



Tracy Police Department

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TRACY POLICE DEPARTMENT ANNUAL REPORT

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MESSAGE FROM THE CHIEF



Dear Tracy Community,

As we step into 2024, I am honored to share with you the progress and endeavors of the Tracy Police Department over the past year. This annual report serves as a reflection of our commitment to safety, innovation, and community partnership, as well as a transparent account of our challenges and achievements.

Our dedication to public safety and community well-being remains steadfast. The officers and staff of the Tracy Police Department have worked tirelessly to uphold the highest standards of law enforcement, embracing change and innovation to better serve you.

In 2024, community engagement continues to be a cornerstone of our efforts. Through neighborhood watch programs, outreach events, and collaborative initiatives, we strive to strengthen the bond between our department and the diverse, vibrant community we are privileged to serve. Your involvement and

feedback guide us in tailoring our services to meet the unique needs of Tracy. Transparency and open communication remain at the forefront, with enhanced online resources and ongoing transparency on social media ensuring you stay informed and connected.

This year, we are building on our technological advancements to enhance our capabilities. The integration of drones has provided us with invaluable tools for rapid assessments, search and rescue missions, and situational awareness. The Real-Time Information Center (RTIC) and the red light photo enforcement camera projects are currently underway and will be implemented in the coming months. These initiatives underscore our commitment to improving public safety and traffic management in Tracy.

Compassionate responses to crises are also a key focus. Our Mobile Evaluation Team, developed in collaboration with mental health professionals, continues to provide specialized support to individuals in need. Additionally, the expansion of our Traffic Safety Unit to provide seven-day-a-week coverage reflects our dedication to reducing traffic-related incidents and promoting safe roadways for all.

While we celebrate these accomplishments, we acknowledge the challenges that come with progress. The evolving demands of modern law enforcement require adaptability, and we remain committed to equipping our officers with the training and resources needed to meet these challenges with professionalism and sensitivity.

As we move forward, your feedback remains essential. Together, we can address concerns, foster trust, and shape the future of policing in Tracy. Our collective efforts will ensure that we continue to grow as a safe, inclusive, and thriving community.

In closing, I extend my heartfelt gratitude to the Tracy community for your unwavering support. The successes of the past year are a testament to what we can achieve together. The Tracy Police Department is proud to serve you, and we look forward to the opportunities and challenges ahead in 2025.

Sincerely,

SEKOU MILLINGTON

Chief of police



TRACY POLICE MISSION & VALUES

MISSION STATEMENT

The Tracy Police Department aims to keep Tracy a safe place in which to live, work, and invest.



VALUES

The Tracy Police Department works to preserve the safety and high quality of life in Tracy through value-based policing.

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TRACY POLICE EXECUTIVE STAFF



Sekou Millington
CHIEF OF POLICE



Mike Richards
Sergeant
OFFICE OF THE CHIEF



Craig Kootstra
Lieutenant
**PROFESSIONAL STANDARDS
& TRAINING DIVISION**



Beth Lyons-McCarthy
Manager
**BUREAU OF
SUPPORT SERVICES**

- Fiscal Management
- Animal Services
- Communications
- Records



Octavio Lopez
Captain
**BUREAU OF
FIELD OPERATIONS**

- Patrol Division
- Special Enforcement Team
- Community Services Division
- SWAT
- Traffic Safety Unit
- Drone Cadre



Luis Mejia
Captain
**BUREAU OF
INVESTIGATIONS**

- General Investigations
- Special Investigations
- Hi-Tech Crimes
- Crime Scene Unit



HONORABLE CITY COUNCIL & CITY MANAGER



MAYOR PRO TEM
Ellassia Davis



MAYOR
Nancy Young



COUNCIL MEMBER
Dan Arriola



COUNCIL MEMBER
Mateo Bedolla



CITY MANAGER
Midori Lichtwardt



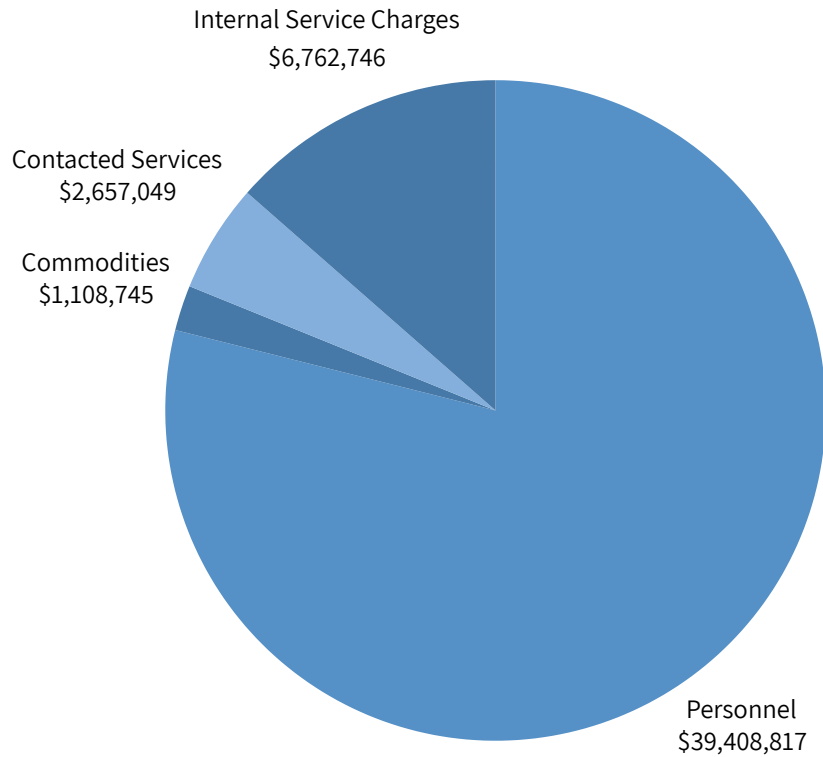
COUNCIL MEMBER
Dan Evans



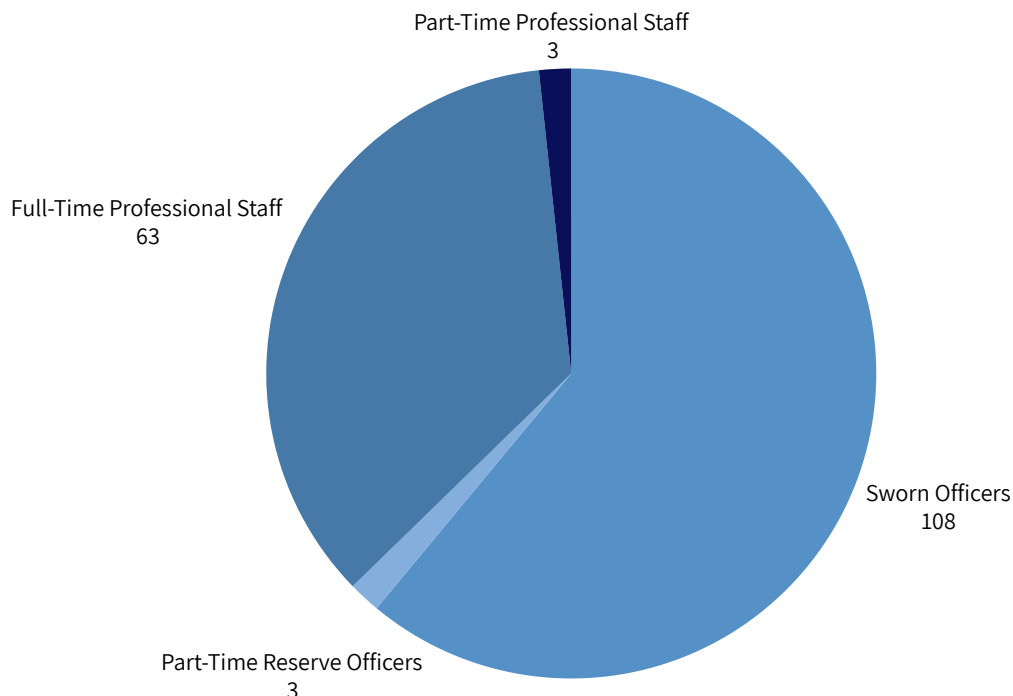
DEPARTMENT PERSONNEL & BUDGET

The Tracy Police Department budget (\$49,937,357) was allocated to 108 full-time sworn officers, 63 full-time professional staff, 3 part-time reserve officers, and 3 part-time professional employees. The following chart shows the distribution and cost of personnel.

BUDGET ALLOCATION



PERSONNEL ALLOCATION

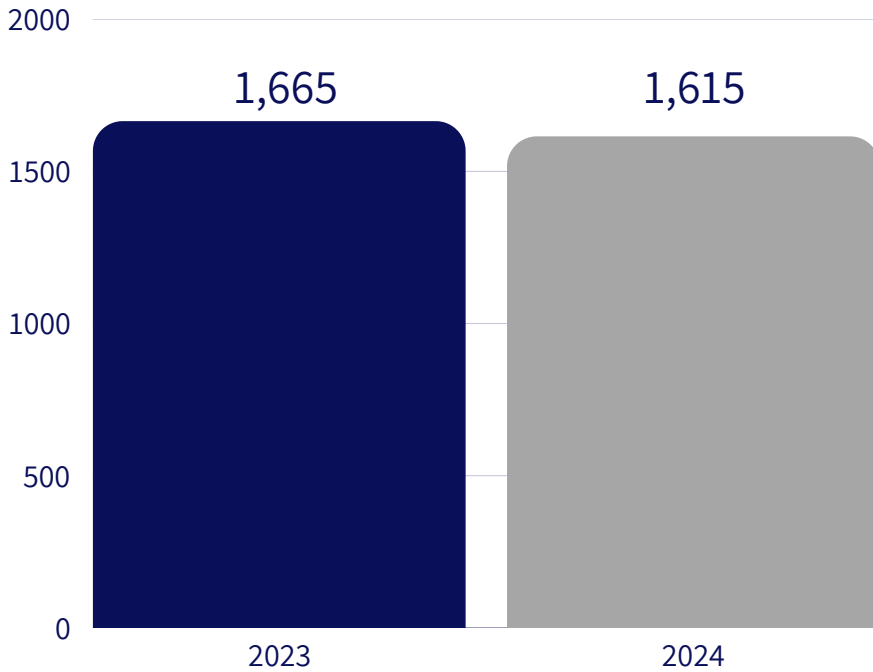


NATIONAL INCIDENT-BASED REPORTING SYSTEM

The Tracy Police Department regularly shares its monthly crime data with the Federal Bureau of Investigations (FBI) using the National Incident-Based Reporting System (NIBRS). They categorize crimes into two main groups:

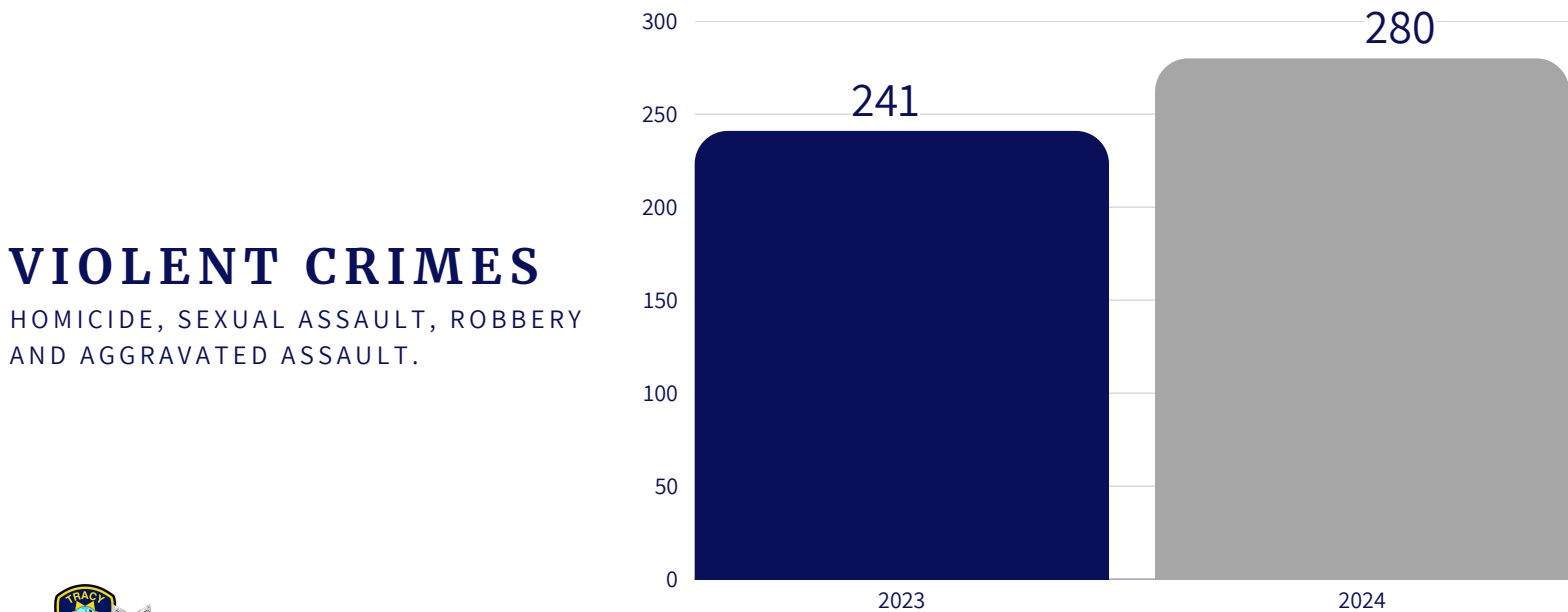
Violent Crimes: These are the most serious offenses, including homicide, sexual assault, robbery, and aggravated assault.

Property Crimes: This category involves crimes related to property, such as burglary, larceny, auto theft, and arson.



PROPERTY CRIMES

BURGLARY, LARCENY, AUTO THEFT, AND ARSON.



VIOLENT CRIMES

HOMICIDE, SEXUAL ASSAULT, ROBBERY AND AGGRAVATED ASSAULT.



OFFICE OF THE CHIEF OF POLICE



Mike Richards
Chief of Staff

We are not a team because we work together. We are a team because we trust, respect, and care for each other.

-Vala Afshar

The Chief of Police's Office is overseen by the Chief of Staff and staffed by the Executive Assistant, a Police Support Services Technician, a Police Community Relations Coordinator, and the Department's Wellness Dog.

In 2024, the Office of the Chief focused on enhancing communication and modernizing operations. Significant strides were made in expanding the Department's presence on social media platforms and strengthening relationships with local and regional media outlets to foster transparency and community engagement.

The implementation of digital business cards introduced a streamlined way for staff to connect with community members and professional partners. Advancements in technology also included updates to the Emergency Operations Center (EOC), improving its capabilities for crisis response and coordination.

The Department's Wellness Dog, Hope, continued to play a vital role in outreach efforts by making visits to local schools and community events. Hope has brought smiles to everyone's day, fostering positive connections between the Department and the community.

Additionally, the Office conducted a comprehensive study of radio call signs, seeking to enhance clarity and efficiency in communications.



PROFESSIONAL STANDARDS & TRAINING



Craig Kootstra
Lieutenant

The Professional Standards & Training Division of the Tracy Police Department, led by a lieutenant and sergeant, ensures the department maintains high professional standards. This Division is responsible for developing policies, overseeing training programs, and conducting administrative investigations, while also managing audits and coordinating external inspections from agencies like POST and the California Department of Corrections and Rehabilitation.

The Division oversees various essential training programs, including Field Training, firearms, defensive tactics, de-escalation, and professional development, while ensuring compliance with POST and legislative mandates. It is also managing improvements to the Tracy PD Firing Range, with completion expected by Winter 2025.

In the first half of 2024, the Division transitioned to the Taser 10, reviewed internal affairs investigations, and improved inventory management. It is also preparing to implement the Permitted CCW Tracking Software for concealed carry weapon applications.

Looking ahead, the Division plans to expand its Range and Tactical Cadres, deploy new patrol rifles, and refine the Field Training Officer program to ensure new recruits are well-prepared for independent service. These efforts will continue to uphold the department's high standards of professionalism and service to the community.

Ethics is knowing the difference between what you have a right to do and what is right to do.

-Potter Stewart



Personnel Investigations

Total: 9

Personnel investigations are conducted by the Professional Standards & Training Division and submitted to the Chief of Police for review.

The Chief of Police believes both uses of force incidents and personnel investigations are of the utmost importance to critically review to ensure compliance with policy and law. This process helps the Tracy Police Department improve, and ensure accountability to the Community who places their trust in the Tracy Police Department.

Category	Exonerated	Not Sustained	Sustained	Unfounded	Admin. Closure	Pending	Total
Administrative Complaints	0	0	3	0	0	1	4
Citizen Complaints	0	0	1	4	0	0	5

Use of Force

Total: 16

The following shows a statistical review of the use of force by members of the Tracy Police Department and personnel complaints from the community or generated internally.

Each use of force incident is reviewed to ensure compliance with policy, law, training, and best practices. The review process is completed by a member of the department's command staff and each one is reviewed by the Chief of Police.

Suspect Characteristics		Reason for Contact		Race/Ethnicity	
Suspect Age	Incidents	Reason	Incidents	Race/Ethnicity	Incidents
0-20	2	Calls for Service	12	African American	3
21-30	1	Self-Initiated Activity	4	Hispanic	9
31-40	8			White	3
41+	5			Other	1

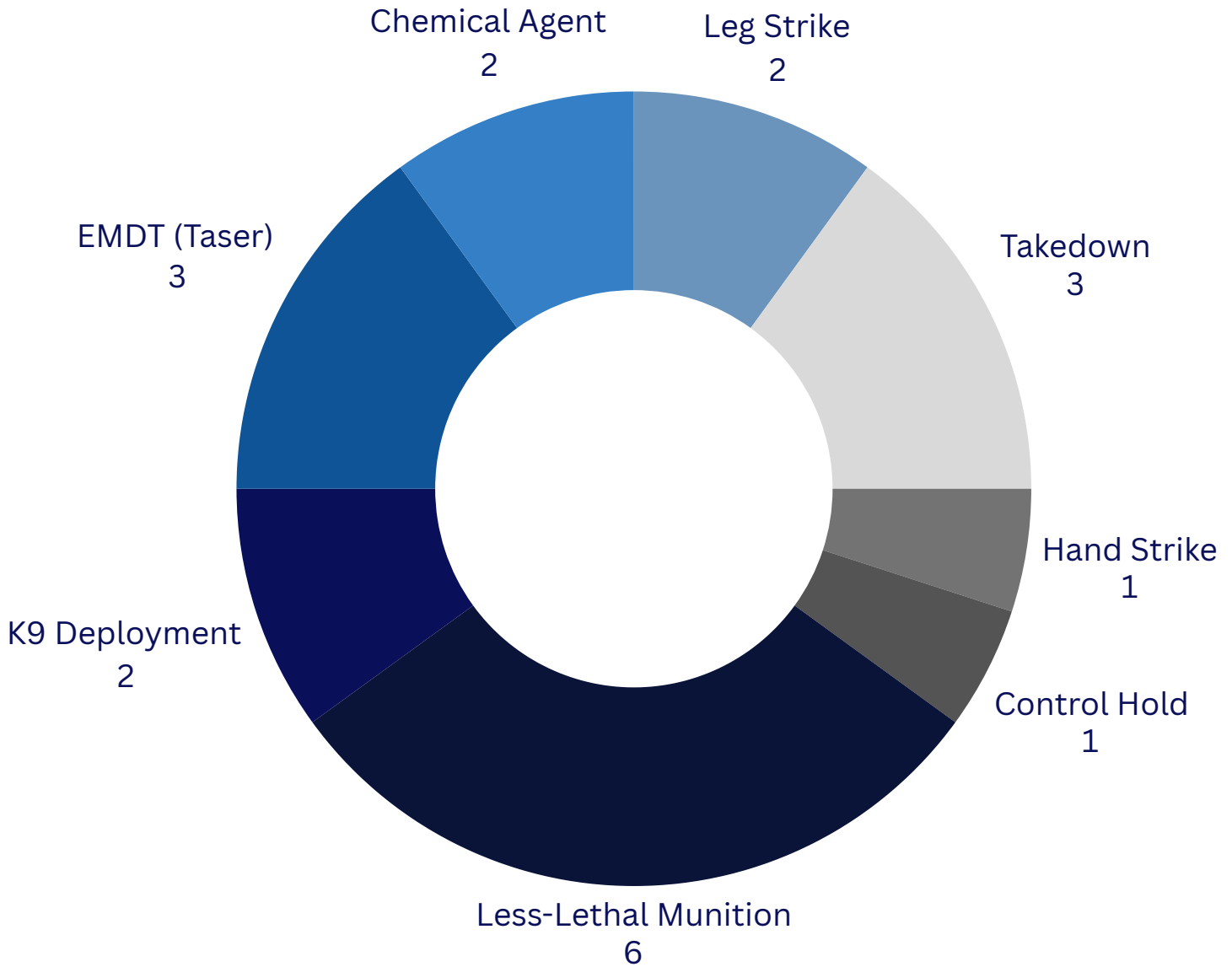


Types of Force Used

Total uses of force: 16

Total applications of force: 20

Force was used 16 times by Tracy Police in 2024 to arrest or detain subject(s). In some incidents of force, more than one force option was applied to gain compliance.



BUREAU OF FIELD OPERATIONS



Octavio Lopez
Captain

The ability of the police to perform their duties is dependent upon public approval of police existence, actions, behavior, and the ability of the police to secure and maintain public respect.

-Sir Robert Peel

The Bureau of Field Operations (BFO) is the Tracy Police Department's primary connection to the community, providing 24/7 frontline law enforcement. Led by a captain and a team of lieutenants and sergeants, BFO oversees specialized units focused on traffic safety, gang activity, narcotics, and quality-of-life issues. Key units include the Special Enforcement Team (SET), Traffic Safety Unit, Community Service Division, and Code Enforcement.

Uniformed patrol officers form BFO's backbone, responding to a wide range of service calls with the support of technologies like Automatic License Plate Readers (ALPR) and Unmanned Aircraft Systems (UAS). The Community Services Division, with School Resource Officers, Neighborhood Resource Officers, and Community Service Officers, emphasizes public safety, mental health response, and community engagement, freeing patrol officers to focus on urgent calls.

In 2024, BFO expanded its impact with new personnel, technology upgrades, and proactive enforcement. From SET's major narcotics seizures and K-9 Unit successes to advancements in drone operations and strengthened community partnerships, BFO remains committed to innovation, professionalism, and public trust.



Patrol Operations



CALLS FOR SERVICE RESPONSE TIMES

PRIORITY 1	5:26
PRIORITY 2	5:50
PRIORITY 3	5:57

Patrol Operations serves as the essential foundation of the Tracy Police Department, delivering continuous and comprehensive law enforcement services tailored to the needs of the community. As the first line of defense against crime and emergencies, patrol officers play a crucial role in maintaining public safety. They are tasked with responding to both emergency situations—such as accidents, assaults, and other urgent matters—and non-emergency calls, which range from noise complaints to requests for assistance with minor incidents.

To effectively cover the vast array of neighborhoods within Tracy, patrol officers engage in regular patrols, utilizing marked police vehicles, bicycles, and foot patrols to navigate various areas and maintain a strong visual presence. This visibility is not only tactical; it serves as a deterrent to potential criminal activity, as the presence of law enforcement fosters a sense of security among citizens.

The responsibilities of patrol officers extend beyond mere response; they actively investigate crimes that occur within their beat. This includes gathering evidence, interviewing witnesses, and working to compile reports that may lead to apprehending suspects. In addition, officers conduct traffic stops to address California Vehicle Code violations and educate drivers on safe driving practices, contributing to overall road safety.

To enhance their operational effectiveness, patrol officers utilize advanced technology and data-driven strategies. Tools such as drones are employed for aerial surveillance during events or crime scenes, while automated license plate readers assist in identifying vehicles linked to criminal activity. These technologies not only improve the efficiency of investigations but also enhance overall crime prevention efforts.

Community engagement remains a cornerstone of patrol operations. Officers are active participants in local events and outreach programs, working to establish a positive presence in the community. Initiatives like "Coffee with a Cop" and "National Night Out" serve as platforms for casual interaction between officers and residents. These events are designed to break down barriers and build stronger relationships, allowing citizens to engage with law enforcement in a relaxed setting.

Through their unwavering commitment to visibility, proactive service, and the overall well-being of residents, the Patrol Division exemplifies the department's mission to protect and serve. By emphasizing collaborative policing and community relationships, Patrol remains the backbone of the Tracy Police Department, ensuring that every call for help and every concern raised by the community is addressed with professionalism, empathy, and care.



Special Enforcement Team



The Special Enforcement Team (SET) is a highly specialized unit within the Tracy Police Department dedicated to proactive law enforcement strategies aimed at combating organized crime, gang activity, and narcotics trafficking. Comprised of trained and experienced officers, SET operates with a level of precision that involves the meticulous use of surveillance techniques, undercover operations, and comprehensive intelligence gathering.

SET's work goes beyond traditional enforcement measures. The Team collaborates extensively with other units within the Tracy Police Department, such as the General Investigations Unit and the Special Investigations Unit. This collaboration allows for the pooling of resources and insights, thereby supporting intricate investigations related to serious crimes, including homicides, robberies, and other violent offenses. SET's adaptability to evolving crime trends enables them to effectively tackle emerging threats and hotspots that arise throughout the city of Tracy.

In its efforts to address organized crime and drug issues on a broader scale, SET maintains strong partnerships with various external agencies. These include federal law enforcement entities such as the Federal Bureau of Investigation (FBI) and the Drug Enforcement Administration (DEA), as well as regional law enforcement agencies and local task forces. Such collaborations facilitate cross-jurisdictional operations, allowing SET to engage in coordinated efforts to dismantle extensive criminal networks that may extend beyond local boundaries.

The officers within SET attend trainings designed to equip them with advanced skills in tactical operations, crisis management, and specialized investigative techniques. This training ensures they are prepared to handle high-pressure, high-stakes assignments, which often require a quick and effective response. Beyond their investigative duties, SET serves as a critical resource for both the community and other units, responding to high-priority incidents, conducting targeted enforcement actions in response to local crime problems, and attending community events.

SET's presence has proven to be instrumental in creating a safer environment for the residents of Tracy. By actively working to reduce the prevalence of violent crime and drug-related activity, the team plays a vital role in promoting public safety. Their proactive approach includes various community outreach initiatives. These initiatives are designed to educate residents on recognizing suspicious activities and encourage them to report any criminal behavior to the authorities. In addition, the team partners with local schools to address youth engagement in gangs and drugs, offering educational programs that inform students and parents about the risks and long-term consequences associated with these issues.

The Team's commitment to innovation and collaboration underscores its relentless pursuit of justice and public safety. SET's efforts have led to significant seizures of illegal narcotics, firearms, and other contraband, making a noticeable impact on crime rates and the overall safety of Tracy's neighborhoods. Their unwavering dedication to protecting the Tracy community ensures that residents can feel confident in the Police Department's capacity to respond effectively to both immediate emergencies and long-term public safety challenges. Through these combined efforts, the Special Enforcement Team remains a crucial element in Tracy's strategy for sustained safety and security.



Community Service Officers



Community Service Officers (CSOs) are essential members of the Tracy Police Department, serving as a vital link between law enforcement and the community. These non-sworn personnel take on a diverse array of non-emergency responsibilities that significantly enhance the Department's operational effectiveness. Their duties range from responding to minor traffic collisions—where they assess the situation, document details, and assist with the exchange insurance information—to handling property crimes, where they meticulously gather evidence and write incident reports. By managing these responsibilities, CSOs allow sworn officers to concentrate on emergency calls and high-priority cases, which boosts the Department's overall responsiveness and efficiency.

In addition to their investigative roles, CSOs play a crucial part in traffic management during special events, road closures, and emergencies. They are trained to coordinate the flow of both vehicles and pedestrians, implementing safety measures that prevent accidents and ensure a secure environment for all. Their presence at community events also enhances public safety awareness, as they engage with attendees to promote safe practices and encourage community cooperation.

CSOs are often the first point of contact for residents addressing non-emergency issues. Whether it's assisting someone who has lost property, reporting abandoned vehicles, or stolen property, their accessibility and willingness to help foster a sense of trust and reliability within the community. By providing guidance and support in these situations, CSOs help residents feel connected to the Police Department, breaking down barriers that can sometimes exist between law enforcement and the public.

Moreover, CSOs assist in ensuring that Department records are meticulously maintained and accurate. They play a key role in entering data into systems that support the Department's decision-making processes, facilitating a data-driven approach to public safety. Their attention to detail is critical in ensuring that all reports are complete and reliable, contributing to the Department's larger goals of transparency and accountability.

Beyond these operational and administrative tasks, CSOs engage actively with the community. They participate in educational workshops, neighborhood meetings, and public outreach initiatives that aim to inform and empower residents about various safety issues and community programs. This proactive engagement not only enhances community relationships but also helps to build a network of support that contributes positively to public safety efforts.

Through their thorough and professional handling of diverse responsibilities, CSOs embody the Tracy Police Department's commitment to a collaborative approach to public safety. Their multifaceted roles are fundamental to the overarching mission of serving and protecting the community, ensuring that the Department remains accessible, efficient, and responsive to the needs of all residents. Through their dedication, Community Service Officers facilitate stronger community ties, making them invaluable assets to the Tracy Police Department.



Community Services Division



The Tracy Police Department's Community Services Division is dedicated to enhancing the overall quality of life for Tracy residents by actively addressing a wide range of community challenges. Central to the Division's efforts is the Community Oriented Policing and Problem Solving (COPPS) philosophy, which emphasizes collaboration between law enforcement and the community to identify, address, and solve problems. This approach fosters an environment of trust, cooperation, and shared responsibility, ultimately contributing to the well-being and safety of all community members.

The Community Services Division plays a key role in organizing and executing the Police Department's community outreach initiatives. Beyond simply enforcing laws, this Division works to resolve quality-of-life concerns that impact the daily lives of residents. By forging strong partnerships with organizations such as the Tracy Unified School District, faith-based groups, and a variety of local service providers, the Division ensures a holistic approach to community engagement and problem-solving.

Through these collaborative efforts, the Division not only strives to reduce crime and enhance public safety but also works to build a stronger, more connected, and vibrant community. By addressing the diverse needs of residents and fostering cooperation between local institutions, the Community Services Division is committed to creating a safer, more inclusive Tracy for everyone.

The units assigned to the Community Service Division are:

- Traffic Safety Unit
- Neighborhood Resource Officer
- Familiar Faces Homeless Outreach Team
- School Resource Officer
- Crime Prevention Specialist
- Code Enforcement
- D.A.R.E.
- Volunteers in Police Service
- Police Activities League
- Mobile Evaluation Team



Traffic Safety Unit



The Traffic Safety Unit (TSU) of the Tracy Police Department is a specialized team committed to improving roadway safety through proactive enforcement, education, and strategic collaboration. Operating with a sergeant, a corporal, and a team of four traffic officers, the TSU is trained to investigate complex traffic collisions and implement targeted enforcement efforts. This Unit prioritizes reducing traffic-related incidents and fatalities by addressing high-risk behaviors such as speeding, distracted driving, and impaired driving. Equipped with advanced tools and technology, the TSU performs various operations to enhance safety at intersections and along busy roadways. The pending Red Light Photo Enforcement system exemplifies the Unit's commitment to utilizing innovative solutions to increase compliance with traffic signals and prevent accidents. Additionally, the team regularly partners with state and local agencies to conduct collaborative enforcement events, including the San Joaquin County Saturation Traffic Enforcement Program (S.T.E.P.), commercial vehicle enforcement operations, and pedestrian safety initiatives.

Public education remains a cornerstone of TSU's mission, with officers engaging in outreach campaigns to raise awareness about traffic laws and safe driving practices. Educational events at schools and public forums help instill responsible driving habits in young drivers and remind experienced drivers of the importance of vigilance on the road. The TSU also provides recommendations to city planners regarding road design improvements that can mitigate hazards. The officers' expertise in collision analysis aids in reconstructing complex accident scenes, providing critical insights for determining fault and preventing future incidents.

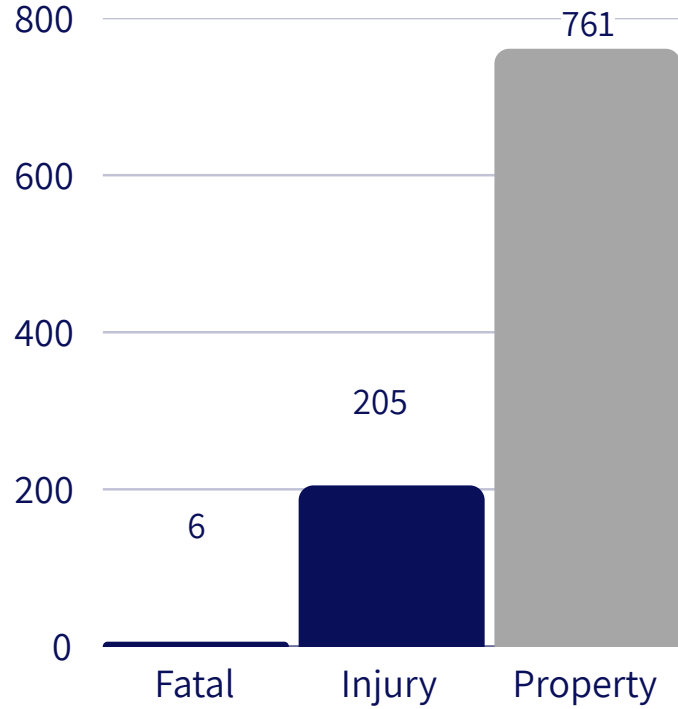
One of the key initiatives of the TSU involves working with the Office of Traffic Safety (OTS) to secure grants that fund specialized enforcement operations targeting impaired driving, seatbelt compliance, and distracted driving. These efforts are complemented by high-visibility enforcement campaigns during peak travel seasons and holiday periods when traffic volumes and risks are heightened. The unit's officers undergo continuous professional development to stay up-to-date with emerging technologies and best practices in traffic safety. By integrating enforcement, education, engineering, and public engagement, the Traffic Safety Unit plays a pivotal role in shaping a safer driving environment for Tracy's residents and visitors.



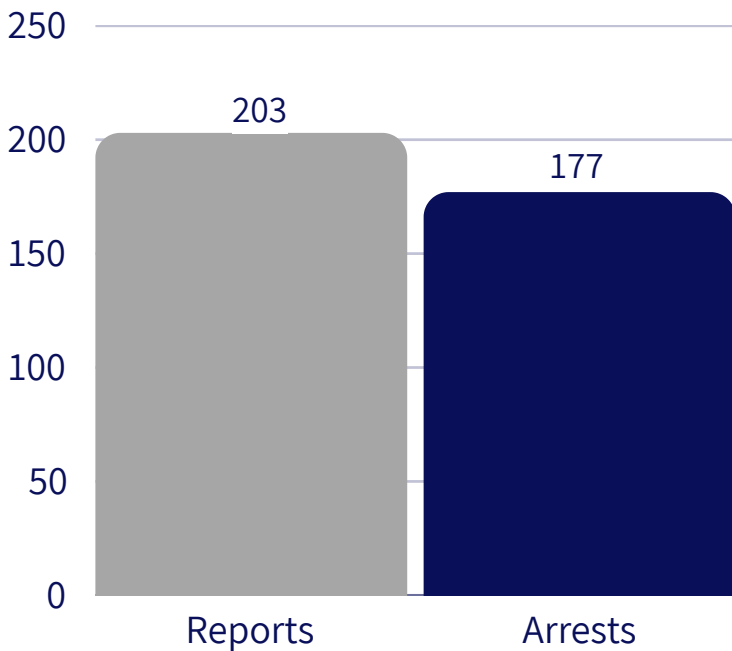
Traffic Safety Unit Data



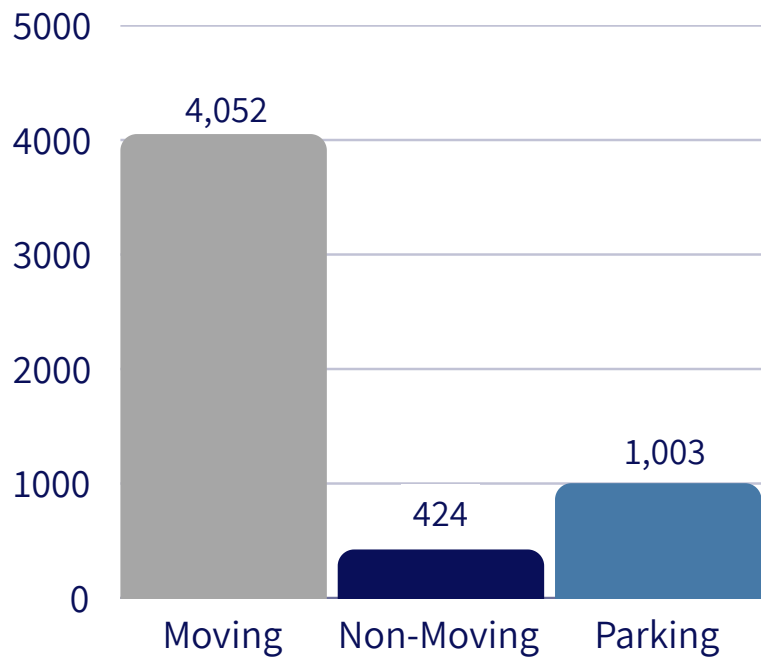
TOTAL COLLISIONS IN THE CITY OF TRACY



TOTAL DUI INVESTIGATIONS IN THE CITY OF TRACY



TOTAL CITATIONS ISSUED IN THE CITY OF TRACY



Neighborhood Resource Officers



Neighborhood Resource Officers (NROs) are integral to the Tracy Police Department's community policing model, focusing on fostering positive relationships with residents and addressing quality-of-life concerns. Acting as liaisons between the Police Department and the community, NROs proactively tackle neighborhood issues, including homelessness and recurring disturbances. In collaboration with the Familiar Faces program, NROs conduct regular outreach efforts to monitor and respond to homeless encampments on public and private properties. Their work includes identifying individuals in need of services, coordinating with partner organizations, and facilitating access to resources such as housing, healthcare, and substance abuse treatment.

NROs also collaborate with Caltrans, Union Pacific Railroad, and other stakeholders to address environmental and safety concerns, ensuring that areas affected by homeless activity are cleaned and secured. Beyond enforcement, these officers engage in educational outreach to promote crime prevention and neighborhood solidarity. Their involvement in community events, neighborhood meetings, and school presentations helps build trust and foster open lines of communication with residents. By blending enforcement with empathy, Neighborhood Resource Officers exemplify the principles of community-oriented policing, striving to enhance safety, trust, and quality of life for all Tracy residents.

Through personalized outreach and tailored solutions, NROs address unique challenges that vary from neighborhood to neighborhood. Their work in mediating disputes between residents, supporting victims of crime, and participating in community clean-up days helps foster a sense of shared responsibility and collective action. These officers also play a critical role in identifying emerging crime trends and collaborating with specialized units to implement strategic responses. By maintaining a visible and accessible presence in the community, NROs enhance the public's confidence in local law enforcement while creating a collaborative environment where safety and well-being are prioritized.



Mobile Evaluation Team



The Mobile Evaluation Team (MET) represents an innovative partnership between law enforcement and mental health services, designed to provide compassionate, on-the-ground support for individuals experiencing mental health crises. This team pairs a Neighborhood Resource Officer with mental health clinicians from San Joaquin County Behavioral Health Services (BHS), creating a multidisciplinary approach to crisis intervention. MET responds to calls involving individuals in mental distress, conducting evaluations, de-escalating potentially volatile situations, and connecting individuals with appropriate treatment and resources. Recently, state mandates have expanded BHS’s mobile crisis response capabilities, prompting collaboration with Tracy PD to develop a Memorandum of Understanding that enhances service delivery while addressing officer and public safety concerns.

MET’s unique deployment model allows for immediate mental health interventions, reducing the likelihood of incarceration or hospitalization for individuals in crisis. The team also provides post-crisis follow-up, ensuring that individuals receive continuous care and support, fostering long-term stability, and reducing repeat incidents. By emphasizing care over confinement, the Mobile Evaluation Team advances public safety, promotes mental wellness, and strengthens community trust. This compassionate, data-informed approach ensures that vulnerable populations receive the specialized support they need, contributing to a healthier, safer Tracy.

Additionally, MET participates in ongoing training to stay updated on the latest techniques in crisis negotiation and de-escalation. This focus on continuous improvement allows the team to adapt to evolving challenges in the mental health landscape. Community outreach and education are also key components of MET’s mission, helping to reduce the stigma associated with mental illness and encouraging individuals and families to seek help. The collaboration between mental health professionals and law enforcement serves as a model for integrated public safety solutions, highlighting the critical importance of interdisciplinary partnerships in building resilient communities.



Familiar Faces



The Familiar Faces Homeless Outreach Team continues to play a critical role in executing the City of Tracy’s Homeless Strategic Plan. As the initial point of contact for individuals experiencing or at risk of homelessness, the Familiar Faces team excels in assessing needs, providing follow-up assistance, and fostering trust with unsheltered individuals.

The Familiar Faces team continues to offer various services, including transportation to medical appointments, mobile showers, the Social Security Office, DMV, and food benefit appointments. This hands-on support has been instrumental in building relationships and nurturing trust within the community.

The Salvation Army, which operates the city’s homeless shelter, has recognized the impact of Familiar Faces and now consults the team to assist and advise unsheltered individuals at risk of being exited from the shelter. In January 2024, a new grant of \$336,350 was awarded to expand the Familiar Faces program. This funding will support the hiring of an Administrative Assistant to provide operational support and a third Outreach Coordinator to extend service coverage to weekends. Additionally, a second vehicle—a four-door Ford F-150 truck—has been procured, increasing the team’s mobility and operational capacity.

Familiar Faces remains dedicated to addressing homelessness in Tracy by connecting individuals with critical resources, including mental health services, substance use disorder treatment, motivational interviewing, trauma-informed care, and harm reduction strategies. Collaborating with community, county, and state partners, the Familiar Faces Homeless Outreach team facilitates transportation for reunification, urgent care, shelter, and housing options, including the City’s Temporary Housing Shelter.

The Familiar Faces team continues to demonstrate its value as an indispensable component of the city’s efforts to combat homelessness, providing hope and tangible support to those in need.



School Resource Officers



The Tracy Police Department continues its partnership with the Tracy Unified School District (TUSD) to maintain a safe and secure learning environment for students and staff. Three full-time, sworn School Resource Officers (SROs) remain assigned to Tracy High, West High, and Kimball High while also serving the elementary and middle school campuses across the district.

In 2024, TUSD enhanced the collaboration by granting officers in the Community Services Division access to AERIES, the district's student information system. This access enables officers to serve as liaison officers during missing persons cases, major incidents, or investigations involving students, ensuring a more streamlined response to critical situations.

Additionally, a designated computer with access to TUSD's surveillance system has been installed in the Community Services Division Sergeant's office. This resource is used to assist critical incidents or major investigations on school campuses. For transparency, all requests for surveillance footage require prior approval from Sergeant Garcia or an SRO. A case number, reason for the request, and the specific area searched must be logged in a control record to maintain accountability.

The SRO program continues to strengthen its role as a vital bridge between TUSD and law enforcement, proactively addressing safety concerns and fostering a secure environment for education.



Code Enforcement



The Code Enforcement Unit of the Tracy Police Department is dedicated to preserving the City's quality of life through the proactive enforcement of local, state, and federal regulations. This multidisciplinary team, consisting of a Community Preservation Manager, a Code Case Analyst, Code Enforcement Officers, an Administrative Assistant, and part-time Parking Enforcement Officers, addresses a wide range of issues related to health, safety, and property maintenance. Key responsibilities include enforcing the City of Tracy municipal code, building codes, and vehicle abatement regulations to prevent blight and hazardous conditions. Code Enforcement works closely with property owners, businesses, and community members to promote voluntary compliance through education and outreach.

Code Enforcement Officers regularly address homelessness-related challenges by mitigating nuisances on vacant properties, drainage basins, parks, and other affected areas, coordinating with partner agencies to ensure thorough cleanup and long-term remediation. The Unit also plays a pivotal role in abating problem properties linked to substandard living conditions, often resulting in revitalized neighborhoods. Code Enforcement's efforts extend to inspections of new commercial ventures, such as cannabis retail establishments, to ensure compliance with City ordinances. Participation in community clean-up events, collaboration with public health initiatives, and engagement with local schools for awareness programs are integral parts of their mission. By balancing regulatory action with community engagement, the Code Enforcement Unit fosters safe, vibrant neighborhoods and supports Tracy's growth and prosperity. Their comprehensive approach to enforcement not only maintains aesthetic and structural integrity but also enhances the overall health and safety of Tracy's residents.

The proactive identification of emerging code violations, coupled with community education on preventative measures, helps reduce repeat offenses and encourages sustainable property maintenance. Code Enforcement also collaborates with city planners to provide input on zoning and land use policies, ensuring that regulatory frameworks evolve in line with community needs. Their work in managing illegal signage and unpermitted construction contributes to a well-ordered urban environment that reflects the community's standards and aspirations. Through responsive action and strategic partnerships, the Unit supports a vision of Tracy as a clean, safe, and thriving city where residents take pride in their surroundings.



Crime Prevention Specialist



The Crime Prevention Specialist at the Tracy Police Department plays a pivotal role in reducing crime through education, community engagement, and proactive safety initiatives. This specialist develops and implements programs that empower residents and businesses to protect themselves from criminal activity. Utilizing strategies such as Crime Prevention Through Environmental Design (CPTED), the Crime Prevention Specialist conducts site assessments to recommend security enhancements for homes, businesses, and public spaces. Coordinating events like National Night Out, Coffee with a Cop, and the Community Academy, this role enhances the department's visibility and fosters positive police-community relationships.

The specialist also manages the Neighborhood Watch program, acting as a liaison for block captains and organizing crime prevention meetings. Additionally, the Crime Prevention Specialist oversees the Volunteers in Police Service (VIPS) program, ensuring that volunteers are effectively integrated into public safety efforts. This role involves frequent collaboration with schools to teach students about personal safety, online security, and anti-bullying strategies. By promoting a culture of shared responsibility and vigilance, this role enhances community resilience and supports the Tracy Police Department's mission of proactive crime reduction. Through outreach, education, and partnership, the Crime Prevention Specialist strengthens the community's ability to deter crime and enhance public safety.

By continually assessing emerging crime trends and adapting programs to meet evolving needs, the Crime Prevention Specialist remains a cornerstone of the department's preventive strategy. Additionally, collaboration with local businesses and community organizations expands the reach of prevention initiatives, creating a networked approach to community safety. Through dedication, creativity, and strategic engagement, the Crime Prevention Specialist helps foster a city where proactive measures, rather than reactive responses, define public safety outcomes.



Volunteers in Police Services



The Volunteers in Police Service (VIPS) program is a cornerstone of community engagement within the Tracy Police Department, harnessing the talents and dedication of civilian volunteers to increase public safety efforts. VIPS volunteers contribute to a range of activities, providing administrative support, assisting with traffic control, and participating in community outreach. They play a key role in popular programs like Shop with a Cop, Vacation House Checks, and Tony’s Letters to Santa, enriching the Department’s relationship with residents through goodwill and service. VIPS also assist with emergency callouts, fleet management, and parking enforcement, demonstrating their versatility and commitment.

By volunteering their time, VIPS members enhance Department efficiency, allowing sworn officers to focus on core law enforcement duties. Their efforts strengthen trust between the police and the community, embodying the principles of partnership and civic responsibility. VIPS participate in public safety fairs, neighborhood events, and youth engagement activities, broadening their impact on the community. Through their selfless service, VIPS make Tracy a safer, more connected city, proving that effective public safety is a shared endeavor. The Tracy Police Department’s VIPS program exemplifies the power of collaboration and the impact of volunteerism on community well-being. The ongoing recruitment and training of volunteers ensure that this invaluable program continues to grow and adapt to the evolving needs of the Tracy community.

Training programs designed for VIPS equip volunteers with skills in observation, communication, and emergency preparedness, enhancing their effectiveness in supporting public safety missions. By engaging a diverse group of volunteers, the program reflects the city’s commitment to inclusivity and citizen-driven solutions. The dedication of VIPS members inspires broader community participation, demonstrating that a collective approach to safety and security benefits everyone.



BUREAU OF INVESTIGATIONS



Luis Mejia
Captain

The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them.

-John Maxwell

The Bureau of Investigations (BOI) in Tracy is led by a Police Captain and a Police Lieutenant who oversee a range of specialized units addressing community safety and investigative needs. These include the General Investigations Unit (GIU), Special Investigations Unit (SIU), Crime Scene & Property Unit, Hi-Tech Investigations, Evidence and Property, and the department's Crime Analyst.

BOI reinforced its commitment to community-oriented policing and collaboration with partners such as the San Joaquin County District Attorney's Office, while also attending meetings with local businesses to discuss the importance of security cameras.

A major initiative was the launch of the Real-Time Information Center (RTIC), a technological hub designed to enhance crime prevention and response. The center is anticipated to be fully operational in early 2025, positioning the department for real-time data integration and strategic intelligence capabilities.

As BOI continues investing in technology and professional development, the completion of the RTIC in 2025 will further empower officers with cutting-edge tools, reinforcing the department's mission to protect and serve Tracy's community with integrity, innovation, and dedication.



General Investigations Unit



The General Investigations Unit (GIU) of the Tracy Police Department is tasked with investigating a wide array of serious crimes, including homicides, sexual assaults, robberies, and other felony offenses. The Unit is composed of highly trained detectives who bring their expertise to every case, employing a variety of investigative techniques to ensure justice is served. These techniques include gathering and analyzing physical evidence, conducting interviews and interrogations, executing search warrants, and collaborating with other local, state, and federal law enforcement agencies.

GIU's mission extends beyond simply solving cases; the Unit is committed to providing closure to victims and their families while ensuring the perpetrators of crimes are held accountable. The detectives maintain a meticulous approach to their work, as evidenced in their recent handling of a homicide case on Sugar Road. Through a combination of video surveillance analysis, multiple search warrants, witness statements, and fingerprint analysis, detectives identified and apprehended a suspect, who is now awaiting trial. This case highlights the Unit's dedication to thorough investigative processes and teamwork.

Detectives in the GIU also work proactively to prevent crime by identifying trends and patterns within the community. They regularly present findings to community groups and advisory boards to raise awareness and foster partnerships with residents. Additionally, they participate in ongoing training to stay ahead of emerging criminal tactics and technological advancements in law enforcement.

The General Investigations Unit is a cornerstone of the Tracy Police Department, ensuring that justice is pursued with service, integrity, and excellence. Their work reflects the department's commitment to the safety and well-being of the Tracy community.



Special Investigations Unit



The Special Investigations Unit (SIU) is a specialized division within the Tracy Police Department that focuses on tackling complex and organized criminal activities. These include narcotics trafficking, human trafficking, gang-related crimes, and other high-profile offenses. SIU detectives employ advanced investigative methods such as undercover operations, surveillance, and intelligence gathering to dismantle criminal enterprises and disrupt illegal activities in the community.

A primary focus of SIU is combating the devastating impact of narcotics, particularly fentanyl, on the community. In a landmark case earlier this year, SIU detectives identified and arrested a suspect linked to a fentanyl overdose death. This case marked the first fentanyl-related overdose death prosecution in San Joaquin County, highlighting the Unit's effectiveness in addressing the opioid crisis. Additionally, the team has successfully conducted multiple narcotics sales investigations, resulting in the recovery of firearms, significant quantities of drugs, and substantial cash proceeds from illegal operations.

SIU's efforts extend beyond enforcement. The unit actively works to educate the community about the dangers of drugs and human trafficking. Detectives provide presentations at schools, community events, and police academies, emphasizing prevention and awareness. The Unit's collaboration with federal agencies and regional task forces further enhances its ability to address cross-jurisdictional crimes effectively.

In addition to their investigative work, SIU detectives perform vital forensic analyses, such as test-firing seized firearms to link them to crimes locally and in other jurisdictions. Their work has directly contributed to solving cases and prosecuting offenders.

The Special Investigations Unit exemplifies the Tracy Police Department's commitment to eradicating organized crime and creating a safer environment for all residents. Their proactive and persistent efforts ensure that even the most complex criminal networks are brought to justice.



CSI & Property Unit



The Crime Scene & Property Unit is a vital component of the Tracy Police Department, providing specialized services that support the investigative process. This unit is responsible for responding to crime scenes and critical incidents to collect, document, and preserve evidence crucial to solving cases and securing convictions.

The Unit's Crime Scene Technicians are skilled in a variety of forensic methods, including photography, videography, 3D scene scanning, and evidence collection. They meticulously document crime scenes to create a comprehensive record that investigators can use to reconstruct events. The technicians also retrieve and analyze video surveillance footage, ensuring no detail is overlooked. Their attention to detail and adherence to strict protocols guarantee the integrity of the evidence chain, which is critical for successful prosecution.

One of the unit's recent advancements includes the certification of the Senior Property Technician in National Integrated Ballistic Information Network (NIBIN) uploads. This capability allows the Department to analyze ballistic evidence and receive timely matches, streamlining the investigative process. For instance, the first NIBIN submission resulted in a critical lead on a homicide case, underscoring the importance of this new capability.

Beyond evidence collection, the CSI & Property Unit manages the department's property and evidence inventory. This involves maintaining a secure and organized repository for items collected during investigations, ensuring they are readily accessible for court proceedings or further analysis. The Unit also plays a key role in fulfilling public records requests related to criminal cases.

The Crime Scene & Property Unit provides essential support to the Tracy Police Department's mission of delivering justice. Through their expertise and dedication, they ensure that every piece of evidence is properly handled and every crime scene is thoroughly processed, contributing to the department's overall success in maintaining public safety.



BUREAU OF SUPPORT SERVICES



Beth Lyons-McCarthy
Support Operations Manager

The Bureau of Support Services (BSS) is a crucial element of the Tracy Police Department, composed of four specialized units that ensure the efficient functioning of essential services, including the Animal Services Unit, Communications Unit, Fiscal Management, and the Police Records Unit. These units provide vital support to officers, professional staff, and the public, helping the Department effectively meet the diverse needs of the Tracy community.

BSS is dedicated to improving the department's resources and operational efficiency. Through strategic financial planning, the bureau plays a central role in managing the department's budget, securing grants to fund vital projects, and implementing programs that support organizational growth.

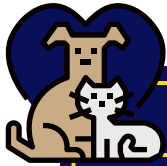
Looking forward, BSS is focused on several key initiatives aimed at enhancing the department's capabilities. These include advancing communication interoperability to improve coordination across agencies, expanding animal services outreach to address community needs, and refining records management systems for greater efficiency and accuracy. Through these ongoing projects and a commitment to innovation, BSS remains dedicated to continuously strengthening the Tracy Police Department and serving the community to the highest standard.

**Alone we can do little;
together we can do so
much.**

-Helen Keller



Animal Services Unit



Dogs	Cats
183 Adoptions	242 Adoptions
8 Euthanasia	80 Euthanasia
13 Rescue/Transfer	29 Rescue/Transfer
109 Returned to Owner	8 Returned to Owner
	277 Shelter Neuter Return Cat Alterations



The Animal Services Unit of the Tracy Police Department plays a critical role in safeguarding both animals and the public. The Unit is committed to promoting responsible pet ownership, educating the community about animal welfare, and ensuring the humane treatment of all animals within the city. Operating out of the Tracy Animal Shelter, the Unit provides a safe haven for lost, abandoned, or stray animals, where they are cared for until reunited with their owners or adopted into loving homes.

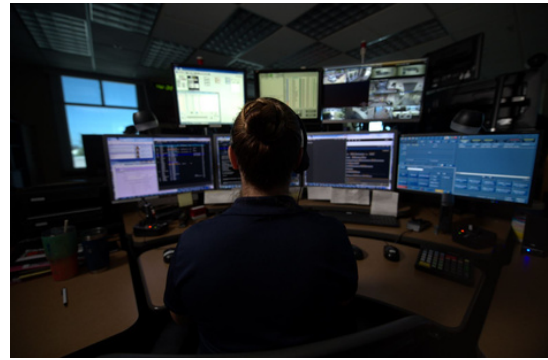
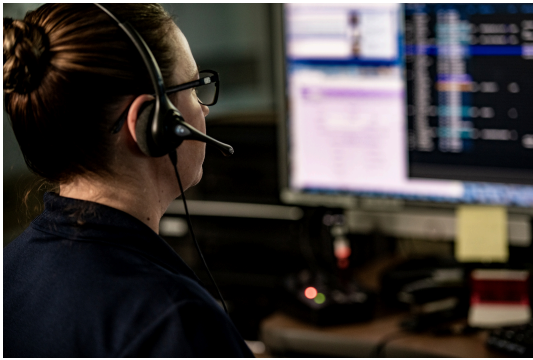
A key focus of Animal Services is community outreach, which includes hosting adoption events, facilitating low-cost spay and neuter programs, and providing resources for pet owners. Regular meetings and partnerships with local nonprofit animal rescue groups further demonstrate their dedication to addressing community concerns about stray animals and promoting animal welfare initiatives. Recognized for their efforts, the Animal Services Unit has received accolades such as recognition from the Best Friends Animal Society as a No-Kill shelter, reflecting their success in maintaining high adoption and low euthanasia rates.

The Animal Services Unit also enforces municipal codes related to animal control, addressing issues such as animal bites, nuisance calls, and aggressive animals. Officers respond to calls involving injured or deceased animals, ensuring that all cases are handled with compassion and professionalism. The Unit's commitment extends to assisting unsheltered pet owners by offering vaccines, minor wound treatments, and other essential care for their animals.

Future goals include enhancing accessibility to their services by taking adoption events into underserved areas of the City and implementing technology such as Web-Chameleon for mobile licensing and payments. Through these efforts, the Animal Services Unit continues to foster a safe, compassionate, and well-informed community.



Communications Unit



The Communications Unit is the vital link between the public and emergency services within the Tracy Police Department. This team of skilled Public Safety Dispatchers operates the City of Tracy's Communications Center, handling both emergency and non-emergency calls with professionalism and urgency. Dispatchers are trained to provide immediate support to callers, including life-saving pre-arrival instructions during medical or crisis situations, ensuring help is dispatched quickly and effectively.

They also utilize advanced technology to enhance efficiency, such as the recently implemented OnScene app, which provides real-time GPS tracking of officers, aiding in safety and response coordination.

The Unit has embraced innovation, participating in statewide initiatives such as the transition to the NextGen 911 system. This upgrade will improve call-routing capabilities, making emergency responses faster and more accurate. Projects such as implementing new call processing equipment and preparing for interoperability with other communication systems demonstrate the Unit's forward-thinking approach to public safety.

Quality assurance is a top priority, with rigorous monitoring of call-answer times and dispatcher performance. The Unit continuously evaluates and upgrades its protocols, ensuring the highest standards of service. Moving forward, the Communications Unit aims to enhance its technology further, including radio upgrades and new systems that provide officers with vital information in real-time.

The Communications Unit's dedication to efficiency, accuracy, and compassion plays a crucial role in maintaining public safety and fostering trust within the Tracy community.

**2024 TOTAL CALLS
TO DISPATCH**



125,235

2024 CALLS FOR SERVICE



69,897

9-1-1 CALLS

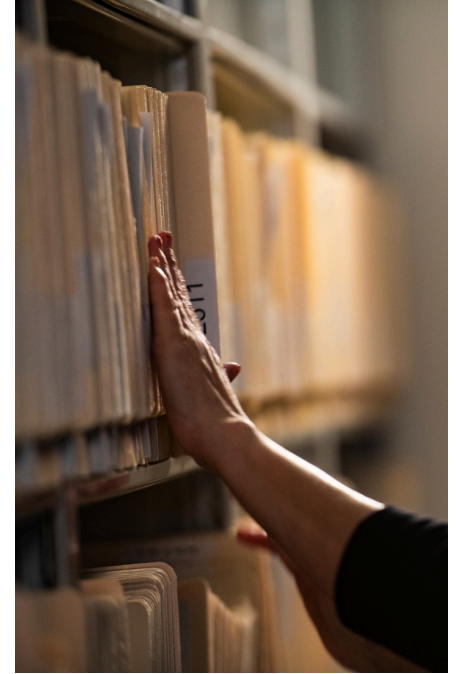


33,126

911



Records Unit



The Records Unit is the backbone of the Tracy Police Department's data management and record-keeping operations. Responsible for the accurate and timely processing of all Department records, this Unit handles everything from criminal reports to citations, warrants, and public records requests. Its meticulous work ensures compliance with local, state, and federal regulations while maintaining the integrity of sensitive information.

Key responsibilities include managing the entry of data into law enforcement databases, processing reports, and supporting officers by providing essential documentation for ongoing investigations. Recent advancements have included completing an interface between Mark43 and Crossroads systems and streamlining the management of traffic collisions and citations.

In addition to supporting law enforcement, the Records Unit serves as a point of contact for the public, handling records requests and providing information to residents in a timely and professional manner. The Unit's dedication to transparency and accuracy strengthens community trust and fosters a collaborative relationship with Tracy's residents.

Ongoing projects include a citywide update to the Master Retention Schedule and further training for staff on using advanced data systems. The Unit is also working to minimize reporting errors and improve efficiency in processing reports, ensuring that the department's records remain an invaluable resource for law enforcement and community engagement.

As a critical component of the Tracy Police Department, the Records Unit ensures that every piece of information is handled with precision, contributing to the overall success of the Department and the safety of the community.





Drone Cadre



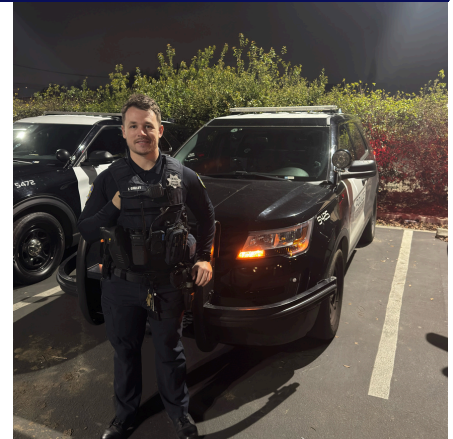
Honor Guard



Reserve Program



Motor Cadre



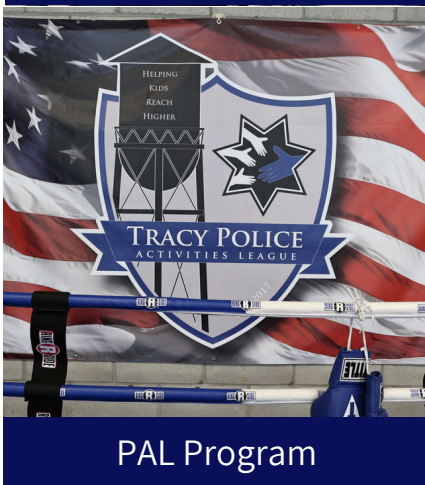
Field Training



Range Cadre



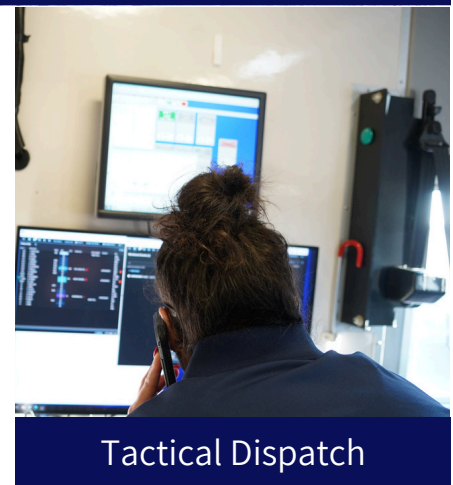
Crisis Negotiations



PAL Program



Bicycle Patrol



Tactical Dispatch





Special Weapons and Tactics



Canine Unit



Recruitment



Tactical Medics



Media Team



D.A.R.E



Defensive Tactics



Police Explorers



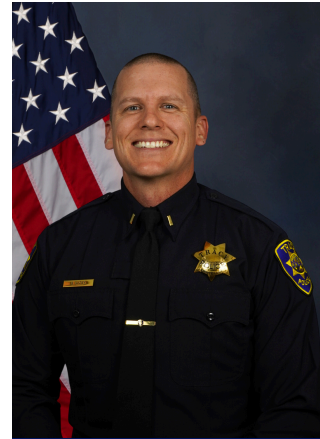
Peer Support



Police Chaplaincy



PROMOTIONS



Brett Hicks
Police Lieutenant



Jose Silva
Police Lieutenant



Richard Graham
Police Lieutenant



Erik Speaks
Police Sergeant



Josh Pettit
Police Sergeant



Kenneth Steele
Police Sergeant



Jake Pineo
Police Sergeant



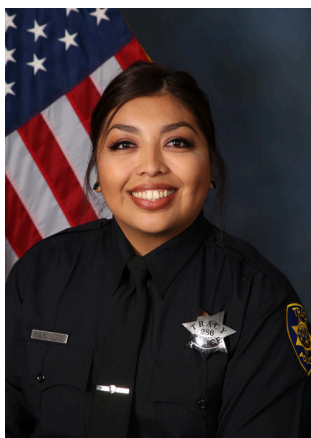
Marcio Reis
Police Corporal



Antonio D'Onofrio
Police Corporal



Derek Perry
Police Corporal



Lissette Ortiz
Police Corporal



Jose Calvache
Police Corporal



Bonnie Crawford
Animal Services Officer



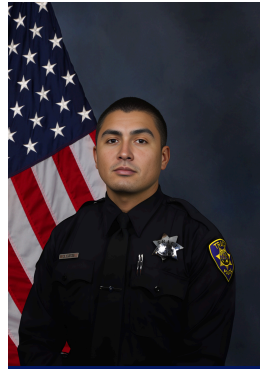
NEW HIRES



Shelby Cardoza
Public Safety Dispatcher I



Christian Silva
Community Service Officer



Emmanuel Flores
Police Officer



Jared Gulley
Police Officer



Omar Mendoza
Police Officer



Ismael Moreno
Police Officer



Jessica Codde
Police Officer



Joann Ronngren
Administrative Assistant



Taylor Thomsen
Animal Services Kennel Aide



Jordan Grimes
Police Officer Trainee



Jaquelynn Chavez
Police Officer Trainee



Gabriel Sanchez
Police Officer Trainee



Gabriel Ramirez
Police Officer Trainee



Gabriel Ruiz
Police Officer Trainee



Omar Borjon
Police Officer Trainee



Silvino DaSilva
Police Officer Trainee



Billieann Stimiska
Public Safety Dispatcher



Ryan Henry
Animal Services Kennel Aide



Gloria Zepeda
Administrative Assistant



Ahnjolique Haskins
Homeless Outreach Coordinator

