



**TOWN OF LOS GATOS
COUNCIL AGENDA REPORT**

MEETING DATE: 08/19/2025

ITEM NO: 11

DATE: August 19, 2025
TO: Mayor and Town Council
FROM: Chris Constantin, Town Manager
SUBJECT: **Receive the Bi-Annual Police Services Report for January – June 2025.**

RECOMMENDATION: Accept the bi-annual Police Services Report, highlighting the accomplishments and ongoing efforts of the Los Gatos-Monte Sereno Police Department (LGMSPD) during the reporting period of January – June 2025.

FISCAL IMPACT:

There is no negative fiscal impact to the Town associated with receiving this report or the content.

STRATEGIC PRIORITY:

This item aligns with the strategic priority of emergency resiliency and response capabilities, along with prudent financial management and ensuring a safe feeling in Los Gatos. It also aligns with several of the Town's Core Goals, including Good Governance, Civic Engagement, Fiscal Stability, and Public Safety.

BACKGROUND:

The Los Gatos-Monte Sereno Police Department (LGMSPD) serves two distinct jurisdictions with a unified goal of delivering responsive, localized, and community-driven public safety services. Maintaining a local police department ensures faster response times, strong partnerships, and a high-touch policing model that aligns with community expectations. This report highlights progress achieved in the first half of 2025 while addressing fiscal realities and operational constraints. It also outlines next steps toward meeting upcoming regional demands, including the 2026 Super Bowl and FIFA World Cup events, which will necessitate enhanced readiness.

PREPARED BY: Jamie Field
Chief of Police

Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Finance Director

This bi-annual report provides a comprehensive review of LGMSPD's operational achievements, strategic initiatives, and ongoing projects from January through June 2025. Despite lean staffing and fiscal limitations, the Department continues to demonstrate innovation, efficiency, vigilant budgetary considerations, and community commitment. Key outcomes and overview include:

- Department Staffing Update
- Fiscal Savings Initiatives in 2025
- Technology and Research Evaluation
- Calls For Service and Officer Activity
- Community Engagement and Emergency Preparedness Efforts
- Police Fleet Overview and Operational Significance
- Community Survey Outcomes in the Context of LGMSPD
- Meliora Public Safety Assessment: Update and Status
- Vision and Future Priorities: July – December 2025 and Beyond

DISCUSSION:

DEPARTMENT STAFFING UPDATE

Personnel stability remains a top priority for LGMSPD. As of this report, the Department has 37 sworn officers on roster out of 39 authorized positions; however, only 27 are currently active and available for full duty (see chart below). While this represents a marked improvement over the prior bi-annual report, staffing remains constrained by training and leave factors: two officers are in the Field Training Program, three are in the six-month police academy, and five are on long-term protected leave or light duty.

The FY 2025–26 budget does not include “hire-ahead” hours to proactively place trainees in academies before anticipated vacancies. In prior years, this strategy allocated 1,800 to 4,500 hours annually, ensuring academy graduates were ready as attrition occurred. As vacancy savings allowed flexibility in hiring, these additional allocated resources were not utilized and to ensure availability for other Town priorities were not appropriated for 2025-26.

LGMSPD successfully onboarded three new sworn officers (two laterals, one academy graduate) and promoted one Sergeant during this reporting period. The Department also brought on three part-time Community Service Officer interns and achieved full staffing in Dispatch for the first time in five years.

Budgeted Sworn	Academy Trainees	Current Sworn	Off due to injury	Light / Modified Duty	Field Training	Total Active and available
39	1	34	3	2	2	27

Current vacancies include one Community Service Officer, one Records Specialist (backgrounds in progress), and two sworn positions, expected to grow by an additional two to three in the next six months. One vacancy resulted from the retirement of the Administrative Sergeant. Recruitment efforts during this reporting period included a March 2025 Corporal and Sergeant assessment process, resulting in one Sergeant promotion and an eligibility list valid for one year. In June, a nationwide recruitment began with Peckham & McKenney Executive Recruitment to fill an upcoming retirement vacancy for the Support Services Captain over the next couple of months.

LGMSPD has historically relied heavily on Reserve Officers. In the past six months, however, three retired and one resigned, leaving only two remaining reserves. Despite this, the Department is on pace to match its record-setting hiring year of 2024. Notably, most new sworn hires now fall under PEPR retirement rather than the legacy “Classic” PERS (3 percent at 50) plan. Extended vacancies in FY 2024–25 have also generated the largest projected underspend of the Police Department’s allocated budget in its history.

Retention and training remain critical for both sworn and professional staff. State POST mandates extensive training for all new hires, promoted personnel, and those in collateral assignments. These requirements are detailed on LGMSPD’s Transparency webpage.

To offset the impact of vacancies, LGMSPD strategically adjusted schedules and leveraged Reserve Officers, CSO interns, and volunteers. Reserve Officers provided over 300 hours of service this period, assisting with special events, targeted enforcement, and community outreach. Achieving full staffing in Dispatch has significantly reduced costly overtime and improved operational reliability, a priority echoed in the Meliora Public Safety Assessment recommendations.

Overtime trends comparing January to June 2024 with the same period in 2025 show Dispatch overtime continuing a three-year decline due to consistent hiring and training. Sworn overtime reductions stemmed from not mandating coverage for certain vacancies or untrained roles. Looking forward, FY 2025–26 overtime will primarily cover special events such as Halloween, Taste of Los Gatos, Los Gatos in Lights, and the Children’s Holiday Parade, as well as mandated training, staffing gaps, and large-scale 2026 regional events, including the Super Bowl and FIFA World Cup.

Title	Jan. – June 2024	Jan. – June 2025	Difference in FY
Communications	1,211 hours	1,004 hours	-207 hours
Sworn Staff	4,724 hours	3,285 hours	-1,439 hours

FISCAL SAVINGS INITIATIVES IN 2025

LGMSPD remains committed to maximizing resources under fiscal constraints, as evidenced by the anticipated underspent FY 2024-25 budget amount. These align with Meliora’s

recommendations for sustainable revenue and cost containment. Key actions in the first six months of 2025 include:

- Securing a \$248,955 CHP DUI Enforcement Grant for specialized vehicles, enforcement equipment, and valuable officer training to be able to identify, enforce, and educate against impairment due to controlled substances. The Police Department identified the California Highway Patrol Cannabis Tax Fund Grant Program (CTFGP) in January, applied in February, and was notified in May of the award. This is the largest grant ever received by LGMSPD.
- Acceptance of a POST grant to help fund a 2026 Leadership Team Building Workshop (TBW) and strategic plan update.
- Monte Sereno law enforcement services contract update – the Town of Los Gatos updated the law enforcement services contract with the City of Monte Sereno, as the prior 30-year contract was coming to an end. The new contract extends law enforcement services to be provided by the LGMSPD for five years with updated language and cost recovery amounts for a more current cost reflection.
- Los Gatos-Monte Sereno Police Foundation fiscal support has offered tremendous assistance to provide valuable training resources to the leadership team on accountability, enabled the purchase and replacement of outdated ballistic helmets, second year of National Night Out being hosted in the Town Plaza Park, the development and implementation of LGMSPDs first honor guard, and provided financial support for the June swearing in ceremony. The Foundation worked successfully on several fundraising events, including the annual Gala and the Mariucci Bocce Ball Tournament.
- Advancing revisions to the Town's Alarm Ordinance to include residential alarm permits and cost recovery for Police response. Currently, the ordinance only applies to commercial alarms. Meliora assessment recommended the incorporation of residential alarms, like many other jurisdictions. (See below False Alarm Activity in these six reportable months)
- Research and evaluation towards expanding an existing vendor contract to further automate the alarm billing, contracted recovery of other administrative fines, and the ability to utilize attachments of such fines to the Franchise Tax Board (FTB) for recoup of these fees/fines.

False alarms continue to impact both police response time and resource allocation. In the first half of 2025:

- Residential False Alarms: 218
- Commercial False Alarms: 174
- Total False Alarms: 394

The Department is preparing for the implementation of a new alarm ordinance and registration system through expanding vendor services with TurboData Systems, the Police Department's existing parking citations, and permit management vendor. With full rollout and compliance, it

is expected that these figures and associated administrative efforts will significantly increase. This underscores the importance of a formalized ordinance, both for operational efficiency and as a sustainable revenue stream to offset enforcement, response costs and administrative staff costs.

Parking Enforcement:

- Total Parking Citations Issued: 4,391
- Total Parking Warnings Issued: 1,114
- Combined Total: 5,505

These enforcement efforts contribute to improved traffic safety, business access, and residential quality of life. This parking enforcement is accomplished primarily through the Police Department's two Parking Service Officers, who also assist with many other ancillary needs, like vehicle maintenance, traffic control, and support functions for the Police Department. Officers and Community Service Officers also assist with parking enforcement functions.

Parking enforcement plays a vital role in supporting the fiscal sustainability of municipal operations by generating revenue that can offset public safety and infrastructure costs. Consistent enforcement ensures parking turnover, enhances accessibility for businesses and visitors, and reinforces pedestrian and traffic safety.

TECHNOLOGY AND RESEARCH EVALUATION

Technology modernization remains a cornerstone of LGMSPD's strategy and directly supports several Meliora recommendations on accountability, transparency, and efficiency. The LGMSPD has not grown in staffing numbers for over two decades; therefore, the Police Department is evaluating technology options as solutions to augment increasing needs and demands. Other statewide law enforcement agencies are seeking similar solutions and have already begun to implement similar contracts and resources to leverage the interoperability components and improved efficiencies. These considerations are recommended in the Meliora report and align with best practice in the law enforcement profession. The evaluations that are underway include:

- Evaluating a 10-year Axon technology agreement bundle encompassing body-worn cameras, in-car video, and evidence management through unlimited cloud data storage, and many other tech items. This suite would address Meliora Assessment recommendations #79 and #92 for compliance and early intervention on personnel related matters.
- Exploring Drone as First Responder (DFR) implementation to enhance emergency response times, officer safety, de-escalation, cross-departmental use, and emergency preparedness.
- Expanding public-private camera partnerships to strengthen investigative capabilities, improve crime deterrence, and situational awareness during special events or

emergencies. This also supports PPW with infrastructure monitoring and aligns with Meliora recommendation #127.

- Real-Time Crime Center (RTCC) – Assessing the viability of a RTCC which would centralize public and private video feeds for rapid intelligence sharing, reflecting best practices in regional policing. This responds to Meliora’s call for enhanced investigative and surveillance capabilities.

These technologies address critical operational gaps, mitigate lean staffing challenges, and enhance public trust through transparency and rapid service delivery.

CALLS FOR SERVICE AND OFFICER ACTIVITY

The LGMSPD continues to meet goal response times and provides an uncompromising high level of service to the community. The following table depicts a comparison of the Communications Division call volume, both inbound and outbound, immediacy to which they are answered, and the number of 911 calls over the last two years between the months of January and June.

The industry standard for a Public Safety Answering Point (PSAP) agency is a target for 911 calls to be answered within less than ten seconds 95% of the time. Outbound calls can be a result of transferring callers to other points of contact with Town Departments, contacting and following up with community members, or conducting other inter-agency duties.

January – June	Inbound 911 calls	% of 911 calls answered < 10 seconds	Incoming Non-emergency calls	Non-emergency Outbound calls
2025	4,698	95.95%	13,229	5,750
2024	5,173	95.90%	14,597	6,872

Officers’ response to priority calls for service continues to be comparable to prior years, and close to priority goals. These metrics can be found in the Fiscal Year Adopted Operating Budget in the performance measures section of the Police Department chapter and will have prior years for comparison.

Priority 1 refers to an immediate emergency with a threat to life or a public safety hazard, Priority 2 is an urgent emergency that requires an immediate response, and a Priority 3 is a non-emergency. The LGMSPD has set response time goals of 5:00 minutes for Priority 1 calls and has had an average of 3:32 over the past six months. Priority 2 call response goal is 10:00 minutes and was 7:02 during this reportable period. Priority 3 calls response goal is 15:00 minutes and had an average of 7:01 minutes between January and June 2025.

COMMUNITY ENGAGEMENT & EMERGENCY PREPAREDNESS EFFORTS

The LGMSPD remains committed to fostering strong community partnerships, enhancing emergency preparedness, and promoting public safety through proactive engagement. From January through June 2025, the Department continued to invest in a wide array of community-based programs and volunteer initiatives.

LGMSPD successfully completed its third annual Community Police Academy, reinforcing transparency, public trust, and civic education. Participants received instruction in patrol operations, de-escalation, investigations, traffic enforcement, and the role of technology in modern policing. The program continues to draw high public interest and strong feedback. Due to staffing constraints, transition, and regional events, a Community Police Academy is not currently anticipated for Spring 2026.

The Office of the Chief continues to oversee the Youth Commission, which is scheduled to begin in September 2025. At the close of the 2024-25 school year, the Youth Commission included an updated Resolution, continued focus on prevention and education surrounding the use of controlled substances, and an emphasis on traffic and e-bike safety.

Community Engagement Highlights:

- **Community Events Attended or Hosted: 17**
Including bike rodeos, other school safety presentations, neighborhood meetings, service club meetings, and participation in regional preparedness forums.
- **Neighborhood Watch Groups: 4**
Supporting community safety through crime prevention education and direct communication with patrol or command staff who are in attendance.
- **CERT (Community Emergency Response Team):**
 - **Total Los Gatos and Monte Sereno trained CERT Members on roster: 240**
 - **New CERT Members Recruited This Period: 17**
CERT continues to serve as a cornerstone of local emergency preparedness, with trained volunteers prepared to assist during natural disasters.

Volunteer Contributions:

Disaster Aid Response Team (DART): 794 hours

Supporting emergency preparedness outreach, public education events, dynamic law enforcement incidents, and special event logistics.

- **Volunteers in Policing (VIP): 2,600 hours**
Providing essential non-sworn support, including vacation checks, Welcome Packets, administrative functions, and community engagement.
- **Police Explorers: 55 hours**
Offering young people valuable exposure to careers in law enforcement. Two LGMSPD Police Explorers completed the three-week Santa Clara County Explorer Academy, and LGMSPD provided staff to instruct and guide them through portions of the academy.

POLICE FLEET OVERVIEW AND OPERATIONAL SIGNIFICANCE:

Fleet Overview and Strategic Value:

The LGMSPD operates a purpose-built vehicle fleet designed to deliver comprehensive public safety services to the community. Fleet assets are acquired through a blend of Town funding, state and federal grants, community donations through the Disaster Aid Response Team (DART), and support from the Police Foundation. Vehicles are deployed across every operational area of the Department, including patrol, investigations, traffic enforcement, parking enforcement, school resource officer duties, volunteer coordination, and special event or collateral teams such as bike patrol, motors, and SWAT (CRU).

Several vehicles related to volunteer and ancillary services have been in service for 20 years or more, a testament to the Department's commitment to asset longevity, fiscal stewardship, and maximizing return on investment. However, the Town maintains a relatively low mileage fleet for front line marked patrol units and was successful in achieving a grant for two new DUI focused marked units. Almost every asset plays or will play an active role during large-scale community events such as the Children's Parade, dignitary visits, and dynamic law enforcement incidents.

Special Use, Grant-Funded, and Donated Resources:

Specialized vehicles expand operational reach and efficiency across diverse policing and community service needs:

- *UTVs* – Patrol (2 - grant funded), SRO (1 - Police Foundation), and DART (2 - donated) for off-road emergencies, open-space patrol, and mutual aid.
- *Bicycles* – Electric (2 - Police Foundation) and standard (4 - Police Foundation) for patrol, events, and open-space access.
- *Motorcycles* – Zero-emission motorcycle for trail patrol and three traditional patrol motorcycles for traffic enforcement.
- *Trailers* – Two speed radar trailers; three team-specific trailers for DART, CERT, and CSI.
- *Parking Enforcement* – Two vehicles equipped with License Plate Readers (LPR) and vehicle monitoring technology for effective time-zone and permit enforcement.
- *Community Service Vehicles* – Two units used by CSOs and Volunteers in Policing (VIP) for vacation checks, welcome packet deliveries, and patrol presence.
- *DART Fleet* – Includes a nearly 30-year old SUV, donated trailer, and UTVs, enabling thousands of annual volunteer hours supporting dynamic law enforcement incidents and investigations, special events, and community preparedness.

Unmarked and Specialized Vehicles:

Unmarked vehicles allow detectives, command staff, and administrative personnel to conduct investigations, interviews, and attend regional coordination meetings without drawing unnecessary public attention. The Meliora Public Safety Assessment recommended adding at

least one unmarked vehicle to alleviate access limitations, particularly given the current separation of resources across two buildings.

- Administrative (Unmarked) – Chief, Captains, Traffic Sergeant, Administrative Sergeant.
- Investigations (Unmarked) – Detective Sergeant and assigned detectives.

Marked Patrol Fleet (14 Vehicles):

Marked units form the backbone of daily patrol operations. While there are 14 total, about five patrol officers are typically on patrol at any one time. The 24/7 nature of operations requires vehicles to be ready for immediate deployment, with incoming shifts needing fully equipped units for emergency calls and proactive enforcement.

- *K9 Unit* – Dedicated marked vehicle for safe canine transport and deployment.
- *SRO Vehicle* – Assigned for high-visibility presence at schools and during youth engagement.
- *Supervisor Units (2)* – Outfitted as mobile command centers with ballistic shields, less-lethal tools, and force-entry equipment for critical incidents.

Because patrol vehicles serve as mobile offices, overlap between shifts often requires sharing remaining vehicles while others are in service or repair. It is common for the day shift to remain on an active incident as the night shift begins, adding to the demand for available vehicles. Fortunately, the Town has a relatively low mileage fleet for these front line marked patrol vehicles.

Procurement and Maintenance Realities:

Vehicle procurement and buildout present significant logistical challenges. Over the past five years, lead times have ranged from six months to over a year. Even after receipt, vehicles require extensive outfitting of radios, lights, cages, and computers before deployment.

The Town employs one full-time supervising equipment mechanic to maintain the Town's municipal fleet and one PPW operations manager to oversee fleet and all town facilities. The LGMSPD Traffic Sergeant serving as the liaison for police specific needs. These realities underscore the necessity of retaining vehicles that may appear underutilized but serve as essential backups during maintenance cycles, emergencies, or sudden attrition.

COMMUNITY SURVEY OUTCOMES IN THE CONTEXT OF LGMSPD

The results of the 2025 Los Gatos Community Survey are particularly significant when considered in the context of staffing levels at the LGMSPD over the past several years. At times since 2022, the Department has operated at deployable levels 30% below the budgeted strength. While some impacts of the reduced available resources may be reflected in the outcome, overall, the feedback exceeded the scores of the survey conducted several years prior. Despite these challenges, the community continued to report high satisfaction with overall police services, an outcome that underscores the dedication, perseverance, and professionalism of the LGMSPD team.

Officers have taken on overtime, adapted their roles creatively, and remained steadfast in their mission to protect and serve. The success of the survey results is not coincidental; it is the product of deliberate effort and a shared belief in delivering the level of service our residents expect and deserve.

Lower satisfaction with traffic enforcement (54%) reflects the necessity of having to reassign motor officers to general patrol duties to address core staffing shortages and the inability to send officers to motor training due to backfill needs.

As of mid-2025, hiring efforts are beginning to restore staffing capacity. We anticipate that by early 2026, several new officers will complete their academy and field training, resulting in increased field presence and renewed focus on dedicated traffic enforcement. This will help directly address the areas of concern identified in the community survey.

Looking ahead, maintaining adequate staffing levels is critical. Adequate is defined by the community as seen in the survey. The Police Department endears the ability to plan for anticipated vacancies, particularly as a significant number of retirements remain forecasted in the upcoming fiscal year. Absent timely hiring and training of replacements, the Department risks further constraints on visibility and enforcement capacity.

MELIORA PUBLIC SAFETY ASSESSMENT: UPDATE AND STATUS

The LGMSPD continues to make meaningful progress in advancing the priorities outlined in the Meliora Public Safety Organizational Assessment, which was presented to the Town Council in November 2024. This comprehensive and independent evaluation assessed staffing, workload, service delivery, internal policies, and facility efficiency. It resulted in 130 data-informed recommendations, grouped under five key themes:

1. Organizational Structure and Facility Optimization
2. Facility Consolidation and Infrastructure Planning
3. Role Alignment and Operational Efficiency
4. Risk Management and Accountability
5. Process Improvement and Technology Integration

Since that time, LGMSPD has aligned its internal efforts with the Department's 2024–2026 Strategic Plan, available staffing, and fiscal resources to address a growing number of these recommendations, prioritizing impact, revenue, efficiency, and sustainability.

Progress Update (January–June 2025):

- *14 recommendations* previously “In Progress” have now been fully addressed
- *11 recommendations* originally designated “Short Term (3–6 months)” have been completed
- *4 “Long-Term” recommendations* have already been resolved
- Numerous items previously considered long-term have now been accelerated for earlier implementation

This progress represents a significant organizational achievement in just six months and reflects the Department's commitment to continuous improvement, operational excellence, and long-range planning.

Facility Consolidation Analysis

The most consequential recommendations by the Meliora assessment calls for consolidation of the two-building model and a comprehensive space needs assessment to explore the operational, logistical, and financial implications of consolidating LGMSPD's operations under a single roof. The Department currently operates out of two buildings, separated by two miles, which has proven inefficient for communications, supervision, technology access, continuity of operations, and community-facing services.

In July 2025, the Director of PPW, Police Chief, and a lead consultant from DLR Group conducted a joint walkthrough of both the Police Operations Building (POB) and Headquarters. DLR Group was selected through a competitive process based on its institutional knowledge, having designed the original POB remodel, and its extensive portfolio of public safety facilities, including the recent completion of the Stanford Department of Public Safety & Emergency Operations Center.

Key elements of the walkthrough included:

- Evaluation of current layout and spatial constraints
- Review of parking and access logistics for staff, volunteers, and the public
- Detailed documentation of operational inefficiencies and potential areas for consolidation

This work marks the first step toward realizing a long-term consolidation strategy, consistent with *Theme 2* of the Meliora Assessment. Anticipated benefits include:

- Enhanced staff communication and supervisory oversight
- Centralized community access and improved facility security
- Updated infrastructure with ADA compliance and EOC readiness
- Dedicated space for training, volunteer coordination, and public engagement
- Energy-efficient design and reduced long-term maintenance costs

A formal agreement is in development between PPW and the DLR Group with final deliverables to include a functional report, conceptual drawings, recommendations, and cost estimates. Completion is anticipated within several months from the start of the project and will serve as the foundation for long-range capital planning and operational consolidation.

The initiatives set in motion by the Meliora recommendations, though not always visible to the community, provide foundational improvements that will increase organizational transparency, reduce risk, and enhance service delivery.

LGMSPD's continued work on Meliora's roadmap demonstrates the Department's dedication to measurable reform and excellence in policing. Many recommendations are now in active progress and will be reported on in the next biannual update. These investments in policy, people, technology, and infrastructure are critical to ensuring LGMSPD can continue to meet community needs.

VISION AND FUTURE PRIORITIES: JULY–DECEMBER 2025 AND BEYOND

The Los Gatos-Monte Sereno Police Department continues to advance with intention, guided by its Strategic Plan, the Meliora Organizational Assessment, and evolving public safety needs across our region. As LGMSPD nears the final stretch of 2025, the Department remains focused on delivering innovation, preparedness, and service excellence, while positioning itself for regional leadership in 2026, a year that will bring historic public safety coordination opportunities with the Super Bowl and FIFA World Cup hosted in the Bay Area.

Key Priorities for the Remainder of 2025:

Deployment of LGMSPD's First Explosives Detection Canine (EOD K9):

In the coming months, the Department will welcome a highly trained explosives detection dog, "Junior," into service. Together with his handler, this new K9 team is completing POST-certified training and will enhance LGMSPD's capabilities in dignitary protection, special events, and regional mutual aid.

- *Police Recognition Luncheon:*

The Los Gatos-Monte Sereno Police Foundation will host its annual Recognition Luncheon on October 16, 2025, at the Jewish Community Center, honoring the professionalism, commitment, and service of department members and volunteers.

- *DLR Group Space Assessment:*

Execution of the formal agreement with DLR Group will initiate a comprehensive facility needs study. The results of this assessment will be foundational for long-term planning to consolidate operations and support modern policing needs.

- *Implementation of the New Alarm Ordinance:*

As part of a broader revenue recovery and efficiency initiative, LGMSPD will implement an updated alarm registration and enforcement program, supported by the rollout of TurboData for improved compliance and administrative tracking.

- *Update to the Community Complaint Process (CCP):*

As a proposed recent budget saving measure, LGMSPD is working with the Town Manager's Office to finalize updated CCP protocols to reflect current shifting oversight structures from the Town Attorney, to improve timeliness, and to strengthen internal review processes.

- *DUI Cost Recovery and Grant Implementation:*

The Department is developing an internal process to recover costs associated with DUI enforcement and adjudication. Additionally, LGMSPD will steward a \$248,000 DUI grant, coordinating required checkpoints, reporting, and advanced training throughout the year.

- *Recruitment and Onboarding of Support Services Captain:*
The upcoming recruitment and selection process for the upcoming vacancy in the Support Services Captain role will help realign key leadership responsibilities and fortify internal operations.
- *Evaluation of Axon and LVT Technologies:*
As LGMSPD continues to modernize, the Department is reviewing solutions offered by Axon and LiveView Technologies (LVT) to enhance transparency, data management, and situational awareness. Budget development, proposals, and vendor coordination are underway.
- *Parking Program Transition and Partnership with PPW:*
LGMSPD remains a key partner in the transition of the Town's parking management plan, working in coordination with the Dixon Parking implementation and PPW leadership to ensure operational success and public communication.
- *Support for 2025–26 School Year:*
With the new academic year ahead, LGMSPD will continue active support of local schools and students through its School Resource Officer program and traffic safety partnerships.
- *Traffic Enforcement Expansion:*
As staffing levels stabilize, a second motor officer will be trained to increase LGMSPD's traffic enforcement presence and responsiveness to high-collision corridors and school zones while also addressing e-bike enforcement when possible.
- *Expansion of Neighborhood Incident Command Posts (NICP):*
A new NICP will be established at or near El Camino Hospital, further enhancing community preparedness and emergency coordination efforts in collaboration with CERT volunteers.
- *Communications Infrastructure Modernization – NG911 Transition*
LGMSPD will need to begin urgently upgrading its Public Safety Answering Point (PSAP) infrastructure from obsolete copper-based systems to fiber-optic technology in preparation for Next Generation 911 (NG911). The current infrastructure, originally designed with a 5–7 year lifespan, is now over 12 years old and at critical risk of failure. While Cal OES had initially prioritized a cloud-based rollout through contractor NGA, that effort failed due to insufficient end-to-end testing and deployment delays statewide. Given the fragile state of LGMSPD's current system and the inability to replace failing components, the Department will now pursue an alternate, vetted pathway for NG911 compliance, supported by available Cal OES funding.
- *Regional Preparedness for Super Bowl & FIFA World Cup (2026):*
LGMSPD is heavily involved in regional safety planning to ensure readiness for two high-profile global events, the Super Bowl in February and the FIFA World Cup in June. Emphasis will be placed on interoperability, intelligence sharing, and mutual aid coordination.
- ***Operational Collateral Team Readiness Assessment:***
Strengthen operational resilience and optimize specialized responses, LGMSPD will conduct a comprehensive evaluation of its collateral and specialty teams, including CRU, CNT, Drone, and Bike Team. This assessment will focus on equipment inventory, training proficiencies, team policies, and internal cohesion. The effort aligns with the Town's Top Priority and

many Core Goals in that this is to ensure readiness, interoperability, and foundational familiarity ahead of large-scale regional deployments and evolving community needs.

From January through June 2026, LGMSPD will transition from project execution to operational maintenance and continuity, with a focus on stability, community confidence, and readiness to meet any public safety demands, locally or regionally. Strong internal systems, volunteer partnerships, and enhanced inter-agency relationships will be the foundation of this transition.

CONCLUSION

The first half of 2025 reflects a period of strategic adaptation and forward momentum for the LGMSPD, marked by measurable progress in staffing stabilization, fiscal responsibility, community engagement, and implementation of key Meliora Public Safety Assessment recommendations. LGMSPD has upheld its commitment to localized service, innovation, and transparency, while also laying critical groundwork for the regional demands of 2026. Sustaining this progress will require ongoing investment in personnel, technology, and infrastructure, as well as continued support for proactive planning to anticipate vacancies and operational pressures. The Department remains a trusted, resilient, and adaptive pillar of the community, with its vision firmly focused on delivering excellence in public safety services through the remainder of 2025 and beyond.

ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

Attachment:

1. PowerPoint Presentation