


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 – Police Officer Training Matrix

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution formally approving the integration of specific topics into the training matrix for sworn personnel employed by the 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.

At the City Council's request, a community-informed training paradigm for sworn personnel is proposed. Training topics have been identified to reflect community values in the City of Antioch. The training matrix will be annually reviewed by the governing body.

ATTACHMENTS

A. Resolution

ATTACHMENT "A"

RESOLUTION NO. 2021/**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
APPROVING THE INTEGRATION OF SPECIFIC TOPICS INTO THE TRAINING
MATRIX FOR SWORN PERSONNEL EMPLOYED BY THE ANTIOCH POLICE
DEPARTMENT.**

WHEREAS, the Antioch City Council ("City Council") values the ongoing education and training of City staff, in particular sworn personnel at the Antioch Police Department; and

WHEREAS, the City Council has identified core principles that promote community safety, increase community trust in law enforcement and advance relationship-based policing efforts in the City of Antioch.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Antioch does hereby approve the integration of Specific Topics into the Training Matrix for Sworn Personnel Employed by the Antioch Police Department as follows:

1. The Training Matrix for Sworn Personnel shall consist of mandatory training modules, publicly presented and reviewed by the City Council on an annual basis;
2. The Training Matrix shall recognize the benefits of de-escalation strategies, including crisis intervention, mediation and conflict resolution;
3. The Training Matrix for Sworn Personnel shall also encompass procedural justice and implicit bias training; and
4. The Training Matrix for Sworn Personnel shall recognize the diverse range of community members who comprise the City of Antioch and build greater awareness of effective strategies for interfacing with historically marginalized persons such as Youth, Lesbian, Gay, Transexual and Queer (LGBTQ), gender non-conforming individuals, English Language Learners (ELL), individuals with different religious affiliations and the differently abled.

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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 27th day of April, 2021 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

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