



## Board Report

**File #:** 2025-0445, **File Type:** Motion / Motion Response

**Agenda Number:** 39.

### OPERATIONS, SAFETY, AND CUSTOMER EXPERIENCE COMMITTEE SEPTEMBER 18, 2025

**SUBJECT: TRANSIT COMMUNITY PUBLIC SAFETY DEPARTMENT QUARTERLY UPDATE**

**ACTION: APPROVE RECOMMENDATION**

#### **RECOMMENDATION**

CONSIDER:

- A. RECEIVING AND FILING the quarterly update on the Transit Community Public Safety Department (TCPSPD) Implementation Plan; and
- B. AUTHORIZING the resolution affirming Metro's commitment to meet the minimum recruitment and training standards set by the California Commission on Peace Officer Standards and Training (POST), as required for membership in the POST Program.

#### **ISSUE**

In alignment with Metro's mission and comprehensive safety and security framework, staff continue to implement the plan to stand up Metro's Transit Community Public Safety Department (TCPSPD). This report serves as a status report to the Board on implementation progress of the new department. Staff is also recommending approval of a resolution (Attachment A) committing Metro to follow POST's minimum recruitment and hiring standards. Approval of the resolution is a necessary step for Metro to then join POST as a member agency. While Metro is committing to adhere to all POST minimum hiring and training requirements, it also plans to enhance those standards with additional training aligned with its care-based, integrated public safety approach.

#### **BACKGROUND**

At its June 2024 meeting, the Board adopted the TCPSPD Implementation Plan and approved the department's phased establishment over five years. The Board directed staff to report quarterly on the implementation progress.

Following the Board's approval of the Implementation Plan, Metro's CEO assembled an interdepartmental task force to support the program rollout. The task force was composed of members of Metro's key departments, including Homeless Outreach Management and Engagement, Customer Experience, System Security and Law Enforcement, Chief People Office, and the Office of

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the Chief of Staff. Additionally, the CEO brought on a consultant to coordinate all activities related to standing up the TCPSD. Since the hiring of the Chief of Police and Emergency Management, the task force has been refined and is being led under his leadership. This team meets bi-weekly to coordinate efforts and ensure that progress is being made in implementing all work plan elements. A summary of progress made since the last quarterly report is detailed below.

## **DISCUSSION**

Phase One activities for the TCPSD were recently completed, including the recruitment and appointment of William Scott as Chief of Police and Emergency Management position, the establishment of a transition team, the initial formulation of hiring and recruitment strategies for sworn officers and non-sworn positions, and the development of procurement and facility plans.

The CEO assembled an advisory board of highly qualified professionals to form the Transition Team Advisory Group. The transition team members provide strategic advice on program/policy development, training, and operational protocols. The Advisory Group includes national experts from diverse fields with extensive experience in law enforcement, mental health, social services, and public safety reform.

Upon his arrival, Chief Scott started working on an integrated organizational structure and a new, comprehensive but simplified name for TCPSD. Reviewing the actions and work by the Board and the Public Safety Advisory Committee (PSAC), coupled with listening sessions by Chief Scott, the need for a formal name of the new department is needed to more easily communicate the integrated nature of the new department. The proposed name is the Department of Public Safety (DPS).

Staff have moved on to Phase Two of the implementation plan, which includes resource planning, recruitment, and training. Furthermore, as part of this phase, staff have developed a department mission and vision statement that will guide future progress and support in the hiring and attraction of personnel.

The following provides details of the progress made since the last quarterly update in March 2025.

### ***Hiring and Recruitment Progress***

#### ***Hiring of Sworn Officers***

A structured hiring process for sworn officers has been established, with key positions identified for recruitment in the current fiscal year. Metro staff collaborated with consultants from Mercer and Unisource to review job specifications, establish competitive salary ranges, and outline benefit options for sworn personnel. In alignment with POST (Peace Officer Standards and Training) guidelines, Metro is adhering to all mandatory hiring requirements. These include a written exam for new recruits, as well as background checks, psychological evaluations, and medical examinations for all candidates. Contracts have been secured to support these processes and facilitate the hiring of an initial cohort of sworn officers. Additionally, Requests for Proposals (RFPs) are being prepared to support ongoing recruitment needs.

#### ***The POST Program***

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The mission of POST is to promote professionalism within California law enforcement by upholding the highest standards of quality, integrity, and accountability. California State PUC Section 30504 authorizes Metro to form a transit police department and requires that Metro adhere to the standards for recruitment and training of peace officers as established by POST. These minimum selection and training standards apply to newly hired peace officers, reserve officers, and public safety dispatch personnel.

In addition to following the POST hiring and recruitment requirements, California law enforcement agencies can choose to participate as members in the POST Program. Joining the POST program is voluntary, and there is no cost to the agency. Over 600 agencies have joined this program, which has provided its members with access to many benefits, including management counseling services, development of new training courses, reimbursement for eligible training, quality leadership training programs, and a variety of training resources, including training videos.

Even though, per state law, Metro must follow the hiring requirements set by POST for its individual recruits, it is not required that Metro join POST as a member agency. Joining POST as a member agency requires following all of POST's hiring requirements as well as following POST regulations, which include a requirement to have continuous professional training every 24 months, for peace officers holding certain ranks to complete supervisory training courses, and to undergo any inspections by the assigned POST regional consultant. Not all police agencies decide to join POST. Staff believes that it is in Metro's interest to join POST as a member agency to bring credibility to the new department, to ensure that its officers have the most up-to-date training, and to take advantage of the benefits and resources offered by POST to its member agencies.

Metro staff recommends that the Board authorize the attached resolution (Attachment A), formally committing Metro to comply with the minimum recruitment and hiring standards established by POST. Approval of this resolution is a required first step for Metro to then apply for membership in the POST Program. The resolution commits Metro to compliance with California Penal Code Sections 13510, 13512, and 13522. Respectively, these statutes allow POST to adopt rules establishing and upholding minimum standards, recruitment, and training of peace officers, allow POST to inquire and report on adherence to those standards, and allow Metro to apply, through POST, for California state aid. If the resolution is approved, Metro would then transmit the resolution to POST along with a letter requesting that Metro become a member agency in the POST Program.

From a compliance perspective, Metro must already comply with the minimum hiring and training requirements set by POST, based on the CPUC Code authorizing the formation of a transit police department. Committing to these hiring and training requirements by adopting this resolution is consistent with state law.

By joining the POST Program as a member agency, Metro's new department and its officers can gain access to numerous benefits at no cost. By agreeing to comply with POST minimum recruitment and hiring standards, Metro will attract and retain candidates that meet the high standards for professional integrity set by POST and will enable Metro to compete with other POST member agencies for the highest quality candidates. Furthermore, by becoming a POST member agency, Metro's sworn officers will be provided with diverse training opportunities, including field officer training, crisis intervention and behavioral health courses, de-escalation techniques, and leadership

development.

Additionally, Metro will be eligible to receive reimbursement for certain POST training programs as referenced in the resolution (Attachment A), including access to new training courses as they are developed. While Metro will adhere to all POST minimum hiring and training requirements, it also plans to enhance those standards with additional training aligned with its care-based, integrated public safety approach.

Furthermore, once agencies join the POST program, they are assigned regional consultants who can assist with issues pertaining to the selection and training of peace officers. POST also sets member agency training standards for continuing education training for sworn officers of all tenures and of all ranks. Having these standards will greatly benefit Metro as it establishes its own in-house public safety department and will ensure the department's training stays consistent with that of agencies across the state of California. These training standards and continuous education will not conflict with any supplemental training developed by Metro to promote a care-based approach to public transit safety.

### ***Transition Team Advisory Group***

The Transition Team Advisory Group met on April 1 with Metro staff to receive an update on the TCPSD implementation plan, learn about new safety elements that have been implemented on the Metro system, and participate in a discussion on care-based strategies. Staff gave a detailed presentation on the challenges and issues pertaining to mental health incidents on the Metro system and the various models being explored to implement an integrated care-based strategy. Breakout groups were then held with Metro staff and members of the Transition Team Advisory Group to get input, guidance, and feedback on the various strategies, challenges, and approaches under consideration. Follow-up discussions will take place at future Transition Team Advisory Group meetings.

On July 10, Chief Scott held an introductory meeting with the advisory group. The Transition Team Advisory Members will continue to 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 and other metrics of success to ensure that the TCPSD holistically meets the needs of riders, employees, and the community.

On September 9, Chief Scott met with the Advisory Group and presented and received feedback on the Vision, Mission, Values statements, and the job specifications. The feedback was overwhelmingly supportive and positive. Advisory Group members commented that the Vision, Mission, and Values statements, along with the job specifications, were clear and concise and felt that they would assist the agency with establishing the public safety culture of care, compassion, and effectiveness that was envisioned by the Metro Board of Directors. There were several positive comments regarding the connection between the statement of DPS's core values and its commitment to providing excellent service to communities and employees. Members of the group offered several recommendations, most of which will be incorporated.

### ***Crisis Interventionist and Crisis Response Teams***

Staff has initiated several key steps in the development of the crisis response program that will be housed in the TCPSD to support the provision of a care-based response to individuals suffering from behavioral health crises on the Metro system and have continued a review of evidence-based practices for community-based crisis intervention.

Police-Mental Health Collaboration (PMHC) is a broad framework that promotes a reduction of force, redirects people from the criminal justice system toward appropriate resources, and enhances overall safety. A variety of communities utilize programs under the PMHC umbrella. Staff engaged several of them, including LAPD's Mental Evaluation Unit (MEU), LA Sheriff's Mental Evaluation Team (TMET), LA Department of Mental Health's Emergency Outreach and Triage Division, Bay Area Rapid Transit (BART), and Eugene, Oregon's Crisis Assistance Helping Out On The Streets (CAHOOTS) program. Staff visited BART at the end of August to participate in in-depth discussions with their staff, as well as join their teams for ride-alongs to make firsthand observations. LAPD's MEU currently provides POST-certified Mental Health Intervention Training (MHIT) to officers, and they have shared the training manual and POST certification requirements with Metro staff. Staff also attended the week-long MHIT at the end of May.

Staff also drafted four separate job descriptions to begin defining key crisis intervention positions, as Metro will look to recruit a network of professionals. The crisis response teams will supplement Metro's contracted homeless outreach teams and focus on addressing behavioral health crises. One of the key positions is a Senior Director, Special Projects, who was hired on August 4<sup>th</sup> and is a clinically licensed practitioner who will directly oversee the operations of the Crisis Response Teams.

Lastly, staff obtained instructor certification for Nonviolent Crisis Intervention training through the Crisis Prevention Institute. Evidence-based training modules will be developed and offered to a range of Metro staff, providing trauma-informed care approaches, mental health crisis response, verbal de-escalation strategies, cultural responsiveness, inclusive engagement, and autism spectrum considerations.

### ***Procurement***

Staff have developed a comprehensive procurement approach to ensure Metro can acquire the necessary resources and tools to stand up the new department. This multi-year strategy includes utilizing existing contracts, piggybacking on other competitively bid contracts executed by other agencies, utilizing other government contracts, as well as developing scopes of work that will be used for new competitive procurements.

Some existing contracts, such as background investigation services, psychological assessments, medical evaluations, and police academy training, have been modified or are in the process of being modified and extended so that new recruits and sworn officer candidates can be appropriately vetted and hired this fiscal year. Staff has also issued a contract with the National Testing Network, so that applicants can take the written assessment test consistent with Peace Officer Standards and Training (POST) requirements, a key step in the hiring process. Staff is also in the process of issuing a new contract with Lexipol to facilitate the development of best practice policies and procedures that are used by police departments across the country.

Furthermore, staff are beginning to assess and define technology needs for the TCPSD. Immediate priorities for these efforts will revolve around the readiness of Metro's Communications and Dispatch systems to meet operational demands. Other items that must be addressed include records and evidence management, integration with other existing Metro systems, as well as technology requirements for new public safety vehicles.

Lastly, staff are also working on a solicitation package to establish a bench for background services and psychological services, key steps in the hiring process. Staff anticipates returning to the Board in the coming months with recommendations to enter into contracts for hiring, equipment, and other long-lead items necessary for the Department.

### ***Emergency Security Operations Center (ESOC)***

Metro's Emergency Security Operations Center (ESOC) has been fully operational within both the Security Operations Center (SOC) and the Emergency Operations Center (EOC) since June. This encompasses 24/7 operations within the SOC and activation of the EOC for emergencies or special events.

The SOC transitioned from a controlled readiness testing period of internal systems to a constant 24/7 readiness state, which entails visibility of closed-circuit television (CCTV) systemwide, radio monitoring of first responder partners for awareness, and routine notifications of calls for service (via radio, phone call, Transit Watch, or through CCTV monitoring) to coordinate incident response on the Metro system. Additionally, the SOC expanded its Unified Operations Command to include Contract Security liaisons partnering with Metro Security, LAPD, and LASD to streamline dispatching, coordination, and communication during calls for service. These advancements are key components as staff build the infrastructure and operational capacities needed for an integrated, balanced public safety ecosystem under one department.

### ***Draft Department Vision, Mission, and Values***

#### ***PSAC Feedback***

Chief Scott met with the PSAC leadership in July 2025. Staff has worked on drafting an overall vision, mission, and values statement for the new department, taking into account feedback from the Public Safety Advisory Committee (PSAC), gathered during past committee meetings, as well as community listening sessions. PSAC was briefed on the new department at their June 2024 and May 2025 meetings. Additionally, three PSAC listening sessions were held in September and October 2024 to discuss the implementation plan and desired traits for a new Chief of Police and Emergency Management.

PSAC committee members emphasized that increased visibility of uniformed presence is necessary to make people feel safe. Members emphasized the need for cross-training sworn officers to handle mental health, homelessness, and other issues. Members emphasized the need for robust care-based strategies as well as care-based workers on the system.

The feedback shared by PSAC members is reflected in our refined vision, mission, and values

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statements. The TCPSD ecosystem will maintain an engaged and visible presence of personnel, focused on ensuring the safety of riders and employees throughout the system. The core values developed for the department - including safety, respect, and empathy - encompass the feedback and input received by PSAC members. Staff are presenting the draft Department *Vision, Mission, and Values to the Faith Leaders Roundtable, the Transition Team Advisory Group, and PSAC this month.*

### *Vision*

The Metro TCPSD is a comprehensive and integrated public safety ecosystem. This approach incorporates 21<sup>st</sup>-century policing strategies, physical security, crisis intervention, and intentional, care-based community-centered engagement, including Ambassadors, Community Intervention Specialists, and Homeless Outreach Teams, across our transit system to ensure everyone is safe and feels safe.

### *Mission*

The mission of the Metro TCPSD is to provide a safe transit experience for riders and employees through our engaged and visible public safety ecosystem personnel, technology, enforcement, and partnerships with community stakeholders.

TCPSD is committed to employee and transit community safety, and to protecting and enhancing the well-being of everyone using our system and facilities.

Our mission prioritizes safety, compassion, empathy, and context when engaging with vulnerable populations, including individuals experiencing mental health or substance use challenges.

### *Core Values*

Metro TCPSD is committed to the agency's core value that "Everyone Deserves a Safe Metro". TCPSD employees are accountable for living up to a culture of providing excellent care-based and balanced public safety service to our transit communities and our employees.

- **Safety** - Safety comes first in our every action.
- **Engagement** - Engaging our riders and employees is vital to understanding their safety needs.
- **Respect** - Treating every member of our transit community with dignity and respect.
- **Vigilant** - Leveraging technology to be attentive, proactive, and responsive to public safety needs.
- **Integrity** - Serving the transit community and our employees with integrity in all we say and do.
- **Collaborative** - Collaborating to deliver transformative care-based public safety.
- **Empathy** - Acting with empathy, compassion, and with a genuine understanding and context of the safety needs of our diverse transit community and our employees.

The TCPSD core values embody a culture in which TCPSD employees are accountable for providing excellent, care-based, and balanced public safety service to our transit communities and to our employees.

On September 4, 2025, Chief Scott presented the aforementioned refined TCPSD Vision, Mission,

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and Values statements as well as the rationale for renaming TCPSP to the Metro Department of Public Safety (DPS) to the PSAC. Feedback and comments from the PSAC were unanimously positive and supportive of the refined Vision, Mission, and Values statements, and the renaming of TCPSP to the Metro DPS.

Specifically, several PSAC members commented that they were very pleased that their individual and collective input and advice had been incorporated into the refined Vision, Mission, and Values statements. PSAC members publicly acknowledged that wording in the Mission statement, such as “We prioritize safety, compassion, empathy, and context when engaging with vulnerable populations...” is directly attributable to PSAC input. Several PSAC members stated publicly that they appreciated that their recommended language was included. PSAC members also commented on the clarity of the refined Vision, Mission, Values statements and the renaming to Metro DPS, and how they felt the clarity would help establish and reinforce a care-based and collaborative public safety culture among DPS employees.

### ***Stakeholder Coordination***

TCPSP created a strategic stakeholder plan for Chief Scott’s first year of duty. This plan ensures that the new Chief will be able to engage with riders, key internal and external stakeholders, and media, in order to keep the public informed about the new vision and the progress the agency has made towards creating a comprehensive and integrated public safety ecosystem.

These engagements will be prioritized to support the timely execution of the implementation plan and key milestones; build trust & confidence in the Department; support immediate operational improvements; and/or support TCPSP recruitment and workforce development needs. These engagements are already underway and continue to provide TCPSP with critical feedback from our transit stakeholders.

Staff continues to meet with representatives from police agencies and care-based entities in the Los Angeles County area and elsewhere in California to better understand public safety best practices, strategic procurement approaches, hiring and recruitment processes and challenges, and other key topics for TCPSP implementation. Staff met with the Los Angeles Unified School District (LAUSD) Safety Police representatives and officers in the spring to discuss procurement processes and approach, utilization of LAUSD school police facilities for the physical agility test for new recruits, and police academy options. Staff will continue to connect with other police departments to learn best practices as it progresses in establishing its in-house police department.

At the PSAC meeting on May 1, System Security and Law Enforcement Deputy Chief Robert Gummer provided incoming members with a refresher on TCPSP, including a background overview, progress to date, and current action items. Staff will continue to engage the PSAC as new milestones are met.

Chief Scott was introduced to all Metro employees at an all-hands meeting on July 25, where he presented an update on the implementation of the new police department and unveiled the new name for the department: the Department of Public Safety.



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On August 14, Chief Scott met with the Accessibility Advisory Committee, where he introduced himself to the members and presented his vision for the Department. On September 4, Chief Scott presented to the Public Safety Advisory Committee, where he shared his vision and top priorities over the next 12 months. Chief Scott will be presenting to the Community Advisory Council on September 24.

### **DETERMINATION OF SAFETY IMPACT**

The TCPSD will improve safety as it will allow for increased visibility, better accountability, and enhanced community engagement across the entire Metro transit system.

### **EQUITY PLATFORM**

The TCPSD will implement safeguards, training, and oversight based on agency priorities, promoting equitable treatment of riders per the Board-approved Bias-Free Policing Policy and supporting a transit policing style with engaged visibility. Metro is incorporating feedback from the Transition Team Advisory Group, which includes national experts from diverse fields with extensive experience in law enforcement, mental health, social services, and public safety reform. In addition, staff continues to brief the Public Safety Advisory Committee on the progress of TCPSD. Furthermore, developing the crisis response program as an additional layer for homeless outreach teams and sworn officers will ensure that there is a dedicated group to assist individuals experiencing mental health crises on the system. Staff is basing the program on the PMHC framework and actively engaging with various agencies through discussions and ride-alongs to tailor community-based crisis intervention to the needs of Metro and its riders.

### **VEHICLE MILES TRAVELED OUTCOME**

VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit.\* Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

As part of these ongoing efforts, this item is expected to contribute to further reductions in VMT. This item supports Metro's systemwide strategy to reduce VMT through operational activities that will improve and further encourage transit ridership through enhancing safety on the Metro system and providing an improved customer experience. Metro's Board-adopted VMT reduction targets were designed to build on the success of existing investments, and this item aligns with those objectives.

*\*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.*

### **IMPLEMENTATION OF STRATEGIC PLAN GOALS**

The recommendation supports strategic plan goal 2.1 of committing to improving security. Based on

the In-House Public Safety Feasibility Study findings, transitioning to the in-house Department of Public Safety would enhance safety.

### **NEXT STEPS**

Staff will continue to actively engage employees and the public during the implementation of the TCPSD. Staff will report back to the Board quarterly with progress updates.

### **ATTACHMENTS**

Attachment A - POST Resolution

Prepared by: Imelda Hernandez, Senior Manager, Transportation Planning, (213) 922-4848

Reviewed by: William Scott, Chief of Police and Emergency Management, (213) 922-5448

Digitally approved by *Stephanie Wiggins*, Chief Executive Officer

**ACCEPTANCE OF STANDARDS OF COMMISSION ON PEACE OFFICER  
STANDARDS AND TRAINING**

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE LOS ANGELES COUNTY  
TRANSPORTATION AUTHORITY ACCEPTING THE REQUIREMENTS OF  
SECTIONS 13510, 13512, AND 13522 OF THE CALIFORNIA PENAL CODE  
RELATING TO THE RECRUITMENT AND TRAINING OF PEACE OFFICERS.

**WHEREAS**, on June 27, 2024, the Board of Directors of the Los Angeles County Metropolitan Transportation Authority (Metro) approved the establishment of the Transit Community Public Safety Department (now known as the Department of Public Safety); and

**WHEREAS**, the Department of Public Safety must adhere to the standards for recruitment and training set by the California Commission on Peace Officer Standards and Training (POST); and

**WHEREAS**, POST also provides resources and benefits to over 600 member agencies in the State of California; and

**WHEREAS**, the Department of Public Safety is recommending Metro join POST in order to receive the numerous benefits available to member agencies; and

**WHEREAS**, POST requires the governing body of Metro approve a resolution committing to adhere to the minimum standards for recruitment and training established by POST in order become a member agency.

**NOW THEREFORE,**

**Section 1:** The governing body of Los Angeles County Metropolitan Transportation Authority declares that it desires to qualify to receive aid from the State of California under the provisions of Section 13522, Chapter 1 of Title 4, Part 4 of the California Penal Code.

**Section 2:** Pursuant to Sections 13510 and 13512 of said Chapter 1, the Los Angeles County Metropolitan Transportation Authority will adhere to the standards for recruitment and training established by the Commission on Peace Officer Standards and Training.

**Section 3:** The Commission and its representatives may make such inquiries as deemed necessary to ascertain that the peace officer personnel of the Los Angeles County Transportation Authority adhere to the standards for recruitment and training established by the California Commission on Peace Officer Standards and Training.

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COLLETTE LANGSTON

LACMTA Board Clerk

DATED: September 25, 2025



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

*Operations, Safety, and Customer Experience Committee Meeting  
September 18, 2025*



**Metro**

# 5-Year Phased Transition Approach

## Phase One activities for the TCPSPD were recently completed:

- ✓ Recruitment and appointment of the Chief of Police and Emergency Management position
- ✓ Establishment of a transition team,
- ✓ Initial formulation of hiring and recruitment strategies for sworn officers and non-sworn positions
- ✓ Development of procurement and facility plans.



### Phase 1 - Transition

Transition Team  
External Coordination  
Internal Coordination  
Chief of Police Recruitment



### Phase 2 Resource Planning/Recruitment/Training

Organizational Framework  
Integration with Ecosystem  
Recruitment  
Training  
Resources

### Phase 3 Monitoring and Evaluation

Performance Measurements  
Civilian Oversight Commission  
Accreditation



**Metro**

# Hiring and Recruitment Progress

## Hiring of Sworn Officers

- A structured hiring process for sworn officers has been established, with key positions identified for recruitment in the current fiscal year.
- Metro staff collaborated with consultants to review and develop job specifications, establish competitive salary ranges, and outline benefit options for sworn personnel. **Metro is adhering to all mandatory hiring requirements in alignment with POST (Peace Officer Standards and Training).**
- Contracts have been executed to support these processes and facilitate the hiring of an initial cohort of sworn officers.

## Crisis Interventionist & Crisis Response Teams

- Staff drafted four separate job descriptions to begin defining key crisis intervention positions for review and consideration.
- The crisis response teams will be in addition to Metro's contracted homeless outreach teams and will focus on addressing mental health crises



- A Senior Director for Special Projects, a clinically licensed practitioner who will directly oversee the operations of the Crisis Response Teams, was hired on August 4.

**Metro**

# POST Program

- The mission of POST is to promote professionalism within California law enforcement agencies by upholding the highest standards of quality, integrity and accountability. POST has minimum hiring and recruitment standards for sworn officers that must be followed in order for agencies to join POST as a member agency. **Joining the POST program is voluntary, and there is no cost to the agency to join.**
  - Over 600 agencies have joined this program, which has provided its members with access to many benefits, including various types of training.
  - Even though, per state law, Metro must follow the hiring requirements set by POST for its individual recruits, it is not required that Metro join POST as a member agency.
- Metro staff is recommending that the Board approve the resolution on the Board agenda which commits Metro to complying with the minimum recruitment and hiring standards established by POST.
- **Approval of this resolution is a required step for Metro to then apply for membership in the POST Program.**



# Transition Team Advisory Group & Procurement

## Transition Team Advisory Group

- On April 1, the Advisory Group met with Metro staff to receive an update on the TCPSD implementation plan, learn about new safety elements that have been implemented, and participate in a discussion on care-based strategies.
- On July 10, Chief Scott held an introductory meeting with the Advisory Group.
- On September 9, Chief Scott met with the Advisory Group and presented, and received feedback on, the Vision, Mission, Values statements, and the job specifications.

## Procurement

- Some existing contracts have been modified or are in the process of being modified and extended so that new recruits and sworn officer candidates can be appropriately vetted and hired starting this fiscal year.
- Staff are beginning to assess and define technology needs, with immediate priorities revolving around the readiness of Metro's Communications and Dispatch systems to meet operational demands.
- **Staff anticipates returning to the Board in the coming months with recommendations to enter into contracts for hiring, equipment, and other long-lead items.**



**Metro**

# Draft Department Vision, Mission, & Values

- Staff has worked on drafting an overall vision, mission, and values statement for the new department, taking into account feedback from the Public Safety Advisory Committee (PSAC) committee members who emphasized:
  - Increased visibility of uniformed presence is necessary to make people feel safe.
  - The need for cross-training sworn officers to handle mental health, homelessness, and other issues.
  - The need for robust care-based strategies as well as care-based workers on the system.

## Vision

The Metro TCPSD is a comprehensive and integrated public safety ecosystem. This approach incorporates 21st-century policing strategies, physical security, crisis intervention, and intentional, care-based community-centered engagement, including Ambassadors, Community Intervention Specialists, and Homeless Outreach Teams, across our transit system to ensure everyone is safe and feels safe.

## Mission

The mission of the Metro TCPSD is to provide a safe transit experience for riders and employees through our engaged and visible public safety ecosystem personnel, technology, enforcement, and partnerships with community stakeholders.



# Draft Department Vision, Mission, & Values

## Core Values

Metro TCPSD is committed to the agency's core value that "Everyone Deserves a Safe Metro". TCPSD employees are accountable for living up to a culture of providing excellent care-based and balanced public safety service to our transit communities and our employees.

- **Safety** – Safety comes first in our every action.
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- **Integrity** – Serving the transit community and our employees with integrity in all we say and do.
- **Collaborative** – Collaborating to deliver transformative care-based public safety.
- **Empathy** – Acting with empathy, compassion, and with a genuine understanding and context of the safety needs of our diverse transit community and our employees.



Staff are presenting the draft Department *Vision, Mission, and Values* to the Faith Leaders Roundtable, the Transition Team Advisory Group, and PSAC this month.

# Stakeholder Coordination

- **TCPSD created a strategic stakeholder plan for Chief Scott's first year of duty.**
  - Engagements will be prioritized to support the timely execution of the implementation plan and key milestones; build trust & confidence in the Department; support immediate operational improvements; and/or support TCPSD recruitment and workforce development needs.
- Staff continues to meet with representatives from police agencies in the Los Angeles County area and elsewhere in California.
- Staff met with the Los Angeles Unified School District (LAUSD) Safety Police representatives and officers.
- Other engagements also included:
  - PSAC on May 1
  - Accessibility Advisory Committee on August 1
  - PSAC on September 1
  - Community Advisory Council on September 24

# Next Steps

- **With the approval of the POST resolution, Metro will apply for membership in the POST Program.**
- Continue to actively engage employees and the public during the implementation of the TCPSD.
- Prepare recommendations to enter contracts for hiring, equipment, and other long-lead items that will be needed by the TCPSD.