


CITY OF  
**ANTIOCH**  
CALIFORNIA

**STAFF REPORT TO THE CITY COUNCIL**

**DATE:** Regular Meeting of April 27, 2021

**TO:** Honorable Mayor and Members of the City Council

**SUBMITTED BY:** Rosanna Bayon Moore, Assistant City Manager 

**APPROVED BY:** Ron Bernal, City Manager

**SUBJECT:** Police Reform – Disqualifying Factors for Lateral Hire of Police Officers at Antioch Police Department

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**RECOMMENDED ACTION**

It is recommended that the City Council adopt a resolution formally approving disqualifying factors associated with the lateral hire of Police Officers at Antioch Police Department.

**FISCAL IMPACT**

Unknown at this time.

**DISCUSSION**

The Antioch City Council held a special meeting on February 26, 2021 to consider several dimensions of Police Reform. At that time, the City Council directed staff to proceed with specific measures and associated action at future public meetings.

The consensus of the Antioch City Council is to establish a policy that defines screening criteria for lateral hire of Police Officers. The approach aims to eliminate candidates who do not meet minimum community expectations. The City of Antioch's lateral hiring process shall meet or exceed Peace Officer Standards and Training (P.O.S.T.) as it relates to screening for implicit biases that may impede a Police Officer's judgement and performance when interacting with members of the public. Furthermore, candidates who are the subject of a current investigation for excessive use of force and/or serious misconduct or are the subject of a sustained finding for excessive use of force, sexual misconduct, dishonesty, falsification of documents and/or serious misconduct shall be disqualified.

**ATTACHMENTS**

A. Resolution

**ATTACHMENT "A"**

**RESOLUTION NO. 2021/\*\***

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH  
APPROVING DISQUALIFYING FACTORS FOR LATERAL HIRE OF POLICE  
OFFICERS BY THE ANTIOCH POLICE DEPARTMENT.**

**WHEREAS**, the Antioch City Council convened a special meeting dedicated to Police Reform on February 26, 2021 at which a number of key topics were considered; and

**WHEREAS**, the City Council shall establish a policy that defines screening criteria for lateral hire of Police Officers to eliminate candidates who do not meet minimum community expectations; and

**WHEREAS**, the City Council is committed to recruiting qualified candidates committed to the highest standards of professionalism to protect and serve the people of Antioch; and

**WHEREAS**, the City Council has identified specific disqualifying factors for the lateral hire of Police Officers.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Antioch does hereby approve the following:

1. Disqualifying factors for lateral hiring of police officers by the Antioch Police Department shall include candidates who are the subject of a current investigation for excessive use of force and/or serious misconduct or are the subject of a sustained finding for excessive use of force, sexual misconduct, dishonesty, falsification of documents and/or serious misconduct. The City of Antioch shall apply these disqualifying factors for lateral hiring of Police Officers by the Antioch Police Department effective immediately.
2. The City of Antioch's lateral hiring process shall meet or exceed Peace Officer Standards and Training (P.O.S.T.) as it relates to screening for implicit biases that may impede a Police Officer's judgement and performance when interacting with members of the public.

\* \* \* \* \*

**I HEREBY CERTIFY** that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 27<sup>th</sup> day of April, 2021 by the following vote:

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

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**ELIZABETH HOUSEHOLDER  
CITY CLERK OF THE CITY OF ANTIOCH**