



Quarterly Update on Transit Community Public Safety Department (TCPSPD) Implementation Plan

*Operations, Safety, and Customer Experience Committee Meeting
March 20, 2025*



Transition Team Advisory Group

The Advisory Group includes national experts from diverse fields with extensive experience in law enforcement, mental health, social services, and public safety reform.

- Kickoff meeting was held on January 24, 2025.
 - Metro staff provided members with a system tour and an overview of Metro's current public safety model.
- The Transition Team Advisory Members will meet regularly with Metro staff to provide input and feedback on:
 - The development of training policies
 - Crisis intervention strategies and policies
 - Hiring and recruitment processes
 - Key performance indicators



CalPers & Chief of Police

CalPERS Safety Retirement Benefits

- Staff recommended a formula of 2.7 at 57 for the retirement plan for police members.
- The Resolution of Intent was adopted by the Public Transportation Services Corporation (PTSC) Board at its February Board meeting.
- A second PTSC Board meeting to formally adopt the Plan and Contract Amendment is scheduled for March 25, 2025, and **the Plan is scheduled to become effective March 30, 2025.**

Executive Recruitment – Chief of Police

- Metro retained Public Sector Search and Consulting (PSSC) for recruiter services.
- Position was posted on December 30, 2024, and will remain open until filled.
- **The Chief of Police is expected to be selected and onboarded in the spring of 2025.**

Sworn Officers & Crisis Response Teams

Hiring & Recruitment of Sworn Officers

- Staff started formulating job descriptions and developing salary ranges and benefit packages so that hiring may commence once the Chief of Police is selected.

Crisis Interventionist & Crisis Response Teams

- Police-Mental Health Collaboration (PMHC) is a framework that promotes a reduction of force and redirects people from the criminal justice system toward mental health care.
 - Staff has engaged partners such as LAPD's Mental Evaluation Unit, LASD's Mental Evaluation Team, and Bay Area Rapid Transit, who use programs under the PMHC umbrella.
- Staff plans to make site visits to BART and CAHOOTS and participate in ride-alongs.
- Job descriptions have been drafted for crisis intervention positions. **The goal is to hire the Clinical Supervisor position by July.**

Procurement

- A multi-year strategy that includes:
 - Utilizing existing contracts
 - Piggybacking on other competitively bid contracts executed by other agencies
 - Utilizing state contracts
 - Developing scopes of work that will be used for competitive procurements
- Staff is developing a full inventory and procurement approach for each item needed to stand up the new TCPD.
 - **Staff anticipates returning to the Board in the coming months with recommendations to enter into contracts for other long-lead items.**

Next Steps

- Continue to actively engage employees and the public during the implementation of the TCPSP.
- Fill the Chief of Police position by spring of 2025.
- Prepare recommendations to enter contracts for long-lead items that will be needed by the TCPSP.