

## ROUND ROCK ISD POLICE DEPARTMENT

### MANAGEMENT DETAIL REPORT

November 10, 2021

- I. The Management Detail Report includes information on certain management decisions in the Round Rock ISD Police Department. The Management Detail Report provides information on the chronology of the decision to start a police department, police vehicle purchases, start-up cost comparisons, department policies and procedures, staffing decisions, officer training and experience, transparency and community engagement .
  1. March 29, 2017

Round Rock ISD received a letter sent by Round Rock Police Chief Allen Banks stating that on May 31, 2021, the Round Rock Police Department would conclude its participation in the Interlocal Agreement regarding the SRO Program (**See Attachment #1**).
  2. April 19, 2018

Round Rock Police Chief Allen Banks, Williamson County Sheriff Robert Chody, and Dr. Steve Flores sent a letter explaining that the nature of the existing arrangement creates gaps in coverage, the patchwork approach is a concern, and that leaders of the Round Rock Police Department, the Williamson County Sheriff's Office, and the School District agree that the most prudent step is for Round Rock ISD to form its own police department, as most large school districts (and many small districts) in Texas have done (**See Attachment #2**).
  3. June 2018

The Round Rock ISD Board of Trustees created a Safety & Security Task Force to further explore and determine proper school safety strategies. The directives included the exploration of establishing a Round Rock ISD PD, other school safety strategies, and to consider all aspects of school safety on all RRISD campuses to ensure the safety of all students and staff.
  4. August 21, 2018

The Safety & Security Task Force held their first meeting.
  5. April 25, 2019

A letter was sent by Round Rock Mayor Craig Morgan and Williamson County Judge Bill Gravell reaffirming that their participation in the SRO Program would conclude at the end of the school year in 2021 (See Attachment #3).

6. September 9 2019

The Safety & Security Task Force presented to the Board the results of their efforts by providing three options for long-term safety and security solutions in Round Rock ISD.

The options were:

1. Governmental Law Enforcement Option
2. Round Rock ISD Police Department Option
3. School Sentries, School Marshals, Guardian Plan, Private Security

7. September 24, 2019

The Williamson County Commissioner's Court discussed the Interlocal Agreement for the SRO Program between Round Rock ISD and Williamson County for RRISD School Years 2019/2020 and 2020/2021. Commissioner Cook moved that the Court sign the agreement to continue through 2019-2020 and through June 2021.

During the discussion, County Judge Gravell read the following statement:

*“Williamson County originally contracted with Round Rock ISD to provide one contracted SRO at Westwood High School because it was beyond the city limits of Round Rock and beyond the limits of the Round Rock Police Department who traditionally serves the SROs for Round Rock ISD. Williamson County provided this coverage to Westwood by rotating one off-duty detective years ago. Our current contract now calls for a thousand percent coverage than originally contemplated from one part time SRO to ten today. With Round Rock ISD even requesting more coverage at this moment.*

*At the current level of staffing of ten SROs, Williamson County daily staffs more SROs than we do detectives assigned to crimes against children. We currently staff more SROs than we have detectives assigned to sex crimes, or detectives assigned to crimes against persons, or even detectives assigned to crimes against property. Our Williamson County deputies respond to more than 3100 calls a week. They guard more than 600 people daily in our Williamson County jail. Our deputies are also responsible for more than a thousand visitors each day at our justice center. The demand upon Williamson County makes it extremely difficult and substantial with the pressure we have placed on our deputies.*

*Round Rock ISD has been consistent in noting our shortcomings in our relationship. Being that our officers have arrested individuals against the will of principals or specific periods of time when our deputies were unavailable because they were transitioning to other points in the county for emergent matters. And to*

*this point for decades, the ISD did not reimburse Williamson County whatsoever for the cost of cars, equipment, or the use of our deputies. And at a point now where we as a Commissioners' Court are contemplating ballistic helmets, as recently as last week, Round Rock ISD submitted some draft contracts containing requirements relating to the type of uniforms our deputies should wear. Also wanting us to give authority to principals to which laws we would and we would not be enforcing.*

*More concerning though are the Trustees and their apparent insistence that Williamson County greatly expand their relationship and become the sole provider of SROs for the Round Rock ISD to a number that exceeds twenty-seven SROs for the District that spans multiple cities and two different counties. The result would be that Williamson County would have more SROs on duty than deputies patrolling our county roads. Therefore shifting our primary duties from patrolling county roads to patrolling school hallways. Our relationship has gone from one part-time off duty deputy to a point of where the Trustees are deeply offended that the County will not commit to providing twenty-seven deputies and enforcing laws at the whim of some principal. This is not how the County and County government was designed to operate. You are really asking for us to be a fleet of Teslas when we were originally just a handful of pickup trucks helping out. The original agreement with Round Rock ISD is scaled far beyond what was originally contemplated by Williamson County, Texas.*

*In April of 2018, Sheriff Chody and Chief Banks sent a letter to the Round Rock ISD Board, stating that they would not provide SROs beyond 2021. I myself, met with a committee and the School Board and soon discovered that what they wanted us to do was far beyond our primary mission and I believe, beyond our jurisdictional power.*

*On April 28th, Mayor Morgan and myself sent a letter reminding the District of our pullout date from the City and from Williamson County. Let me be clear. The school district has had a year and a half to act, and they have failed to do so. It is for these reasons that I cannot support extending the contract beyond 2021. And let me be clear to the Round Rock ISD Board of Trustees. Your path and your future is your choice. Williamson County will not be a part of that beyond 2021."*

After Judge Gravell read his statement, a vote was taken on the Interlocal Agreement for the SRO Program between Round Rock ISD and Williamson County for RRISD School Years 2019/2020 and 2020/2021 and no extension was granted past 2021. The Court approved the agreement by a vote of 5-0.

8. October 17, 2019

The Round Rock ISD School Board instructed the superintendent to begin the information gathering phase for the Round Rock ISD Police Department Texas Commission on Law Enforcement ("TCOLE") application process. The process was scheduled to occur simultaneously as the Board continued to work with the Williamson County Sheriff's

Department on a proposed MOU and agreement for SRO services and requested an extension of the agreement to June 2026.

9. December 17, 2019

The Williamson County Commissioner's Court met to consider and take appropriate action on an Interlocal Agreement for the SRO program between Round Rock ISD and the Williamson County Sheriff's Office for law enforcement coverage through 2026. A motion was made and the motion failed for a lack of a second.

10. December 19, 2019

The Board voted to move forward with the formation of the Round Rock ISD Police Department while continuing the process of transitioning the Round Rock Police Department and the Williamson County Sheriff's Department out of the SRO program by June 2021.

11. February 18, 2020

At the request of Round Rock ISD Board members, the District contacted the Travis County Sheriff's Office and requested that the Travis County Sheriff's Office consider providing SRO coverage. On February 20, 2020, a response was received stating, *"Thank you for expressing interest in our SRO program here at Travis County Sheriff's Office. Unfortunately, we are unable to accommodate your request to provide service to schools in the Round Rock area at this time. We appreciate our partnership with you and wish you the best in finding help within Williamson County."*

12. February 20, 2020

The RRISD School board signed a resolution to form a police department and direction was given to start the TCOLE application process.

13. February 21, 2020

The District initiated the TCOLE application process.

14. February 21, 2020

The District drafted MOUs for Agencies with Overlapping Jurisdiction, as required by TCOLE.

15. February 21, 2020

The District initiated the development and drafting of Round Rock ISD Police Department TCOLE required procedures that align with the Texas Police Chiefs Association best practices.

16. February 26, 2020

The District initiated the Texas Department of Public Safety process for obtaining the New Agency ORI Number, as required by TCOLE to be assigned to the Round Rock ISD Police Department.

17. March 2020

The District repurposed space in the central administration building to be used as a records and evidence storage location, as required by TCOLE and in compliance with state requirements. The cost to renovate and construct an area for the records and evidence room was \$22,091 (Capital Project- See Attachment #20).

18. March 2020

The District coordinated with Williamson County Communications to draft ILAs for dispatch services and a records management solution as required by TCOLE. The 2020-2021 cost for dispatch services and records management access was \$86,052.

19. May 2020

TCOLE conducted a comprehensive pre-approval site assessment, document review, and walkthrough of the Round Rock ISD records and evidence rooms to determine the District's compliance with state guidelines, mandates, and requirements before granting approval for the Round Rock ISD Police Department as an authorized law enforcement agency in the State of Texas.

20. June 2020

TCOLE granted the approval to certify the Round Rock ISD Police Department as a new police agency in the State of Texas.

20. August 21, 2020

Round Rock ISD named a chief of police for the Round Rock ISD Police Department. Prior to hiring the chief of police, the District was informed by Austin Community College and the Round Rock Police Department that they would no longer be providing officers for the middle schools for the 2020-2021 school year. As a result, the Round Rock ISD Police Department had less than one month to hire officers to cover each middle school in the city of Round Rock.

21. September 15, 2020

First day of in-person school for Round Round ISD.

**II. OFFICER STAFFING COMPARISON DATA**

The officer staffing comparison data provided was collected from three areas:

1. Round Rock ISD Safety & Security Task Force
2. Williamson County Sheriff's Department

3. Round Rock ISD Police Department

|  |  |   |
|--|--|---|
| <b>Safety &amp; Security Task Force Recommendation</b><br><br>(Presented to the Board on 09/09/19) | <b>Williamson County Sheriff's Department Recommendation</b><br>(Staffing needs for 2020-2021) | <b>RRISD Police Department Implementation Outcome</b> |
| 44 Police Officers   | 28 Police Officers   | 31 Police Officers                                    |

**III. ROUND ROCK ISD DEPARTMENT DEMOGRAPHICS/QUALIFICATIONS**

| <b>Demographic Breakdown</b> | <b>National Average</b> | <b>Round Rock ISD Implementation Outcomes</b> |
|------------------------------|-------------------------|---|
| Male                         | 79%                     | 69%   |
| Female                       | 18%                     | 31%   |
|                              |                         |   |
| Hispanic                     | 18%                     | 34%   |
| White                        | 62%                     | 38%   |
| Black                        | 14%                     | 24%   |
| Asian                        | 3%                      | 4%  |

**1. Years of Experience**

| <b>Years of Officer Experience</b> | <b>Round Rock ISD Implementation Outcomes</b> |
|------------------------------------|---|
| 25 years                           | 3   |
| 20-24 years                        | 2   |

|                   |    |
|-------------------|----|
| 15-20 years       | 3  |
| 10-15 years       | 7  |
| 5-10 years        | 10 |
| Less than 5 years | 4  |

**2. Specialized Training and Certifications**

The unprecedented Covid pandemic has taken a toll on the workforce nationwide. Despite a tremendous labor shortage of professionals, including law enforcement officers, the Round Rock ISD Police Department has consistently attracted and retained the highest quality officers to serve the District. Round Rock ISD police officers possess a broad amount of specialized law enforcement training and certifications in over thirty specialized areas, to include:

- Advanced Peace Officers
- Master Peace Officers
- Active Shooter Response (ALERRT) Instructor
- Advanced Criminal Investigations Training
- Anti-Terrorism Training
- Background Investigator Training
- Beyond Diversity Training
- Certified Accident Investigator Training
- Civilian Response to Active Shooter Events (CRASE) Instructor
- Crisis Negotiator
- Defensive Tactics Instructor
- Driving Instructor
- Drug Abuse Resistance Education (DARE) Certification
- Equity Training
- Field Training Officer
- Firearms Instructor
- Implicit Bias and Social Justice Training
- K-9 Handler Certification
- Licensed TCOLE Instructor
- Mental Health Officer
- Mental Health First Aid
- Mental Impairment Training
- National Association of School Resource Officer (NASRO) Basic/Advanced Officer
- Police Academy Instructor

Restorative Practices Training  
Standard Response Protocol Trainer  
School Based Law Enforcement Certification

**3. State and National Law Enforcement Experienced Officers**

Round Rock ISD Police Department officers bring extensive law enforcement experience to the department from law enforcement agencies around the state and country, including:

- Austin ISD Police Department
- Austin Police Department
- Chicago Police Department
- Columbia University Police Department
- DEA Task Force
- Ft. Bend County Sheriff's Department
- Loyola University Police Department
- Mesquite Police Department
- Pima County Sheriff's Department- Tucson, Arizona
- Portland Police Department- Portland, Maine
- Round Rock Police Department
- Texas Department of Public Safety- (DPS Trooper)
- Texas DPS - Texas Rangers
- Texas A&M University- Corpus Christi Police Department
- Travis County Sheriff's Department
- University of Texas at Austin Police Department
- Ventura County Sheriff's Department- Ventura, California

**4. College Education**

74% of Round Rock ISD Police officers possess an associate's degree or higher. Round Rock ISD PD officers received degrees and/or education from colleges and universities around the country, including:

- Alabama State University
- American Military University
- Concordia University
- Del Mar College
- Embry Riddle University



- Loyola University
- Penn State
- Sam Houston State University
- Texas A&M University- College Station
- Trinity International University
- University of Houston
- University of Maryland
- University of Southern Maine
- Western State College- Colorado

**5. Military Veterans**

The Round Rock ISD Police Department includes 11 military veterans who served in the United States Air Force, United States Army, United States Marines, and the United States Navy.

**6. Officer Commendations, Recognition, and Appreciation**

The few commendation letters, recognition, and notes of appreciation attached are a sample of many that demonstrate the positive impact that Round Rock ISD police officers make on students, staff, and the community. **(See Attachments #12-19)**

**IV. DEPARTMENT TRANSPARENCY**

The Round Rock ISD Police Department actively promotes transparency and community engagement. Members of the Department conduct presentations, media interviews, and speaking engagements on a District, community, state, and national level. Examples of the departments’ transparency and community engagement efforts include:

1. “Balancing Public Health and School Safety” TASB- Risk Management Webinar (2020)
2. “Reimagining School Policing” SEPAC Presentation Round Rock (2020)

3. “Reimagining School Policing” SHAC Presentation Round Rock (2020)
4. “Round Rock ISD PD and Behavioral Health: Creating a New Student-Centered Model for Campus and Student Well-Being” Round Rock ISD PD Leadership K-12 Day (2020)
5. “Round Rock ISD Police Department- The Model for School Policing” Round Rock Rotary (2020)
6. “RRISD School Policing Model that Incorporates Equity and Behavioral Health” Various PTA Presentations Round Rock (2020 & 2021)
7. “May the Force be With You...Police That IS!” TASBO State Conference (2021)
8. “Reimagining School Policing through an Equity and Behavioral Health Lens” Texas School Safety Center (2021)
9. “Redefining School Policing Through Equity and Behavioral Health Lens” Regional Safety Summit – Region 4 (2021)
10. “Round Rock ISD- Redefining School Policing” School Facilities and Safety Congress-San Antonio (2021)
11. “Round Rock ISD Police Department: Reimagining police through Equity and Behavioral Health” Round Rock Area Pastor’s Lunch (2020)
12. “Redefining School Policing” National School Safety Conference- New Orleans, La. (2021)
13. “Round Rock ISD Reimagining School Policing Through Equity and Behavioral Health.” Round Rock ISD Future Educators Interviews- All RRISD High Schools (2021)
14. “Round Rock ISD- Social Workers and Behavioral Health Inside School Policing” PIE Foundation Member Presentation (2021)
15. “Round Rock ISD: Redefining School Policing” Round Rock Rotary (2021)
16. “Round Rock ISD- Redefining School Policing” Polco/NRC Panel Discussion (2021)

17. “Redefining School Policing” Sertoma Round Rock (2021)
18. “Round Rock ISD- Redefining School Policing” School Safety Webinar - National School Safety Conference (2021)
19. “School Security and Mental Health” Safe Schools Webinar - Presenter (2021)
20. “Redefining School Policing through a Behavioral Health and Equity Lens” TASA/TASB - Conference Dallas (2021)
21. “Redefining School Policing through a Behavioral Health and Equity Lens” Williamson County Mental Health in Schools Conference (2021)
22. “Redefining School Policing – A Transformative Policing Model” Black in Blue Videocast Los Angeles, California (2021)
23. “Emergency Communications of Public Safety is Driving Digital Technology” TAGITIM Conference (2021)
24. Round Rock ISD Board Meeting (April 20, 2021) Round Rock ISD Police Department Update.
25. “Round Rock ISD Police Department- Four Pillars of School Policing” Round Rock ISD CTE Class Conference Cedar Valley Middle School (2021)
26. “Redefining School Policing” Round Rock Chamber of Commerce (2021)
27. “Round Rock ISD Police Department, Redefining School Policing” Round Rock Police Department Citizens Academy (2021)
28. “Round Rock ISD- Redefining School Policing” NAACP State Convention Austin, TX. (2021)
29. “About Round Rock ISD Police Department” Campus/Student Presentations around Round Rock ISD (2020-2021)
30. Requests from school based law enforcement agencies from around the state and country, to visit Round Rock ISD Police Department to shadow and learn about the policing model.

## **Media Coverage**

Media outlets recognize the transformative school policing practices of the Round Rock ISD Police Department. Media coverage includes:

1. Four Principles Guiding an Innovative Approach to School Policing- eSchoolnews and eCampus News article (2021)  
<https://www.eschoolnews.com/2021/04/16/4-principles-of-an-innovative-approach-to-school-policing/>
2. Round Rock ISD Police Department Nationally Recognized- My Fox7 Austin (2021) <https://www.youtube.com/watch?v=Ui43xHEA8hQ>
3. Round Rock ISD Police force to focus on equity, students mental health- Austin American Statesman (April 24, 2021)  
<https://www.statesman.com/story/news/2021/04/24/round-rock-school-district-police-force-transitioning-security/7370475002/>
4. Round Rock ISD Police Department is Redefining School Policing- Campus Safety Magazine (coming soon)

## **Round Rock ISD Police Department Website**

The Round Rock ISD Police Department website contains information about the department and Round Rock ISD police officers. Information can be found at: <https://police.roundrockisd.org/>

## **State Recognition**

The Round Rock ISD Police Department received the 2021 Quarter 4 School Safety Spotlight Award for Positive School Climate and Prevention Programs. The award was given by the Texas School Safety Center. The award highlighted the Four Pillar of School Policing model that focuses on the safety & security, equity, behavioral health, and student advocacy.

Information on the Spotlight Award can be found on the Texas School Safety Center website at: <https://txssc.txstate.edu/tools/ss-spotlight/recipients-21>

## **National Recognition**

The Round Rock ISD Police Department was recognized nationally. The Round Rock ISD Police Chief was selected as the 2021 Campus Safety Magazine Director of the Year National Finalist based on the transformative policing strategies and initiatives of the Round Rock ISD Police Department.

More information can be found on the Campus Safety Magazine Website at: <https://www.campussafetymagazine.com/public/spotlight-on-campus-safety-director-of-the-year-finalist-jeffrey-yarbrough/>

**V. INCIDENT AND STUDENT ARREST DATA**

For the 2021-2022 school year (as of November 6, 2021), the Round Rock ISD Police Department investigation data includes:

|                    | <u>Calls for Service</u> | <u>Incidents</u> | <u>Criminal Investigations</u> | <u>RRISD Student Arrests</u> |
|--------------------|--------------------------|------------------|--------------------------------|------------------------------|
| <b>Felony</b>      |                          |                  | 44                             | 2                            |
| <b>Misdemeanor</b> |                          |                  | 64                             | 2                            |
| <b>Total</b>       | 3757                     | 201              | 108                            | 4                            |

**1. Student Arrests: 4**

- 1- Assault w/bodily injury (victim initiated)
- 1- Theft \$750-\$2500 (victim initiated)
- 1- Assault on a public servant (victim initiated)
- 1- Aggravated assault with deadly weapon (knife/victim initiated)

**2. Student Arrest Demographics**

- Black Male- 1
- White Female- 1
- White Male- 2

**Williamson County Sheriff’s Department Arrest Data**

The Williamson County Sheriff’s Department arrest data represents the 2018-2019 school and the 2019-2020 school year. The data for the 2019-2020 school year does not include the entire school year since the Coronavirus pandemic impacted school in March 2020. The 2019-2020 data represents arrests for August 2019 through February 2020. Student demographic and criminal offense data that resulted in arrest is pending receipt.

| <b><u>Williamson County Sheriff’s Department</u></b> | <b><u>RRISD Student Arrests</u></b> |
|--|-------------------------------------|
| <b>2018-2019</b>                                     | 42                                  |
| <b>2019-2020</b>                                     | 24                                  |

**Round Rock Police Department Arrest Data**

The Round Rock Police Department covered campuses within the city of Round Rock during the 2018-2019 and 2019-2020 school years. Coverage included the Round Rock Opportunity Center and each high school and middle school in the city limits. The number of student arrests made by the Round Rock Police Department would be included in the calculation of the total number of annual student arrests. Information related to the student arrest data including demographics and offense types has been requested from the Round Rock Police Department. The information will be provided upon receipt.

**VI. ACCOUNTABILITY**

Round Rock ISD Police Department legal, civil, criminal, and professional accountability and oversight exists with:

1. Round Rock ISD Board of Trustees
2. Round Rock ISD Superintendent
3. Round Rock ISD Equity Office
4. County Attorney’s Office (Travis & Williamson County)
5. District Attorney’s Office (Travis & Williamson County)
6. Texas Commission on Law Enforcement
7. Texas Attorney General

8. Texas Department of Public Safety
9. Texas Rangers
10. Federal Bureau of Investigations
11. US. Department of Justice

## **VII. REGULATORY AUDITS**

Round Rock ISD Police Department regulatory and compliance audits are conducted by:

1. Texas Commission on Law Enforcement
2. Texas Department of Public Safety
3. US. Department of Justice
4. Round Rock ISD Equity Department
5. Round Rock ISD Internal Auditor
6. Texas Police Chiefs Association

## **VIII. POLICE VEHICLE PURCHASE**

The comparison data regarding vehicle costs and equipment was obtained from three sources:

1. Safety & Security Task Force
2. Williamson County Sheriff's Department
3. Round Rock ISD Police Department

### **Safety & Security Task Force Estimates**

The Round Rock ISD Safety and Security Task Force estimated that the Round Rock ISD Police Department would need 44 vehicles. The Safety & Security Task Force quoted a cost of \$1,980,000 for 44 vehicles, including equipment. The estimate was based on a 2016 Hutto ISD proposal to establish the Hutto ISD Police Department. The vehicle cost estimate was for 2016 Ford Explorers at a cost of \$45, 000 per vehicle. **(see Attachment #4 page 109 of the Safety & Security Task Force School Board presentation on September 9, 2019).**

### **Round Rock ISD PD Actual Costs**

During the procurement for Round Rock ISD police vehicles, several vendors were contacted in September 2019, including Defender Supply, Caldwell Country, and Silsbee Fleet Group. Defender Supply was the least expensive vendor with vehicles available. The vehicle inquiry included discussions about the less expensive 2019-2020 Dodge Charger. Some vendors had the vehicle in limited stock and others no longer had an available supply. A Board Resolution to form a police department was not signed until February 20, 2020, and 2020 Dodge Chargers were no longer available through any vendors due to a cease in manufacturer production.

The Round Rock ISD Police Department purchased 31 police vehicles from Defender Supply which were the 2020 Chevrolet Tahoe police vehicles. The 2020 Chevrolet Tahoe was the least expensive option of all vehicles available to law enforcement. The total amount spent by Round Rock ISD Police Department to purchase 31 police vehicles was \$1,292,765.89. The cost was \$41,702.16 per vehicle. **(See Attachments #5a-5e)**

The costs for three different 2020 Ford Explorer police package options are attached. **(See Attachment #6).**

## **IX. STARTUP COSTS- COMPARISON**

### **Safety & Security Task Force**

The Safety & Security Task Force estimated the startup costs per officer at \$67,721. Total equipment cost for 44 officers was estimated at \$2,979,724 **(see Attachment #4, page 109 of the Safety & Security Task Force School Board presentation on September 9, 2019)**. The Safety & Security Task Force estimated the total Round Rock ISD Police Department costs at \$4,203,724.

### **Williamson County Sheriffs' Department**

The Williamson County Sheriff's Department provided a proposal to add an additional 14 SROs at \$1,059,184, 2 sergeant positions at \$170,752, 1 lieutenant position at \$92,780, and one time startup costs at \$1,397,179. The total startup costs per officer was proposed at \$99,798.50. The proposal was to increase SRO staffing to 28 deputies. The Williamson County Sheriff's Department included a 2.5% annual pay step increase for staffing and \$17,000 for training and supplies. **(See Attachment #7)** The contracted costs for Williamson County Sheriff's Department was estimated at \$4,710,153. **(See Attachment #8).**

### **Round Rock ISD Police Department**



The Round Rock ISD Police Department actual startup costs to add 31 officers including vehicles and equipment was \$1,652,090.23, as of June 30, 2021. The startup costs per officer is approximately \$46,961.49. (See Attachment #9- Itemized list of startup costs).

**Financial Cost Comparison**

On June 10, 2021, former Round Rock ISD Chief Financial Officer Kenneth Adix provided the following Historical SRO Cost Comparisons.

| Historical SRO Cost Comparison<br>Round Rock ISD |                     |                     |                 |                     |                     |                     |
|--|---------------------|---------------------|-----------------|---------------------|---------------------|---------------------|
|  | Contracted          |                     | 2020-21         | RRISD               | Wilco Proposal      | Task Force Estimate |
|  | 2018-19             | 2019-20             |                 | 2021-22             | 2021-22             | 2021-22             |
| Contracted Cost (Adjusted for 31 Officers)       | \$ 3,191,202        | \$ 3,700,710        | Transition Year | -                   | \$ 4,710,153        | -                   |
| Salaries and Benefits (1)                        | -                   | -                   | -               | 2,613,210           | -                   | 3,914,370           |
| Department Costs                                 | -                   | -                   | -               | 453,465             | -                   | -                   |
| Vehicles and Equipment (2)                       | -                   | -                   | -               | 207,972             | -                   | 800,532             |
| <b>Total</b>                                     | <b>\$ 3,191,202</b> | <b>\$ 3,700,710</b> | <b>\$ -</b>     | <b>\$ 3,274,647</b> | <b>\$ 4,710,153</b> | <b>\$ 4,614,902</b> |

(1) Annualized cost for 31 officers in 2021-22.  
(2) Vehicles and equipment costs are amortized over their estimated useful life (7 years).

**Notes:**  
RRISD paid \$41,702 for fully-equipped, 2020 Chevrolet Tahoes. This was the least expensive police vehicle. In 2016, the Task Force estimated the per vehicle cost at \$45,000.  
RRISD officers' current average salary with overtime is \$62,613 which is \$241 per day with a 260 contract. For comparison, a 10-year teacher makes \$54 more per day (\$295) with a 187 contract and an annual salary of \$56,325.

(Attachment #7)

**Round Rock ISD Police Department 2021-2022 Operational Budget**

The approved 2021-2022 Round Rock ISD Police Department operational budget is \$453,465.00. (See Attachment #10)

**X. DEPARTMENT PROCEDURES MANUAL**

Law enforcement policies and procedures provide guidelines, set criteria, and establish expectations for professional and ethical conduct. They equip officers with tools to make the best decisions in a situation or assist when faced with uncertain decisions. Law enforcement policies and procedures promote accountability for police officer actions. Additionally, policies and procedures provide specific guidelines, directives, and mandates for police officers. Each policy and procedure addresses appropriate actions and responses in order to align with local, state, and federal laws.

The Texas Police Chiefs Association created an accreditation program for law enforcement agencies in the State of Texas. A Committee of Chiefs of Police and Command level officers from across Texas assisted in the development of standards that were believed to be necessary for proper functioning of Texas law enforcement agencies. They reviewed Texas law and other State Accreditation Program standards to determine which were most

appropriate. The standards were then tested by several Texas agencies and adjusted to be both appropriate and achievable.

The Round Rock ISD Police Department is currently preparing for accreditation through the Texas Police Chiefs Association accreditation program. The process includes a careful internal review of the departments' policies, procedures, equipment, facilities, and operations. The accreditation process assists with identifying areas in policy and procedures that require revision and alignment consistent with best practices. The policy and procedures manual created and adopted by the Round Rock ISD Police Department is consistent with the Texas Police Chiefs Association best practices but is still under review in the accreditation preparation process.

During the formation of the Round Rock ISD Police Department, policies and procedures were developed based on the Texas Police Chiefs Association best practices. The Impartial Policing and Racial Profiling department policy and procedures met TCOLE policy requirements as well as the best practices as developed by the Texas Police Chiefs Association.

On March 11, 2020, when Trustee Tiffanie Harrison was a teacher at Round Rock High School, she was contacted and asked to review the policy and to provide recommendations that she considered might be beneficial to the existing bias based and impartial policing policy and procedures. Ms. Harrison coordinated with several individuals and groups in Central Texas to draft recommendations. Representatives from Texas Appleseed, Free Souls Church, Austin Area Urban League, Excellence and Advancement Foundation, Measure Austin, 2Ward Equity Consulting, Breakthepipeline.org, and IDRA: Intercultural Development Association participated in drafting recommendations. Ms. Harrison and the group she organized met for several months and in January 2021, a draft policy and procedures with recommendations called Equity Based Public Safety was provided. **(See Attachment #11)**

The Round Rock ISD Police Department reviewed the policy recommendations but opted to not align its policies with the recommendations received. The Round Rock ISD Police Department policies remain aligned with best practices developed by law enforcement professionals, the Texas Police Chiefs Association, law enforcement policy experts, and recommendations from the Round Rock ISD Equity Office.

## **XI. STUDENT ENGAGEMENT PROGRAMS**

The Round Rock ISD Police Department hosts and participates in several student engagement programs. The programs offer students the chance to learn outside the classroom about policing, public service, and other issues related to social justice as a way to learn about the world and themselves. The Round Rock ISD Police Department partners with the Round Rock Police Department in hosting an annual Jr. Police Academy during the summer. Additionally, the Round Rock ISD Police Department developed a mentoring program that will be implemented by officers on campuses throughout the District. Last school year, the Department hosted a student group called All in Together (“AIT”) at Hernandez Middle School which allowed students and parents to meet with officers and discuss policing, life challenges, and ways to build positive relationships within a school setting and beyond. The Department created an Explorer program that will be piloted at a middle school in the District then expanded to other campuses.

## **XII. DIVERSIONARY SOLUTIONS FROM CRIMINAL JUSTICE SYSTEM**

The Round Rock ISD Police Department was built upon a Four Pillars of School Policing model that effectively diverts students from the criminal justice system and directs them to non-criminal justice solutions to address adolescent, behavioral, emotional, social, reckless, juvenile, and irresponsible behavior. The success is the result of strong partnerships with the County and District Attorney’s Offices and Juvenile Services Departments in Travis and Williamson counties. The Round Rock ISD Police Department partnered with municipal courts to ensure that the number of diversionary options are increased, starting with class C misdemeanors to reduce the number of students introduced to the criminal justice system. The Four Pillars of School Policing model provides effective solutions designed to mitigate student introduction to the criminal justice system.

## **XIII. PEER SUPPORT**

The Round Rock ISD Police Department created a Peer Support Team to provide all members of the Round Rock ISD Police Department and Behavioral Health Department the opportunity to receive emotional and tangible support from their peers through times of personal or professional crises and to help anticipate and address potential difficulties. The purpose is to ensure maximum utilization of the program and to support assurances of confidentiality, mental health professionals will be involved in the overall administration

of the program. The Peer Support Team includes members of the Round Rock ISD Police Department and the Behavioral Health Services Department.

#### **XIV. OFFICER COMMENDATIONS AND RECOGNITION**

The Round Rock ISD Police Department officers are professionals who value the opportunity to serve Round Rock ISD. The outcomes of their dedication are acknowledged in many ways by students, staff, community members, peers, and the District. A few examples of commendations and recognitions received are attached. (See **Attachments 12-19**).

#### **XV. FACILITIES**

Information regarding police department facilities was mentioned during the June 10, 2021, Board meeting. During Board discussion with former CFO Kenneth Adix about the police department budget and costs, a Board member referred to a Round Rock ISD Police Department presentation to the Board on April 20, 2021. The Board member stated that the Chief of Police indicated that the Police Department would be coming to the Board wanting multiple millions of dollars for a police facility. However, the Round Rock ISD Chief of Police and the Round Rock ISD Police Department have never approached the Board at any time requesting funds for a police facility.

The Round Rock ISD Police Department headquarters is currently located in the Round Rock ISD central administration building. The Assistant Chief and Chief of Police share a 13x10 office space. The records and evidence specialist is housed in a conference room. Round Rock ISD police officers are housed at their respective campuses in office spaces used by previous SROs and patrol officers work from their vehicles or from elementary schools within their sectors.

See April 20, 2021 Round Rock ISD Board Meeting at:

<https://roundrockisdtx.new.swagit.com/videos/121178>

See June 10, 2021 Round Rock ISD Board meeting (2:15:20 mark) at:

<https://roundrockisdtx.new.swagit.com/videos/129367>

#### **Advisory Group for Policing**

Accountability for the Round Rock ISD Police Department exists at many levels. At the April 20, 2021, Board meeting, the Round Rock ISD Police Department presented an additional accountability structure which included an Advisory Group for policing. The group will be made up of subject matter experts and parents and will be facilitated by the Round Rock ISD Equity Department. The Advisory Group for policing will be responsible for reviewing data on police interactions.