



## ANTIOCH POLICE OVERSIGHT COMMISSION AGENDA

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Date: **Monday, December 2, 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  
*Vacant*  
*Vacant*

Staff Liaison: Bessie M. 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. ANTIOCH POLICE OVERSIGHT COMMISSION MEETING MINUTES OF NOVEMBER 18, 2024**

Recommended Action: It is recommended that the Antioch Police Oversight Commission continue the Meeting Minutes of November 18, 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
- B. Public Comment
- C. Discussion and Direction

#### **4-2. RESIGNATION FROM COMMISSIONER THURSTON**

Recommended Action: Motion to accept Commissioner Thurston's resignation.

#### **4-3. RESIGNATION FROM COMMISSIONER SPEARS**

Recommended Action: Motion to accept Commissioner Spear's resignation.

#### **4-4. DRAFT ANNUAL REPORT TO COUNCIL**

Recommended Action: It is recommended that the Antioch Police Oversight Commission review and approve the Draft Annual Report to be provided to the Antioch City Council.

### **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 – January 6, 2025, 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.



## STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION

**DATE:** Regular Meeting of December 2, 2024

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

**SUBMITTED BY:** Ellie Householder, MPP, City Clerk  
Christina Garcia, CMC, Assistant City Clerk *Cg*

**SUBJECT:** Antioch Police Oversight Commission Meeting Minutes of November 18, 2024

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### **RECOMMENDED ACTION**

It is recommended that the Antioch Police Oversight Commission continue the Meeting Minutes of November 18, 2024.

### **FISCAL IMPACT**

None

### **DISCUSSION**

N/A

### **ATTACHMENT**

None.



## **STAFF REPORT TO THE ANTIOCH POLICE OVERSIGHT COMMISSION**

**DATE:** Regular Meeting of December 2, 2024

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

**SUBMITTED BY:** Bessie M. Scott, City Manager

**SUBJECT:** Draft Annual Report to Council

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### **RECOMMENDED ACTION**

It is recommended that the Antioch Police Oversight Commission review and approve the Draft Annual Report to be provided to the Antioch City Council.

### **FISCAL IMPACT**

None.

### **DISCUSSION**

In accordance with Antioch Municipal Code **§4-3.111 PUBLIC REPORTS:**

- A. The Police Oversight Commission shall draft and issue public reports regarding issues described in section 4-3.100. An annual report may be in the form of an update from a previous year's report. The Police Commission may issue additional public reports as it deems appropriate.
- B. The Police Commission shall provide annual public reports to City Council, City Manager, and City Attorney on the Police Department's progress on Police Commission recommendations and other updates to the mission of the Police Commission.
- C. All public reports shall omit or redact any confidential or privileged information as defined by State Law.

The attached draft annual report has been prepared by the Commission for review and discussion.

### **ATTACHMENTS**

- A. Draft Annual Report

# **2024 APOC Annual Report**

## **Section 1: Introduction**

The Antioch Police Oversight Commission (APOC) was established to enhance transparency, accountability, and trust between the Antioch Police Department (APD) and the community it serves. Since its inception, APOC has been steadfast in its commitment to creating policies and practices that reflect the values of equity, justice, and public safety.

To achieve these goals, APOC formed ad hoc committees tasked with evaluating APD policies in key areas, including use of force, internal affairs, community engagement, budget allocation, and overall department policy. These committees have worked diligently to identify areas in need of reform and to recommend amendments that align with national best practices while addressing the unique needs and concerns of Antioch residents.

This report highlights a pivotal milestone in this effort: the decision by APD Chief Brian Addington, in collaboration with City Manager Bessie Scott, to undertake a comprehensive redrafting of the APD policy handbook. This decision was driven by the evaluations and recommendations submitted by APOC's ad hoc committees. The commission's input underscored the need for systemic change to ensure APD policies uphold community trust and safety standards.

To facilitate this redrafting process, APD has partnered with Lexipol. Lexipol is a nationally recognized leader in public safety policy development and training. Specializing in creating best-practice policies grounded in current laws and industry standards, Lexipol supports law enforcement agencies, fire departments, and other public safety organizations across the United States.

In California, Lexipol has a particularly significant presence, providing policy frameworks for 95% of the state's law enforcement agencies. Their comprehensive approach



ensures that policies are legally compliant, easy to understand, and tailored to meet the operational needs of agencies while addressing public safety priorities.

By partnering with Lexipol for the APD policy handbook redraft, Antioch ensures that its policies align with both state and national best practices, reflecting a commitment to transparency, accountability, and community trust.

Lexipol will guide this effort with its expertise in creating best-practice policies grounded in current laws and standards. APOC has been invited to play an active role in this process, ensuring that the new handbook reflects the community's voice and values.

The redrafting initiative is expected to span at least six months. During this time, APOC will continue to monitor progress, provide feedback, and prepare for the implementation phase. This collaborative effort represents a significant step forward in aligning Antioch's public safety framework with principles of transparency, equity, and accountability.

## **Section 2: Policies that will be Recommended as Additions to the New Handbook**

The Antioch Police Oversight Commission (APOC) has identified key areas not currently addressed in the APD policy handbook. This report highlights three critical recommendations for inclusion: the Angelo Quinto Crisis Response Team (AQCRT), Officer Mental Health, and a comprehensive community engagement policy. These additions address gaps that impact community safety and trust, aligning the handbook with modern best practices.

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### **Angelo Quinto Crisis Response Team (AQCRT) Policy Integration**

The AQCRT represents a groundbreaking approach to handling mental health crises, yet its deployment is not currently codified in APD's policy handbook. Established as a collaborative effort between the City of Antioch, APD, and local community-based

organizations, the AQCRT provides a 24/7, non-police response to low-level, non-life-threatening 911 calls. By addressing mental health crises with trained professionals, AQCRT reduces the potential for escalation, ensuring individuals receive trauma-informed care.

**Proposed Handbook Addition:**

1. **Deployment Protocols:** Clear guidelines for dispatchers to determine when AQCRT is deployed versus law enforcement.
2. **Operational Collaboration:** Frameworks for how APD officers and AQCRT professionals coordinate during overlapping or escalated incidents.
3. **Data Collection and Oversight:** Mechanisms to collect data on AQCRT responses, track outcomes, and refine practices based on community feedback.

The absence of this policy in the handbook limits its institutionalization, making this addition a priority to ensure continuity, accountability, and transparency.

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**Community Engagement Policy**

APD's current policy handbook lacks a dedicated framework for community engagement, despite its importance in fostering trust and collaboration between law enforcement and residents. Community engagement policies ensure that interactions extend beyond enforcement, focusing on trust-building and mutual understanding.

**Proposed Handbook Addition:**

1. **Community Outreach Standards:** Establish clear expectations for APD participation in town halls, neighborhood meetings, and collaborative events.
2. **Engagement Programs:** Develop and formalize initiatives such as youth outreach programs, cultural competency workshops, and public forums to strengthen relationships.

3. **Measurement and Accountability:** Implement metrics to evaluate the effectiveness of community engagement activities and their impact on public trust.

By formally integrating a community engagement policy into the handbook, APD will signal its commitment to proactive, transparent, and equitable practices that align with public expectations.

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### **Officer Mental Health and Wellness Policy**

Law enforcement is a demanding profession that can take a toll on both the physical and mental health of officers. Despite this, officer mental health often lacks the same institutional support as physical health. APOC recommends a policy structure that makes mental health care and therapy a mandatory, ongoing part of the job for all APD officers.

#### **Proposed Handbook Addition:**

1. **Mandatory Mental Health Check-ins:** Require officers to participate in regular, confidential mental health check-ins with licensed professionals.
2. **Therapeutic Support Programs:** Provide access to ongoing therapy services, including trauma-informed counseling and stress management resources.
3. **Mental Health Education:** Integrate mental health and wellness training into officer development programs, emphasizing resilience and coping strategies.
4. **Confidentiality Assurance:** Ensure that participation in mental health services is protected and does not negatively impact an officer's career.

#### **Rationale:**

- **Improved Officer Performance:** Mental wellness supports sound decision-making and situational judgment.
- **Reduced Burnout and Stress:** Regular access to mental health care mitigates job-related stress and reduces the risk of burnout.

- **Enhanced Public Safety:** Mentally healthy officers are better equipped to handle high-stress situations calmly and effectively.
- **Long-term Resilience:** Fostering a culture that prioritizes mental health helps officers sustain long and productive careers.

By treating mental health as an integral part of an officer's overall wellness, APD can create a healthier, more resilient workforce while enhancing public safety outcomes.

## **Conclusion**

These recommended additions aim to address significant gaps in the current APD policy handbook. By institutionalizing the AQCRT and a robust community engagement policy, the handbook will reflect the evolving needs of the Antioch community and reinforce its commitment to equitable and effective public safety practices.

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## **Section 3: Budget Review (2023-2025)**

The Antioch Police Oversight Commission (APOC) acknowledges the challenges inherent in conducting a thorough budget review during a period of leadership transitions within the Antioch Police Department (APD). With an interim Chief of Police and a new City Manager taking on their respective roles, the commission recognizes that it would be unreasonable to expect such extensive budgetary evaluations to be completed within a short time frame. This context has guided APOC's decision to focus its full budgetary analysis on the upcoming 2025-2027 budget cycle, which will be introduced in January 2025.

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### **2023-2025 Budget Review Summary**

Although a comprehensive evaluation of the 2023-2025 budget was limited due to these circumstances, APOC did identify key areas for potential reallocation and improvement. One significant recommendation was the reallocation of funds—at the Chief of Police's

discretion—toward ongoing training for the commission itself. This investment ensures that APOC can continue to provide effective oversight and remain well-informed on public safety practices and policies.

Additionally, the commission conducted a detailed review of the existing budget, noting areas that require greater attention and resources. These findings will shape APOC's approach to evaluating the 2025-2027 budget, ensuring that the commission can provide informed and actionable recommendations in the next cycle.

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### **Looking Ahead: 2025-2027 Budget**

APOC plans to conduct a comprehensive review of the proposed 2025-2027 budget once it is presented in January 2025. This review will prioritize:

- Greater transparency in budget allocation and reporting.
- Expanded funding for critical initiatives such as the Angelo Quinto Crisis Response Team (AQCRT) and community engagement programs.
- Ensuring resources are aligned with both community safety and equity goals.

Through this evaluation, APOC aims to advocate for a budget that reflects the priorities and values of the Antioch community while supporting the APD in its mission.

### **Conclusion**

The commission appreciates the collaborative efforts of APD leadership and the City Manager in navigating the complexities of budgetary planning during this transition period. APOC remains committed to working alongside these stakeholders to ensure that future budget cycles are equitable, transparent, and aligned with community priorities.

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## **Section 4: Conclusion and Next Steps**

This report represents a collaborative effort between the Antioch Police Oversight Commission (APOC) and the Antioch Police Department (APD) to prioritize transparency, accountability, and community trust. The recommendations outlined herein reflect a shared commitment to enhancing public safety practices while fostering meaningful engagement with the community.

### **Summary of Recommendations**

APOC respectfully submits the following key recommendations for City Council review and approval:

1. **Angelo Quinto Crisis Response Team (AQCRT) Policy Integration**
  - Formalize protocols for the deployment and collaboration of the AQCRT within the APD policy handbook to address mental health crises with a trauma-informed, non-police response.
2. **Community Engagement Policy**
  - Develop and implement a comprehensive framework for community outreach, including engagement programs, outreach standards, and accountability measures.
3. **Officer Mental Health and Wellness Policy**
  - Introduce a mandatory officer mental health and therapy policy that treats mental wellness as an integral part of job performance and overall health. This includes regular mental health check-ins, access to therapy, and confidentiality protections to support resilience, reduce burnout, and enhance public safety.
4. **Ongoing Training for the Commission**
  - Allocate funding from the current budget, at the discretion of the Chief of Police, to support the training and development of APOC members, ensuring effective oversight.
5. **2025-2027 Budget Review Planning**

- Prepare for a thorough evaluation of the upcoming budget cycle, with a focus on transparency, resource alignment, and investment in critical programs.

These recommendations have been crafted with input from APD leadership and reflect a mutual understanding of the need for reform and improvement. APD has expressed its support for the proposed initiatives, recognizing their potential to enhance operational effectiveness and community trust.

### **Acknowledgment**

APOC extends its gratitude to the APD leadership and the City Manager for their collaborative spirit and dedication to public safety. The support and engagement of these stakeholders have been instrumental in advancing this report and ensuring its alignment with the values and needs of the Antioch community.

By working together, APOC and APD reaffirm their commitment to creating a safer, more equitable future for all Antioch residents.