



IN-HOUSE PUBLIC SAFETY DEPARTMENT FEASIBILITY STUDY

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Metro's Layered Public Safety Ecosystem

- In 2022 Metro established a comprehensive approach to ensuring public safety on the system by implementing a multi-layered safety program to address the different aspects of safety.
- Each layer in the public safety ecosystem adds value and enhances the overall security and safety of the Metro system.



Strengths of an In-House Public Safety Department



ENGAGED
VISIBILITY



CULTURAL
ALIGNMENT



TRANSPARENCY



RESPONSE
TIME



DEDICATED
STAFFING



FISCAL
SUSTAINABILITY

In-House Public Safety Department Model

Public Safety Ecosystem Component	FY23 Staffing and Budget Model		In-House Public Safety Department Model	
	Number of Personnel	Annual Budget (millions)	Number of Personnel	Annual Budget (millions)
Police	645	\$172.9	464	\$135.4
<i>Patrol Officers</i>	344		290	
<i>Specialized Unit Officers</i>	82		52	
<i>Patrol/Specialized Unit Sergeants</i>	70		39	
<i>Administrative/Support Staff</i>	149		83	
Metro Transit Security	290	\$40.2	290	\$40.2
Contract Security	322	\$24.5	322	\$24.5
Transit Ambassador Program	437	\$33.0	437	\$33.0
Homeless Outreach	85	\$15.3	85	\$15.3
Mental Health Crisis Outreach	30	\$10.0	30	\$10.0
Total	1,809	\$295.9	1,628	\$258.4

- Under the current contract law enforcement, police officers are almost exclusively deployed as two officer/deputy units except for LASD who has the ability to deploy a one officer unit.
- Under the in-house model, the focus is on increased visibility and coverage, and as a result, the assumption of patrol deployment would be primarily one officer units.
- The primary one officer unit approach is typical in a transit policing environment and consistent with most LA County police agencies.
- The in-house model streamlines redundancies reducing the number of administrative/support personnel by almost 60% .
- The estimated budget for an in-house public safety department is **\$135.4M** or **21.7%** less than the \$172.9M that Metro has budgeted for policing contracts in FY23.

Weaknesses of Establishing an In-House Public Safety Department



LIABILITY



CRITICAL STAFFING
SHORTAGES



ESTABLISH AND
MAINTAIN IN-HOUSE
SPECIALIZED UNITS



OBTAINING AND
MAINTAINING CA
POST CERTIFICATION



INCREASED RISK
MANAGEMENT
AND WORKERS
COMPENSATION
EXPOSURE

Opportunities of Establishing an In-House Public Safety Department



CUSTOMIZED SERVICE



ENHANCED RIDER AND EMPLOYEE
RELATIONS



COMPREHENSIVE STRATEGIC DEPLOYMENT
OF METRO PUBLIC SAFETY ECOSYSTEM
RESOURCE STRATEGIES

Threats of Establishing an In-House Public Safety Department



ESTABLISHING MUTUAL -AID



RESISTANCE FROM COMMUNITY
GROUPS



NEGOTIATING A NEW COLLECTIVE
BARGAINING AGREEMENT

Next Steps

If there is interest by the Board to advance the concept of an in-house public safety department, the next step is to complete a formal implementation plan which would outline a phased approach for establishing the department and a transition plan with milestones. This could include:

- Developing an operating framework for the new public safety department.
- Create a strategic plan outlining the department's goals and objectives.
- Establish the organizational structure, including departmental divisions and reporting relationships.
- Conducting market analysis to determine appropriate job descriptions and pay ranges for police officer positions.
- Assess community support through engagement and meetings with transit riders and stakeholders.
- Establishing interagency agreements for mutual aid and cooperation with neighboring law enforcement agencies to facilitate collaboration and support in emergency situations.