

Update on the Implementation Plan for the Establishment of a Metro Transit Community Public Safety Department (TCPSPD)

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TCPD Status Update

Background

- In June 2023, the Board approved Motion #21.1 by Directors Najarian, Sandoval, Butts, Barger, and Bass. Directed the Chief Executive Officer (CEO) to prepare a comprehensive implementation plan for Board consideration.

Implementation Plan Goal

- Reflect Metro's need for specialized public safety services and engaged visible presence.
- Utilize a multi-layered integrated deployment approach.
- Provide vision for Board consideration of establishing public safety services in-house.

Research Methodology



Interviewed stakeholders

Conducted in-depth interviews with key stakeholders involved in transit operations and public safety to understand current practices, challenges, and opportunities.



Review of historical practices

Analyzed previous public safety initiatives, incident reports, and customer feedback to identify trends, issues, and lessons learned.



Comparative analysis

Benchmarked against other transit agencies of similar size and context to identify best practices in improving public safety.

Using a mix of primary and secondary research methodologies provided a 360-degree view of the current transit public safety landscape and how to establish Metro TCPD.

Emerging Themes

Engaged visibility fosters positive community relationships and deters crime through active presence and proactive outreach.

Training with a Transit Purpose

Beyond being familiar with infrastructure locations and POST certified.

Engaged Visibility

Consistently present, reliable, and accessible in both emergency and non-emergency situations.

Zone Deployment Model

Dedicated zone/geographical areas for patrols where officers will respond to their assigned locations daily.

Operational Model Framework

Success depends on establishing trust, improving training and accountability, and embracing diversity. By incorporating social work principles and mental health awareness into policing, the new department can work towards building trust, fostering collaboration, and addressing the root causes of crime and social issues within our transit communities.

- Collaborate with social work educators to develop joint training programs that address both law enforcement and social work perspectives.
- Emphasis on relationship-based policing - riders and employees will see more consistent foot patrols systemwide. The transit system's expansive geography uniquely enables Transit police to build strong relationships and be embedded in planning for transit growth.
- Opportunity to implement procedural justice principles to ensure fair and transparent interactions between officers and the transit community. Riders will be more likely to accept and comply with decisions when they believe the process leading to those decisions is fair, respectful, and unbiased.
- Mandatory trauma-informed to recognize and address the impact of trauma on individuals in the community.

Zone Deployment Model

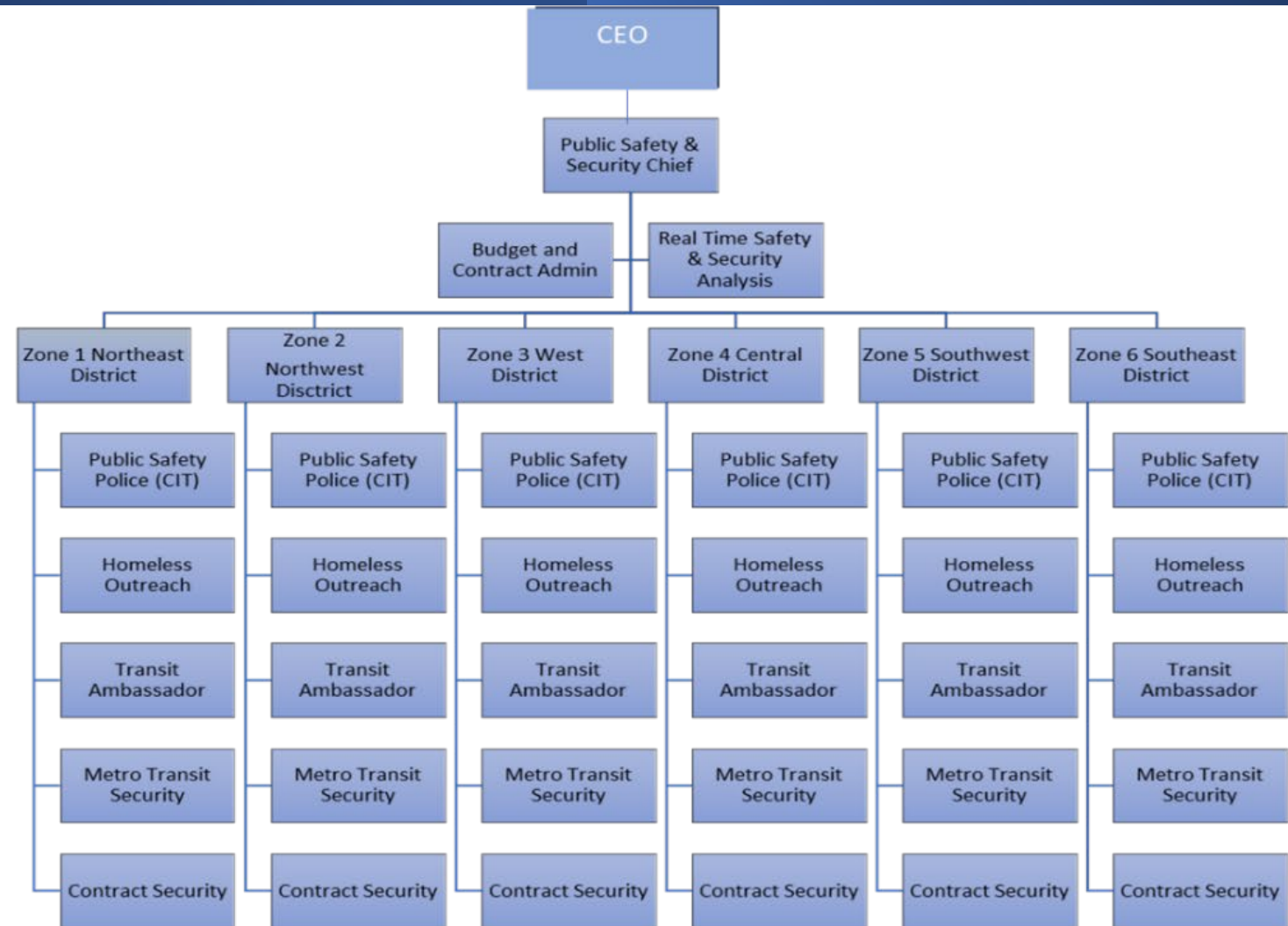
A deployment model with dedicated zone/geographical areas

- Increased Police presence and engagement
 - More engaged interaction with riders regularly
- Better coverage and response times
 - Resources in zones will allow for faster response times to emergencies
- Officers gain local knowledge
 - Patrolling the same area allows officers to become familiar with riders and understand the unique transit environment.
 - Improve community engagement and improve sense of care in patrol zone.
- Increase officer visibility, familiarity, and accountability
- Work closely with other resources, such as Homeless Outreach teams and Ambassadors who are also assigned by zone.

The Zone Deployment Model focuses police resources on more effective community engagement, responsiveness, and tailored service.

Functional Organizational Methodology

- Chief of Police reports directly to CEO
 - Robust community participation in the recruitment/selection process
- Coordinated staff deployment to six geographical areas
- Care-based strategies integrated into the model



Next Steps

Present the final implementation plan to the Board that addresses all the Board's directives, including:

- PSAC feedback
- Department Goals and Objectives, Framework, Organizational Structure
- Budget & Resource Allocation
- Potential timeline for transition and implementation