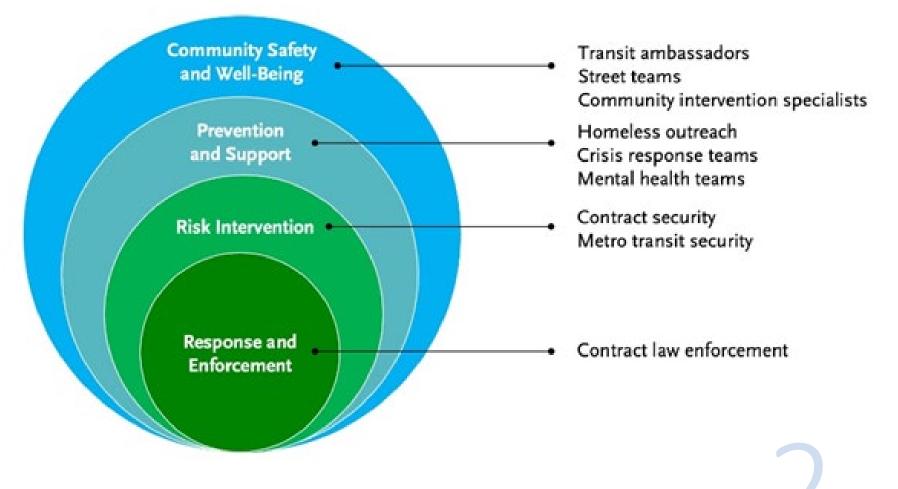


IN-HOUSE PUBLIC SAFETY DEPARTMENT FEASIBILITY STUDY Gina Osborn Chief Safety Officer

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



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 |
| Patrol Officers | 344 | | 290 | |
| Specialized Unit Officers | 82 | | 52 | |
| Patrol/Specialized Unit Sergeants | 70 | | 39 | |
| Administrative/Support Staff | 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



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.