



# 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)
<b>Police</b>	<b>645</b>	<b>\$172.9</b>	<b>464</b>	<b>\$135.4</b>
<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	
<b>Metro Transit Security</b>	<b>290</b>	<b>\$40.2</b>	<b>290</b>	<b>\$40.2</b>
<b>Contract Security</b>	<b>322</b>	<b>\$24.5</b>	<b>322</b>	<b>\$24.5</b>
<b>Transit Ambassador Program</b>	<b>437</b>	<b>\$33.0</b>	<b>437</b>	<b>\$33.0</b>
<b>Homeless Outreach</b>	<b>85</b>	<b>\$15.3</b>	<b>85</b>	<b>\$15.3</b>
<b>Mental Health Crisis Outreach</b>	<b>30</b>	<b>\$10.0</b>	<b>30</b>	<b>\$10.0</b>
<b>Total</b>	<b>1,809</b>	<b>\$295.9</b>	<b>1,628</b>	<b>\$258.4</b>

- 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.