



Frequently Asked Questions (FAQ)

Lathrop Police Department Recruitment

Updated 10/11/21

COMPENSATION:	
Where can I find information on benefits for new Lathrop Police Department staff?	The newly adopted Sworn Compensation Plan and Other General City benefits are listed here .
PENSION:	
Sworn pension formula for new Lathrop Police Department	<p>The Public Employees' Pension Reform Act (PEPRA) took effect January 1, 2013. This legislation modified what pension formulas are available for new PERS agreements after that date. The 2.7% @ 57 formula has been implemented for sworn Lathrop police personnel. See additional CalPERS information on the impact of PEPRA here.</p> <p>New hires coming from another PERS agency will carry with them their prior service time with their prior formula. Service time going forward will be calculated under the 2.7% @ 57 formula.</p> <p>https://www.calpers.ca.gov/page/about/laws-legislation-regulations/public-employees-pension-reform-act</p> <p>No participation in Social Security; there is a deduction for Medicare.</p>
Non-sworn pension formula for new Lathrop Police Department	<p>The City contracts with CalPERS for the following miscellaneous formulas:</p> <ul style="list-style-type: none"> • Tier one – Employees hired prior to April 30, 2011; 2% @ 55 Public Employees Retirement System (PERS) retirement benefit • Tier two – Employees hired after April 29, 2011; 2% @ 60 Public Employees Retirement System (PERS) retirement benefit. • Tier three – Employees hired after December 31, 2012; 2% @ 62 Public Employees Retirement System (PERS) • No participation in Social Security; there is a deduction for Medicare



<p>Will new hires have reciprocity?</p>	<p>Yes, a new employee coming from a different, non-PERS pension system (County 37 Act system) or a current PERS pension system, will have reciprocity as long as there was no break in service exceeding 6 months.</p> <p>If you have specific questions about establishing reciprocity, CalPERS provides additional information here</p>
<p>CalPERS Contact Information</p>	<p>If you have specific questions about your pension benefits, you can contact CalPERS directly by phone or email here</p>
<p>OUT OF STATE CANDIDATES:</p>	
	<p>We welcome out of state candidates, however please carefully review the Peace Officer Standards and Training website about requirements for California’s Regular Basic Course training requirement (here). We strongly encourage you to initiate this process as soon as possible to ensure timely completion of the Basic Course Waiver Process. If you need additional, information contact Julie Gorwood at POST at (916) 227-3915. The City may be willing to sponsor personnel who must attend a POST Requalification Course. The next course will be offered in San Jose, CA in January 2022.</p>
<p>OTHER POST-EMPLOYMENT BENEFITS:</p>	
<p>Retiree medical contribution</p>	<p>The City offers retiree medical for employees who retire from Lathrop between the ages of 55-65. Depending on years of Lathrop service, the employee may qualify for 25% to 100% of the City-paid health premium for up to 2-party coverage.</p>
<p>Conversion of sick leave</p>	<p>Sworn officers may convert accrued sick leave toward payment of medical premiums after retirement after 10 years of service.</p>
<p>WORK SCHEDULES:</p>	
<p>What are work schedules for the new Lathrop Police Department?</p>	<p>Patrol Officers’ deployment schedule will include a 4/10 shift (four 10-hour days) and a 3/12.5 shift (three 12.5 hour days).</p>



SENIORITY:	
	Seniority will be based on all full-time employment as a sworn peace officer.
POLICE DEPARTMENT AND VEHICLES:	
Where is the new Police Department Headquarters?	A brand new, state-of-the-art Lathrop Police Department headquarters has recently been completed. It is located approximately 1 mile from City Hall at 940 River Islands Parkway. The building includes a fully equipment gym facility and locker station for employees.
Will there be Police Department vehicles for Command Staff?	The City has ordered 23 new vehicles and will take possession of additional City-funded vehicles and motorcycles when the new Department opens. There will be Police Department vehicles assigned to Commanders and the Chief.