

2025 ANNUAL REPORT



TRACY POLICE DEPARTMENT

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MESSAGE FROM THE CHIEF



Dear Tracy Community,

As we reflect on 2025, I am honored to share the accomplishments of the Tracy Police Department over the past year. This annual report highlights the dedication, innovation, and professionalism of our officers and professional staff, and underscores our ongoing commitment to ensuring a safe and thriving community for all residents.

Traffic safety continues to be a top priority. This year, our Traffic Safety Unit expanded proactive DUI enforcement and advanced the red-light photo enforcement program. These efforts, combined with targeted education and outreach, have contributed to a measurable reduction in traffic fatalities and serious injuries, making our roadways safer for drivers, pedestrians, and cyclists alike. Every life saved is a reflection of the vigilance, planning, and teamwork of our officers and professional staff, and it reminds us why public safety is at the heart of everything we do.

Our Mobile Evaluation Team (MET) continues to provide compassionate and specialized responses to individuals experiencing mental health crises. By partnering law enforcement with mental health professionals, MET ensures that residents in crisis receive timely, appropriate support. This approach not only prioritizes safety for those in need but also strengthens community trust by demonstrating that our Department is committed to care as well as enforcement.

Technology plays an increasingly critical role in modern policing, and 2025 marked significant advancements for Tracy PD. The Real-Time Information Center (RTIC) has become an essential hub, integrating surveillance cameras, CAD systems, and data tools to provide officers and professional staff with immediate situational awareness. This capability allows us to respond quickly to incidents, support complex investigations, and coordinate resources effectively, ensuring that we can act decisively to protect our residents.

Equally important is the strong partnership we maintain with the Tracy community. Whether through neighborhood programs, school presentations, or public events, our professional staff and officers engage directly with residents to build trust, provide education, and listen to your concerns. These relationships are the foundation of effective policing, allowing us to not only respond to incidents but also prevent them through collaboration and mutual understanding.

The accomplishments of 2025 are a testament to the dedication and professionalism of our entire Department, and to the support of the Tracy community. Your involvement, feedback, and partnership help shape how we provide public safety, ensuring that our strategies are effective, equitable, and responsive to the needs of everyone in our City.

As we look toward the future, our commitment remains unwavering: to innovate, to serve with integrity, and to protect every resident with professionalism, compassion, and dedication. Together, we will continue to build a safer, stronger, and more connected Tracy, one where residents and visitors feel secure, supported, and proud of their community.

Sincerely,

Sekou Millington
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.

FAIRNESS

We advocate for accountability and transparency to ensure fair, equal treatment and sustain community trust.

INTEGRITY

We value honesty and professionalism, upholding accountability and doing the right thing even when no one is watching.

RESPECT

We uphold ethical, honest conduct by treating everyone with dignity, knowing that maintaining public trust is essential to our success.

SERVICE

We courageously serve the community by modeling leadership and providing clear guidance to maintain trust and confidence.

TEAMWORK

We prioritize teamwork, recognizing its role in improving work quality, fostering transparency, enhancing morale, and strengthening public trust.



TRACY POLICE EXECUTIVE STAFF



Craig Kootstra
Lieutenant

Professional Standards & Training



Sekou Millington
Chief of Police



Mike Richards
Sergeant

Office of the Chief



Luis Mejia
Captain

Bureau of
Investigations

- General Investigations
- Special Investigations
- Hi-Tech Crimes
- Crime Scene & Property Unit
- Crime Analyst



Miguel Contreras
Captain

Bureau of
Special Operations

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



Octavio Lopez
Captain

Bureau of
Field Operations

- Patrol Division
- Special Enforcement Team
- Community Service Officers
- Drone Cadre



Beth Lyons-McCarthy
Manager

Bureau of
Support Services

- Fiscal Management
- Animal Services
- Communications
- Records



HONORABLE CITY COUNCIL & CITY MANAGER



MAYOR
Dan Arriola



COUNCIL MEMBER
Dan Evans



MAYOR PRO TEM
Steve Abercrombie



COUNCIL MEMBER
Mateo Bedolla



CITY MANAGER
Midori Lichtwardt



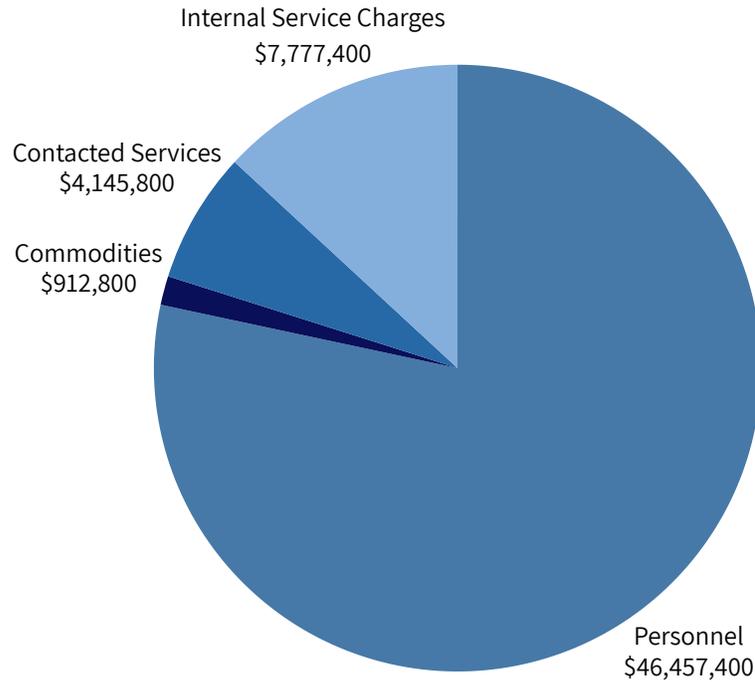
COUNCIL MEMBER
Dotty Nygard



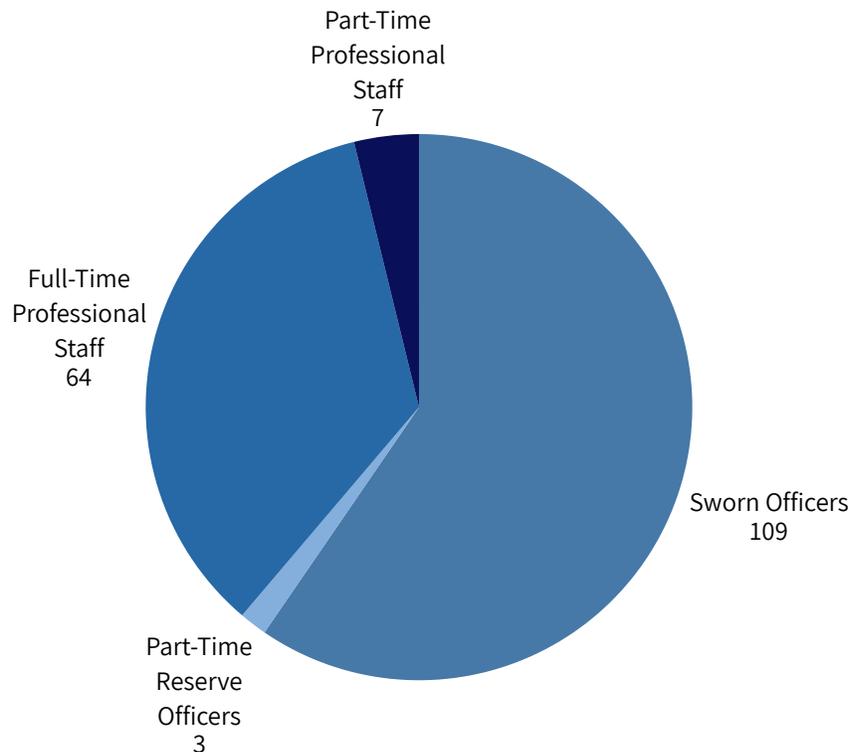
DEPARTMENT PERSONNEL & BUDGET

The Tracy Police Department budget (\$49,937,357) was allocated to 109 full-time sworn officers, 64 full-time professional staff, 3 part-time reserve officers, and 7 part-time professional employees. The following chart shows the distribution and cost of personnel.

BUDGET ALLOCATION



PERSONNEL ALLOCATION

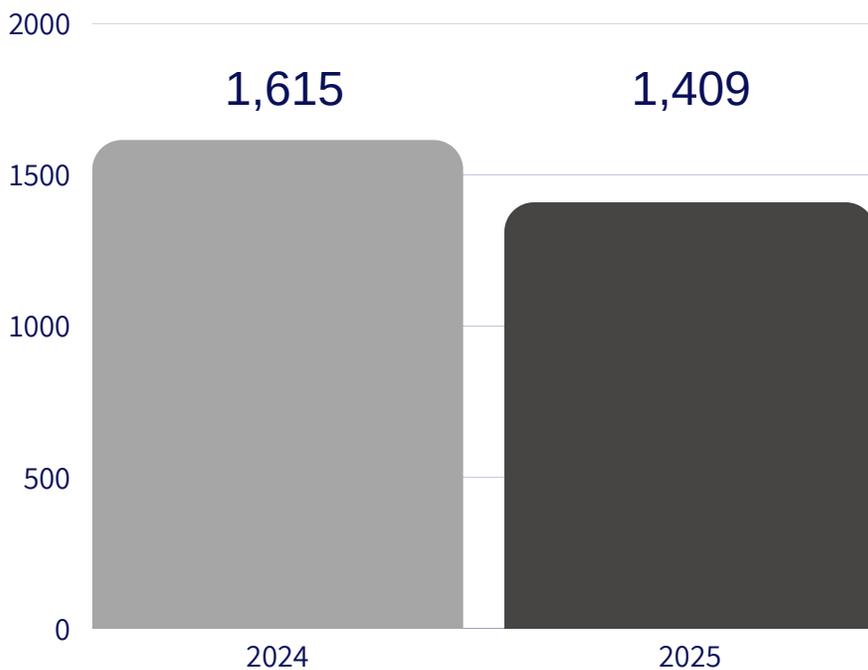


NATIONAL INCIDENT-BASED REPORTING SYSTEM

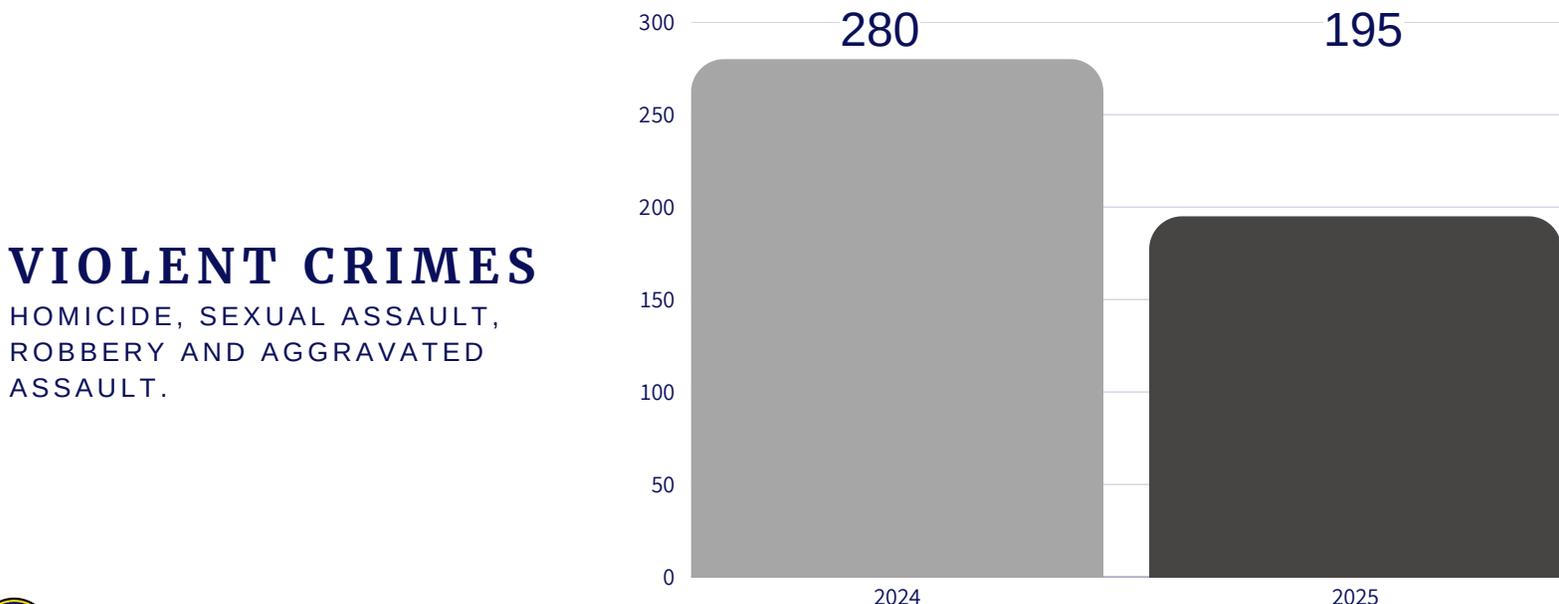
The Tracy Police Department regularly shares its monthly crime data with the Federal Bureau of Investigations (FBI) using the National Incident-Based Reporting System (NIBRS). They categorize crimes into two main groups:

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

“The best executive is one who has sense enough to pick good people to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.”

-Theodore Roosevelt

The Office of the Chief is overseen by the Chief of Staff and supported by the Executive Assistant, Police Community Relations Coordinator, and the Department’s Wellness Dog. In 2025, the Office focused on strengthening internal and external communication, supporting department-wide initiatives, and advancing strategic priorities aligned with organizational goals.

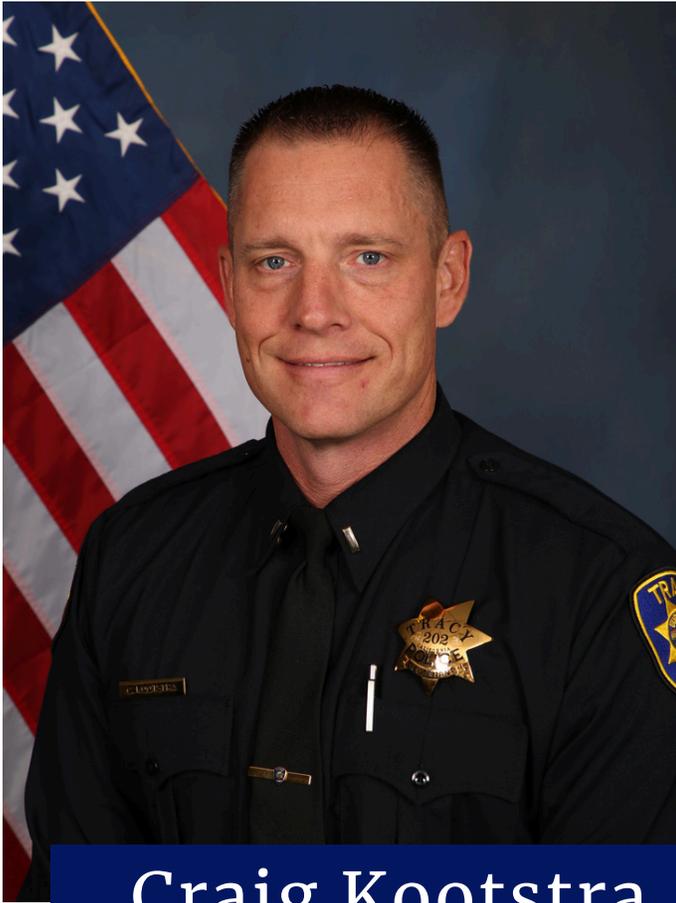
The Office pursued funding opportunities to support operational improvements, including submitting a grant application for enhancements to the Emergency Operations Center and allocating resources for critical upgrades to the Department’s radio system. Executive staff accomplishments also included the delivery of new Department badges, continued updates to the uniform manual, and the Chief of Staff’s ongoing representation of the Department on the countywide SJOES Steering Committee, contributing to regional hazard mitigation and emergency preparedness planning.

Public information and community engagement efforts expanded through patrol ride-alongs designed to create engaging and transparent social media content, regular coordination meetings with City partners, and continued support of the Department’s 2025–2028 Strategic Plan. The Department’s Wellness Dog, Hope, under the guidance of the Public Information Officer, further broadened her outreach through visits to schools, senior programs, Parks & Recreation activities, City staff wellness initiatives, and morale-building engagements with Dispatch.

Looking ahead, the Office of the Chief will continue to advance technology, enhance communication strategies, and support multi-agency coordination while implementing the Strategic Plan to strengthen service delivery and community trust.



PROFESSIONAL STANDARDS & TRAINING



Craig Kootstra
Lieutenant

**“In the pursuit of justice,
our training sharpens
our skills, and our
standards define our
character.”**

-Unknown

The Professional Standards & Training Division of the Tracy Police Department, led by a Lieutenant and a Sergeant, is responsible for maintaining the Department’s high standards of professionalism and accountability. The Division oversees policy development, department-wide training programs, administrative investigations, audits, and compliance with California POST requirements, while coordinating inspections and reviews with external oversight agencies.

In 2025, the Division managed the Department’s training resources to support required and advanced instruction for both sworn and professional staff, ensuring continued compliance with California POST standards. A major milestone this year was the completion of the new Training and Range Facility, which was formally opened with a ribbon-cutting ceremony. The facility expanded the Department’s training capacity and served as a regional asset by hosting in-house firearms training, including low-light handgun instruction.

Training efforts extended beyond sworn personnel, with professional staff attending a driver awareness course hosted by the Stanislaus County Sheriff’s Department. The Division also enhanced defensive tactics training with new equipment and improved accountability and efficiency through the implementation of updated inventory management systems.

Looking ahead, the Professional Standards & Training Division will continue to focus on strengthening training programs, maintaining and enhancing training facilities, and evaluating emerging technologies to support effective instruction. These ongoing efforts will ensure personnel remain well-prepared, adaptable, and aligned with the Department’s commitment to Service, Integrity, and Excellence.



Personnel Investigations

Total: 7

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	2	0	0	2	4
Citizen Complaints	0	0	0	3	0	0	3

Use of Force

Total: 14

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	0	Calls for Service	12	African American	4
21-30	1	Self-Initiated Activity	4	Hispanic	5
31-40	7			White	5
41+	6			Other	0

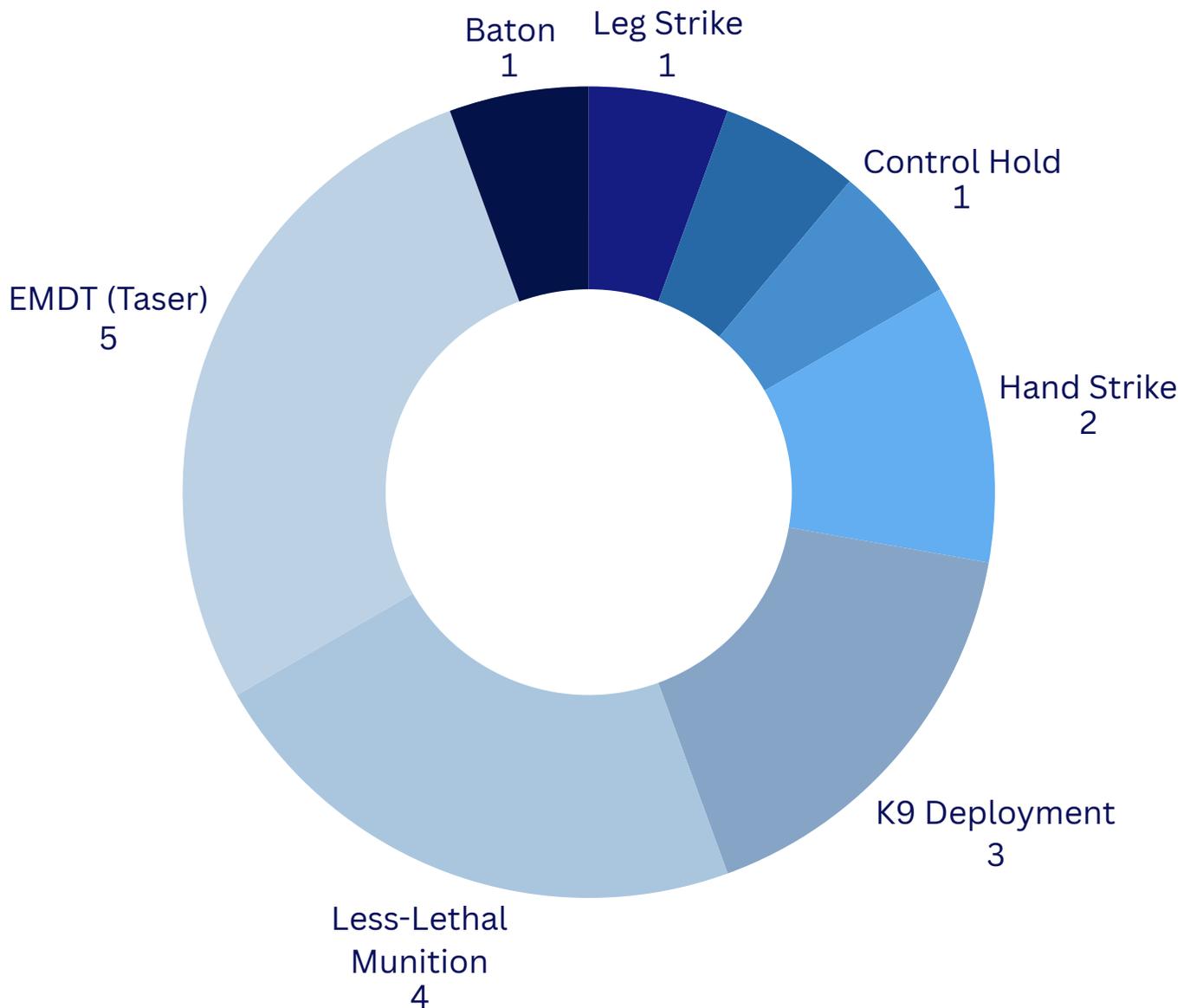


Types of Force Used

Total uses of force: 14

Total applications of force: 18

Force was used 14 times by the Tracy Police in 2025 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 Bureau of Field Operations (BFO) serves as the frontline of the Tracy Police Department, delivering continuous law enforcement services and maintaining the Department's most direct connection to the community. Led by a Police Captain with the support of lieutenants and sergeants, BFO is responsible for daily operations that protect public safety and preserve quality of life throughout Tracy.

BFO oversees patrol operations and specialized enforcement teams that address crime, traffic safety, and emerging community concerns. Through a coordinated approach, the Bureau ensures rapid response to calls for service while supporting proactive enforcement and problem-solving efforts across Tracy. This structure allows officers to remain visible, accessible, and responsive to the needs of residents and businesses alike.

Technology and data-driven policing play an important role within BFO, with resources such as the Real-Time Information Center (RTIC), automated license plate readers, and unmanned aircraft systems enhancing situational awareness and operational efficiency. These tools support informed decision-making and improve coordination between officers and units in the field.

Through professionalism, preparedness, and collaboration, the Bureau of Field Operations remains committed to public trust, officer readiness, and effective service delivery. BFO continues to uphold the Tracy Police Department's mission to protect the community while adapting to evolving public safety needs. Together, these efforts ensure consistent, reliable policing that supports a safe and thriving Tracy.

“When the time to act has come, the time to prepare is over.”

-Anonymous



Patrol Operations



CALLS FOR SERVICE RESPONSE TIMES

PRIORITY 1	5:14
PRIORITY 2	5:03
PRIORITY 3	7:23

Patrol Operations forms the backbone of the Tracy Police Department, providing a highly visible and proactive presence throughout the community while serving as the first line of defense in maintaining public safety. Patrol officers are often the first responders to a wide range of incidents, from emergencies such as traffic collisions, assaults, and life-threatening situations to non-emergency calls including noise complaints, suspicious activity, and welfare checks. Their work demands quick decision-making, sound judgment, and the ability to balance enforcement with compassion at every interaction.

In addition to responding to calls for service, patrol officers conduct on-scene investigations within their assigned beats. They gather evidence, interview witnesses, identify suspects, and ensure incidents are thoroughly documented to support follow-up investigations and prosecution. This ability to transition seamlessly between emergency response and investigative responsibilities requires professionalism, adaptability, and attention to detail—hallmarks of Patrol Operations personnel.

Traffic safety is a core responsibility of Patrol Operations. Officers conduct focused enforcement and education efforts targeting impaired driving, distracted driving, and other dangerous behaviors. Through these efforts, patrol officers made more than 240 DUI-related arrests over the past year, helping to reduce the risk of serious and fatal collisions and reinforcing safe driving behaviors throughout the community.

Through routine patrol operations and investigative follow-up, patrol officers work to remove illegal firearms from the community. Over the same timeframe, officers seized 80 guns, including six unserialized “ghost guns,” contributing to violence prevention efforts and improving overall community safety.

Patrol Operations also leverages modern technology to enhance effectiveness and efficiency. Tools such as drones provide aerial support during critical incidents and large-scale events, while automated license plate readers assist in identifying vehicles associated with criminal activity. This integration of technology reflects the Department’s commitment to innovation and informed policing.

Community engagement remains central to Patrol Operations. Officers regularly participate in neighborhood meetings, school events, and public outreach initiatives that strengthen trust and partnership with residents. Programs such as Coffee with a Cop, National Night Out, and school crosswalk patrols provide meaningful opportunities for dialogue, education, and collaboration.

By combining proactive enforcement, investigative follow-up, technology-driven policing, and strong community engagement, Patrol Operations ensures residents receive professional, timely, and compassionate service. Through their dedication, visibility, and responsiveness, patrol officers embody the Tracy Police Department’s mission to protect and serve, helping ensure Tracy remains a safe, connected, and resilient community.



Special Enforcement Team



The Special Enforcement Team (SET) is a highly specialized and elite unit within the Tracy Police Department, dedicated to addressing organized crime, gang activity, and complex narcotics operations. SET officers bring advanced training, tactical expertise, and strong investigative skills to some of the most challenging assignments in the city. Their work requires meticulous planning, coordination, and precision to neutralize threats, dismantle criminal networks, and protect the community.

SET operates in close collaboration with other Department units, including the General Investigations Unit (GIU) and the Special Investigations Unit (SIU). This coordinated approach ensures intelligence is shared efficiently, cases are thoroughly investigated, and operations are strategically aligned. SET officers frequently serve as the tactical and investigative arm during high-risk scenarios, including narcotics operations, incidents involving armed suspects, and organized criminal activity. Over the course of the year, SET assisted GIU and SIU with more than 50 operations, strengthening case outcomes and enhancing overall officer safety.

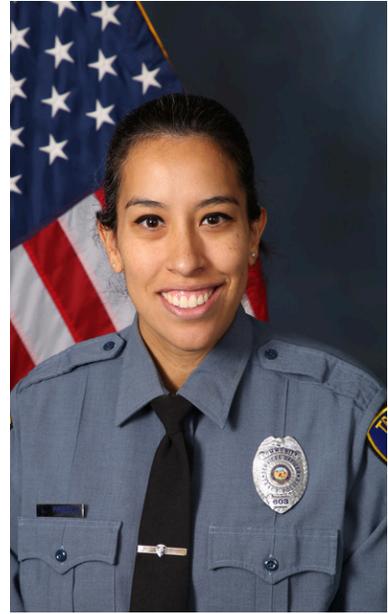
The team's reach extends beyond city limits through strong partnerships with regional, state, and federal agencies, including the FBI, DEA, and neighboring law enforcement departments. These partnerships allow SET to participate in multi-jurisdictional investigations and coordinated enforcement efforts targeting high-level offenders. By combining intelligence and resources, SET significantly enhances its ability to disrupt sophisticated criminal enterprises.

SET officers maintain a high level of readiness through continual training focused on tactical operations, advanced investigative techniques, crisis management, and real-world scenario-based exercises. This commitment to training ensures officers are prepared to respond effectively to rapidly evolving and high-risk situations while minimizing risk to the public and themselves.

The impact of SET is measurable and significant. In the past year, the team made 145 arrests, seized 16 illegal firearms, and disrupted numerous criminal operations throughout the city. Beyond enforcement statistics, SET's presence provides reassurance to the community that the Tracy Police Department remains committed to proactive, intelligence-led policing. Through their expertise, professionalism, and collaboration, SET plays a critical role in maintaining public safety and serves as a cornerstone of the Department's comprehensive crime reduction strategy.



Community Service Officers



Community Service Officers (CSOs) are essential contributors to the Tracy Police Department, serving as a bridge between law enforcement and the community while handling a wide range of non-emergency responsibilities. Though not sworn officers, CSOs provide a critical layer of support that enhances the Department's efficiency, responsiveness, and overall effectiveness. Their work allows sworn personnel to focus on emergencies and high-priority investigations, while CSOs manage incidents that require detailed documentation, follow-up, and community interaction.

CSOs respond to minor traffic collisions, property crimes, lost or stolen property reports, and missing person cases, ensuring that each situation is documented accurately and handled with care. Their attention to detail and thorough reporting provide essential information for investigations and contribute to the Department's overall mission of transparency, accountability, and service.

A unique and increasingly vital role for CSOs is staffing the Real-Time Information Center (RTIC). The RTIC serves as a technological hub for monitoring live data streams, surveillance video, and critical communications across the City. CSOs working in the RTIC track ongoing incidents, relay real-time information to officers in the field, and assist in coordinating responses during rapidly evolving situations. They are trained to recognize patterns, identify potential threats, and prioritize information for immediate action, helping officers make informed decisions and respond efficiently. By managing the flow of intelligence, CSOs in the RTIC ensure that resources are deployed strategically, enhance situational awareness, and provide an extra layer of safety for both officers and the public. Their work exemplifies the integration of technology, operational insight, and proactive policing, transforming real-time information into actionable intelligence that prevents incidents from escalating and supports overall community safety.

Through their combined operational, administrative, and technology-focused efforts, CSOs embody the Department's philosophy of proactive, collaborative policing. They enhance safety, strengthen community relationships, and ensure that the Department remains responsive and accessible to all residents. The work of CSOs highlights the importance of every role within the Department and demonstrates how coordinated support contributes to a safer, more connected community.



BUREAU OF SPECIAL OPERATIONS



**Miguel Contreras
Captain**

The Bureau of Special Operations (BSO), established in early 2025, brings together the Tracy Police Department's specialized community-focused programs under one command. Formerly the Community Services Division, BSO continues its mission of enhancing quality of life through proactive problem-solving, outreach, and collaboration. This reorganization allows the Department to better coordinate specialized units and provide a more integrated approach to addressing complex community challenges.

Led by a captain with support from lieutenants, sergeants, and specialized personnel, BSO oversees Neighborhood Resource Officers, School Resource Officers, the Crime Prevention Program, Familiar Faces, and Community Service Officers. By combining these units, BSO addresses mental health, homelessness, and quality-of-life issues while supporting frontline patrol operations and ensuring timely, effective responses to community concerns.

Guided by the Community Oriented Policing and Problem Solving (COPPS) philosophy, BSO fosters trust and cooperation between law enforcement and the community. The Bureau organizes public safety programs, educational initiatives, and partnerships with schools, faith-based organizations, and local service providers to address resident concerns holistically.

Through these efforts, BSO strengthens community relationships, prevents crime, and promotes safety across Tracy, ensuring a more connected, resilient, and vibrant city for all residents. Its integrated, collaborative approach underscores the Department's commitment to serving the community with professionalism, innovation, and care.

“Upon the fields of friendly strife are sown the seeds that, upon other fields, on other days, will bear the fruits of victory.”

-General Douglas MacArthur



Traffic Safety Unit



The Traffic Safety Unit (TSU) of the Tracy Police Department is a specialized team dedicated to improving roadway safety through focused enforcement, targeted operations, training, and the strategic use of technology. TSU's mission centers on reducing traffic collisions, serious injuries, and fatalities by addressing high-risk driving behaviors such as red-light violations, speeding, distracted driving, and impaired driving.

A major focus of TSU's efforts this year has been the implementation and expansion of the Red-Light Photo Enforcement Program. The program began issuing citations in April 2025 and is currently active at four intersections citywide, with additional locations scheduled to come online in early 2026. Since enforcement began, the program has issued 3,972 red-light citations in 2025, underscoring TSU's commitment to using technology to improve intersection safety and reduce dangerous violations.

In addition to red-light camera enforcement, the Traffic Safety Unit completed numerous targeted traffic safety operations throughout the year. These included commercial vehicle enforcement in partnership with the California Highway Patrol and the San Joaquin County Sheriff's Office; crosswalk safety enforcement; red-light and stop sign enforcement; distracted driver enforcement saturations; DUI saturations; and a DUI checkpoint conducted in collaboration with CHP. TSU also coordinated a Saturation Traffic Enforcement Program operation that brought officers from multiple county agencies to assist with focused enforcement efforts within Tracy.

Training and education remain central to TSU's mission. Unit personnel facilitated training for patrol officers on bicycle laws, sideshows, driving under the influence investigations, and commercial vehicle enforcement, ensuring consistent and effective traffic law enforcement across the Department. TSU also delivered community-focused education through the Community Academy and public outreach events, including the TPD Taco 'Bout Safety event.

Grant funding allowed TSU to enhance its operational capacity through the acquisition of two message board radar trailers, scene lighting equipment, and overtime funding to support enforcement efforts. A transport van is also pending acquisition, further strengthening the unit's ability to conduct high-visibility traffic safety operations.

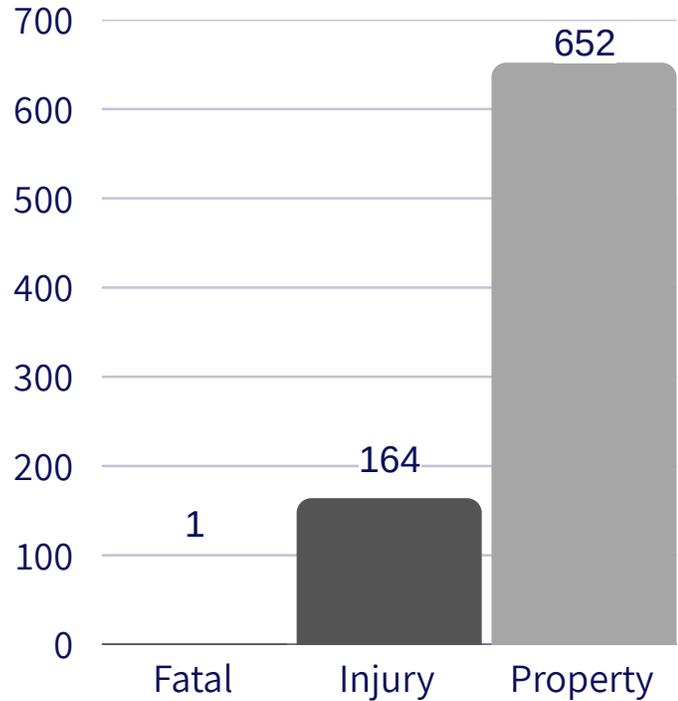
By prioritizing red-light camera enforcement, comprehensive training, and data-driven traffic operations, the Traffic Safety Unit plays a critical role in improving roadway safety and promoting a culture of responsible driving throughout the Tracy community.



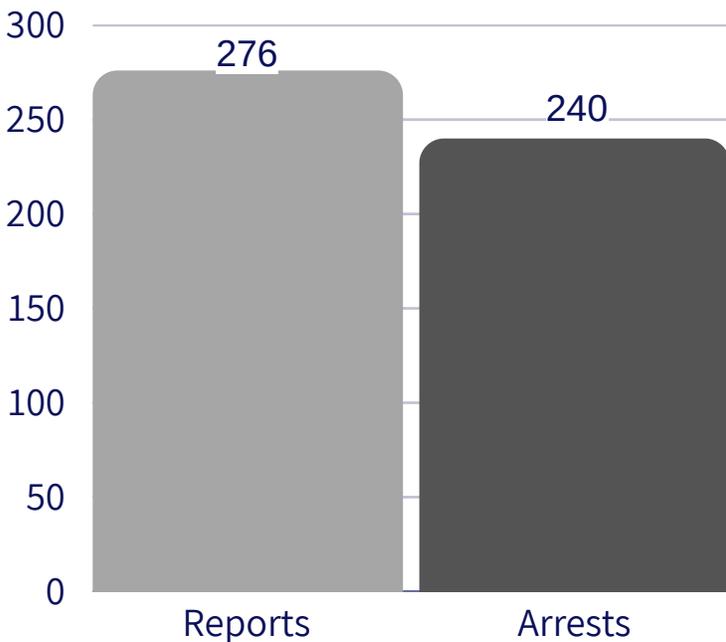
Traffic Safety Unit Data



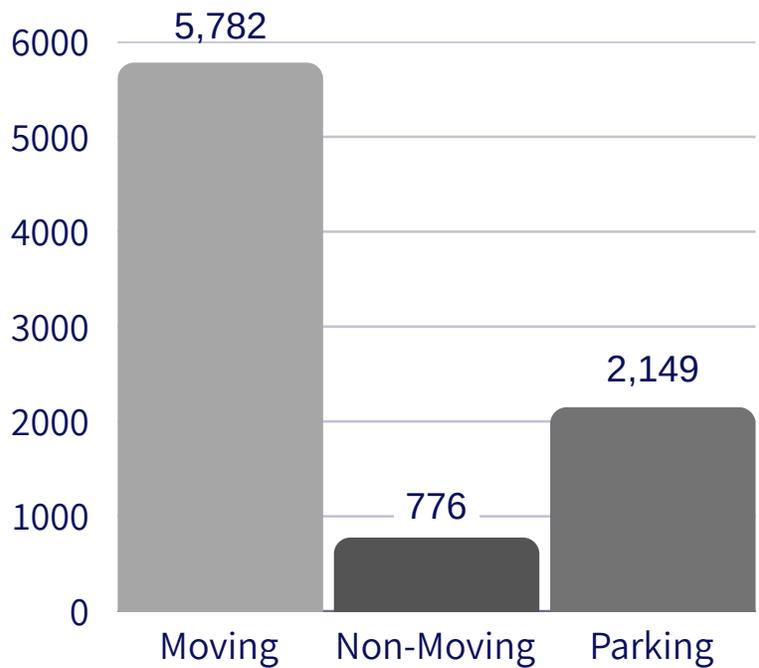
TOTAL COLLISIONS IN THE CITY OF TRACY



TOTAL DUI INVESTIGATIONS IN THE CITY OF TRACY



TOTAL CITATIONS ISSUED IN THE CITY OF TRACY



Neighborhood Resource Officers



Neighborhood Resource Officers (NROs) play a critical role in addressing complex community issues through proactive policing, problem-solving, and strong partnerships. Their work focuses on mental health, homelessness, and quality-of-life concerns throughout the City of Tracy.

NROs respond to and proactively address incidents involving individuals experiencing mental health challenges and homelessness, handling both calls for service and self-initiated contacts aimed at early intervention and connection to resources.

In early 2025, Officer Manjit Singh began serving as a Neighborhood Resource Officer with a focus on supporting the Mobile Evaluation Team (MET). In this role, he collaborates with San Joaquin County Behavioral Health Services to conduct follow-up contacts with individuals referred by the Tracy Police Department and partner agencies who may be experiencing crises or ongoing mental health challenges. Training and collaboration remain key priorities for NROs. The team is working with the Stockton Police Department to develop a countywide Crisis Intervention Training program designed to strengthen law enforcement responses to individuals experiencing mental illness.

NROs work closely with a wide range of partners, including Caltrans, the California Highway Patrol, Code Enforcement, Union Pacific Railroad, Familiar Faces, Public Works, the Salvation Army's Keeping It Clean program, Operation Helping Hands, and private property owners. These partnerships support coordinated responses to encampments, illegal debris, safety hazards, and unauthorized activity, with an emphasis on outreach, education, and resource coordination whenever possible.

NROs have also developed training and evacuation plans for law enforcement and community members to improve preparedness for fires and other hazardous incidents, reinforcing the importance of communication and interagency cooperation.

These efforts reflect the Neighborhood Resource Officers' commitment to collaboration, proactive engagement, and solutions that enhance safety and quality of life in Tracy.



Mobile Evaluation Team



The Tracy Police Department has made significant strides in advancing a person-centered, collaborative approach to mental health crisis response through the continued development of its Mobile Evaluation Team (MET). A key strength of the program is the integration of Savanna Hartman, who is currently hired and actively working as part of MET. Savanna is completing her Master of Social Work (MSW) degree and is on track to graduate in May 2026, at which time she will begin accruing hours toward licensure as a clinical social worker. This long-term investment reflects the Department's commitment to building sustainable, in-house clinical capacity within the Department.

MET has intentionally strengthened collaboration with community partners through both day-to-day operational coordination and participation in the San Joaquin County Policy Academy. The Policy Academy brings together San Joaquin County Behavioral Health Services and law enforcement agencies across the county to collaboratively develop shared policies, procedures, and standard practices related to mental health crisis response. This cross-agency effort supports the creation of a more coordinated and consistent system of care, ensuring that individuals experiencing mental health crises receive timely, person-centered responses regardless of jurisdiction. Through this collaborative framework, MET has worked closely with partners such as San Joaquin County Behavioral Health Services, Telecare, Sutter Tracy Community Hospital, and neighboring law enforcement agencies to reduce system fragmentation and improve continuity of care.

Through collaboration with San Joaquin County Behavioral Health Services, MET has implemented a weekly warm handoff initiative that allows individuals experiencing mental health concerns to be directly connected to services at their front doors, in the comfort of their own homes. Every Wednesday, MET works alongside County Behavioral Health to facilitate these handoffs, reducing barriers to care, increasing engagement, and supporting individuals in accessing treatment in a setting that promotes dignity and follow-through.

When operational, MET has also significantly reduced the number of mental health-related calls requiring a patrol-only response. By diverting these calls to a co-response model, patrol officers are able to return to proactive community policing. Individuals in crisis are then able to receive focused attention from both a law enforcement officer and a mental health professional. This approach prioritizes safety, de-escalation, and appropriate linkage to ongoing mental health supports.

Overall, the MET program reflects a successful integration of law enforcement and behavioral health services. Through collaboration in countywide policy development, sustained partnership-building, embedded clinical expertise, and innovative practices such as in-home warm handoffs, MET continues to improve outcomes for individuals in crisis while supporting officer effectiveness and community trust.



Familiar Faces



Familiar Faces continues to play a vital role in supporting Tracy's unhoused community through compassionate outreach, coordinated services, and strong community partnerships.

Familiar Faces provides comprehensive case management for individuals experiencing homelessness, including outreach and follow-up contacts, referrals to community resources, assistance with transportation, help obtaining vital documents, and support in securing stable housing. These efforts reflect Familiar Faces' commitment to meeting people where they are and helping them move toward long-term stability.

Familiar Faces also received statewide recognition when the team was invited to present at a California Department of Health Care Services conference focused on advancing mobile crisis and behavioral health interventions. The presentation highlighted the Familiar Faces approach to outreach, collaboration, and engagement with Tracy's unhoused community, as well as the partnerships built to support this work.

To increase transparency and community awareness, Familiar Faces partnered with the City's Information Technology team to develop an online dashboard highlighting outreach efforts and related enforcement activities. The dashboard is now complete and available on the Tracy Police Department website at TracyPD.com, providing the community with a clear view of how Familiar Faces is addressing homelessness in Tracy.

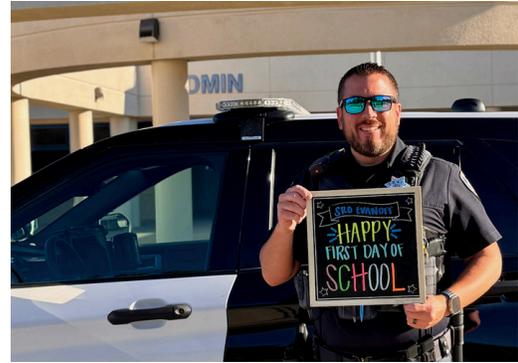
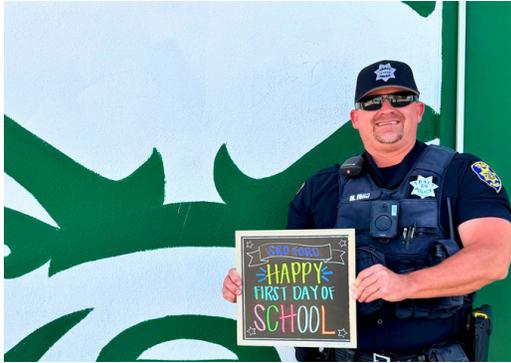
Collaboration and training remain a cornerstone of Familiar Faces. A full-day training was hosted at the Tracy Transit Center, bringing together the Police Department's MET Team, the Familiar Faces Team, San Joaquin County Behavioral Health, and other law enforcement personnel. The training focused on mental health awareness, response strategies, and strengthening collaboration when serving individuals experiencing mental illness within both the unhoused population and the broader Tracy community.

Familiar Faces also welcomed Ahnjolique Haskins as a Homeless Outreach Coordinator and team member. After successfully completing her probationary period, she has already made a meaningful impact by strengthening outreach efforts and building trust within the unhoused community.

Together, these efforts reflect Familiar Faces' continued commitment to compassionate service, collaboration, and effective solutions to address homelessness in Tracy.



School Resource Officers



School Resource Officers (SROs) play an essential role in maintaining safe and supportive learning environments across Tracy's schools. Through proactive policing, relationship-building, and education, SROs work closely with students, staff, and school administrators to address safety concerns and promote positive outcomes.

SROs regularly respond to incidents on school campuses and engage in proactive efforts to prevent issues before they escalate. Their presence allows officers to build trust with students, address concerns early, and support schools with both education and enforcement when needed.

A dedicated School Resource Officer position was established through a partnership with the Jefferson School District to enhance campus safety and provide support across district schools. This position has been in place for a full school year and has become increasingly important as the community continues to grow and new school facilities open.

School Resource Officers also lead proactive safety initiatives. A pilot program was launched in collaboration with the Special Investigations Unit to deter illegal narcotics on school campuses. The initiative includes unannounced canine searches conducted alongside an SRO, with a dual focus on prevention and education. The program is supported by school administrators and will be evaluated for its effectiveness and potential expansion.

Beyond enforcement, SROs actively support student education and engagement. Officers assisted with a criminal justice class designed to help students better understand law enforcement and the justice system. SROs also coordinated Police Department tours, providing students with opportunities to learn about public safety roles and career pathways.

Community connection remains a key component of the SRO mission. School Resource Officers participated in school career fairs and were featured in county-level education publications, further strengthening relationships between students and law enforcement.

These efforts reflect the School Resource Officers' commitment to safety, education, and positive engagement with Tracy's youth and school communities.



Code Enforcement



The Code Enforcement Unit plays a critical role in maintaining safe, healthy, and well-maintained neighborhoods throughout the City of Tracy. Through education, collaboration, and responsive enforcement, Code Enforcement works closely with residents, property owners, and the business community to uphold adopted local, state, and federal codes.

Code Enforcement is staffed by a dedicated team of officers, analysts, administrative support, interns, and management who provide regulatory enforcement across a wide range of standards. These include the Tracy Municipal Code, California Building and Safety Codes, the California Vehicle Code, the Health and Safety Code, and regulations related to dangerous buildings. The Unit's work helps preserve community standards while promoting public safety and quality of life.

A significant portion of Code Enforcement's daily operations focuses on addressing issues related to homelessness. Officers routinely respond to concerns involving garbage, debris, and property conditions at city parks, drainage channels, detention basins, transportation corridors, and private property. In addition to enforcement, Code Enforcement conducts ongoing monitoring and mitigation efforts to ensure previously addressed locations remain in compliance.

Throughout the year, Code Enforcement handled a high volume of code compliance and vehicle abatement cases, addressing concerns ranging from property maintenance to abandoned and inoperable vehicles. The Unit also supported cannabis-related regulatory efforts, including permit renewals and security clearances for new retail facilities.

Several notable enforcement actions and initiatives highlight the breadth of Code Enforcement's responsibilities. Officers successfully enforced the removal of a long-standing substandard structure, addressed safety hazards at a commercial retail site, and supported citywide efforts such as illegal fireworks enforcement and multi-jurisdictional hazard mitigation planning. Code Enforcement also collaborated on updates to the Tracy Municipal Code, including revisions related to mobile food vendor requirements.

Community engagement and professional development remain priorities for Code Enforcement. The Unit participated in the Mayor's Summer Youth Internship Program, provided ride-along opportunities for community members interested in the profession, and supported staff development through specialized training and regional conferences. Code Enforcement also contributed to broader departmental initiatives, including strategic planning efforts focused on employee wellness.

Together, these efforts reflect Code Enforcement's ongoing commitment to collaboration, accountability, and proactive service in support of a safe and thriving Tracy community.



Crime Prevention Specialist



The Crime Prevention Program strengthens community partnerships and promotes safety throughout Tracy through engagement, education, and proactive initiatives. By fostering collaboration between the Police Department, residents, schools, and local businesses, the program supports a shared approach to crime prevention and community well-being.

A wide range of events and initiatives were held this year to build trust and encourage public safety, including National Night Out, Coffee with Cops, the Community Academy, Candy Crawl, and Family Day at the Airport. Outreach extended to schools through presentations, Crosswalk Patrols, and Neighborhood Watch meetings. This year's Community Academy welcomed its largest class since before the COVID-19 pandemic, reflecting strong community interest. Partnerships with the City of Tracy, the Tracy Chamber, Tracy Unified School District, and other local organizations further enhanced these efforts.

The program is led by a single Crime Prevention Specialist, who works closely with Neighborhood Resource Officers and the Community Relations Coordinator on outreach to local businesses, organizations, and social media. In partnership with Tracy Unified School District, Parent Cafecitos were established to engage Spanish-speaking parents and school communities, providing a forum to discuss safety concerns and share resources. Additionally, "Let's Taco 'Bout Safety" was created as a casual, bi-monthly initiative for residents to discuss crime prevention strategies and neighborhood safety.

Supporting local businesses remains a key focus. In response to a series of jewelry store robberies, the Crime Prevention Specialist, along with Neighborhood Resource Officers and the Community Relations Coordinator, worked directly with owners to provide safety guidance using Crime Prevention Through Environmental Design (CPTED) principles.

The program is further strengthened by the Tracy Volunteers in Police Service (VIPS), who provide administrative support, patrol assistance, community outreach, and event support. In 2025, VIPS doubled to 20 active members, contributing 2,196.40 volunteer hours—saving the Department an estimated \$73,557. VIPS also lead programs such as Tony's Letters to Santa, Shop with a Cop, Vacation House Checks, and senior fraud prevention presentations.

Through these efforts, the Crime Prevention Program continues to foster trust, strengthen partnerships, and implement proactive strategies that keep Tracy safe, informed, and engaged.



BUREAU OF INVESTIGATIONS



Luis Mejia
Captain

“Leadership is lifting a person’s vision to high sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations.”

-Peter F. Drucker

The Bureau of Investigations (BOI) is led by a Police Captain and a Police Lieutenant and oversees Tracy Police Department’s specialized investigative programs, including the General Investigations Unit, Special Investigations Unit, Crime Scene & Property Team, Hi-Tech Investigations, Evidence and Property, and the Department’s Crime Analyst. Together, these teams handle major crimes, complex investigations, and technology-driven offenses while supporting patrol operations and the community.

In 2025, BOI launched the Real-Time Information Center (RTIC), a cutting-edge hub that integrates surveillance cameras, CAD systems, evidence platforms, and data-sharing tools. RTIC provides detectives and officers with instant access to critical information, improving investigative efficiency, enabling proactive enforcement, and supporting complex operations.

Detectives investigate cases including armed robberies, sexual assaults, organized retail crime, narcotics operations, and human trafficking, while also supporting high-tech investigations such as cybercrimes and Internet Crimes Against Children (ICAC).

BOI works closely with the San Joaquin County District Attorney’s Office, local businesses, and community partners to enhance public safety, provide guidance on crime prevention, and strengthen investigative outcomes. Regional collaborations with other law enforcement agencies further expand the bureau’s reach and effectiveness.

Through skilled personnel, advanced technology, and strategic partnerships, BOI continues to enhance investigative capabilities, respond rapidly to criminal activity, and support justice with integrity and precision.



General Investigations Unit



The General Investigations Unit (GIU) investigates serious crimes that require specialized expertise, coordination, and advanced investigative techniques. GIU detectives handle major cases, including homicides, sexual assaults, armed robberies, domestic violence, organized retail crime, and technology-facilitated offenses. They work closely with patrol officers, specialized units, and outside agencies to ensure thorough investigations and hold offenders accountable.

In 2025, GIU responded to the City's first homicide of the year and several other critical incidents involving violent assaults, domestic violence with life-threatening injuries, sexual assaults, and home invasions. Detectives successfully identified and apprehended suspects in these cases, often relying on physical evidence, witness statements, and extensive investigative work. The unit also investigated multiple organized retail crimes, including large-scale jewelry store robberies, leading to arrests and the execution of search and arrest warrants, and disrupting criminal activity that extended beyond Tracy.

GIU's Hi-Tech Investigator focused on technology-facilitated crimes, including Internet Crimes Against Children (ICAC). This work included undercover operations, digital forensic analysis, and coordination with local, state, and federal agencies to identify suspects and protect victims. These efforts ensure that crimes involving advanced technology are thoroughly investigated and prosecuted.

Throughout the year, GIU detectives conducted proactive operations, assisted patrol with complex investigations, and leveraged the Real-Time Information Center (RTIC) to integrate multiple data sources, supporting faster, more informed investigative decisions. The unit's comprehensive approach to enforcement allows for rapid response to high-priority incidents while maintaining a focus on long-term investigative outcomes.

Through these efforts, GIU strengthens public safety, supports victims, and ensures that serious crimes are fully investigated. The unit's combination of experienced personnel, advanced investigative tools, and collaborative problem-solving enhances accountability, fosters community trust, and promotes effective law enforcement across Tracy.



Special Investigations Unit



The Special Investigations Unit (SIU) focuses on narcotics enforcement, organized crime, human trafficking, and other high-impact offenses that threaten community safety. SIU detectives use intelligence-driven investigations, surveillance, and proactive operations to disrupt criminal networks, remove illegal drugs and firearms from circulation, and protect vulnerable populations.

In 2025, SIU conducted extensive operations that resulted in multiple arrests, the seizure of narcotics including methamphetamine, cocaine, fentanyl, marijuana, and other controlled substances, as well as firearms, illegal currency, and contraband. Detectives executed numerous search warrants, investigated tips and complaints, and worked collaboratively with patrol officers, the General Investigations Unit, and outside agencies, including regional task forces, to address narcotics sales, human trafficking, and organized criminal activity. These efforts included two human trafficking cases, resulting in the rescue of victims, and an investigation into a fatal overdose tied to an illegal drug operation.

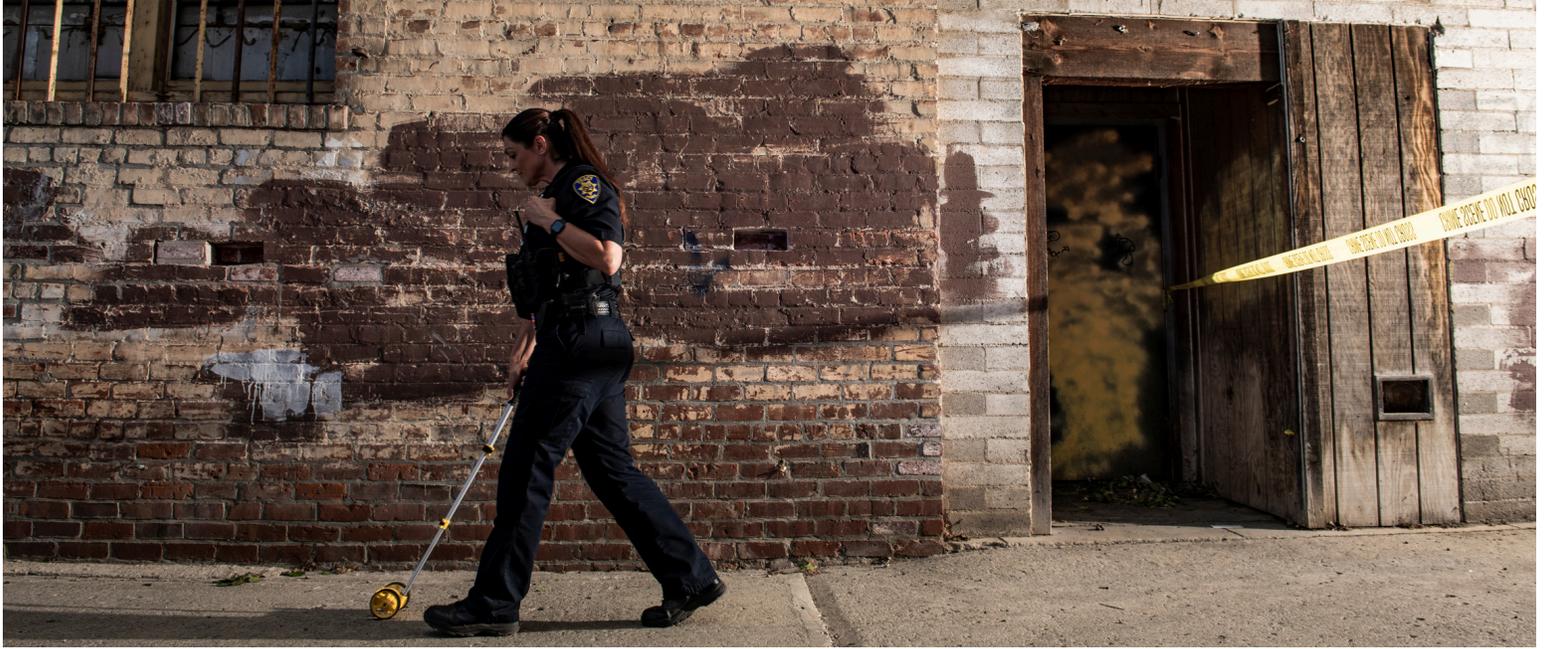
SIU detectives strengthened the Department's investigative and enforcement capabilities by providing training to patrol teams on narcotics trends, sales patterns, and investigative techniques. The unit also maintained a visible presence in schools and community events, delivering presentations on human trafficking awareness, law enforcement careers, and crime prevention.

A key focus of SIU this year was developing partnerships with local businesses, property managers, and educational institutions to prevent and detect criminal activity. These collaborations allowed for proactive monitoring, police presence, and K9 searches, helping to identify high-risk locations, deter illegal activity, and respond quickly when incidents occurred. The unit also worked with City departments to update regulations for massage establishments, ensuring clear operational standards and enforcement processes.

Through targeted enforcement, intelligence-driven investigations, and collaborative partnerships, SIU continues to reduce criminal activity, safeguard residents, and enhance public safety across Tracy.



CSI & Property Unit



The Crime Scene & Property Team provides expert forensic support, evidence collection, and property management for investigations across the Tracy Police Department. Team members ensure that evidence is accurately documented, preserved, and analyzed, which is essential for solving crimes, supporting prosecutions, and maintaining the integrity of the Department's investigative process.

In 2025, the team enhanced its capabilities with a new CSI van, advanced field equipment, and specialized training for Crime Scene Technicians. Training included shooting reconstruction, bloodstain pattern analysis, proper evidence collection techniques, and crime scene processing for Police Cadets and Explorers. Technicians also provided ongoing instruction to patrol officers and new hires, ensuring evidence is handled correctly from the field to the laboratory.

Crime Scene and Property professionals manage fingerprints, property evidence, and NIBIN submissions. NIBIN, the National Integrated Ballistic Information Network, is a database that allows law enforcement to compare ballistic evidence, such as shell casings, across cases and jurisdictions. By submitting this evidence, investigators can identify connections between crimes involving the same firearm, providing critical investigative leads and supporting timely arrests.

The team also supports high-tech and digital investigations, assisting the General Investigations Unit and Special Investigations Unit with mobile device forensics, computer analysis, and other technology-driven evidence collection. This work ensures that every aspect of modern investigations, from physical crime scenes to digital evidence, is thoroughly examined and preserved.

Property management is another key responsibility, with meticulous documentation and secure storage of evidence. This includes fingerprints, narcotics evidence, firearms, and other property critical to ongoing cases. Accurate management ensures that evidence is always available when needed for investigations or in court.

Through skilled personnel, advanced technology, and rigorous evidence management, the Crime Scene and Property Team plays a central role in solving crimes, supporting prosecutions, and maintaining public trust. Their work behind the scenes equips investigators and detectives with the reliable evidence needed to deliver justice effectively.



BUREAU OF SUPPORT SERVICES



Beth Lyons-McCarthy
Support Operations Manager

The Bureau of Support Services (BSS) provides essential operational support for the Tracy Police Department. Overseen by a Support Operations Manager, BSS coordinates the Animal Services Unit, Communications Unit, and Records Unit, ensuring that animal welfare, public safety communications, and records management run smoothly to support officers and the community.

In 2025, BSS strengthened Department capabilities through technology upgrades, program enhancements, and process improvements.

The Animal Services Unit continued lifesaving care for lost, abandoned, and stray animals, expanded adoption programs, and implemented modern tools for licensing and lost-pet reunification. Volunteers and interns provided additional support, increasing operational capacity and enhancing shelter services.

The Communications Unit managed emergency and non-emergency calls, provided life-saving pre-arrival instructions, and supported officers with real-time information, while upgrades to mobile access and departmental devices improved efficiency and coordination. The Records Unit maintained accurate, secure documentation, supported system integrations and retention updates, and provided critical reporting to support investigations and public transparency.

Through skilled staff, advanced technology, and a commitment to service, BSS ensures that the Department's essential functions operate seamlessly. By maintaining these critical support services, the Bureau helps the Tracy Police Department respond quickly, protect residents, and foster a safer, stronger, and more connected community.

**“Excellence is not a skill.
It is an attitude.”**

-Ralph Marston



Animal Services Unit



Dogs	Cats
182 Adoptions	258 Adoptions
11 Euthanasia	109 Euthanasia
16 Rescue/Transfer	16 Rescue/Transfer
118 Returned to Owner	6 Returned to Owner
	445 Shelter Neuter Return Cat Alterations



The Animal Services Unit of the Tracy Police Department continues to play a vital role in protecting both animals and the public. Operating out of the Tracy Animal Shelter, the unit provides a safe haven for lost, abandoned, or stray animals, caring for them until they can be reunited with their owners or placed in loving homes. Beyond sheltering animals, the team is dedicated to promoting responsible pet ownership, educating the community on animal welfare, and ensuring the humane treatment of all animals in the City.

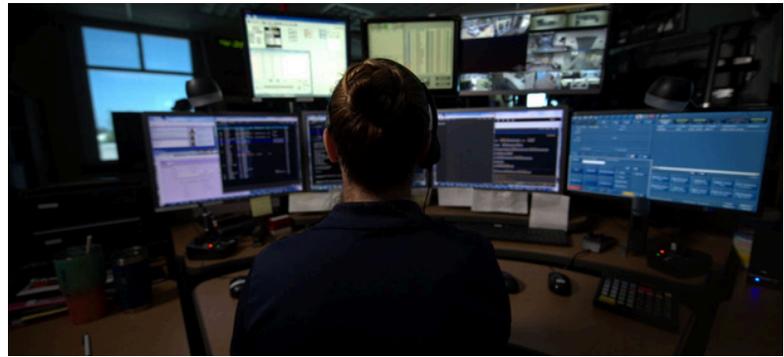
In 2025, Tracy Animal Services strengthened its connection with the community through adoption events, local fairs, and new initiatives such as the first Adoption Palooza, Car Show, Baking Competition, and Shelter Olympics. The unit also continued its Trap-Neuter-Return program for community cats and provided vaccinations, microchipping, and medical care for pets at the City’s homeless shelter. Volunteers, youth ambassadors, and summer interns contributed valuable support, helping with enrichment activities, socialization, and shelter operations, further fostering a strong bond between the shelter and the community.

The shelter implemented new technology and upgrades to improve operations and animal care. Web-Chameleon streamlined licensing and record-keeping, while Petco Love Lost helped reunite lost pets with their families using AI-powered image matching and citywide mapping. Renovated cat and dog “get acquainted” rooms, new washing equipment, and digital task tracking enhanced the overall shelter environment. With City Council–approved annual funding, the unit expanded spay/neuter assistance for low-income families, foster incentive programs, and reduced adoption fees, supporting pet owners and increasing lifesaving outcomes while helping the shelter maintain its No-Kill status for the third consecutive year.

Tracy Animal Services also received community recognition for its efforts, earning top rankings in local pet adoption awards and continuing to demonstrate leadership in animal welfare. The unit proactively enforces animal-related codes, responds to animal cruelty and injury cases, and engages the public through education and outreach. Looking ahead to 2026, the unit plans to expand playgroup programs, implement virtual licensing, enhance return-to-home efforts for lost pets, and continue to build volunteer and community engagement. Through these efforts, Tracy Animal Services remains committed to providing compassionate care, promoting responsible pet ownership, and fostering a safe and welcoming environment for both residents and animals.



Communications Unit

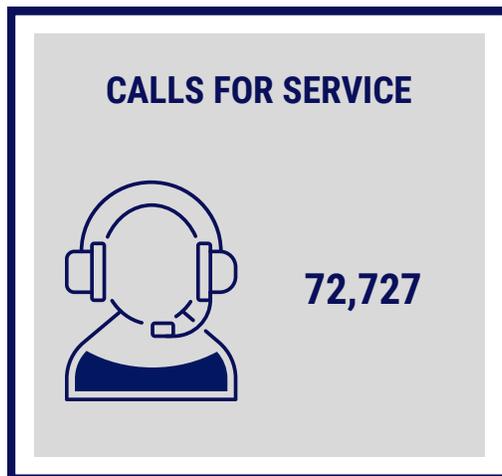


The Communications Unit of the Tracy Police Department serves as the critical link between the public and emergency responders, operating the City's Communications Center around the clock. This team of skilled Public Safety Dispatchers handles both emergency and non-emergency calls with professionalism, focus, and urgency. In high-stakes situations, dispatchers provide calm, life-saving pre-arrival instructions while quickly coordinating police, fire, and medical resources to ensure help reaches those in need as efficiently as possible.

In 2025, the Communications Unit continued to prioritize fast, accurate, and compassionate service. The team manages multiple ways for residents to reach public safety, including voice calls, text-to-911, and language interpretation services, making critical support accessible to everyone in the community. Dispatchers play a pivotal role in ensuring that first responders have the information they need, from real-time updates to precise location details, so they can respond safely and effectively.

The unit also focuses on integrating advanced technology to enhance public safety. Computer-Aided Dispatch systems help ensure that resources are deployed efficiently, while mobile digital tools allow officers to receive critical information in the field. In 2025, the Communications Unit implemented important upgrades, including expanded CLETS access for secure, limited queries from Department cell phones and upgrades to all departmental smartphones, strengthening flexibility and connectivity for the team.

Through their professionalism, technical expertise, and unwavering dedication, the Communications Unit is at the heart of every emergency response in Tracy. Their work ensures that residents can rely on fast, effective, and compassionate support whenever it's needed, building trust and keeping the community safe every day.



Records Unit



The Records Unit is the backbone of the Tracy Police Department's data management and documentation operations. This team ensures that every police report, citation, permit, and public records request is handled with accuracy, professionalism, and care. Their work not only supports law enforcement personnel with reliable information but also connects the community with the documentation and services they need, reinforcing transparency and trust.

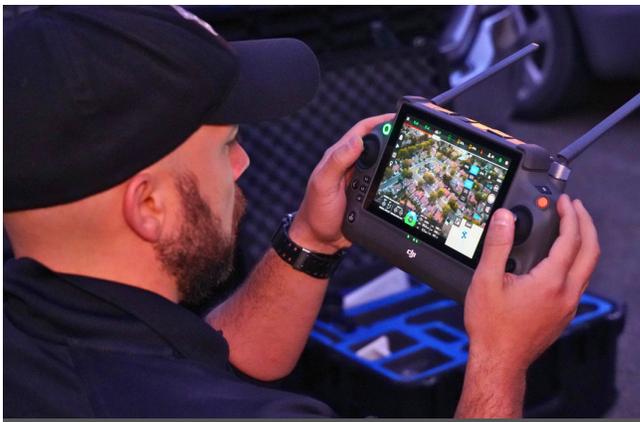
In 2025, the Records Unit continued to enhance its support of departmental and public needs through collaboration on several impactful projects. The Unit assisted with the implementation of Permitted for carry-concealed-weapon permits, helping to ensure that permitting fees and related workflows were accurate and complete. They also supported the rollout of Tracy's red-light camera enforcement program by contributing essential records and data management work behind the scenes.

Another key focus was updating the Department's portion of the citywide retention policy, aligning the Tracy Police Department's records practices with broader municipal standards and helping ensure that records are managed efficiently, securely, and in compliance with all applicable laws. The Unit also completed the interface between the Mark43 records management system and Crossroads, a milestone that enables traffic collision and citation data to flow seamlessly between systems, reducing manual work and improving accuracy for officers and analysts alike.

The Records Unit also played a critical role in supporting the Department's pursuit of state reimbursements by providing timely data and documentation needed for Veritone/RIPA and similar reporting requirements, contributing to significant funding that helps offset Department costs.

Every day, Records staff work behind the scenes to process reports, manage law enforcement databases, fulfill public records requests, and share essential information with officers, partner agencies, and the community. Their dedication to precision, whether reviewing documentation, updating retention procedures, or ensuring reliable data exchange, strengthens the Department's effectiveness and enhances public service. Through their efforts, the Records Unit remains an indispensable part of the Tracy Police Department's mission to protect and serve with integrity and excellence.





Drone Cadre



Honor Guard



Reserve Program



Motor Cadre



Field Training



Range Cadre



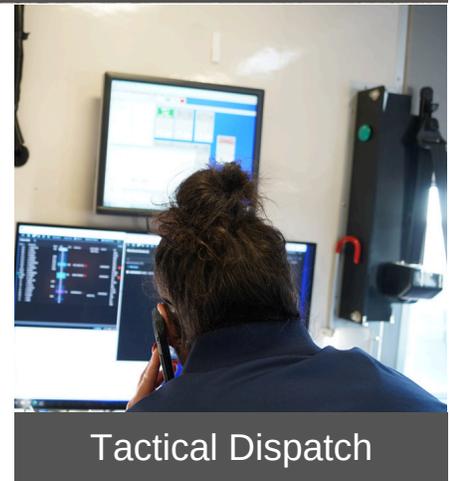
Crisis Negotiations



PAL Program



Police Cadet Program



Tactical Dispatch





Special Weapons and Tactics



Canine Unit



Recruitment



Tactical Medics



D.A.R.E



Defensive Tactics



Police Explorers



Peer Support



Police Chaplaincy



PROMOTIONS



Miguel Contreras
Police Captain



Daniel Garcia
Police Lieutenant



Nestor Mejia
Police Lieutenant



Wesley Bancroft
Police Sergeant



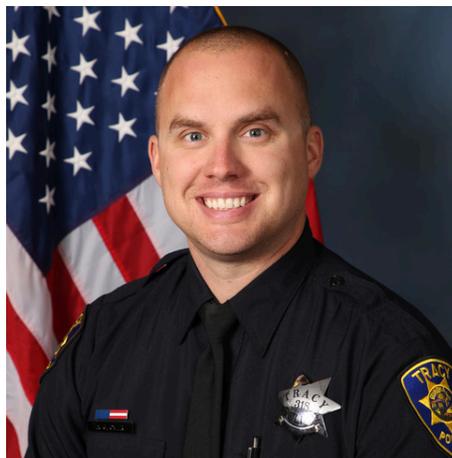
Matt Grijalva
Police Sergeant



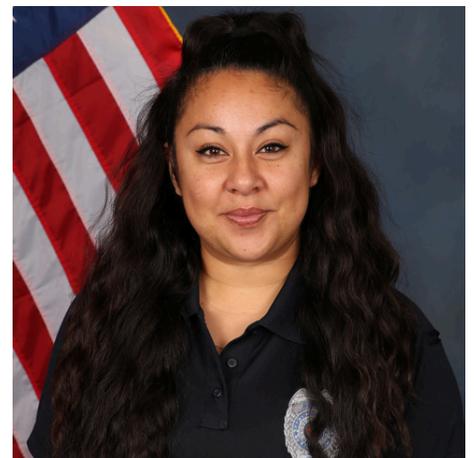
Derek Perry
Police Sergeant



Alex Contreras
Police Corporal



Andrew Glover
Police Corporal



Amanda Sena
Senior Animal Services Officer



NEW HIRES



Bethany Moberly
Police Records Assistant II



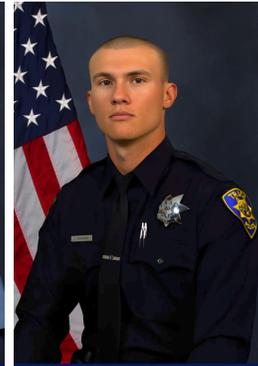
Richard Francis
Police Officer



Zacc Baker
Police Officer



Brittany Burton
Police Records Assistant I



Colton Schroer
Police Officer



Hunter Brooks
Police Officer



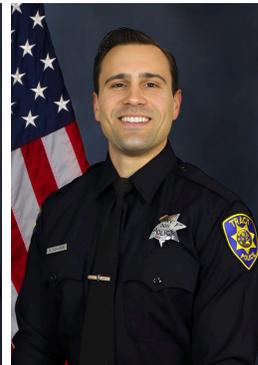
Megan Lutz
Public Safety Dispatcher I



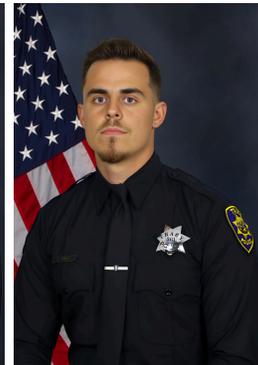
Richard De La Sancha
Police Officer



Christopher Perez
Police Officer



Dominic Molinari
Police Officer



Noah Magana
Police Officer



Terrina Phillips
Administrative Assistant



Savanna Hartman
Familiar Faces Outreach
Coordinator



Michael Ghimenti
Police Officer



Ashlee Fells
Public Safety Dispatcher I



Sarah Sosa
Public Safety Dispatcher I



Jacob Callahan
Police Officer



Salvador Gomez
Public Safety Dispatcher II



Ahzil Khan
Police Cadet



Jorge Rodarte
Police Cadet



Jonathan Hedrick
Police Cadet



Isabella Gomez
Police Cadet



Briana Rodriguez
Police Cadet

