



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of July 22, 2025

TO: Mayor and Members of the City Council

VIA: Dante Hall, City Manager

SUBMITTED BY: Joseph Vasquez, Chief of Police

SUBJECT: Update on the Hercules Police Department

RECOMMENDED ACTION: Receive an update on the Hercules Police Department

EXECUTIVE SUMMARY:

The Hercules Police Department is a professional, full-service, high-quality department which provides law enforcement with fairness and equality to all. Services include public safety, crime prevention, traffic enforcement, response to medical emergencies, keeping the peace, and participating in a variety of authentic community engagement programs.

Our department is committed to being fully inclusive and strives to recruit and retain personnel with high morals and good character. The department currently has 25 full-time sworn personnel, four full-time administrative support staff, one part-time administrative support member, one full-time Parking Enforcement Officer, and one Reserve Police Officer. We are currently in the beginning stage of hiring one more Police Officer and hope to have another testing process soon to fill our final vacancy. This will bring our total number of Police Officers to 26. Our staff is also supported by four volunteers who are critical to maintaining our fleet amongst other miscellaneous duties, and one Police Chaplain who provides services during highly emotional and sensitive circumstances.

The organizational structure of the department includes a Chief of Police, two Police Commanders, five Police Sergeants, four Police Corporals, four Detectives, eight Police Officers and one Traffic Enforcement Officer. One Commander is assigned to the Patrol Division, which includes parking enforcement, property and evidence, and fleet maintenance. The other Commander oversees the Administrative Division, which includes the investigations unit and Records personnel. This Commander is also responsible for hiring, training, policies, and public records act requests. Both

Commanders also assist with internal affairs investigations/complaints and keeping members of the public informed on social media.

ANALYSIS:

Over the last three years, the police department has seen a variety of movements within personnel. Detective Greg Sanchez retired after 16 years of dedicated service, Officer Jade Lawson and Detective Mory Saengsourith lateralled to other departments, and part time Police Support Specialist Julia Ford retired. Four Police Officers were hired, and longtime volunteer Kin Kin Sandhu was hired as a part time Police Support Specialist. Corporal Mike Thompson was promoted to Sergeant, Officer Angel Garica was appointed to Corporal, and Officer Kevin Bassi was appointed to Detective.

With further impending retirements on the horizon, the police department has focused on succession planning for future promotions. Commander Collard Attended the FBI National Academy in Quantico, Virginia, and three Sergeants were rotated as Acting Patrol Commander over a four-month period in his absence. In preparation for a Sergeants examination, four Corporals were rotated through one-month stints in investigations to gain detective experience. In addition, Sergeant Montenegro is currently attending the Sherman Block Supervisory Leadership Institute which is designed to stimulate personal growth, leadership, and ethical decision-making.

The Police Department remains committed to being proactive as we handled over 24,000 calls for service, investigated 1,540 crimes, made 480 arrests, and issued almost 1000 traffic related citations. Despite the volume of arrests, only 8 uses of force incidents were reported during this annual report. This is a testament to the patience, professionalism, and de-escalation tactics used by our Officers to resolve issues at a lower level.

The use of modern technology has been another point of emphasis. Dash cameras were obtained in 2024 to assist with obtaining critical evidence during traffic enforcement including pursuits. The information produced assists with risk management and ensures valuable information is not lost during these incidents.

The Police Department has obtained the services of Peregrine, which provides data analysis and report management software designed to assist Patrol, Investigations, and Command Staff with a variety of critical information in one location. This information has been used to solve crimes as well as provide data for use of force review.

Parking Enforcement was recently equipped with a new handheld device which produces clear and concise citations. This device expedites the citation process and reduces complaints of unclear violations due to penmanship or smeared ink. These devices also integrate with our report management system which saves time on data entry.

There were many significant cases investigated by our officers this year, which include a traffic enforcement stop where narcotics were discovered in plain view. A subsequent

search of the vehicle led to Officers locating a mini-Draco short-barreled riffle with a 30-round magazine. The driver was arrested for possession of an illegal firearm and controlled substances.

Another significant case included locating an occupied stolen vehicle in the 1500 block of Sycamore Ave. As officers attempted to stop the vehicle, the driver fled and collided with a patrol vehicle. While no pursuit was initiated, a police helicopter tracked the suspect vehicle where it was abandoned in Oakland. Follow-up investigation led to the identification of a suspect. A search warrant and arrest warrant were conducted at the suspect's residence, uncovering a large-scale identity theft and fraud operation. The suspect was arrested, and Officers recovered over 500 blank checks, printers, laminating machines, 20 counterfeit driver's licenses, several passports, and various other materials associated with identity theft.

The Hercules Police Department assisted and facilitated many public events including the 4th of July fireworks, National Night Out, Halloween Trunk or Treat, and multiple Coffee with a Cop events. We also held our second Breakfast with a Badge, where we served a free breakfast to the senior community during Valentine's week. In May of this year, we held our second annual Public Safety Fundraising Golf Tournament and raised money to fund our second annual Youth Academy. This year we had 20 kids attend the academy which included an educational, historical, and public safety related trip to Alcatraz.

During this year, we have worked hard at rebuilding community trust and having open and honest communication. The Police Department has participated in two Public Safety Town Hall Meetings where we specifically discussed use of force incidents, training issues, and goals for the future. As a result of these meetings, the Police Department has implemented a Community Liaison Officer assignment to keep the community informed through social media.

Our focus for the incoming year will be to continue rebuilding trust with our community. We look forward to having open and honest communication through authentic community engagement. We will work on providing our staff with the resources and training needed to comply with new legislative mandates while providing our citizens with the highest level of service. We are committed to improving, preparing for the future, and serving our community with honor.

FISCAL IMPACT:

There is no fiscal impact associated with receiving this report.

ATTACHMENTS:

1. Presentation