



# **City of San Marcos**

## **City Council Work Session**

June 3, 2025

# Purpose



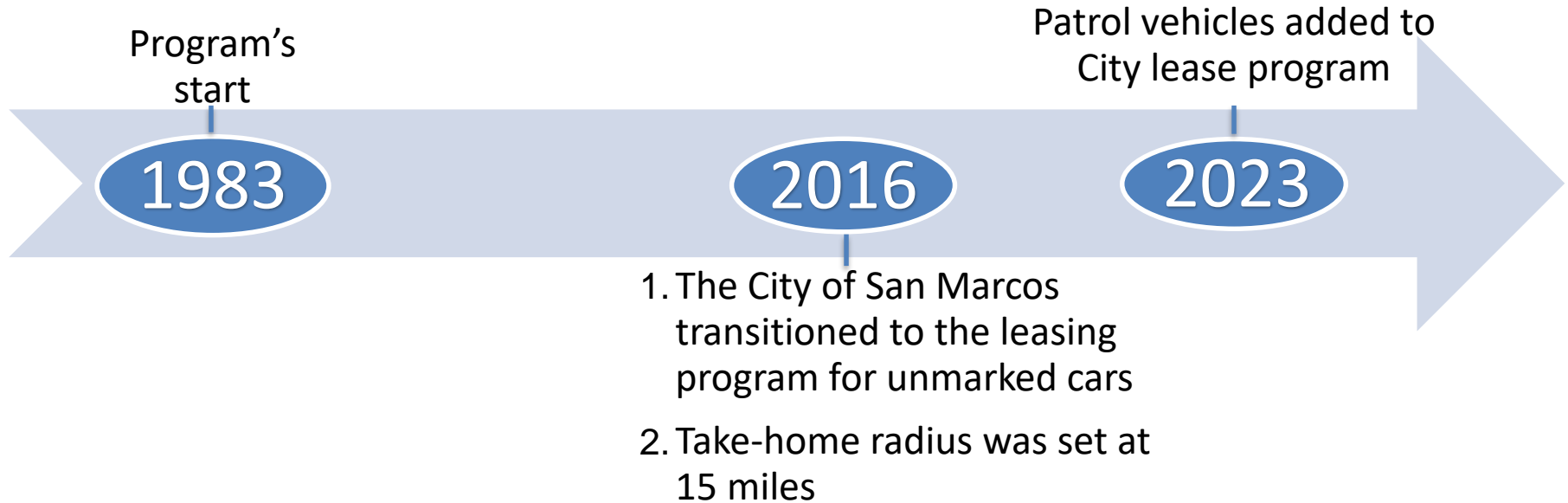
To provide awareness of the Police Department's use of take-home vehicles.

*Council Direction Requested:*  
Receive formal guidance on proposed fleet surcharge related to police secondary employment.



# Take-Home Vehicles

# Take-home vehicles





# Take-home vehicles maximize:

## 1. Community Impact

Specific deterrence: Data-Driven Approaches to Crime and Traffic Safety ([DDACTS](#))

[DDACTS 2.0 Operational Guidelines](#), June 2021 (pg. vi)

“The research in this report demonstrates that both crashes and crime are spatially clustered and can be affected by police visibility and contacts.”

[DDACTS 2.0 Operational Guidelines](#), June 2021 (Pg. vi)

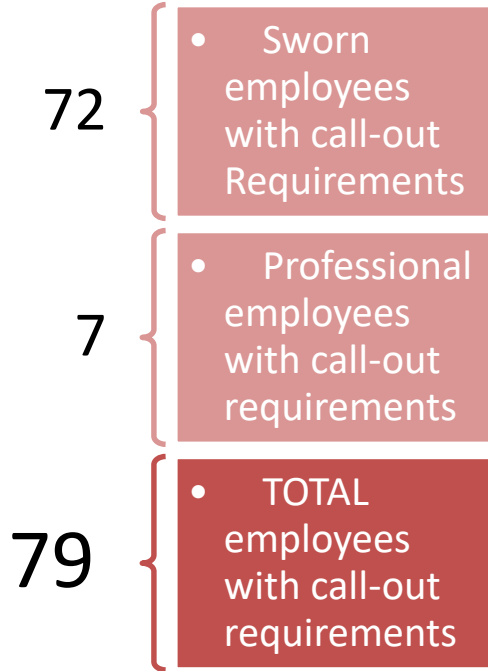
A. “This model affords communities the dual benefit of reducing traffic crashes and crime in the same area, thus reducing overall social harm.”



# Take-home vehicles maximize:

## 2. Operational Efficiency

Ancillary Duty	Specialization(s)
<b><i>Administration – Office of Professional Conduct</i></b>	
<b><i>K-9</i></b>	
<b><i>SWAT</i></b>	
	Crisis Negotiation Team
	Drones
	Robotics
<b><i>Collision Investigations Team</i></b>	
<b><i>Criminal Investigations Division</i></b>	
	Detectives
	Crime Scene Investigations
	Crime Victim Services
	Crime Analysts
	Digital Forensic Detectives





# Take-home vehicles maximize:

## 2. (b) Operational Efficiency Example

“After completing an off-duty job at Bobcat Quickie, the Mids A supervisor asked if I could provide additional support to patrol. I agreed to stay over and assist with the high volume of calls for service. It was an especially busy weekend with a significant number of calls requiring attention.”



# Take-home vehicles maximize:

## 2. (c) Operational Efficiency Example

"I was heading home going south on IH 35 after a long shift on eves just after four am. I observed a vehicle driving the wrong way on the interstate after at least two cars rapidly swerved to avoid a head-on collision just north of the TA truck stop.

I activated my emergency lights, swerved across 35 to warn several 18-wheelers behind me and stopped on the shoulder until the wrong-way driver passed.

Traffic was light enough for me to turn my marked unit around and stop the violator. NBPD and Comal County arrived shortly after and arrested the driver for DWI. She apparently had entered the highway somewhere around HWY 46 and was heading to San Marcos, highly intoxicated."





# Take-home vehicles maximize:

## 2. (d) Operational Efficiency Example

“While working traffic control at Amazon, a major crash occurred on McCarty Lane with injury. Responded directly to crash arriving 10 seconds after it occurred, provided aid, investigated the crash and completed the crash report from my vehicle while still working extra duty saving the city the cost of me doing that report during my normal hours and clearing the roadway significantly faster.”



# Take-home vehicles maximize:

## 2. (e) Operational Efficiency Example

“Two females robbed Fuego in town. At 1447hrs, Officer located the suspect vehicle heading southbound on 35 access road. I was on my way to training, traveling on FM 1102 (Hunter Rd.), and heard the call on the radio. I cut across on York Creek Rd and was able to join in what turned into a Pursuit with the suspects. I became the #2 unit.

The suspect vehicle wrecked out in construction, and the female suspects fled on foot. I was able to give chase, and both suspects were successfully taken into custody.”



# Take-home vehicles maximize:

## 2. (f) Operational Efficiency Example

“NBPD was in a pursuit northbound into our jurisdiction and was requesting assistance. The suspect vehicle did the turn-around to go south again at Posey Rd. Multiple Evening Shift officers were already heading home, so they were in the area.

Once we received clarification on the pursuit justification from NBPD, I authorized SMPD officers to assist...ending the pursuit.”



# Take-home vehicles maximize:

## 2. (g) Operational Efficiency Example

“I was assigned to Eves A when a call for service populated at *Redroom Social Lounge*. The call populated at the end of my shift and I was traveling home in my take-home vehicle. It was a physical disturbance wherein the victim was unconscious.

I was able to turn around as I was traveling home, go to the scene, interview the suspect, many witnesses, collect valuable video surveillance recording, and collaborate with the on-call Detective and the Evidence Unit. The victim died as a result of his injuries and the suspect was arrested for Manslaughter.”



# Take-home vehicles maximize:

## 2. (h) Operational Efficiency Example

“At approximately 0549 hours, I was on my way to shift briefing and saw a 911 open line call come in. The call notes indicated there was a shooting, and the caller had a video. I self-assigned to the call and immediately arrived.

Upon arrival, there was a subject detained, but it was unknown whether he was the shooter. Additionally, the location of the firearm was unknown. I began canvassing the area to assist in the investigation. Another officer called out that he located the firearm, in a field, behind one of the buildings. I photographed its location and waited until the Crime Scene Unit was able to collect it. Video of the shooting successfully identified the detained subject shooting the firearm into the air several times and attempting to hide the firearm once officers were on scene.”

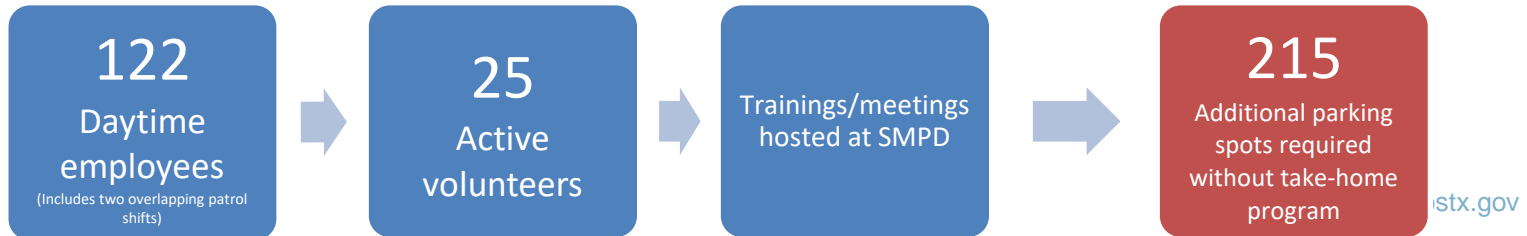


# Take-home vehicles maximize:

## 3. Financial considerations (parking)

### A. 164 Parking spots at the Police Department

Parking spots	Current Use
(-)5	Reserved for <b>disabled</b> parking
(-)18	Reserved for <b>public</b> parking (utilized by records staff)
~(-)49	Reserved for <b>training, fleet, auction, specialized, etc</b>
~ 92	Spots left for daily employees, volunteers, visitors





# Take-home vehicles maximize:

## 3. Financial considerations (misc.)

SMPD parking  
lot needs to be  
repaved

- Costs are approximately \$400,000
- No opportunity for additional impervious area

Assigned  
vehicles last  
longer

- Assigned vehicles can last up to 5+ years
- “Hot swapping” leads to a 3-year turn-around

# Take-home vehicles maximize:

## 3. Financial considerations (weather)

### Hail

- 2024
- Eighty (80) vehicles sustained damaged
- CoSM paid \$1,000/vehicle to repair damages
- Fifty-five (55) vehicles were parked at the department, (7) of which were new and unassigned

### Flood

- 2013, May 2015, October 2015
- Ingress/Egress to the front entrances has been completely stopped during large rain events
- Splitting of San Marcos due to low/high points in the city impacting response

### Tornado

- 2007
- Nineteen (19) vehicles at the department sustained damage



Above: Photo displaying damage sustained from the 2007 Tornado  
Right: Photo displaying damage sustained from the 2024 hail storms



# Take-home vehicles maximize:

## 3. Financial considerations (Floods)



Photos displaying flooding at the ingress of the Police Department, **taken May 28, 2025 with a 2" rain**

# Take-home vehicles maximize:



## 4. Mandatory Callouts

### A. [Policy 2.1 Rules of Conduct](#)

“G. Officers Always Subject to Duty. Officers shall always respond to the lawful orders of supervisors, and to the call of individuals in need of police assistance. The fact that they may be off duty shall not relieve them from the responsibility of being recalled to duty as needed.”



# Take-home vehicles maximize:

## 4. Mandatory Callouts

- After-hours incidents [NOT originating during 'business' hours]

Ancillary Duty Servicing Hays County	2024 Callouts	# of Employees	Est. 2024 Cost [All members - 1 hr]	Average miles driven PD --> Loc
SWAT/CNT	46	18	\$ 25,132.01	~10.2
Drones	23	12	\$ 9,439.68	~9.2
Robots	19	3	\$ 3,566.64	~11.1
K9	81	2	\$ 3,750.68	~4.7

Ancillary Duty Servicing CoSM	2024 Callouts	# of Employees	Est. 2024 Cost [All members – 1 hr]	Average miles driven PD --> Loc
Victim Services	10	2	\$ 504.81	~2.6
Collision Investigation Team	13	9	\$ 3,814.58	~3.2
Crime Scene Investigators	14	4	\$ 1,413.46	~2.8
Investigations – Detectives*	21*	24	\$ 35,640.95	~3.3

\*Eight additional day callouts required after-hours overtime

# Take-home vehicles maximize:



## 5. Accountability

### A. [Policy 7.14 Vehicle Operation](#)

“C. All vehicles will be inspected by supervisors on a quarterly basis and the inspection documented...Before each patrol duty assignment, officers shall check marked vehicles for cleanliness, operability, and all required equipment.”



# Take-home vehicles maximize:

## 5. Accountability

### A. [Policy 2.9 Event Review Board](#)

“The Event Review Board (ERB) ensures greater review consistency across the organization and makes training and policy recommendations. The department will protect the community trust by preventing misconduct, avoiding and or mitigating police mistakes, and reducing the use of force to accomplish lawful objectives.”



# SMPD Take Home Vehicles and Comparison Cities

# Comparison/Peer Cities for CoSM



- **Peer comparison cities:**

- Consist of both local and regional cities in the CoSM recruitment area and other like-type cities outside the immediate area
- Were discussed by the Director's team in 2023
- Were chosen based on:

Comparable  
Size

Demographics

University  
Community

Municipally-  
owned

- water/wastewater
- electric utilities
- airport

Compete for  
recruitment

[sanmarcostx.gov](http://sanmarcostx.gov)

# Comparison/Peer Cities for CoSM



City	Applicable Personnel	Distance/Area
Round Rock	All	12 miles
New Braunfels	All	15 miles from main plaza
Georgetown	All	30 miles from city limits
Denton	If subject to callout; 10 per patrol shift	30 miles from headquarters
Garland	Specialized Units	Unlimited
College Station	Detectives; K9; Command	30 miles from city limits
Cedar Park	All	25 miles from city limits
Austin	190 units	25 miles from city limits
Sugar Land	Command Staff	Unlimited
Bryan	All	Brazos County

*Comparison cities are pre-established by the City of San Marcos*



108

Total take-home vehicles currently

\$24,032.65

Per year for take-home vehicles

(Fuel costs as of 5.2.25 – round-trip home to city limits as the crow flies)

25 (23%)

- Within city limits

39 (36%)

- Within 5 miles

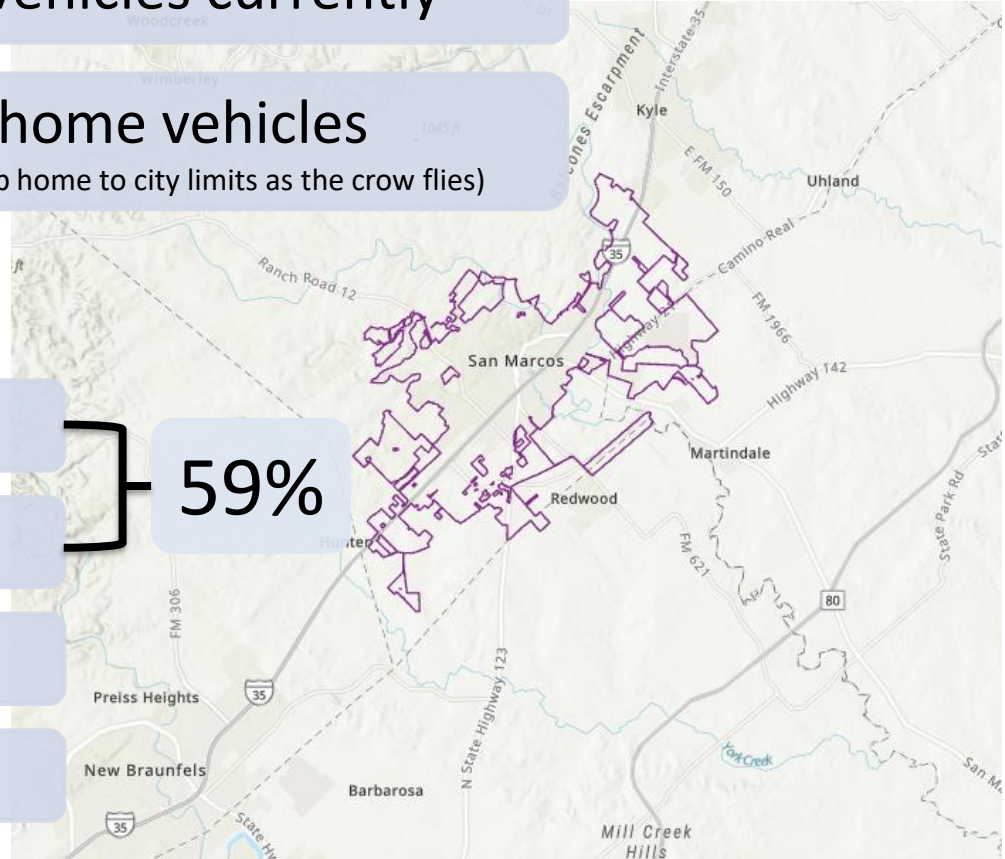
28 (26%)

- Within 10 miles

16 (15%)

- Within 15 miles

59%





# Take Home Vehicles and Secondary Employment

# Secondary Employment:



42

## Officers Working Secondary Employments

- Forty-two officers work secondary employment. This is 34% of sworn personnel.

54

## Reoccurring In-City Jobs

- There are currently fifty-four reoccurring in-City jobs worked by these officers, including (but not limited to) Bobcat Quickie, SMCISD, CoSM, TXST, and Amazon.

8

## Courtesy Officers

- Eight officers are employed as courtesy officers at various apartments inside the city.

1

## Out-of-City Job

- There is one out-of-city job that requires a vehicle. This is PromiseLand at 1.5 miles from the city limit.

# Secondary Employment:



## Amazon

- Requires a marked unit
- November and December (full months)
- Occasionally in July for Prime Days
- One day in September

## Outlet Malls

- Black Friday
- Boxing Day
- Tax-free weekend



# Proposed Changes

# Secondary Employment Proposal



Rental car companies charge a daily rate

(translated into /hr)

Median Daily Rate:

(In our Region – Austin to New Braunfels)

\$171.90

(Full-size SUV)

Enterprise offers 5%  
discount for  
Government use:

\$163.31/day

\$6.80/hr

# Proposal

Officers are **charged \$6.80 / hour for each hour a vehicle is used for secondary employment**

Officers who live **outside the City are** charged 1/2 of that hourly rate **(\$3.40) as a one-time fee per trip to commute to secondary employment when a vehicle is not required**

This assumes the officer was not already commuting into the City for an assigned/regular shift



# Staff Recommendations



# Staff Recommendations



## Fleet Surcharge Adoption

- Surcharge for police secondary employment
  - \$6.80/hour for use of police vehicle
  - \$3.40 to commute round trip to secondary employment

## Value of Take-home Vehicles recognized

- Recruiting/retention
- Operational impact/efficiency
- Long-term financial savings
- Reduced maintenance costs
- Mandatory callouts
- Rapid response to crisis
- Rapid response to natural disasters
- Fewer fleet technicians and police personnel
- Vehicle upfitting costs significantly reduced
- Higher resale value
- Minimized attrition due to natural disasters or vandalism

## Accountability

- Assigned ownership
- Maintain ERB review of crashes and vehicle misuse
- Continue routine maintenance responsibilities
  - Quarterly inspections

[sanmarcostx.gov](http://sanmarcostx.gov)

# Council Direction Requested



Receive formal guidance on proposed fleet surcharge related to police secondary employment.