



## **STAFF REPORT TO THE CITY COUNCIL**

**DATE:** Regular Meeting of February 24th, 2026

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

**VIA:** Dante Hall, City Manager

**SUBMITTED BY:** Joseph Vasquez, Chief of Police

**SUBJECT:** Update on the Chief's Advisory Board (CAB)

### **RECOMMENDED ACTION:**

Receive an update on the Chief's Advisory Board (CAB).

### **EXECUTIVE SUMMARY:**

The Chief's Advisory Board was created in May of 2021 by then Chief of Police William Imboden. The intent behind the CAB was to have representation throughout various communities in the city with two-year terms to prevent discussions from going stale and allowing others in the city an opportunity to participate on the board. These members were to serve as a direct conduit between the Police Department and the community and provide invaluable information on how to provide better public safety services. Eight community members were selected from various neighborhoods, ethnic backgrounds, and personal experiences with public safety. Out of the original eight members, only four remain on the board as many of the original members were unable to fulfill the attendance requirement. Chief of Police Joseph Vasquez took over the CAB in October 2022 after Chief Imboden retired. Over the last three years, the CAB included a student from Hercules High School, and a college student which brought a unique and youthful perspective. Both have since moved on, but we hope to include more youth in the future.

Some of the accomplishments this group has achieved include helping the Chief develop a mission and vision statement as well as the core values that guide all personnel in the police department. The CAB has also helped navigate the department through difficult incidents and develop new policies and procedures.

During the Council Meeting of October 14, 2025, that the City Council directed the Chief of Police to provide periodic informational updates of CAB meetings to the City Council. Below is a summary of discussions from the 2025 monthly CAB meetings.

## **ANALYSIS:**

The calendar year of 2025 included many accomplishments, community engagements, and some challenges for the Police Department. Members of the CAB participated in various community events and engaged in discussions on topics that occurred within the city, across the state, around the nation, and sometimes even globally.

**Use of force:** The CAB discussed the use of force and reviewed our policy, including when and how force is authorized. We discussed how the use of force is reviewed internally and that it may also be reviewed externally when an independent, unbiased opinion is needed. Use of force has always been a heavily criticized component of law enforcement and should be used only as a last resort, with only the amount of force necessary to effect an arrest. Some specific incidents discussed by the CAB included the traffic stop of the Miami Dolphins wide receiver Tyreek Hill and arrests made by ICE.

**Community Awareness:** Throughout the year, crime rates tend to rise and become more prevalent. When auto burglaries, vehicle theft, and residential burglaries are on the rise, we discussed the sophisticated methods used to commit these crimes. Situational awareness for crime prevention in their individual communities is important, including being aware of criminals impersonating utility workers to see if anyone is home before breaking in.

**Community Events:** CAB members attended events such as Breakfast with a Badge (designed for the senior community), Coffee with a Cop, and “Every 15 Minutes,” which teaches high school juniors and seniors about the consequences of drinking and driving. Some of the CAB members even participated in our second annual Public Safety Fundraising Golf Tournament, which raised funds for the Youth Academy, including a field trip to Alcatraz.

**Immigration and Customs Enforcement (ICE):** The topic of ICE was discussed on multiple occasions as concerns of ICE allegedly conducting enforcement in the City of Hercules has been reported by community members. This concern gained momentum after a 73-year-old female resident of Hercules was detained by ICE in September of 2025 following a routine appointment at the San Francisco ICE office. Chief Vasquez assured the members of the CAB that ICE has not conducted any operations within the city, and if they do, he would be notified in advance. Other Chiefs of Police in Contra Costa County who have had ICE conduct operations within their cities have confirmed that this is the normal protocol.

**CAB Concerns and Suggestions:** Members of the CAB expressed growing concerns regarding electric bikes and suggested that the PD conduct training for students at local Hercules schools. The Hercules PD Traffic Enforcement Officer is working with school staff to arrange opportunities to provide students with safety and education related to electric bikes. “Orbeezing” was another concern which is a trending social media challenge that many students at the local high schools were participating in to celebrate the end of school year. “Orbeezing” involves firing small gel pellets from a pellet gun at other students in a drive by fashion and is incredibly dangerous. There were some reports of these activities in Hercules at the conclusion of the 2024-2025 school year, and the PD is aware of this trend. One of the members of the CAB suggested organizing a formalized mentorship program for PD staff. While the structure of the PD allows for organic mentoring, PD administration is currently exploring ways to further develop our staff.

**FISCAL IMPACT:**

There is no fiscal impact associated with receiving this report.