



Department of Public Safety Quarterly Update

*Operations, Safety, and Customer Experience Committee Meeting
March 19, 2026*



Organizational Framework

A comprehensive organizational structure has been developed to encompass all units within the Department of Public Safety (DPS). This framework integrates:

1. Police Services Division
2. Emergency Management and Security Division
3. Administrative Services Division
4. Care-Based Services Division

On January 20, 2026, DPS accomplished a **major organizational milestone** with implementation of the new Care-Based Services Division and with it the transition of the Metro Ambassadors, HOME Team, and Community Intervention Specialists into DPS.



Developing and Integrating the Care-Based Services Division Framework

- DPS's Care-Based Services Division will house **Metro's four care-based programs**: HOME, Metro Ambassadors, Crisis Response Teams, and Community Intervention Specialists.
 - The first three programs transitioned into DPS in early January, while the fourth program, Crisis Response Teams, is in development and expected to be active next fiscal year.
- Staff have initiated several key steps in developing the crisis response program, including:
 - Hiring a Senior Director for program oversight – FY26 Q1
 - Researching evidence-based practices – ongoing
 - Developing an operational manual and standard operating procedures – FY26 Q4
 - Developing job descriptions – FY26 Q4
 - Identifying essential crisis response training – FY26 Q4
 - Begin recruiting crisis response teams – FY26 Q4



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Hiring & Recruitment

Hiring

- Staff issued an informal procurement for specialized law enforcement recruitment services.
- This selected recruitment firm will be responsible for developing a dedicated DPS recruitment microsite, creating an online job application, designing and implementing a digital advertising strategy, targeted outreach campaigns, and messaging tailored to lateral and entry-level recruits.
- **Through these efforts, staff is targeting the hiring of over 100 officers in FY27, with the targeting of the recruitment of lateral officers starting in Spring 2026.**

POST Ordinance

- In September 2025, the Board approved a resolution affirming its commitment to comply with POST requirements for the hiring and training of sworn officers, a necessary step for Metro to become a POST member agency.
- Metro submitted the approved Board resolution to POST, requesting to join POST as a member agency. After many months of review and discussions with County Counsel, **POST requested Metro adopt a more formal ordinance to affirm the commitments set forth in the resolution.**



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- The March Board meeting will provide the introduction and first reading of the ordinance, and voting on its adoption will occur at the next Board meeting.

Contracts & Agreements

- Staff are beginning to assess and define technology needs, with immediate priorities regarding the readiness of Metro's Communications and Dispatch systems to meet operational demands.
- DPS has been collaborating with Rio Hondo College and Golden West College, as well as with LAPD and LASD, to establish the necessary processes and agreements that will allow Metro's recruits to participate in basic training academy courses offered by these organizations.

Next Steps

- Launch microsite in April
- Continue to actively engage employees and the public during the implementation of the DPS.