



ANTIOCH POLICE OVERSIGHT COMMISSION AGENDA

Date: **Monday, September 16, 2024**

Time: 6:30 P.M.

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

ANTIOCH POLICE OVERSIGHT COMMISSIONERS

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

Staff Liaison: Kwame P. Reed, Acting City Manager
Thomas Lloyd Smith, City Attorney
Brian Addington, Interim Police Chief

Commission meetings are live streamed at:
<https://www.antiochca.gov/government/boards-commissions/#section-apoc>.

Please see the inside cover for detailed Speaker Rules.

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

PLEASE TURN OFF CELL PHONES BEFORE ENTERING MEETING LOCATION.

ANTIOCH POLICE OVERSIGHT COMMISSION

SPEAKER RULES

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

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

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

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

Notice of Availability of Reports

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

ANTIOCH POLICE OVERSIGHT COMMISSION'S PURPOSE

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

NOTICE OF OPPORTUNITY TO ADDRESS THE ANTIOCH POLICE OVERSIGHT COMMISSION

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

AGENDA

1. CALL TO ORDER AND ROLL CALL

2. PLEDGE OF ALLEGIANCE

3. CONSENT CALENDAR

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

3-1. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF AUGUST 5, 2024

Recommended Action: It is recommended that the Antioch Police Oversight Commission approve the Meeting Minutes of August 5, 2024.

3-2. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF AUGUST 19, 2024

Recommended Action: It is recommended that the Antioch Police Oversight Commission approve the Meeting Minutes of August 19, 2024.

4. NEW BUSINESS

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

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

A. Staff Presentation/Update

- Antioch Police Department Internal Affairs and Sensitivity Training

B. Public Comment

C. Discussion and Direction

4-2. COMMISSION DISCUSSION ITEM – ETHICS IN THE COMMUNITY

Recommended Action: It is recommended that the Antioch Police Oversight Commission discuss and provide direction to a designated ad hoc.

4-3. COMMISSION DISCUSSION ITEM – COMMUNITY ENGAGEMENT SURVEY

Recommended Action: It is recommended that the Antioch Police Oversight Commission discuss and provide direction to a designated ad hoc.

5. PUBLIC COMMENTS

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

6. AD HOC COMMITTEE REPORT OUT

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

7. UPCOMING/ FUTURE AGENDA ITEMS

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

8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT

(3 minutes per commissioner)

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

9. STAFF COMMUNICATIONS

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

10. NEXT MEETING DATE – October 7, 2024, at 6:30 p.m.

11. ADJOURNMENT

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

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

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

**August 5, 2024
City Council Chambers**

1. CALL TO ORDER AND ROLL CALL

Chairperson Thurston called the meeting to order at 6:31 P.M. on Monday, August 5, 2024, in Council Chambers. City Clerk Householder called the roll.

Present: Commissioners Lacey-Oha, May, Spears, Vice Chairperson Taylor and Chairperson Thurston
Commissioner Williams (arrived at 6:47 P.M.)

Absent: Commissioner Hadden

Staff: Acting City Manager, Kwame Reed
Interim Police Chief, Brian Addington
City Attorney, Thomas Lloyd Smith
City Clerk, Ellie Householder

2. PLEDGE OF ALLEGIANCE

Chairperson Thurston led the Pledge of Allegiance.

ON MOTION BY COMMISSIONER TAYLOR, SECONDED BY COMMISSIONER SPEARS, THE ANTIOCH POLICE OVERSIGHT COMMISSION MEMBERS PRESENT UNANIMOUSLY SUSPENDED THE RULES AND MOVED NEW BUSINESS ITEMS 4-2 AND 4-3 AS THE NEXT ORDER OF BUSINESS.

4. NEW BUSINESS

4-2. RESIGNATION FROM THE POSITION OF CHAIRPERSON

Chairperson Thurston announced for personal reasons he had tendered a letter of resignation from the position of Chairperson and requested the APOC accept his resignation.

On motion by Commissioner May, seconded by Commissioner Taylor the Antioch Police Oversight Commission accepted Commissioner Thurston's resignation from the position as Chairperson. The motion carried the following vote:

Ayes: Lacey-Oha, May, Spears, Taylor Abstain: Thurston Absent: Williams, Hadden

Commissioner Thurston passed the gavel to Vice Chairperson Taylor to preside over the meeting.

**4-3. NOMINATION AND ELECTION OF A CHAIRPERSON OF THE ANTIOCH
POLICE OVERSIGHT COMMISSION**

Commissioner Thurston nominated Vice Chairperson Taylor as Chairperson of the APOC.

A motion was made by Commissioner May, seconded by Commissioner Thurston to elect Vice Chairperson Taylor as Chairperson of the Antioch Police Oversight Commission.

An unidentified speaker spoke in support of appointing Vice Chairperson Taylor as Chairperson of the APOC.

A vote taken on the previous motion passed unanimously by the APOC members present.

City Attorney Smith announced the election of the new Vice Chair would be placed on the next APOC agenda.

3. CONSENT CALENDAR

**3-1 APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING
MINUTES OF JUNE 3, 2024**

**3-2 APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING
MINUTES OF JUNE 17, 2024**

**3-3. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING
MINUTES OF JULY 1, 2024**

Commissioner Thurston requested Item 3-3 be pulled for a minor correction as he believed that Commissioner Williams had made the motion for Item #7, placing the removal of the Chair on a future agenda.

City Attorney Smith stated that the Clerk's office could review the video recording of the meeting to verify who made the motion; however, he recalled that Commissioner Williams had raised the topic and Commissioner Thurston had made the motion.

Commissioner Thurston rescinded his request to pull item 3-3 from the Consent Calendar.

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

4. NEW BUSINESS – Continued

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

A. Staff Presentation: SPIDR Tech Review – January 1 through June 30, 2024

Interim Police Chief Addington presented a PowerPoint presentation of the SPIDR Tech Review January 1, 2024, through June 30, 2024.

Commissioner Williams arrived during the presentation at 6:47 P.M.

B. Public Comment

The Commission received public comment from an individual who spoke on the SPIDR Tech Program.

C. Discussion and Direction

Interim Police Chief Addington provided responses to inquiries from the Antioch Police Oversight Commission (APOC) regarding the SPIDR Tech Review.

Commissioner May suggested distributing this information to the public.

Commissioner Spears requested a breakdown of the numbers by district.

Commissioner Thurston suggested expanding the survey citywide.

Interim Police Chief Addington responded that the scope of this program was specific to people who had called the Antioch Police Department (APD) to report an incident; however, there may be another platform to expand surveying to the entire community.

4-4. 2023 ANNUAL MILITARY EQUIPMENT REPORT

Interim Police Chief Addington presented the staff report dated August 5, 2024, recommending the APOC review and accept the 2023 Annual Military Equipment Report prior to City Council approval.

Interim Police Chief Addington, City Attorney Smith and Acting City Manager Reed responded to inquiries from the Commission on the Annual Military Equipment Report.

Following discussion, the Commission requested future Annual Military Equipment Reports include a breakdown of training costs associated with each equipment category.

On motion by Commissioner Williams, seconded by Commissioner May the Antioch Police Oversight Commission members present unanimously reviewed and accepted the 2023 Annual Military Equipment Report.

4-5. ANGELO QUINTO COMMUNITY RESPONSE TEAM AND FELTON INSTITUTE PRESENTATION

Acting City Manager Reed introduced Director of Public Safety and Community Resources Johnson who introduced staff in attendance and gave an overview of the Public Safety and

Community Resources Department. She then introduced Alisea Wesley-Clark, Felton Institute who gave an Angelo Quinto Community Response Team and Felton Institute PowerPoint presentation.

Acting City Manager Reed announced there had been changes to the Angelo Quinto Community Response Team and Felton Institute PowerPoint presentation since the publishing of the agenda and those changes were provided to the APOC this evening.

A. Public Comment

The Commission received public comments from the following individuals who spoke on the Angelo Quinto Community Response Team and Felton Institute PowerPoint presentation: Patricia Granados, Nicole Arrington, Keith Brown, Teki, Cassandra Quinto Collins, Antwon Webster and an unidentified speaker.

Curtis Penn and Al Gilbert representing Felton Institute provided follow-up comments and responses to inquiries from the APOC and community regarding the Angelo Quinto Community Response Team and Felton Institute.

B. Discussion and Direction

The APOC thanked Felton Institute for the presentation and their services.

Commissioner Williams recognized Ms. Quinto Collins in attendance this evening.

Commissioner May suggested the implementation of a peer support group.

Commissioner Spears suggested placing the following item on all future APOC agendas: CARE Team Report Out.

Alisea Wesley-Clark, Interim Police Chief Addington and Curtis Penn provided additional responses to inquiries from the APOC regarding the Angelo Quinto Community Response Team and Felton Institute.

Commissioner Thurston requested staff email him the policy regarding which calls for service were diverted to the CARE team.

Commissioner Lacey-Oha offered Chaplain services to the AQCRT.

4-6. SELECTION OF THE SCHEDULED ANTIOCH POLICE OVERSIGHT COMMISSION MEETING DATE WHICH FALLS ON THE LABOR DAY HOLIDAY – SEPTEMBER 2, 2024

Acting City Manager Reed recommended the APOC discuss and select a different date for the scheduled meeting which falls on the Labor Day Holiday.

Commissioner Thurston suggested cancelling the September 2, 2024, APOC meeting.

On motion by Commissioner Spears, seconded by Commissioner Williams the Antioch Police Oversight Commission members present unanimously cancelled the September 2, 2024, Antioch Police Oversight Commission meeting due to the holiday.

5. PUBLIC COMMENTS

The Commission received general public comments from several individuals including Patricia Granados, Erika Raulston, Mary Lutz, Eddie Gums, Sara and Tachina Garrett.

6. AD HOC COMMITTEE REPORT OUT

Policy and Procedure Ad Hoc Committee

Commissioner Thurston and Chairperson Taylor reported the Ad Hoc Committee had not met; however, they were gathering information and would be reporting out soon.

Complaints, Internal Affairs and Hiring Process Ad Hoc Committee

Commissioner May reported on her attendance at the Complaints, Internal Affairs and Hiring Process Ad Hoc Committee meeting and noted they were gathering information and would be meeting again soon.

Community Engagement Ad Hoc Committee

Commissioners Williams and May reported on their attendance at the Community Engagement Ad Hoc Committee meeting and discussed various ways to promote engagement with the community. They also noted that they had attended the Badges and Baskets event with Commissioner Thurston.

Budget Ad Hoc Committee

No report. Commissioner May stated she would be gathering information and would report out at the next APOC meeting.

Use of Force Ad Hoc Committee

Commissioner Spears reported on the July Ad Hoc Committee meeting and announced they would be holding another meeting soon to discuss additional Use of Force policies.

7. UPCOMING/ FUTURE AGENDA ITEMS

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

Items requested included:

- Election of New Vice Chair
- Adding a Commissioner to the Budget Ad Hoc Committee
- Consideration of adding CARE Team Report Out as a standing agenda item
- Summary of community complaints – January through June 2024 including resolutions
- Relocate Public Comments to the beginning of the meeting
- Zoom option for public participation at APOC meetings

8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT

Commissioner Williams apologized for being late this evening and spoke in support of electing Vice Chair Taylor, Chair of the APOC.

Commissioner Spears congratulated Chairperson Taylor on her appointment as Chair of the APOC. She thanked the Use of Force Ad Hoc Committee for their work on the Annual Military Equipment Report and Interim Police Chief Addington and City Attorney Smith for being open to the suggested changes.

Commissioner Thurston congratulated Chairperson Taylor on being elected Chair of the APOC. He announced a National Night Out event would take place on August 6, 2024, at Eagle Ridge Park. He reported that he had received National Association for Civilian Oversight of Law Enforcement (NACOLE) membership in an email and requested an explanation of that program. He thanked the Use of Force Ad Hoc Committee for the Annual Military Equipment Report recommendations.

City Attorney Smith stated he could provide further information on the National Association for Civilian Oversight of Law Enforcement (NACOLE) organization.

Commissioner Lacey-Oha announced the African American Community Baby Shower would be held from 12:00 P.M. – 2:30 P.M. on August 24, 2024, at Mount Zion Missionary Baptist Church and requested the APOC support this event. She reported on her attendance at a committee meeting to honor Willie Mims.

Chairperson Taylor announced there would be several National Night Out events on August 6, 2024, throughout Antioch.

Commissioner Williams announced She Ready event would be held from 10:30 A.M. – 2:30 P.M. on August 17, 2024, in Walnut Creek.

An unidentified speaker announced ACCE Antioch was hosting Antioch Whistle Stop Tour and Celebration on September 14, 2024, and there would be a protest for the decommissioning of the Amtrak Station on September 20, 2024.

An unidentified speaker announced Grace Bible Fellowship was hosting a Church Picnic beginning at 2:00 P.M. on August 11, 2024.

9. STAFF COMMUNICATIONS

Acting City Manager Reed explained that the National Association for Civilian Oversight of Law Enforcement (NACOLE) was a training organization, and the Commission would receive follow up from staff regarding their interest in attending the conference October 13 – 17, 2024. He announced the next APOC meeting would be held at the Antioch Community Center on August 19, 2024, at 6:30 P.M.

**10. NEXT MEETING DATE – August 19, 2024, at 6:30 P.M.
Antioch Community Center
4703 Lone Tree Way
Antioch, CA 94531**

Chairperson Taylor announced the next APOC meeting would be held on August 19, 2024, at 6:30 P.M. at the Antioch Community Center.

11. ADJOURNMENT

On motion by Commissioner Williams, seconded by Commissioner Spears the Antioch Police Oversight Commission members present unanimously adjourned the meeting at 9:30 P.M.

Kitty Eiden

KITTY EIDEN, Minutes Clerk

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

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

**August 19, 2024
Antioch Community Center**

1. CALL TO ORDER AND ROLL CALL

Chairperson Taylor called the meeting to order at 6:30 P.M. on Monday, August 19, 2024, at the Antioch Community Center. Acting City Clerk Rosales called the roll.

Present: Commissioners Lacey-Oha, May, Williams and Chairperson Taylor
Commissioner Spears (arrived at 6:52 P.M.)

Absent: Commissioners Thurston, Hadden and Spears (arrived at 6:52 P.M.)

Staff: Acting City Manager, Kwame Reed
Interim Police Chief, Brian Addington
Police Captain, Joe Vigil
City Attorney, Thomas Lloyd Smith
Assistant City Clerk, Christina Garcia
Acting City Clerk, Vanessa Rosales
Minutes Clerk, Kitty Eiden

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 AUGUST 5, 2024**

On motion by Commissioner May, seconded by Commissioner Lacey-Oha the Antioch Police Oversight Commission members present unanimously continued the minutes of August 5, 2024.

4. NEW BUSINESS

4-1 INTERIM POLICE CHIEF BRIAN ADDINGTON'S REPORT

A. Staff Presentation/Update: Chief Update on National Night Out Events

Captain Vigil, on behalf of Interim Police Chief Addington, presented the Chief Update on National Night Out Events.

B. Public Comment

The Commission received public comment from the following individual who spoke on National Night Out Events: Tachina Garrett.

C. Discussion and Direction

Commissioners May and Chairperson Taylor reported on their attendance at National Night Out events.

4-2. NOMINATION AND ELECTION OF A VICE CHAIRPERSON OF THE ANTIOCH POLICE OVERSIGHT COMMISSION

City Attorney Smith clarified that with only four Commissioners in attendance this evening any action on this item would require all four votes for approval. He explained that the Commission could proceed or table this item until a full Commission was present.

Following discussion, the Antioch Police Oversight Commission (APOC) consensus agreed to move forward with consideration of this item.

Commissioner Lacey-Oha nominated Commissioner Williams as Vice Chair.

Unidentified speakers spoke in support of electing Commissioner Williams as Vice Chair.

On motion by Commissioner May, seconded by Commissioner Lacey-Oha the Antioch Police Oversight Commission members present unanimously elected Commissioner Williams as Vice Chairperson of the Antioch Police Oversight Commission.

Commissioner Williams thanked the APOC for electing him as Vice Chairperson.

4-3. MODIFICATION OF BUDGET AD HOC COMMITTEE MEMBERSHIP

Chairperson Taylor expressed interest in serving on the Budget Ad Hoc Committee.

On motion by Commissioner Williams, seconded by Commissioner May the Antioch Police Oversight Commission members present unanimously adopted the resolution appointing Chairperson Taylor to the Budget Ad Hoc Committee.

4-4. DISCUSSION ITEM ON WHERE PUBLIC COMMENTS SHOULD BE PLACED ON THE AGENDA

A. Staff Presentation

Acting City Manager Reed gave a background of this agenda item and explained the options for the Commission were to leave public comments at their current location or move them to another location on the agenda.

B. Public Comment

An unidentified speaker spoke in support of keeping public comments at their current location on the agenda.

C. Discussion and Direction

Following discussion, Commission consensus agreed to keep Public Comment at the current location following New Business.

Commissioner Spears arrived at 6:52 P.M.

5. PUBLIC COMMENTS

The Commission received general public comments from the following individuals: Erika Raulston and Eddie Gums.

6. AD HOC COMMITTEE REPORT OUT

Use of Force Ad Hoc Committee

No report.

Complaints, Internal Affairs and Hiring Process Ad Hoc Committee

No report. Commissioner May stated this Ad Hoc Committee would be meeting with staff to gather information.

Budget Ad Hoc Committee

No report. Commissioner May stated this Ad Hoc Committee would be meeting with staff to gather information.

Community Engagement Ad Hoc Committee

No report. Commissioner Williams announced this Ad Hoc Committee would be meeting later this week.

In response to the APOC, City Attorney Smith explained that an Ad Hoc Committee was comprised of less than a majority of the Commission and not subject to the Brown Act. He clarified that they could meet with community members in person as well as on zoom provided there were no more than three Commissioners present.

Policies and Procedures Ad Hoc Committee

Commissioner Taylor reported the Policies and Procedures Ad Hoc Committee were in the process of making edits to two policies and they would be sending their recommendations to

staff. She stated following staff's response they would bring the item to the Commission for their consideration and recommendations to the City Council.

Commissioner May emphasized the importance of public participation at APOC and Ad Hoc Committee meetings.

7. UPCOMING/ FUTURE AGENDA ITEMS

The Commission received public comment from the following individual who spoke on Upcoming/Future Agenda items: Teki Flow.

City Attorney Smith and Assistant City Clerk Garcia responded to inquiries from the Commission on potential future agenda items.

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

Requests reiterated from previous meetings included:

- Complaints and Resolutions – January through June 2024
- Discussion on APOC participation in the hiring process

Commission consensus for the following priority requests included:

- Ethics Discussion
- Monthly Arrest Report – (date of arrest, where the arrested reside and crime committed)
- Sensitivity training for new hires

Item referred to Ad Hoc Committee:

- Survey Creation for community feedback on APOC – (referred to the Community Engagement Ad Hoc Committee)

8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT

The Commission discussed the lack of community participation at APOC meetings. They recognized those in attendance this evening and encouraged them to inform others of these meetings.

Commissioner Spears apologized for her tardiness this evening. She reminded the community that the September 2, 2024, APOC meeting was cancelled, and the next meeting would be September 16, 2024. She encouraged the public to participate in the community survey once it was developed.

Commissioner Williams reported on an event he had participated in for women running for office and thanked Commissioners May and Lacey-Oha for attending.

The Commission received public comments from the following individuals who spoke on the Antioch Police Oversight Commissioner Report Out: four (4) unidentified speakers and Teki Flow.

Acting City Manager Reed provided responses to inquiries from the public regarding the Antioch Police Oversight Commissioner Report Out.

9. STAFF COMMUNICATIONS

Acting City Manager Reed announced the November 4, 2024, APOC meeting would be held at Antioch High School. He commented that the City advertised tonight's meeting on a digital billboard and they would advertise the next remote meeting on the billboard as well. He thanked the Commission and community for their attendance this evening as well as staff who assisted in setting up. In response to public comments, he reported that he had requested Public Works to perform a lighting study in downtown Antioch and commented that he would share information he received regarding encampments with the Encampment Task Force.

An unidentified speaker reminded the community that ACCE Antioch and the Transportation Coalition would be hosting the Antioch Whistle Stop Tour and Celebration on September 14, 2024, and major action would take place in Martinez on September 20, 2024.

10. NEXT MEETING DATE – September 16, 2024, at 6:30 P.M.

Chairperson Taylor announced the next APOC meeting would be held at 6:30 P.M. on September 16, 2024, at City Hall. She reminded the community that the September 2, 2024, APOC meeting had been cancelled due to the Labor Day Holiday.

Commissioner Lacey-Oha announced an NAACP meeting would be held on August 22, 2024, in Pittsburg and a Community Baby Shower would be held on August 24, 2024, at Mount Zion Baptist Community Church. She commented that they were accepting donations and looking for volunteers for the baby shower event.

Acting City Manager Reed reminded the Commission and community that public comments needed to be limited to the specific agenda item. He explained that General Public Comments was open for non-agenda items. Additionally, he noted Commission members could announce events during Commissioner's Report Out.

11. ADJOURNMENT

On motion by Commissioner May, seconded by Commissioner Williams the Antioch Police Oversight Commission members present unanimously adjourned at 7:52 P.M.

Kitty Eiden

KITTY EIDEN, Minutes Clerk

APOC PRESENTATION

ANTIOCH POLICE DEPARTMENT INTERNAL AFFAIRS AND SENSITIVITY
TRAINING



ANTIOCH POLICE DEPARTMENT

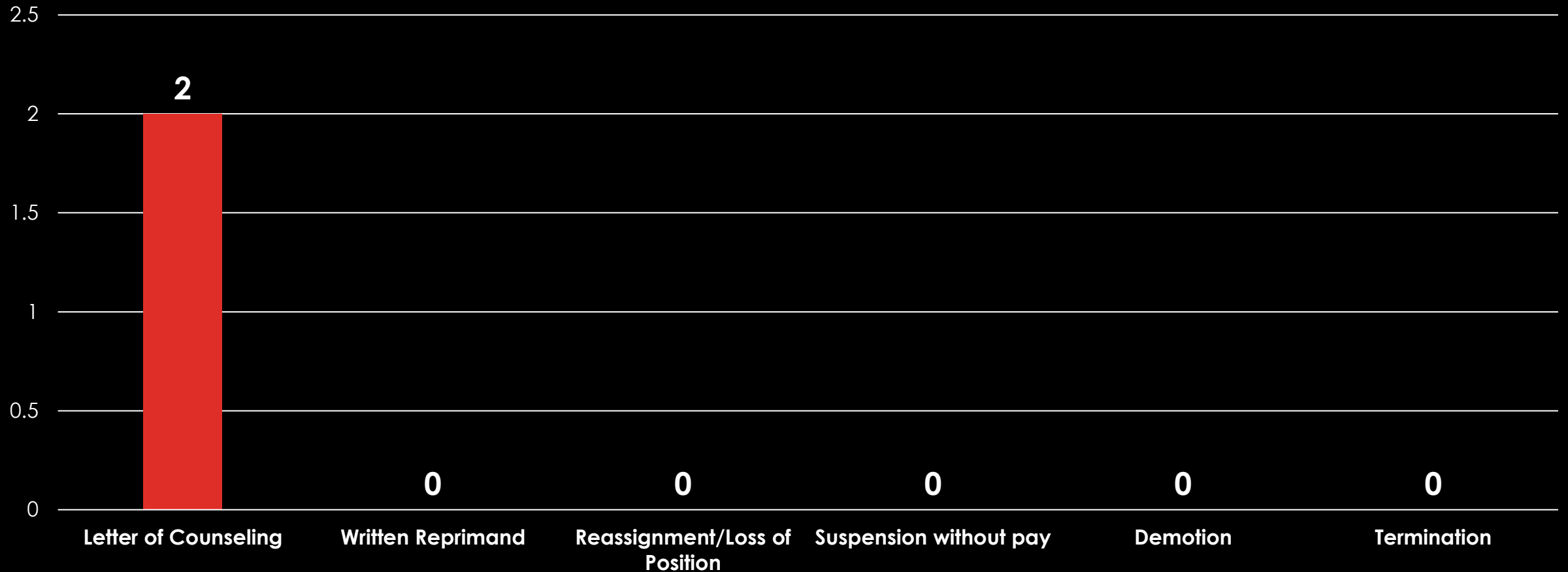
INTERNAL AFFAIRS INVESTIGATIONS 2024 YTD

COMPLAINT TYPE	JAN	FEB	MAR	APR	MAY	JUN	JULY	AUG	SEP	GRAND TOTAL
CITIZEN	2	0	1	0	0	0	2	2	0	7
INTERNAL	1	0	0	3	2	3	2	0	1	12
GRAND TOTAL	3	0	1	3	2	3	4	2	1	19

- 3 complaint investigations have been completed, 1 was unfounded and 2 were sustained policy violations. The remaining 16 are still under investigation.

ANTIOCH POLICE DEPARTMENT INTERNAL AFFAIRS INVESTIGATIONS YTD 2024

Disciplinary Action



ANTIOCH POLICE DEPARTMENT SENSITIVITY TRAINING

Basic Police Academy – POST Approved

- LD 0 – The Exemplary Police Officer
- LD 1 – Leadership, Ethics, and Professionalism
- LD 3 Principled Policing and Community
- LD 4 – Victimology and Crisis Interventions
- LD 7 – Crimes Against Children
- LD 9 – Crimes Against People
- LD 10 – Sex Crimes
- LD 14 – Officer Wellness
- LD 20 – Use of Force and De-escalation
- LD 24 – Pursuits and Crime Control (handling disputes)
- LD 25 – Domestic Violence
- LD 26 – Critical Incidents
- LD 32 – Lifetime Fitness
- LD 37 – People with Disabilities
- LD 42 – Cultural Diversity and Discrimination

ANTIOCH POLICE DEPARTMENT SENSITIVITY TRAINING

POST Required Training – Mandated Every Two years

- Biased-Based Policing – 8 hours
- Procedural Justice – 8 hours

Antioch PD Additional Training

- Active Bystandership for LE (ABLE) – Peer Intervention (16 hours)
- Blue Courage – 16 hours (Self-Improvement, Stress Management, and Human connection)
- Field Training Program (POST FTO Manual)
 - Professionalism
 - Ethics
 - Engagement

ANTIOCH POLICE DEPARTMENT SENSITIVITY TRAINING (CONT.)

City of Antioch

- Discrimination: Avoiding Discriminatory Practices
- Managing Difficult Behaviors
- Retaliation Liability
- Sensitivity Awareness
- Sexual Harassment
- Customer Service Overview
- Diversity, Equity and Inclusion Practices
- General Ethics in the Workplace
- Workplace Bullying
- Workplace Violence
- Ethics Training for Municipalities (AB1234)