

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

**Regular Meeting  
6:30 p.m.**

**May 20, 2024  
City Council Chambers**

**I. CALL TO ORDER AND ROLL CALL**

Chairperson Thurston called the meeting to order at 6:30 P.M. on Monday, May 20, 2024, in Council Chambers. Acting City Clerk Rosales called the roll.

Present: Commissioners Hadden, May, Spears, Williams, Vice Chairperson Taylor and Chairperson Thurston

Absent: Commissioner Lacey-Oha

Staff: Acting City Manager, Kwame Reed  
City Attorney, Thomas Lloyd Smith  
Acting City Clerk, Vanessa Rosales

**II. PLEDGE OF ALLEGIANCE**

Chairperson Thurston led the Pledge of Allegiance.

**III. APPROVAL OF THE ANTIOCH POLICE OVERSIGHT COMMISSION MEETING  
MINUTES OF MAY 6, 2024**

Commissioner May stated that the Chair had announced at the May 6, 2024, meeting that Agenda Item #3 Commission Action Item: Commission to Consider and Set a Meeting End Time was agendaized at her request. She clarified that it was Chairperson Thurston who had requested this agenda item at a previous Antioch Police Oversight Commission (APOC) meeting.

City Attorney Smith stated the City Clerk could review the video record to determine what occurred and the minutes could be brought back to the next meeting with any changes deemed appropriate.

On motion by Commissioner Taylor, seconded by Commissioner May the Antioch Police Oversight Commission unanimously postponed the minutes of May 6, 2024.

**IV. PUBLIC COMMENTS**

The Commission received general public comments from several individuals including Nicole Gardner, Tachina Garrett, Patricia Granados and Eddie Gums.

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

City Attorney Smith presented the Antioch Police Oversight Commission Ordinance recommending that the Antioch Police Oversight Commission receive and file the presentation.

During the presentation, Commissioner Williams announced that there was a community member who was directly affected by the presence of an Antioch Police Department (APD) officer. He questioned what action could be taken to make her feel safe and welcome in this space.

City Attorney Smith stated if it was a concern of the Commission then it could be expressed to the City Manager so he could give direction.

Acting City Manager Reed recommended the Commission complete this agenda item and then if the Commission majority would like to discuss the matter, then they could move forward.

**Public Comment**

Keith Brown stated he was not recognized for general Public Comments this evening.

City Attorney Smith recommended finishing this agenda item and then reopening General Public Comments.

The Commissioner received public comments from individuals who spoke on the Overview of the APOC Ordinance including Frank McDowell.

**Discussion**

City Attorney Smith and Acting City Manager Reed provided responses to inquiries from the APOC regarding the Overview of the APOC Ordinance.

Chairperson Thurston thanked City Attorney Smith for the presentation.

**Public Comment - Continued**

The Commissioner received additional public comment from an individual who spoke on the Overview of the APOC Ordinance.

On motion by Commissioner May, seconded by Commissioner Taylor the Antioch Police Oversight Commission members present unanimously received and filed the report.

Commissioner Williams questioned what action could be taken regarding a community member who did not feel safe in the meeting based on police presence.

Acting City Manager Reed through the Chair requested a recess.

On motion by Chairperson Thurston, seconded by Commissioner Williams the Antioch Police Oversight Commission members present unanimously declared a recess at 7:26 P.M.

The meeting reconvened at 7:36 P.M. with all Commissioners present with the exception of Commissioner Lacey-Oha who was previously reported as absent.

On motion by Chairperson Thurston, seconded by Commissioner Hadden, the APOC members present unanimously reopened PUBLIC COMMENTS.

#### **IV. PUBLIC COMMENTS – Continued**

The Commission received additional general public comments from several individuals including Kathryn Wade and Keith Brown.

#### **VI. NEW BUSINESS**

##### **1. INTERIM POLICE CHIEF ADDINGTON’S REPORT**

Acting City Manager Reed stated he heard the concerns presented before the Commission and noted that the community member who had been affected was no longer in the building. He explained that the Chief had designated the officer mentioned to give this presentation. He commented that the Commission could either proceed with the presentation or entertain a motion to table the item to a future agenda.

In response to Commissioner Taylor, City Attorney Smith explained that the APOC could bring forward a request for Council to consider resuming Zoom for community members wishing to participate in APOC meetings.

On motion by Commissioner Williams, seconded by Commissioner May the APOC members present tabled Interim Police Chief Addington’s Report. The motion carried the following vote:

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

#### **Public Comment**

The Commission received public comments from individuals who spoke on Interim Police Chief Addington’s Report.

##### **2. FORMATION OF AD HOC COMMITTEES**

It is recommended that the Antioch Police Oversight Commission: 1) Determine if it wishes to form the following ad hoc committees and, if so, define the purpose of each ad hoc committee: 2) Confirm the appointment of two (2 - 3) members for each of the ad hoc committees. 3) Confirm

the duration of each of the following ad hoc committees. 4) Adopt the resolutions forming the ad hoc committees. 5) Next Steps

Chairperson Thurston thanked Commissioners Hadden and Spears for their work on the ad hoc committee to define the purposes for the Ad Hoc Committees.

City Attorney Smith explained that once the Commission approved each Ad Hoc committee purpose, appointees and duration, he would bring back a resolution that would incorporate all of those items for the Antioch Police Oversight Commission's consideration.

In the absence of Commissioner Lacey-Oha, Commission consensus agreed to postpone ad hoc committee appointments to the next meeting.

- 1) Determine if it wishes to form the following ad hoc committees and, if so, define the purpose of each ad hoc committee:

Commissioner Hadden presented the Community Engagement Ad Hoc Committee purpose.

- a. Community Engagement
  - i. Purpose: to develop and recommend, in conjunction with the Chief of Police and the City Manager, educational programs regarding policing in Antioch and community outreach events, such as town hall meetings, forums to communicate information about neighborhood watch programs, and events designed to encourage safety and emergency preparedness.

On motion by Commissioner May and seconded the APOC members present unanimously approved the Community Engagement Ad Hoc Committee purpose.

Commissioner Hadden presented the Policy Ad Hoc Committee purpose.

- b. Policy
  - i. Purpose: to study, develop and recommend community policing and alternative crime prevention polices and strategies to the Chief of Police, City Manager, City Attorney and City Council, assess and make recommendations regarding the role of social services in public safety; review and make recommendations to the Antioch Police Oversight Commission on policies, procedures, customs, and general orders of the Antioch Police Department.

On motion by Commissioner Williams, seconded by Commissioner Taylor the APOC members present unanimously approved the Policy Ad Hoc Committee purpose.

Commissioner Hadden presented the Use of Force Ad Hoc Committee purpose.

c. Use of Force

- i. Purpose: to review and make recommendations to the Antioch Police Oversight Commission on the Antioch Police Department's Use of Force policies and procedures, use of canines and de-escalation techniques; review and assess instances where law enforcement officers have used force to ensure accountability, transparency and adherence to the established protocols and standards.

On motion by Commissioner Williams, seconded by Commissioner May the APOC members present unanimously approved the Use of Force Ad Hoc Committee purpose.

Commissioner Hadden presented the Budget Ad Hoc Committee purpose.

d. Budget

- i. Purpose: to review the City Council's proposed budget, advise whether budgetary allocations for the Police Department are aligned with the Police Department's policies and procedures, ensure that the budget adequately supports the goals of the oversight body, including promoting transparency, and community engagement.

On motion by Commissioner Williams and seconded the APOC members present unanimously approved the Budget Ad Hoc Committee purpose.

Commissioner Hadden presented the Complaints, Internal Affairs, and Hiring Process Ad Hoc Committee purpose.

e. Complaints, Internal Affairs, and Hiring Process Ad Hoc Committee

- i. Purpose: to review and make recommendations to the Antioch Police Oversight Commission on the Antioch Police Department's Internal Affairs policies and procedures including but not limited to hate crimes or biased-based policing; Complaint policy and procedures that focus on publicly available information concerning the status of civilian complaints and data regarding police use of force; demographics of individuals stopped, searched, or arrested. Collaborate with the Chief of Police, City Manager, and City Attorney to develop a program for the mediation of civilian complaints. In addition, the committee shall review and make recommendations to the Antioch Police Oversight Commission on the Antioch Police Department's policies, procedures and data regarding training, the hiring process, and demographics of the Antioch Police Department officers and staff.

On motion by Commissioner May, seconded by Commissioner Hadden the APOC members present unanimously approved the Complaints, Internal Affairs, and Hiring Process Ad Hoc Committee Ad Hoc Committee purpose.

2) Confirm the appointment of two (2 - 3) members for each of the ad hoc committees.

On motion by Commissioner Hadden, seconded by Commissioner May the APOC members present unanimously tabled the appointment of two (2-3) members for each of the ad hoc committees.

3) Confirm the duration of each of the following ad hoc committees.

Commissioners Spears and Hadden recommended the Antioch Police Oversight Commission approve a duration of 6 months for the Community Engagement and Budget Ad Hoc Committees and 12 months for the Policy, Use of Force, Complaints, Internal Affairs, and Hiring Process Ad Hoc Committees

On motion by Commissioner Williams, seconded by Commissioner Taylor the APOC members present unanimously approved the duration of the following ad hoc committee.

- Community Engagement – six (6) months

On motion by Commissioner May, seconded by Commissioner Hadden the APOC members present unanimously approved the duration of the following ad hoc committee.

- Policy – twelve (12) months

On motion by Commissioner May, seconded by Commissioner Williams the APOC members present unanimously approved the duration of the following ad hoc committee.

- Use of Force – twelve (12) months

On motion by Commissioner Williams, seconded by Commissioner Hadden the APOC members present unanimously approved the duration of the following ad hoc committee.

- Budget – six (6) months

On motion by Commissioner May, seconded by Commissioner Taylor the APOC members present unanimously approved the duration of the following ad hoc committee.

- Complaints, Internal Affairs, and Hiring Process Ad Hoc Committee – twelve (12) months

4) Adopt the resolutions forming the ad hoc committees.

On motion by Commissioner Williams, seconded by Commissioner May the APOC members present unanimously tabled the adoption of the resolutions forming the ad hoc committees.

5) Next Steps

Chairperson Thurston announced that next steps would be staff coming back to the Commission with the resolution and at that time they would decide which Commissioner to appoint to each Ad Hoc Committee.

Following discussion, the Commission directed City Attorney Smith to add language to the resolution regarding a deadline for each Ad Hoc Committee to establish their objectives.

Chairperson Thurston commented that the Commission was making progress to start addressing complicated issues. He stated he had heard the public comments and empathized with the community.

Commissioner Williams thanked Chairperson Thurston for his comments and noted the goal was to address the issues and adapt to make sure the community felt safe

**VII. UPCOMING/ FUTURE AGENDA ITEMS**

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

Items requested included:

- A presentation from the AQCRT
- Appointments for the Ad Hoc Committees
- A list of APD officers actively working and their positions
- An explanation of how reasonable suspicion is defined, monitored and how it related to reasonable cause
- A presentation related to lighting as it pertained to public safety

Chairperson Thurston stated the Commission could review the previously requested agenda items to determine which to refer to Ad Hoc Committees.

**VIII. STAFF COMMUNICATIONS**

Acting City Manager Reed thanked Commissioners Hadden and Spears for their work on the ad hoc committee to define the purposes for the Ad Hoc Committees. He also recognized the Commission for beginning the process of the formation of the Ad Hoc Committees.

Commissioner Williams thanked staff for their patience during the learning process. He also thanked Commissioner Hadden and Spears for developing the purpose for each Ad Hoc committee.

**IX. NEXT MEETING DATE – June 3, 2024, at 6:30 P.M.**

Chairperson Thurston announced the next APOC meeting would be held at 6:30 P.M. on June 3, 2024.

**X. ADJOURNMENT**

On motion by Commissioner Williams, seconded by Commissioner Taylor the Antioch Police Oversight Commission unanimously adjourned at 8:34 P.M.

*Kitty Eiden*

KITTY EIDEN, Minutes Clerk