

Round Rock Police Department



2022 Annual Report





About the Cover:

The U.S. Department of Justice's Community Oriented Policing Services (COPS) program chose this Round Rock Police Department photo as one of the 12 best examples nationally of community policing in 2022.

The photo was taken by Multimedia Specialist John Estrada and it depicts Officer Earin Jackson speaking to the cadets at our Junior Police Academy. The photo will be featured on the DOJ COPS website and social media. The Department also won this award in 2019.

Message from the Chief

“The only constant is change,” is a well-worn cliché. But the thing about clichés is that they are worn-out because they’re true. In the past few years, the wave of retirements we’ve been expecting have arrived.

For years, we have been preparing for a surge of retirements we’ve been expecting since 2015, when we first noticed that a whole age cohort of our workforce was nearing retirement eligibility. In the ensuing years, especially with COVID and labor market changes, the Round Rock Police Department has worked hard not only to maintain officer staffing, but to grow the Department to meet our growing City’s needs.

We developed our own police academy. We’ve developed new benefits, incentives, and other programs to encourage potential officers to apply. But mostly, we focused on being the kind of police department that our community wants us to be.

That effort is paying off. Not only are we keeping our growing body of retirees “in the family,” we are bringing on a new brand of officers who are eager to be part of the community they police. *Some* people may complain about Millennial and Gen Z “kids” taking on leadership roles in business and the community. But I’m amazed at the quality of recruits we have coming through our doors. The young people putting on the uniform and wearing the RRPD badge give me great hope for the future.

Like the City of Round Rock, we will continue to change and adapt to new circumstances. But we will always honor our values of Community, Honor, Integrity, and Pride.



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.

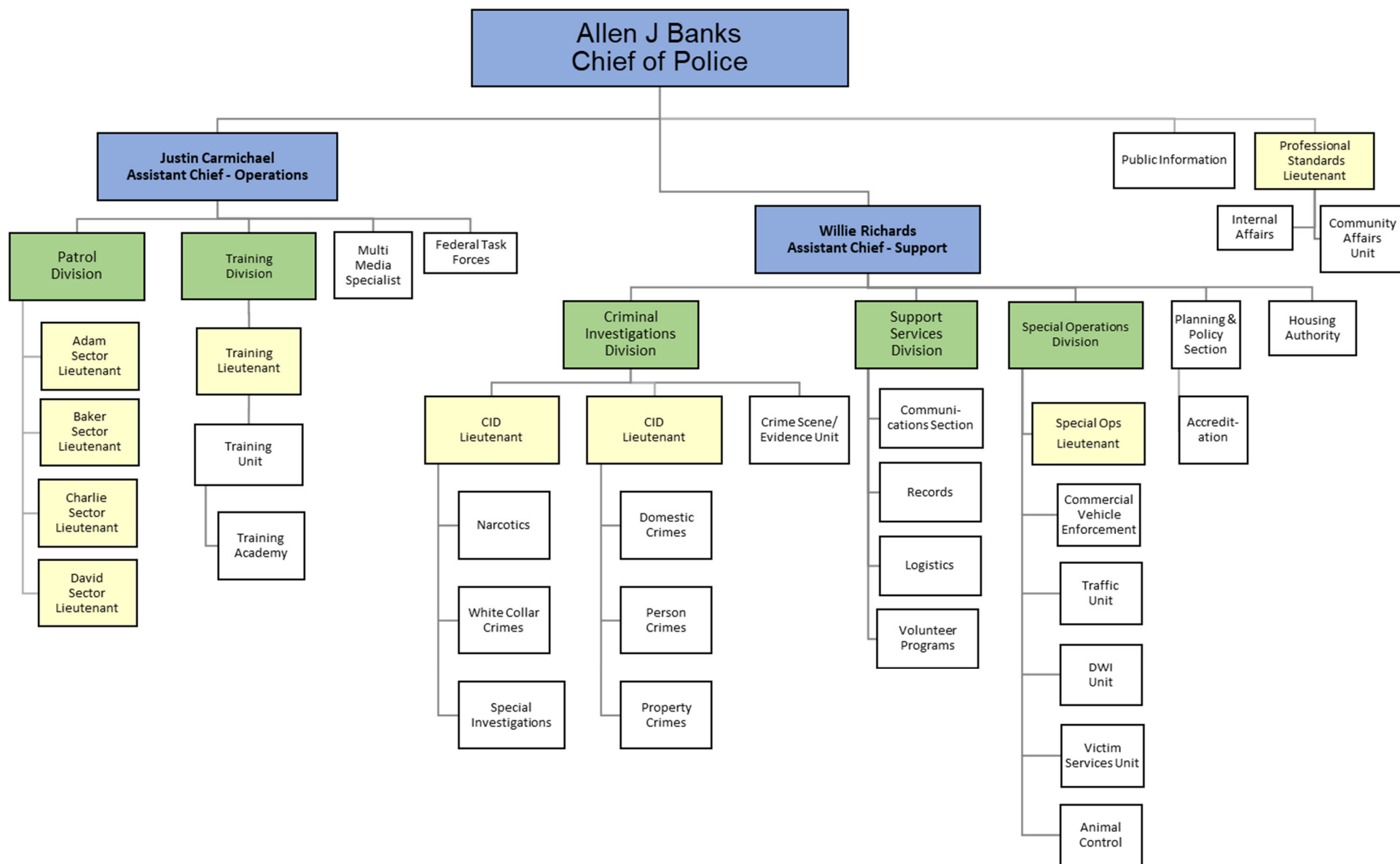
Pride – We constantly strive to excel. We find satisfaction in performing our duty well and in holding the trust of our community.





Round Rock Police Department

2022 Organizational Chart



Office of the Chief



Allen Banks
Chief of Police



Willie Richards
Asst Chief-Operations



Justin Carmichael
Asst Chief-Support



Joseph Claypool
Professional
Standards Lt



Rick White
Planning & Policy
Manager

Patrol Division



Jimmy Keyes
Patrol Commander



Tim Chancellor
Adam Sector Lt



Sean Johnson
Baker Sector Lt



Ben Johnson
Charlie Sector Lt

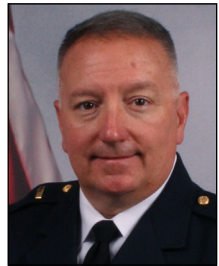


Jeff Uhrig
David Sector Lt

Criminal Investigations Division



Tom Sloan
Commander



Darin Bayles
CID Lt



Grant Golden
CID Lt

Support Services Division



Chris Bakas
Division Manager



Leigh Carrico
Communications
Manager

2022 Command Staff

Special Operations Division

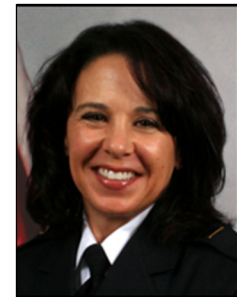


Andy McKinney
Commander



Justin Davis
Special Ops Lt

Training Division



Melissa Grubbs
Commander



Woody Sitz
Training Lt

Round Rock Police Department

2022-25 Strategic Plan

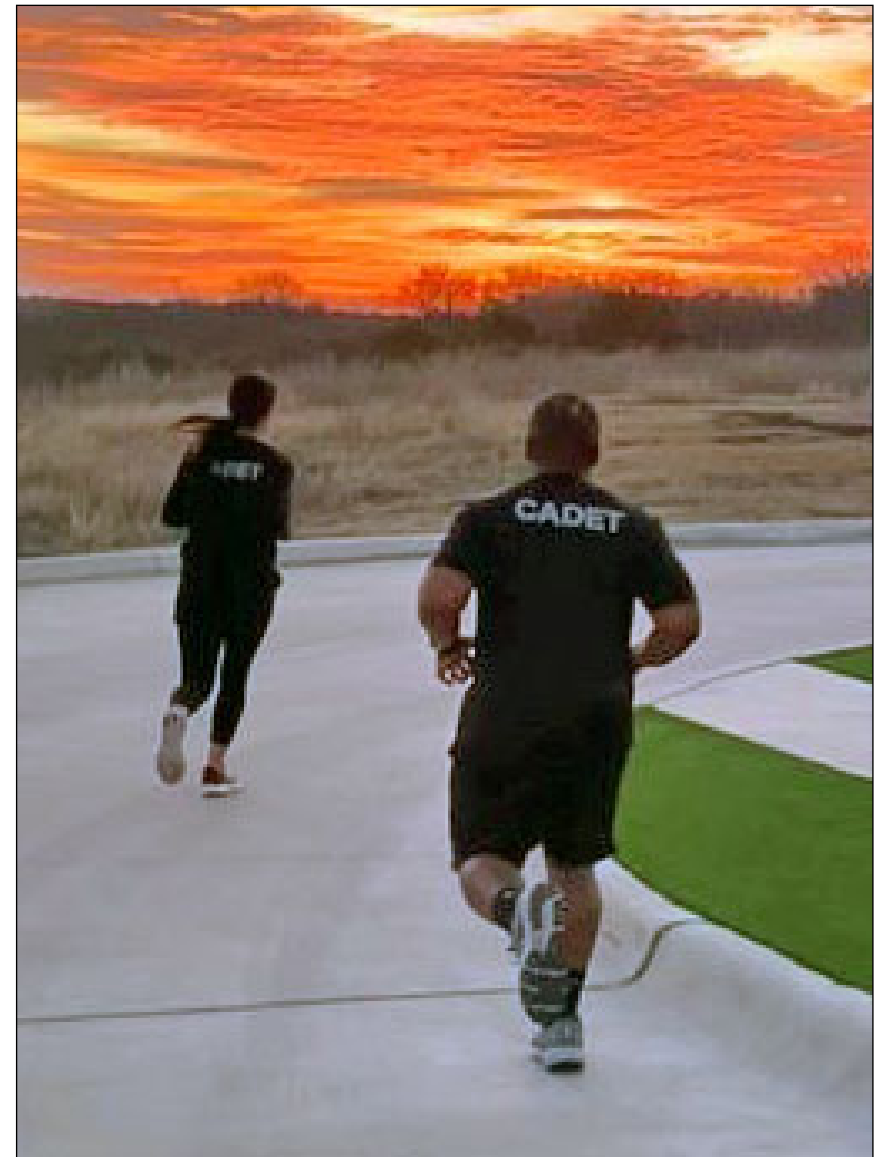
GOAL 1. REDUCE CRIME AND IMPROVE PUBLIC SAFETY

- 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

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)



On March 21, 2022, our City was hit by an EF-2 tornado, causing more than \$32 million in damage and affecting more than 680 homes.

The storm hit just before 6 p.m., and calls began to pour into our Communications Center of collapsed buildings, overturned vehicles, downed power lines, fires, and a gas leak. Police and Fire departments worked in tandem to triage calls for service and conduct door-to-door welfare checks. Within just a few hours, nearly all affected homes had been checked, and all Round Rock residents had been accounted for.

From the moment the tornado hit, our City organization came together to help our residents and each other. Police Department members — including our police cadets — also volunteered at a March 26 cleanup event.



March 2022 Tornado Response



2022 in Review

On Jan. 5-6, Animal Control Officers provided safe shelter for 44 cats by extracting them from a residence on Woods Blvd. The elderly couple at the residence was no longer able to care for the cats and voluntarily gave up custody. The Williamson County Regional Animal Shelter, which provided medical care. More half were quickly put up for adoption, and their fees were paid by a donor.



On Jan. 25, Lt.s Joseph Claypool and Darin Bayles, along with Sgt. Don Holland, met with Westwood HS students and one of their famous alumni, UT/NFL player Will Matthews. They spoke with students and played some dodgeball in an event coordinated by the BamFam Foundation, which aims to bridge the gap between kids and the police.

In March, Commander Andy McKinney graduated from FBI National Academy in Quantico, Virginia. He was part of the 281st class to complete the 10-week course for emerging leaders in law enforcement. Among the topics taught were national security and personnel management. Cmdr. McKinney is the fifth current Round Rock Officer to graduate from the program and the twelfth of all time.



JANUARY

FEBRUARY

MARCH

On Jan. 12, the fourth class of the Round Rock Basic Peace Officer Course began with nearly 30 cadets representing multiple law enforcement agencies – including Round Rock, Cedar Park, Georgetown, Leander, and Manor police departments. Four of the Round Rock cadets are former civilian employees.



Department members took part in multiple charities in the first part of 2022. The PD was a donation point for Handbags for Hope, a program that fills and distributes purses and backpacks with information for domestic violence survivors. Ofc. Taylor Roberson competed at the Capitol of Texas Motorcycle Chute Out on March 5 in Buda. The event serves as a fundraiser for Texas Search and Rescue and the Sunshine Kids Foundation. On March 19, six PD members shaved their heads to raise \$7,211 for the St. Baldrick's Foundation supporting pediatric cancer research.



On April 28, Cmdr. Ben Hall retired after 23 years with the Department. During his tenure, he served in leadership positions in every division (most recently Criminal Investigations) and he spent 17 years on the SWAT Team. On May 17, he was sworn in as Chief of the Azle Police Department, which is close to his childhood home of Fort Worth. Assistant Chiefs Willie Richards and Justin Carmichael were present to pin on his stars.



June saw the annual Awards Celebration at Kalahari Resorts. Those honored for their actions and performance in 2021 were (clockwise from top left):



Police Officer of the Year Forest Clark (not pictured)
 Patrol Officer of the Year Miles Tucker
 Investigator of the Year: Sean Randolph
 Training Officer of the Year Tim Stevenson
 Police Supervisor of the Year Aaron Mitchell
 Telecommunicator of the Year Hayley Massingill
 Volunteer of the Year Teresa Wagner
 Police Administrator of the Year .. Andy McKinney



APRIL

MAY

JUNE

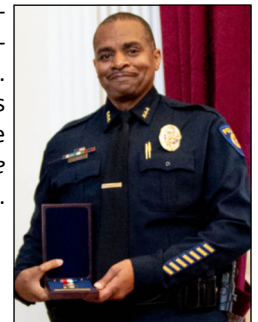
The PD's K9 Unit welcomed its seventh and newest member in K9 Luna (see p. 4). The 11-month-old Belgian Malinois came to Round Rock from Poland. She is working towards certification in narcotics detection, article searching, and tracking. Her handler is Ofc. Miles Tucker, who was previously an Animal Control Officer and whose personal pet is also a Belgian Malinois.

On April 30, the National Prescription Drug Take Back Day collected more than 600 pounds of unused and expired medication dropped off at the PD.

On May 7, an active shooter event occurred when a male suspect set up an ambush for Police Officers after shooting a neighbor. Patrol and SWAT responded and heavily depended on the Bearcat, the team's armored vehicle, to move Officers into position to address the active threat. The suspect was shot by Officers and died of his injuries. The professional response to this incident is a testament to our SWAT team's training and professionalism. Amazingly, despite the suspect firing dozens of rounds at Police, no innocent people or Officers were harmed.



Chief Banks was among the recipients in June of the Texas Commission on Law Enforcement's (TCOLE's) annual *Law Enforcement Achievement* awards. He was honored in the *Public Service* category.



2022 in Review

2022 in Review



July 14 - Cmdr. Jimmy Keyes leapt into action when the Oscar Mayer Wienermobile needed some traffic control help near Highway 79!

The first annual *Step N2 Success* back-to-school event took place Aug. 14 at Kalahari Resort & Convention Center. Nearly 200 Round Rock students received a free, new pair of shoes and socks, Kalahari water park day passes, and four Round Rock Express tickets. This new initiative replaces the previous, annual RRPD Back to School Celebration. Partner organizations and donors included Round Rock Chamber Leadership Round Rock Class 2022, Kalahari Resorts, A Plus Federal Credit Union, Round Rock Express, Shoe Carnival, Reebok, Ready to Run, Rise Title of Texas, and the Round Rock Police Foundation.



Sept 26 saw the annual Public Safety Day event at Centennial Plaza.

JULY

AUGUST

SEPTEMBER



On July 21, the 4th and final session of the 2022 Junior Police Academy concluded. More than 80 Round Rock students ages 8 to 14 took part in this year's program, which began in 2014.

On Sept. 6, Class 43 of the Citizens Police Academy began with nearly 30 engaged residents attending their first of 12 classes. Throughout the Academy, the students would learn from just about every unit in the PD, including SWAT and Patrol demonstrations.

The Department celebrated the life and service of retired K9 Karma at a service in September following her passing. Det. Tracy Warren picked her up from an animal shelter and the two became inseparable. Karma's legacy lives on through our Round Rock Police K9 Memorial.



Lt. Darin Bayles graduated Sept. 20 from *Leadership Command College* at the Law Enforcement Management Institute of Texas. He was voted class president by his peers. Earlier this year, Lt.s Joseph Claypool, Woody Sitz, and Tom Sloan completed the 12-week *School of Police Staff and Command*. Northwestern University Center for Public Safety, based in Illinois, offers that program. Both provide intensive leadership and management education to help prepare leaders for success in senior command positions.



2022 in Review



In October, Animal Control Officers shared information with the public regarding what to do about *snakes*. The best thing to do is leave snakes be and observe them from a safe distance. If you feel

a snake needs to be removed, contact a professional removal company. Animal Control will remove snakes that are found inside a home or blocking entry/

OCTOBER

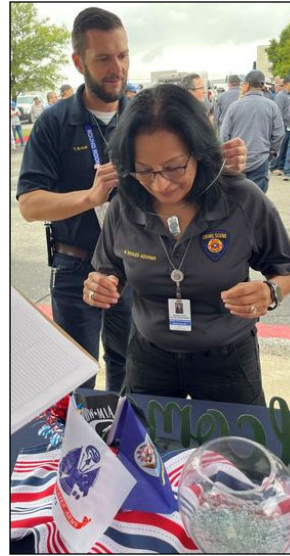
Oct 4 - The first Tuesday each October is *National Night Out*, and dozens of neighborhoods throughout the city host parties that give first-responders to spend time with residents as a way of building trust with our community.



Nov 3 – Round Rock was host to an international conference of the Special Olympics. We were honored to be part of the opening ceremony this morning alongside so many amazing athletes. The conference caps off with Saturday's Law Enforcement Torch Run through the streets of Round Rock.



Nov 11 – RRPD hosts an annual Veteran's Day to honor all city employees who have served in the military.



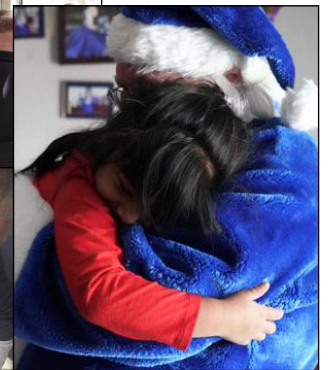
NOVEMBER

Nov 26 saw our first *Everyday Cyber Security* event. Experts in cyber crimes from RRPD, Austin PD, and the FBI shared their expertise at the two-hour event at the Round Rock Public Safety Training Center. Topics included Trends in Cyber Crime, Home & Away Cyber Safety, Online Safety for Kids, and Reporting Incidents.

The PD's Special Investigations Unit wrapped up a successful 2022 that included 91 apprehensions of violent offenders and assisting on 168 felony arrests – all without injury to officers or suspects.

DECEMBER

November and December saw our Annual Hike for Hunger, Operation Front Porch Blue Santa, and other holiday activities



2022 Retirements

Note: Retirees hired after 2002 have prior-service credit from other agencies



**Training Commander
Ben Hall**
Hired 1999



**Patrol Lieutenant
Jeff Uhrig**
Hired 1995



**Support Services Manager
Cliff Saylor**
Hired 2015



**Major Crimes Detective
Leigh Knight**
Hired 2003



**Patrol Officer
Paul Hernandez**
Hired 2002

2022 Promotions



**Commander
Tom Sloan**



**Police Lieutenant
Ben Johnson**



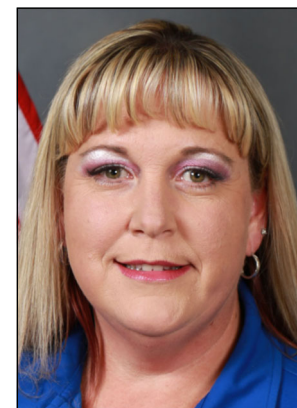
**Police Sergeant
Noah Moncivais**



**Police Sergeant
Bobby Garcia**



**Support Services Manager
Chris Bakas**



**Assistant Comm Manager
Kim Rendon**

2022 Promotions, Continued



Tracy Lyke
Victim Assistance
Supervisor



Danielle Kessler
Animal Control
Supervisor



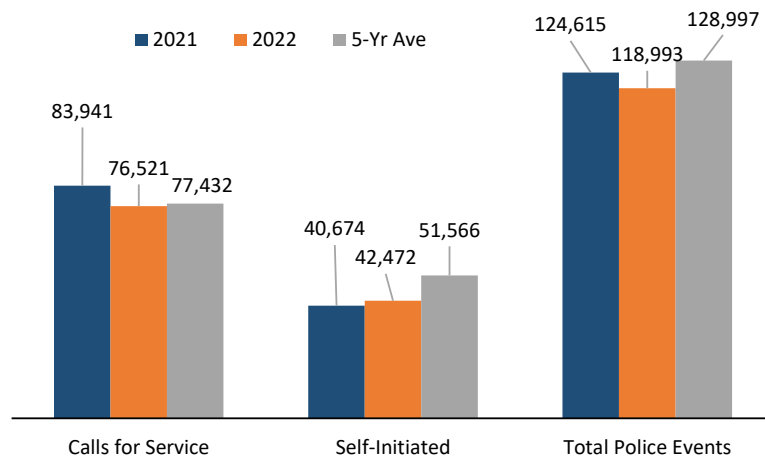
Jillian Garland
Public Safety
Communications Supervisor



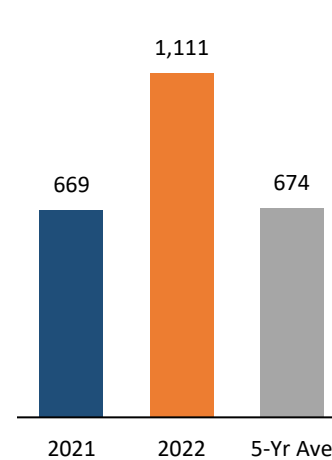
Angela Pickell
Communications
Training Officer



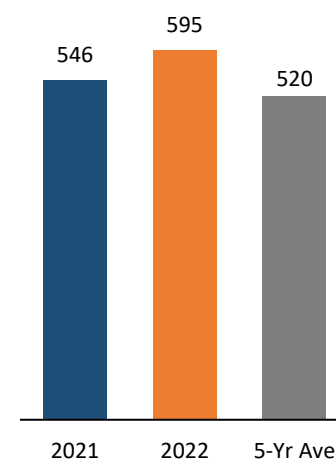
2021 By the Numbers



Overall Police Activity



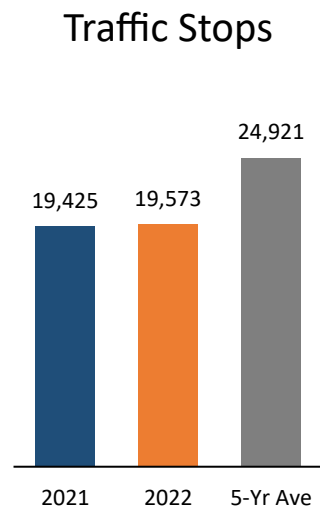
Felony Arrests



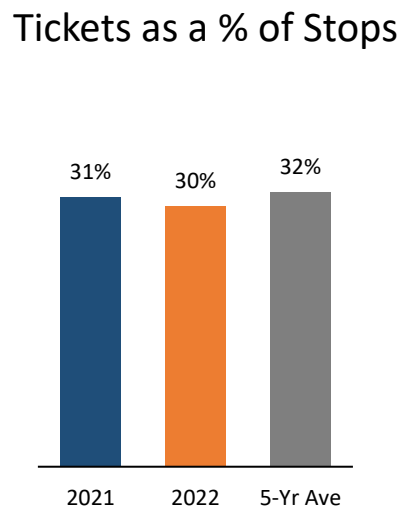
DWI Cases

776 Recognitions	
20 IA Cases Involving	
28 Total Allegations:	
5 Sustained	12 Exonerated
4 Unfound-	4 Not Sus-
ed	tained
0 Policy	3 Admin
Failure	Closed
28 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 0.02 of a percent of the time	

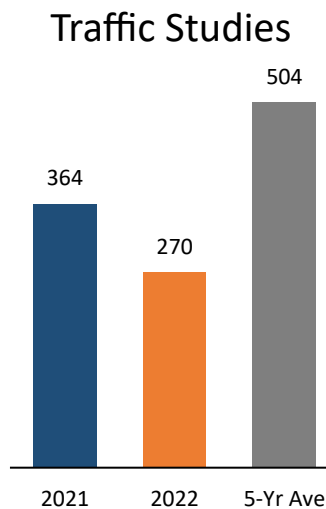
Internal Affairs Summary



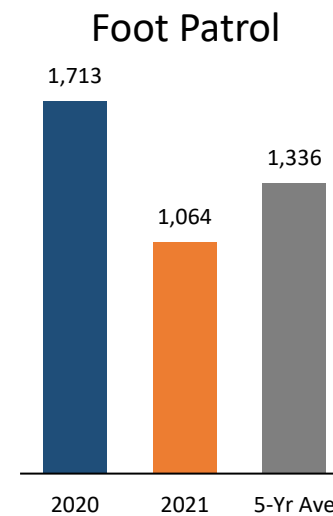
Traffic Stops



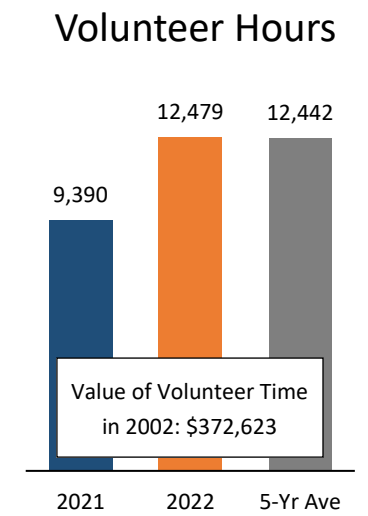
Tickets as a % of Stops



Traffic Studies



Foot Patrol



Volunteer Hours

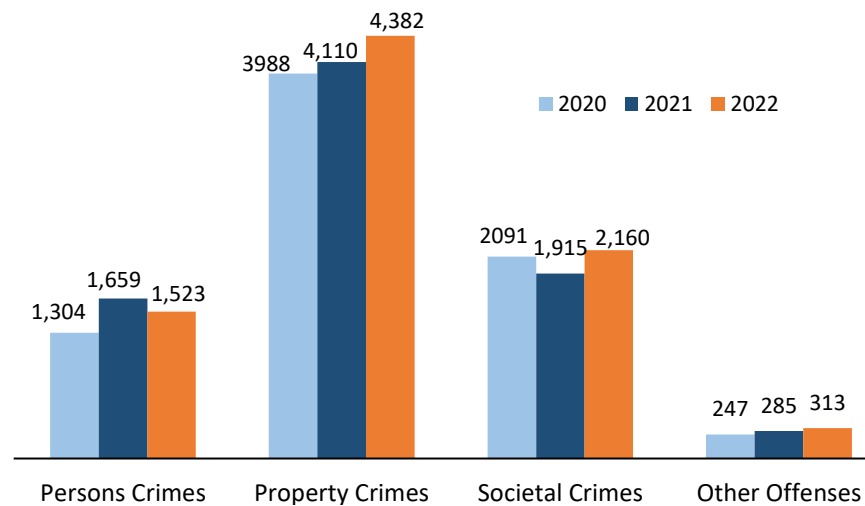
2022 Crime Summary

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).

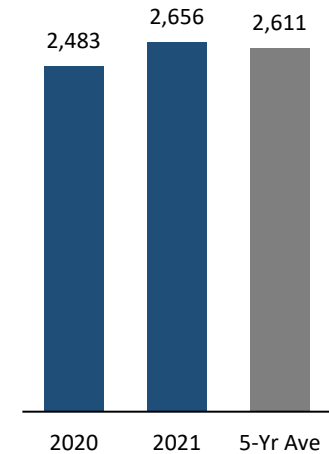
While UCR counts only the primary offense in an incident, NIBRS counts all offenses occurring during an incident. For example, if an armed robbery occurs where the suspect also stole a vehicle, UCR would count the robbery while NIBRS would count the robbery and the vehicle theft.

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.

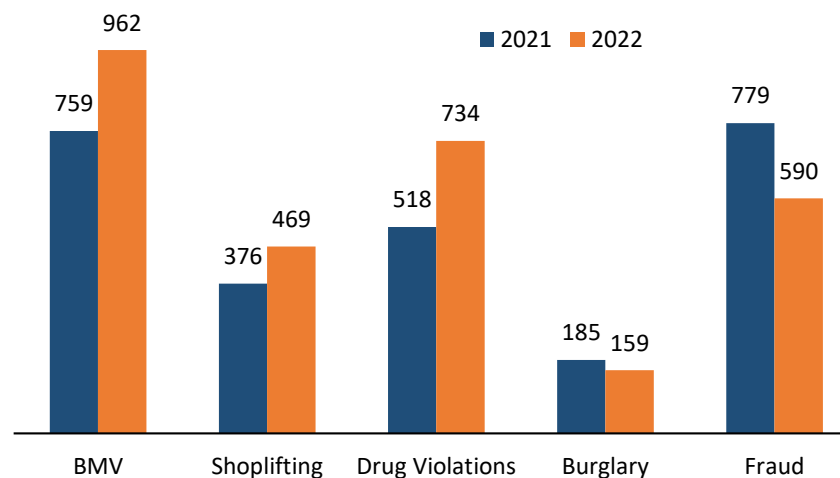


Unofficial 2020-21 NIBRS Summary

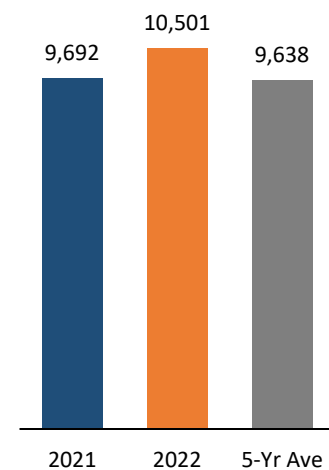


Part 1 UCR Summary

Specific NIBRS Categories (Unofficial)



Offense Reports Filed



McNeese Saw First Use of Forensics in Round Rock

Throughout 14 years as Town Marshal, Tom McNeese kept Round Rock safe from bootleggers, professional thieves, and violent men. Tom won re-election seven times, and his tenure saw a number of things Round Rock can be proud of – including the first documented use of forensic analysis to solve a mystery.

The second-oldest child in a farming family, **Thomas Roy McNeese** was born in 1885 in Travis County. His father passed when he was 14, and a year later, he was a full-time farm laborer. He had a sixth-grade education and married Edna Myrtle in 1903, eventually raising four kids.

Tom spent two decades in Travis and Williamson counties as a tenant farmer – one step up from share-cropping. By 1930, a 45-year-old Tom was working as a laborer at the new Round Rock cheese factory. In fact, he was on that job in 1934 – the year he was elected – when he had his glasses stolen by a drifter to whom he'd just given food.

Very quickly after winning the Marshal's post, Tom McNeese got to work – often collaborating with County Constable **Fred Olson** and Nightwatchman **Waymon Ferrell** on several cases. In 1934, the three lawmen captured an escaped convict with murder convictions and prison stays at Huntsville and Oklahoma.

The trio busted a 60-gallon still

that year and seized ten gallons of whiskey and two vehicles full of illegal booze and equipment. In 1935, Tom, Fred Olson, and another officer arrested three men outside of Round Rock in possession of weapons, safe-cracking tools, nitroglycerin, extra sets of vehicle license plates, and weapons.

Elsewhere during Tom's time in office, the pages of the *Round Rock Leader* document the first two instances of forensic analysis conducted in our town. In July 1936, a local stone cutter found a corpse near his home and, when he returned with help, the dead man apparently woke up and wandered off. The State Bureau of Investigation conducted microscopic analysis of evidence at the scene and concluded that a straw hat left there matched that of a civil engineer who'd gone missing from Skidmore, Texas, the week before.

In another case, the fingerprints of an unidentified 75-year-old man who fell ill and died on a train passing through town in 1940 were sent to the Texas Department of Public Safety, which identified the man and notified his family.

Despite its frequent excitement and the introduction of new techniques, the life of a small-town lawman also had its daily share of mundane issues. In July 1936, the city adopted an ordinance requiring driv-

Upper left: 1940 Draft Card. Upper right: Undated portion of a group family photo. Bottom left: Round Rock Cheese Factory, where Tom worked most of his time in office, in 1929. Bottom right: Tom during the 1930s.

REGISTRATION CARD—(Men born on or after April 28, 1877 and on or before April 16, 1917)			
SERIAL NUMBER U 1478	1. NAME (Print) Tom Roy McNeese	ORDER NUMBER	
2. PLACE OF RESIDENCE (Print) Round Rock, Williamson Texas	3. MAILING ADDRESS Box 464 Round Rock, Texas		
4. TELEPHONE SW Bell Tel Co 43W	5. AGE IN YEARS 37	6. PLACE OF BIRTH Round Rock Texas	
7. NAME AND ADDRESS OF PERSON WHO WILL ALWAYS KNOW YOUR ADDRESS Mrs. Myrtle McNeese, Round Rock, Texas		8. EMPLOYER'S NAME AND ADDRESS City Round Rock	
9. PLACE OF EMPLOYMENT ON BUSINESS City Marshall, Round Rock Williamson, Texas			
I AFFIRM THAT I HAVE VERIFIED ABOVE ANSWERS AND THAT THEY ARE TRUE.			
D. S. N. FORTH 1 (Revised 9-1-42)		16-2100-0 <i>Tom R McNeese</i> (Inspector's Signature)	



ers to come to a complete stop at stop signs, with fines ranging as high as \$20. Drivers were newly required to carry a driver license or face a \$200 state fine. Residents annually paid a \$1 dog tax to the Town Marshal. In 1937, the *Round Rock Leader* repeatedly warned citizens that free-running chickens are an ordinance violation, as is allowing livestock to run loose on the highway. During World War II, Tom served as Round Rock's air raid warden.

And what did Tom earn for all of policing efforts? In its fiscal 1947 budget, the city of Round Rock spent \$8,474 – nearly half of that on streets and rights-of-way for a new farm-to-market road. On police and

security, the city spent \$755 on nightwatchmen and \$76 on City Marshal fees and fines. Good thing he kept his day job.

Amid the prosaic tasks every police officer faces, Tom saw plenty of excitement. He also saw advances in police science as they were first applied in our city.

Marshal Tom McNeese died in office in 1948 at the age of 63 from kidney and heart disease. Winning re-election seven times over 14 years, however, showed the town's loyalty and respect for him. Tom is buried in Round Rock Cemetery along with A.W. Grimes and several other Round Rock lawmen.

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

