiple channels—online, in person, and by mail—to ensure broad participation. Partnering with local organizations, faith groups, and community leaders can enhance outreach and ensure that the survey reaches diverse populations.

Repeated community surveys, implemented in waves over time, will allow the APD to track progress and assess whether engagement strategies are effective. These surveys can be conducted annually or biannually, with adjustments made based on the feedback received. To enhance the credibility and rigor of the survey process, as well as account for low bandwidth within the agency, the APD should consider developing a research partnership with a local or state university. For example, universities like California State University, East Bay, or the University of California, Berkeley could assist in designing, administering, and analyzing the survey data.

Exemplary models of such partnerships include the collaboration between the Los Angeles Police Department and Loyola Marymount University on their police-community relations survey,¹² and the Radford City Police Department's partnership with Radford University to develop and implement a survey on safety and law enforcement.¹³

Community listening sessions and focus groups are also valuable tools for gaining in-depth insights into the concerns, priorities, and expectations of diverse community members. These sessions provide a structured yet open forum where residents can share their experiences and perspectives on policing directly with the department. By facilitating these discussions in a safe and inclusive environment, the

¹² Loyola Marymount University, "Police and Community Relations Survey," <https://academics.lmu.edu/studyla/studies/policeandcommunityrelationssurvey/>.

¹³ Faye C. Elkins, "A Virginia Police Department Uses a Community Survey to Enhance Service and Build Trust," *Community Policing Dispatch* 14, no. 12 (Dec. 2021), https://cops.usdoj.gov/html/dispatch/12-2021/radford_community_survey.html.

APD can foster meaningful dialogue, build trust, and identify key issues that may not surface through surveys or other broad-based methods. Listening sessions and focus groups also allow the department to hear from specific groups—such as youth, underserved communities, or business owners—ensuring that the voices of all stakeholders are considered in shaping public safety strategies. The insights gained from these interactions can inform policy development, training programs, and community engagement initiatives, making them more responsive to the actual needs and concerns of the community.

In addition to the methods described above, the APD should develop a variety of engagement activities and events to gather information from community members, focusing on specific geographic areas and communities where trust needs to be strengthened. These events can include town halls, neighborhood walk-throughs, expanded “coffee with a cop” sessions, and community-police dialogues. Holding regular, department-led events where community members and police can share crime information, discuss department initiatives, and gather community input will demonstrate the APD’s commitment to coproducing public safety.

Recommendation 3: Establish a community advisory board that meets regularly to ensure community perspectives and priorities are part of APD policy and practice.

Community advisory boards (CABs) (sometimes called Citizen Advisory Commissions or Civilian Advisory Groups) are groups of community members that meet with police leaders regularly to discuss local policing and engage in proactive joint decision-making about issues that impact local communities. CABs typically include representatives and leaders of the business community, faith-based groups, marginalized groups, local government, youth groups, and community service providers. CABs review, discuss, and provide input to policy development, community outreach and engagement, new technology use and deployment protocols, problem-solving, broad-based policing efforts, and training. They also facilitate two-way communication by helping educate the community on the complexities of modern policing and the department's mission, values, policies, and procedures. Some communities have used private third-party organizations to select CAB members to remove the potential for bias from the selection process.

The Policing Project at NYU School of Law conducted research on CABs¹⁴ and found that CABs:

- Need clear and realistic roles and goals as well as established procedures and protocols.
- Must have access to operational resources.
- Should include some community members that have knowledge about policing, issues facing police, and police practices; and
- Require diversity among board members.

APD should consider creating a CAB to participate in developing community engagement strategies. The CAB and APD should define an on-going role for the CAB that is clearly laid out in department policy. TTA, including a peer exchange with an agency already operating a CAB, may be available to support the CAB development.

¹⁴ <https://www.policingproject.org/cab>
<https://static1.squarespace.com/static/58a33e881b631bc60d4f8b31/t/6009b0752b76712ea7ca955d/1611247735950/Clark+and+Friedman+-+Policing+Project+CAB+report-1-21-20.pdf>

Recommendation 4: Develop and implement a robust *community engagement plan* based on community priorities and input.

The community engagement plan should be a clear, multi-year, and iterative roadmap, emphasizing continuous improvement to ensure that the department remains responsive to the evolving needs of the community. This plan must be closely aligned with the department's mission statement, reflecting the core values and objectives that guide its daily operations. It should outline specific goals, priorities, initiatives, and actions that all officers and units will take to foster strong community relationships. The plan should be inclusive, considering the perspectives and expectations of diverse community groups, and setting both short- and long-term objectives that are achievable and measurable.

The engagement plan should include programming and engagement options for current community conditions and in furtherance of longer-term community engagement goals. APD has provided positive community engagement programs in the past. Those programs can be revived or used as models for new programs. Many departments have created unique and successful engagement events. Local government agencies are important partners in creating, organizing, advertising, and leading or participating in community events. For example, public schools typically plan and publish a calendar well in advance of the start of the school year. APD could partner with local schools to identify events where their participation could enhance engagement and build relationships. It can also seek assistance in connecting with other police department and community to learn about successes and challenges in effectively creating and implementing engagement plans.

In developing this plan, it is essential to identify the resources necessary for effective implementation, including personnel, funding, and technology. Additionally, potential roadblocks—such as resistance to change, resource constraints, or communication barriers—should be anticipated and addressed within the plan. While the APD should take the lead in drafting the plan, it is crucial that the process involves significant input from the community. Once the plan is finalized, ownership should be shared with the community, ensuring that residents feel invested in and accountable for its success.

To maintain momentum and transparency, the plan should be regularly monitored and revised as necessary, based on feedback and measurable outcomes. Regular communication about the progress of the plan, including updates on initiatives and accomplishments, will help build and sustain trust. A community advisory board, as recommended, should play a pivotal role in both the development and ongoing oversight of the plan, ensuring that it remains relevant and effective in meeting the community's needs.

Recommendation 5: Promote community engagement ethos department-wide, as central to the work and internal messaging.

Responsibility for community engagement belongs to all members of the department to increase opportunities to build positive relationships. The APD Mission Statement posted their [website](#) reads: *"The mission of the Antioch Police Department, in partnership with our community, is to promote the quality of life in Antioch by proactively reducing crime with integrity and commitment to excellence."* The mission statement is accompanied by key concepts to underscore APD values: integrity, openness and sensitivity, professionalism and competency, accountability and responsibility, encouragement, and recognition, and fun and vitality.

Community engagement is not a one-size-fits-all approach and requires understanding of cultural and experiential differences to address specific needs. Meaningful community engagement requires department personnel at all levels to view the community as a shared partner and shared leader.

There are many ways for a police organization to structure and promote the cultural shift to community engagement. The APD should enshrine responsibility for community engagement and positive relationship building to all members of the department. Of utmost importance in working toward effective engagement is formalizing expectations. This could include a rotating staff schedule that will ensure all officers participate in engagement with some frequency. Engagement expectations should not only focus on the mandate but also provide guidelines for what constitutes positive engagement and tools to support officer effectiveness (engagement training and tools are discussed in Recommendation 6).

Some suggestions to create a culture of engagement include:

- The Police Chief and command staff should model relationship building for all officers, stressing community engagement as a top department priority.
- Formalize expectations for officer engagement with community members.
- Build in time for officers to proactively engage members and hold officers accountable for those engagement activities.
- Include engagement work in performance evaluations.
- Develop awards to publicly commend officers who perform exceptionally in areas related to community engagement.

- Develop promotion criteria requiring demonstrated competency in community policing and engagement (knowledge of how to form productive partnerships or the completion of a successful problem-solving project).
- Create a community hiring¹⁵ and promotion panel to help APD identify, recruit, and promote candidates with qualities that are aligned with community expectations.

APD should also create a way for officers to record their community engagement activities. This data will be helpful for the department to understand opportunities, identify changes in engagement over time, and create ways to measure engagement for award eligibility and promotion opportunity.

A good first step in developing an engagement plan and formalizing expectations is to gather suggestions from APD officers and staff. Focus groups guided by a few discussion conversations should be *opportunities* focused; "rules" should underscore confidentiality and encourage officers to identify suggestions for positive community engagement based on their experiences. An experienced facilitator can steer conversation away from complaints and move toward identifying creative ideas that are customized for Antioch. Including officers in development of community engagement planning and program development can develop buy-in and potentially create department "champions" for community engagement.

¹⁵ <https://knowledgebank.criminaljustice.ny.gov/community-hiring-panel>

Recommendation 6: Develop a comprehensive training plan that equips officers to implement the community engagement plan, with direct involvement from community members as co-authors and trainers.

To effectively orient officers toward service and integrate engagement into their everyday work, APD should implement a diverse range of training programs. It is crucial to involve community members in the development and delivery of these training programs to ensure they are relevant and impactful. During stakeholder interviews, community partners expressed willingness to collaborate with the APD to create and administer the necessary training. Involving community members in the development, teaching, and evaluation of training programs will foster a deeper understanding between officers and the communities they serve. This collaborative approach will not only enhance the effectiveness of the training but also build trust and strengthen partnerships with non-profit organizations and community groups. By bridging the gap between the community and APD officers, the department will be better positioned to deliver policing that is responsive, respectful, and rooted in the principles of public service.

Training programs should include problem-solving processes, such as Problem-Oriented Policing (POP) or the SARA model, cultural diversity and sensitivity training, and trauma-informed policing practices.

Problem-Solving Training: Officers should be trained to collaborate closely with community members, social service agencies, faith-based groups, mental health professionals, and other relevant stakeholders. This collaboration will help address the underlying issues contributing to crime, focusing on long-term, community-based solutions rather than relying solely on enforcement. Local government agencies can be key partners in this process, especially in developing and implementing holistic solutions in marginalized areas.

Cultural Diversity and Sensitivity Training: Cultural diversity and sensitivity training is essential for equipping police officers with the knowledge and skills to effectively engage with the diverse communities they serve. The goal is to promote respect, empathy, and inclusivity in all interactions, ensuring that policing practices are fair and equitable across all segments of society. This type of training focuses on increasing officers' awareness of different cultural backgrounds, traditions, and perspectives, which is crucial for reducing misunderstandings. Officers should learn about the historical and social contexts that influence community dynamics, particularly in marginalized and minority communities. By understanding and appreciating cultural differences, officers can build stronger, more respectful relationships with community members, ultimately enhancing trust and cooperation.

Trauma-Informed Policing Practices: Trauma-informed policing practices are critical for understanding and responding to the potential impacts that trauma can have on individual behavior and community perspectives. This training helps officers recognize the signs of trauma, how to and approach situations with sensitivity and care. Trauma-informed practices also involve adapting communication and intervention strategies, thereby improving the effectiveness of policing. By incorporating a trauma-informed approach, officers can build trust with vulnerable populations, enhance their ability to de-escalate situations, and contribute to the overall well-being of the communities they serve.

Community Engagement Training and Tools: Some officers may have an inherent ability to positively engage with community members; some officers may need support and tools to be effective. APD will want consistent standards for engagement, so officers are not left to figure it out on their own. Training on cultural diversity and trauma-informed practices will help build an individual's understanding of community needs but may fall short of developing the "how to" of engagement. Scenario-based training – created in collaboration with community member – will build officer confidence in steps they can take to develop relationships. A conversational guide could give officers a tool to start conversations using "get to know you" questions that focus on building understanding of community perspectives. A community services resource guild can build officer knowledge about available resources that they can offer the community as appropriate in different situations. Informational pamphlets with contact information provided to patrol officers allow them to provide helpful information in furtherance of the service mission. Helping officers build confidence in their ability to successfully build relationships with community members will create consistency in how police engage the public across communities and will signal professionalism.

Recommendation 7: Develop a proactive internal and external information sharing and communications strategies aligned with the department's core values.

The APD should create **a comprehensive communications strategy** grounded in the department's core values, as outlined in its mission statement. This strategy should prioritize transparency, two-way engagement, and the consistent sharing of information to foster trust and collaboration with the community. The APD should use a wide range of communication channels, including social media, local news outlets, community newsletters, and public forums, to ensure that their messages reach all segments of the community.

APD should develop **communication plans for significant events** that can be deployed quickly. Significant events include those involving police (such as an officer-involved shooting) as well as those impacting community health and safety (such as natural disasters like wildfires or earthquakes). Communications about significant events should include as much factual information as the department is able to provide, describe department actions and planned next steps, identify available resources and important considerations for community members, and contact information for appropriate police support, with attention to community resiliency (collaborative, victim-centered, trauma-informed). The International Association of Chiefs of Police created a resource highlighting resiliency efforts in five communities¹⁶ to emphasize "the needs of the most vulnerable after violence and traumatic events, including affected community members from diverse communities, the responding officers, their families, and their agencies." A communications plan for significant events should not stop at the initial information release, but also include protocols for on-going communications to update community members on the impacts of the event, the actions taken by the police department, impacts of police actions (including metrics when possible) and the plan for continuing action.

APD should also develop **partnerships with the local media** to disseminate positive stories about APD's community policing efforts and progress in crime reduction, reinforcing the department's commitment to public safety and community well-being. APD can provide support for these stories, including images and even body-worn camera footage documenting positive interactions. By regularly showcasing the department's achievements, initiatives, and the ways in which they are addressing community concerns, the APD can strengthen its connection with the public and build trust. APD should create an avenue for officers to suggest interactions that could be used for positive media messaging; they should also be encouraged or even incentivized to submit ideas for media pieces.

¹⁶ <https://www.theiacp.org/sites/default/files/2021-04/Pathways%20Toward%20Collective%20Healing.pdf>

Another method to promote understanding of police work and increase transparency is to create a **public-facing data portal**. Providing open access to public safety and policing data provide an opportunity for community to identify public safety concerns, build understanding of police challenges, and create ideas for targeted collaborations. The National Policing Institute (NPI) created a guide for police departments to understand and develop open data platforms¹⁷. Many police agencies have open access data portals and NPI centralizes access to more than 120 police data portals as part of their Police Data Initiative¹⁸.

Finally, APD should consider engaging in a **PSP communications and messaging assessment**. This assessment will help identify gaps in the current communication practices and provide actionable recommendations for improvement. By implementing a well-rounded communications strategy, the APD can increase community engagement, build lasting trust, and ensure that its values resonate with the public.

¹⁷ <https://www.policinginstitute.org/publication/police-data-initiative-best-practices-guide-5-part-series/>

¹⁸ <https://www.policedatainitiative.org/>

CONCLUSION

Leadership and staffing challenges have had a direct impact on the APD's ability to engage with the community effectively. While many officers are dedicated to community engagement and understand its importance, relying solely on individual efforts without a clear strategy or leadership direction will not achieve the desired outcomes. Because the APD does not have dedicated staff or a formal community engagement plan, this report focuses on the basics of identifying and setting out on a new path forward. The recommendations aim to provide the APD with fundamental actions for building strong, lasting community relationships. The community of Antioch is eager to participate in this process, and the APD is more than willing to be an active partner. However, this collaboration must be formalized in a comprehensive plan. The absence of such a plan has contributed to the current situation, and without one, any future efforts—whether under a new or interim Chief of Police—risk being abandoned or starting over from scratch.

The APD has a history of resilience, as do the community members it serves. To move forward, the APD must work closely with the City of Antioch to resolve outstanding issues related to priorities, to develop and understanding of community perspectives, to identify community needs, and build a safer, more connected community.

Appendix A: Assessment Team

Rachel Johnston, Ph.D.



Dr. Rachel Johnston is an expert in police organizations and policy. She worked for the Chicago Police Department (CPD) for 13 years as a civilian manager and member of the command staff, overseeing the Research and Development Division. At CPD, her work included overseeing the development and attending to necessary revisions to department policies and procedures. Dr. Johnston managed the research and analysis function, grants acquisition and management, and equipment and uniform standards and evaluation.

Dr. Johnston has experience in violence prevention, working to develop government collaborations as well as elevating community perspectives and needs. Prior to joining CNA, she was the research director for the Justice Collaboratory at Yale Law School and director of program evaluation at Communities Partnering 4 Peace, a CVI organization in Chicago.

At CNA, Dr. Johnston has worked on a number of training and technical assistance projects, including directing the Body-Worn Camera Training and Technical Assistance Policy Implementation Program. Dr. Johnston has worked as participated in assessments of community engagement and the detective function under both PSN and PSP Programs. She managed an assessment of fair and impartial policing in East Lansing, Michigan and supported an assessment of a large university police department.

Dr. Johnston has a PhD in criminology, law, and justice from the University of Illinois at Chicago.



James Nolette, M.P.A. - James Nolette is a recognized subject matter expert for community engagement and establishing strong community bonds between the police and the community they serve. Before coming to CNA, James Nolette retired from the Fayetteville Police Department (NC), reaching the rank of Assistant Chief, where he spent most of his career establishing community police relationships in a very diverse community. In this position, he worked closely with the 150 community led neighborhood watches to bring a reduction in crime several years in a row. He was an ever-present figure within this very diverse community and was invited to speak about community relations at local and national conference to include IACP James Nolette has been invited to be part

an international conference on Crime Risk Analysis about bridging the gap between academic research, law enforcement and community stakeholders. He was a member of the New York University Policing Project, which evaluated the partnership with communities and police to promote public safety through transparency, equity, and democratic engagement. In 2020, James Nolette was invited to be a guest speaker to discuss the community engagement and the programs put in place by the Fayetteville Police Department as part of the Presidential Police Commission. The City of Fayetteville is the largest city in the southeastern section of North Carolina, positioned next to Fort Liberty (formerly Ft. Bragg.) James Nolette has been recognized both locally and nationally for his work in the policing field and was selected by the National Institute of Justice as a LEADS Scholar.

Appendix B: Recommendations Table and Timeline

As part of the assessment process, the PSP Site Team will work with the Antioch Police Department to review and prioritize the recommendations as part of an implementation plan that will be tracked through the PSP engagement. ***Training and technical assistance to implement these recommendations is available through PSP upon request.***

#	Recommendation	Category	Audience	Timeframe
1	Leadership must commit to and actively develop an understanding of community needs and strategies to build a policing culture focused on engagement and trust.	Leadership	Command Staff	1 to 3 months
2	The APD should increase its understanding of community perspectives and priorities, inclusive of a diversity of interests.	Understanding Community Perspectives	All APD	1 to 12 months
3	Establish a committee advisory board (CAB) that meeting regularly to ensure community perspectives and priorities are part of APD policy and practice.	Relationship Development, Understanding Community Perspectives, Engagement with Diverse Communities	Command Staff	1 to 12 months
4	The APD should develop and implement a robust community engagement plan based on community priorities and in partnership with the CAB.	Leadership, Service Orientation	All APD	1 to 24 months
5	A community engagement ethos should be central to the work and internal messaging.	Service Orientation	All APD	1 to 60 months
6	Develop a comprehensive training plan that equips officers to implement the community engagement plan, with direct involvement from community members as co-authors and trainers.	Training	Command Staff	1 to 24 months
7	Develop a proactive internal and external information sharing and communications strategies aligned with the department's core values.	Communications and Messaging	Command Staff	1 to 6 months

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION

DATE: Regular Meeting of April 21, 2025

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

SUBMITTED BY: Bessie Marie Scott, City Manager

SUBJECT: Restructuring of Ad Hoc Committees and Membership

RECOMMENDED ACTION

It is recommended that the Antioch Police Oversight Commission adopt the resolution to restructure and combine the following ad hoc committees: 1) Policy; 2) Use of Force; and 3) Complaints, Internal Affairs, and Hiring Process, to "Police Practices" Ad Hoc Committee for a term of twelve (12) months with Commissioners _____, _____, and _____.

FISCAL IMPACT

There is no fiscal impact for this item.

DISCUSSION

At its February 3, 2025, meeting, the Antioch Police Oversight Commission requested an agenda item for its April 21, 2025, meeting. The Commission directed staff to restructure Ad Hoc Committees combining the 1) Policy, 2) Use of Force, and 3) Complaints, Internal Affairs, and Hiring Process Ad Hoc Committees since they fall under Police Practices. The term of the ad hoc committee will be twelve (12) months.

The purpose of the Police Practices Ad Hoc Committee is to study, develop, and recommend community policing and alternative crime prevention policies and strategies to the Chief of Police, City Manager, City Attorney, and City Council, while also assessing and making recommendations regarding the role of social services in public safety and reviewing policies, procedures, customs, and general orders of the Antioch Police Department for the Antioch Police Oversight Commission. The Committee will focus on reviewing and making recommendations concerning the Antioch Police Department's Use of Force policies and procedures, including the use of canines and de-escalation techniques, as well as assessing instances of force used by law enforcement officers to ensure accountability, transparency, and adherence to established protocols and standards. Additionally, the Committee will review and make recommendations on the Internal Affairs policies and procedures of the Antioch Police Department, particularly regarding hate crimes or biased-based policing, while focusing

on complaint policies and procedures that ensure publicly available information about civilian complaints and data on police use of force, as well as the demographics of individuals stopped, searched, or arrested. This committee will collaborate with the Chief of Police, City Manager, and City Attorney to develop a mediation program for civilian complaints and will also review policies, procedures, and data related to training, the hiring process, and the demographics of Antioch Police Department officers and staff.

The Antioch Police Oversight Commission seeks to form ad hoc committees 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 an ad hoc committee is generally six (6) months to (1) year and then the committee is dissolved.

The Commission will select three or less 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.

ATTACHMENTS

A. Resolution

RESOLUTION NO. 2025/***

**RESOLUTION OF THE ANTIOCH POLICE OVERSIGHT COMMISSION
TO FORM THE POLICE PRACTICES AD HOC COMMITTEE
FOR A PERIOD OF TWELVE (12) MONTHS**

WHEREAS, on February 3, 2025, the Antioch Police Oversight Commission requested that City staff prepare a resolution to restructure and combine the 1) Policy, 2) Use of Force, and 3) Complaints, Internal Affairs, and Hiring Process Ad Hoc Committees to the Police Practices Ad Hoc Committee;

WHEREAS, ad hoc committees are temporary committees for a specific purpose that consist of less than a majority of the commission and are not subject to the Brown Act;

WHEREAS, the purpose of the Police Practices Ad Hoc Committee is to study, develop, and recommend community policing and alternative crime prevention policies and strategies to the Chief of Police, City Manager, City Attorney, and City Council, while also assessing and making recommendations regarding the role of social services in public safety and reviewing policies, procedures, customs, and general orders of the Antioch Police Department for the Antioch Police Oversight Commission;

WHEREAS, the Committee will focus on reviewing and making recommendations concerning the Antioch Police Department's Use of Force policies and procedures, including the use of canines and de-escalation techniques, as well as assessing instances of force used by law enforcement officers to ensure accountability, transparency, and adherence to established protocols and standards. Additionally, the Committee will review and make recommendations on the Internal Affairs policies and procedures of the Antioch Police Department, particularly regarding hate crimes or biased-based policing, while focusing on complaint policies and procedures that ensure publicly available information about civilian complaints and data on police use of force, as well as the demographics of individuals stopped, searched, or arrested.

WHEREAS, , the Committee will collaborate with the Chief of Police, City Manager, and City Attorney to develop a mediation program for civilian complaints and will also review policies, procedures, and data related to training, the hiring process, and the demographics of Antioch Police Department officers and staff.

WHEREAS, the Antioch Police Oversight Commission plans to have the Ad Hoc Committee report back to the Antioch Police Oversight Commission prior to and upon its planned termination in twelve (12) months to determine if the Ad Hoc Committee should become a standing committee on a specific subject matter on a continual basis, continue as an ad hoc committee for a limited period of time to address a specific need or purpose, or be terminated; and

RESOLUTION NO. 2025/***

April 21, 2025

Page 2

WHEREAS, the Antioch Police Oversight Commission seeks to confirm the appointment of committee members to the Police Practices Ad Hoc Committee.

NOW, THEREFORE, BE IT RESOLVED by the Antioch Police Oversight Commission of the City of Antioch hereby forms the **Police Practices Ad Hoc Committee** for a **term of twelve (12) months** for the **purpose** of reviewing the City Council's proposed budget, advising whether budgetary allocations for the Police Department are aligned with the Police Department's policies and procedures, and ensuring that the budget adequately supports the goals of the oversight body, including promoting transparency, and community engagement.

BE IT FURTHER RESOLVED that Commissioners [REDACTED], [REDACTED], and [REDACTED] are appointed to the Police Practices Ad Hoc Committee and shall work to develop specific objectives for the committee and report back to the Antioch Police Oversight Commission prior to and upon the ad hoc committee's planned termination in twelve (12) months.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the Antioch Police Oversight Commission of the City of Antioch at a regular meeting thereof, held on the 21st day of April 2025, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

MELISSA RHODES
CITY CLERK OF THE CITY OF ANTIOCH