



LATHROP POLICE DEPARTMENT

March 14, 2022

Regular City Council Meeting

Item 2.1



Background



- ▶ On March 22, 2021 the City created Capital Improvement Project GG 21-11 to establish the new Lathrop Police Department
- ▶ The project continues to be funded within the City Council approved Lathrop Police Department Start-up Budget
 - ▶ Hiring proceeding
 - ▶ Dispatch hiring progressing, augmentation available
 - ▶ Equipment arriving
 - ▶ Community meetings conducted and well-received
- ▶ This is a regular update for the City Council

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
Project Initiated	Project Team	Outreach	PERS Approval Safety Retirement	Leadership Team Recruitment
<ul style="list-style-type: none">✓ CC Approves Starting New Police Department✓ MRG Retained✓ Initiate Contact with POST Re: Agency Recognition	<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	<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	<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	<ul style="list-style-type: none">✓ Commander Recruitment Starts✓ Station Modification Planning✓ ID needed Officer Safety Equipment✓ Select Software/Hardware, like RMS

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



July 1, 2022

Lathrop Police Department Complete



Community Meetings

- ▶ Series of 4 community meetings held
 - ▶ Meet the Lathrop PD Command Staff (Chief, 2 Commanders)
 - ▶ Questions & Answers
 - ▶ River Islands Welcome Center
 - ▶ Generation Center
 - ▶ City Hall
 - ▶ Community Center/Senior Center



City Council Update: Recruitments

The following positions are authorized for employment:

SWORN OFFICER POSITIONS

STATUS

Chief of Police (1)

Hired

Commander (2)

Hired

Sergeant (6)

3 start work 3/22; 2 on last step, will confirm start date soon; 1 position vacant

Police Officer (24)

22 in background; third round of interviews held 3/10

City Council Update: Recruitments

The following positions are authorized for employment:

NON-SWORN POLICE POSITIONS STATUS

Executive Assistant (1)	Hired
Records Supervisor (1)	Starts work 4/4
Records Assistant (2)	1 interview to be scheduled; 1 starts work 4/4
Mgmt. Analyst I/II (1)	Interviews 3/8-9
Prop. & Evidence Tech (1)	Recruitment starting late March
Community Services Supv (1)	1 on staff
Community Services Offc (5)	2 on staff; Recruitment starting late March for 3 positions

Update: Dispatch Services

- ▶ Lathrop contracts with the City of Ripon to provide dispatch/9-1-1 services beginning 7/1/2022 to the City of Lathrop
 - ▶ Ripon is a regional dispatch provider with existing service to City of Escalon.
- ▶ Ripon dispatch has 6 positions, will increase to 12 positions.
 - ▶ Holding continuous recruitment
 - ▶ Use Criticalll assessment tool for candidates
- ▶ Two PD staff trained to provide coverage as needed
- ▶ Starting 7/1/22, dispatch services will be provided as scheduled
- ▶ One new dispatch console will be added

Update: Dispatch Services

Status of Ripon Dispatch Hiring

- ▶ As of March 8th:
 - ▶ 1 new hire in training, expected to finish around 5/1/22
 - ▶ 1 new hire started training 3/9/22, expected to finish around 7/9/22
 - ▶ 2 candidates in background now
- ▶ Assessment in process until 3/19/22 for 75 applicants
- ▶ Summary:
 - ▶ 2 in training
 - ▶ 2 in background
 - ▶ 2 vacancies with 75 applicants

City Council Update: Operational Items

- ▶ The necessary officer-related equipment is arriving at Lathrop PD
 - ▶ Handguns, rifles, ammunition, tasers, holsters, body cameras
- ▶ Vehicles:
 - ▶ All 7 Dodge Chargers have arrived and are upfitted with lights and sirens
 - ▶ 16 Ford Interceptors are being painted and upfitted with lights and sirens



Questions?

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The overall composition is clean and modern, with the text 'Questions?' centered in the upper left quadrant.