

CapMetro

**Public Safety Advisory
Committee**

April 1, 2022

Agenda

Action:

1. Appointment of Public Safety Advisory Committee Officers
2. Adoption of Public Safety Advisory Committee Bylaws

Discussion:

1. Public Safety Program Key Milestones & Timelines
2. Intervention Specialist Introduction & Update
3. Public Safety Ambassador Introduction & Update
4. Transit Police Policies and Trainings



1. Appointment of Officers



2. PSAC Charter



Public Safety Program Update

Timeline and Key Milestones

Comprehensive Program Process

Public Safety Ambassadors operational, helping customers and operators as first-deployed team

Intervention Specialists on service, helping those in need, customers and operators as focused team for those needing additional intervention and connections to other social services

Now

- Hiring of Police Chief
- Drafting of long-range financial plan for transit police
- Identification of TCOLE requirements for Police operations

Beginning Mid-2022

- Drafting of policies
- Establishing organization chart
- Establishing facilities and securing equipment
- Hiring of senior-level police

2023 and On

- TCOLE Certification
- Modification of CapMetro's agreement with Austin Police Department
- Officers on system for police-specific public safety needs
- & more

Revised Hiring Timeline

Sept. 2021 – Feb. 2022	Community & stakeholder feedback on transit police leadership traits & characteristics
Jan. 28 – March 25	Job posting available on CapMetro.org/Jobs & recruitment ongoing
March 7 – March 25	Initial screening of applicants completed by EVP Gardner Tabon, Darryl Jamail and Wanda Dunham
April 12 – April 13	Offsite leadership assessment of candidates by panel of police chiefs driven by feedback on leadership traits and characteristics
April 18- April 22	Interview of candidate pool with members of CapMetro Senior Management/Executive Teams and DEI Director
April 25-April 29	<ul style="list-style-type: none"> • Meeting between top candidates, BOD Chair, BOD Vice Chair and Chair of OPS Committee • Final candidate identified by EVP Gardner Tabon
April 29	Name of final candidate forwarded to People & Culture and contingency offer extended to candidate
June 7	Police Chief onboarded



Community Intervention Specialist Intro. & Update

Community Intervention Specialists In Action

- 2 Community Intervention Specialists began field work in October 2021
- Types of request for services:
 - Rail Safety
 - Loitering
 - Sleeping on property
 - Mental Health Concern
 - Substance Use
 - Camping on property
- Services provided:
 - Connections to community resources (medical, housing, mental health, employment, financial aid, food)
 - Essential need resources

Example Success Story:

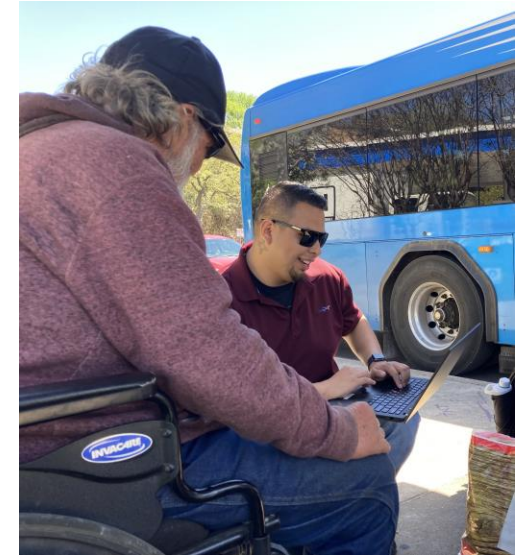
Community Intervention Specialists (CIS) engaged with an individual exhibiting signs of serious mental distress at a park and ride location and conducted a general assessment. After spending hours building rapport with the individual, CIS staff accompanied them on the bus to services across town. CIS staff completed a warm hand off to Community Health Paramedics and assisted the individual with connections to intensive mental health care services, a housing assessment, and helped them reconnect with their medical social worker.

The next day CIS staff followed-up with service providers and learned the individual was admitted to inpatient mental health services and stabilized with a strong service plan in place!

Community Intervention Specialists

Partnerships We've Established:

- HOST
 - Community Health Paramedics
 - Integral Care
- ECHO
- Mosaic Church
- Sunrise Church
- City of Austin - Homeless Services Division



Public Safety Ambassador Intro. & Update

- Program Progress
- Staffing Levels
- Training
- SXSW
- Questions?



Transit Police Policies & Training

TCOLE requirements for new police departments

TCOLE Requirements:

- Must document the need for a police department
- Must identify/articulate funding sources
- Must identify/obtain physical resource for officers
- Must establish facilities (evidence room, dispatch area, public area)
- Must adopt policies
 - Use of Force
 - Vehicle Pursuit
 - Domestic Abuse Protocols
 - Response to missing persons
 - Supervision of part-time officers
 - Impartial Policing
 - Evidence Collection
 - Eyewitness Identification
- Must establish Administrative Structure (Org Chart)
- Must obtain liability insurance
- Must also submit:
 - Documentation of the governing body authorizing creation
 - Resolution
 - Minutes of meeting approving formation

Texas Commission on Law Enforcement (TCOLE):

Texas agency responsible for establishing licensing requirements, monitoring reporting required by the state, and certifying creation of new law enforcement agencies.

Transit Police Policies

- **TCOLE Required Policies:**

Use of Force

Vehicle Pursuit

Domestic Abuse Protocols

Response to missing persons

Supervision of part-time officers

Impartial Policing

Evidence Collection

Eyewitness Identification

- **Other policies we want *prior to starting service*:**

Police Ethics

General Conduct

Bodycam Policy

Discipline Matrix

Search and Seizure

Special Investigations

Control Devices

Overtime Policy

Administrative Investigations

The Texas Police Chiefs Association policy standards will be used as a *starting point*.

Transit Police Training

- TCOLE requirements for training
 - Minimum of 40 hours every 2-year training unit (9/1/2021 – 8/31/2023)
- Other training we intend to require
 - TSA transit security-specific training
 - De-escalation training
 - Crisis intervention
 - Diversity, inclusion, & belonging
 - Unconscious bias
 - Transit-specific customer service training



Closing Remarks & Reminders

CapMetro

Thank you!