



## ANTIOCH POLICE OVERSIGHT COMMISSION AGENDA

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Date: **Monday, November 4, 2024**

Time: 6:30 P.M.

Place: **Antioch City Hall – Council Chambers**

200 H Street

Antioch, CA 94509

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

*Commission meetings are live streamed at:*

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

*Please see the inside cover for detailed Speaker Rules.*

**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](mailto:publicworks@antiochca.gov).

**PLEASE TURN OFF CELL PHONES BEFORE ENTERING MEETING LOCATION.**

# ANTIOCH POLICE OVERSIGHT COMMISSION

## SPEAKER RULES

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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](mailto: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.

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# **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 SEPTEMBER 16, 2024**

Recommended Action: It is recommended that the Antioch Police Oversight Commission approve the Meeting Minutes of September 16, 2024.

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

Action: October 7, 2024 – Order of Adjournment due to lack of a quorum.

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

Action: October 21, 2024 – Order of Adjournment due to lack of a quorum.

#### **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**

- a. Police background and screening process
- b. Police staffing update

##### **B. Public Comment**

##### **C. Discussion and Direction**

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

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 – INFORMATION RELATED TO POLICE BODY-WORN CAMERAS**

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

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

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

#### **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 – November 18, 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.**

**September 16, 2024  
City Council Chambers**

**1. CALL TO ORDER AND ROLL CALL**

Chairperson Taylor called the meeting to order at 6:31 P.M. on Monday, September 16, 2024, in Council Chambers. Assistant City Clerk Garcia called the roll.

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

Absent: Commissioners Thurston, Spears and Hadden

Staff: Acting City Manager, Kwame Reed  
Interim Police Chief, Brian Addington  
City Attorney, Thomas Lloyd Smith  
Assistant City Clerk, Christina Garcia

**2. PLEDGE OF ALLEGIANCE**

Chairperson Taylor led the Pledge of Allegiance.

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

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

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

**4. NEW BUSINESS**

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

**A. Staff Presentation/Update – Antioch Police Department Internal Affairs and Sensitivity Training**

Interim Police Chief Addington presented the Antioch Police Department (APD) Internal Affairs and Sensitivity Training presentation.

**B. Public Comment**

The Commission received public comment from an unidentified individual who spoke on the APD Internal Affairs and Sensitivity Training presentation.

### **C. Discussion and Direction**

Interim Police Chief Addington provided responses to inquiries from the APOC and community regarding the APD Internal Affairs and Sensitivity Training presentation.

In response to Chairperson Taylor, Interim Police Chief Addington stated he could provide additional information on other programs that address cultural diversity discrimination training.

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

Commissioner Taylor announced this item was brought forward by Commissioner Spears who was not present this evening.

On motion by Commissioner May, seconded by Commissioner Williams the Antioch Police Oversight Commission members present unanimously tabled New Business Item 4-2 to the next Antioch Police Oversight Commission (APOC) meeting.

#### **4-3. COMMISSION DISCUSSION ITEM – COMMUNITY ENGAGEMENT SURVEY**

Following discussion consensus of the APOC referred the preparation of a Community Engagement Survey and Informational Flyer to the Community Engagement Ad Hoc Committee.

On motion by Commissioner May, seconded by Vice Chairperson Williams the Antioch Police Oversight Commission members present unanimously assigned the preparation of a Community Engagement Survey to the Community Engagement Ad Hoc Committee.

### **5. PUBLIC COMMENTS**

The Commission received general public comments from the following individuals: Jim Lanter, Teki, Kathryn Wade, Carolyn D. Simmons, Tachina, Audrey Campbell and three (3) unidentified speakers.

### **6. AD HOC COMMITTEE REPORT OUT**

#### Community Engagement Ad Hoc Committee

Commissioner May reported the Ad Hoc Committee was working with residents and organizations to develop ideas for community engagement events. She noted they had also discussed the possibility of police officers walking their beats.

#### Policies and Procedures Ad Hoc Committee

Chairperson Taylor reported the Ad Hoc Committee had drafted several recommendations that fit the policies within the ordinance. With Commissioner Thurston out on leave, she requested assistance from other Commissioners.

#### Use of Force Ad Hoc Committee

Commissioner Williams reported on his attendance at the Ad Hoc Committee meeting with Commissioner Lacey-Oha. He noted they met with APD staff and reviewed the Use of Force policy, which they believed was very strong. He further noted it was a matter of officers responsibly adhering to the policy. He stated they wanted to insert language from the Angelo Quinto Crisis Response Team (AQCRT) into the policy and announced they would be scheduling another meeting soon.

#### Budget Ad Hoc Committee

Chairperson Taylor reported the Ad Hoc committee received the budget and they were in the process of reviewing the document.

Commissioner May added that they would be reaching out regarding specific line items such as cost of office materials and overtime hours.

#### Complaints, Internal Affairs and Hiring Process Ad Hoc Committee

Commissioner May reported they were working on a process with Commissioner Williams and they would be presenting their recommendations to the Commission at the next APOC meeting, which would include changes to the interview team and mental health evaluations. She questioned if there was an RFP for agencies providing background checks as well as physical and mental health evaluation services.

The Commission received public comments from three (3) unidentified individuals who spoke on the Ad Hoc Committee Report Out.

Commissioner Williams expressed concern regarding an interaction he had with a community member pertaining to employee separations at APD.

Acting City Manager Reed offered to discuss Commissioner Williams's concerns with him following the meeting, since it was not an agenda item.

### **7. UPCOMING/ FUTURE AGENDA ITEMS**

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

Items requested included:

- Complaints, Internal Affairs and Hiring Process Ad Hoc Committee Report Out



- Interim Police Chief Addington Report Out to the Complaints, Internal Affairs and Hiring Process Ad Hoc Committee on who conducted physical, mental health and background checks for candidates as well as how often RFP's are sent out for these services
- Tour of APD for APOC Commissioners
- APD suggestions for community engagement activities (referred to Community Engagement Ad Hoc Committee)
- Discussion of Ad Hoc Committee's End of the Year Reports
- Interim Police Chief Addington presentations of APD staffing levels and the monitoring systems for APD phones

The Commission received public comment from two unidentified speakers who spoke on Upcoming/Future Agenda items.

## **8. ANTIOCH POLICE OVERSIGHT COMMISSIONER REPORT OUT**

Commissioner May thanked fellow Commissioners for their work on matters that benefited the community. She also thanked the public and staff for their attendance this evening.

Commissioner Williams thanked everyone who attended the meeting this evening. He reported on his attendance at the Whistle Stop Tour and thanked ACCE Antioch for their advocacy.

Commissioner Lacey-Oha thanked those in attendance who came to support her and encouraged everyone to get to know her character.

Commissioner Taylor reminded APOC Commissioners to keep their report out Commission based. She thanked everyone who was present this evening and acknowledged the AQCRT for their participation. She encouraged those with complaints against APD to continue to file their complaints so there was a record of those events.

## **9. STAFF COMMUNICATIONS**

Acting City Manager Reed stated since the City had hired a new City Manager, this would likely be his last meeting as Acting City Manager. He thanked the Commission and staff for all their hard work to improve the Antioch Police Department and stated he would be returning to his role as Director of Economic Development.

On behalf of the APOC, Chairperson Taylor stated they appreciated Acting City Manager Reed's service.

## **10. NEXT MEETING DATE – October 7, 2024, at 6:30 P.M.**

Chairperson Taylor announced the next APOC meeting would be held at 6:30 P.M. on October 7, 2024.

**11. ADJOURNMENT**

On motion by Commissioner Williams, seconded by Commissioner May the Antioch Police Oversight Commission members present unanimously adjourned at 8:12 P.M.

*Kitty Eiden*

KITTY EIDEN, Minutes Clerk



## **ORDER OF ADJOURNMENT**

NOTICE IS HEREBY GIVEN that the regularly scheduled Antioch Police Oversight Commission Meeting for **Monday, October 7, 2024**, has been **ADJOURNED** due to lack of a quorum.

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

Noticed by: City Clerk's Office  
October 7, 2024



## **ORDER OF ADJOURNMENT**

NOTICE IS HEREBY GIVEN that the regularly scheduled Antioch Police Oversight Commission Meeting for **Monday, October 21, 2024**, has been **ADJOURNED** due to lack of a quorum.

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

Noticed by: City Clerk's Office  
October 21, 2024