

# SCHOOL RESOURCE OFFICER AND CROSSING GUARD PROGRAMS

“EXCELLENCE IN POLICE SERVICE” TO OUR COMMUNITY



Compassion

Integrity

Courage



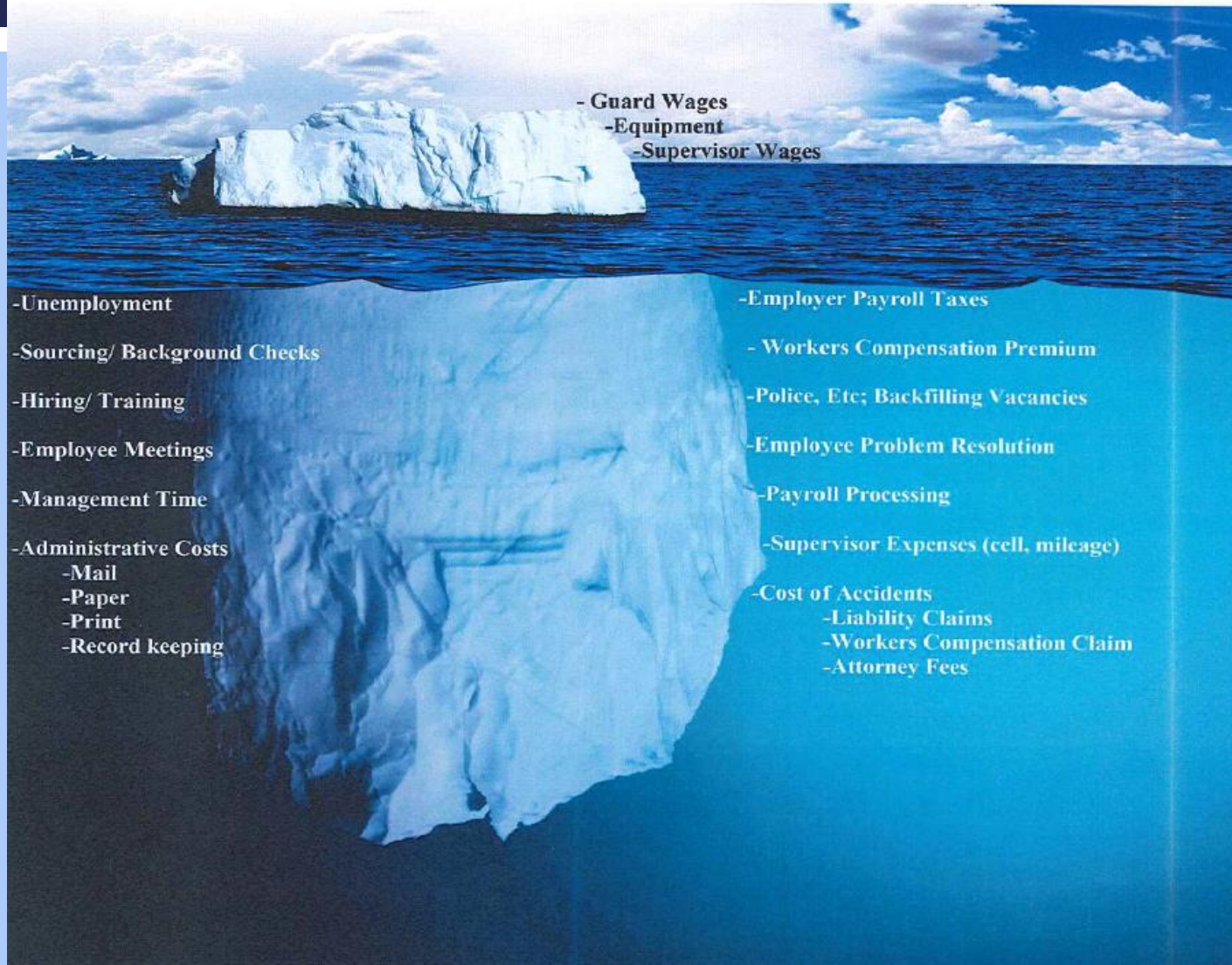
# CHALLENGES - ISSUES

***Committed to the Crossing Guard and SRO programs.***

## ***Crossing Guard Program***

1. CG Program salary/benefits cost between \$175,000 - \$180,000, but the administrative costs of the program are entirely on the PD.
2. Our administrative costs are impossible to track but are easily over \$40,000 a year.
3. Staffing and managing program falls under Operations Unit, the same unit responsible for special events.
4. Special Events have been growing significantly in number and scope, and will continue to grow as the downtown develops and expands.
5. Staffing program is increasingly difficult, taxing our staff and Human Resources.
6. No contract in place regarding crossing guards; nothing committing the SD to continuing with its contribution for crossing guard program.

# Total Crossing Guard Program Costs



# CHALLENGES - ISSUES

## *SRO Program*

1. SRO program salary and fringes are over \$1.3m, contribution from AADS had been around 27% based on our old agreement.
2. 12 SRO's assigned, over 10% of our sworn staff, highest per student in the state.
3. Review and comparison to other programs across the state indicated the contribution from AASD was significantly low.
4. Staffing demands - the only specialty positions we can possibly pull from to staff patrol is the SRO program.
5. We don't receive any contribution for Lt. Frisch position, vehicles, equipment, computers, or training; 100% on PD.
6. Demands for training of SRO's continues to grow, additional demands of school safety and using SRO's as trainers also continue to grow.
7. Conclusion - program was not sustainable under this model.

# PROGRAM HISTORY

## **Demands on PD increased**

1. Do “more with less” and “just one more thing.”
2. Calls for Service increasing steadily and the complexity of calls and investigations are taking more time.
3. The mental health challenges and impact of drugs continue to grow and demand resources.
4. Staffing of crossing guard positions for sick calls/shortages pulls officers off the street.
5. Community Survey – drugs, traffic issues, reckless driving, speeding in school zones were major issues that community wants us to focus on.
6. Crossing Guard service is being provided at the cost of our highest paid officers, when our staffing is smallest (arrival) or busiest (dismissal).

**The current model was not efficient or sustainable; administration of the program is inefficient and costly. Highly paid sworn supervisors, employees, and police officers doing duties, in addition to their primary duties, which would be better done by a civilian specialist.**



# TIMELINE

## End of 2017/2018 School year current agreement expired

Early 2017 - discussions with AASD.

- We completed an analysis of other SRO agreements and comparable sized agencies and school districts.
- We approached AASD to look at the possibility of taking over administration of the CG program. They were unable to take it over, but were agreeable to pursuing contracting the service out.
- Continued discussions led to a verbal agreement on increasing the reimbursement from AASD for SROs to 40%, and a commitment from them to pay 50% cost of contracted crossing guard program.
- I spoke with WI Police Executive Group of similar sized departments. A couple had already contracted out, and some had turned over administration to their school district. Their reasons for doing it were the same issues and concerns we have.

# TIMELINE

## End of 2017/2018 School year current agreement expired

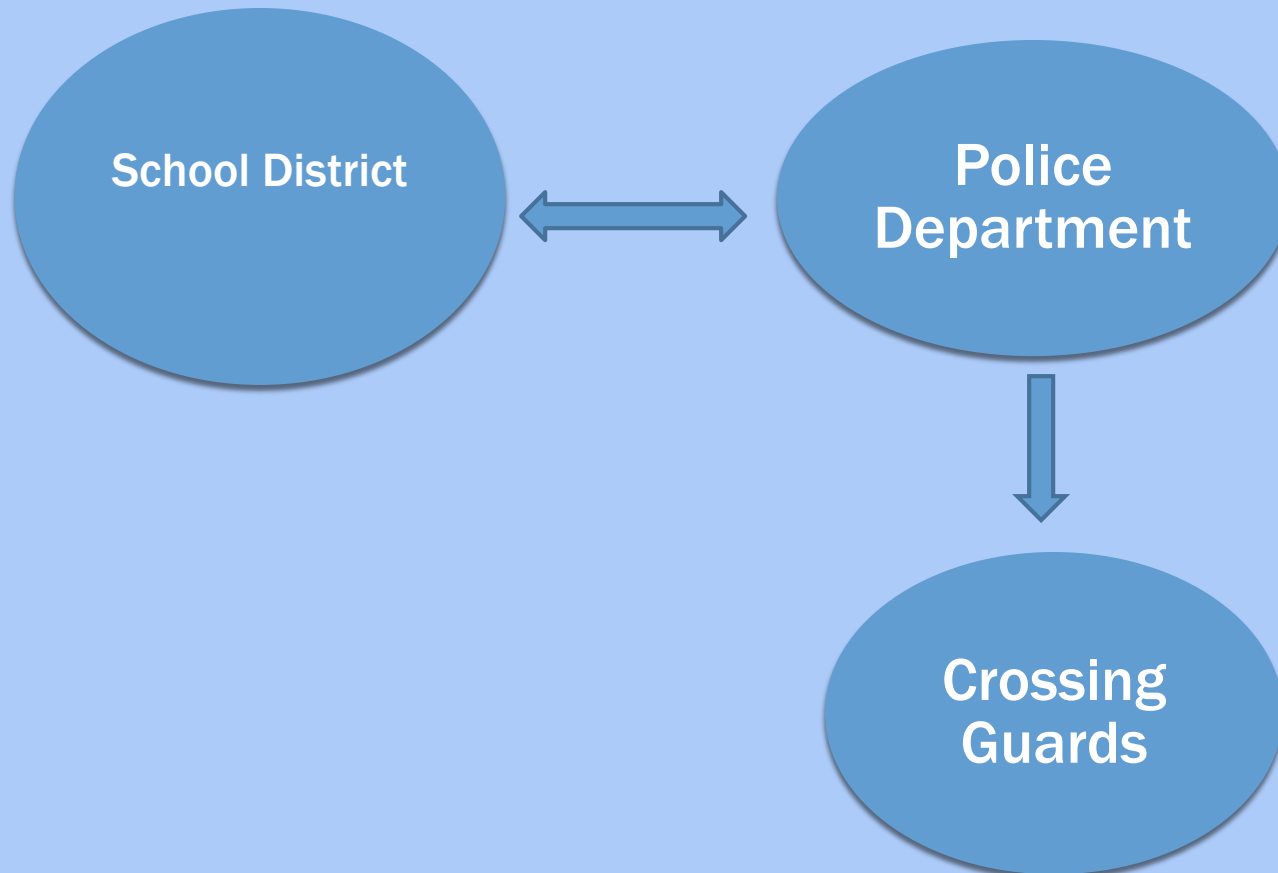
**April 20, 2018, Meeting with current Crossing Guards**

- Notified them our number one priority was to keep all crossing guards.
- Goal is that the students/parents would not notice a difference.
- We explained reasons behind it and that tht we would will still be actively involved and have a department liaison for the provider.
- Very few questions or concerns brought forward.

**Early 2018 - Work group (PD/HR/Law/Finance) develop an RFP.**

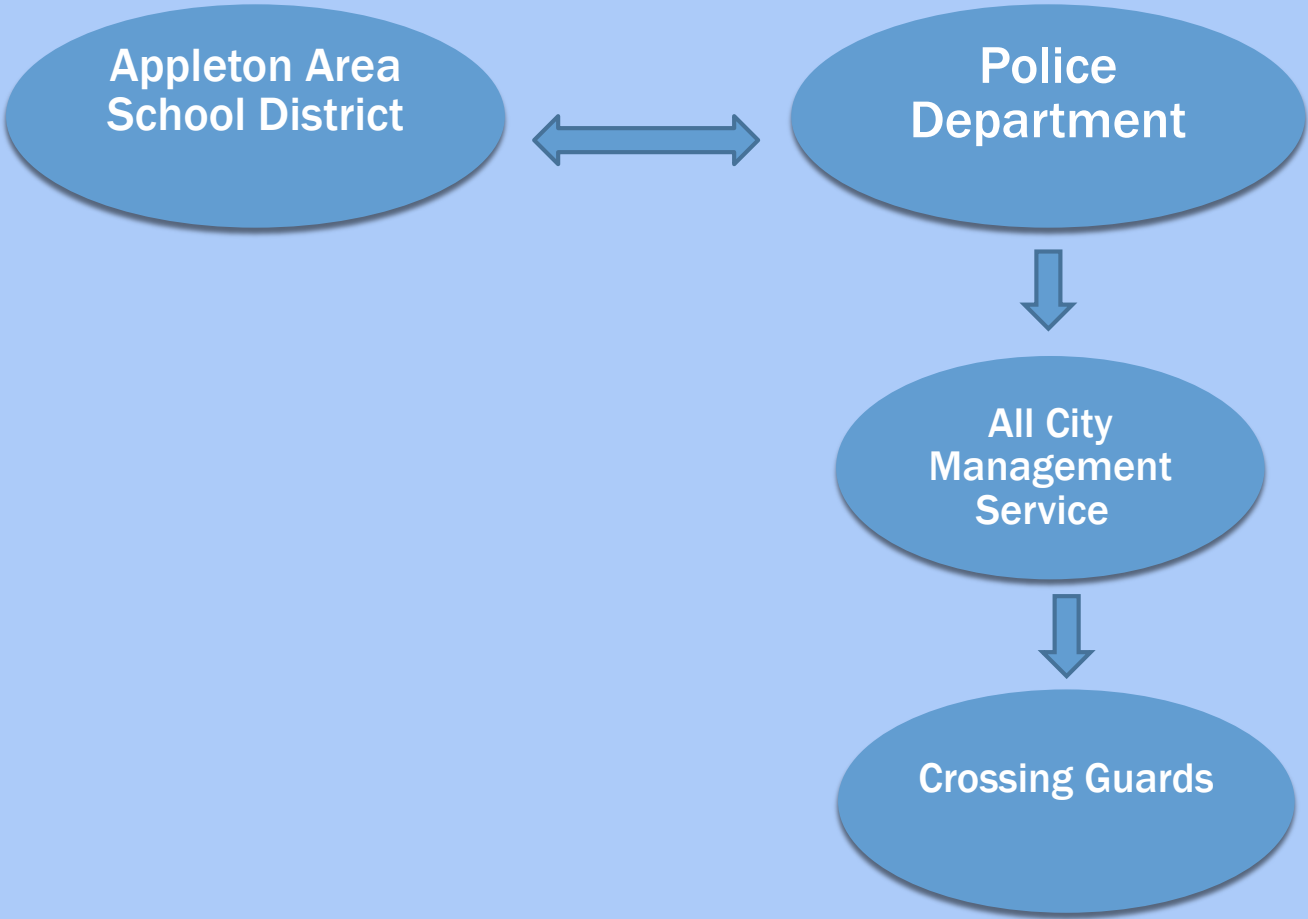
- Proposal returned from nations leading provider reviewed.
- Work group and Police recommend approval of a three year agreement, with option for two year extension with approval of both parties.
- Terms include a termination option - we can terminate the contract with written 30 day notice if provider not fulfilling obligations.

# CROSSING GUARD PROGRAM - CURRENT





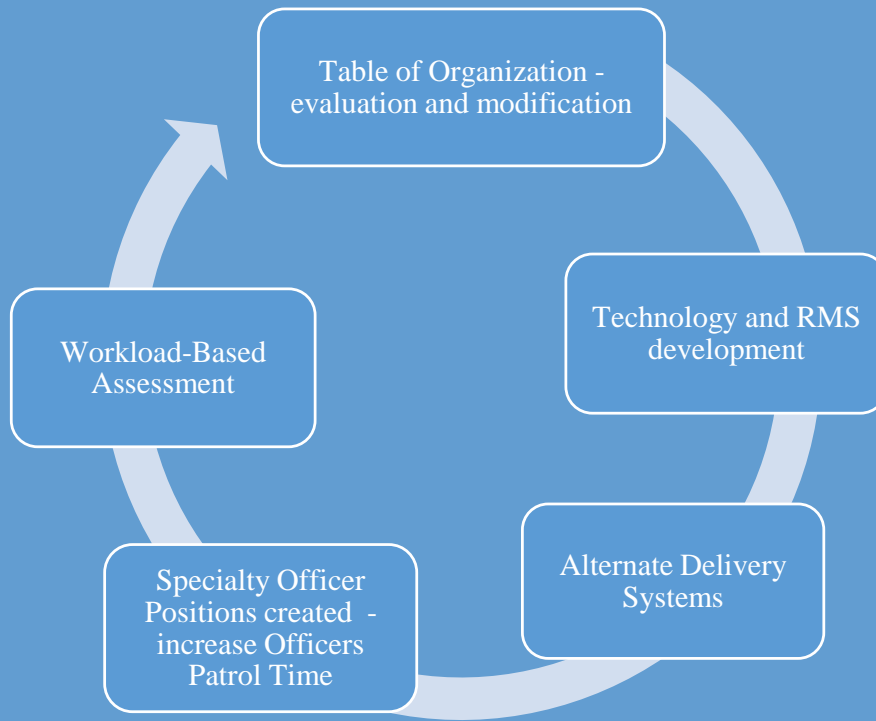
# CROSSING GUARD PROGRAM – PROPOSED CONTRACTED ADMINISTRATOR



*The responsible staffing of a public safety agency is an ongoing process of evaluating service and needs, adjusting to changing needs and requirements, developing alternatives to respond to those needs and only when necessary adding staffing to those areas to address the needs.*

### STAFFING PLANNING

**A continuous cycle of evaluating and responding**



Compassion

Integrity

Courage



### Financial impact - SRO

- \$157,000 increased revenue from AASD

### Financial impact – contracting Crossing Guards

- Costs increase approximately \$70,000
- Split 50/50 with the AASD.
- PD - additional expense of approximately \$35,000 per year.

### Benefits

- ✓ Cost savings and reduced liability.
- ✓ Indemnification clauses added for SRO program.
- ✓ Specialists managing the CG program - potential improvements.
- ✓ Recruitment, backgrounds, hiring, and training time eliminated.
- ✓ Administration and supervision time and costs eliminated.
- ✓ If we have to fill open positions they will be billed to ACMS at actual police officer wage.
- ✓ Supervisor, Officers and CSO's freed up to do their primary duties.
- ✓ Opportunity to review Operations TO – potential of additional cost savings by restructuring the duties (additional \$20K).

Compassion

Integrity

Courage

