
AUTHORIZE THE FUNDING OF THREE (3) ADDITIONAL SWORN OFFICERS FOR THE LATHROP POLICE DEPARTMENT

CITY COUNCIL SPECIAL MEETING

OCTOBER 21, 2024 | ITEM: 2.1



AUTHORIZE THE FUNDING OF THREE (3) ADDITIONAL SWORN OFFICERS FOR THE LATHROP POLICE DEPARTMENT



During the October 14, 2024 City Council Meeting, Council directed staff to return with an item to authorize the funding of additional officers for the Lathrop Police Department.

ONE ADDITIONAL SWORN OFFICER POSITION



Staff is requesting one additional sworn officer position

1. A stand-alone Traffic Unit was recently announced in response to the need for additional traffic enforcement. This unit will be staffed with three motor officers and one sergeant.
2. One of the motor officer positions was previously assigned to patrol, and reassignment will leave one less officer on patrol unless an additional position is approved.

ONE ADDITIONAL SWORN OFFICER POSITION



The total cost for one full-time sworn officer, including salary, benefits, and signing bonus is \$199,00. This is proposed to be funded from Measure C (1060).





TWO OVER-HIRE SWORN OFFICER POSITIONS

LPD faces a potential gap in staffing due to officer attrition, worker's compensation leaves, etc.

Staff is requesting two additional over-hire sworn officer positions

1. Due to statutory requirements, the hiring process for sworn officers takes an average of 4-6 months. Waiting until there is a vacancy to begin the hiring process means that the position will remain vacant during that timeframe.
2. These two over-hire positions will help mitigate the delay in replacing sworn officers, as the replacement officer will begin the hiring process as soon as a projected vacancy is identified.
3. Funding is proposed to come from a combination of salary savings from vacant positions and reduced overtime costs. The additional cost for FY 24-25 will be \$125,000 plus a \$10,000 signing bonus (2 officers at \$5K each).
4. Funding for the additional \$135,000 is proposed to come from the General Fund.

FISCAL IMPACT



The total cost for the three additional sworn officers for FY 24-25 is \$334,000. A budget amendment is needed as follows:

<u>Increase Transfer Out</u>	
1060-9900-990-9010	\$199,000
<u>Increase Transfer In</u>	
1010-9900-393-000	\$199,000
<u>Increase Expenditures</u>	
1010-4030-410-1100 Salaries	\$319,000
1010-4030-410-1150 Signing Bonus	\$ 15,000

RECOMMENDATION



- Staff recommend Council to approve the funding for the additional sworn positions, approve the proposed amended position roster control, and approve the related budget amendment.