
Lathrop Police Department Transition Update

City Council Regular Meeting
October 11, 2021



City Council Update

➤ **Human Resources:**

- Police Chief hired & in place
- All staff recruitment timeline completed
- Executive Assist & HR Director announced
- Commander announcement closes October 18
- Sergeant announcement closes November 12
- Police Officer announcement closes November 22



City Council Update

➤ **Community Outreach**

- Frequently Asked Questions (FAQ) and Fact Sheets posted
- Community Survey Overview posted
- City's Police Project Webpage launched and updated
- City's Nextdoor account active



City Council Update

➤ **Communications Contact**

- Contract with Ripon before you tonight
- Communications Center Equipment and software licensing contracts coming next month
- Working on the Originating Agency Identification (ORI) application which should be completed in about a month



City Council Update

➤ **Police Vehicles**

- Orders have been submitted for purchased
- Upfitting contract coming next month
- Radio/computer order coming next month

➤ **Milestones & Timeline**

- Drafted preliminary high level and more comprehensive task list for a 15-month implementation schedule



Milestones

April 2021 to July 2022

Lathrop Police Department

Milestones include key benchmarks in the process to form a new City of Lathrop Police Department and represents the best estimates for completion.



APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021
<p>Project Initiated</p> <ul style="list-style-type: none"> ✓ CC Approves Starting New Police Department ✓ MRG Retained ✓ Initiate Contact with POST Re: Agency Recognition 	<p>Project Team</p> <ul style="list-style-type: none"> ✓ CC Approves CPS Proposal ✓ Recruitment Strategic Plan ✓ Chief Recruitment Starts ✓ Investigate Dispatch Opt. ✓ Police Webpage ✓ FAQ & Fact Sheet ✓ Citizen Survey ✓ ID Background Vendors ✓ Develop Critical Issues List 	<p>Outreach</p> <ul style="list-style-type: none"> ✓ HR Dir. Recruitment Starts ✓ Chief Selection Starts ✓ Citizen Survey Report ✓ Recruitment Videos <ul style="list-style-type: none"> • Best Practice Visit(s) ✓ Eval. Station Readiness ✓ Vehicle Transition Plan ✓ ID Software/Hardware Needs 	<p>PERS Approval Safety Retirement</p> <ul style="list-style-type: none"> ✓ Chief Selected ✓ PERS Safety Retirement Establishment ✓ Records: In-House or Contact Decision ✓ ID Veh. Maintenance Vendors ✓ HR Dir. Selection 	<p>Leadership Team Recruitment</p> <ul style="list-style-type: none"> ✓ Commander Recruitment Starts ✓ Station Modification Planning ✓ ID needed Officer Safety Equipment ✓ Select Software/Hardware, like RMS

Key Accomplishments:

- ✓ Initiated Chief and all sworn recruitments
- ✓ Created Lathrop PD Webpage
- ✓ Ordered Police vehicles



SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022
Chief Onboard <ul style="list-style-type: none"> ✓ New Chief Starts ✓ Community Meet the Chief ✓ Dispatch Contract ✓ Property/Evidence Determination 	Station Modification <ul style="list-style-type: none"> • Station Modification Starts ✓ Sgt Recruitment Starts ✓ Equipment Procurement Begins • HR Dir. Starts ✓ Design Badge/Patch/Veh. Graphics 	Equip. Procurement <ul style="list-style-type: none"> • Commanders Selected ✓ Sgt. Selection Process • Specialized Svc Agreements • Officer Equipment Procurement 	Policy Development (P&P) <ul style="list-style-type: none"> ✓ Begin Dev. P&P Procedures • Commanders Start ✓ Officer Recruitment Starts • Contract for Major Investigation Support 	Staff Recruitment <ul style="list-style-type: none"> • Sgts Start ✓ Contract for Backgrounds ✓ Other Staff Recruitment Starts • Design Patrol Beats ✓ Configure Shifts & Bid Process

Key Areas of Focus:

- ✓ Implement Dispatch agreement
- ✓ Community Outreach
- ✓ Begin preparing LPD Policies & Procedures
- ✓ Modifications to LPD building



FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022
Station Readiness <ul style="list-style-type: none"> • Station Mod. Complete • Officers Selected • Some Specialized Off. Positions Start 	Leadership in Place <ul style="list-style-type: none"> • Some Officers Start • Leadership Team Dev. & Coaching • Specialized Training 	Officers & Staff Onboarding <ul style="list-style-type: none"> • All Staff Onboard • P&P Developed • Develop Training • Equipment Readied for Issue • New Veh. Equipped 	Training <ul style="list-style-type: none"> • Staff Training, Team Scenarios, Firearms Qualifications, & Team Building • City Familiarization • Officer Bidding • Community Education 	Final Details <ul style="list-style-type: none"> • Final Preparations • Station Dedication • Community & Family Open House • Thank You Event for SJSO Staff • June 30: We're Ready, We're Set, It's Go Time



July 1, 2022

Lathrop Police Department Complete



Key Areas of Focus:

- ✓ Upfitting of vehicles
- ✓ Ordering equipment
- ✓ Onboarding LPD personnel
- ✓ Training & Teambuilding

