

AGENDA
SPECIAL MEETING

ANTIOCH CITY COUNCIL: CANNABIS STANDING COMMITTEE
COUNCIL MEMBERS WILSON AND THORPE
WEDNESDAY, NOVEMBER 25, 2020
10:30 A.M.

PURSUANT TO GOVERNOR GAVIN NEWSOM'S EXECUTIVE ORDER N-29-20, THIS MEETING WILL BE HELD AS A TELECONFERENCE/VIRTUAL MEETING. OBSERVERS MAY VIEW THE MEETING LIVESTREAMED VIA THE CANNABIS STANDING COMMITTEES' WEBSITE AT:
<https://www.antiochca.gov/csc/meeting/>

NOTICE OF OPPORTUNITY TO ADDRESS THE COMMITTEE

Members of the public wishing to provide public comment may do so in the following way:

- 1) Prior to 10:30 A.M. the day of the meeting: Written comments may be submitted electronically to the following email address: cityattorney@ci.antioch.ca.us. All comments received before 10:30 am the day of the meeting will be provided to the Cannabis Committee at the meeting. Please indicate the agenda item and title in your email subject line.
- 2) After 10:30 A.M. the day of the meeting and during the meeting: Comments can be submitted to the Cannabis Committee verbally through the Zoom webinar. Please use the link to register and attend the webinar.
<https://zoom.us/j/94057544854?pwd=WVU1VGpGMHIQaDITaVdWSi9CbmxTQT09>

After hearing from the public, the agenda item will be closed. Deliberations will then be limited to members of the Committee.

The City cannot guarantee that its network and/or the site will be uninterrupted. To ensure that the City Council receives your comments, you are strongly encouraged to submit your comments in writing in advance of the meeting.

NOTICE OF AVAILABILITY OF REPORTS

This agenda is a summary of the discussion items/actions proposed to be taken by the Committee. The Agendas, including Staff Reports will be posted onto our City's Website 24 hours before each Committee Meeting. To view the agenda information, click on the following link: <https://www.antiochca.gov/government/agendas-and-minutes/csc/>

1. ROLL CALL

2. INTRODUCTIONS

3. PUBLIC COMMENT ON UNAGENDIZED ITEMS

4. APPROVAL OF CANNABIS STANDING COMMITTEE SPECIAL MEETING MINUTES FOR AUGUST 10, 2020

A. Recommended Action: Motion To Approve The Minutes

5. APPROVAL OF CANNABIS STANDING COMMITTEE SPECIAL MEETING MINUTES FOR SEPTEMBER 4, 2020

A. Recommended Action: Motion to Approve The Minutes

6. COCO FARMS OPERATING AGREEMENT AND SOCIAL EQUITY PROGRAM

A. Public Comment

B. Discussion and provide direction to staff

7. BAKERY INC. (COOKIES) OPERATING AGREEMENT AND SOCIAL EQUITY PROGRAM

A. Public Comment

B. Discussion and provide direction to staff

8. LEMONNADE (ALLUVIUM) OPERATING AGREEMENT AND SOCIAL EQUITY PROGRAM

A. Public Comment

B. Discussion and provide direction to staff

9. UPDATE ON NEW CANNABIS BUSINESS APPLICANTS

10. ADJOURNMENT: *The Secretary of Cannabis Committee Meeting will make a motion to adjourn the meeting. A second of the motion is required, and then a majority vote is required to adjourn the meeting.*

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 email 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@ci.antioch.ca.us.

**AGENDA SPECIAL MEETING ANTIOCH CITY COUNCIL
CANNABIS STANDING COMMITTEE
COUNCIL MEMBERS WILSON AND THORPE
THURSDAY, AUGUST 20, 2020
3:00 P.M**

Special Meeting
3:00 P.M.

August 20, 2020
Meeting Conducted Remotely

The City of Antioch, in response to the Executive Order of the Governor and the Order of the Health Officer of Contra Costa County concerning the Novel Coronavirus Disease (COVID-19), held the Cannabis Standing Committee meeting live stream (at www.antiochca.gov/csc/meeting/). The Cannabis Standing Committee meeting was conducted utilizing Zoom Audio/Video Technology.

1. ROLL CALL

City Attorney Smith called the meeting to order at 3:19 P.M.

Present: Council/Committee Member Wilson and Council/Committee Member Thorpe

Staff: City Attorney, Thomas Lloyd Smith
Legal Secretary, Rakia Grant Smith
Outside Legal Counsel, Ruthann Ziegler
Director of Community Development, Forrest Ebbs
Planning Manager, Alexis Morris
Director of Economic Development, Kwame Reed
Minutes Clerk, Kitty Eiden

2. INTRODUCTIONS

City Attorney Smith gave introductory comments and provided parliamentary procedures.

3. PUBLIC COMMENT ON AGENDIZED ITEMS - None

4. POTENTIAL REVISIONS TO CANNABIS ORDINANCE - Receive staff presentation, discuss and advise staff on potential cannabis ordinance modifications including potential cannabis overlay district modifications.

Director of Economic Development Reed presented a PowerPoint presentation of the current overlay district and potential modifications for the following locations:

- “L” Street at Second Street – Bond Manufacturing Building
- Somersville District
- Slatten Ranch area

He commented that the Committee may want to consider natural barriers when discussing buffers.

Director of Community Development Ebbs reported the required separation for residential to a cannabis use was problematic because when a conflict was identified it was difficult to determine if it was legitimate such as when properties were separated by a railroad track or highway. He suggested the Committee consider removing the separation requirement from the statutes and placing it in the guidelines. He commented that the guidelines could then state that Council should consider the proximity of residential units based on site layouts and obstructions. He noted there were additional ways to solve potential conflicts than providing more distance.

Legal Counsel Ziegler reported Concord's locational restriction was 250 ft. and only applied to K-12 school, daycare center or youth centers, and Contra Costa County's buffer was 1000 ft. She agreed that looking at physical barriers was reasonable because it would provide more flexibility. She commented that State law did not mention residential in terms of restrictions. She stated the Committee could also consider reducing the 600 ft setback for schools, daycare centers and youth centers.

In response to Council/Committee Member Wilson, City Attorney Smith clarified staff was asking if the Committee wanted to look at overlay districts that fit within the current standards of the Ordinance or explore loosening some of the constraints that were not required by the State to open more locations for the overlay districts.

Legal Counsel Ziegler noted State law required the buffer for sensitive uses be measured from property line to property line so that was what the City was using for residential uses; however, it had caused issues with certain properties within the City.

Director of Economic Development Reed displayed the site plan for the Kmart parcel which showed the drive aisle on the property being located within the buffer zone.

Director of Community Development Ebbs and Director of Economic Development Reed clarified options before the Committee included: A) Keeping the statutory buffer in place but reducing it. B) Moving the buffer for residential from the Ordinance to the guidelines considering residential conflicts and major barriers. C) Removing the residential buffer from the Ordinance and complying with State regulations.

Director of Community Development Ebbs explained that the findings or guidelines could acknowledge that residential separations would be considered with a distance suggested; however, they could stipulate that applications would be considered on a case by case basis, based upon barriers etc.

Legal Counsel Ziegler questioned if the Committee would want to stipulate a distance requirement.

City Attorney Smith commented that he did not know if Council would be comfortable with removing the residential buffer completely.

Legal Counsel Ziegler stated they could retain the 600-foot residential buffer and stipulate that it may be decreased based on physical barriers and other considerations.

Director of Economic Development Reed commented that areas being proposed were not areas typically surrounded by residential.

Legal Counsel Ziegler commented that typically cannabis businesses involving testing, manufacturing, and distribution did not want to be in residential areas.

Planning Manager Morris added that any amount of certainty or specific guidance that could be given to applicants upfront would streamline the process and make the City more competitive. Director of Community Development Ebbs commented that another option would be a very specific expansion of the cannabis overlay zone then any conflicts could be eliminated prior to applying the zoning overlay.

In response to Council/Committee Member Wilson, Director of Community Development Ebbs recommended removing the residential buffer from the Ordinance and placing it in the guidelines, as criteria to consider. In addition, he suggested expanding the overlay district as proposed by Director of Economic Development Reed this afternoon.

Director of Community Development Ebbs reported that he would be working on updating the map to identify all youth centers that meet the definition under State law.

Following discussion, the Committee directed City Attorney Smith to come back to Council in late November with expansion of the overlay district and options including removing the residential buffer from the ordinance and changing the buffer distance for residential.

5. ONE PLANT OPERATING AGREEMENT - Discuss One Plant's Operating Agreement including its social equity program.

City Attorney Smith reported that Legal Counsel Ziegler had been negotiating the One Plant Operating Agreement including the Social Equity component. He explained that they had connected One Plant with Youth Services Network Manager Johnson to discuss how to develop a program to be funded by their social equity investment.

Legal Counsel Ziegler announced that the staff report contained the One Plant Operating Agreement Draft which highlighted proposed changes for all future operating agreements. She noted that staff would be requesting operators with existing operating agreements to agree to a first amendment. She noted that she along with City Attorney Smith supported the social equity program as proposed because One Plant would be working with City staff to fund a program to meet the goals and terms.

City Attorney Smith added that staff believed if One Plant worked with Youth Services Network Manager Johnson there could be a funding stream for youth services activities designed by a City employee who understood the needs of youth in Antioch.

In response to Council/Committee Member Wilson, City Attorney Smith stated he would be happy to include Youth Services Network Manager Johnson in the next committee meeting.

Legal Counsel Ziegler commented that One Plant had requested the same phased approach as the three operators that had approved programs. She noted that she had proposed a \$50k minimum to One Plant who proposed a \$25k minimum instead.

In response to Council/Committee Members Wilson and Thorpe, City Attorney Smith stated that prior to this item going to Council, he would have dialogue with One Plant and Legal Counsel Ziegler to ensure their proposal was comparable to the negotiated agreements with other operators in terms of dollar amount and involvement in the community.

Legal Counsel Ziegler explained that One Plant wanted to open and understood that they could not do so without an approved Operating Agreement and Social Equity program. She reported the building they wanted to occupy had experienced vandalism, so they wanted to occupy the building to generate revenue.

In response to Legal Counsel Ziegler, Council/Committee Members Wilson and Thorpe directed staff to come back to the Standing Committee with the Operating Agreement including the social equity program with a presentation by Youth Services Network Manager Johnson, prior to this item going to Council for consideration.

Council/Committee Member Thorpe suggested providing One Plant the opportunity to speak on this item at the next Committee meeting.

Discussion ensued regarding the public comment period for the meeting, with the Committee agreeing to allow the One Plant representatives the ability to speak this afternoon.

Council/Committee Member Thorpe requested in the future staff consult with the committee members with regards to structure of the meeting. He noted they could elect a Chair so they could connect with staff to make those decisions.

Chris Hester, representing One Plant, commented that they had no issues with creating a great social equity program with the City and he wanted the City's advice on how they could best impact Antioch. He provided examples of what they were doing in other cities. He reported their Antioch location was plagued with arson and damages and they had lost a substantial amount of money. He stated that given the nature of developing a social equity program with staff he expects that it could take a few months. He noted they were attempting to establish that they know they must develop something great for the community; however, they have issues with not being opened right now and they were losing tax revenue for the City. He explained that they were trying to establish setting a threshold because they did not know what revenue would be generated immediately so they did not want to burden the business but they wanted to guarantee that they paid a certain amount and they would work up from there. He asked the City to help them with getting opened and reiterated that they wanted to establish a great program for Antioch so when they expand to other cities, they could use Antioch as a great example.

In response to City Attorney Smith, Mr. Hester stated that once they have approvals, he believed they could open in a matter of weeks. He noted that they would be willing to meet again in a week so they could provide more clarification so they could get on an agenda quickly.

City Attorney Smith stated next committee meeting he would make the representatives of One Plant panelists.

Matt Emory representing One Plant, reported that he had spoken with Youth Services Network Manager Johnson and explained that they wanted to ensure accountability that their dollars were used in a fruitful way to enrich a program that they supported. He commented that they wanted to be an active member in the community. He stated they had to stabilize the business so they proposed a minimum of \$25k but it was a percentage of topline sales so the more successful the business was the more they would be able to contribute to the business. He stated they would be in the community for a long time and they wanted to ensure from the City's perspective that if they committed to a program, that program was dedicated and the funds would be used for that purpose. He stated they were looking for a partnership with the City. He commented that they could be opened within three weeks from approval.

In response to Legal Counsel Ziegler, Mr. Emory clarified that their social equity program was comparable or exceeds existing social equity programs that had been approved by delineating the schedule and percentage with a minimum annual guarantee. He asked the Committee to approve their program and they would continue to work with Youth Services Network Manager Johnson on the mechanics of a program. He stated they were looking at being active members of the community and he personally sat on various non-profit boards because of that. He noted he was committed to success and helping the vulnerable members of the community.

City Attorney Smith stated that their financial numbers were comparable; however, it made sense to set another committee meeting to hear from Youth Services Network Manager Johnson to look at programming details.

Council/Committee Member Thorpe agreed with City Attorney Smith and he thanked the applicant for providing clarity. He stated he would speak with City Manager Bernal to make him aware that this program was a priority so it would move along in a timely manner.

Council/Committee Member Wilson agreed with Council/Committee Member Thorpe and stated she needed to see the youth programming piece. She noted the process was delayed initially by One Plant and City would make this a priority; however, they wanted to ensure that the Social Equity piece was comparable.

Mr. Emory discussed his involvement in the Boys and Girls Club and mentioned that Antioch did not have one in the City, so they were directed toward Youth Services Network Manager Johnson because the City was desiring a program. He commented that they committed on purchase, construction and funds for a program that had not yet been developed.

Council/Committee Member Thorpe responded that he believed Youth Services Network Manager Johnson would help him work and build off existing programming. He stated they were

looking for a commitment to the concept plan. He commented that he would have liked to see them opened a long time ago; however, there had been resistance to the Social Equity program from One Plant's consultant.

Mr. Emory explained that they had moved past that individual.

City Attorney Smith reported that One Plant had disbanded from the consultant who was the source of the resistance to the Social Equity program.

Mr. Emory stated they were desiring as a company to advance this and he was committed to developing new or participating existing programs within the City of Antioch. He noted he would like to ensure that their dollars were dedicated to such a program. He asked that the City inform them of whatever was needed to advance their project.

Council/Committee Member Wilson and Thorpe, City Attorney Smith stated he would follow up with Youth Services Network Manager Johnson and One Plant to schedule a future meeting so they could present their social equity program to the committee.

Council/Committee Member Wilson requested that she be emailed agendas for future meetings.

6. INDOOR CANNABIS CULTIVATION a. Discuss and advise on indoor cannabis cultivation.

Legal Counsel Ziegler reported that the City was contacted by an Attorney from a local landlord inquired as to whether the City had restrictions on indoor cultivation. She explained that currently the City did not have any restrictions on indoor cultivation, and they were not required to, but she questioned if the Committee wanted to move forward and develop restrictions. She noted under state law, cities and counties had to allow a small amount of outdoor cultivation and there were restrictions on indoor cultivation. She reported that some City's regulated it, some ban it and some control quantity. She noted personal cultivation had to be for personal use. She explained that the question was whether the city wanted to impose any limits on indoor cultivation.

Council/Committee Members Thorpe and stated that they believed the City should follow State law with regards to Indoor Cannabis Cultivation.

7. MESA ANTIOCH, LLC REQUEST FOR AMENDMENT TO BILLBOARD LEASE AGREEMENT

- a. Discuss Mesa Antioch, LLC's request to amend billboard lease agreement to permit cannabis advertising.

City Attorney Smith reported that Mesa had been prohibited from advertising cannabis: however, now that the City had a Cannabis businesses, they were requesting an amendment to their billboard lease agreement to permit cannabis advertising. He noted the City may want to look at the contract terms to see if there could be a greater benefit to the City due to the expanded ability

for them to advertise cannabis. He requested direction from the committee as to whether the City should engage in these discussions.

Legal Counsel Ziegler added that the City had discretion to approve, reject or direct staff to attempt to negotiate more favorable terms.

Council/Committee Member Wilson supported opening discussions regarding an amendment to their billboard lease agreement with Mesa Antioch, LLC. and bringing the information back to the Committee.

8. INFORMATION ON ACTIVITIES OF EXISTING AND PROPOSED CANNABIS BUSINESSES

a. Contra Costa Farms

City Attorney Smith reported Contra Costa Farms had been making regular monthly contributions in the amount of approximately \$60k.

Legal Counsel Ziegler added that the City had an increasing range so with this year being 2% of gross receipts, next year 3% and the following year 4%. She reiterated that they were working with them on the first amendment to the Operating Agreement to implement suggestions from the Finance Department and she would have an update soon of the status of their Social Equity program.

b. Delta Dispensary

City Attorney Smith reported Delta Dispensary had been making monthly contributions in the amount of approximately \$20k.

c. One Plant

Update provided in agenda item #5

d. Alluvium

City Attorney Smith reported that Cookies was interested in becoming an investor of Alluvium and if Council approved an amendment to the Operating Agreement Cookies would be a partial owner. He noted if approved, Alluvium would get an infusion of cash which would help them follow through on their business model and get them up and running.

Legal Counsel Ziegler commented that Cookies in house legal counsel indicated that their intent was to have both Cookie and Lemonnade in Antioch, which she believed to be great news for the City. She noted it may take 6-months for them to become operational at their site. She further noted that she had been told that the papers were signed, and they were in escrow waiting for Council's approval at their meeting on August 25, 2020.

e. Cookies

Legal Counsel Ziegler reported she had been in contact with Cookies Legal Counsel and they were moving forward.

Planning Manager Morris reported that the Cookies application was not fully complete, and they were waiting on parking information and they were not prepared to set an agenda date yet.

f. Others

Legal Counsel Ziegler reported that Natural Supplements had approached the City and their application was deemed incomplete. She suggested that they could approach other businesses in the greater East Bay to see if they were interested in Antioch.

City Attorney Smith added that if the Committee did not have any objections, they would suggest being proactive and contacting other businesses that could be a benefit to the City.

Legal Counsel Ziegler stated she was not ruling out additional retail; however, she was thinking in terms of manufacturing, distribution and testing since the City lacked those types of businesses.

Council/Committee Members Wilson and Thorpe supported a proactive approach and requested Director of Economic Development Reed participate in that endeavor.

Director of Economic Development Reed stated that expanding the overlay zone could also facilitate manufacturing, distribution, and testing cannabis businesses.

Planning Manager Morris reported that last week they had received a resubmittal from Natural Supplements and an application from Element 7.

9. MOTION TO ADJOURN

On motion by Council/Committee Member Wilson, seconded by Council/Committee Member Thorpe the Committee adjourned the meeting at 5:01 P.M.

Respectfully submitted:

Kitty Eiden

KITTY EIDEN, Minutes Clerk

**AGENDA SPECIAL MEETING ANTIOCH CITY COUNCIL
CANNABIS STANDING COMMITTEE
COUNCIL MEMBERS WILSON AND THORPE
FRIDAY, SEPTEMBER 4, 2020
2:00 P.M.**

Special Meeting
2:00 P.M.

September 4, 2020
Meeting Conducted Remotely

The City of Antioch, in response to the Executive Order of the Governor and the Order of the Health Officer of Contra Costa County concerning the Novel Coronavirus Disease (COVID-19), held the Cannabis Standing Committee meeting live stream (at www.antiochca.gov/csc/meeting/). The Cannabis Standing Committee meeting was conducted utilizing Zoom Audio/Video Technology.

1. ROLL CALL

City Attorney Smith called the meeting to order at 2:06 P.M.

Present: Council/Committee Member Wilson, Council/Committee Member Thorpe

Staff: City Attorney, Thomas Lloyd Smith
Outside Legal Counsel, Ruthann Ziegler
Legal Secretary, Rakia Grant-Smith
Planning Manager, Alexis Morris
Youth Services Network Manager, Tasha Johnson
Director of Economic Development, Kwame Reed
Minutes Clerk, Kitty Eiden

2. INTRODUCTIONS

City Attorney Smith gave introductory comments and discussed parliamentary procedures.

3. PUBLIC COMMENT ON UNAGENDIZED ITEMS - None

4. ONE PLANT OPERATING AGREEMENT AND SOCIAL EQUITY PROGRAM

A. Public Comment

B. Discussion of One Plant's Operating Agreement Including Its Social Equity Program

Chris Hester representing One Plant, introduced Matthew to explain their Social Equity Program.

Matthew Emory representing One Plant, stated their goal was to create a program that was meaningful and impactful. He yielded his time to Youth Services Network Manager Johnson to discuss programs they were willing to support and made himself available for questions. He

noted they had sound strategies to deploy dollars to address vulnerable youth in the Antioch market and he requested support of their plan so they could advance and begin the next steps to open their business.

Legal Counsel Ziegler explained that the staff report (Attachment A) outlined One Plant's Social Equity Program monetary contribution. In addition, Youth Services Network Manager Johnson had provided a detailed description of a program which was forwarded to the Committee.

Mr. Emory explained their Social Equity monetary contributions and stated that he had worked with Youth Services Network Manager Johnson on program details so they would not be as ambiguous as the other approved programs.

In response to Council/Committee Member Thorpe, Mr. Emory explained that they had provided more details than the Alluvium program language. He commented that previously approved programs were general in nature.

Council/Committee Member Thorpe countered that Council had approved the other programs because they were satisfied with their program. He noted some of the programs were in relationship with an existing non-profit organization.

Mr. Emory read the approved language for the Alluvium program and noted that they were not required to provide the specific direction of their spend.

City Attorney Smith reported the Contra Costa Farms, Delta Dispensary and Alluvium social equity programs had partnered with nonprofits for outcomes and goals.

Legal Counsel Ziegler commented that she had provided One Plant with copies of all social equity programs.

Mr. Emory stated they were trying to develop a comprehensive program that was meaningful and partner with the City in working with Youth Services Network Manager Johnson.

Council/Committee Member Thorpe reiterated that the City Council did not believe other programs were ambiguous.

Chris Hester responded that they had believed they had met the threshold that was applied to other programs.

Mr. Emory stated their goal was to be sure that dollars were committed to a program for the mental and physical wellness of vulnerable youth. He noted they had identified the following programs to receive funds from the revenue percentages that had been outlined: Financial Access at Birth, Jr. Achievement, Everfi, Feet First and One Day at a Time. He reported the money would be distributed quarterly and be auditable. He reiterated that the goal was to have a meaningful and impactful program.

Youth Services Network Manager Johnson reported that initially she worked with Mr. Emory on an internal approach with a City run program; however, One Plant wanted to see more impact, so it was her recommendation for them to align with existing organizations. She stated she would defer to Mr. Emory on which organizations they would want to work with and how to proceed. She offered to facilitate compliance.

Mr. Emory stated their expectation was to work in conjunction with the City to make sure capital deployments were going to these organizations as well as other expanded opportunities. He noted their goal was to donate hundreds of thousands of dollars to these programs. He commented that they were open to transparency on how the money would be deployed and audited.

In response to Council/Committee Member Wilson, Youth Services Network Manager Johnson stated she was facilitating the introductions with the non-profits and it was the responsibility of One Plant to establish relationships.

Council/Committee Members Thorpe and Wilson cautioned One Plant to narrow down the options to maximize the impact.

Legal Counsel Ziegler explained that the language in committee packets may need to be modified to implement what was being discussed.

City Attorney Smith added that the objective was for One Plant to select their partner prior to this item going to Council. He reported that when Contra Costa Farms presented their program to Council, they were able to talk directly to the Executive Director of the organization chosen.

Matthew Emory stated they were committed to funding a program under the parameters of their social equity program and identifying the recipient of those funds would be the next step. He stated they were looking for approval of the mechanics for the donation.

Council/Committee Member Thorpe responded that the mechanics were acceptable and suggested Mr. Emory to narrow down the recipients to one organization. He noted the Operating Agreement would create the partnership with the City and One Plant. He further noted One Plant should seek a partner to provide a benefit to the community in exchange for the City allowing them to operate in Antioch. He added that Youth Services Network Manager Johnson's role was to be a resource. He explained that the City's role was to ensure One Plant was in compliance with the Operating Agreement.

Mr. Emory explained that the programs he was working on with Youth Services Network Manager Johnson were City driven programs.

Youth Services Network Manager Johnson clarified that after her discussion with One Plant she understood that a partnership with a city run program was not the best route and One Plant should explore aligning with some non-profit organizations that had a presence in Antioch. She stated early this afternoon, she sent them a few suggestions to explore. She offered to assist in

making connections and create meetings to support them. She noted that a once decision was made, she could make sure the organizations were in compliance.

Chris Hester suggested in parallel with other dispensaries, they could support one organization to learn what the threshold of the donations would be over the next year. He noted they could reevaluate after a year to determine if there was capacity for a new program or if they wanted to continue to donate to that organization or create a new program.

Council/Committee Member Thorpe apologized to Mr. Emory noting that Council's previous direction was to partner with the City.

Mr. Emory reiterated that they were committed to funding. He stated they could support an existing organization and the future discuss support for a secondary organization.

Council/Committee Members Thorpe and Wilson encouraged Mr. Emory to choose an organization and once they did so they could complete the social equity program with that information.

Legal Counsel Ziegler added that the organization chosen should be referenced in the Operating Agreement with the ability to change the organization with the City's approval. She recommended One Plant make their choice consistent with Council direction and coordinate with Youth Services Network Manager Johnson. She stated she would need the information so Council would have a completed Operating Agreement for review and consideration.

City Attorney Smith stated he would need the draft Operating Agreement by September 14, 2020 for the September 22, 2020 City Council meeting. He encouraged One Plant to initiate contact with the candidates as soon as possible and then provide the information to Ruthann and himself to get the item placed on the City Council agenda.

Ruthann added if the applicant wanted to move forward for the September 22, 2020 agenda, she would like the receive the information by September 10, 2020.

Mr. Emory thanked the Committee for their time and direction.

5. CANNABIS ORDINANCE AMENDEMNT REQUIRING AN OPERATION AGREEMENT INSTEAD OF A DEVELOPMENT AGREEMENT

A. Public Comment - None

B. Discussion of Cannabis Ordinance Amendment and provide direction to staff

City Attorney Smith and Legal Counsel Ziegler presented the staff report dated September 4, 2020 which included the proposed changes to the Antioch Municipal Code for consideration by the Cannabis Standing Committee. They explained that a key amendment changed the municipal code to refer to an operating agreement versus a development agreement to an operating agreement and would apply to current business applications. They noted that that change included a catchall provision that says anything else that is good public health, welfare,

and safety. Additionally, a definition of commercial cannabis use and a statement that if the business did not have a CUP and Operating Agreement they could not operate in the City, were added. She explained that the amendments were consistent with past direction of the City Council.

Planning Manager Morris stated that there were definitions of cannabis businesses in the general definition section of the Zoning Ordinance so staff may want the redline to include a strike out of those, if definition were moved into the Cannabis Ordinance.

Director of Economic Development Reed spoke in support of the proposed amendments.

6. NOMINATION AND ELECTION OF CHAIRPERSON FOR THE CANNABIS STANDING COMMITTEE

A. Public Comment - None

B. Nomination and Election of a Chairperson

Council/Committee Member Thorpe nominated Council/Committee Member Wilson as Chair.

On motion by Council/Committee Member Thorpe, seconded by Council/Committee Member Wilson the Council/Committee unanimously appointed Council/Committee Member Wilson to serve as Chair of the Cannabis Standing Committee.

7. MOTION TO ADJOURN

On motion by Council/Committee Member Wilson, seconded by Council/Committee Member Thorpe the Committee adjourned the meeting a 3:01 P.M.

Respectfully submitted:

Kitty Eiden

KITTY EIDEN, Minutes Clerk



Opportunity Junction Social Equity Proposal to Cookies

Proposal Summary: Opportunity Junction (OJ) proposes that Cookies help fund an expansion of OJ’s existing Healthcare Career Pathway (HCP), which offers Certified Nursing Assistant (CNA) training in Concord at Mt. Diablo Adult Education, to OJ’s Antioch office, graduating three training cohorts annually. Of the 45 enrollees, at least 24 will be low-income Antioch residents, helping them launch careers leading to financial security. Increasing the local number of trained CNAs will also improve healthcare equity in the region, preserving Medi-Cal beds in skilled nursing facilities that would otherwise have to leave them empty.

Opportunity Junction

At Opportunity Junction, we believe that everyone who is willing to work hard deserves an opportunity to succeed. **We help motivated job seekers gain the skills and confidence to launch careers leading to financial security.** We launched in 2000 with a single job training program – for administrative careers – and have since grown into a local hub for training, career counseling, and continuing education. Located in Antioch, near the intersection of Somersville Road and Delta Fair Boulevard, we serve more than 1,000 residents of the East Contra Costa annually.

Our programs are designed to help motivated job seekers achieve the ultimate outcome of long-term, sustainable employment. Indeed, in 2019 ImpactMatters identified Opportunity Junction as a Top 10 Poverty-Fighting Nonprofit globally and the top ranked U.S. organization.¹ Their assessment of our Administrative Careers Training Program —upon which the HCP is based — concluded that a **\$14,000 donation increases the earnings of a person living in poverty by \$44,000.**

Impact of the War on Drugs (WoD)

Publicly-available arrest data suggests that Antioch residents have been disproportionately impacted by the WoD.² Higher levels of policing and arrests also lead to higher police use of force, and in Contra Costa the impact is disproportionately on Black residents. The Bay Area Equity Atlas documents that in 2016-17, Contra Costa had a higher incidence of use of force against Black residents than any other Bay Area County: 17 per 100,000 Black residents. Disparate police use of force inflicts trauma on the job seekers we serve, both those subjected to the use of force and those who fear for their safety because of it.

The people of color we serve, more than 80% of our job seekers, have suffered from the over-policing of drug crimes characteristic of the WoD. The impacts include an inability to trust or receive support from

¹ ImpactMatters Top Poverty Nonprofits, <https://www.impactmatters.org/top-lists/poverty/>

² Although there is no city level data for drug arrests, Antioch does provide total arrest data (<https://www.antiochca.gov/police/crime-statistics/>), and we can compare that to the Part 1 Crime (Violent, Property, Arson) arrest data from <https://oag.ca.gov/crime>. If we just compare the Part 1 crime as percent of population, Antioch looks comparable to Contra Costa and California. However, for arrests Antioch is noticeably higher. This suggests an increased rate of arrest for non-Part1 crimes, which include drug crimes, indicating a disproportionate impact on local residents from the WoD.



law enforcement, as well as a background level of terror and exhaustion at the prospect of unjustified police use of force.

Community Need for the Healthcare Career Pathway (HCP)

The HCP – a partnership of OJ, Ombudsman Services, Mt. Diablo Adult Education, and NorCal Homes – was developed to address two critical community needs: a severe shortage of CNAs, especially those versed in person-centered care, and high demand among young job seekers for training and support to launch healthcare careers.

The shortage of CNAs in Contra Costa County is stark: nationwide, the average number of CNAs working in a region the size of Contra Costa County is 3,889 while the county currently only has 2,475 CNAs.³ The county's 30 skilled nursing facilities have 5-20 unfilled positions each.

Contra Costa County's elderly population is also increasing at a rapid rate, which is increasing demand for care workers. The State of California estimates that the County's population aged 60 and over will increase by 191% between 2010 and 2060.⁴

When long term care facilities cannot hire enough CNAs, healthcare equity suffers. Medi-Cal beds are the first to be cut (to preserve the patient to CNA ratio), so low-income patients may go without needed care.⁵ Staff attempting to care for too many patients may also be unable to provide adequate care, putting vulnerable residents at risk for serious injury and even death.

These risks are particularly serious for Black, Indigenous, and People of Color (BIPOC) residents, who already suffer from chronic disease at disproportionate rates. Until we can address healthcare inequity at the root cause level, eliminating staffing and bed shortages is an issue of healthcare equity.

California Employment Development Department (EDD) labor market data confirms the need for trained CNAs locally. "Personal Care Aides" are third on the list of occupation with the most job openings for those without a college degree with 65,210 openings between 2016 and 2026. Similarly, "Home Health Aides" is the second fastest growing occupation with 40.6% growth expected over the same timeframe.⁶

The HCP also promotes equity by serving those who have, in the past, had less access to opportunity:

- 60% come from households with income at or below the Federal Poverty Guideline;
- 85% identify as BIPOC;
- 63% are between the ages of 18 and 24; and
- 84% identify as female.

³ John Muir Community Health Fund, "CHF Impact Update 2019," <https://www.johnmuirhealth.com/content/dam/jmh/Documents/Community/2019-CHF-Impact-Update.pdf>

⁴ California Department of Aging, "Facts About California's Elderly," https://www.aging.ca.gov/Data_and_Reports/Facts_About_California's_Elderly/

⁵ Ethan Millman, "New staffing law, old struggles bedevil California nursing homes," Los Angeles Times, July 13, 2018, <https://www.latimes.com/business/la-fi-cna-shortage-20180713-story.html>

⁶ CA Employment Development Department, Labor Market Information for Oakland MSA, "2016-2026 Employment Projections" <https://www.labormarketinfo.edd.ca.gov/data/employment-projections.html>

Healthcare Career Pathway Model

The Healthcare Career Pathway partnership addresses these inequities by helping motivated workers who could otherwise not enter the healthcare workforce to build stable careers while providing critical patient care to the low-income, aging population.

Built on the model of our flagship Administrative Careers Training program, which has a 20-year track record of success, the HCP combines skills training at no cost to the participant with wraparound services and a life skills curriculum. The program **empowers trainees to overcome employment barriers that have hindered their success in the labor force.**

Our program is a public-private partnership, bringing together multiple stakeholders to address the challenges for low income workers and the need for skilled nursing assistants to serve elderly patients:

- Opportunity Junction provides the life skills curriculum, case management services and supports to the trainees. We provide job training and placement assistance to all participants. We also provide lifetime alumni services to support their career advancement.
- Mount Diablo Adult Education (affiliated with a local school district) currently hosts the CNA skills training on their campus.
- Ombudsman Services of Contra Costa, Solano and Alameda is responsible for our person-centered care curriculum which ensures trainees provide quality care, minimizing the risk for neglect and abuse.
- Nor-Cal Care Homes, an owner of local skilled nursing facilities, and a number of other local nursing homes host clinicals for our students and have provided input on the curriculum. A number of these facilities are contracted employer partners, hiring our trainees after they complete the program.

Launched in 2018, the HCP currently trains three cohorts of 15 trainees per class, in Concord at Mount Diablo Adult Education, for a total of 45 trainees annually.

We track every element of program application, enrollment, and training progress in our customized Salesforce database. First, we enter every applicant to our programs into Salesforce, including income information, demographics, and information about barriers to employment. During the program, case managers enter Work Ready Ratings that include case notes and quantitative ratings of participants' progress along seven work-readiness dimensions.



Andrea Higgins dreams of becoming a nurse. After a time as a stay-at-home mom, Andrea enrolled in the HCP.

“When the COVID pandemic hit, my husband lost overtime hours at work. With my classes on hold and his reduced hours, I was starting to worry.” Opportunity Junction staff referred Andrea to a local homecare provider: “I was hired immediately with one of OJ’s job leads!”

When the HCP training resumed, Andrea completed her training and was then hired at a local skilled nursing facility. She’s now earning \$6.25 more per hour! “After a year or two, I will apply to become a Licensed Vocational Nurse. I am glad that the program will still be there to support me at that time.”



Enrollment, graduation, placement, and program separation dates are tracked, as are financial supports provided during training.

To determine long-term outcomes, we conduct post-placement follow-up every three months for the first 18 months and maintain a complete employment history in Salesforce. Using email, text, telephone and face-to-face meetings, our staff members gather such data as personal demographics; earnings; hours; job title; presence or absence of health, dental, retirement and other benefits (for self and dependents); and type of employment attained. We have configured Salesforce to alert staff weekly of those alumni whose information has not been verified within the past three months.

The chart below outlines program outcomes to date and, overall, demonstrates that our **graduates are able to launch and maintain successful, stable careers in the healthcare field.**

HCP Program Outcomes	Result
Graduates placed into employment	39
Graduates average starting wage ⁷	\$17.07
Graduates average weekly hours	35
6 Month Post Job Placement Outcomes	
Graduates reaching 6-month post placement milestone	26
Graduates reached for employment verification	23
Graduates who were will employed	19
6 month retention rate	83%
Average weekly hours	43
Average hourly wage	\$16.88
12 Month Post Job Placement Outcomes	
Graduates reaching 12-month post placement milestone	15
Graduates reached for employment verification	11
Graduates who were will employed	10
12 month retention rate	91%
Average weekly hours	39
Average hourly wage	\$16.94

Expanding to Antioch

During calendar 2021, with a Social Equity grant from Cookies, we will bring the HCP to Antioch and launch CNA training that is convenient and accessible to Antioch residents. We are now in the process of outfitting a healthcare classroom at our office and are seeking program funding for that expansion.

⁷ The COVID-19 pandemic is leading to higher starting wages at local skilled nursing facilities. This likely accounts for the higher placement wage than average wages at the 6- and 12-month marks for our graduates. Over time, we expect to see wage growth for our clients as they progress in their careers and obtain additional certifications and training.



If funded, OJ will:

- Launch the Antioch expansion of the HCP, including starting training for the first Antioch CNA class by April of 2020;
- Enroll three CNA classes annually, with total annual enrollment of 45, including at least 24 Antioch residents;
- Graduate at least 39 trainees;
- Support at least 36 trainees in passing their licensing exam;
- Place at least 35 into employment at an average starting wage of \$17 per hour; and
- Support at least 75% of those placed in retaining employment for at least 18 months.

Conclusion

A social equity funding partnership between Cookies and Opportunity Junction will help bring entry-level healthcare training to Antioch and Antioch residents, helping those residents launch careers leading to financial security while supporting greater healthcare equity in the city.