

LATHROP POLICE DEPARTMENT

JOIN OUR TEAM



# NOW HIRING POLICE OFFICERS

BASE SALARY RANGE: \$107,916 - \$131,173 ANNUALLY



- [Video - About Lathrop Police Department](#)
- [Local Housing Assistance for Sworn Staff](#)
- [Lathrop Police Officers Association MOU](#)

## The Position

The City is looking for experienced Police Officers to join the Lathrop Police Department. Newly hired Police Officers will be enthusiastic and compassionate individuals committed to community policing and dedicated to addressing the needs of the community. Under general supervision, performs law enforcement and crime prevention tasks and duties related to the protection of public health, safety, and welfare; patrols an assigned area to ensure the enforcement of all applicable federal, state, and local laws; performs investigative work; and performs additional related duties as assigned.

## Ideal Candidate

A successful Police Officer candidate will be an enthusiastic and compassionate individual dedicated to addressing the needs of the community for which they serve. Other key characteristics of an ideal candidate will include the following knowledge, skills, abilities, and characteristics:

- A strong desire and willingness to learn and grow as a Police Officer
- Excellent interpersonal skills
- The ability to make sound decisions
- Emotional intelligence
- The ability to establish rapport and trust with community members, other Police Officers, command staff, and civilian staff
- Cultural sensitivity
- A common-sense approach when approaching unique situations
- Situational Awareness



## About Lathrop

Incorporated in 1989, the City of Lathrop is located in the Northern San Joaquin Valley and sits east and west of the San Joaquin River. Interstate 5, Interstate 205, and State Route 120 intersect within the city. We are located approximately 70 miles east of San Francisco and 70 miles south of Sacramento. Monterey, Santa Cruz, Napa Valley, and the Sierra Nevada Mountains are all located within 2 hours of Lathrop. Lathrop is centrally located within a 30-minute commute of Tracy, Manteca, Stockton, Ripon, Lodi, Modesto, and Livermore.

The Department's January 1, 2026, population estimates show Lathrop grew from 38,791 residents in 2025 to 40,942 residents in 2026, an increase of 2,151 people, or 5.5%. The report ranks Lathrop as the second fastest-growing city in California with a population over 30,000, behind only Mountain House. Lathrop also ranked fifth among California cities under 300,000 residents for the largest numeric population increase. With the continued growth in the residential communities, our population is anticipated to reach approximately 70,000.

## The Department

The City of Lathrop Police Department was established in June 2022. The Department consists of 48 sworn positions and is supported by a team of Community Service Officers, Records Unit, Property and Evidence Unit, as well as administrative and budget support staff. Dispatch services are contracted with the City of Ripon.

For information, about the City of Lathrop Police Department, please view the following links:

- [Lathrop Police Department Transition Page](#)
- [Police Operations Division](#)
- [Police Support Division](#)
- [City of Lathrop Ranked Among California's Fastest-Growing Cities](#)



# Compensation and Benefits

The City of Lathrop provides a competitive and comprehensive benefits package for regular full-time City employees, including:

## ■ HEALTHCARE

Monthly contribution of \$2,187 per month toward medical, dental, and vision insurance. Any unused portion (up to \$766) of the health insurance contributions may be cashed out, applied toward a section 125 dependent care account, or contributed to one of the available 457 plans.

## ■ CALPERS RETIREMENT

CalPERS Public Safety Tier 2.7% at 57.  
Employee Contribution is 14.5%

## ■ RETIREE HEALTH

City paid retiree medical 55-65 = same health benefits premiums as active employees (Retiree +1) City paid medical at Medicare eligibility (65) = minimum employer contribution (\$162 for 2026) Employee vesting schedule upon retirement from the City.

Hired on or after January 1, 2015

- 25% vested at 5 years
- 50% vested at 10 years
- 100% vested at 15 years

## ■ BARGAINING UNIT

Represented by the Lathrop Police Officers Association MOU for LPOA

## ■ VACATION (ACCRUED BI-WEEKLY)

- 0-4 years: 80 hours
- 5-9 years: 120 hours
- 10+ years: 160 hours

## ■ SICK LEAVE

96 hours (accrued bi-weekly). Upon accumulation of 96 hours sick time, up to 40 hours may be converted to vacation as outlined in the Personnel Rules and Regulations.

## ■ TERM LIFE INSURANCE

City paid coverage equal to annual base salary.

## ■ DEFERRED COMPENSATION

Voluntary employee participation in four (4) 457 plans. City contribution for Classic CalPERS members only.

## ■ EMPLOYEE ASSISTANCE PROGRAM

The EAP provides clinical and short-term counseling, as well as assistance for financial, legal, childcare and eldercare issues.

## ■ FLEXIBLE SPENDING

Voluntary employee participation in medical and dependent care flexible spending accounts.

## ■ HOLIDAYS

Twelve holidays annually and one floating holiday. New employees hired after July 1st shall not accrue a floating holiday until the following July 1st.



## COMPREHENSIVE BENEFITS

- Medical/Dental/Vision Contribution, \$2,187/Month
- Post-Retirement Medical (Vesting Scale)
- Vacation - 80 Hours Annually
- Sick Leave - 96 Hours Annually
- 457 Plan Contribution for Classic Members
- Life Insurance - 1X Annual Salary
- \$1,200 Uniform Allowance Annually

## INCENTIVES

- \$10,000 Local Housing Assistance (Limited Funding)
- Up to 5% Educational Incentive Pay
- Incentive Pay for POST Intermediate and Advanced Certificates
- 5% Special Assignment Pay (As Identified by MOU)
- \$2,500 Bonus upon completion of FTO Training program.



## Minimum Qualifications

### Education and Experience

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be graduation from high school or equivalent and successful completion of a Peace Officer Standards and Training (P.O.S.T.) certified Police Academy. College-level coursework and specialized training in law enforcement, criminal justice, or a related field are highly desirable.

### Additional Requirements

Must be at least 21 years of age; must successfully complete a comprehensive P.O.S.T. background investigation, physical examination, drug testing, and psychological evaluation; must be legally authorized to work in the United States by federal law at the time of appointment and meet all California State Minimum Selection Standards set forth by P.O.S.T. and California law.

### License/Certificate

- Possession of academy completion certificate.
- Possession of, or ability to obtain, a valid CPR certification.
- Possession of a valid California Driver's License, Class C or higher, prior to the date of appointment.

## Recruitment Process

To join our dynamic team, please submit a City of Lathrop employment application by visiting the Government Jobs website at:

<https://www.governmentjobs.com/careers/Lathrop>

A résumé and/or cover letter may be submitted, but should not be used as a substitute for proper completion of the application. Employment offers are contingent on successful completion of a pre-employment physical exam, Department of Justice fingerprint clearance, and a thorough background check.

POST compliant background investigations are completed by a third party investigator.

**The full job description can be viewed by accessing the following link:**

[City of Lathrop Police Officer](#)

*The City of Lathrop is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, age, color, sex, sexual orientation, gender, national origin, or disability.*

*Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process. The selection process may include an oral board interview, a departmental interview, and other related components.*

City of Lathrop  
Human Resources Department  
390 Towne Centre Drive  
Lathrop, California 95330  
Phone: (209) 941-7350  
Fax: (209) 941-7359  
[www.ci.lathrop.ca.us](http://www.ci.lathrop.ca.us)

