

**QUARTERLY UPDATE ON
TRANSIT COMMUNITY PUBLIC
SAFETY DEPARTMENT
(TCPSD) IMPLEMENTATION
PLAN**



TCPSD Implementation Plan

Develop a “care-first” public safety model that prioritizes de-escalation, mental health support, and community engagement over the next five years

Objectives:

- Enhance transit system safety for riders and employees
 - Provide a visible engaged presence on buses and trains
 - Fiscally sustainable
 - Accountability and transparency
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Executive Recruitment for Chief of Police

- National recruitment to secure a Chief of Police who embodies Metro's values and commitment to diversity, equity, and inclusion
- Held listening sessions with employees, riders, community members, and the business community to gather diverse perspectives:
 - Multiple internal listening session with employees across various shifts
 - PSAC hosted three Community Listening Sessions to engage with the public
 - Listening sessions with the Technical Advisory Committee, Women and Girls Governing Council, Accessibility Advisory Council, Metro Youth Council, and Aging and Disability Transportation Network and a Business Community Listening Session with BizFed
- Feedback collected to inform the selection criteria and leadership qualities sought in the new TCPD Chief of Police

Transition Team Advisory Group

- Successfully implementing the TCPD requires subject matter experts with specialized knowledge in public safety, care-based strategies, and transit operations to serve as the TCPD Transition Team Advisory Group.
- These team members will support Metro in shaping TCPD policies, training, and care-based practices, providing input and feedback at key milestones to ensure that the new public safety model aligns with Metro's strategic goals and public safety best practices.
- Advisory body comprised of experts from law enforcement, mental health, and social services
- Identified 8 out of 10 members

CalPERS Safety Retirement and Project Manager

- CalPERS approval received for Chief of Police position to be classified as a safety role under Government Code Section 20424
- Process initiated to modify Metro's CalPERS contract for TCPSD's inclusion in a specialized retirement plan for safety personnel, expected completion by Spring 2025
- Hired a dedicated project manager to oversee all TCPSD efforts

Crisis Intervention Teams

- **Crisis Intervention Focus:**

- Establishing teams within TCPD to address mental health crises on Metro through a compassionate, non-policing approach

- **Learning from Peer Programs:**

- Staff ride-alongs with LAPD's Homeless Outreach Proactive Engagement (HOPE) and LA County Sheriff's Transit Mental Evaluation Team (TMET)
- Peer reviews of successful crisis intervention models like Eugene's CAHOOTS program, Austin's CapMetro, and Oakland's BART

- **Goals for Crisis Response:**

- Integrate mental health clinicians with first responders
- Develop a dispatch system for crisis response that connects individuals with stabilization facilities and community resources

Next Steps

- Continuation of public and employee engagement initiatives, including listening sessions - and Community Advisory Council Meeting (11/20).
- Ongoing recruitment for TCPSD Chief of Police
- Finalizing Transition Team Advisory Group
- Finalizing Metro's CalPERS contract amendment for TCPSD's inclusion in the safety retirement plan