



Memorandum

Memorandum No: 23-047.1

Date: March 31, 2023

To: Honorable Mayor, Vice Mayor, and Commissioners

From: Greg Chavarria, City Manager 
Greg Chavarria (Mar 31, 2023 11:46 EDT)

Re: School Resource Officers Agreement Update

On March 10, 2023, the Broward County Public Schools (BCPS) Interim Superintendent sent a letter to various municipal partners regarding the School Resource Officer (SRO) Agreements. The letter stated that a Special School Board meeting would be scheduled for March 28, 2023, to approve a contract for the 2022-23 school year. The agenda item was then delayed until April 11, 2023.

The Broward County Chiefs of Police Association (Association), was leading the negotiations with BCPS. While the Association cannot bind any police chief or municipality, the goal was to have uniform agreements across agencies. However, the Association ceased negotiations with BCPS. In a letter dated March 27, 2023, the Association notified BCPS that the Association has removed itself from further negotiations, and SRO agreements must be addressed with each government entity.

BCPS presented an overview of the SRO program at the regularly scheduled Board Workshop on March 28, 2023. The SRO presentation described the current program and future options, including the Association's initial proposal. The Association's proposal requested 100% contribution for salaries of SROs and SRO supervisors and a three-year contract. The School Board reached consensus on increasing the SRO contribution, but not to the 100% requested and not to include SRO supervisors. There was consensus for a three-year contract, beginning in the 2023-24 school year.

The School Board directed BCPS staff to prepare an annual contract for the 2022-23 school year, reflecting an increased reimbursement rate of \$73,000 per SRO. BCPS staff was also directed to prepare a subsequent three-year contract at a rate of \$75,000 per SRO annually.

Below is a summary of negotiations.

- The cost of a SRO for a 10-month period is \$154,351. BCPS only reimburses the municipalities \$61,200 per officer.

- Broward County voters approved an increase in the ad valorem property tax of one mill annually for fiscal years 2023-2027 to fund SROs, among other staff and teaching positions. The Safe School allocation provides the BCPS with an additional source of funding to pay SROs.
- For the past five years, the City has provided 10 SROs at the beginning of each school year.
- As of March 2023, the City has not received any reimbursements for services rendered since August 2022.

Staff recommends the City Commission communicates to BCPS the City's business challenge of providing highly specialized safety services at the proposed contribution rate, and that the City seeks full compensation for the 10 months of the SROs' service at the rate of \$104,000 per officer. The reimbursement sought represents an average countywide cost that includes salary, pension, and benefits. The City's contribution would cover SRO expenses related to training, supervision, car, equipment and SRO compensation during out-of-school time. The request represents a true partnership and is in the best interest of public safety.

Attachments

Attachment 1 – Broward County Public Schools Letter

Attachment 2 – Broward County Chiefs of Police Association Letter

Attachment 3 – Broward County Public Schools SRO Presentation

c: Anthony G. Fajardo, Assistant City Manager
Susan Grant, Assistant City Manager
D'Wayne M. Spence, Interim City Attorney
David R. Soloman, City Clerk
Patrick Reilly, City Auditor
Department Directors
CMO Managers



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Interim Superintendent
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**The School Board of
Broward County, Florida**

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Earlean C. Smiley, Ed.D.
Interim Superintendent

March 10, 2023

Subject: SRO Agreements

Dear Municipal Partners:

I am writing to express my deepest gratitude for the unwavering support you have shown Broward County Public Schools (BCPS) over the years. Your commitment to the education and safety of our students has been truly remarkable, and we are grateful for your partnership.

I understand that your partnership includes a significant financial commitment, and I want to assure you that the District is actively seeking to find a lawful avenue to immediately provide payment for the School Resource Officers (SROs). In the event that a final SRO Agreement cannot be successfully negotiated in the next few days, I have directed staff to bring an item for the School Board's consideration during the Special School Board meeting scheduled for March 28, 2023. This item will recommend the approval of SRO Agreements with a term from August 16, 2022 through June 30, 2023, and will be based on the same costs reflected in the 2021-2022 SRO Agreements. We recognize that once board approved, the SRO Agreements would necessitate the approval of all Cities/Town/County so that they can submit appropriate invoices that can in turn be paid by BCPS (within 10 business days). Our intent is to continue the negotiation process including amendments to the above-mentioned board approved SRO Agreements.

The School Board members and I are grateful for your commitment to our students, staff, and schools. As we continue to work together to create a brighter future for our students, we want to thank you for your unwavering support. Your partnership is essential to our success, and we look forward to continuing to work together to ensure the safety, security, and success of our students.

Sincerely,

Earlean C. Smiley, Ed.D.
Interim Superintendent

cc: School Board Members
Broward Chief of Police Association

BROWARD COUNTY CHIEFS OF POLICE ASSOCIATION

Hollywood Police Department – 3250 Hollywood Boulevard, Hollywood, Florida 33021



March 27, 2023

Dr. Earlean C. Smiley, Interim Superintendent
School Board of Broward County, Florida
600 Southeast 3rd Avenue
Fort Lauderdale, FL 33301

SENT VIA E-MAIL
AND U.S. MAIL

Re: School Resource Officer Agreement

Dr. Smiley:

I am writing to you in my capacity as the President of the Broward County Chiefs of Police Association ("BCCPA" or "Association"). As you know, the BCCPA has been in negotiations with designated Broward School Administration officials regarding the 2022-23 School Resource Officer ("SRO") Agreement.

Before the BCCPA became involved in negotiations for SROs, the School Board was required to negotiate individually with each governmental entity. These negotiations occurred with thirteen (13) different governmental entities who all had different priorities. In some circumstances, one entity would receive better terms and conditions than others and the School Board was required to modify the other twelve (12) contracts after they were executed. To ensure fairness on a county-wide level, the Association agreed to negotiate on behalf of all law enforcement agencies to standardize the terms and conditions of the Agreement. As of the date of this letter, the negotiations between the Association and School Administration have completely broken down, and there does not appear that an agreement for the 2022-23 school year will come to fruition.

The breakdown in negotiations is the result of your approach with the Association. While you publicly refer to law enforcement as "partners" in school safety, nothing could be further from reality. The lack of partnership is evident based on the events leading up to this letter.

On July 18, 2022, the Association met with former Superintendent Cartwright. At that meeting, the Association requested that the agencies be reimbursed for the salary of the SRO and a designated supervisor, excluding benefits.¹ This request would end the unfair double taxation of Broward County residents for SRO services. Superintendent Cartwright said she would respond to our request shortly after the bond referendum special election.² Six months

¹ Salary and benefits would amount to approximately double the officers' salary.

² Bond Referendum raised approximately \$250,000,000 with 17% being earmarked for school safety officer (SROs), school security, and school safety.

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SERGEANT-AT-ARMS
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Dr. Earlean Smiley
March 27, 2023
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later, on January 18, 2023, School Administration provided a woefully inadequate proposal due to delays and inattentiveness from Superintendent Cartwright, the General Counsel, and Assistant General Counsel.

Based on this inadequate proposal, the Association contacted School Administration so that the Association could provide a presentation to the School Board to explain the Association's position. Simultaneously, a School Board member also requested that the Association present before the School Board. School Administration scheduled the Association to present at the March 7, 2023, School Board meeting. Less than twenty-four (24) hours before the scheduled meeting, the Association was informed that you unilaterally decided to cancel the presentation based on your assessment that a presentation by the Association was inappropriate for a School Board meeting. The presentation was then rescheduled for the March 28, 2023, workshop.

Incredulously, on March 10, 2023, you sent an ultimatum that either the governmental entities providing SRO services accept the district's inadequate proposal before the March 28, 2023 workshop or you would present an item to the School Board for approval of less than your original proposal. Then, on March 17, 2023, after two months of preparation and coordination for the Association's presentation, we were informed that you once again unilaterally decided that only Security Chief Alberti would be making a presentation to the School Board and if the Association desires to speak, it may do so during public comment. This decision would severely limit the time the Association would have to effectively communicate its concerns to School Board members. This decision on your part further demonstrates your lack of interest in treating law enforcement as partners in school safety.

On March 24, 2023, the Association was again informed that the SRO Agreement would no longer be discussed at the March 28th special meeting but was moved to the School Board's regular meeting on April 11, 2023.

Due to your actions, the Association has voted to remove itself from further negotiations regarding the SRO Agreements. As such, any further negotiations must be addressed individually with each governmental entity providing SRO services.

Finally, as you are well aware, Section 1006.12, Florida Statutes obligated the School Board to either enter into a collaborative agreement with law enforcement for SROs, or employ school safety officers, or guardians. Since the 2021-2022 SRO Agreement has expired and no new agreement has been executed, the School Board is directly in contravention of Florida Statutes.

Even though you have failed to establish the required collaborative agreement and have hindered the School Board from complying with its legal obligations, the Association's members are dedicated to the safety of our students and schools. While Association members ultimately expect to be compensated for providing officers to the schools, law enforcement agencies will continue to provide sworn law enforcement officers to the schools designated in the 2021-2022 SRO Agreement for the remainder of the school year. However, since the 2021-2022 SRO Agreement has expired, law enforcement agencies are not bound to the terms and conditions of the Agreement. As such, some law enforcement members of the Association have indicated that they will no longer honor those terms and conditions. For further clarity, sworn officers

Dr. Earlean Smiley
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assigned to the schools may not perform the services or meet the requirements of a school safety officer as defined in Section 1006.12, Florida Statutes. As a courtesy, attached is a list of agency heads and their contact numbers so that you may reach out to them individually to determine what exact level of service will be provided for the remainder of the school year.

Respectfully submitted,



Christopher O'Brien, President
Broward County Chiefs of Police Association

c: Daniel Foganholi, District 1
Torey Alston, District 2
Sarah Leonardi, District 3
Lori Alhadeff, Chair, District 4
Dr. Jeff Holness, District 5
Brenda Fam, Esq., District 6
Nora Rupert, District 7
Dr. Allen Zeman, Countywide At-Large
Debra Hixon, Vice-Chair, Countywide At-Large
Florida Office of Safe Schools

Dr. Earlean Smiley
March 27, 2023
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Broward County Chiefs of Police Association Contact List

Coconut Creek - Chief Butch Arenal
barenal@coconutcreek.net, 954-973-6702

Coral Springs - Chief Brad McKeone
bmckeone@coralsprings.org, 954-346-1201

Davie Police Department - Chief Steve Kinsey
stephen_kinsey@davie-fl.gov, 954-693-8320

Fort Lauderdale - Chief Patrick Lynn
plynn@fortlauderdale.gov, 954-828-5590

Hallandale - Chief Michel Michel
mmichel@hallandalebeachfl.gov, 954-451-1411

Hollywood - Chief Chris O'Brien
cobrien@hollywoodfl.org, 954-967-4300

Margate - Chief Joseph Galaska
jgalaska@margatefl.com, 954-935-5401

Miramar - Interim Chief Jose Vargas
jvargas@miramarpd.org, 954-602-4404

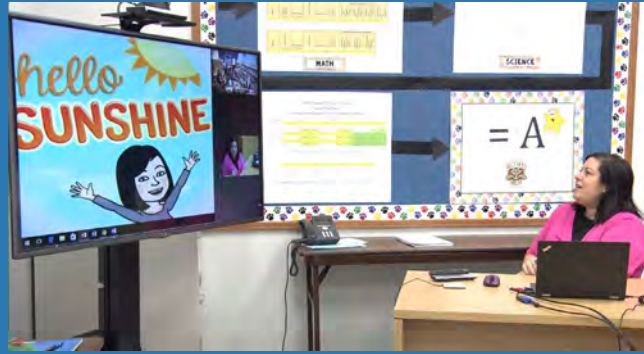
Parkland - Public Safety Director Paul O'Connell
poconnell@cityofparkland.org, 954-757-4169

Pembroke Pines - Chief Kipp Shimpeno
kshimpeno@ppines.com, 954-743-1763

Plantation - Chief Howard Harrison
hharrison@psd.plantation.org, 954-797-2171

Sunrise - Chief Anthony Rosa
arosa@sunrisefl.gov, 954-746-3363

Wilton Manors - Chief Gary Blocker
gblocker@wmpd.org, 954-390-2158



Safety, Security & Emergency Preparedness

School Resource Officer Program & School Safety Officer Program

Purpose

The purpose of this presentation is to inform the Board of our current School Resource Officer (SRO) Program structure and provide options for the Board moving forward.



School Resource Officers & Armed Guardians Current Program

Agency Name/Location City Name	# of SROs
City of Coconut Creek	12
City of Coral Springs	22
Town of Davie	16
City of Fort Lauderdale	10
City of Hallandale	3
City of Hollywood	14
City of Margate	4
City of Miramar	19
City of Pembroke Pines	16
City of Plantation	12
City of Sunrise	12
City of Wilton Manors	1
BSO - Unincorporated Broward	2
Subtotal SROs	143

Agency Name/Location City Name	# of SROs
BSO - City of Cooper City	5
BSO - City of Dania Beach	3
BSO - City of Deerfield Beach	3
BSO - City of Lauderdale Lakes	2
BSO - City of North Lauderdale	2
BSO - City of Oakland Park	2
BSO - City of Parkland	11
BSO - City of Pompano Beach	16
BSO - City of Tamarac	3
BSO - City of Weston	10
Subtotal SROs	57
Total SROs	200
Total BCPS Guardians	73
Grand Total	273

FY22 BCPS SRO Contribution: \$12,276,720



School Resource Officer Program Funding Options

The In-house models will require a multi-year implementation window and a significant investment in operating costs.

Safe School Officer (SSO) Options		Total Cost	Current Cost	Increase Cost to BCPS
	FY 22 SRO Contribution	\$12,276,720		
1	Offer a 12% Increase in SRO Contribution (proposed contract)	\$13,749,926	\$12,276,720	\$1,473,206
2	Offer a 100% SRO Contribution that includes Supervisors (requested contract)	\$22,875,800	\$12,276,720	\$10,599,080
3	Establish an SSO Program (Hybrid, In-House Model) with Guardians at all Elementary Schools and SSOs at all other schools	\$55,156,890	\$30,632,000	\$24,524,890
4	Establish an SSO Full Implementation (In-House Model) BCPS Police to staff all schools	\$66,107,122	\$21,685,729	\$44,421,393

SRO: School Resource Officer
 SSO: Safe School Officer



Option 1

Offer a 12% Increase to the Current SRO Contribution

School Resource Officers (SRO)	Current BCPS Contribution	Increase of 12% BCPS Contribution	Increase
One (1) SRO	\$61,200	\$68,544	\$7,344
Two Hundred SROs (200)	\$12,276,720	\$13,749,926	\$1,473,206
Estimated Financial Impact to BCPS			\$1,473,206

On March 14, 2023, the city of Coral Springs rejected the 12% increase offer and countered with 12% increase for FY23 and going forward a 3-year agreement with a monthly amount of \$12,319.33 per officer and a supervisor assigned to supervise SRO services.



Other School Boards' Contribution Assessment

School Board	Board Contribution	School Board Payment per SRO
Monroe (KWPD)	100%	\$158,724
Monroe (Sheriff)	100%	\$121,947
Broward (various Agencies)	67%	\$68,544
Volusia (Sheriff)	55%	\$75,731
Lee (Sheriff)	55%	\$61,391
Charlotte (Sheriff)	50%	\$69,082
Lee (Ft. Myers PD)	50%	\$64,402
Orange	50%	\$60,000
Seminole	50%	\$54,000
Lee (Cape Coral PD)	50%	\$50,000
Lee (Sanibel PD)	50%	\$50,000
Volusia (South Daytona Beach PD)	50%	\$29,112
Volusia (Daytona Beach PD)	50%	\$26,875



Option 2 BCPS Covers 100% of SRO Cost

This is also the Broward County Chief's of Police Association Proposal.

School Resource Officers (SRO)	Current BCPS Contribution	100% Cost Coverage	Increase	%
One (1) SRO	\$61,200	\$103,000	\$41,800	68.3%
Two Hundred (200) SROs	\$12,276,720	\$20,661,800	\$8,385,080	68.3%
Eighteen (18) SRO Supervisors	-	\$2,214,000	\$2,214,000	
Estimated Financial Impact to BCPS		\$22,875,800	\$10,599,080	

FY 2022 - 2023

Covered by Safe Schools allocation: \$11,420,301

Covered by Referendum funds: \$9,241,499

FY 2023 - 2024

Covered by Safe Schools allocation: \$11,319,041

Covered by Referendum funds: \$9,342,759

At the end of FY27, the District must be prepared to fund the annual recurring cost of \$11 million.



Broward County Chiefs of Police Association Proposal

Association's Request	Cost
BCPS to pay \$104,000 per SRO (200 SROs)	\$20,800,000
BCPS to pay \$123,000 per SRO Supervisor (18 supervisors)	\$2,214,000
Requested Cost of SRO Program for 100%	\$23,014,000

This offer by the Broward County Chiefs of Police Association was contingent upon entering into a 3-year agreement for SRO services with increases in pay commensurate with the increase in SBBC's taxable value.



Option 3 (Hybrid)

BCPS Guardians at all ES and BCPS Police at all MS and HS

Cost	No. Pos	Total Cost	No. Pos.	Current Cost	No. Pos.	Increase Cost to BCPS
Armed Positions (Guardians & SSOs)	336	\$29,230,189	142	\$11,705,430	194	\$17,524,759
Support Positions	53	\$3,856,903	29	\$2,095,637	24	\$1,761,266
Total Positions	389	\$33,087,092	171	\$13,801,067	218	\$19,286,025
SRO Contribution				\$12,276,720		\$(12,276,720)
Operating		\$6,929,798		\$3,234,213		\$3,695,585
Vehicles (non-recurring)	184	\$10,140,000	24	\$1,320,000	60	\$8,820,000
Infrastructure (non-recurring-estimated)		\$5,000,000		-		\$5,000,000
Total Operating & Additional Cost		\$22,069,798		\$16,830,933		\$5,238,865
Estimated Total Cost of Option 3		\$55,156,890		\$30,632,000		\$24,524,890

School Safety Officer Program does not include SSO support for Charter Schools.



Option 4 BCPS School Safety Officers for All School Levels

**This model will take several years to roll out and requires an infrastructure investment.
 The Guardian positions will remain active to be used as floaters.**

Cost	No. Pos.	Total Cost	No. Pos.	Current Cost	No. Pos.	Increase Cost to BCPS
Armed Positions (All SSOs)	336	\$31,820,421	39	\$4,304,159	297	\$27,516,262
Support Positions	53	\$3,856,903	29	\$2,095,637	24	\$1,761,266
Total Positions	389	\$35,677,324	68	\$6,399,796	321	\$29,277,528
SRO Contribution				\$12,276,720		\$(12,276,720)
Operating		\$6,929,798		\$1,689,213		\$5,240,585
Vehicles (non-recurring)	336	\$18,500,000	24	\$1,320,000	312	\$17,180,000
Infrastructure (non-recurring-estimated)		\$5,000,000		-		\$5,000,000
Total Operating & Additional Cost		\$30,429,798		\$15,285,933		\$15,143,865
Estimated Total Cost of Option 4		\$66,107,122		\$21,685,729		\$44,421,393

School Safety Officer Program does not include SSO support for Charter Schools.



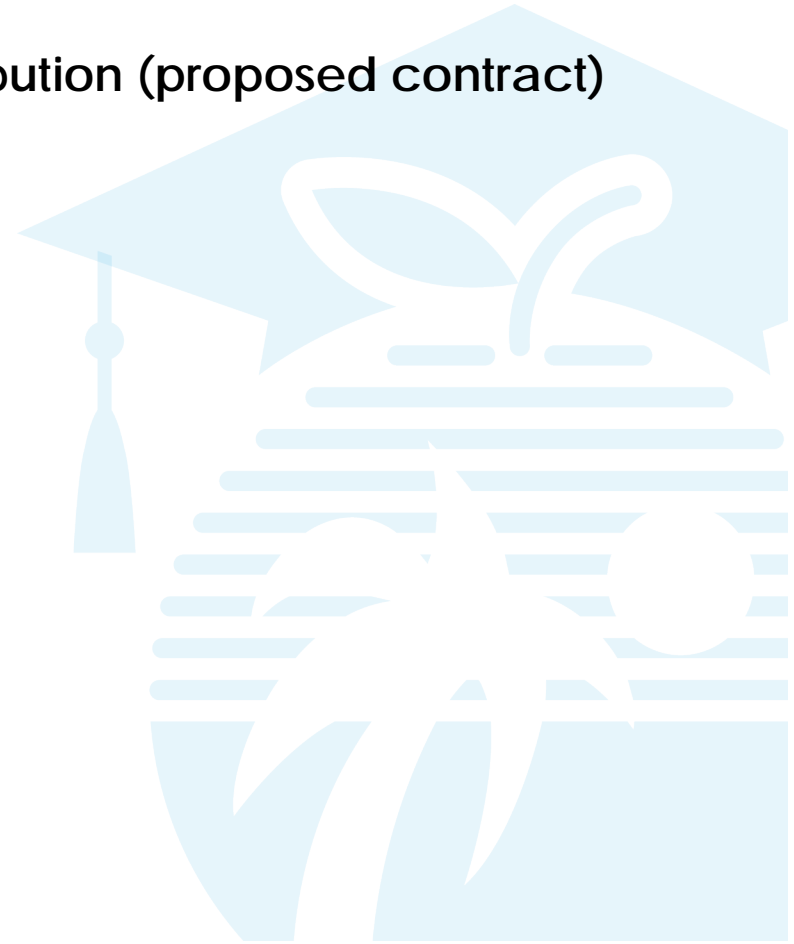
Use of the Referendum

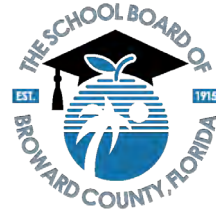
Salaries include applicable Fringe Benefits	FY23	FY24
Estimated Salaries & Salary Increases	\$30,540,800	\$31,764,823
SRO – Estimated Deficit from Safe Schools	\$2,329,625	\$2,430,885
Overtime & Supplements	\$1,792,464	\$1,769,432
Armed Guardians (30 pos) Salary Increase	\$509,657	-
Additional Guardian Positions (Full-Time & Part-Time)	\$637,302	\$2,280,870
Canine Program – Two (2) BCPS Police Handlers	\$50,495	\$216,156
Additional Security Positions	-	\$1,776,120
Additional Support Positions	-	\$202,000
2-Day Campus Monitor Calendar Extension	-	\$192,681
Estimated Financial Impact to Referendum Funds	\$35,860,343	\$40,632,967



Recommendation

To offer a 12% Increase in SRO Contribution (proposed contract)





Lori Alhadeff, Chair
Debra Hixon, Vice Chair

Torey Alston
Brenda Fam, Esq.
Daniel P. Foganholi
Dr. Jeff Holness
Sarah Leonardi
Nora Rupert
Dr. Allen Zeman

Earlean C. Smiley, Ed.D.
Interim Superintendent

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browardschools.com

