

Below are questions received prior to and during the “Virtual Roundtable on Race, Discrimination, Injustice, and Police-Community Relations,” held June 20, 2020, along with responses to these questions prepared by the City of Pittsburg.

Please note, statements which did not contain a question and/or repeat questions may not be included. Questions delivered live during the Virtual Roundtable were not transcribed here. Questions included below have not been edited.

The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“How is our relationship with the police dept. and our schools district of pittsburg.” (Anonymous Attendee)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“what are the councils thoughts on defunding the police and reinvesting in cimmunity?” (sierra robes)

The City Council is committed to continuously analyzing City spending to ensure that essential services, as well as community services, are funded to the greatest extent feasible, while maintaining public safety.

“How are we going to keep our officers accountable for wrongdoings or instances of brutality? What is police PD going to do to maintain trust between the police and the community amidst national conversation around police brutality?” (Rona Knox)

All allegations of wrongdoing or instances of brutality will be investigated by an independent Investigator. Officers will be disciplined for all sustained allegations up to, and including, termination.

To help maintain and grow community trust, the Pittsburg Police Department will continue to participate in community events, operate the Police Activities League (PAL), and be fully transparent with our community. The model that the Department strives to use for police accountability and transparency is The President’s Task Force on 21st Century Policing, which can be found at https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf

“FOR THE CHIEF: Are the Pittsburg officers (specifically Ernesto Mejia) responsible for the death of Humberto Martinez through the use of an illegal chokehold still employed by the PPD or any Police Department?” (Anonymous Attendee)

Officer Ernesto Mejia is a City of Pittsburg employee. An independent review of a 2016 incident conducted by the District Attorney’s Office that Officer Ernesto Mejia was involved in determined that the force used by the officers was lawful and reasonable.

“For the Chief. Is there and expectation for the Officers in the city to meet the citizens of the city in a respectful way when possible; regardless of their race” (David Manly)

Yes. The City of Pittsburg Police Department expects its officers conduct themselves with the utmost professionalism and respect toward all members of the public they encounter, regardless of race.

“It's known that climate change and environmental injustices affect communities of color the most. What is the city of Pittsburg doing to fight back against climate change and food injustice? How can citizens participate in moving the needle in a positive way?” (Elise Brannan)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“Born and raised in the city of Pittsburg and for some reason every time I go into the Bank, stores even the Mecca I get treated like a criminal will the city address equal treatment for everyone in businesses in the city by send out a statement to support equal treatment for everyone” (David Manly)

The Pittsburg City Council fully supports and expects the fair and just treatment of everyone who lives in, works in, and visits the City of Pittsburg. The City Council has confidence that the business community will uphold these values, and challenges its businesses to ensure that all patrons, regardless of race, ethnicity, gender identity, religion, ability, or other identification receive the same excellent service.

If you feel you have been unjustly targeted for any reason by a business, you may contact the Golden Gate Better Business Bureau (BBB) at (510) 844-2000. If you feel you have been a target of housing discrimination, please contact the City of Pittsburg Housing Authority at (925) 252-4830.

“Yes, you can kneel in solidarity for George Flyod’s murder but how are you going to hold yourselef accountable (Chief of Police Brian Addington) in regards to the failure in properly disclosing documents in a case involving excessive force in 2014 and for the killing of Humberto Martinez by Pittsburg PD in 2016 by Officer Ernesto Mejia?” (Anonymous Attendee)

“Yes, you can kneel in solidarity for George Flyod’s murder but how are you going to hold yourselef accountable (Chief of Police Brian Addington) in regards to the killing of Humberto Martinez by Pittsburg PD in 2016 by Officer Ernesto Mejia? Is Officer Mejia still employed by PPD?” (Christine Carpio)

Officer Ernesto Mejia is a City of Pittsburg employee. An independent review of a 2016 incident conducted by the District Attorney’s Office that Officer Ernesto Mejia was involved in determined that the force used by the officers was lawful and reasonable.

“FOR THE COUNCIL: Have you looked at the Pittsburg Youth Action’s most recent demands and email to the council? They also shared it on their social media platform.

It highlights tangible steps you can take including: 1) Demonstrate a commitment toward police abolition and defunding. 2) Implement a Police Citizen Review Board. 3) Pilot Alternatives to Policing Programs 4)Introduce a City of Pittsburg Youth Commission.” (Anonymous Attendee)

The City Council has received the documents referenced in this question, and has stated its intent to continuously analyze City spending to ensure that essential services, as well as community services, are funded to the greatest extent feasible, and to maintain public safety.

During the June 29, 2020 Special Meeting, the City Council voted unanimously to direct staff to bring forward a future agenda item related to the establishment of a Youth Commission in the City of Pittsburg.

“Demonstrate a commitment toward police abolition and defunding. Drug and substance abuse, homelessness, and mental health are health and socio-economic issues, not crime issues. Our hope is that we can build a society in which police are not needed because we are actually addressing the root causes of these issues, instead of criminalizing them. In order to work toward that future, we can no longer expand police budgets, and instead must begin defunding police budgets.” (Anonymous Attendee)

The City Council is dedicated to continuously analyzing City spending to ensure that essential services, as well as community services, are funded to the greatest extent feasible, and to maintain public safety.

“For City Manager Evans: I'd like to hear from you, your thoughts on what the city can do to reassure the citizens of Pittsburg that the city's hiring practices and policies are fair and equitable.” (J. Faye Fields)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“I've seen some council members push towards unity with our” city but some seem to raise tail feathers at almost every meeting I’ve watched. Will this council truly unite and not divide and how will” you unite EVERY resident no matter or race, religion or income?” (Anonymous Attendee)

“I've seen some council members push towards unity with our” city but some seem to raise tail feathers at almost every meeting I’ve watched. Will this council truly unite and not divide and how will” you unite EVERY resident no matter or race, religion or income?” (Mark Linde)

The City Council is dedicated to uniting all people that comprise the diverse and wonderful Pittsburg community, regardless of race, religion, or other aspect of a person’s identity or socioeconomic status.

Since the beginning of 2019, the City Council has taken numerous steps to address inclusion and support often overlooked or underserved groups; these include but are not limited to establishing the Digital

Officer for New Americans (DONA) to help undocumented people living in Pittsburg along the path to citizenship; directing staff to fly the Pride Flag each June in support of our LGBTQ+ community; drafting a Youth and Young Adult Services Action Plan to support at risk youth; drafting an economic development strategic plan to help create more local jobs that will reduce the burden many low income residents face as a result of long commute times; supporting mixed-income housing that allows families to live near public transit; hosting roundtables to address race and discrimination; and directing staff to examine the possibility of establishing a youth commission.

While the City has accomplished or begun to push forward all the items noted above, and several others, the City Council recognizes that there is much more work to be done, and will continue its mission to ensure that all people are welcome and supported in Pittsburg.

“I would like to hear more about My Brother’s Keeper. I know Councilmember White supports Pittsburg being a My Brother’s Keeper Community.” (Susan Gates)

While we are excited to bring the My Brothers’ Keeper program to Pittsburg to support the gaps in opportunity facing young men of color, we think the best way to learn more about MBK is to hear it straight from them! Visit <https://www.obama.org/mbka/> to learn more.

As the City implements the MBK program here in Pittsburg, more information will be released via the City’s website.

“What are the city council's thoughts on allocating funds towards mental health services or responders vs. deploying police for such calls of service (i.e. mental illness, drug overdose, etc)?” (Anonymous Attendee)

The City Council is committed to continuously analyzing City spending to ensure that essential services, as well as community services, are funded to the greatest extent feasible, while maintaining public safety.

“Why is the Chief of Police, Brian Addington, not held accountable in regards to the failure in properly disclosing documents in a case involving excessive force in 2014?” (Anonymous Attendee)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“Are the arbitration hearing transcripts (reviewing police conduct) available to the public? If not, why is that and can we change that for more transparency in that process?” (Elise Brannan, Pittsburg small business owner)

In the past 10 years, the Pittsburg Police Department has not had any disciplinary case go to arbitration. During this period, multiple officers have received written reprimands, suspensions, and/or been terminated; none of these cases involving discipline were appealed by the officer leading to an arbitration.

“Over the weeks that have happened, people have addressed the different training such as for domestic violence, drug addiction, and others types of training needed. Some have said that there is a need for special units needed to address these issues. What is your position on this?” (Cecilia Stone)

In general, the Pittsburg Police Department grows as the population grows in the community. The 2000-2020 General Plan Policy 10-P-39 strives to maintain a ratio of 1.8 sworn police officers per 1,000 residents. The City’s approach has been that, as the City brings on more officers, we are able to establish additional programs as a result of the additional personnel resources. Over the years, the City has been able to dedicate more officers’ time to initiatives like human trafficking task force(s), homeless outreach, traffic safety, and code enforcement, while still maintaining our response time goals.

“Why is your concern that too much power will be in the hands of people and not the fact that there is too much power in the hands of institutions that enforce systemic oppression? People having the power to question authority is not concerning, it is a tenet of our democracy.” (Manisha Rattu)

The City Council is directly elected by the residents of Pittsburg. The City Council takes very seriously their role as representatives of the community in establishing local policies and influencing regional issues that seek to better the City of Pittsburg. As such, the City Council is constantly in direct contact with constituents, advocacy groups, peers from neighboring jurisdictions, and others to hear the concerns and issues facing the community. The City Council, as the governing body elected by the people, has the ultimate authority to review, change, and otherwise establish the policies that guide our City.

“As a council what would you like to see in the business community to compliment your work?” (Wolfgang Croskey)

The business community plays an important role in helping to fight injustice and discrimination in the City of Pittsburg, and will be a key partner in working to address the economic disparities that face people of color. The City Council is dedicated to working to help existing businesses expand and bring new businesses – and jobs – to the City to help combat the unequal burden that long and expensive commutes place on our entire community.

As previously mentioned, the City Council asks that the business community ensure that all prospective employees and patrons, regardless of race, ethnicity, gender identity, religion, ability, or other identification receive the same employment considerations and excellent service from our businesses.

“In recent years Pittsburg has been ahead of most cities in their community and police relationship. What can we do to stay ahead and be a model for other cities?” (Cecilia Stone)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“Are Pittsburg police officers part of a union?” (Myrdell Dybdal)

Yes. Pittsburg Police Officers are represented by the Pittsburg Police Officers’ Association (POA). Pittsburg Police Command Staff is represented by the Pittsburg Police Managers’ Group (PMG).

“How does the Pittsburg Police feel towards the movement of #Defundthepolice and reallocating those funds towards our community?” (Cheyenne Robles)

The Pittsburg Police Department, like the City Council, is committed to continuously analyzing City spending to ensure that essential services, as well as community services, are funded to the greatest extent feasible, while maintaining public safety.

“Will recording be available of this meeting?” (Pastor Perkins)

The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“Police Chief Addington mentioned ways the community can get to know officers. Are there ways officers are getting to know the community? Are there opportunities for officers to volunteer in the community in plain clothes (making this part of their paid work hours)?” (Karyn Engle)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“Has Pittsburg improved on racial profiling in regards to buying homes in the community. In 1970 I was discouraged in buying a home in Central Housing District. I am a Mexican American and know my parents were one of the only minorities to buy a home in a new housing district in Alvarado Ave in the 50’s. How does the council work with Realtors to reassure in racial profiling.” (Yolanda Marquez)

“Is it true that some real estate contracts include Race covenants? If yes, please explain the history of this and what you plan to do about these contracts going forward.” (Beverly Lemay)

The practice of “redlining,” is the denial of purchasing or renting a residence by the government or private sector based on race. In the United States, the Fair Housing Act of 1968 (FHA) was passed to fight this practice. Per the FHA, it is, “unlawful to discriminate in the terms, conditions, or privileges of sale of a dwelling because of race or national origin. The Act also makes it unlawful for any person or other entity whose business includes residential real estate-related transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of race or national origin.”

Anyone who suspects that their neighborhood has been redlined or feels they have been the victim of redlining practices is able to [file a housing discrimination complaint directly](#) with the U.S. Department of Housing and Urban Development.

“when you are screening applicants for the police department, if an applicant has a history of misconduct, would you still hire them?” (Barbara Blaser)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“1) According to a message for Pittsburg Residents via Facebook on June 2, Chief Addington described the PPD as having, “..an outstanding relationship with our community”, yet many members of the community do not hold this sentiment. What tool does the PPD use to measure its relationship with the community?” (Karen Lewis)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“How is the city willing to monitor policing at the high school as it relates to unauthorized or unwarranted searches by campus security?” (Merritt)

Pittsburg police officers are not involved in any unauthorized or unwarranted searches on campus. The Police Department also does not get involved in student disciplinary matters. The School Resource Officers’ (SRO) role on campus is to keep the students and staff safe and to be a resource for our youth. Police canines do not do random searches for drugs on campus.

“Will this council support district elections where the city is set into specific districts with each district having a council member that lives in that specific area?” (mark linde)

This question does not pertain to the issues being discussed as part of the Virtual Roundtable.

“We have people dying from a pandemic and social injustice and this is a poignant time in our country. I just want to say thank you for your leadership during this difficult time and the space for us to have the difficult conversations and allowing us to discuss possible solutions. Thank you city council members, city manager, and thank you to our Police Chief.” (~Natisa Dill)

“I would like to thank the council, police chief and city manager for conducting this forum. It is important for our leaders to acknowledge when their citizens need and want to hear from their leaders. In the absence of such leadership on a national level, it has been reassuring to hear from our governor and now our city leaders acknowledging what we are all feeling and what we can do better. Thank you al.” (J. Faye Fields)

Thank you. As stated in the “Letter to Our Community Committing to Address the Systemic Inequities,” adopted by the City Council, “[c]hange is difficult, but it is in times like these that we can come together as residents of Pittsburg, of Contra Costa County, of California, and of the United States of America. We ask that all the people of Pittsburg join us in reflecting on how we can be better neighbors, better employers, better civil servants, and how we can work to remedy the ills that sicken our society.”

“Does the Pittsburg Police have a special unit trained to handle mental illness calls/issues, if so, when was it established, and what are some steps taken?” (Kachina Handy)

The Pittsburg Police Department does have a County mental health clinician teamed with a police officer to deal with those in our community who suffer from mental health issues. We call it the Mental Health Evaluation Team (MHET.) Unfortunately, this team only works 40 hours a week, limiting it's available to respond to many calls; however, MHET is tasked with following up on many of these calls to ensure person(s) with mental health issues receive necessary resources.

“This question may have been answered, but how do we ensure integrity with the new processes made, checks and balances, inclusion, diversity within community?” (Pastor Perkins)

The City Council, City Manager, and Chief of Police stand committed to ensuring that new practices implemented by the Pittsburg Police Department, the hiring process for City positions, and the policies adopted reflect the diverse and wonderful community that is Pittsburg. Last month, Police Chief Addington announced several immediate changes to the Police Department's practices, and members of the command staff gave a nearly four-hour presentation on current operational procedures. Additionally, within 90 days of the announcement of the new practices, the Chief will be providing an update to the City Council.

On June 29, 2020, the City Council also directed staff to bring forward an item related to establishing a Youth Commission for City Council consideration. This is another step the City Council is taking in providing a voice to a more diverse and inclusive set of residents.

During the Virtual Roundtable, the City Manager also spoke about the hiring practices and diversity of City employees, including those in management roles. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“Council, thank you for taking the time to address the issue of racism in our country and making a point to start with home and what we can do to address our issues here. V. Mayor Craft, thank you for sharing your historical experience and the realities of racism which remain. Chief, thanks for taking the knee and demonstrating for your staff and colleagues what partnership looks like. Council great dialogue. My question is, where do we go from here, and how are you outreaching community organizations and faith communities? I serve Pittsburg UMC and our church has been here 90 years and I was not aware of this gathering and it would be nice to be notified and kept in the loop moving forward. Praying your strength, wisdom, guidance and protection as you go forth. Blessings~” (Rev. Quenitsha Davis Wiles)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

**“I wonder if the people who are interested in suggesting changes to the police department, are intimidated and afraid to speak in this virtual setting? in Oakland last week I listened to 150 callers asking that the OPD budget be cut in half. People spoke to what they believed. I was surprised how few people took advantage of this opportunity here in Pittsburg. Do we need to make changes? I don't know. why do you think that only one young man spoke to defunding? Are people afraid?”
(Barbara Blaser)**

Over the past several weeks, the City Council has received numerous emails, many of which have called for a continued examination of the practices and funding of the Police Department.

However, the City Council understands that government processes are complex and may be intimidating to some, and has for several years sought to increase transparency in the City's operation. The City Council also believes the community should be provided multiple opportunities and avenues to make their voices heard. Some of the steps the City has taken to allow our residents to better understand the processes include holding more workshops and subcommittee meetings, and publishing regular meeting agendas 10 days in advance rather than simply meeting the legal requirements of 72 hours. On June 29, 2020, the City Council also directed staff to bring forward an item related to establishing a Youth Commission for City Council consideration. This is another step the City Council is taking in providing a voice to a more diverse and inclusive set of residents.

“How can we get ahold of the council? I have never received a response to the messages I sent to citycouncil@ci.pittsburg.ca.us and am unsure if they are seen. Please let us know how else we can share our thoughts. Thank you.” (Manisha Rattu)

The City Council can be emailed directly at citycouncil@ci.pittsburg.ca.us.

It is important to note that any correspondence to some of the temporary email addresses setup (such as meetingcomments@ci.pittsburg.ca.us) are intended to provide a channel for public comment in lieu of the comment period normally provided during meeting, to which the City Council and staff generally do not respond. Emailing the City Council directly via the citycouncil@ci.pittsburg.ca.us ensures that the messages are provided to the City Council.

“What is the City doing to promote diversity and equity in its appointments for City job positions and commission seats? The City of Pittsburg has a large population of Hispanic/Latino and Filipino/Asian community members, yet, the local government positions and commission seats seem to be disproportionate to the population. I once tried to apply for a City planning commission seat, and then Council gave the seat to a former member of the same commission. What's the point of opening the seat - if you do not allow diverse new members of the community to join?” (Rey Javier, Housing Advocate, City of Pittsburg Resident)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“To Police Chief Addington- As a Pittsburg resident, I want to have confidence that interacting with PPD is safe. Part of that is seeing each other as both human beings and community members.

- What would it take to get officers to leave their weapons/cuffs locked in their cars?

- What would it take to require all PPD employees be residents of Pittsburg?

- Will you issue a policy today requiring officers to not cuff/restrain respectful compliant detainees/arrestees?

As a Pittsburg resident, I would like to see PPD have fewer responsibilities so we can spend more of our budget on social services.

- In an ideal world, what responsibilities do you think PPD should no longer have?

Thank you for reaching out to hear from the community.” (Ben Zarzycki)

Chief Addington and the Police Department do not view officers leaving their weapons and/or cuffs in their cars as a viable option, and are not aware of a single police department in the United States that does this. The Police Department believes participating in a ride-along and joining the Department in spending an hour in the simulator will help our residents get a better understanding of the situations our officers find themselves in, and how they are trained to handle these situations.

By far, the vast majority of Pittsburg Police Department interactions with people do not result in use of force of any kind. In fact, only 0.06% (*Ed. note: a previous response to this question stated the percentage of interaction resulting in use of force was 0.6%. This has been corrected to 0.06%.*) of all interactions do. When officers do have to arrest someone, they must have their handcuffs readily available. Chief Addington has stated he will not issue a policy requiring officers to not cuff/restrain respectful compliant detainees/arrestees, and is not aware of any other department in the United States that utilizes this practice.

Regarding officers being residents of Pittsburg, it is important to remember that officers are citizens too, and they have families and the freedom to live where they want to live. Officers may have family members who need care or are civil servants, hospitals workers, or doctors themselves and working in the communities they live. Many officers also may seek a certain level of anonymity when not at work, and to avoid a situation where they may encounter someone they arrested the previous day, which may be uncomfortable for both parties.

In the past, there have been federal homebuying and loan incentives for officers who live in the cities they serve; however, success of these programs was marginal at best. We do have some officers who were born and raised in Pittsburg, and more that do live in the community.

In an ideal world, officers would not deal with drug addiction, mental health, homelessness, truancy, fireworks complaints, or health order enforcement, and we continue to work with County services and other City departments to address these issues. However, as these responsibilities have direct relationships to public safety, and many of the violations or service requests come outside of normal

business hours or on weekends, the Police Department is often the most readily available agency to respond.

“Hello, I have a few questions.

- 1. Are the police in Pittsburg trained in de-escalation?**
- 2. Will the Pittsburg police department ban chokeholds?**
- 3. Does the police department keep track of the infractions made by their officers and discipline appropriately? If an officer has a certain number of complaints against him, he should not be allowed in the community.**

Thank you” (Sheena Bell)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“Questions for City Council Members and Chief Addington:

- 1. Will the City Council and Chief of police support establishing a Citizen's Oversight Committee to improve trust between police and the community by ensuring public confidence in the police department through accountability and transparency?**
- 2. Will the City Council commit to creating a working group to develop recommendations for establishing a Citizen's Oversight Committee?**

Regards,” (Heliodoro Moreno, Jr., Pittsburg Resident)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

“My question is for the Chief. The community feels like your contribution of \$15,000 towards starting a My Brothers Keeper chapter in Pittsburg is minimal. The community is asking that you match your salary or the value of your home in order to make a real difference in this community. Not only that, the My Brothers Keeper program is geared towards African American boys. What will you do to make a contribution towards other minorities in the community?” (Taylor Sims)

The \$15,000 toward the My Brothers’ Keeper program is just the start. Chief Addington recognizes the program requires and deserves more funding, and supports additional funding going toward community and youth-related programs. We also need police services to keep our community safe, and it is important that those remain funded. The Pittsburg Police Department, like the City Council, is committed to continuously analyzing City spending to ensure that essential services, as well as community services, are funded to the greatest extent feasible, while maintaining public safety.

The Police Department also contributes funds and time to the Police Activities League (PAL), and has held very successful youth activities including the “fishing with a cop” event at the beginning of March.

“Chief Addington, When I think of police-community relations, I can't help but think back to when the Reagan office in this state was scared to death of Black citizens exercising their second amendment right, and protested while open carrying. Oh how quick that right was to turn into permission. Suddenly the Mulford act was signed. State 1, citizens 0. The State of California has since enjoyed a near monopoly of firearms in public I am blessed for having been able to live in Atlanta Georgia for many years, where the right to self protection was virtually guaranteed.

Living under the boot of Sheriff Livingston, who's granted carry permits only a handful of times in the last few years (all to posse members or otherwise connected individuals), how will Chief Addington remedy this situation for law abiding Americans? We are dealing with increased state violence, decreased responsiveness from police forces across this country even for valid calls, and increased unrest from the urban center. As a Black father living and working in this community, how will I protect my family from these threats when it seems all of Contra Costa County is against the lawful carry and protection with firearms? Chief Addington, if your answer is anything other than "we will prioritize issuing CCWs to law-abiding Pittsburg residents", then you need to step down and step down TODAY.” (Lucas Bennett, Pittsburg CA)

Police Chiefs and Sheriffs are the only two positions in the State of California authorized to issue a concealed carry permit (CCP). There is very clear and established law on how this is done, and Police Department has an adopted policy as well. The Police Department would ask that you review the CCP policy on the City’s website, and apply for a CCP if you feel that you meet the criteria.

“Dear Mayor Killings and Council Members,

The Pittsburg Youth Action is glad to see some of our demands being addressed. Everyday, we are taking in the work, action, and words of Black scholars, organizers, and leaders. We are also continuing to learn from the evolving conversation within our community. We are learning, growing, and reconfiguring our actions and demands. We hope you are too.

Reform is a start, but it is not enough. We recognize that the Pittsburg PD implemented the demands of the #8CANTWAIT campaign; however, even Campaign Zero who organized that campaign has acknowledged that the #8CANTWAIT campaign “unintentionally detracted from efforts of fellow organizers invested in paradigmatic shifts that are newly possible in this moment.” They further stated that “we also believe the end goal for all of us should be absolute liberation from policing.” More information about this is on the 8cantwait.org website.

Our end goals should be the dismantling of systems of oppression that have impacted Black people and communities of color for decades. We cannot do that with our current institutions. So, we are asking that our demands be incorporated within the FY21 Budget in order to demonstrate your commitment to challenging these institutions beyond vocal support. We are aware that budget amendments can be made in July, so we encourage you to spend these next 2 weeks learning about the legacy of slavery and corruption within our current prison industrial complex (watch 13th free on Youtube), educating yourselves about recent successes in communities across the country around

defunding, alternatives to policing, and legislation, and actively talking to Pittsburg community members about the positive changes they wish to see in this community.

As a reminder, we are living through one of the largest Civil Rights actions this nation has seen. We have witnessed numerous legislation changes, which were previously on the back burner for years, take place within weeks due to the outcries of our Black and Brown communities. Now is not the time to worry about the disruption that editing the budget so late in the process may have on printing times, work schedules, and deadlines. Now is the time to think about what your contributions to this movement will be. Will you look back at this time and sincerely believe that you did enough?

Below is an evolving list of our demands:

- 1. Demonstrate a commitment toward police abolition and defunding. Drug and substance abuse, homelessness, and mental health are health and socio-economic issues, not crime issues. Our hope is that we can build a society in which police are not needed because we are actually addressing the root causes of these issues, instead of criminalizing them. In order to work toward that future, we can no longer expand police budgets, and instead must begin defunding police budgets.**
- 2. Implement a Police Citizen Review Board through which citizens can review the actions of police officers and assist in accountability efforts. A subcategory of this demand is the creation of an easy to navigate app through which citizens can file and track complaints regarding the PD.**
- 3. Pilot Alternatives to Policing Programs which includes community-based de-escalation, mental health and trauma intervention programs and a homeless outreach team.
 - 1. Introduce a FY21 Budget allocation toward the implementation of at least 2 programs (modelled after some of the suggestions we have provided).****
- 4. Introduce a City of Pittsburg Youth Commission through which young people can advise the City Council and the Mayor on policies, needs, priorities, budgets, and more concerning the youth of Pittsburg.**

Best,” (Pittsburg Youth Action)

The City Council has stated its intent to continuously analyze City spending to ensure that essential services, as well as community services, are funded to the greatest extent feasible, and to maintain public safety. The City agrees that many of the issues that continue to afflict our communities should be addressed at the root level, and as such, partners with organizations like the Contra Costa County Continuum of Care to address homelessness, pairs a County mental health clinician with a police officer to work with those in our community who suffer from mental health issues, and provide vouchers to individuals that need a place to sleep for a night. In an ideal world, police officers would not be expected to respond to these types of calls; however, these issues have direct impacts to public safety, and many of the violations or service requests come outside of normal business hours or on weekends. The Police Department is often the most readily available agency to respond. While the City agrees that there is much work still to be done regarding these issues, the City believes its officers and the partnerships formed by the Pittsburg Police Department are making positive strides.

During the June 29, 2020 Special Meeting, the City Council voted unanimously to direct staff to bring forward a future agenda item related to the establishment of a Youth Commission in the City of

Pittsburg.

“According to a message for Pittsburg Residents via Facebook on June 2, Chief Addington described the PPD as having, “..an outstanding relationship with our community”, yet many members of the community do not hold this sentiment. What tool does the PPD use to measure its relationship with the community?

2) A question was posed for the Traffic Division: "As a result of increased police violence against People of Color, has the traffic division noticed an increase in the fear and anxiety level of residents who are pulled over for traffic stops, and if so, how are you addressing it?". Chief Addington basically said because of the outstanding relationship with the community, they have not had issues. Is it possible that the PPD is insensitive to the extreme fear and anxiety experienced by some residents? And if so, what might be done to increase this awareness?

3) It is rumored that upward mobility within the ranks of the PPD is impossible for People of Color and "that's why we keep losing good Black cops". Are there currently processes in place to insure the advancement of Black and Brown officers to higher ranks and retention efforts of Black and Brown officers so that the department looks more like the community it serves?

4) Why does PPD use 61% of our Budget when other cities use so much less?

5) George Floyd was murdered on May 25th. While the entire country, and the world, mourned and cried, "Black Lives Matter", PPD published on their Facebook page, the Blue Lives Matter flag with a sign held by a White child in play uniform that read, "You Are STILL My Heroes". With the word "STILL" capitalized, indicating 'despite current events'. Does this act demonstrate insensitivity on the part of your Social Media Admin, or does it reflect the systemic, and often invisible racism within the Pittsburg PD?

6) There are multiple (at least 2) facebook posts of PPD dogs attacking suspects and the dogs were not controlled by the trainer/cops. Is Chief Addington willing to review every animal involved arrest over the last (TBD) years to reevaluate if excessive force was used, if PPD trainers and dogs are incompetent, or if the use of dogs should only be used for specific purposes, and NEVER as a weapon to abuse.

Thank you for the opportunity for transparency, accountability and community safety for ALL.” (Karen Lewis)

This question was answered live during the Virtual Roundtable. The entire Virtual Roundtable may be viewed at <http://pittsburgca.gov/roundtablemeetings>.

Thank you for allowing this dialogue during difficult times. During the discussion, the general budget was brought up, and it states our about 62% percent goes towards our PD. When the Chief of Office responded to that particular response, he mentioned that most of our budget that supports our communities comes from other funding sources. The city manager had briefly mentioned, this is something we should address as community leaders, because of the confusions of different budgets funding different programs.

My question is, where can we as community members easily find this information? If it's not easily accessible, can I ask our community to provide similar reports on the overall summary of the cities budget for all programs. It would be best if the report was similar to the way the general budget is laid out. Most of our community, and I would like to know exactly how much money is actually being spent on our communities, compared to PD, no matter where the money is coming from.” (Cheyanne Robles)

The City’s annual budget is available for review at <http://www.ci.pittsburg.ca.us/index.aspx?page=936>.