

Round Rock Police Department



2021 Annual Report



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Message from the Chief

These last couple of years have been like no other. We did not have policy and procedures, a playbook or a flowchart to guide us through some of the craziest times I have ever experienced. In early 2020 came an International pandemic that shut down the world. The coronavirus was unprecedented, and we just had to figure it out amid face mask mandates, social distancing, disinfecting everything, washing hands over and over, TEAMS meetings, etc.

Then came the George Floyd case in Minneapolis, MN, which sparked protests and demonstrations across the world for social injustice, police reform, and equality. The reason the Round Rock police was not a subject of protests is because of the amazing way our officers all treat our public. Everyone is greeted with compassion, empathy, fairness, and equality regardless of their circumstances, skin color, religious beliefs or background.

As we attempted to put 2020 behind us and make 2021 a better year, we were hit with Winter Storm Uri. The storm blasted through Texas and shut down many communities. Some of our employees picked up others so they could show up and make a difference. Other employees slept at the PD despite having to deal with issues at their own houses – such as burst pipes, no electricity, and no water. We just made it work for our City!

We as a City and as a Department have weathered the storms over the last several years and for that, I am grateful to our Department members and our community.



Chief Allen Banks



Asst Chief Willie Richards



Asst Chief Justin Carmichael



Round Rock Police Department – Core Strategy

MISSION

The Round Rock Police Department, in alliance with our community, provides public safety and promotes a high quality of life.

VISION

Effectively adapt to the challenges created by a rapidly growing community that is striving to maintain its low crime rate and high quality of life. Deliver policing that responds to the needs of the community and engages them to share in the responsibility of keeping Round Rock a great community.

VALUES

Community – We believe our community is best described in the original sense of the word – fellowship. Working together with our citizens, business people, and educators allows us to make Round Rock the best community it can be.

Honor – We continually demonstrate good character and maintain our reputation for honesty and respect for others.

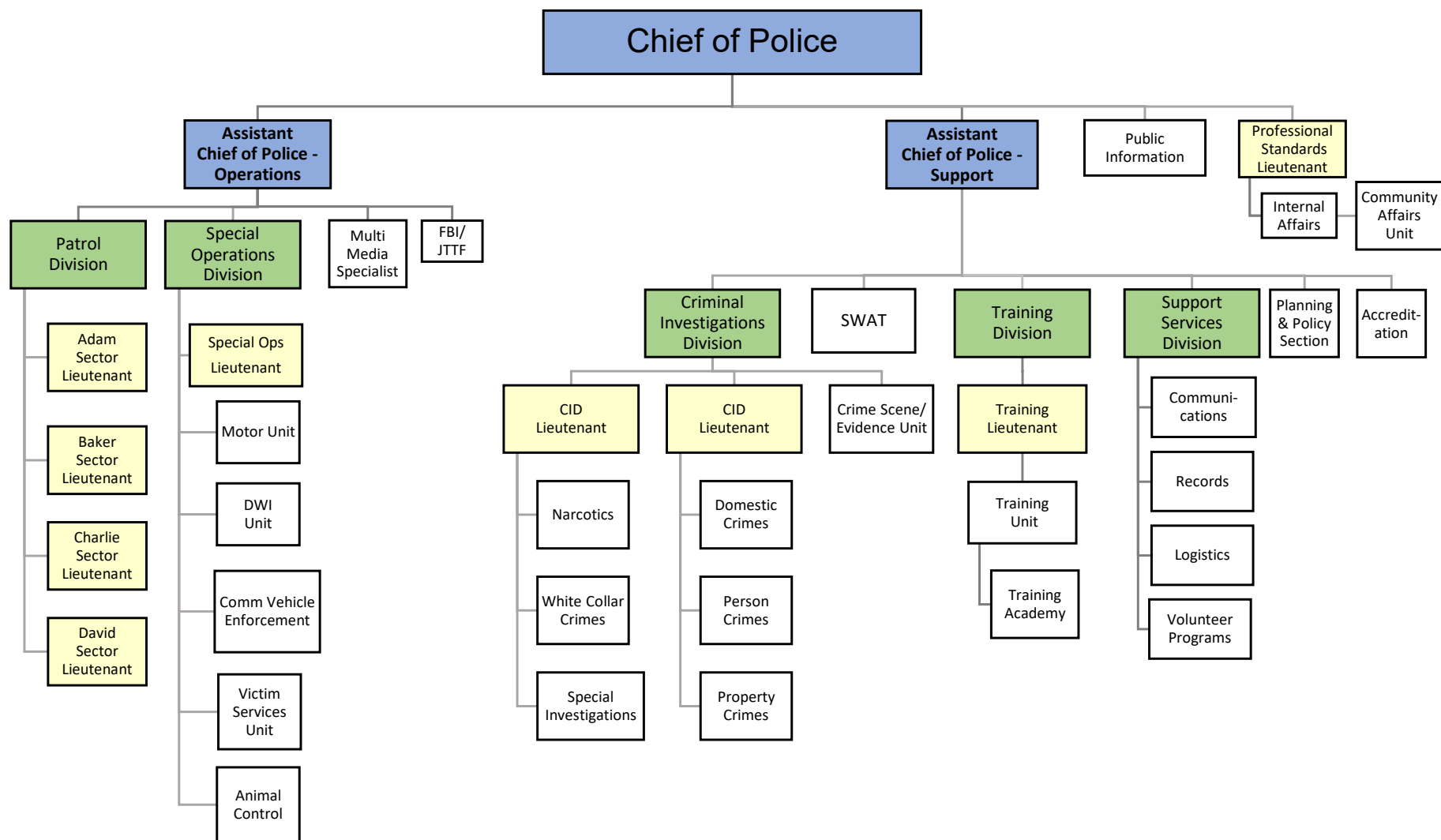
Integrity – We believe in acting ethically and making wise and informed decisions. We admit mistakes, take corrective measures, and accept responsibility for our actions.

Pride – We constantly strive to excel. We find satisfaction in performing our duty well and in holding the trust of our community.



Round Rock Police Department

2021 Organizational Chart



Office of the Chief



Allen Banks
Chief of Police



Willie Richards
Asst Chief-Operations



Justin Carmichael
Asst Chief-Support

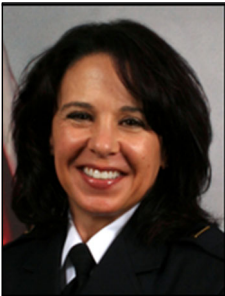


Woody Sitz
Professional
Standards Lt



Rick White
Planning & Policy
Manager

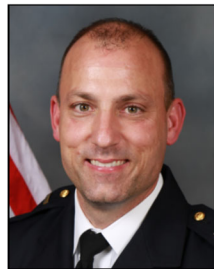
Patrol Division



Melissa Grubbs
Patrol Commander



Tim Chancellor
Adam Sector Lt



Joseph Claypool
Baker Sector Lt



Justin Davis
Charlie Sector Lt



Jeff Uhrig
David Sector Lt

Criminal Investigations Division



Ben Hall
Commander



Tom Sloan
CID Lt



Grant Golden
CID Lt

Support Services Division



Cliff Saylor
Division Manager



Leigh Carrico
Communications
Manager

2021 Command Staff

Special Operations Division



Jimmy Keyes
Commander



Darin Bayles
Special Ops Lt

Training Division



Andy McKinney
Commander



Sean Johnson
Training Lt

Round Rock Police Department

2022-25 Strategic Plan

GOAL 1. REDUCE CRIME AND IMPROVE PUBLIC SAFETY

- A. Use historical crime/traffic collision/service call data to target resources that reduce accidents and crime, as well as improve quality of life
- B. Continue to refine our downtown patrolling initiative so we can better work with business owners and patrons to improve enforcement
- C. Plan and implement an appropriate law enforcement response to new economic developments
- D. Continue to participate in other-agency relationships that expand the Department's ability to accomplish the mission
- E. Continue to develop the Department's traffic-enforcement response
 - 1. Take advantage of the Integrated Traffic System utilizing a camera system to monitor traffic progression as that system becomes more robust
 - 2. Collaborate with other agencies for joint traffic enforcement projects on arterial roads and highways
 - 3. Add additional CVE enforcement and interdiction officers to better-protect City roadways
 - 4. Complete the long-delayed process of regular imports of CRIS reports into RMS
- F. Develop/establish a Real-Time Crime Center that supports field operations with tactical intelligence as incidents unfold
- G. Improve public safety in the city's open spaces and trails
 - 1. Evaluate the need for dedicated staff to address park and trail issues
 - 2. Continue to use volunteers to help maintain a presence on city trails

GOAL 2. MAINTAIN COMMUNITY SUPPORT

- A. Improve our understanding of community needs and what it expects from their Police Department



Patrol Commander Melissa Grubbs dressed as Wonder Woman to greet July 4 Parade attendees. The Department's float was themed, "super heroes."

- 1. Develop and implement ways of maintaining regular contact with community stakeholders
 - a. Emphasize Citizen's Police Academy sessions to educate the public about policing
 - b. Increase the Department's participation in citywide initiatives and activities
 - c. Increase communication with Council to keep them informed on what and why the Department is doing things
 - d. Explore ways to improve staff's understanding of the issues and experiences with other races and cultures
- 2. Continue to utilize technology to make crime data available to the public in a user-friendly way



3. Consider conducting a series of town hall meetings to discuss the Department's activities and ways to improve interactions with and outcomes for the Round Rock's communities of color
- C. Continue to refine community and department team-building programs
1. Enhance annual National Night Out and Afternoon Out events as a way of encouraging positive police-community relationships
 2. Employ the Blue Santa program to help City residents and promote interaction with all socio-economic levels of the City
 3. Expand the Volunteers in Policing program, utilizing volunteers in areas where their expertise and/or services would be beneficial to the Department and the community
 4. Continue conducting the Citizens Police Academy and supporting Citizens Police Academy Alumni Association activities
 6. Continue developing the Back-to-School program and find ways to connect with youth
7. Develop new ways to reach out to our community and, especially, previously unengaged elements of our community
 8. Consider adding staff to the Community Affairs Unit
- D. Conduct an evaluation of the potential for disparate outcomes of Department actions by race and ethnicity as part of a larger discussion about adjusting best practices to reduce that disparity
- GOAL 3. MAINTAIN TECHNOLOGY AS A FORCE-MULTIPLIER AND A TOOL FOR BUILDING COMMUNITY**
- A. Plan technology upgrades to maintain current operations, meet new demands, and keep pace with technology-based crimes
1. Consider expanded staffing in White Collar Crimes Unit
 2. Coordinate with IT Department to keep Department's IT infrastructure current
 3. Take advantage of technology to provide more information internally and externally

- B. Refine the PD43 program to improve its outreach to Department members

GOAL 4. MANAGING MENTAL HEALTH / CRISIS INTERVENTION RESPONSE

- A. Evaluate the Department's existing training program and services to citizens in crisis
- B. Evaluate ways to bridge the gap in existing law enforcement services to mentally ill subjects
 - 1. Support the Fire Department's development of a Mobile Outreach Team
 - 2. Identify local and other resources to assist the Department in its response to mentally ill subjects in crisis

GOAL 5. EMPLOYEE DEVELOPMENT

- A. Create multi-level training opportunities
 - 1. Create ongoing, smaller blocks of training throughout the year to improve retention
 - 2. Formalize the FTO release program for new officers and new sergeants
 - 3. Bring on a Civilian Trainer to focus on non-sworn training and train non-sworn personnel on civilian specialties
- B. Operate an effective and efficient training program to prepare members to act decisively and correctly in a broad spectrum of situations
 - 1. Formalize the Employee Wellness Program – focus on physical, mental, financial, and spiritual wellbeing
 - 2. Develop and implement a Career Development program to ensure supervisors have adequate skills to mentor their employees
 - a. Monitor and review the Temporary Assignment Duty (TAD) program to evaluate the need for any adjustments
 - b. Identify potential leaders early in their career paths
 - 3. Develop a structured mentoring program

- a. Train supervisors in mentoring to improve goal-setting and follow-up as part of their normal performance review process

- 4. Expand training staff to better-handle both regular training and academy operations

- 5. Incorporate racial equity into the Department's Ethics training

- D. Enhance the Department's recruitment operations

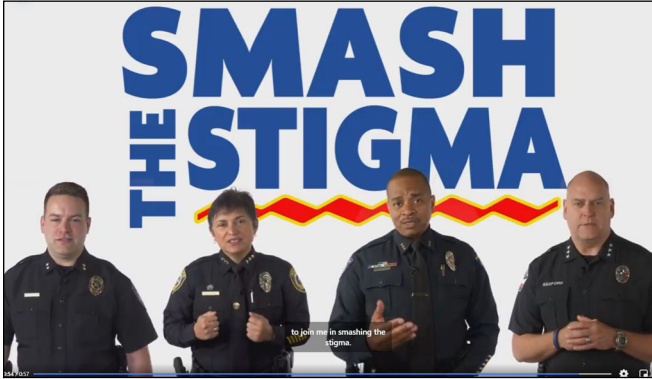
- 1. Find new ways to reach potential quality applicants
- 2. Leverage social media more to continue to bring in a diverse population

- E. Pursue the staffing resources necessary to accomplish the mission and keep up with a fast-growing population

- 1. Re-estimate the coefficients used in the Staffing model
- 2. Rebuild the Communications staffing forecast based on the introduction of the call-taking function
- 3. Review approaches to improving retention (e.g., entry-level pay)

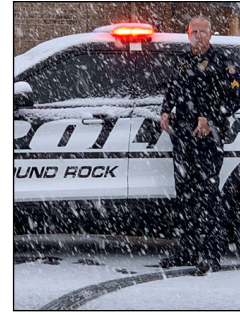


2021 in Review



Chief Allen Banks and Police Chiefs from Pflugerville, Lakeway, and Manor joined forces to create a video promoting mental health among first responders.

PD employees raised \$445 for the Special Olympics of Texas as part of the Polar Plunge challenge. Chief Banks and other PD Officers submitted video of themselves plunging into the Kalahari pools, which aired on Special Olympics' social media channels.



Mid-February brought the winter storm dubbed "Snow-Maggedon," which saw freezing temperatures, frozen rain and power outages across the state. Here in Round Rock, our essential staff did a great job, making it to work despite the conditions, dispatching and fielding hundreds of calls, as well as making sure equipment was running and officers had the supplies they needed.



JANUARY

FEBRUARY

MARCH



January saw the start of the Department's third Academy. Here, cadets are lined up for regular inspection. Twelve RRPD officers successfully completed the program in July

On March 20, the PD hosted a Spring Break edition of Pops-With-A-Cop. Mayor Craig Morgan joined officers to hand out popsicles, and any popsicles left over were taken to Old Settlers and Play For All parks and distributed. The drive-through event marked the third time during the COVID era that we held an event like this.



Det. Patrick Turck was named *2021 Outstanding Law Enforcement Officer* by the 100 Club of Central Texas. He was recognized for his excellent work, including solving the murder of Christopher Branham. In May, he was named *2021 Officer of the Year* by the Austin Chapter of ASIS International.



The Citizens Police Academy class that started at the beginning of the COVID pandemic in February 2020 finished the program in two groups in 2021. The second class graduated the academy in May.



In June, we learned that CID Lt. Tom Sloan was named to the International Association of Chiefs of Police's prestigious *40 Under 40* Law Enforcement Professionals list. Tom's designation is the third time in recent years that an RRPD member was named to the list.

APRIL

MAY

JUNE

Our Animal Control officers handle a variety of different kinds of animals, keeping both animals and our community safe. City Council proclaimed April 11-17 as *ACO Appreciation Week*.



The Department had major promotions in April. Justin Carmichael was promoted to Assistant Chief, Jimmy Keyes was named Commander, Tim Chancellor was named Lieutenant, and Paul Garza was promoted to Sergeant. The ceremony was held at the Kalahari Resort Complex.

K9 Vada and members of the SWAT team visited Fit4Mom during a June play date.



2021 in Review

2021 in Review



Pops with a Cop is a popular event with the kiddos. In July, we hosted the event at Round Rock Premium Outlets.

JULY



Round Rock Animal Control reunited Changa with her family after she went missing 31 miles away in Del Valle.

AUGUST

The PD's video "Online Reporting with Matthew Mah-Kindaguy" received the third place in the Best Use of Humor category at the 2021 Savvy Awards. The video promoted the PD's new online reporting tool for citizens.



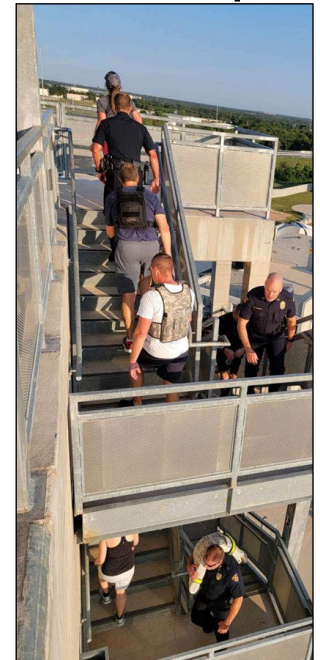
SEPTEMBER



As always, RRPD provided a float and security at the City's annual 4th of July parade.

Our Crisis Intervention Team held a clothing drive to benefit Bluebonnet Trails Community Services and its San Gabriel Respite Center. The organization helps us work with residents experiencing a mental health crisis. The clothing drive helped the center's client receive clothing to wear at job interviews and beyond.

Each year, we join the Round Rock Fire Department in a 9/11 tower climb honoring the 412 first-responders who gave their lives 20 years ago.





October brings the annual National Night Out event, which draws police (and firefighters) into dozens of neighborhood parties to strengthen our ties with the community.



The PD's K9 Unit welcomed a new team in K9 Koda and Officer Chris McQuinn. Koda is a 2-year-old German Shepard. She was born in Europe and made it to us via Pacesetter K9 LLC, thanks to a generous donation from the Greater Round Rock Community

We coordinated multiple outreach and proactive policing programs In December. Round Rock Operation Blue Santa was in its 43rd year of operation. Round Rock Operation Front Porch entered in its 5th year of allowing residents to ship their online shopping orders to the PD to prevent package theft. The Operation Grinch policing initiative increased patrols of Round Rock shopping areas.

OCTOBER

NOVEMBER

DECEMBER

On Oct. 23, the Public Safety Training Center hosted a drive-through Trunk or Treat event. The free event supports Operation Blue Santa through vendor fees and optional toy donations.



In October, the National Law Enforcement Officers Memorial in Washington D.C. added the name of A.G. Hall, Round Rock's first city marshal. See the *History Page* for more details.



Members of the PD, the U.S. Army, and the Round Rock community came together for the annual Hike For Hunger food drive in November. They walked 2 miles to hand-deliver 7,130 lbs of food and \$2,438 in gift cards to the Round Rock Area Serving Center.

2021 in Review

2021 Retirements



Assistant Chief Jim Stuart

Assistant Chief Jim Stuart retired in March, capping a 33-year career with RRPD that saw him lead the SWAT Team and divisions that include patrol, criminal investigations, and training. In October, he was tapped by the City of Hutto to serve as its interim police chief while that town conducted a nationwide search for a permanent replacement.



Ofc Jeff Allen
Hired 1995



Ofc Jerry Hallford
Hired 1995



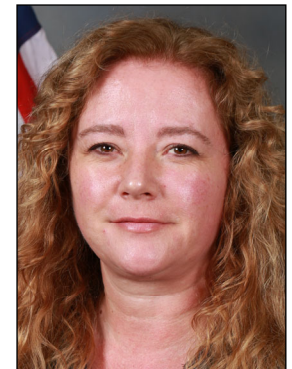
Ofc Brian Knowles
Hired 2013



Ofc Raul Morales
Hired 2002



Ofc Sky Mount
Hired 2001



**Crime Scene Tech
Kerie McKown**
Hired 2017



Crime Analyst Paula Dietz
Hired 2008

Note: Retirees hired after 2001 have prior-service credit from other agencies

2021 Promotions



Justin Carmichael
Assistant Police Chief



Jimmy Keyes
Commander



Tim Chancellor
Lieutenant



Justin Davis
Lieutenant



Paul Garza
Sergeant

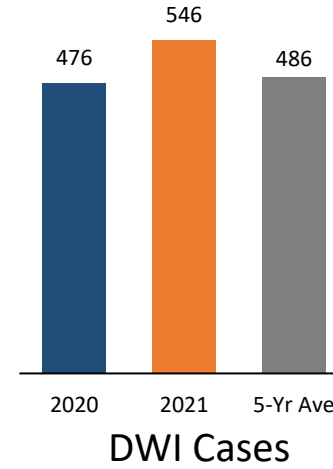
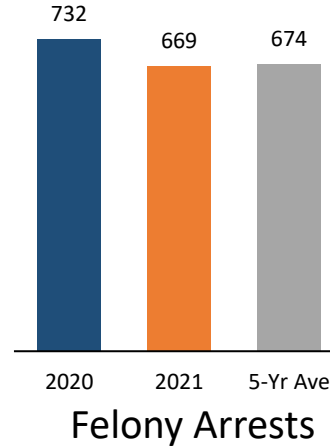
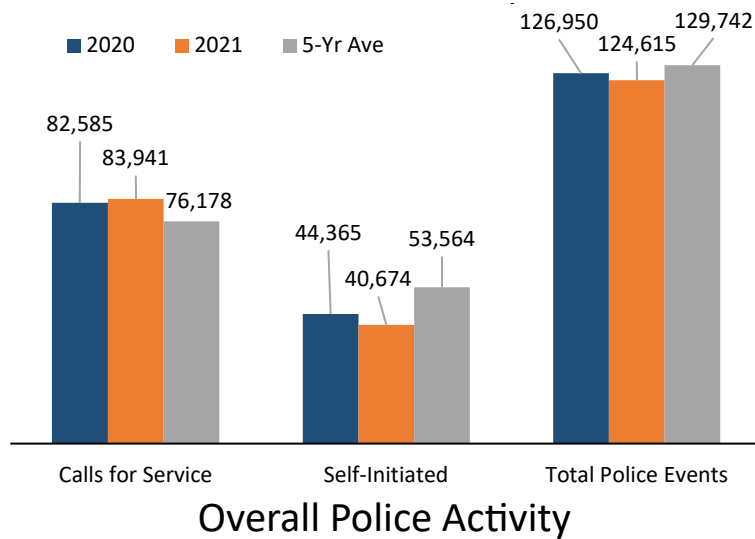


Angelo Marmarinos
Sergeant



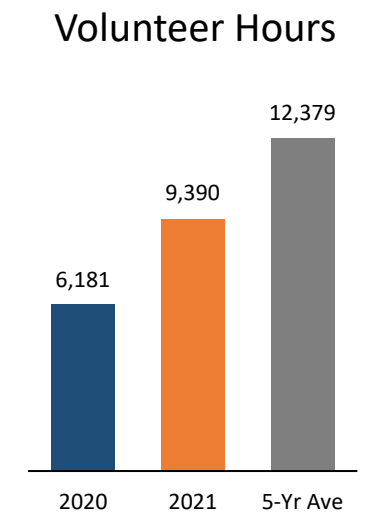
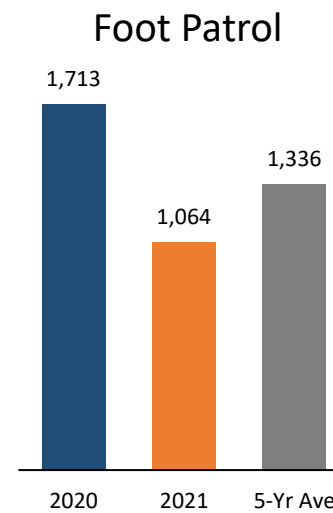
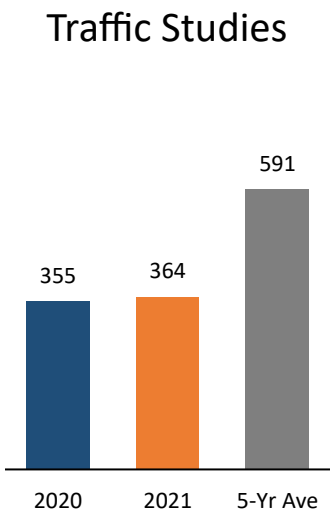
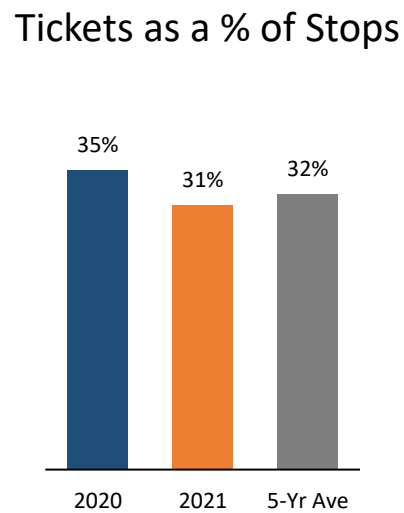
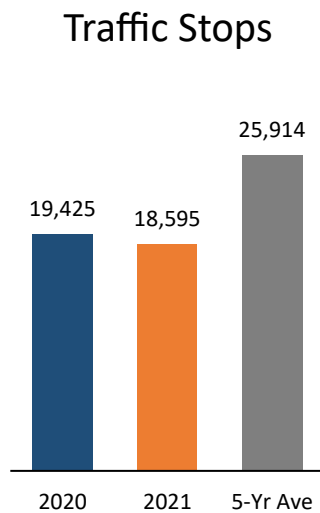
Choyette Rico
Public Safety Comm Operator

2021 By the Numbers



765 Recognitions	
17 IA Cases Involving	
37 Total Allegations:	
20 Sustained	5 Exonerated
1 Unfounded	6 Not Sustained
1 Policy Failure	2 Admin Closed
45 times more recognitions than complaints	
Relative to Total Police Events:	
• Officers received recognition 0.6 of a percent of the time	
• Officers received a Complaint 0.01 of a percent of the time	

Internal Affairs Summary



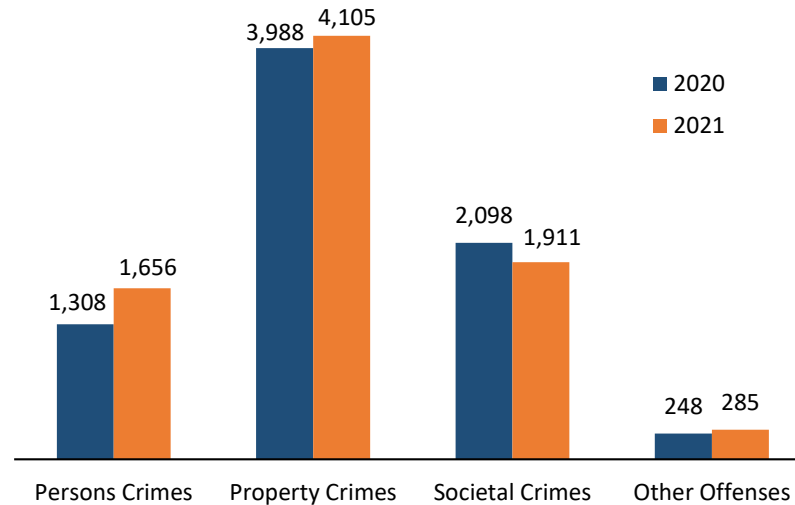
2021 Crime Summary

The Department reports Round Rock crime statistics to the Texas Department of Public Safety and, ultimately, the Federal Bureau of Investigation. In August 2020, the Department switched reporting system from the old Uniform Crime Reports (UCR) to the current National Incident Based Reporting System (NIBRS).

While UCR counts only the primary offense in an incident, NIBRS counts all offenses occurring during an incident. For example, if an armed robbery occurs where the suspect also stole a vehicle, UCR would count the robbery while NIBRS would count the robbery and the vehicle theft.

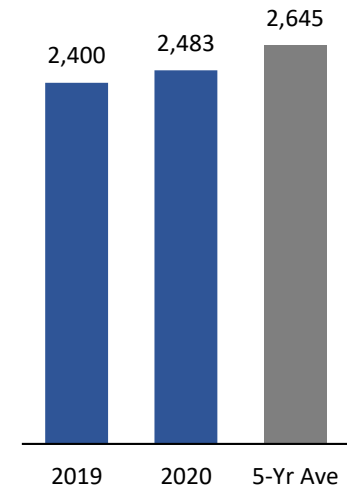
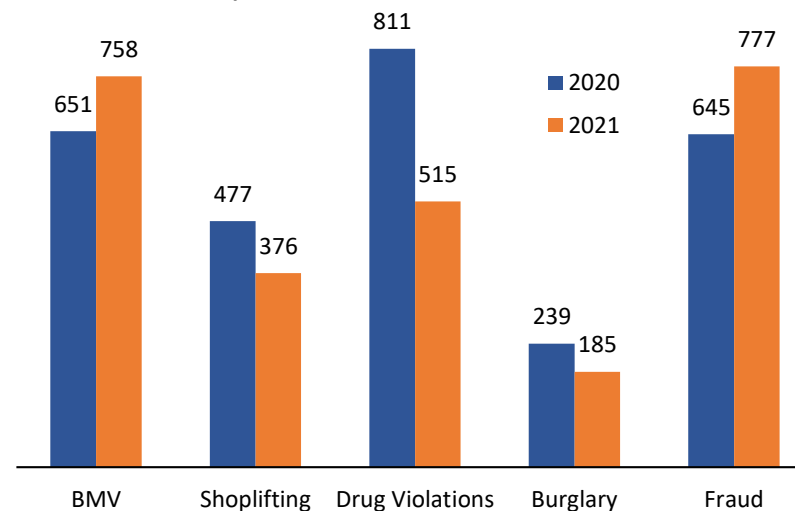
In the broadest terms, the switch from UCR to NIBRS is a switch from 2,483 Part 1 UCR crimes in calendar 2020 to 7,642 NIBRS offenses during the same period. Thus, UCR and NIBRS aren't directly comparable.

The NIBRS numbers presented here are not official numbers (official numbers are presented in DPS' annual *Crime in Texas* publication). The last-available UCR summary for Part 1 crimes (murder, rape, robbery, assault, burglary, larceny and vehicle thefts) is included for comparison purposes.



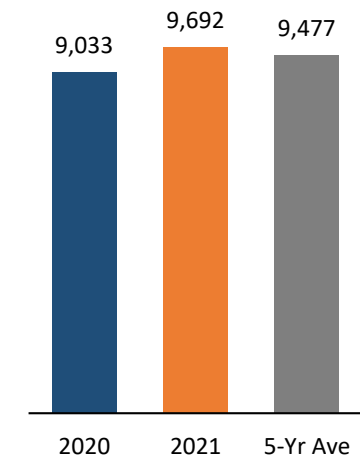
Unofficial 2020-21 NIBRS Summary

Specific NIBRS Categories (Unofficial)



Part 1 UCR Summary

Offense Reports Filed



Volunteers!



Every year, Round Rock citizens donate thousands of hours to help RRPD with programs it otherwise could not do. From sewing COVID masks to operating Citizens on Patrol, and helping with hundreds of annual events, our volunteers help us make Round Rock better every day!

History Page: Round Rock First Line-of-Duty Death

At the time of Round Rock's initial 1877 incorporation, **A.G. Hall** found himself elected as town marshal. Not much is known about Marshal Hall, though there is an *Alfred Goodwyn Hall* who might fit the bill based on circumstantial documentation. He appears directly in no Census records for Williamson County, though several private family trees and histories support this supposition.

Assuming that Alfred is our man, he was born in Georgia in 1823 and by 1850 had settled as a rancher a few miles away from Round Rock in Bell County. After the Civil War broke out, he mustered out in August 1861 as a Confederate private in the 27th Brigade of Bell County, returning at least briefly after the war, though he appears nowhere in the 1870 Census.

A.G. Hall's time as Marshal carried some distinction during his first term. In March 1878, a pair of burglars stole \$350 worth of jewelry from an Austin home. Austin Marshal **Ed Creary** issued an arrest order for

one of the burglars, **H.W. Wheeler**, who Hall arrested in short order on a northbound train in Round Rock.

Hall also gained the distinction of being the first lawman killed in the line of duty in Round Rock – a week after being re-elected and a few months before the substantially more famous Sam Bass shoot-out in downtown Round Rock. The story

begins on March 26, 1878, with the arrival of brothers **Alonzo "Lon"** and **William Ross** of Falls County – at least in part to get one of their horses shod. Later that day, the brothers were at the Blind Tiger Saloon, which was characterized by a hole in the wall of the bar used to sell liquor to unseen patrons. The crowd at the Blind Tiger

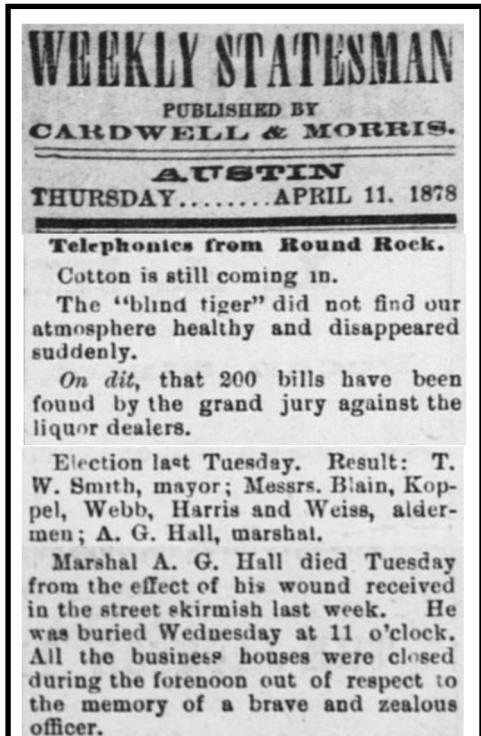
grew noisy and raucous, and Marshal Hall approached the group, ordering it to quieten down. Hall then turned to William Ross and ordered him to put his weapon away. Ross responded that he was a stranger and didn't know where to put it. Hall reached for William's gun, but Lon Ross intervened and stated there was no law

against having a weapon. Hall then drew his own weapon and fired, accidentally wounding a young local man who was nearby.

An exchange of gunfire ensued, and when the smoke cleared, Hall himself was shot in the arm in the upper arm. "During the shooting, one of these men walked very leisurely for about a hundred yards, turning about every few steps to fire at Hall, and then ran off in the direction of Brushy creek," the *Round Rock Headlight* reported. Hall died seven days later from infection. The *Galveston Daily News* reported a few days later that one of the brothers was shot in the shoulder and told the doctor treating him that he was afraid of being lynched if captured.

By April, the Blind Tiger Saloon had disappeared, as its owners were suddenly the subjects of a number of grand jury indictments.

Three years later, in 1881, the brothers were convicted of murder and sentenced to five years in prison. The delay stemmed from repeated difficulties in getting witnesses to appear at court. Later in 1881, the conviction was reversed by the Texas Court of Appeals, which concluded that Hall's actions constituted an illegal arrest and, as a matter of law, the brothers could be charged with no crime more serious than manslaughter.



Content from page 3 of the April 11, 1878, edition of the *Weekly Statesman* in Austin announced both the passing of Marshall Hall as well as his re-election the previous week.

The quick passing of the Blind Tiger saloon also was noted in multiple newspapers of the time.

[Source: Texas Digital Newspapers Program, University of North Texas Libraries via the Portal to Texas history, texashistory.unt.edu]

ter. There is no record of a subsequent trial.

Round Rock Police Department Online

Website:	roundrocktexas.gov/departments/police/
Facebook:	RoundRockPoliceDepartment
Twitter:	@roundrockpolice
Instagram:	roundrockpolice
Submit a report or search police events:	roundrock.policetocitizen.com

