



Date: May 12, 2025

To: Mayor and Town Council

From: Sean O’Keefe

Re: Consideration and Approval: **SRO Agreement FY 25-26**

Objective:

To consider whether to renew the annual **School Resource Officer (SRO) Agreement** with the Lake County School Board for the 2025–2026 school year, providing three Howey-in-the-Hills Police Officers at three Lake County schools.

Summary:

The agreement proposes the placement of three sworn officers at the Lake Hills School, Academy at Lake Hills North, and Lake Success Academy. Lake County School’s fiscal year is July to June. The school term is from August 11, 2025, to the last day of school in May 2026. Under the agreement, the Town is reimbursed only for direct personnel costs (salary, FICA, pension, and health insurance) during the 10-month school year. All other costs, including equipment, vehicles, training, administrative support, and leave coverage, remain the responsibility of the Town.

The Town Council is asked to consider renewal of the agreement or to redirect the associated costs to address internal staffing priorities, as raised by the Mayor and Finance staff.

Financial Details (based on FY25 actuals to date)

- **Reimbursement:** \$185,000-\$200,000
- **Personnel Cost:** \$280,000
- **Operations and Maintenance Cost:** over \$20,000
- **Net Subsidy of Lake County Schools by Town:** Approximately \$100,000 annually
- **Additional costs:** coverage for sick/vacation and administrative overhead

After accounting for time spent at the school, mandatory training, holidays, and personal leave, each officer provides approximately 218 base hours annually of work for the Town, equivalent to 18 shifts of 12 hours. If an officer participates in a Lake County Schools summer program and the Florida Association of School Resource Officers (FASRO) conference, the number of hours available to work in Town is further reduced by 117 hours.

Fiscal Impact:

Continuing the agreement results in a net annual loss to the Town of approximately \$100,000.

Staff Recommendation:

Given the significant financial concerns, absence of a statutory requirement, and the critical need to stabilize staffing, staff recommends Council consider non-renewal of the agreement.