

LAW ENFORCEMENT ACCREDITATION

Round Rock (TX) Police Department

Agency

Round Rock (TX) Police Department
2701 N. Mays St.
Round Rock, TX 78665

Chief Executive Officer

Chief of Police
Allen J. Banks

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.



Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

TABLE OF CONTENTS

Executive Summary

Chief Executive Officer Profile

Community Profile

Agency History

Agency Structure and Function

Agency Successes

Future Issues for Agency

First Annual Compliance Service Review

Second Annual Compliance Service Review

Third Annual Compliance Service Review

Fourth Annual Compliance Service Review

Site-Based Assessment Review

Community Feedback and Review

Standards Related Data Tables

EXECUTIVE SUMMARY

Overview:

The Round Rock (TX) Police Department is currently commanded by Allen J. Banks. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Virgil Young remotely reviewed 119 standards for the agency on 12/24/2017 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Judi King remotely reviewed 189 standards for the agency on 11/30/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Russ McElwee remotely reviewed 80 standards for the agency on 12/10/2019 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Steven Heaton remotely reviewed 80 standards for the agency on 6/30/2020 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

From 8/10/2020 to 8/12/2020, Team Leader David Wolf; Assessor Steve Sanders visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Use of Force - The Department's policy on use of force states that the agency has the highest regard for the dignity and liberty of all persons and places a minimal reliance upon the use of force and authority. An important designation the agency makes in its terminology is that it refers to use of force as "Response to Resistance or Aggression (RTROA)". This indicates that methods taken by an officer are reactive in nature when faced with a use of force situation as opposed to relying on force as an initial measure to bring an incident under control.
- Vehicular Pursuits - While the agency's Vehicular Pursuit policy is in compliance with the standards, the actual verbiage is too broad and may be causing an inconsistency in officers meeting the requirements to pursue law violators.
- Community Policing - The agency's community policing model has been instrumental in the support it receives from the community. Over the past seven years, the agency has focused on extensive community engagement and collaboration, and in those years, has averaged well over 300-500 events per year.

During the Site-Based Assessment Review, the assessment team conducted 28 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Allen J. Banks

Round Rock Police Chief Allen Banks started with the City in March 2014 after a 21-year career with the Albuquerque (N.M.) Police Department capped by a term as interim Chief of Police. With his arrival in Round Rock, the Department enjoyed a re-energized approach to community policing. Major new events, Kutz4Kidz (now Back to School Celebration) and Junior Police Academy, were introduced for the City's youth. In addition, outreach events to the international, faith, and diverse communities have been introduced. The Bless the Badge Event conducted by area church pastors was initiated in 2016, and in 2015 the Department created the Be Alert of Residential K9s (BARK) program to allow citizens to alert the Department to presence of pets in a home.

In 2016, the Department established a privately funded K9 Memorial at the Department headquarters building. Also under Chief Banks' leadership, the Department's volunteer programs – from the Citizens Police Academy alumni to the Chaplains Program and Citizens on Patrol – have seen a greater emphasis. Because of these initiatives, the National Organization of Black Law Enforcement Executives (NOBLE) awarded him the Civil Rights Justice by Action Award in 2016. Earlier this year, he was named the Round Rock Chamber of Commerce's 2018 Citizen of the Year.

Chief Banks' time with Albuquerque PD exposed him to nearly every facet of municipal law enforcement. He started as a patrol officer in 1992, ran Internal Affairs and Criminal Nuisance Abatement as a Lieutenant, and served as a Shift Watch Commander for the busiest sector of that city. As a commander, he headed that agency's largest division, and he was promoted to Deputy Chief in 2009 before being tapped for Interim Chief in 2013 upon the prior chief's retirement.

He is a 2015 graduate of Leadership Round Rock. Chief Banks also is a graduate of the FBI National Academy and has a bachelor's degree from Wayland Baptist University. He is a member of International Chiefs of Police, National Organization for Black Law Enforcement Executives, and the Texas Police Chiefs Association.

COMMUNITY PROFILE

The City of Round Rock is part of the Austin-Round Rock metropolitan statistical area. Located in South-Central Texas, the city comprises 37.9 square miles situated in two counties – Williamson and Travis. The City is the headquarters of Dell Technologies and two major hospitals, including a Level II Trauma Center. In addition, Texas A&M Health Science Center, Texas State University-Round Rock, and Austin Community College offer higher education programs. The City has made major investments over the years in sports tourism and is home to the Round Rock Express, the Triple-A minor league baseball affiliate of the Houston Astros. In addition, the city bills itself as the Sports Capital of Texas, and thousands of sports enthusiasts' flock to the many fields and facilities operated by the City.

The City's most recently available information from the American Community Survey puts the population at 123,560. Of those residents, 44.4 percent are White/non-Hispanic, while 34.5 percent are Hispanic-Latino of any race. Another 9.8 percent are African American/non-Hispanic, with the 11.3 percent balance compose of other races/ethnicity. The median age of Round Rock residents is reported in the Census Bureau's 2015 American Community Survey as 32.1 years, with only 9.8 percent of the population being 60 years of age or older. Twenty-four percent of the City's population is under 18 years.

According to the U.S. Census Bureau's 2018 American Community Survey, 40.7 percent of the City's population has a bachelor's or graduate-level degree. Another 9.1 percent have an associate degree, and 23.6 of the population have completed some college. Just under 20.0 percent have a high school diploma, with the remaining 7.2 percent of residents not having completed high school. That level of educational attainment is reflected in Round Rock's average household incomes. The mean household income for City residents, per the 2017 survey is \$97,987, and the median income is \$80,637.

Educational attainment also is evident in Round Rock's employment and business characteristics. The 2018 American Community Survey shows that 43.9 percent of the City's residents are employed in management, business, science and arts occupations. Another 24.7 percent are employed in sales and office occupations, and 14.6 percent in service occupations. A combined 16.7 percent are employed in resource-based, construction, maintenance, production, or transportation-related occupations.

Round Rock is home to Dell Technologies, which employs 13,000 workers and is the City's largest employer, according to the Round Rock Chamber of Commerce. Other major employers include a divisional headquarters of Emerson Process Management, which employs 875; destination retailer Round Rock Premium Outlets, 800 employees; Ascension Seton Williamson and Baylor Scott & White Health, each with 750; St. David's Round Rock Medical Center, 689; United Parcel Service, 563; and Trellis Company, 485. Construction broke ground in 2018 on a new indoor water park and 200,000-square-foot convention center operated by Kalahari Resorts.

The City operates under a council-manager form of government. The current Mayor is Craig Morgan. Council members are elected at-large in order to best serve the entire community. The Mayor Pro Tem is appointed annually by the council. The City Manager is Mrs. Laurie Hadley, who is responsible for the daily operations of the city. She has two Assistant City Managers, Brooks Bennett and Bryan Williams (who was the Chief of Police during the 2010 assessment.)

AGENCY HISTORY

Round Rock has hired lawmen since its first incorporation in 1877. Throughout the late 1800s and through the first half of the 20th Century, the City maintained an elected Town Marshal and hired several night watchmen to keep an eye on the town overnight. At some point in the 1950s, the position became a City Council appointment, and in the late 1960s, the City hired multiple police officers for the first time. Kenny Langston was formally named Chief of Police in 1973, and the Department grew to four officers and hired round-the-clock dispatchers.

Upon Chief Langston's departure in mid-1977, former Williamson County deputy Gene Collier became Chief of Police. Under Collier's watch, the Blue Santa program was created (now in its 36th year) and the first policewoman was hired as the City's first juvenile officer.

Chief Collier resigned at the end of 1982 and was replaced by Wes Wolff, who was promoted from Lieutenant and quickly saw the police force grow to 24 officers. In 1986, the Department joined the then-fledgling National Night Out program. In the late 1980s, the Department assigned its first officer ever to Round Rock High School.

In 1995, Chief Wolff retired and was replaced by then-Assistant Chief Buster Kuhlman. A community policing program was initiated through funding from a federal grant. Paul Conner joined the Department from Las Vegas Metro PD as Chief upon Chief Kuhlman's departure in 1999, heralding additional changes in the Department. An Internal Affairs Detail was established, as was a renewed emphasis on community policing. The Department created a police cadet program with a partial intent of increasing the number of Spanish-speaking officers on the force.

Upon Chief Conner's retirement in 2004, the Department was next helmed by Bryan Williams, former Assistant Chief of McKinney PD. Under Chief Williams, the Department successfully completed a \$22.5 million, 123,000-square-foot new headquarters building when it renovated the former Tellabs building in North Round Rock. The Department completed the international accreditation process started under Chief Conner and participated in the development of the Austin Regional Intelligence Center.

Chief Williams was promoted to Assistant City Manager of Round Rock in 2011, and long-time Department member and Assistant Chief Tim Ryle followed in his footsteps. Under Chief Ryle's command, the Department made major strides in its communications system. The Communications Center successfully served as a back-up 911 call center for the City of Austin in 2013 during a major 911 outage in that city. A \$27.4 million bond issue was approved by voters for a new Police/Fire Training Facility.

Chief Ryle retired in early 2014, which ushered in the current era of Chief Allen Banks, previously interim Chief of Albuquerque, N.M. Chief Banks brought with him another renewed emphasis on community policing. Looking forward, the Department is now operating the Police/Fire Training Facility and continuing the progress laid out in its strategic plan.

AGENCY STRUCTURE AND FUNCTION

Round Rock PD is commanded by Chief of Police, Allen J. Banks, who is appointed by the City Manager and confirmed by the City Council. The Chief has two appointed Assistant Chiefs, Willie Richards and Jim Stuart. The Chief's Management Team consist of four sworn Division Commanders and one civilian Support Services Division Manager, Cliff Saylor. Commander Justin Carmichael oversees Patrol, Commander Ben Hall oversees Criminal Investigations, Commander Andy McKinney is over the Training/Academy Division and Commander Melissa Grubbs is over the Special Operations Division.

The Patrol Division is a 24/7 operation and provides police services within the incorporated City limits of Round Rock. The city is separated into four sectors, each composed of two beats. Patrol officers focus closely on issues relevant to the community and provide general patrol duties for the specific geographic areas they are assigned. The division also operates a Threat Liaison Officer and K9 programs.

Special Operations Division is authorized 26 sworn positions with 13 dedicated for Traffic enforcement/investigation. This includes; motorcycles, intoxicated driver enforcement and commercial vehicle enforcement. The agency has 11 sworn positions dedicated to the School Resource Program. Supporting the division is 14 non-sworn positions that are assigned to Animal Control, Law Enforcement Support Techs and Victim Services.

Criminal Investigations is authorized 35 sworn investigators and 10 full-time equivalent (FTE) civilian employees. Investigators conduct investigations on misdemeanor and felony crimes. Six specialized investigative units provide officers in the field with a vast and diverse array of technical investigative expertise and are available after hours from an on-call list. Crime Scene and Evidence are also housed within CID. Crime Scene is also available after hours from an on-call list.

The Training/Academy has ten (10) authorized sworn positions and two (2) administrative staff. Among the tasks assigned to the Training/Academy Division is the management of the agency's recruitment activities, Basic Peace Officers Training Academy (BPOC), Advanced Officer Training (AOTA), in-service, and other training topics. The Round Rock Police Department attained its Law Enforcement Academy status from the Texas Commission on Law Enforcement in April of 2018.

The Support Services Division is comprised of most civilian personnel and is responsible for public safety communications for police and fire, Central Records, Logistics, and the Department's Volunteer and Chaplain programs.

AGENCY SUCCESSES

From July 2019, the Department continued its wide variety of community programs. The program range from working with our International Community to our major annual back-to-school event, the “Back to School Celebration” in partnership with Round Rock ISD, Partners in Education, Round Rock Express, HEB and Round Rock Police Foundation. Going into 2020, the Department began to expand its community policing programs but was halted by the coronavirus pandemic starting in March 2020.

In response to COVID-19, we have cancelled a number of events – including the annual “Bless the Badge,” the 2020 “Back to School Celebration,” and the annual summer Junior Police Academy program for school-aged children. The former event is an annual opportunity for clergy to offer prayer and testimony about our police officers and the value they bring to the community.

Collisions in the city decreased by four percent from April 2018 to March 2019 when compared to the same period the year before. Two new full time units for Commercial Vehicle Enforcement and DWI Enforcement continue to be effective since their inception in 2019

The Departments \$29 million Public Safety Training Center continues to provide first rate training since it opened in September 2018. The facility which includes training rooms, a fire scenario training warehouse, a firing range, multiple simulation training structures for (Sims Training), driving skills pad, and a five-story burn tower. In addition, the agency hosted two Basic Peace Officer Courses with the most recent graduation in May 2020.

The Department entered into a contract with Axon Corporation to replace Body Worn, vehicle recording systems and evidence management software. The project is underway with phased in implementation process.

The Department received numerous accolades during the reporting period. Our Operation Front Porch program to prevent package theft received the 2019 Leadership in Crime Prevention Award from the International Association of Chiefs of Police (IACP). Our PSA video for Operation Front Porch received a 2019 Community Awareness Award of Honor from the National Association of Telecommunicators and Operators and Advisors (NATOA). Public Safety Communications Supervisor Kim Rendon was named the 2020 Outstanding Administrative Technician Award by the 100 Club of Central Texas. Officer Bobby Garcia received the Commitment Hero Award by Central Texas Mothers Against Drunk Driving. Detective Sean Randolph and Tracy Lyke were named 2019 Law Enforcement Officer and Victim Advocate of the Year, respectively, by the Williamson County Children’s Advocacy Center. The Round Rock Shooting Team recorded two 1st place finishes, one 2nd place finish, and two 3rd place finishes at the NRA Texas Regional Multi-Gun Tactical Police Competition. Retired K9 Harley was named a semifinalist in the American Humane Hero Dog Awards. Our Citizens on Patrol program was named best among large cities in 2019 by the Texas Citizens on Patrol Association. We were voted by citizens as the “Best Company that Donates/Gives Back to the Community” by Best of Round Rock.

The Department continued to build its robust volunteer program in 2019. The number of 2019 volunteer hours registered in December grew 14 percent over last year’s total to reach 17,957 hours. The time value of those volunteer hours is \$443,358, using an estimate of the value of volunteer time produced each year by Independent Sector, a national advocacy group for non-profit organizations.

Our annual Hike for Hunger partnership with the U.S. Army delivered more than 8,000 pounds of nonperishable food items to the Round Rock Area Serving Center to restock its shelves in time for the 2019 holidays. In addition to the food items, \$4,000.00 in cash and gift cards were also donated for the serving center to disperse. The Department collects goods at area retailers in our Fill the Cop Car event that operates in conjunction with Hike for Hunger.

Round Rock Operation Blue Santa served 261 families with Christmas presents and gift cards just before the end of 2019.

FUTURE ISSUES FOR AGENCY

- Maintaining the City's low crime rate given the proliferation of mobile burglary groups, organized retail theft, and cyber crime
- Finding ways to keep and retain quality staff amid a tight labor market and aging workforce
- Assisting Round Rock ISD in transitioning to its own police department
- The potential impacts on enforcement activity of increased activism targeting police
- Replacement of old equipment formerly available from military surplus program
- Evaluate the need for bringing real-time video and other resources into the Department
- Increasing demand on police to respond to mental health crises
- Responding to economic growth and new housing and related developments, such as the downtown district, Kalahari development, and additional apartment complexes

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Virgil Young

On 12/24/2017, the Year 1 Remote Web-based Assessment of Round Rock (TX) Police Department was conducted. The review was conducted remotely and included 119 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1)	Compliance Verified
1.1.2 Code of Ethics* (LE1)	Compliance Verified
1.1.4 Consular Notification	Compliance Verified
1.2.4 Search and Seizure (LE1)	Compliance Verified
1.2.6 Alternatives to Arrest	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.2 Use of Deadly Force (LE1)	Compliance Verified
1.3.3 Warning Shots (LE1)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.7 Reviewing Reports of 1.3.6* (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.1 Geographical Boundaries	Compliance Verified
2.1.4 Requesting Assistance: Federal LE/National Guard	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.2 Employee Rights	Compliance Verified
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	Compliance Verified
11.1.2 Organizational Chart	Compliance Verified
11.4.1 Administrative Reporting Program	Compliance Verified
11.4.2 Accountability for Agency Forms	Compliance Verified
11.4.4 Computer Software Policy	Compliance Verified
12 Direction	
12.1.2 Command Protocol (LE1)	Compliance Verified

Standards	Findings
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.1 Activities of Planning and Research	Compliance Verified
15.1.3 Multiyear Plan	Compliance Verified
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.2 Workload Assessments*	Compliance Verified
16.2.1 Annual Review*	Compliance Verified
16.2.3 Temporary/Rotating Assignments	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.2 Functional Recommendations to Budget*	Compliance Verified
17.4.1 Accounting System*	Compliance Verified
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
17.4.3 Independent Audit	Compliance Verified
17.5.1 Inventory and Control	Compliance Verified
17.5.3 Operational Readiness (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.1.1 Salary Program	Compliance Verified
22.2.1 Leave Program	Compliance Verified
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	Compliance Verified
22.2.5 Clothing and Equipment	Compliance Verified
22.2.8 Military Deployment and Reintegration (LE1)	Compliance Verified
22.3.4 Off-Duty Employment	Compliance Verified
22.3.5 Extra-Duty Employment (LE1)	Compliance Verified
24 Collective Bargaining	
24.1.1 Agency Role	Compliance Verified
24.1.2 Ratification Responsibilities	Compliance Verified
25 Grievance Procedures	
25.1.3 Annual Analysis*	Compliance Verified
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	Compliance Verified
26.1.3 Sexual Harassment (LE1)	Compliance Verified

Standards	Findings
26.1.6 Appeal Procedures (LE1)	Compliance Verified
31 Recruitment	
31.1.1 Agency Participation	Compliance Verified
31.2.2 Annual Analysis* (LE1)	Compliance Verified
31.3.4 Application Rejection	Compliance Verified
32 Selection	
32.1.4 Candidate Information	Compliance Verified
32.1.5 Notification of Ineligibility	Compliance Verified
32.1.7 Selection Material Security	Compliance Verified
32.2.1 Background Investigations (LE1)	Compliance Verified
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.1 Training Committee	Compliance Verified
33.1.2 Attendance Requirements	Compliance Verified
33.1.3 Outside Training Reimbursement	Compliance Verified
33.1.4 Lesson Plan Requirements (LE1)	Compliance Verified
33.1.5 Remedial Training (LE1)	Compliance Verified
33.1.7 Training Class Records Maintenance (LE1)	Compliance Verified
33.4.1 Entry Level Training Required (LE1)	Compliance Verified
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
33.6.2 Tactical Team Training Program (LE1)	Compliance Verified
33.8.3 Career Development Program	Compliance Verified
34 Promotion	
34.1.1 Agency Role	Compliance Verified
34.1.5 Promotional Announcement	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.3 Quarterly Evaluation of Probationary Employees*	Compliance Verified
35.1.6 Unsatisfactory Performance	Compliance Verified
35.1.7 Employee Counseling (LE1)	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	

Standards	Findings
41.1.1 Shift/Beat Assignment	Compliance Verified
41.1.2 Shift Briefing	Compliance Verified
41.2.1 Responding Procedures (LE1)	Compliance Verified
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.4 Notification Procedures (LE1)	Compliance Verified
41.2.7 Mental Illness* (LE1)	Compliance Verified
41.3.3 Occupant Safety Restraints	Compliance Verified
41.3.5 Protective Vests (LE1)	Compliance Verified
41.3.8 In-Car Audio/Video (LE1)	Compliance Verified
41.3.9 License Plate Recognition Systems	Compliance Verified
42 Criminal Investigation	
42.1.2 Case-Screening System	Compliance Verified
42.1.3 Case File Management (LE1)	Compliance Verified
42.1.6 Criminal Intelligence* (LE1)	Compliance Verified
42.2.10 Interview Rooms (LE1)	Compliance Verified
42.2.11 Line-ups	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.2 Records Storage and Security	Compliance Verified
44 Juvenile Operations	
44.1.3 Annual Program Review*	Compliance Verified
44.2.3 Custodial Interrogation (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.1 Activities*	Compliance Verified
45.2.2 Quarterly Progress Report*	Compliance Verified
45.2.4 Citizens Survey*	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.2 All Hazard Plan (LE1)	Compliance Verified
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.8 Equipment Inspection*	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified

Standards	Findings
46.2.2 Tactical Team Selection	Compliance Verified
52 Internal Affairs	
52.1.5 Annual Summaries; Public Availability*	Compliance Verified
55 Victim/Witness Assistance	
55.1.2 Analysis Need/Services*	Compliance Verified
61 Traffic	
61.1.1 Selective Enforcement Activities	Compliance Verified
61.2.2 Collision Scene Responses	Compliance Verified
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1)	Compliance Verified
70.1.7 Procedures Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	Compliance Verified
71.4.2 Fire Prevention/Suppression (LE1)	Compliance Verified
71.4.3 Inspections* (LE1)	Compliance Verified
74 Legal Process	
74.2.1 Procedure Civil Service	Compliance Verified
81 Communications	
81.1.2 Operations Meet FCC Requirements	Compliance Verified
81.2.7 Victim/Witness Requests for Information	Compliance Verified
81.2.13 Private Security Alarms	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	Compliance Verified
83.2.2 Photography and Video Tapes	Compliance Verified
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified

Response from Agency Regarding Findings:

We have no issues or concerns. Process worked smoothly and appreciate the time the CSM spent reviewing our agency.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Judi King

On 11/30/2018, the Year 2 Remote Web-based Assessment of Round Rock (TX) Police Department was conducted. The review was conducted remotely and included 189 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1)	Compliance Verified
1.2.2 Legal Authority to Carry/Use Weapons	Compliance Verified
1.3.1 Use of Reasonable Force (LE1)	Compliance Verified
1.3.4 Use of Authorized Less Lethal Weapons (LE1)	Compliance Verified
1.3.9 Authorization: Weapons and Ammunition (LE1)	Compliance Verified
1.3.10 Demonstrating Proficiency with Weapons (LE1)	Compliance Verified
1.3.12 Issuing Written Directives (LE1)	Compliance Verified
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1)	Compliance Verified
11 Organization and Administration	
11.4.3 Accreditation Maintenance	Compliance Verified
11.4.5 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.2.1 The Written Directive System (LE1)	Compliance Verified
12.2.2 Dissemination and Storage (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.2 System for Evaluation/Goals and Objectives	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.2 Workload Assessments*	Compliance Verified
16.3.1 Program Description (LE1)	Not Applicable by Function
16.3.2 Selection Criteria (LE1)	Not Applicable by Function
16.3.3 Entry Level Training (LE1)	Not Applicable by Function
16.3.4 Uniforms and Equipment	Not Applicable by Function
16.3.5 In-Service Training (LE1)	Not Applicable by Function
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	Not Applicable by Function

Standards	Findings
16.3.7 Bonding/Liability Protection	Not Applicable by Function
16.3.8 Performance Evaluations	Not Applicable by Function
16.3.9 Educational Requirements	Not Applicable by Function
16.4.1 Program Description	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.6 Employee Assistance Program	Compliance Verified
22.2.7 Employee Identification (LE1)	Compliance Verified
22.3.1 Physical Examinations	Compliance Verified
26 Disciplinary Procedures	
26.1.2 Employee Awards	Compliance Verified
26.1.4 Disciplinary System (LE1)	Compliance Verified
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	Compliance Verified
31.2.3 Equal Employment Opportunity Plan	Compliance Verified
32 Selection	
32.1.1 Selection Process Described (LE1)	Compliance Verified
32.2.3 Records Retention	Compliance Verified
32.2.4 Polygraph Examinations	Not Applicable by Function
32.2.5 Conducted by Trained Personnel	Not Applicable by Function
32.2.6 Use of Results	Not Applicable by Function
33 Training and Career Development	
33.2.1 Academy Administration and Operation	Not Applicable by Function
33.2.2 Academy Facilities	Not Applicable by Function
33.3.1 Instructor Training	Compliance Verified
33.5.2 Shift Briefing Training	Compliance Verified
34 Promotion	
34.1.2 Authority and Responsibility	Compliance Verified
34.1.3 Promotional Process Described (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.1 Performance Evaluation System (LE1)	Compliance Verified

Standards	Findings
41 Patrol	
41.2.5 Missing Persons (LE1)	Compliance Verified
41.3.2 Equipment Specification/Replenishment (LE1)	Compliance Verified
41.3.6 Protective Vests/Pre-Planned High Risk Situations (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.1 On-Call Schedule	Compliance Verified
42.2.3 Investigative Checklists	Compliance Verified
42.2.5 Investigative Task Forces	Compliance Verified
42.2.6 Polygraph Examinations	Compliance Verified
42.2.8 Identity Crimes	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	Compliance Verified
44.2.4 School Liaison Program	Compliance Verified
44.2.5 Community Recreation Programs	Compliance Verified
45 Crime Prevention and Community Involvement	
45.1.2 Organizing Prevention Groups	Compliance Verified
45.1.3 Prevention Input	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	Compliance Verified
46.1.4 Operations Function (LE1)	Compliance Verified
46.2.4 Hostage Negotiator Selection	Compliance Verified
46.2.5 Search and Rescue	Compliance Verified
46.2.6 VIP Security Plan	Compliance Verified
46.2.7 Special Events Plan (LE1)	Compliance Verified
46.3.2 Terrorism Related Intelligence	Compliance Verified
46.3.4 Hazmat Awareness (LE1)	Compliance Verified
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	Compliance Verified
52.1.4 Complaint Registering Procedures	Compliance Verified
52.2.3 Investigation Time Limits (LE1)	Compliance Verified

Standards	Findings
52.2.7 Relieved from Duty	Compliance Verified
52.2.8 Conclusion of Fact	Compliance Verified
55 Victim/Witness Assistance	
55.1.1 Summary of Rights	Compliance Verified
55.2.6 Next-of-Kin Notification (LE1)	Compliance Verified
61 Traffic	
61.1.10 Alcohol Enforcement Program	Compliance Verified
61.1.11 DUI Procedures (LE1)	Compliance Verified
61.1.12 License Reexamination Referrals	Compliance Verified
61.3.3 Escorts (LE1)	Compliance Verified
61.3.4 Adult School Crossing Guards*	Not Applicable by Function
61.4.3 Towing (LE1)	Compliance Verified
61.4.4 Traffic Safety Materials	Compliance Verified
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	Compliance Verified
70.1.4 Interruption of Transport	Compliance Verified
70.3.3 Special Situations	Not Applicable by Function
70.4.1 Vehicle Safety Barriers	Compliance Verified
70.4.2 Rear Compartment Modifications (LE1)	Compliance Verified
70.5.1 Prisoner ID and Documentation	Not Applicable by Function
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.3.1 Procedures (LE1)	Compliance Verified
71.3.2 Immovable Objects	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.1.2 Access Nonessential Persons	Not Applicable by Function
72.1.3 Records Security	Not Applicable by Function
72.2.1 Minimum Conditions	Not Applicable by Function
72.3.1 Fire Heat Smoke Detection System Inspections*	Not Applicable by Function
72.3.2 Posted Evacuation Plan	Not Applicable by Function
72.3.3 Weekly Sanitation Inspection*	Not Applicable by Function

Standards	Findings
72.4.1 Securing Firearms (LE1)	Not Applicable by Function
72.4.2 Entering Occupied Cells	Not Applicable by Function
72.4.3 Key Control	Not Applicable by Function
72.4.4 Facility Door Security	Not Applicable by Function
72.4.5 Security Checks	Not Applicable by Function
72.4.6 Security Inspections*	Not Applicable by Function
72.4.7 Tool and Culinary Equipment	Not Applicable by Function
72.4.8 Alerting Control Point	Not Applicable by Function
72.4.9 Panic Alarms	Not Applicable by Function
72.4.10 Procedures Escape	Not Applicable by Function
72.4.11 Report Threats to Facility*	Not Applicable by Function
72.5.1 Detainee Searches	Not Applicable by Function
72.5.2 Intake Forms	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
72.5.4 Segregation	Not Applicable by Function
72.5.5 Procedure Outside Detainees	Not Applicable by Function
72.5.6 Procedure Exceeding Capacity	Not Applicable by Function
72.5.7 Identification Released Detainees	Not Applicable by Function
72.6.1 Procedure Medical Assistance	Not Applicable by Function
72.6.2 First Aid Kit*	Not Applicable by Function
72.6.3 Receiving-Screening Information	Not Applicable by Function
72.6.4 Posted Access to Medical Service	Not Applicable by Function
72.6.5 Dispensing Pharmaceuticals	Not Applicable by Function
72.7.1 Procedure Detainee Rights	Not Applicable by Function
72.8.1 24-Hour Supervision	Not Applicable by Function
72.8.2 Audio/Visual Surveillance	Not Applicable by Function
72.8.3 Supervision Opposite Sex	Not Applicable by Function
72.8.4 Receiving Mail/Packages	Not Applicable by Function
72.8.5 Visiting	Not Applicable by Function
73 Court Security	
73.1.1 Role Authority Policies (LE1)	Not Applicable by Function
73.2.1 Facilities Equipment Security Survey*	Not Applicable by Function

Standards	Findings
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.3.2 Use of Restraints	Not Applicable by Function
73.4.1 Identification Availability Operational Readiness	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.4.3 Duress Alarms	Not Applicable by Function
73.5.1 Training*	Not Applicable by Function
73.5.2 Detainee Searches	Not Applicable by Function
73.5.3 Detainee Property Security	Not Applicable by Function
73.5.4 Segregation	Not Applicable by Function
73.5.5 Procedure for Medical Assistance	Not Applicable by Function
73.5.6 First Aid Kit*	Not Applicable by Function
73.5.7 Access of Nonessential Persons	Not Applicable by Function
73.5.8 Minimum Conditions	Not Applicable by Function
73.5.9 Fire Alarm System*	Not Applicable by Function
73.5.10 Evacuation Plan	Not Applicable by Function
73.5.11 Sanitation Inspection*	Not Applicable by Function
73.5.12 Securing Firearms (LE1)	Not Applicable by Function
73.5.13 Entering Occupied Cells	Not Applicable by Function
73.5.14 Key Control	Not Applicable by Function
73.5.15 Facility Door Security	Not Applicable by Function
73.5.16 Security Checks	Not Applicable by Function
73.5.17 Security Inspections*	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
73.5.19 Panic Alarms	Not Applicable by Function
73.5.20 Escape Procedures	Not Applicable by Function
73.5.21 Report of Threats to Facility*	Not Applicable by Function
73.5.22 Posted Access to Medical Service	Not Applicable by Function
73.5.23 Audio/Visual Surveillance	Not Applicable by Function
73.5.24 Supervision of Opposite Sex	Not Applicable by Function
74 Legal Process	
74.1.1 Information Recording (LE1)	Compliance Verified
74.3.2 Arrest Warrants Require Sworn Service	Compliance Verified

Standards	Findings
81 Communications	
81.1.1 Agreements Shared/Regional Facility	Not Applicable by Function
81.2.2 Continuous Two-Way Capability (LE1)	Compliance Verified
81.2.3 Recording Information (LE1)	Compliance Verified
81.2.6 Victim/Witness Calls	Compliance Verified
81.2.10 Alternative Methods of Communication	Not Applicable by Function
81.2.14 First Aid Over Phone (LE1)	Compliance Verified
82 Central Records	
82.1.3 Records Retention Schedule	Compliance Verified
82.1.4 UCR/NIBRS	Compliance Verified
82.2.5 Reports by Phone Mail or Internet	Compliance Verified
82.3.1 Master Name Index	Compliance Verified
82.3.3 Traffic Records System	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.1 Guidelines and Procedures (LE1)	Compliance Verified
83.3.1 Collecting from Known Source	Compliance Verified
83.3.2 Evidence Laboratory Submission (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.5 Records Status of Property (LE1)	Compliance Verified
84.1.7 Final Disposition	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.2 Out of Agency Budget Coordination	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function
91.1.7 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.8 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.9 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.10 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function

Standards	Findings
91.2.2 Personnel Assigned to Medical Centers	Not Applicable by Function
91.2.3 First Responses Responsibilities	Not Applicable by Function
91.3.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

We have no issues or concerns. Process worked smoothly and appreciate the time the CSM spent reviewing our agency.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Russ McElwee

On 12/10/2019, the Year 3 Remote Web-based Assessment of Round Rock (TX) Police Department was conducted. The review was conducted remotely and included 80 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.3 Compliance with Constitutional Requirements (LE1)	Compliance Verified
1.2.5 Arrest with/without Warrant (LE1)	Compliance Verified
1.2.8 Strip/Body Cavity Search (LE1)	Compliance Verified
1.3.5 Rendering Aid After Use of Weapons (LE1)	Compliance Verified
1.3.8 Removal from Line of Duty Assignment Use of Force (LE1)	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.2 Concurrent Jurisdiction	Compliance Verified
11 Organization and Administration	
11.2.1 Employee Accountability	Compliance Verified
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.3.2 Supervisory Accountability	Compliance Verified
12 Direction	
12.1.1 CEO Authority and Responsibility	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.1.2 Organizational Placement/Planning and Research	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.1.1 Position Management System	Compliance Verified
16.4.2 Training (LE1)	Compliance Verified
16.4.3 Uniforms	Compliance Verified
17 Fiscal Management and Agency Property	
17.1.1 CEO Authority and Responsibility	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.2.1 Classification Plan	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.2 Benefits Program (LE1)	Compliance Verified

Standards	Findings
22.3.2 General Health and Physical Fitness (LE1)	Compliance Verified
25 Grievance Procedures	
25.1.1 Grievance Procedures (LE1)	Compliance Verified
25.1.2 Coordination/Control of Records	Compliance Verified
26 Disciplinary Procedures	
26.1.5 Role and Authority of Supervisors	Compliance Verified
26.1.8 Records	Compliance Verified
31 Recruitment	
31.1.2 Assignment/Recruitment	Compliance Verified
31.3.1 Job Announcements	Compliance Verified
32 Selection	
32.1.3 Uniform Administration	Compliance Verified
32.2.2 Training	Compliance Verified
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	Compliance Verified
33 Training and Career Development	
33.1.6 Employee Training Record Maintenance (LE1)	Compliance Verified
33.4.2 Recruit Training Program	Compliance Verified
33.4.3 Field Training Program (LE1)	Compliance Verified
33.6.1 Specialized Training	Compliance Verified
33.7.1 Civilian Orientation	Compliance Verified
35 Performance Evaluation	
35.1.5 Evaluation Period	Compliance Verified
35.1.8 Rater Evaluation	Compliance Verified
41 Patrol	
41.1.4 Agency Animals (LE1)	Compliance Verified
41.2.6 Missing Children (LE1)	Compliance Verified
41.3.1 Patrol Vehicles Lights Sirens	Compliance Verified
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	Compliance Verified
42.2.4 Patrol Shift Briefing Attendance	Compliance Verified
42.2.9 Cold Cases	Compliance Verified
43 Vice Drugs and Organized Crime	

Standards	Findings
43.1.1 Complaint Management (LE1)	Compliance Verified
44 Juvenile Operations	
44.1.2 Policy Input Others	Compliance Verified
44.2.2 Procedures for Custody (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.1 Activities	Compliance Verified
45.2.5 Survey Summary to CEO	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.5 Planning Function (LE1)	Compliance Verified
46.1.6 Logistics Function (LE1)	Compliance Verified
46.2.1 Special Operations Activities	Compliance Verified
46.2.3 Tactical Team Equipment	Compliance Verified
52 Internal Affairs	
52.1.3 CEO Direct Accessibility (LE1)	Compliance Verified
52.2.1 Complaint Types (LE1)	Compliance Verified
52.2.2 CEO Notification	Compliance Verified
53 Inspectional Services	
53.1.1 Procedures	Compliance Verified
54 Public Information	
54.1.1 Activities	Compliance Verified
55 Victim/Witness Assistance	
55.2.1 Initial Assistance	Compliance Verified
55.2.2 Assistance Threats	Compliance Verified
55.2.5 Assistance Suspect Arrest	Compliance Verified
61 Traffic	
61.1.4 Informing The Violator (LE1)	Compliance Verified
61.1.8 Officer-Violator Relations	Compliance Verified
61.2.3 Collision Scene Duties	Compliance Verified
61.4.1 Assistance Highway Users (LE1)	Compliance Verified
70 Detainee Transportation	
70.2.1 Prisoner Restraint Requirement (LE1)	Compliance Verified
70.3.2 Hospital Security and Control	Compliance Verified

Standards	Findings
71 Processing and Temporary Detention	
71.4.1 Physical Conditions (LE1)	Compliance Verified
71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas (LE1)	Compliance Verified
81 Communications	
81.2.5 Access to Resources (LE1)	Compliance Verified
81.2.11 Emergency Messages	Compliance Verified
81.2.12 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.1 Communications Center Security (LE1)	Compliance Verified
81.3.4 Mobile/Portable Radios	Compliance Verified
82 Central Records	
82.1.1 Privacy and Security (LE1)	Compliance Verified
82.1.5 Report Accounting System	Compliance Verified
82.2.1 Field Reporting System (LE1)	Compliance Verified
82.2.3 Case Numbering System (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
83.2.6 Report Preparation (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	Compliance Verified
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
84.1.8 Property Acquired through the Civil Process	Compliance Verified

Response from Agency Regarding Findings:

We have no issues or concerns. Process worked smoothly and I appreciate the time the CSM spent reviewing our agency.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Steven Heaton

On 6/30/2020, the Year 4 Remote Web-based Assessment of Round Rock (TX) Police Department was conducted. The review was conducted remotely and included 80 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.3 Agency's Role in Criminal Justice Diversion Program	Compliance Verified
1.2.7 Use of Discretion	Compliance Verified
2 Agency Jurisdiction and Mutual Aid	
2.1.3 Written Agreements for Mutual Aid	Compliance Verified
12 Direction	
12.1.4 Functional Communication/Cooperation	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.3.1 Establish Procedures	Compliance Verified
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.2.2 Announce Openings	Compliance Verified
17 Fiscal Management and Agency Property	
17.2.1 Budget Process and Responsibility Described	Compliance Verified
17.3.1 Requisition and Purchasing Procedures	Compliance Verified
17.5.2 Issue/Reissue Procedures	Compliance Verified
21 Classification and Delineation of Duties and Responsibilities	
21.1.1 Task Analysis	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.3 Personnel Support Services Program	Compliance Verified
22.3.3 Fitness and Wellness Program	Compliance Verified
26 Disciplinary Procedures	
26.1.7 Dismissal Procedures	Compliance Verified
31 Recruitment	
31.3.2 Posting Locations	Compliance Verified
31.3.3 Maintaining Applicant Contact	Compliance Verified
32 Selection	

Standards	Findings
32.1.2 Job Relatedness	Compliance Verified
32.1.6 Records	Compliance Verified
32.2.7 Medical Examinations (LE1)	Compliance Verified
32.2.9 Records Retention	Compliance Verified
33 Training and Career Development	
33.2.3 Outside Academy Role	Not Applicable by Function
33.2.4 Outside Academy Agency Specific Training	Not Applicable by Function
33.5.3 Accreditation Training (LE1)	Compliance Verified
33.5.4 Accreditation Manager Training	Compliance Verified
33.8.4 Educational Incentives	Compliance Verified
34 Promotion	
34.1.4 Job Relatedness	Compliance Verified
34.1.6 Eligibility Lists	Compliance Verified
34.1.7 Promotional Probation (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.4 Evaluation Criteria	Compliance Verified
41 Patrol	
41.1.3 Special-Purpose Vehicles	Compliance Verified
41.3.4 Authorized Personal Equipment	Compliance Verified
41.3.7 Mobile Data Access	Compliance Verified
42 Criminal Investigation	
42.1.4 Accountability Preliminary/Follow-Up Investigations	Compliance Verified
42.1.5 Habitual/Serious Offenders	Compliance Verified
42.2.7 Informants (LE1)	Compliance Verified
42.2.12 Show-ups	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.3 Confidential Funds	Compliance Verified
43.1.4 Equipment Authorization and Control	Compliance Verified
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	Compliance Verified
45 Crime Prevention and Community Involvement	
45.2.3 Procedures for Transmitting Information	Compliance Verified

Standards	Findings
46 Critical Incidents Special Operations and Homeland Security	
46.1.7 Finance/Administration Function (LE1)	Compliance Verified
46.2.8 Event Deconfliction	Compliance Verified
46.3.1 Liaison with other Organizations (LE1)	Compliance Verified
46.3.3 Providing Awareness Information	Compliance Verified
52 Internal Affairs	
52.1.2 Records Maintenance and Security (LE1)	Compliance Verified
52.2.4 Informing Complainant	Compliance Verified
52.2.5 Statement of Allegations/Rights	Compliance Verified
52.2.6 Submission to Tests Procedures	Compliance Verified
53 Inspectional Services	
53.2.1 Procedures*	Compliance Verified
54 Public Information	
54.1.2 Policy Input	Compliance Verified
55 Victim/Witness Assistance	
55.2.3 Assistance Preliminary Investigation	Compliance Verified
55.2.4 Assistance Follow-Up Investigation	Compliance Verified
61 Traffic	
61.1.3 Violator Procedures (LE1)	Compliance Verified
61.1.7 Stopping/Approaching (LE1)	Compliance Verified
61.1.13 Parking Enforcement	Compliance Verified
61.3.1 Traffic Engineering	Compliance Verified
61.3.5 Student Safety Patrol Program	Compliance Verified
61.4.2 Hazardous Highway Conditions (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.3 Procedures Transporting by Vehicle	Compliance Verified
70.1.5 Prisoner Communication	Compliance Verified
70.1.6 Procedures Transport Destination (LE1)	Compliance Verified
70.1.8 Notify Court of Security Hazard (LE1)	Compliance Verified
70.3.1 Sick Injured Disabled	Compliance Verified
71 Processing and Temporary Detention	
71.3.3 Security (LE1)	Compliance Verified

Standards	Findings
74 Legal Process	
74.1.2 Execution/Attempt Service Recording	Compliance Verified
74.1.3 Warrant/Wanted Person Procedures	Compliance Verified
74.3.1 Procedure Criminal Process	Compliance Verified
81 Communications	
81.2.1 24 Hour Toll-Free Service (LE1)	Compliance Verified
81.2.4 Radio Communications Procedures (LE1)	Compliance Verified
81.2.8 Recording and Playback (LE1)	Compliance Verified
81.2.9 Local/State/Federal CJI Systems	Compliance Verified
81.3.3 Telephone System	Compliance Verified
82 Central Records	
82.1.2 Juvenile Records (LE1)	Compliance Verified
82.1.7 Computerized Security Protocol	Compliance Verified
82.2.4 Report Distribution	Compliance Verified
82.3.2 Index File	Compliance Verified
82.3.6 ID Number and Criminal History	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.3 Fingerprinting	Compliance Verified
83.2.5 Procedures Seizure of Computer Equipment	Compliance Verified
83.2.7 DNA Evidence Collection	Compliance Verified
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances Weapons for Training (LE1)	Compliance Verified

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

9/28/2020

Planning and Methodology:

The site-based assessment team performed a virtual assessment of the Round Rock (TX) Police Department from August 10 – 12, 2020. This was the fifth reaccreditation since the agency's initial accreditation in 2004. Round Rock Police Department is a C size agency with 247 personnel of which 175 are sworn and 72 are non-sworn full-time positions. This was an Advanced Accreditation assessment with 468 standards. The agency uses Power DMS. The Compliance Service Members (CSM) went through all of the standards and approved all standards being in compliance prior to the site-based assessment.

Due to COVID-19, this assessment was conducted virtually through Microsoft Teams and Zoom software programs. Larry Roberson, the agency's Accreditation Manager, did an excellent job of pre-planning all of the interviews including a virtual tour of the police department's Evidence area, a patrol briefing, a Command Staff meeting and the Public Information session.

Mr. Roberson prepared agency staff and the assessment team for the use of technology to conduct this assessment. Even though the assessment team could not be physically present at the agency, the team had opportunities to "meet" with multiple department personnel both sworn – ranking and non-ranking - and non-sworn. Each individual demonstrated an understanding of the accreditation standards related to the jobs they perform as well as a commitment to serve the community. The site-based assessment revealed the agency's practices are meeting the intent of the standards.

Chief Banks took command of the agency in 2014. During the interviews, it was very apparent that he is a true leader with the intent of constantly creating opportunities for positive growth with internal and external stakeholders. Agency personnel remarked that progressive changes have occurred within the agency since Chief Banks took over and that the Administration is willing to listen and take suggestions from employees.

In 2018, the agency opened its Public Safety Training Center. This is an extremely impressive training facility that includes a mock city as well as a driving pad. Funding for this operation was a bond initiative which was overwhelmingly approved by the residents of Round Rock.

After conferring with the Chief of Police and his staff, the assessment team was tasked with focusing on the following areas: Use of Force, Vehicular Pursuits and Community Policing.

The Round Rock Police Department is a full-service law enforcement agency that offers all of the traditional services to meet the needs of their customers. The agency is committed to attracting and retaining the best-qualified group of diverse individuals to serve the community and provides them with all the tools and training necessary to carry out their assignments. The assessment team was impressed by the knowledge and enthusiasm for their respective assignments that was demonstrated by agency members involved in the numerous interviews that were conducted. The agency embraces a strong community interaction philosophy and focuses its attention on partnerships with the community through a wide variety of outreach programs and activities.

Use of Force

One of the areas the agency asked the assessment team to focus on was Use of Force. During the site-based assessment, the team interviewed four officers – an officer, a supervisor, a commander and a member of the executive command staff. This was an excellent method for gaining insight into this area of focus.

The Department's policy on use of force states that the agency has the highest regard for the dignity and liberty of all persons and places a minimal reliance upon the use of force and authority. An important designation the agency makes in its terminology is that it refers to use of force as "Response to Resistance or Aggression (RTROA)". This indicates that methods taken by an officer are reactive in nature when faced with a use of force situation as opposed to relying on force as an initial measure to bring an incident under control. Officers feel this characterization of the behavior gives a better perspective as to why an officer chose to use a particular method of force.

Over the assessment period, the agency made an average of 2,752 arrests/year. During that same period, the agency reported an average of 48 RTROA's/year. While not all RTROA's were reported during an arrest, these numbers indicate that the proclivity for the agency's officers to employ force measures is extremely low, which is consistent with the agency's policy and the intent of the CALEA standard.

Each RTROA event is critically reviewed by an officer's immediate supervisor, Command Staff, Executive Command Staff and the Chief of Police for policy compliance. Officers of this agency wear body cameras which greatly enhances the review process. The RTROA event is discussed in-depth at each level of the review process with three relevant questions in mind: "What went right?", "What went wrong?", "What could have been better/different?" Once a compliance decision has been made, it is quickly relayed to all officers involved in the RTROA event. An impressive practice conducted by this agency is that, once a compliance decision has been reached, the RTROA event is then reviewed at length with the involved employees so they are aware of all of the issues discussed during the internal review process. Not only does this create important training opportunities, but employees feel as if they are a part of the process and they are aware that information flows in both directions in the chain of command.

Standards Issues:

Not Applicable

Suggestions

Not Applicable

Vehicular Pursuits

One of the areas the agency requested the assessment team to focus on was its vehicular pursuit policy. The agency's current policy is in compliance with the standards. However, the agency asked the assessors to specifically look at their policy language because of the number of "not in compliance" pursuits occurring each year. The policy uses the verbiage "immediate need for apprehension" as the justification for initiating or continuing a pursuit. The agency realizes that other agencies have very clear and specific policies in reference to initiating pursuits for property or minor criminal offenses.

One of Chief Banks' goals is to ensure consistent enforcement of the pursuit policy. It is stressed that the immediate need to apprehend must be present and that the involved officer be able to articulate those circumstances. According to one of the agency's field training officers, the continuation of a pursuit and the potential for harm to the community is a critical factor regularly discussed at the department. He said the officers understand that pursuits are one of the most dangerous things they undertake.

During the assessor's interviews, it was very clear that agency supervisors know the pursuit policy. They are also aware of local and national trends regarding pursuit policies and procedures. Since the agency opened its own police academy and training center in 2018, it conducts monthly training on pursuits, and it has decision-based training annually.

The agency should be commended on its transparency during the pursuit review process. After any pursuit, a Sergeant conducts a complete review including all camera footage of the incident. The Lieutenant then forwards it to Commanders for a review of the policy, any training issues, and any positives for the incident. The results from each pursuit review are discussed at training and roll call briefings.

The agency conducts an annual pursuit analysis to identify both positive and negative factors influencing the outcome of vehicular pursuits and to validate or refute the merits of its pursuit policies. While the number of pursuits conducted annually over the last few years is not a concern considering the metropolitan area population, the percentage of those pursuits that were deemed “not in policy” does need to be addressed. The percentage of pursuits not in policy for the previous three years is 60% in 2019, 75% in 2018, and 56% in 2017.

When speaking with agency personnel, it was clear that the interpretation of the policy was a key factor in determining compliance and noncompliance. The "immediate need to apprehend" is at the center of the analysis and is the main focus for implementing pursuits. Assessors discussed with Command Staff that this verbiage is too broad and may be causing a lack of consistency in officers meeting the requirements of the pursuit policy. It was recommended by the assessment team that more specific language be added to any policies and procedures relating to vehicular pursuits. Chief Banks and his staff were very open to the recommendations.

Standards Issues:

Not Applicable

Suggestions

Recommendations for adding additional language to the policy was made to Command Staff.

Community Policing

The agency has an exceptional relationship and partnership with its community. This supportive partnership begins with the mission statement, the "Round Rock Police Department, in alliance with our community, provides public safety and promotes a high quality of life." To further show support for this program, the first goal of the Strategic Plan is to "Strengthen Our Alliance with the Community." The philosophy continues in the Values statement "We believe our community is best described in the original sense of the word – fellowship. Working together with our citizens, businesspeople, and educators allows us to make Round Rock the best community it can be. "

Chief Banks came to the agency in 2014 from the Albuquerque, N.M. P.D. When Chief Banks arrived, one of the first things he did was to renew the agency's emphasis on community policing. Programs he implemented included the Junior Police Academy, Back-to-School program, Be Alert to Residential K-9s (BARK), and the Front Porch program. Currently, the agency participates in 300 -500 events annually.

The Junior Police Academy, entering its sixth year, is led by the School Resource Officers. This program provides exposure as to what it may like to be a police officer. During the evaluation cycle, this program was featured in the Texas Lifestyle magazine.

The assessors spoke with The Community Affairs Officer and the Volunteer Services Coordinator regarding the agency's organized efforts with the community. Together they coordinate the agency's efforts with its Volunteer Unit and Community Events. Both are enthusiastic, knowledgeable, and very involved in their positions and their community.

Round Rock Police Department's presence is evident on several social media platforms, such as Facebook and Twitter. Its social media pages contain information on current events, upcoming community events, traffic issues, crime trends, hazardous conditions, employment opportunities, and other information in which the agency is involved. The pages are current, updated frequently, relevant, and make excellent use of this technology.

When the COVID-19 pandemic occurred, many community events had to be canceled; however, many events have

continued with a revised format. An example is the use of video conferencing. The agency has virtual meetings with Special Olympics groups, Scouts, Homeowners Association groups and Neighborhood Watch Groups, and the Chief of Police often participates in these Zoom meetings.

One of the agency's major community projects is the Back to School program. The agency partners with the School District, Dell, medical professionals, entertainers, suppliers, and community organizers to host an event that provides much-needed school supplies, school physicals, audio, and vision screenings. Last year over 13,000 members in the community benefited from this collaborative effort. In some jurisdictions, this is not addressed or is handled by other civic organizations. It is outstanding that the Police Department has taken the lead in coordinating this important event. The agency is also very involved in the National Night Out event. Last year, 55 neighborhood watch groups participated in the event and an officer was present at each one. This year the agency has 70 Neighborhood Watch and Business Watch groups set up for the downtown community.

The assessors discovered one of the reasons the agency is so successful with its involvement with the community is the use of volunteers. A service request is made and is coordinated by the Community Affairs Officer. She coordinates the event's staffing with the Volunteer Services Coordinator, who ensures the appropriate volunteers are there to assist. Having 130 volunteers allows the agency to participate as often as it does. Last year the volunteers donated just under 18k hours of service! Each year, the agency appropriately hosts an annual banquet for the volunteers. Service awards, commendations, and the Volunteer of the Year are honored by the Chief of Police and other staff members.

It is evident to the assessors that the agency positively affects the quality of life through its programs. The involvement and the number of programs they participate in are exemplary. One way this can be measured is that the community approved a bond for the construction of a Police Academy/Training Center. This is remarkable for a community of this size. In April 2018, the Texas Commission on Law Enforcement certified the new facility.

Standards Issues:

Not Applicable

Suggestions

Not Applicable

Summary:

Number of Interviews Conducted: 28

Assessors' Names: Team Leader David Wolf; Assessor Steve Sanders

Site-Based Assessment Start Date: 08/10/2020

Site-Based Assessment End Date: 08/12/2020

Mandatory (M) Compliance	309
Other-Than-Mandatory (O) Compliance	74
Standards Issues	0
Waiver	0
(O) Elect 20%	0
Not Applicable	101
Total:	484

Percentage of applicable other-than-mandatory standards:

100 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The Public Information hearing was held virtually on Monday, August 10, 2020 at 7:00 PM. There were 3 people who logged on to watch the session; however, no one addressed the assessment team.

Telephone Contacts

The Pubic Call-In session was held on Monday, August 10, 2020 from 1:00 - 3:00 PM. A total of 4 people called to speak with the assessment team. One individual complained that his granddaughter had not been hired as a dispatcher. One individual was a Dell employee and he commented that the Department is working for more positive interactions with the community and noted that it starts with the Chief of Police. He also mentioned the recently implemented Safe Trails Patrol. He said he feels safer biking or jogging on trails because the trails are patrolled. He also mentioned a survey sent out to residents on safety and other community related events. The other two callers were both accreditation managers for other agencies near Round Rock Police Department. Both individuals had very positive comments about the agency and stated Round Rock Police Department was highly respected.

Correspondence

No correspondence was received by the assessment team.

Media Interest

No media contacts during the site-based assessment.

Public Information Material

The agency produced and distributed an informative media release as part of the media plan. The release contained information regarding the site-based assessment process, as well as the dates and times of both the public hearing and telephone call-in session. Notices were released to a newspaper and advertised on the agency's website.

Community Outreach Contacts

During the site-based assessment, Team Leader Wolf spoke with three sources outside of the agency. All of them were extremely supportive of the agency. The first was the county attorney, Dee Hobbs. He said the agency is very active in the community. Mr. Hobbs mentioned that Chief Banks has "humanized" the agency and that he and his officers are very approachable. The second person was Alan McGraw, who is the municipal judge for the agency. Mr. McGraw has also served on the Round Rock City Council as a council member and mayor. Mr. McGraw stated that officers of the agency are always very professional. The third person was Reverend David Koppel. Rev. Koppel stated that Chief Banks has "set the tone" for the agency in terms of professionalism and community engagement. Rev. Koppel said he has a deep respect for the department.

Team Leader Wolf also spoke with the City Manager, Laurie Hadley and Mayor Craig Morgan. Both individuals are very supportive of the agency and the accreditation process. Ms. Hadley mentioned that, since the arrival of Chief Banks, the agency is very involved in the community and is highly supported.

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

Data Collection Period: 7/1/2016 - 6/30/2017

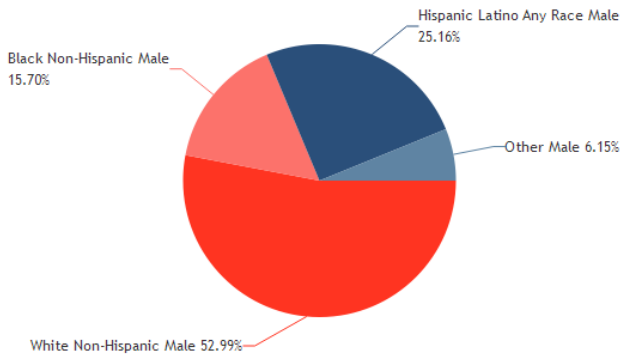
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4398	1212	5610
Black Non-Hispanic Male	1303	394	1697
Hispanic Latino Any Race Male	2088	891	2979
Other Male	510	167	677
White Non-Hispanic Female	3220	954	4174
Black Non-Hispanic Female	881	240	1121
Hispanic Latino Any Race Female	1117	550	1667
Other Female	271	116	387
TOTAL	13788	4524	18312

Reaccreditation Year 1 Notes:

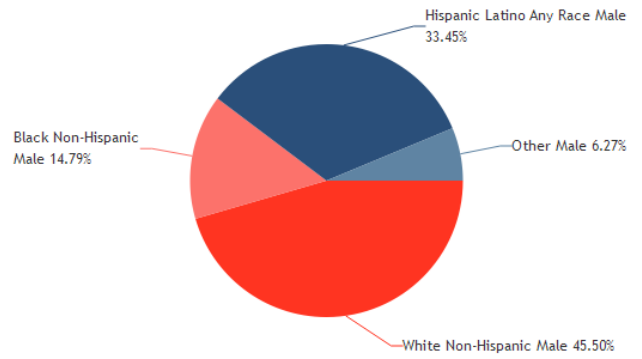
For this reporting period, traffic citations were issued on a City of Round Rock Municipal Court Summons and turned into the courts daily. Tracking, auditing, and issuing citation books is also done solely through the Municipal Courts. Electronic Citation Writers have been phased in over the last couple of years, and as of August 2017, the Electronic Citation writer is being used exclusively. At the current time, the agency has forty-eight (48) electronic writers; however, only thirty-one (31) are currently being used. The data in the table above is collected and tracked by the OSSI Records Management System. Written Warning Citations are rare and seldom used, verbal warnings are captured in CAD and downloaded to comply with Bias-Based Profiling requirements. Those rare occasions where a written warning is issued, it is documented on a citation that is notated as "written warning" and submitted for citation accountability. It is important to note that the issuance of citations has seen a consistent drop over the past three years. Under Chief Banks's community policing philosophy, officers have directed their attention within the community.

Enforcement is conducted mainly by the Patrol Division, with selective enforcement provided by its Traffic Unit. It should be noted that over the assessment cycle, the agency averaged slightly over 18,300 traffic stops annually. Weigh this stop data against citizen complaint data, and the ratio is less than 0.02 of a percent.

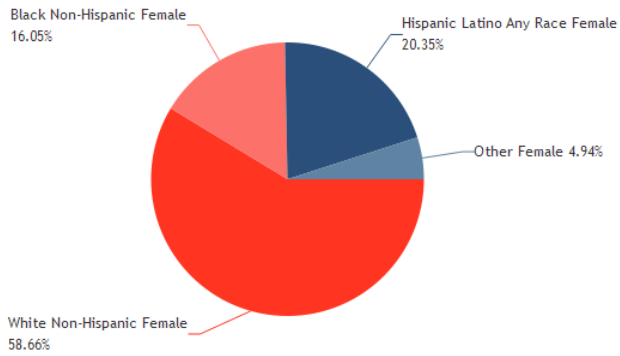
Male Warnings



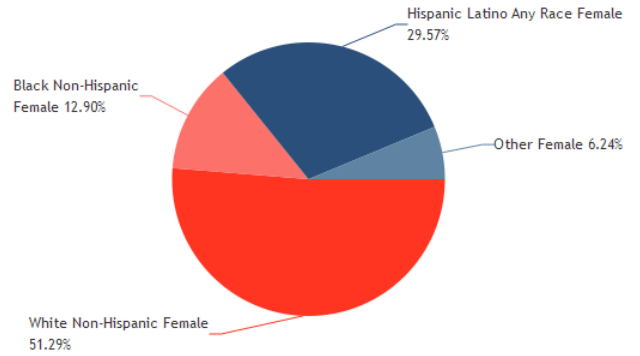
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 2

Data Collection Period: 7/1/2017 - 6/30/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1273	4182	5455
Black Non-Hispanic Male	421	1227	1648
Hispanic Latino Any Race Male	1054	2523	3577
Other Male	180	493	673
White Non-Hispanic Female	1052	3107	4159
Black Non-Hispanic Female	272	845	1117
Hispanic Latino Any Race Female	671	845	1516
Other Female	130	263	393
TOTAL	5053	13485	18538

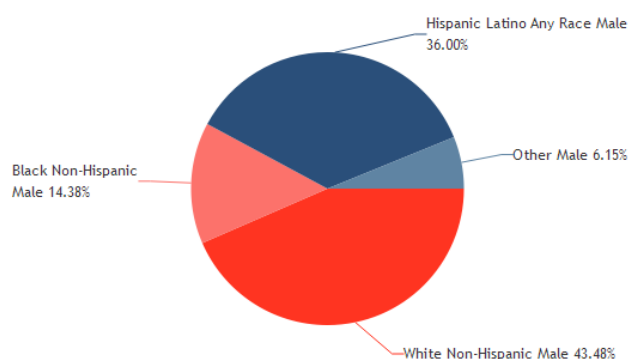
Reaccreditation Year 2 Notes:

The data in the table above is collected and tracked by the OSSI Records Management System. Electronic Citation Writers were phased in over the last couple of years, and as of August 2017, the Electronic writer is being used exclusively. At the current time, the agency has thirty-one (31) in service. Warning Citations are rare and seldom used, however, the electronic writer can issue warnings. Verbal warnings are captured in CAD and downloaded to comply with Bias-Based Profiling requirements.

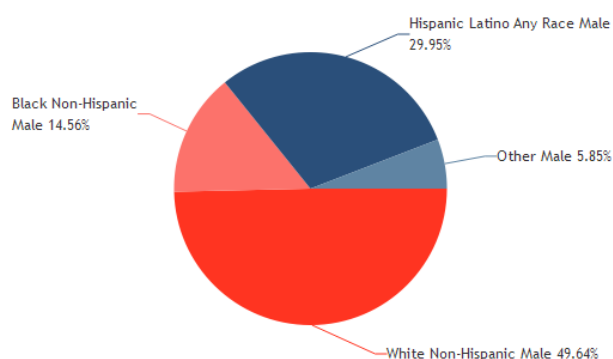
Enforcement is conducted mainly by the Patrol Division, with selective enforcement provided by its Traffic Unit. It should be noted that over the assessment cycle, the agency averaged slightly over 25,784 traffic stops annually. Weigh this stop data against citizen complaint data, and the ratio is less than 0.02 of a percent.

Note: Electronic Citation writers are signed out and the user must enter his/her login credentials prior to issuing any enforcement action.

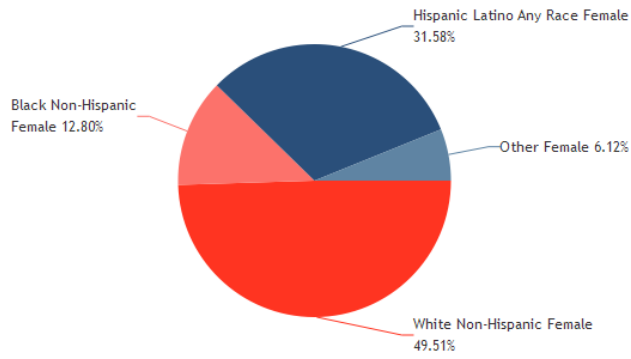
Male Warnings



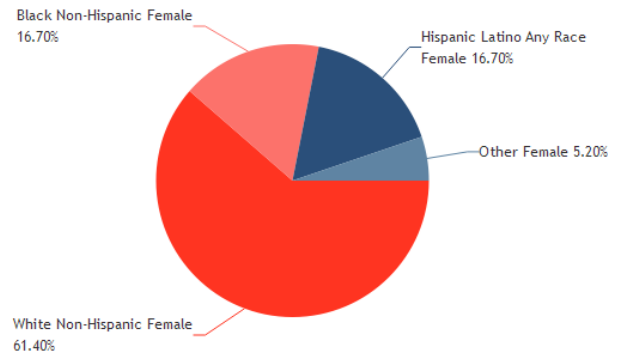
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 3

Data Collection Period: 7/1/2018 - 6/30/2019

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	7078	3036	10114
Black Non-Hispanic Male	2298	1059	3357
Hispanic Latino Any Race Male	3518	2168	5686
Other Male	875	475	1350
White Non-Hispanic Female	5537	2366	7903
Black Non-Hispanic Female	1678	757	2435
Hispanic Latino Any Race Female	2107	1282	3389
Other Female	526	312	838
TOTAL	23617	11455	35072

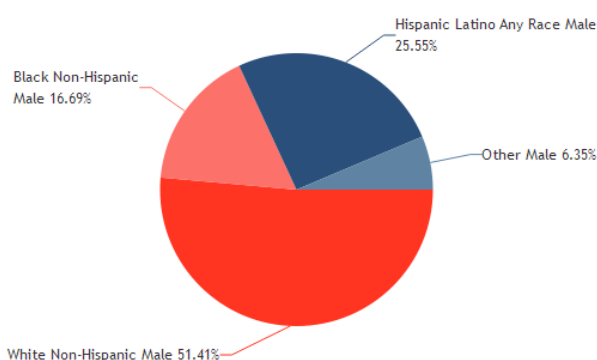
Reaccreditation Year 3 Notes:

The data in the table above is collected and tracked by the OSSI Records Management System. Electronic Citation Writers are used exclusively, and the agency has thirty-one (31) in service. Written warning citations are rare and seldom used, however, the electronic writer can issue warnings. Verbal warnings are captured in CAD and downloaded to comply with Bias-Based Profiling requirements.

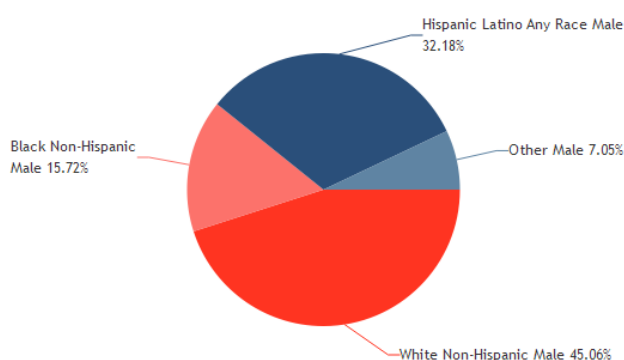
Enforcement is conducted mainly by the Patrol Division, with selective enforcement provided by its Traffic Unit. It should be noted that over the reporting cycle, the agency had slightly over 35,000 traffic stops. Weigh this stop data against citizen complaint data, and the ratio is less than 0.02 of a percent.

Note: Electronic Citation writers are signed out and the user must enter his/her login credentials prior to issuing any enforcement action.

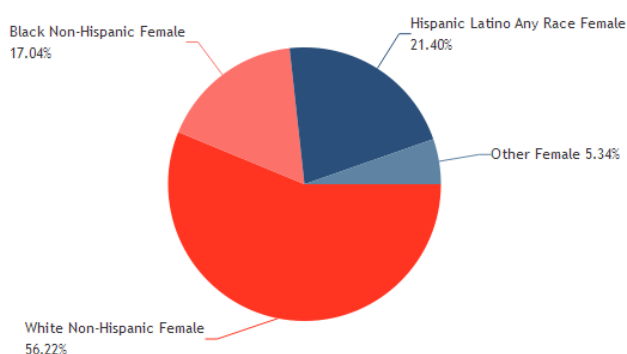
Male Warnings



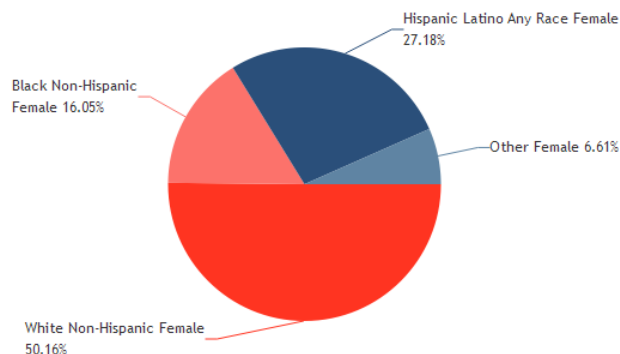
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Traffic Warnings & Citations - Reaccreditation Year 4

Data Collection Period: 7/1/2019 - 6/30/2020

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	4829	2198	7027
Black Non-Hispanic Male	1597	739	2336
Hispanic Latino Any Race Male	2579	1557	4136
Other Male	669	356	1025
White Non-Hispanic Female	3392	1657	5049
Black Non-Hispanic Female	1052	541	1593
Hispanic Latino Any Race Female	1337	935	2272
Other Female	319	172	491
TOTAL	15774	8155	23929

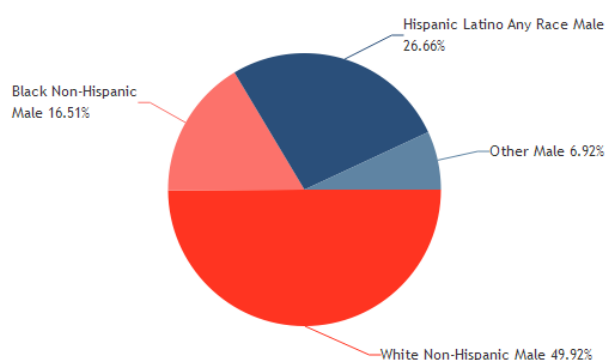
Reaccreditation Year 4 Notes:

The data in the table above is collected and tracked by the OSSI Records Management System. Electronic Citation Writers are used exclusively, and the agency has thirty-one (31) in service. Warning are captured in the electronic writer as well. Verbal warnings are captured in CAD and downloaded to comply with Bias-Based Profiling requirements.

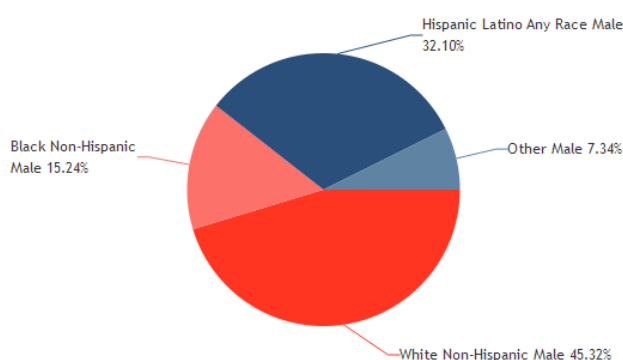
Enforcement is conducted mainly by the Patrol Division, with selective enforcement provided by its Traffic Unit. It should be noted that over the reporting cycle, the agency had just under 24,000 traffic stops. Weigh this stop data against citizen complaint data, and the ratio is less than 0.02 of a percent.

Note: Electronic Citation writers are signed out and the user must enter his/her login credentials prior to issuing any enforcement action.

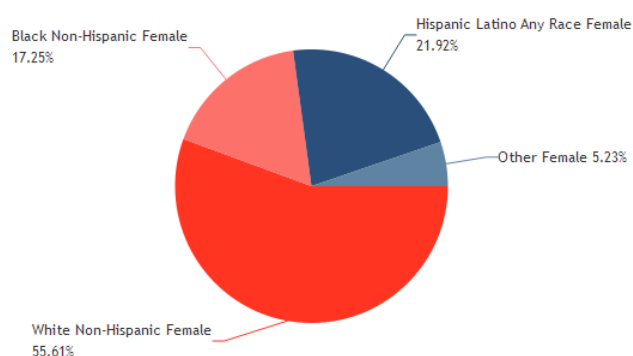
Male Warnings



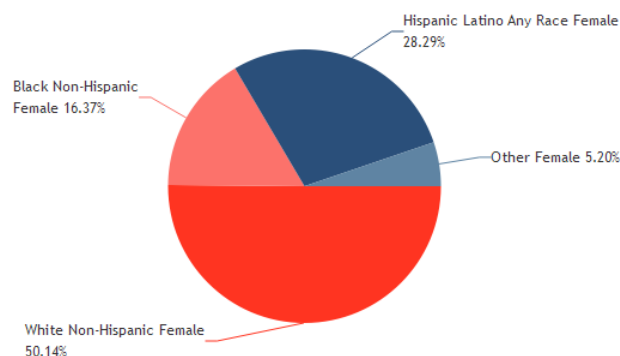
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: 7/1/2016-6/30/2017

Year 2 Data Collection Period: 7/1/2017-6/30/2018

Year 3 Data Collection Period: 7/1/2018-6/30/2019

Year 4 Data Collection Period: 7/1/2019-6/30/2020

Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts	0	0	1	2
Field Contacts	0	0	1	0
Asset Forfeiture	0	0	0	0

Reaccreditation Year 1 Notes:

The agency did not receive a complaint of Bias-Based contact during the reporting cycle. The agency had one (1) complaint received as a result of a traffic stop prior to this cycle. This complaint, was investigated by Internal Affairs and determined to be unfounded and, therefore, no action was taken.

Reaccreditation Year 2 Notes:

The agency did not receive a complaint of Bias-Based contact during the reporting cycle. The agency had one (1) complaint received as a result of a traffic stop prior to this cycle. This complaint, was investigated by Internal Affairs and determined to be unfounded and, therefore, no action was taken.

Reaccreditation Year 3 Notes:

The agency received two (2) complaints of Bias-Based contact during the reporting cycle. These complaints were investigated by Internal Affairs and determined to be unfounded and, therefore, no action was taken.

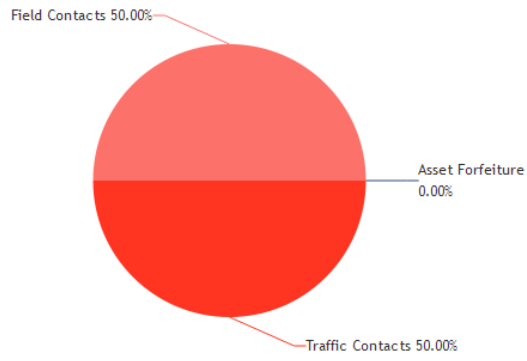
Reaccreditation Year 4 Notes:

The agency received two (2) complaints of Bias-Based contact during the reporting cycle. These complaints were investigated by Internal Affairs and determined to be unfounded and, therefore, no action was taken.

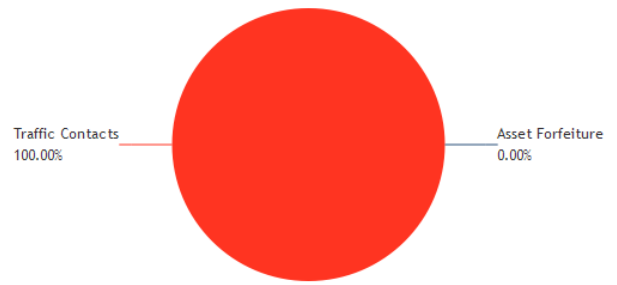
Complaints

Complaints

Complaints



Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1**Data Collection Period: 7/1/2016 - 6/30/2017**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									14
Discharge Only	8	0	2	0	3	1	0	0	14
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	2	0	4	0	0	0	0	0	6
Weaponless	11	3	9	4	5	3	0	0	35
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	21	3	15	4	8	4	0	0	55
Total Number of Incidents Resulting In Officer Injury or Death	8	1	0	0	6	0	0	0	15
Total Use of Force Arrests	14	2	13	4	6	3	0	0	42
Total Number of Suspects Receiving Non-Fatal Injuries	14	3	12	1	7	3	0	0	40
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	878	398	447	127	638	197	26	26	2737
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 1 Notes:

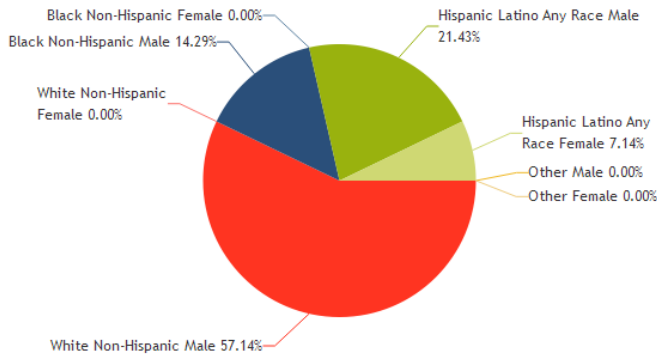
The display of firearm or ECW is not tracked, nor does the agency have or utilize Patrol apprehension canines.

For the reporting cycle, zero (0) firearm discharges occurred. There have been fourteen (14) Taser (ECW) incidents, an increase from the previous year. The use of a baton remained the same as the previous year at zero (0). OC was deployed in six (6) incidents, which is a slight increase from the three (3) deployments the Department saw in the previous year. Weaponless control has been reported in thirty-five (35) incidents, an increase from the twenty-seven

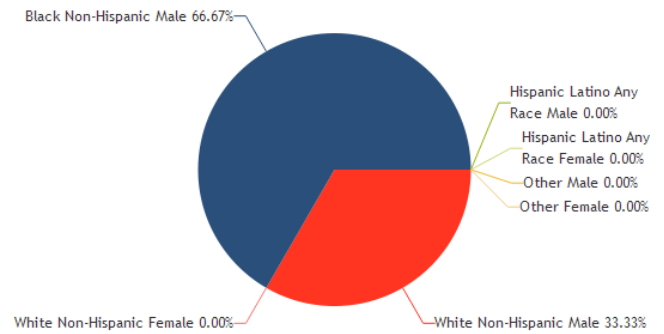
(27) for the previous year.

Internal Affairs records show that no for the second consecutive reporting period, no Response to Resistance or Aggression investigations were conducted. There were forty-two (42) arrests where force was applied. That zero complaints arose from 2,737 total arrests is noteworthy.

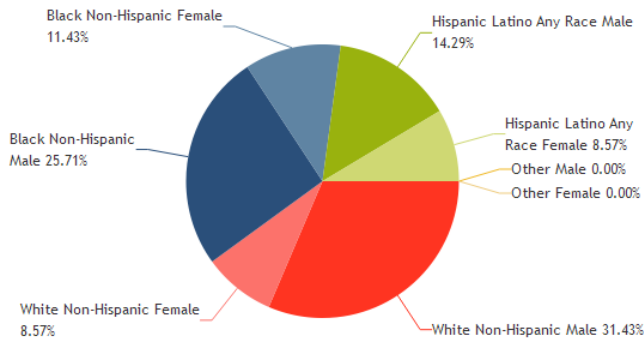
ECW Discharge



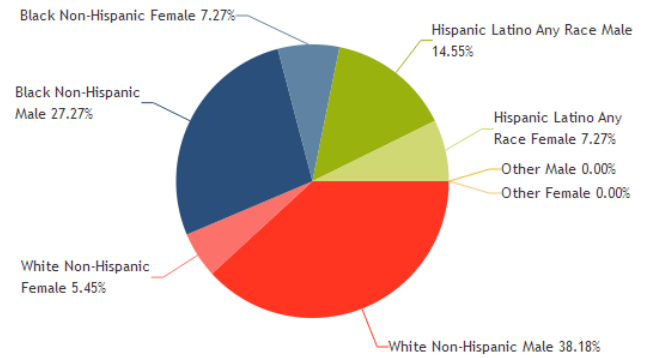
Chemical/OC



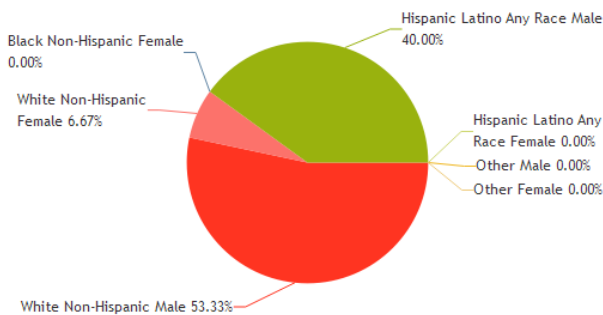
Weaponless



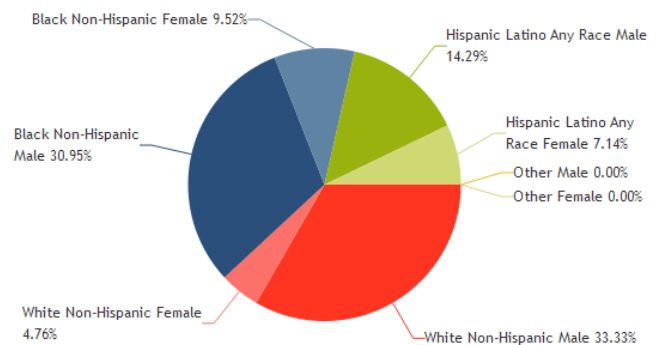
Total Uses of Force



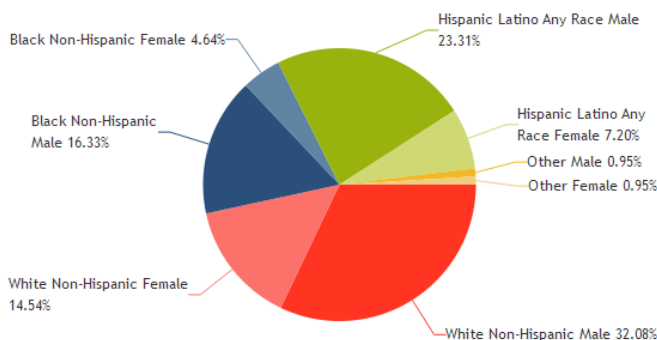
Total Number of Incidents Resulting in Officer Injury or Death



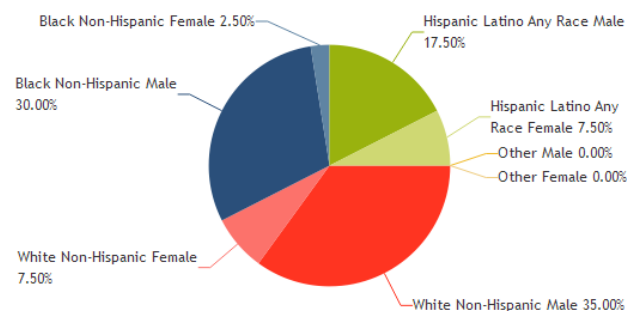
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 2**Data Collection Period: 7/1/2017 - 6/30/2018**

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	0	0	0	0	1	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
ECW									7
Discharge Only	4	0	1	0	2	0	0	0	7
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	2	0	0	0	0	0	0	0	2
Weaponless	13	2	3	0	8	2	1	0	29
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	19	2	4	0	11	2	1	0	39
Total Number of Incidents Resulting In Officer Injury or Death	11	3	0	1	4	0	0	0	19
Total Use of Force Arrests	16	2	3	0	9	1	1	0	32
Total Number of Suspects Receiving Non-Fatal Injuries	19	0	4	0	9	2	1	0	35
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	1	0	0	0	1
Total Agency Custodial Arrests	774	373	455	171	635	189	25	20	2642
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 2 Notes:

The display of firearm or ECW is not tracked at this time, however research is being done to determine if software and/or hardware upgrades are available to track this data. The agency does not have or utilize Patrol apprehension canines.

For the reporting cycle, one (1) firearm discharge occurred. There have been seven (7) Taser (ECW) incidents, a 50% decrease from the previous year. The use of a baton remained the same as the previous year at zero (0). OC was

deployed in two (2) incidents, which is a decrease from the six (6) deployments the Department saw in the previous year. Weaponless control has been reported in twenty-nine (29) incidents, another area with a decrease in reporting data from the thirty-five (35) from the previous year.

Internal Affairs records indicate for the third consecutive reporting period, no Response to Resistance or Aggression investigations were conducted. There were thirty-two (32) arrests where force was applied. Zero complaints from a total 2,737 arrests is noteworthy.

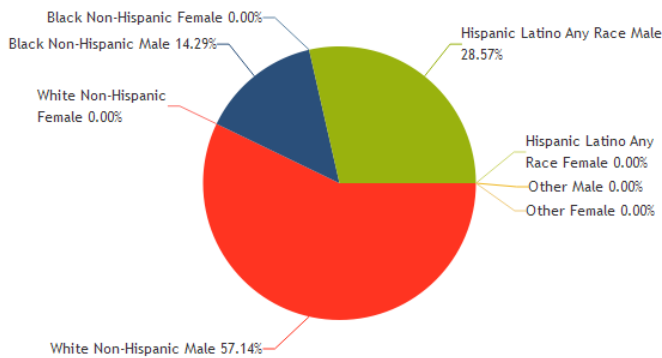
Total Firearm



Firearm Discharge



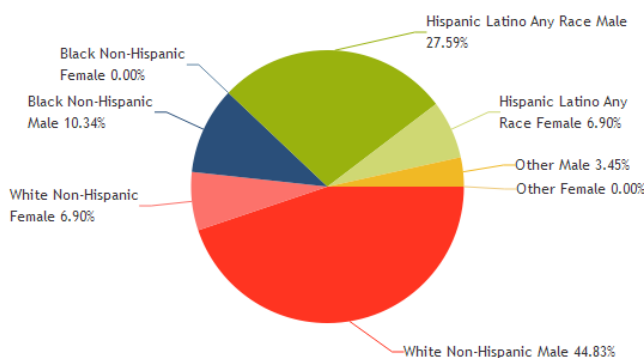
ECW Discharge



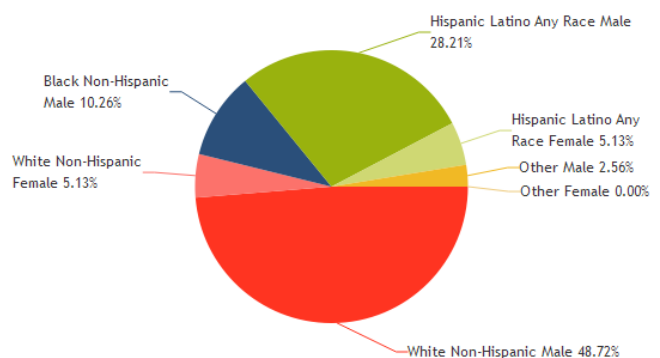
Chemical/OC



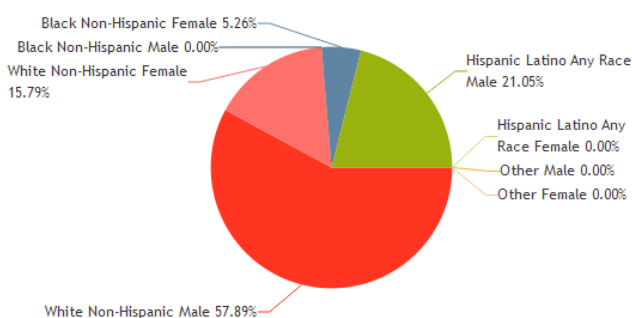
Weaponless



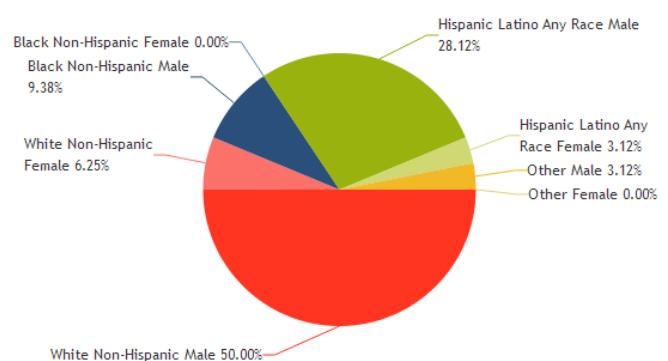
Total Uses of Force



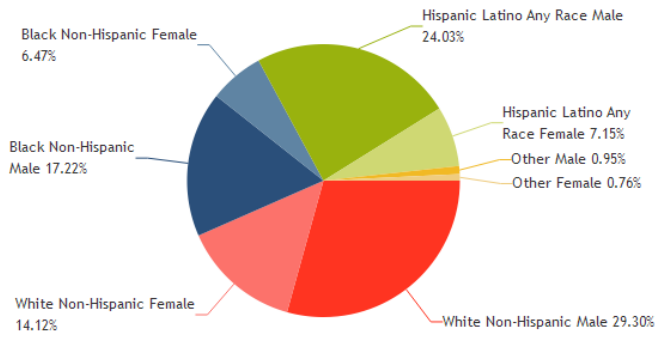
Total Number of Incidents Resulting in Officer Injury or Death



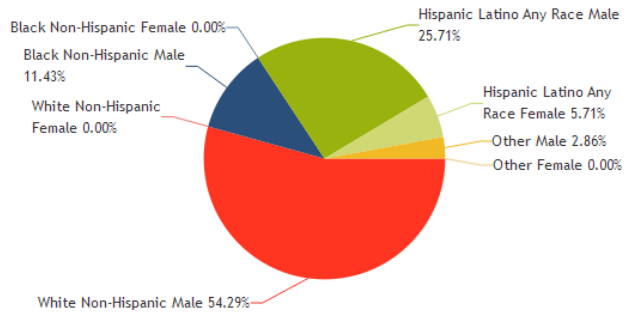
Total Use of Force Arrests



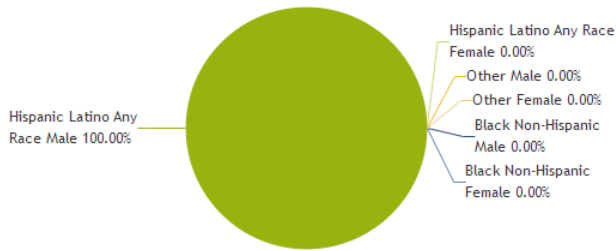
Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Total Number of Suspects Receiving Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

Data Collection Period: 7/1/2018 - 6/30/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									5
Discharge Only	4	0	0	0	1	0	0	0	5
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	1	0	0	0	0	0	1
Weaponless	16	1	4	3	11	1	3	0	39
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	20	1	5	3	12	1	3	0	45
Total Number of Incidents Resulting In Officer Injury or Death	3	0	2	0	3	0	2	0	10
Total Use of Force Arrests	14	0	4	0	10	1	3	0	32
Total Number of Suspects Receiving Non-Fatal Injuries	15	0	4	3	12	1	2	0	37
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	853	368	541	176	757	229	34	16	2974
Total Use of Force Complaints	0	0	1	1	1	0	0	0	3

Reaccreditation Year 3 Notes:

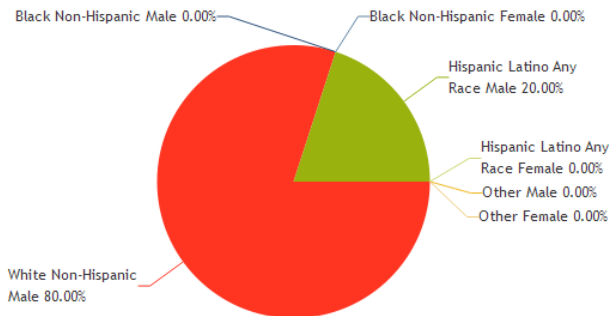
The display of firearm or ECW is not tracked at this time, however research is being done to determine if software and/or hardware upgrades are available to track this data. The agency does not have or utilize Patrol apprehension canines.

For the reporting cycle, no firearm discharges occurred. There have been five (5) Taser (ECW) incidents, a 29%

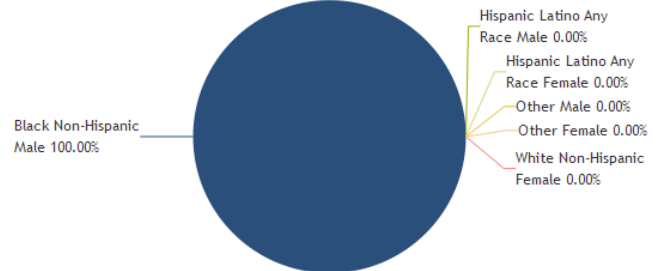
decrease from the previous year. The use of a baton remained the same as the previous year at zero (0). OC was deployed in one (1) incident, which is a decrease from the two (2) deployments the Department saw in the previous year. Weaponless control has been reported in thirty-nine (39) incidents, an increase in reporting data from the twenty-nine (29) incidents from the previous year.

Internal Affairs records indicate three (3) Response to Resistance or Aggression investigations were conducted. One of these complaints, was internally initiated and resulted in a sustained allegation. The other two were exonerated. A total of thirty-two (32) arrests were made to which force was responded to.

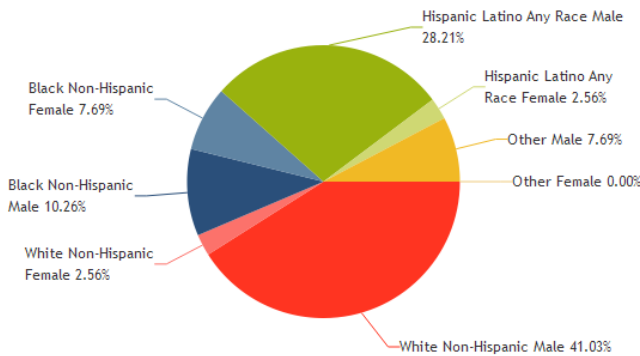
ECW Discharge



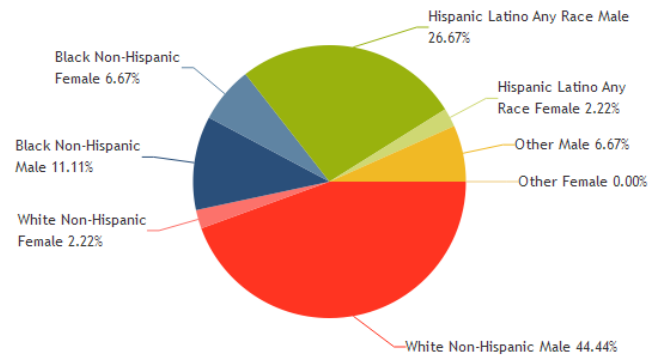
Chemical/OC



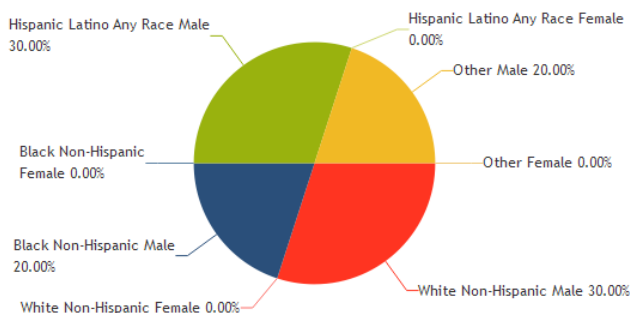
Weaponless



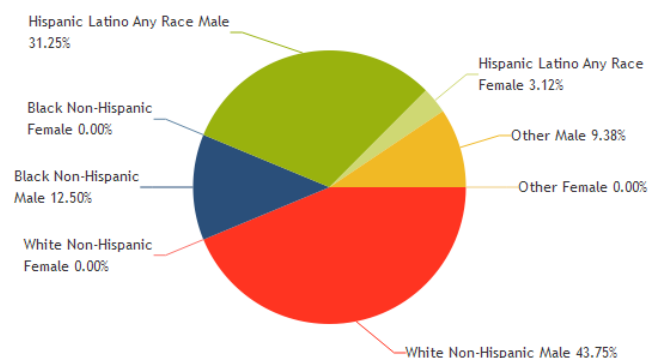
Total Uses of Force



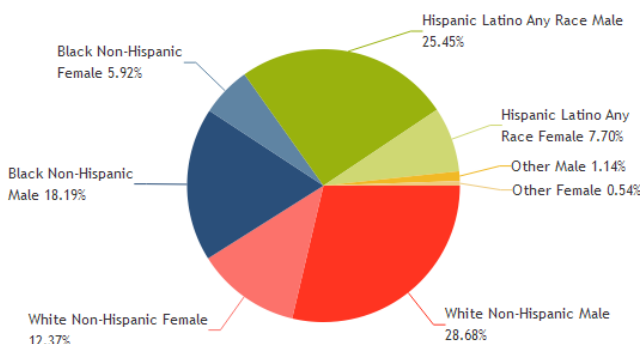
Total Number of Incidents Resulting in Officer Injury or Death



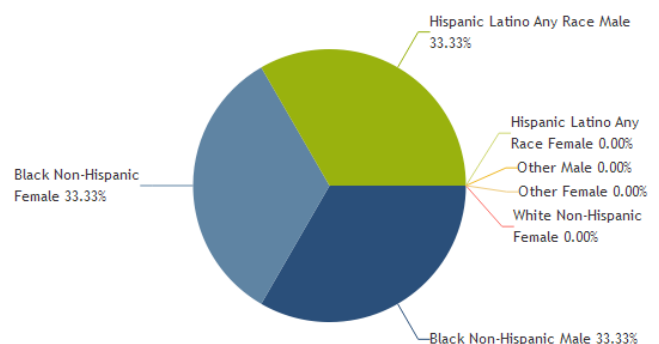
Total Use of Force Arrests



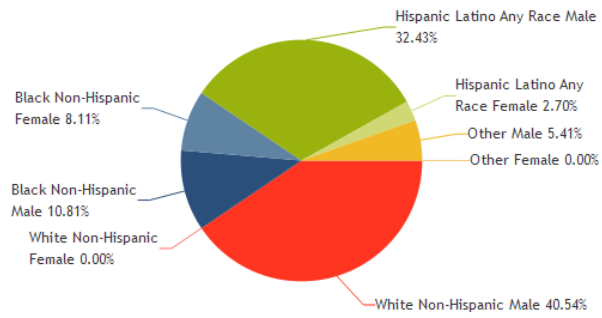
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

Data Collection Period: 7/1/2019 - 6/30/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									13
Discharge Only	9	0	2	0	2	0	0	0	13
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	0	0	0	0	0	0	1
Weaponless	15	3	7	3	9	1	1	0	39
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	25	3	9	3	11	1	1	0	53
Total Number of Incidents Resulting In Officer Injury or Death	5	1	0	1	2	0	1	0	10
Total Use of Force Arrests	19	2	6	3	7	1	1	0	39
Total Number of Suspects Receiving Non-Fatal Injuries	12	3	7	3	7	1	1	0	34
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	783	341	413	140	676	244	42	17	2656
Total Use of Force Complaints	0	1	0	0	0	0	0	0	1

Reaccreditation Year 4 Notes:

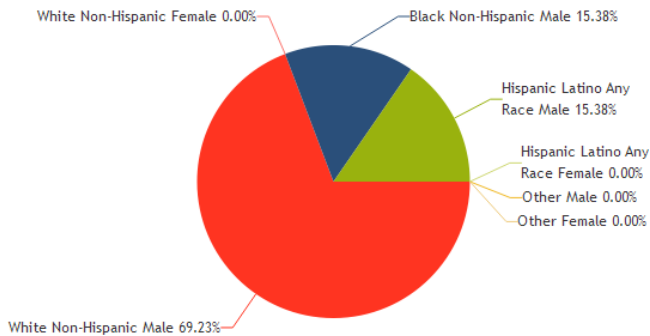
Since the last report, the agency just changed vendors for the BWC and mobile video to Axon. One of their features is to track the removal from the holster of both firearms and Tasers. This is a feature we wish to include in phase 2 of the implementation of Axon. The agency does not have or utilize Patrol apprehension canines.

For the reporting cycle, no firearm discharges occurred. There was an increase in use of Taser from five (5) Taser

(ECW) incidents to thirteen (13) for this reporting cycle. While this increase appears to be significant, a careful and thorough executive staff review was conducted on each incident. The use of a baton remained the same as the previous year at zero (0). OC was deployed in one (1) incident, consistent with the previous year. Weaponless control was reported in thirty-nine (39) incidents, which is surprisingly the same as the previous year.

Internal Affairs records indicate one (1) Response to Resistance or Aggression investigation was conducted. This complaint was externally initiated and resulted in an exonerated finding. A total of thirty-nine (39) arrests were made to which force was responded to.

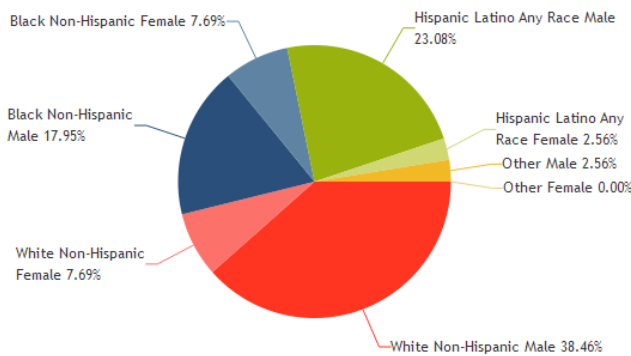
ECW Discharge



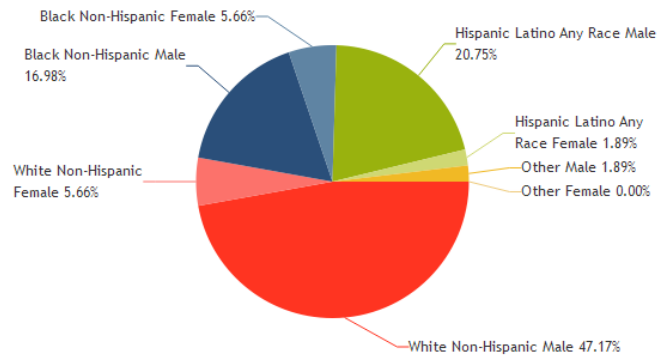
Chemical/OC



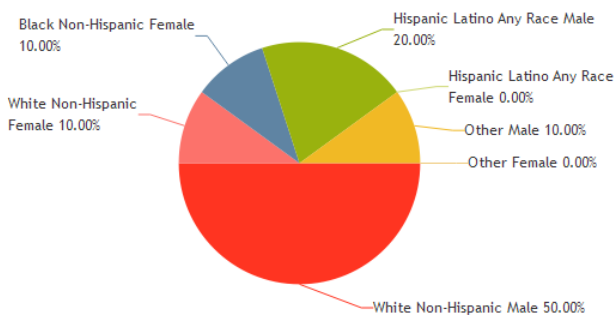
Weaponless



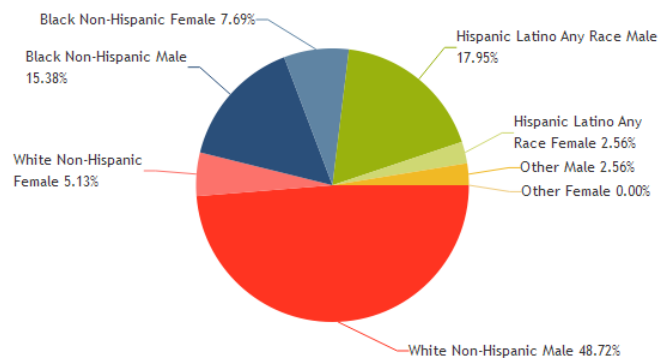
Total Uses of Force



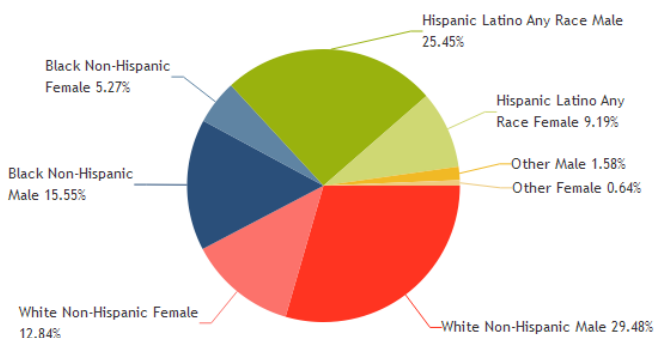
Total Number of Incidents Resulting in Officer Injury or Death



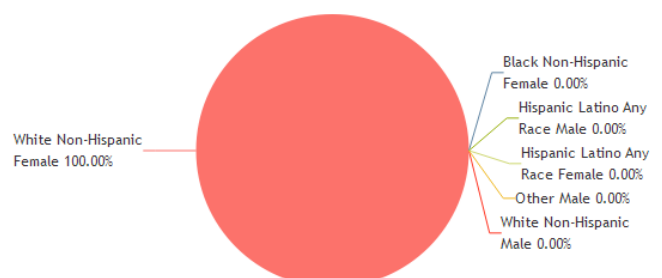
Total Use of Force Arrests



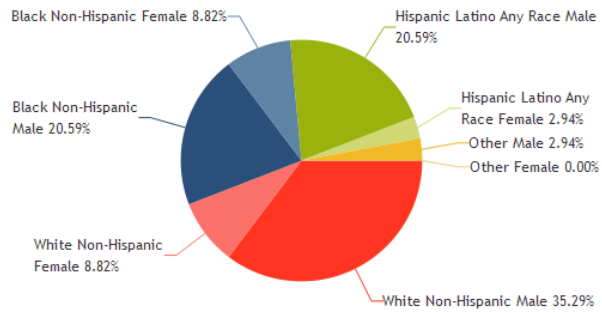
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: 7/1/2016-6/30/2017

Year 2 Data Collection Period: 7/1/2017-6/30/2018

Year 3 Data Collection Period: 7/1/2018-6/30/2019

Year 4 Data Collection Period: 7/1/2019-6/30/2020

Grievances	Year 1	Year 2	Year 3	Year 4
Number	0	0	0	0

Reaccreditation Year 1 Notes:

The Round Rock PD enjoys a healthy working relationship with management, employees, and the bargaining agent for the officers. Chief Banks' open-door policy is shared with his command staff, which is felt to enhance employee relations.

Reaccreditation Year 2 Notes:

The Round Rock PD enjoys a healthy working relationship with management, employees, and the bargaining agent for the officers. Chief Banks' open-door policy is shared with his command staff, which is felt to enhance employee relations.

Reaccreditation Year 3 Notes:

The Round Rock PD enjoys a healthy working relationship with management, employees, and the bargaining agent for the officers. Chief Banks' open-door policy is shared with his command staff, which is felt to enhance employee relations.

Reaccreditation Year 4 Notes:

The Round Rock PD enjoys a healthy working relationship with management, employees, and the bargaining agent for the officers. Chief Banks' open-door policy is shared with his command staff, which is felt to enhance employee relations.

Personnel Actions

Year 1 Data Collection Period: 7/1/2016-6/30/2017

Year 2 Data Collection Period: 7/1/2017-6/30/2018

Year 3 Data Collection Period: 7/1/2018-6/30/2019

Year 4 Data Collection Period: 7/1/2019-6/30/2020

	Year 1	Year 2	Year 3	Year 4
Suspension	4	5	3	2
Demotion	1	0	0	0
Resign In Lieu of Termination	1	0	0	0
Termination	4	0	1	0
Other	12	2	3	3
Total	22	7	7	5
Commendations	51	155	561	615

Reaccreditation Year 1 Notes:

The “Other” category includes written disciplinary actions taken for both sworn and non-sworn.

Reaccreditation Year 2 Notes:

The “Other” category includes written disciplinary actions taken for both sworn and non-sworn.

Reaccreditation Year 3 Notes:

The “Other” category includes written disciplinary actions taken for both sworn and non-sworn.

Reaccreditation Year 4 Notes:

The “Other” category includes written disciplinary actions taken for both sworn and non-sworn.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint	4	6	8	8
Sustained	1	1	3	1
Not Sustained	0	0	0	0
Unfounded	1	1	2	4
Exonerated	2	4	3	3
Internal/Directed Complaint				
Directed Complaint	15	11	11	5
Sustained	12	7	7	4
Not Sustained	1	0	2	0
Unfounded	1	0	0	1
Exonerated	1	4	2	0

Reaccreditation Year 4 Notes:

There were eight (8) external complaints which happens to be the same as the last cycle. Internal Affairs received a total of thirteen (13) which is the same as the previous report. Complaints have remained consistently low during the last 3 years.

Chief Banks attributes this continued trend in low complaints to enhanced training, community involvement, and agency transparency.

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	119978	123736	124193	131193
UCR/NIBRS Part 1 Crimes				
Murder	2	3	3	4
Forcible Rape	35	35	24	20
Robbery	45	45	44	48
Aggravated Assault	86	86	83	101
Burglary	261	261	202	236
Larceny-Theft	2389	2389	2225	1922
Motor Vehicle Theft	71	71	57	24
Arson	2	1	5	5

Reaccreditation Year 4 Notes:

62,929 external calls for service were received and 61,264 self-initiated events by officers/employees occurred for a total of 131,193 total police events.

The Planning and Policy Section continually tracks and reports crime stats for the various presentations for the Chief of Police and Command Staff.

With the effect of COVID-19, UCR numbers overall declined – primarily as a result of a 13.6 percent decline in larceny thought to stem primarily from the shutdown of businesses this spring in response to the corona-virus pandemic. Violent crime categories, however, are largely up in this reporting period.

The Department believes that the City’s average of 25.2 Part 1 crimes per thousand residents over the past decade is the direct result of its alliances with community members to address public safety problems before they result in crime. The Department anticipates continuing to work with the community into the future to maintain the City’s position as regularly ranked among the nation’s safest cities.

Motor Vehicle Pursuit

Year 1 Data Collection Period: 7/1/2016-6/30/2017

Year 2 Data Collection Period: 7/1/2017-6/30/2018

Year 3 Data Collection Period: 7/1/2018-6/30/2019

Year 4 Data Collection Period: 7/1/2019-6/30/2020

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits	13	7	5	8
Forcible stopping techniques used	0	2	0	0
Terminated by Agency	10	3	2	2
Policy Compliant	5	3	1	3
Policy Non-Compliant	8	2	4	5
Collisions				
Injuries				
Total Collisions	0	2	1	3
Officer	0	0	0	3
Suspect	0	1	1	2
ThirdParty	0	0		1
Reason Initiated				
Traffic	6	1	2	2
Felony	4	4	3	3
Misdemeanor	2	2	0	3

Reaccreditation Year 1

Vehicle Pursuits are generated and tracked within the Department's Records Management System (RMS) pursuit module. Each officer involved is required to document involvement to include supervisor oversight. All pursuits are reviewed at the Division command level and again by Command Staff. Information taken from the module is used to generate the annual analysis prepared by the Professional Standards Lieutenant.

Upon taking office, Chief Banks implemented a pursuit policy change along with additional training. These factors have lowered the vehicular pursuits for the agency.

Reaccreditation Year 2

Vehicle Pursuits are generated and tracked within the Department's Records Management System (RMS) pursuit module. Each officer involved is required to document involvement to include supervisor oversight. All pursuits are reviewed at the Division command level and again by Command Staff. Information taken from the module is used to generate the annual analysis prepared by the Professional Standards Lieutenant.

Upon taking office, Chief Banks implemented a pursuit policy change along with additional training. These factors have lowered the vehicular pursuits for the agency.

Reaccreditation Year 3

Vehicle Pursuits are generated and tracked within the Department's Records Management System (RMS) pursuit module. Each officer involved is required to document involvement to include supervisor oversight. All pursuits are reviewed at the Division command level and again by Command Staff. Information taken from the module is used to generate the annual analysis prepared by the Professional Standards Lieutenant.

Upon taking office, Chief Banks implemented a pursuit policy change along with additional training. These factors have lowered the vehicular pursuits during the last several reporting cycles for the agency.

Reaccreditation Year 4

Vehicle Pursuits are generated and tracked within the Department's Records Management System (RMS) pursuit module. Each officer involved is required to document involvement to include supervisor oversight. All pursuits are reviewed at the Division command level and again by Command Staff. Information taken from the module is used to generate the annual analysis prepared by the Professional Standards Lieutenant.

Upon taking office, Chief Banks implemented a pursuit policy and philosophy change along with additional training. These factors have lowered the vehicular pursuits during the last several reporting cycles for the agency.

Agency Breakdown Report - Reaccreditation Year 1

Data Collection Period: 7/1/2016 - 6/30/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	1	0	0	0	0	0	3
Command	9	1	0	0	0	0	1	0	11
Supervisory Positions	22	0	1	0	2	0	0	0	25
Non-Supervisory Positions	79	10	2	3	25	1	1	0	121
Sub Total									160
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	3	1	0	0	0	0	0	0	4
Supervisory Positions	2	5	0	0	0	2	0	0	9
Non-Supervisory Positions	5	36	1	2	2	5	0	2	53
Sub Total									66
Total									226

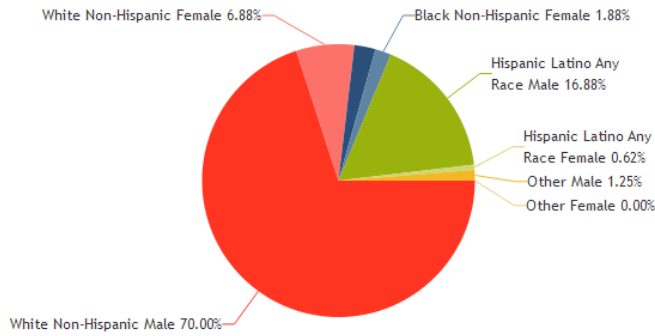
Reaccreditation Year 1 Notes:

Data for the *Service Population* are from the U.S. Census Bureau, 2016 American Community Survey. Also, the agency has revised its *Available Workforce* data for this report. Those data are derived from U.S. Census, 2016 American Community Survey tables of employment status by age and individual race categories for the Austin-Round Rock Metropolitan Statistical Area.

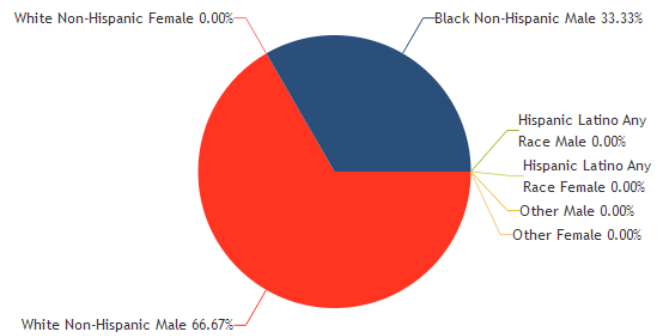
The agency's approved budget is for 173 sworn and 76 non-sworn full-time positions. At the reporting cycle's close, the sworn ranks had 12 vacancies, and 12 non-sworn were unfilled. The most recent census report shows the workforce available in the Austin-Round Rock metropolitan statistical area is 1.2 million, with a total service population in the City of 120,528. The City's population on a relative basis by ethnicity appears to be: Caucasian, 44.4 percent; African-American, 9.8 percent; Hispanic, 34.5 percent; and Other, 11.3 percent. The demographic make-up of agency personnel at the close of the reporting cycle was 76.9 percent Caucasian, 4.4 percent African-American, 17.5 percent Hispanic, and 1.3 percent Other. The relative share of female officers in sworn positions is 10 percent – a 2-percentage-point increase from the last assessment. Minority sworn positions also saw a small increase from the last reporting cycle.

A recruitment plan is currently in place with provisions for targeting qualified minority candidates. The Training Division has been aggressive in its efforts to recruit minority candidates for the hiring process.

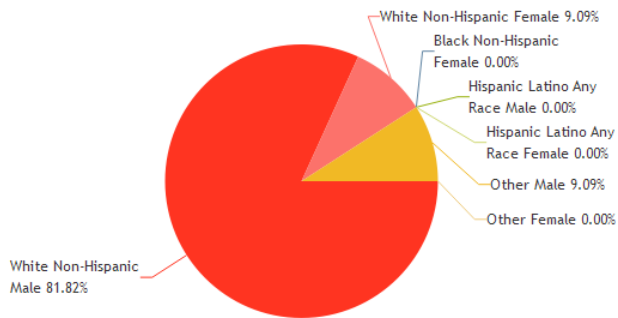
Total Sworn Personnel



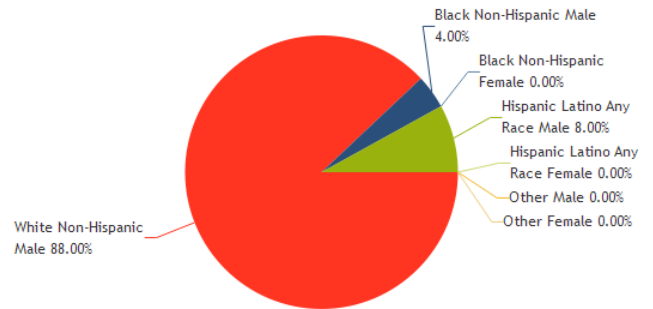
Sworn Personnel: Executive



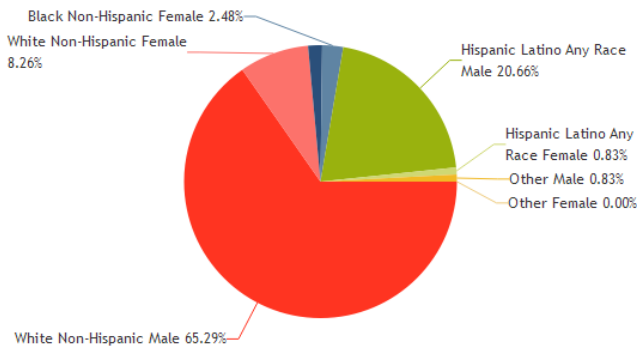
Sworn Personnel: Command



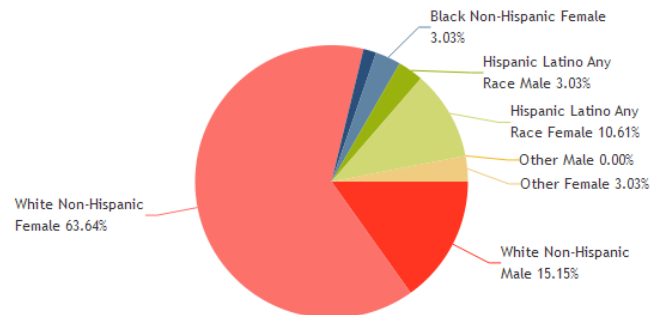
Sworn Personnel: Supervisory Positions



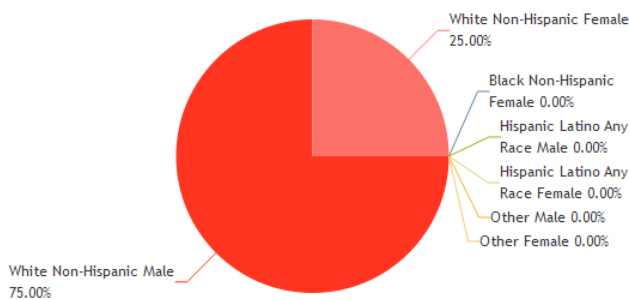
Sworn Personnel: Non-Supervisory Positions



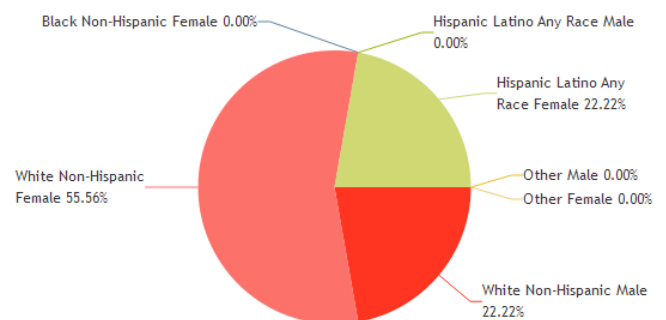
Total Non-Sworn Personnel



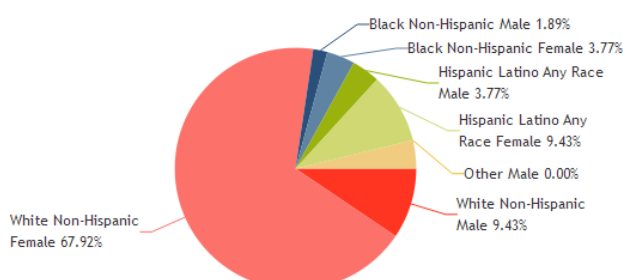
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

Data Collection Period: 7/1/2017 - 6/30/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	1	0	0	0	0	0	3
Command	10	1	0	0	0	0	1	0	12
Supervisory Positions	22	2	1	0	2	0	0	0	27
Non-Supervisory Positions	80	9	4	2	29	2	3	0	129
Sub Total									171
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	0	0	0	0	0	2
Supervisory Positions	3	5	0	0	0	2	0	0	10
Non-Supervisory Positions	8	35	1	3	3	7	0	3	60
Sub Total									72
Total									243

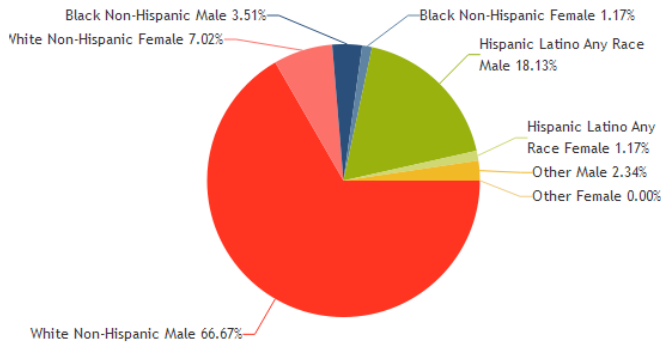
Reaccreditation Year 2 Notes:

Data for the *Service Population* are from the U.S. Census Bureau, 2016 American Community Survey. Also, the agency has revised its *Available Workforce* data for this report. Data is derived from U.S. Census, 2016 American Community Survey tables of employment status by age and individual race categories for the Austin-Round Rock Metropolitan Statistical Area.

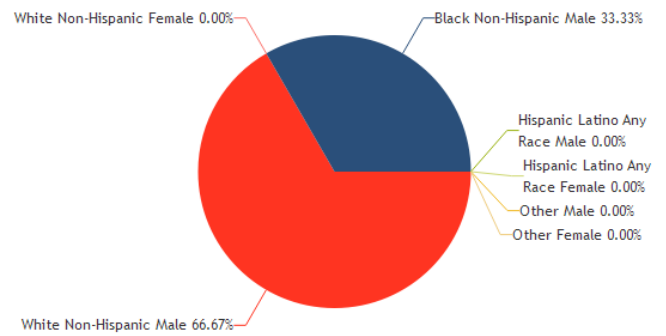
The agency's approved budget is for 177 sworn and 76 non-sworn full-time positions. At the reporting cycle's close, the sworn ranks had 6 vacancies, and 4 non-sworn were unfilled. In the 2016 census report, it shows the workforce available in the Austin-Round Rock metropolitan statistical area is 1.2 million, with a total service population in the City of 120,528. The City's population on a relative basis by ethnicity appears to be: Caucasian, 44.4 percent; African-American, 9.8 percent; Hispanic, 34.5 percent; and Other, 11.3 percent. The demographic make-up of agency personnel at the close of the reporting cycle was 73.5 percent Caucasian, 3.9 percent African-American, 20 percent Hispanic, and 2.6 percent Other. The relative share of female officers in sworn positions is 10.3 percent as compared to 10 percent reported on last cycle. Minority sworn positions saw the largest increase of 14.2 percent from the last reporting cycle.

A recruitment plan is currently in place with provisions for targeting qualified minority candidates. The Training Division has been aggressive in its efforts to recruit minority candidates for the hiring process.

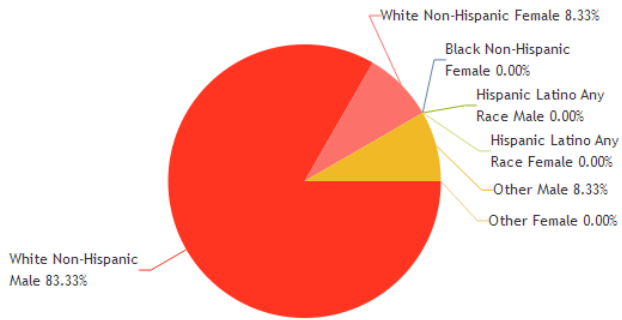
Total Sworn Personnel



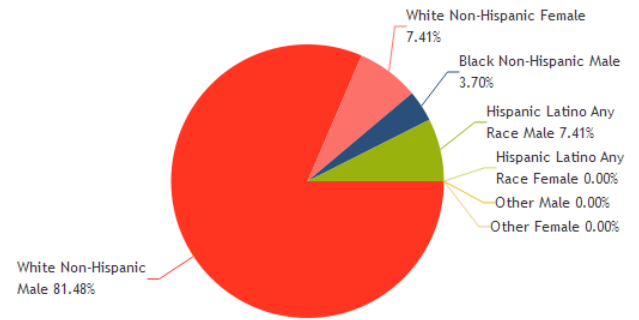
Sworn Personnel: Executive



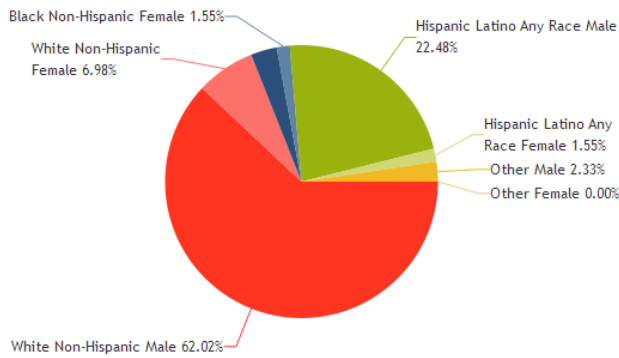
Sworn Personnel: Command



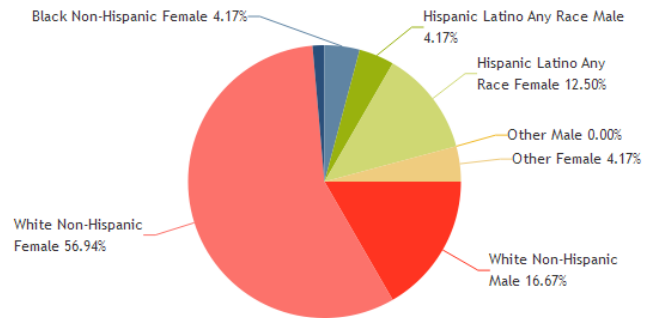
Sworn Personnel: Supervisory Positions



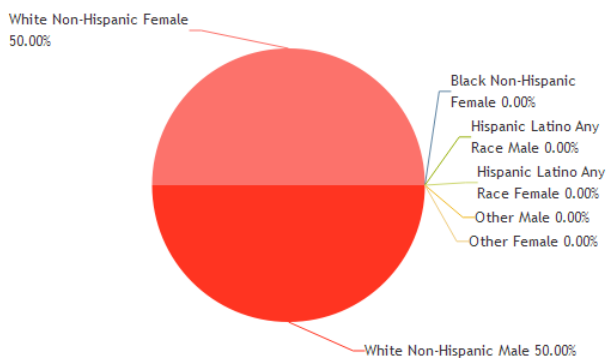
Sworn Personnel: Non-Supervisory Positions



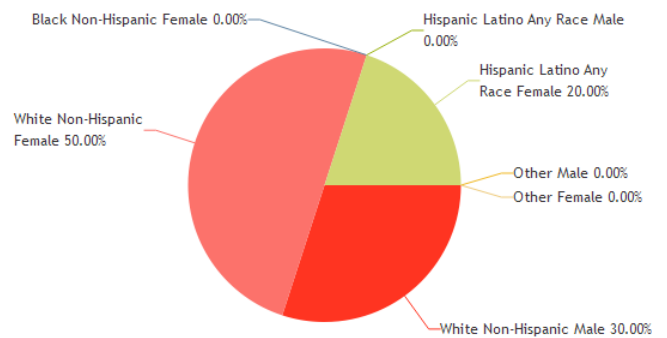
Total Non-Sworn Personnel



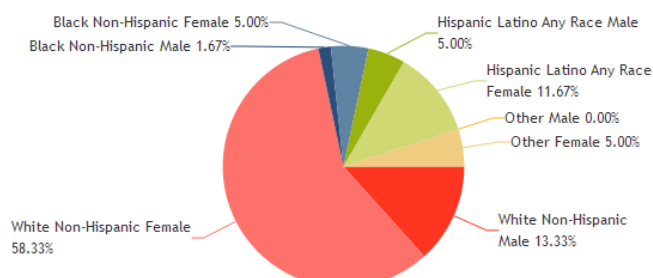
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 3

Data Collection Period: 7/1/2018 - 6/30/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	1	0	0	0	0	0	3
Command	9	1	0	0	0	0	1	0	11
Supervisory Positions	23	2	1	0	2	0	0	0	28
Non-Supervisory Positions	76	9	3	2	26	2	2	0	120
Sub Total									162
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	2	1	0	0	0	0	0	0	3
Supervisory Positions	2	4	0	0	0	1	0	0	7
Non-Supervisory Positions	12	36	2	3	8	7	1	3	72
Sub Total									82
Total									244

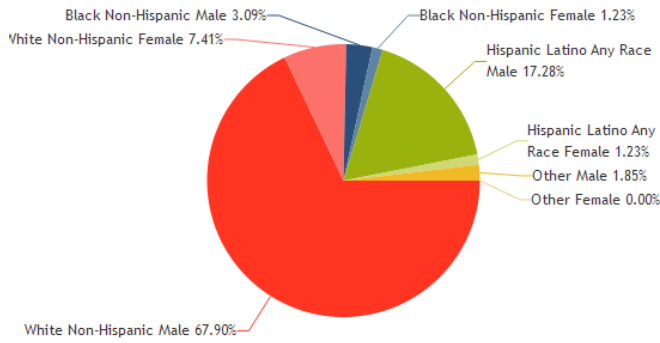
Reaccreditation Year 3 Notes:

Data for the Service Population is from the U.S. Census Bureau, 2016 American Community Survey. Also, the agency has revised its Available Workforce data for this report. Data is derived from U.S. Census, 2016 American Community Survey tables of employment status by age and individual race categories for the Austin-Round Rock Metropolitan Statistical Area.

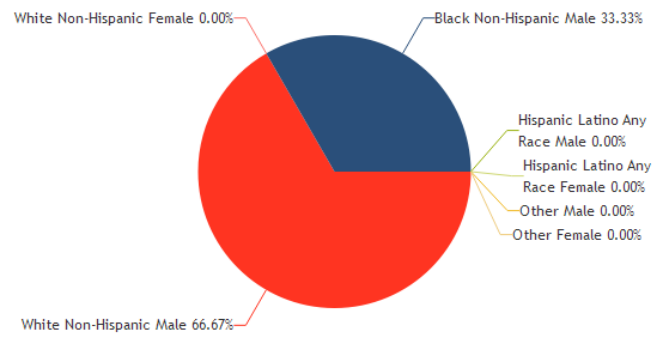
The agency's approved budget is for 178 sworn and 76 non-sworn full-time positions. At the reporting cycle's close, the sworn ranks had 6 vacancies, and 12 non-sworn were unfilled. In the most recently available American Community Survey from the U.S. Census Bureau, the workforce available in the Austin-Round Rock metropolitan statistical area is estimated at 1.6 million, with a total service population in the City of 116,369. The City's population on a relative basis by ethnicity appears to be: Caucasian, 49.7 percent; African-American, 9.6 percent; Hispanic, 30.8 percent; and Other, 9.9 percent. The demographic make-up of agency personnel at the close of the reporting cycle was 75.3 percent Caucasian, 4.3 percent African-American, 18.5 percent Hispanic, and 1.9 percent Other. The relative share of female officers in sworn positions is 9.8 percent as compared to 10.3 percent reported on last cycle. The share of sworn positions held by minorities grew to 24.7 percent by the reporting period's end. It should also be noted that the Department had a large group of cadets and introductory officers to fill vacated positions by the period's end. The total number on staff in the previous report was 171, and the number of sworn personnel on staff by this period's end was 162.

A recruitment plan is currently in place with provisions for targeting qualified minority candidates. The Training Division has been aggressive in its efforts to recruit minority candidates for the hiring process.

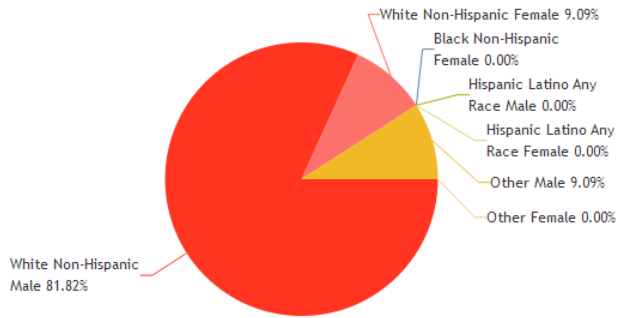
Total Sworn Personnel



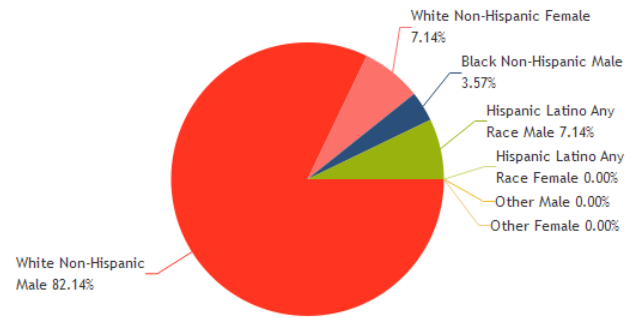
Sworn Personnel: Executive



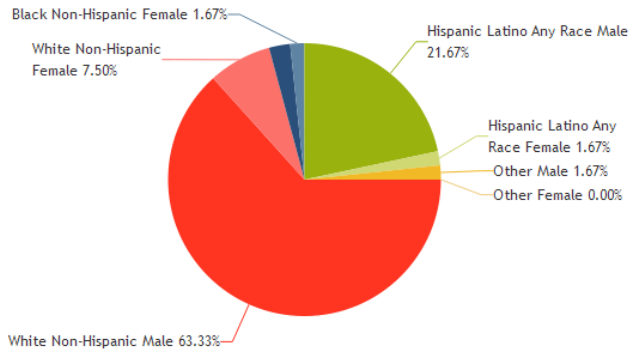
Sworn Personnel: Command



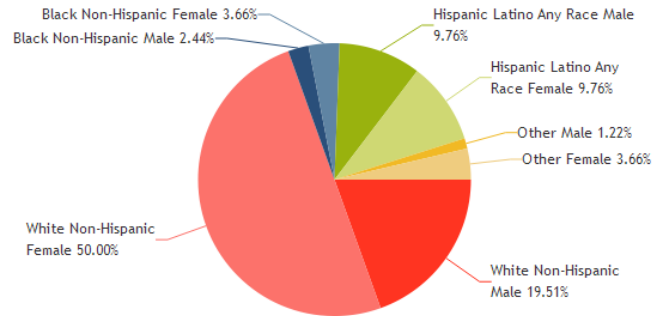
Sworn Personnel: Supervisory Positions



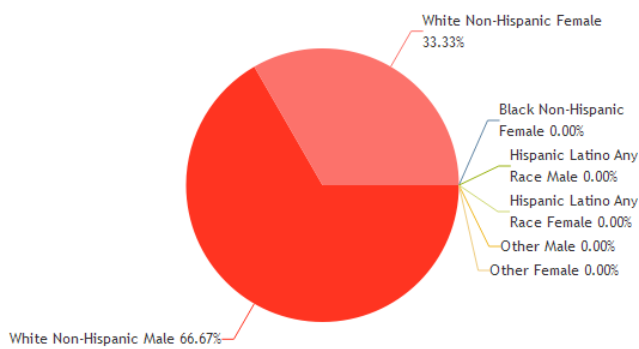
Sworn Personnel: Non-Supervisory Positions



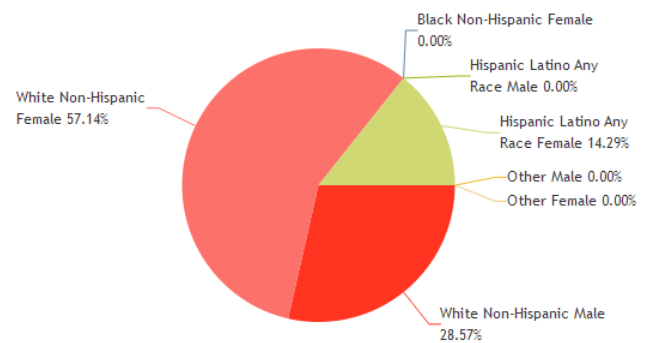
Total Non-Sworn Personnel



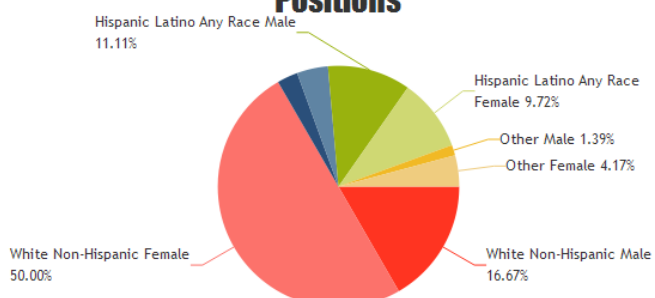
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 4

Data Collection Period: 7/1/2019 - 6/30/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	1	0	0	0	0	0	3
Command	11	1	0	0	0	0	1	0	13
Supervisory Positions	21	2	1	0	2	0	0	0	26
Non-Supervisory Positions	80	10	3	2	30	3	4	1	133
Sub Total									175
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	1	1	0	0	0	0	0	0	2
Supervisory Positions	3	4	0	0	0	1	0	0	8
Non-Supervisory Positions	7	33	2	3	4	10	0	3	62
Sub Total									72
Total									247

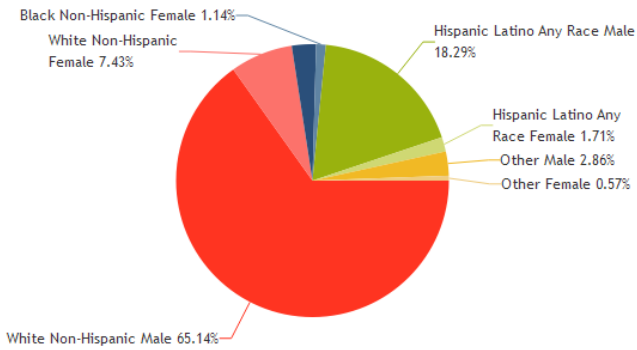
Reaccreditation Year 4 Notes:

Data for the Service Population is from the U.S. Census Bureau, 2018 American Community Survey. Also, the agency has revised its Available Workforce data for this report. Data is derived from U.S. Census, 2016 American Community Survey tables of employment status by age and individual race categories for the Austin-Round Rock Metropolitan Statistical Area.

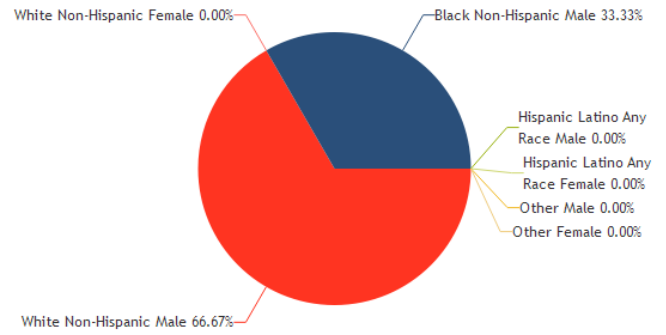
The agency's approved budget is for 180 sworn and 76 non-sworn full-time positions. At the reporting cycle's close, the sworn ranks had 5 vacancies, and 4 non-sworn were unfilled. In the most recently available American Community Survey from the U.S. Census Bureau, the workforce available in the Austin-Round Rock metropolitan statistical area is estimated at 1.6 million, with a total service population in the City of 116,369. The City's population on a relative basis by ethnicity appears to be: Caucasian, 49.7 percent; African-American, 9.6 percent; Hispanic, 30.8 percent; and Other, 9.9 percent. The demographic make-up of agency personnel at the close of the reporting cycle was 72.6 percent Caucasian, 4.8 percent African-American, 19.6 percent Hispanic, and 3 percent Other. The relative share of female officers in sworn positions increased to 12.2 percent as compared to 8.9 percent reported on last cycle.

A recruitment plan is currently in place with provisions for targeting qualified minority candidates. The Training Division has been aggressive in its efforts to recruit minority candidates for the hiring process.

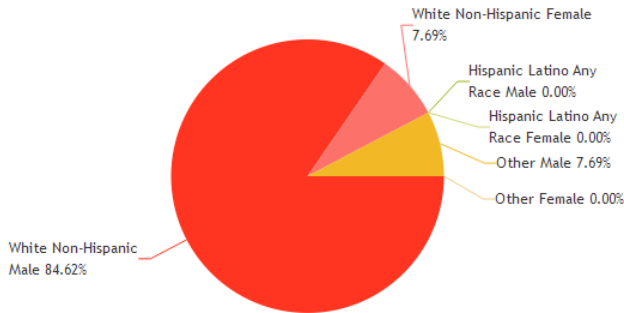
Total Sworn Personnel



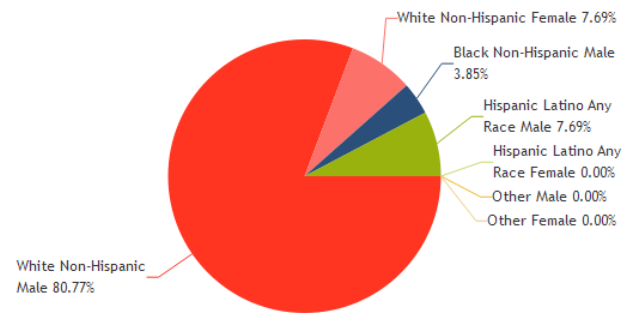
Sworn Personnel: Executive



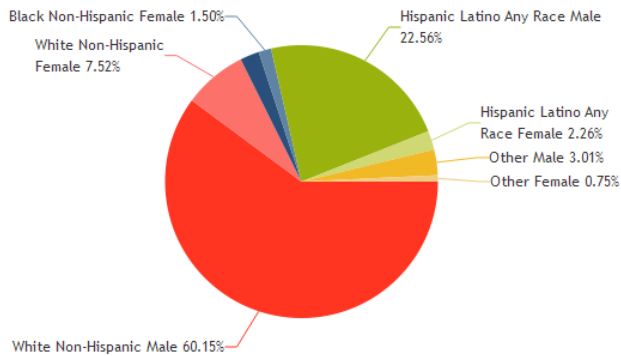
Sworn Personnel: Command



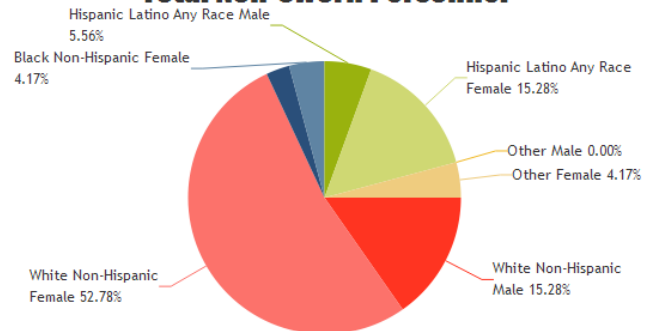
Sworn Personnel: Supervisory Positions



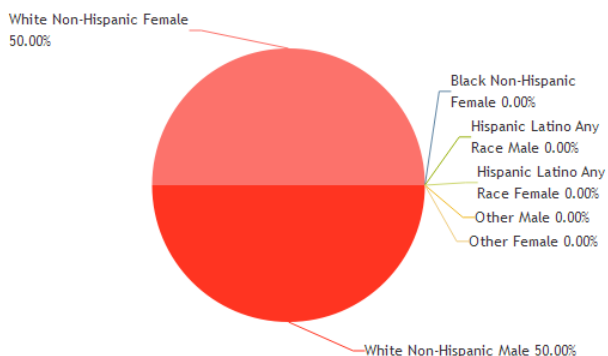
Sworn Personnel: Non-Supervisory Positions



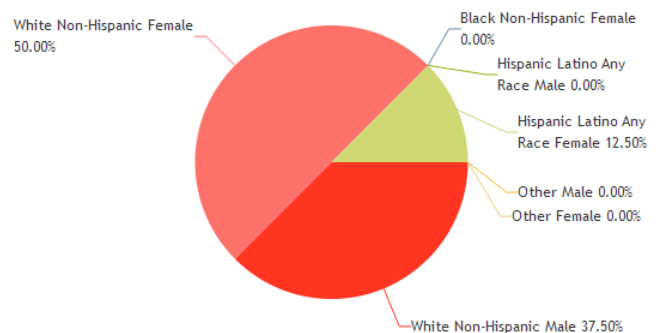
Total Non-Sworn Personnel



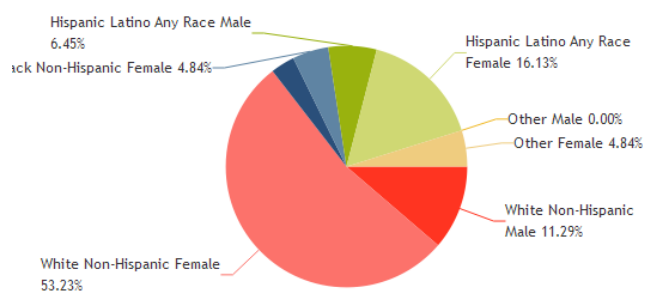
Non-Sworn Personnel: Managerial



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

Data Collection Period: 7/1/2016 - 6/30/2017

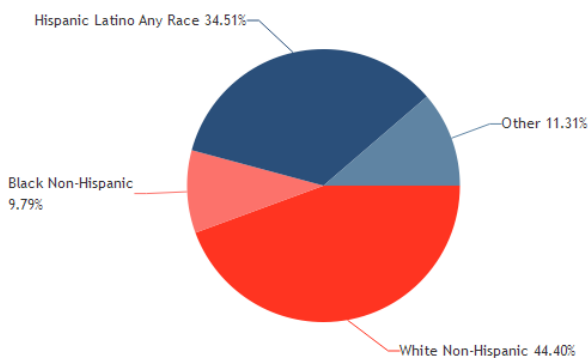
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	53509	44%	633852	55 %	123	76%	11	6%	130	79%	11	6%
Black Non-Hispanic	11795	9%	82293	7 %	7	4%	4	2%	6	3%	2	1%
Hispanic Latino Any Race	41591	34%	347348	30 %	28	17%	1	0%	26	15%	1	0%
Other	13633	11%	86552	7 %	2	1%	0	0%	1	0%	0	0%
Total	120528		1150045		160		16		163		14	

Reaccreditation Year 1 Notes:

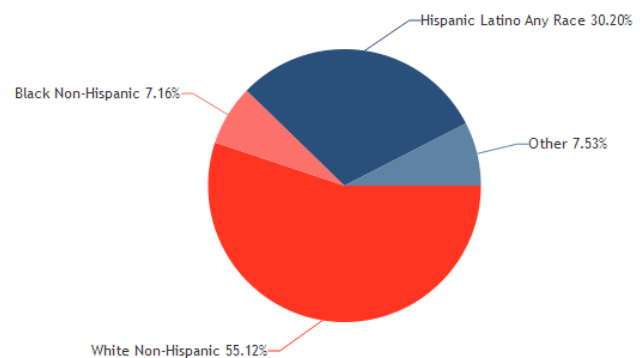
Service Population - Data are from the U.S. Census Bureau, 2016 American Community Survey

The agency has revised its available Workforce - Data for this report. The data is derived from U.S. Census, 2016 American Community Survey tables of employment status by age and individual race categories for the Austin-Round Rock Metropolitan Statistical Area

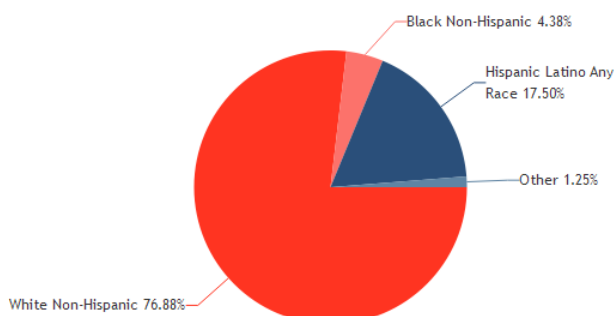
Service Population



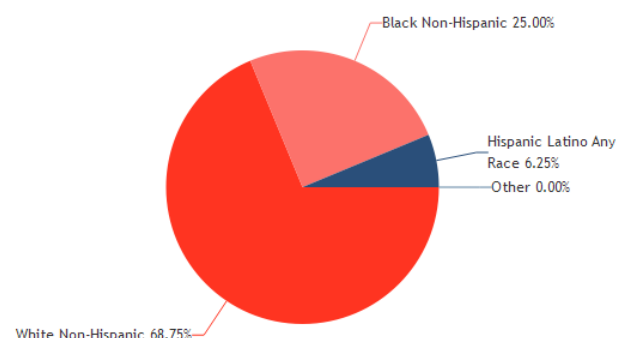
Available Workforce



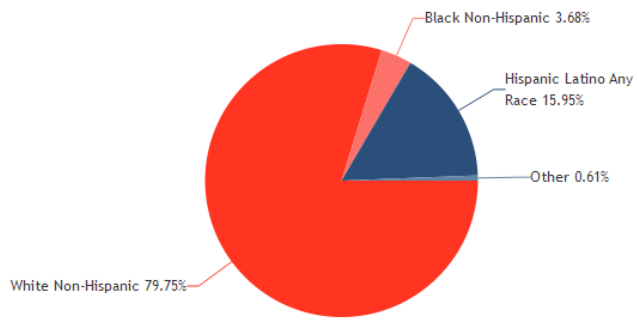
Current Sworn Officers



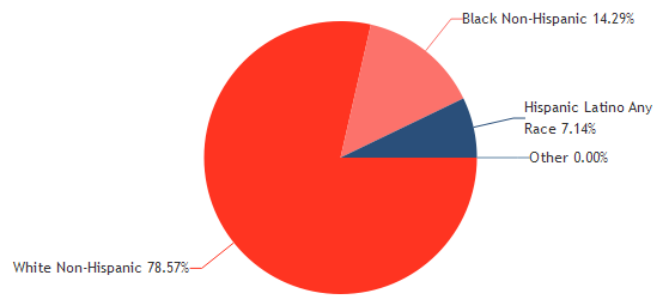
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers

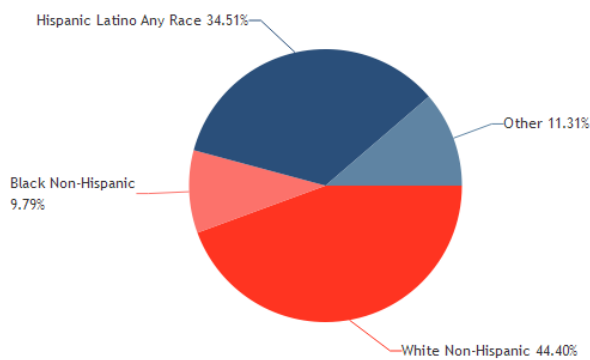


Agency Demographics Report - Reaccreditation Year 2

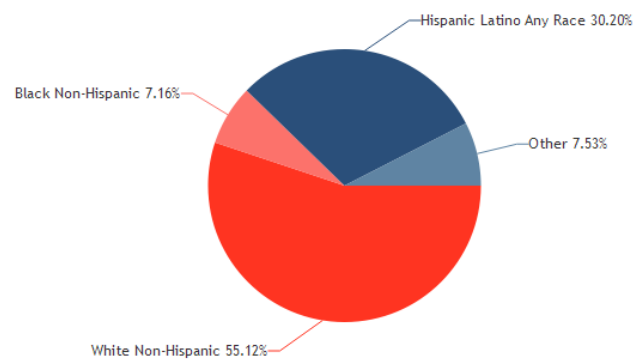
Data Collection Period: 7/1/2017 - 6/30/2018

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	53509	44%	633852	55 %	126	73%	12	7%	123	76%	11	6%
Black Non-Hispanic	11795	9%	82293	7 %	8	4%	2	1%	7	4%	4	2%
Hispanic Latino Any Race	41591	34%	347348	30 %	33	19%	2	1%	28	17%	1	0%
Other	13633	11%	86552	7 %	4	2%	0	0%	2	1%	0	0%
Total	120528		1150045		171		16		160		16	

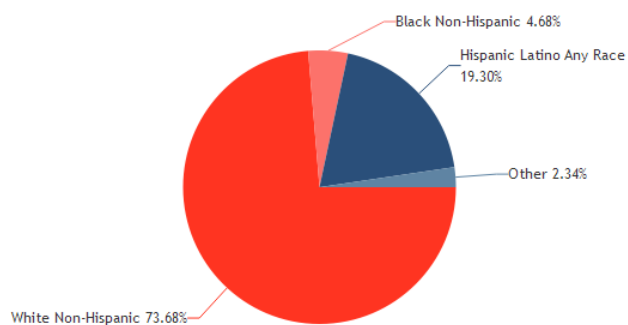
Service Population



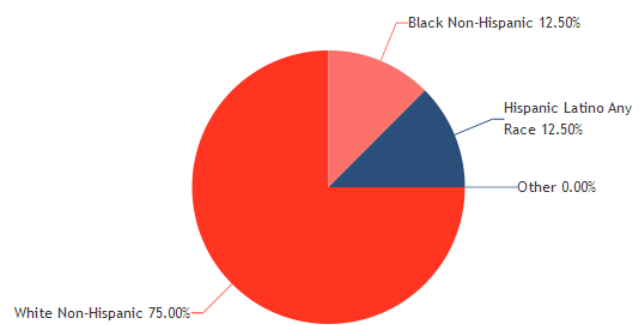
Available Workforce



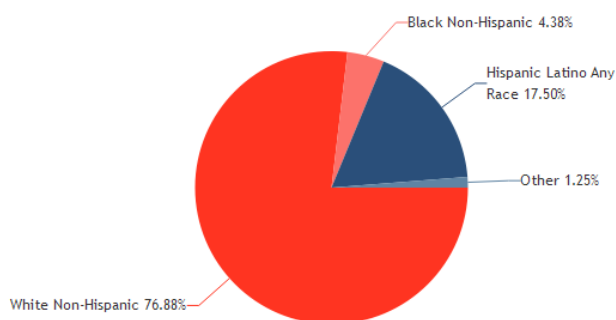
Current Sworn Officers



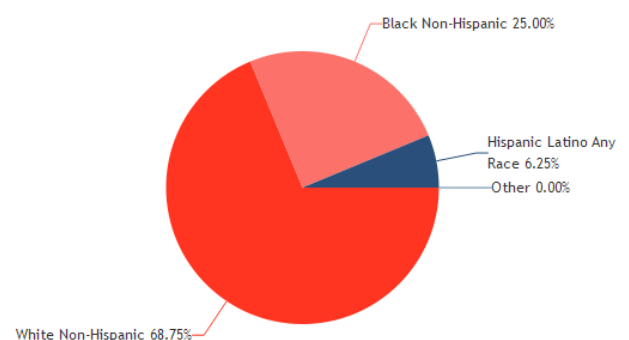
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 3

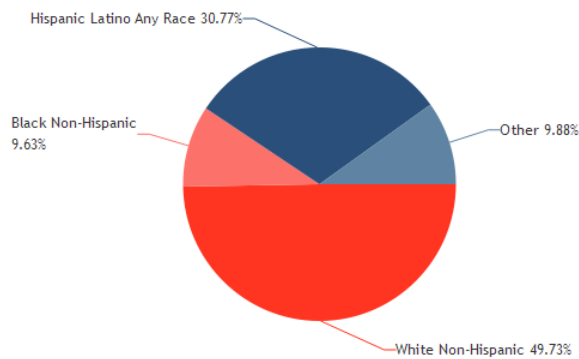
Data Collection Period: 7/1/2018 - 6/30/2019

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	57870	49%	613654	55%	122	75%	12	7%	126	73%	12	7%
Black Non-Hispanic	11204	9%	79517	7%	7	4%	2	1%	8	4%	2	1%
Hispanic Latino Any Race	35801	30%	331580	30%	30	18%	2	1%	33	19%	2	1%
Other	11494	9%	79668	7%	3	1%	0	0%	4	2%	0	0%
Total	116369		1104419		162		16		171		16	

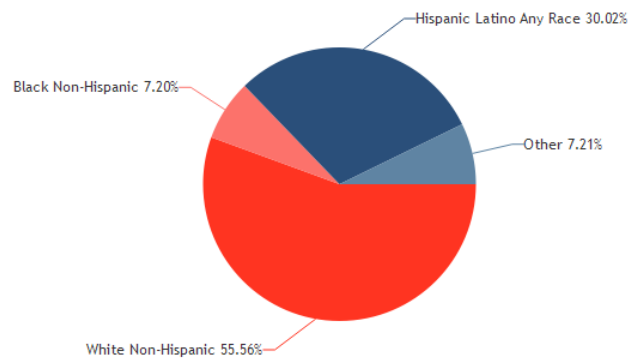
Reaccreditation Year 3 Notes:

Data for the Service Population is from the U.S. Census Bureau, 2016 American Community Survey. Also, the agency has revised its Available Workforce data for this report. Data is derived from U.S. Census, 2016 American Community Survey tables of employment status by age and individual race categories for the Austin-Round Rock Metropolitan Statistical Area.

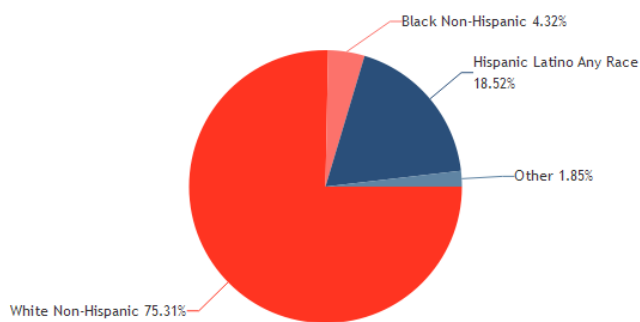
Service Population



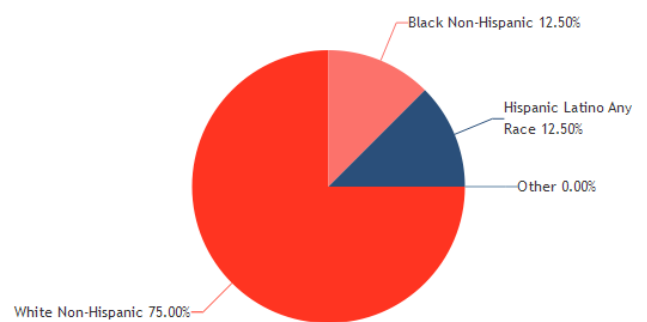
Available Workforce



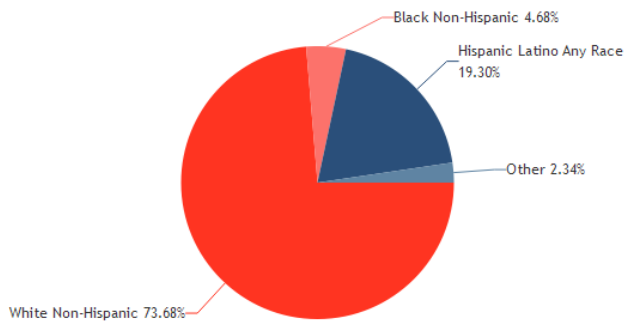
Current Sworn Officers



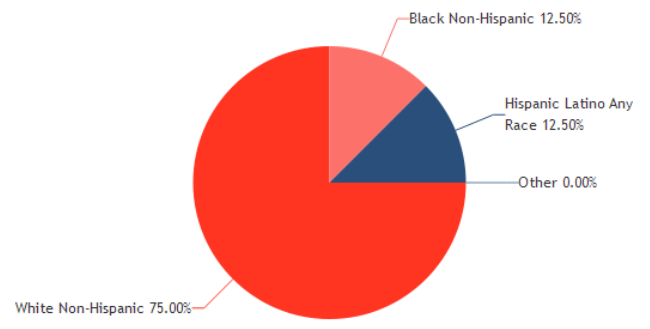
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Agency Demographics Report - Reaccreditation Year 4

Data Collection Period: 7/1/2019 - 6/30/2020

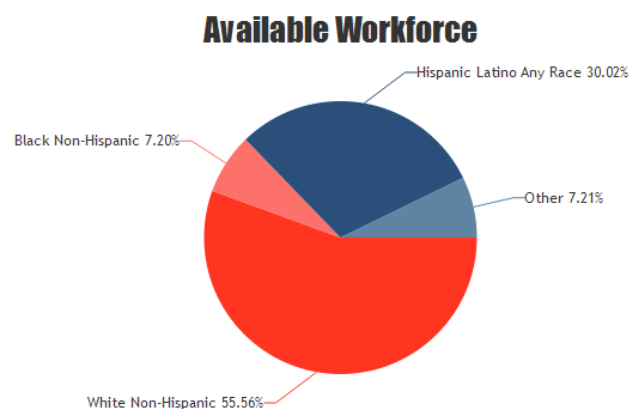
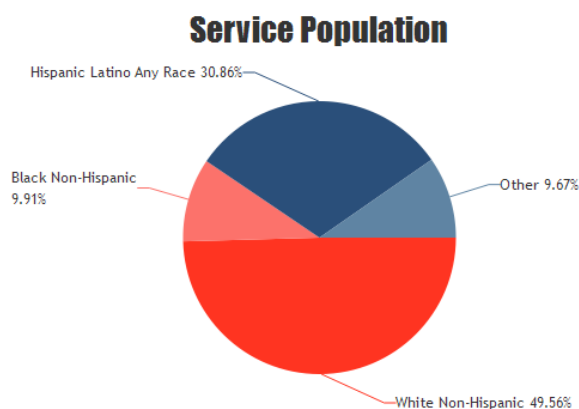
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	59550	49%	613654	55%	127	72%	13	7%	122	75%	12	7%
Black Non-Hispanic	11912	9%	79517	7%	7	4%	2	1%	7	4%	2	1%
Hispanic Latino Any Race	37080	30%	331580	30%	35	20%	3	1%	30	18%	2	1%
Other	11615	9%	79668	7%	6	3%	1	0%	3	1%	0	0%
Total	120157		1104419		175		19		162		16	

Reaccreditation Year 4 Notes:

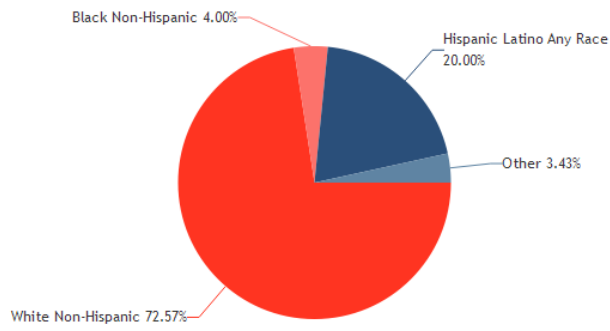
Data for the Service Population is from the U.S. Census Bureau, 2018 American Community Survey. Also, the agency has revised its Available Workforce data for this report. Data is derived from U.S. Census, 2016 American Community Survey tables of employment status by age and individual race categories for the Austin-Round Rock Metropolitan Statistical Area.

The agency's approved budget is for 180 sworn and 76 non-sworn full-time positions. At the reporting cycle's close, the sworn ranks had 5 vacancies, and 4 non-sworn were unfilled. In the most recently available American Community Survey from the U.S. Census Bureau, the workforce available in the Austin-Round Rock metropolitan statistical area is estimated at 1.6 million, with a total service population in the City of 116,369. The City's population on a relative basis by ethnicity appears to be: Caucasian, 49.7 percent; African-American, 9.6 percent; Hispanic, 30.8 percent; and Other, 9.9 percent. The demographic make-up of agency personnel at the close of the reporting cycle was 72.6 percent Caucasian, 4.8 percent African-American, 19.6 percent Hispanic, and 3 percent Other. The relative share of female officers in sworn positions increased to 12.2 percent as compared to 8.9 percent reported on last cycle.

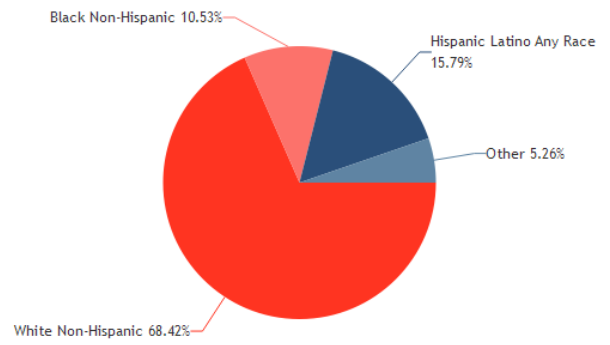
A recruitment plan is currently in place with provisions for targeting qualified minority candidates. The Training Division has been aggressive in its efforts to recruit minority candidates for the hiring process.



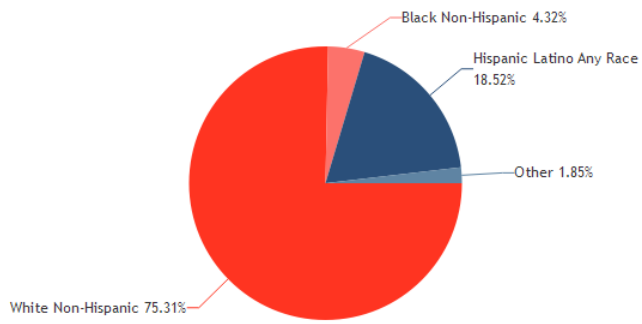
Current Sworn Officers



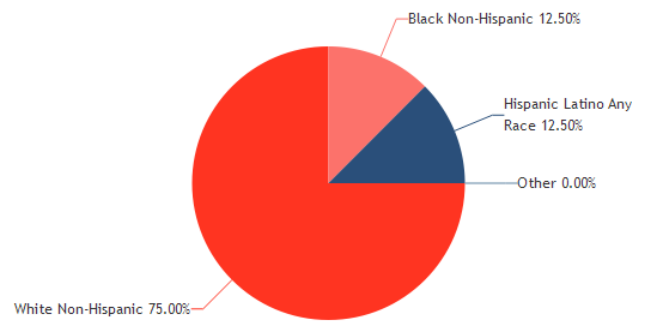
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: 7/1/2016 - 6/30/2017

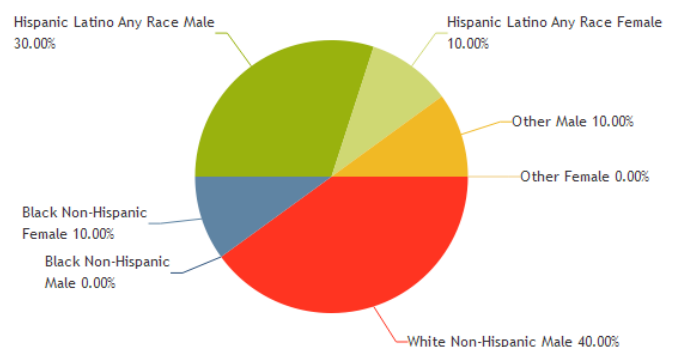
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	4	0	0	1	3	1	1	0	10
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	3%		1%		3%		1%		N/A

Reaccreditation Year 1 Notes:

The Round Rock PD has a Recruiting Plan in place, and efforts are made to recruit minority applicants actively. After each hiring process, actual hiring data is reviewed against the Recruitment Plan, and changes or updates are made, if necessary. In past years, the agency has primarily advertised for current or previously certified officers and offered relatively few cadet positions. This approach is part largely due to available budget and demand for officers on the street. In June 2017, the agency began the process of accepting applications for both certified and cadet positions with processes closing in early August. If the Department elects to hire from the cadet pool, the agency will sponsor the applicants in the regional academy, which has projected a graduation time in April 2018. (This data will be carried forward and reported on the next annual report.)

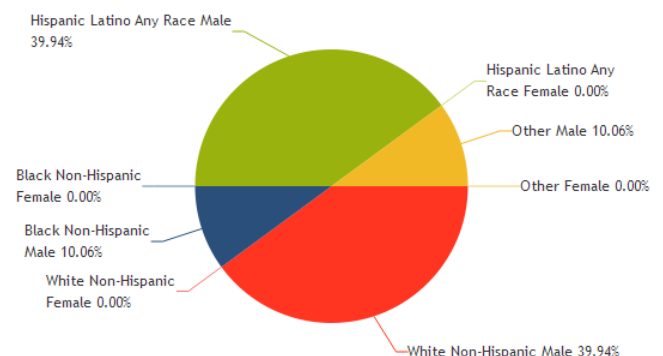
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 7/1/2017 - 6/30/2018

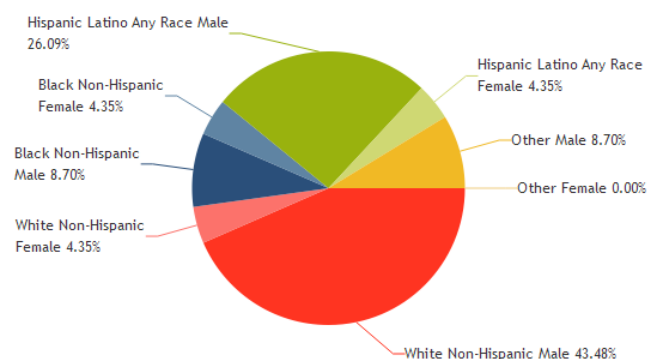
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	10	1	2	1	6	1	2	0	23
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	6%		2%		4%		1%		N/A

Reaccreditation Year 2 Notes:

The Round Rock PD has a Recruiting Plan in place, and efforts are made to recruit minority applicants actively. After each hiring process, actual hiring data is reviewed against the Recruitment Plan, and changes or updates are made, if necessary. In past years, the agency has primarily advertised for current or previously certified officers and offered relatively few cadet positions. This approach is part largely due to available budget and demand for officers on the street. In May 2018, the agency began the process of accepting applications for both certified and cadet positions with processes closing in early August. If the Department elects to hire from the cadet pool, the agency will place them in RRPD's academy, which has projected a graduation time in July 2019. This data will be carried forward and reported on the next annual report. (NOTE: in April 2018, RRPD received Basic Peace Officer Academy status from the Texas Commission on Law Enforcement, however the first academy of recruits is not anticipated until early 2019.)

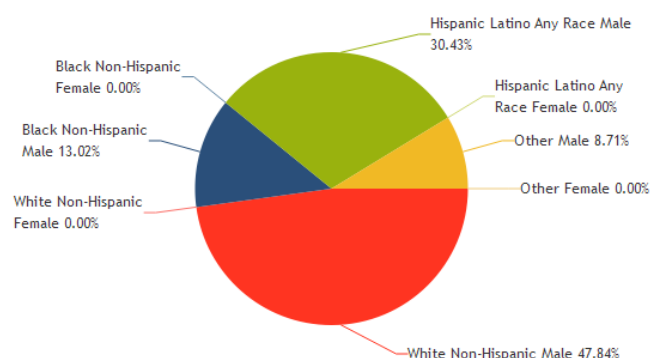
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

Data Collection Period: 7/1/2018 - 6/30/2019

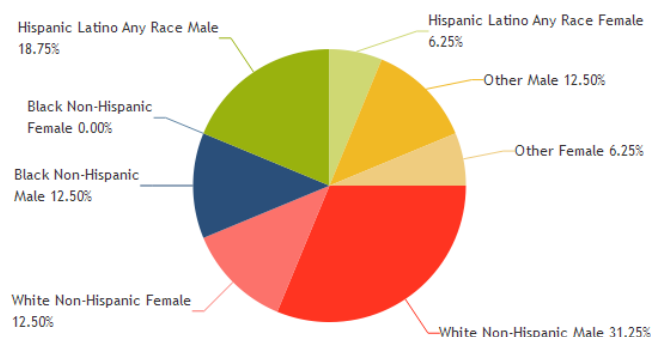
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	5	2	2	0	3	1	2	1	16
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	4%		1%		2%		2%		N/A

Reaccreditation Year 3 Notes:

The Round Rock PD has a Recruiting Plan in place, and efforts are made to recruit minority applicants actively. After each hiring process, actual hiring data is reviewed against the Recruitment Plan, and changes or updates are made, if necessary. In past years, the agency has primarily advertised for current or previously certified officers and offered relatively few cadet positions. This approach is part largely due to available budget and demand for officers on the street. In June 2019, the agency began the process of accepting applications for both certified and cadet positions with the process to close 30 days later. Applicants accepted from this process will begin Basic Peace Officer Academy (BPOC) in December 2019 with a projected graduation date of May 2020. (NOTE: in August 2019, RRPD graduated 8 for its first BPOC academy and will be reflected on next reporting cycle.)

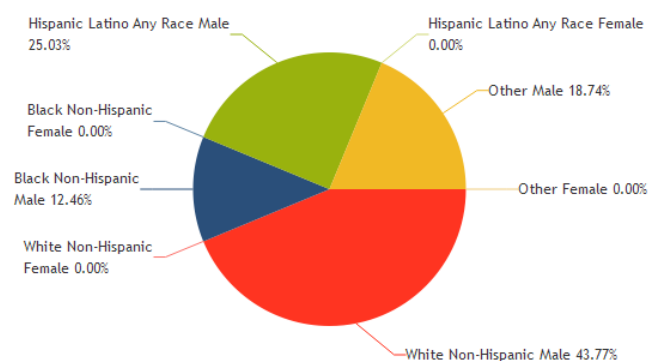
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 4

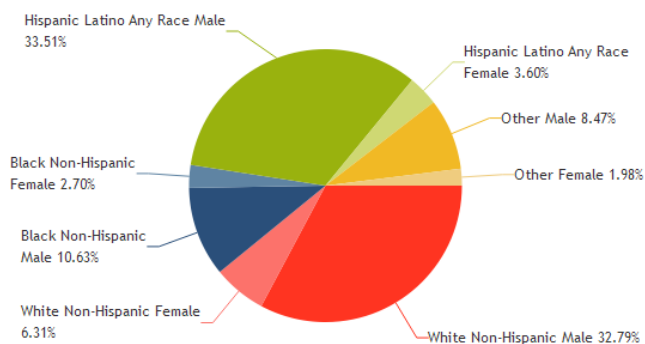
Data Collection Period: 7/1/2019 - 6/30/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received	182	35	59	15	186	20	47	11	555
Applicants Hired	6	2	0	0	1	1	0	1	11
Percent Hired	3%	6%	0%	0%	1%	5%	0%	9%	N/A
Percent of Workforce Population	5%		0%		1%		1%		N/A

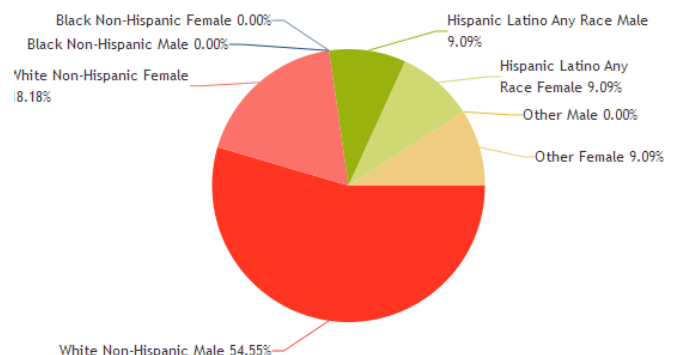
Reaccreditation Year 4 Notes:

The Round Rock PD has a Recruiting Plan in place, and efforts are made to recruit minority applicants actively. After each hiring process, actual hiring data is reviewed against the Recruitment Plan, and changes or updates are made, if necessary. In past years, the agency has primarily advertised for current or previously certified officers and offered relatively few cadet positions. This approach is part largely due to available budget and demand for officers on the street. The agency was in the process of accepting applications for position of cadet during last years report. In August 2019, the agency began the process of accepting applications for previously certified officers. This process closed 30 days later with only fifty (50) applicants. Both processes took in 555 total applications for eleven (11) openings. Two Applicants were accepted from the previous certified process and were sworn in December 2019 and began AOTA.

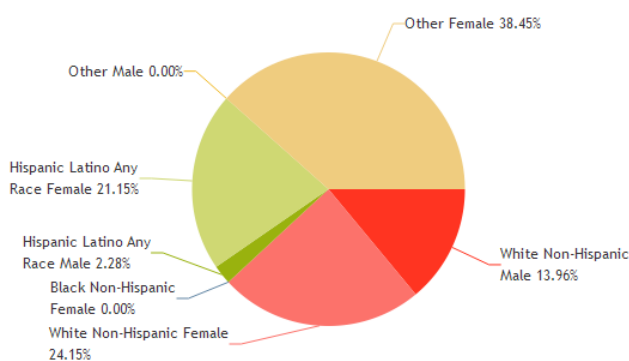
Applications Received



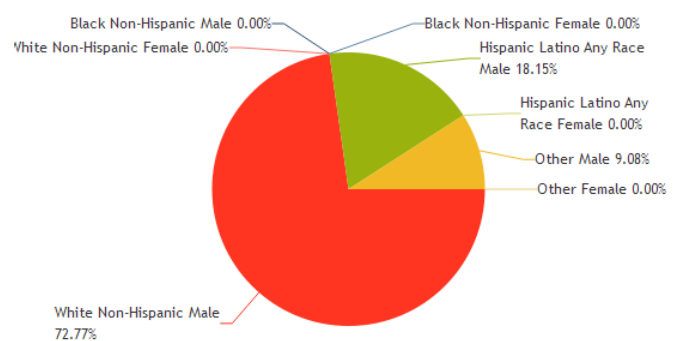
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

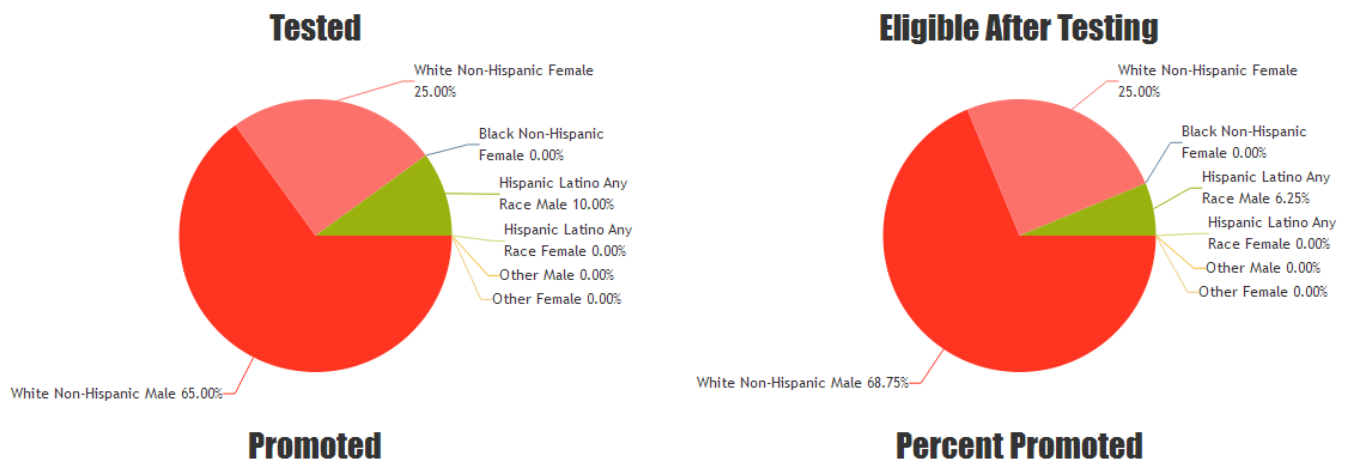
Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: 7/1/2016 - 6/30/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	13	5	0	0	2	0	0	0	20
Eligible After Testing	11	4	0	0	1	0	0	0	16
Promoted	0	0	0	0	0	0	0	0	0
Percent Promoted	0 %	0 %	%	%	0 %	%	%	%	N/A

Reaccreditation Year 1 Notes:

Testing for Sergeant, Lieutenant, and Commander positions is conducted when the need arises to fill vacancies. Promotional eligibility lists are good for two years with the exception of Assistant Chief, which carries a one-year eligibility list. Should an eligibility list be exhausted and a vacancy exists, the agency conducts another promotional process. Candidates on the eligibility list are promoted in numerical order based upon total scores.



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

Data Collection Period: 7/1/2017 - 6/30/2018

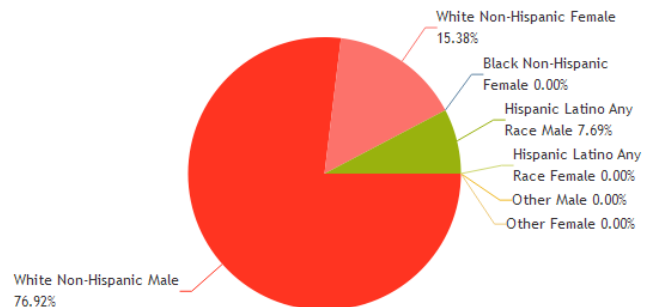
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	10	2	0	0	1	0	0	0	13
Promoted	1	2	0	0	0	0	0	0	3
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

The agency did not conduct promotional testing during this last cycle, however three promotions were made from the current eligibility list. Testing for Sergeant, Lieutenant, and Commander positions is conducted when the need arises to fill vacancies. Promotional eligibility lists are good for two years with the exception of Assistant Chief, which carries a one-year eligibility list. Should an eligibility list be exhausted, and a vacancy exists, the agency conducts another promotional process. Candidates on the eligibility list are promoted in numerical order based upon total scores.

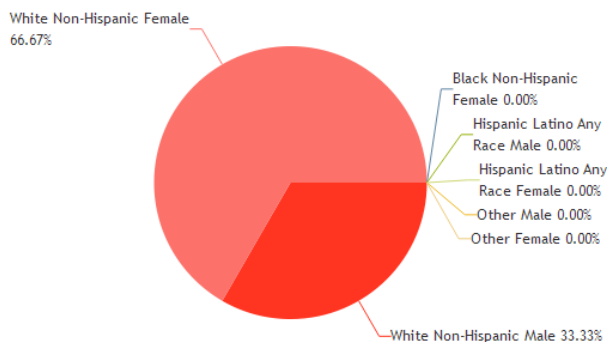
Tested

Eligible After Testing



Promoted

Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 3

Data Collection Period: 7/1/2018 - 6/30/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	1	0	0	0	0	0	0	0	1
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 3 Notes:

The agency did not conduct promotional testing during this last cycle, however one promotion was made from the current eligibility list. In April 2019 promotional announcements were posted for the Sergeant and Lieutenant ranks. This testing process concluded after this reporting cycle closed and will be placed into next year's annual report. Promotional eligibility lists are good for two years with the exception of Assistant Chief, which carries a one-year eligibility term. Should an eligibility list be exhausted, and a vacancy exists, the agency conducts another promotional process. Candidates on the eligibility list are promoted in numerical order based upon total scores.

Tested

Eligible After Testing

Promoted

Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 4

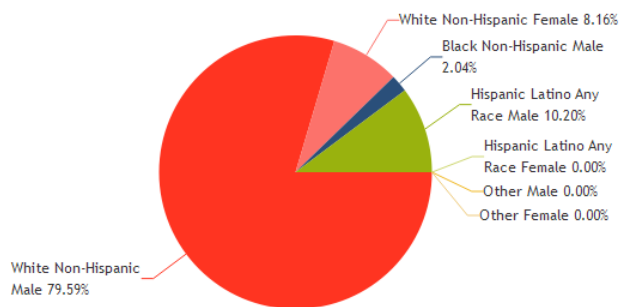
Data Collection Period: 7/1/2019 - 6/30/2020

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	39	4	1	0	5	0	0	0	49
Eligible After Testing	18	2	0	0	0	0	0	0	20
Promoted	11	1	0	0	0	0	0	0	12
Percent Promoted	28 %	25 %	0 %	%	0 %	%	%	%	N/A

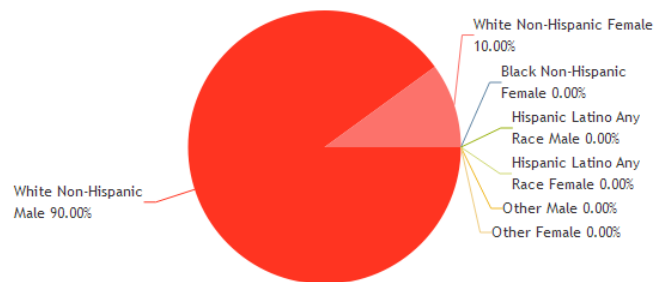
Reaccreditation Year 4 Notes:

The agency conducted promotional testing for all ranks during this last cycle. In June 2019 promotional announcements were posted for the Sergeant and Lieutenant ranks. In October 2019 promotional announcements were posted for the Commander and Assistant Chief ranks. Promotional eligibility lists are good for two years with the exception of Assistant Chief, which carries a one-year eligibility term. Should an eligibility list be exhausted, and a vacancy exists, the agency conducts another promotional process. Candidates on the eligibility list are promoted in numerical order based upon total scores.

Tested



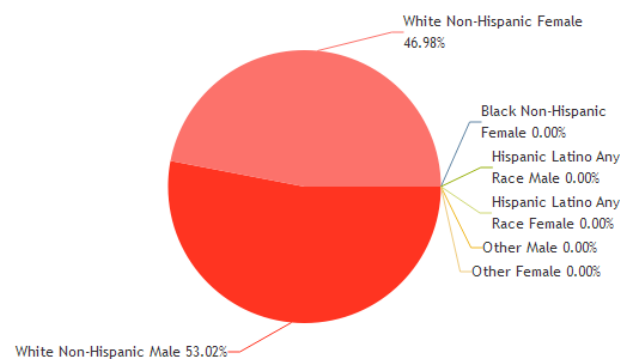
Eligible After Testing



Promoted



Percent Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

