

Capital Metropolitan Transportation Authority

Public Safety Advisory Committee

April 1, 2022

Noon – 1:30 PM

Meeting Minutes for PSAC

Attendees: Kathryn Kalinowski, Adam Powell, Leslie York, Stephen Foster, Monica Sanchez, Christian Shelmire, Brent Payne,

Call to Order

Edna Parra, Community Outreach and Engagement Manager

Welcome & Agenda Overview

Gardner Tabon, EVP & Chief Safety Officer

Appointment of Officers

Edna Parra, Community Outreach and Engagement Manager

Officers Appointed:

Chair: Adam Powell

Vice-Chair: Stephen Foster

Will follow up with Adam Powell on monthly board updates.

Public Safety Charter

Edna Parra, Community Outreach and Engagement Manager

Public Safety Program – Timeline & Milestones

Gardner Tabon, EVP & Chief Safety Officer

Darryl Jamail, Sr. Director of Public safety & Emergency Management

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

- **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.

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: 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

Gardner Tabon: Had about 20 candidates from across the country; thank you to Hutson-Tillitson for their support.

PSAC Member: What number of candidates are moving on with, from the initial screening? Are you narrowing down from that number?

Wanda Dunham: We narrowed down our candidate pool after the screening, down to the top 5 candidates.

Update on Hiring Process for Chief of Police

Wanda Dunham, Public Safety Consultant for CapMetro

Public Safety Community Intervention Specialists

Darryl Jamail, Sr. Director of Public safety & Emergency Management

The first intervention specialists are now hired:

- Took some time to develop the program because it's new, especially in the transit safety department.
- Program Mission: substance abuse, mental health, housing – work with partners and get resources to community members.
- This year they have conducted 30 engagements for referrals, resources and
- Working hard to plug in with partner agencies.
- Overview of where the program is, we will be presenting at several panels to share this information across the industry.

- Carlos Silva and Holly Winge introduced themselves and highlighted some of their programs and initiatives as Community Intervention Specialists.

Public Safety Ambassadors – Update

Brian Robinson, Public Safety

- **Finished the first graduation of the first class of Public Ambassadors**
 - De-escalation, referrals, establishing Meet & Greets for customers and police officers. Also, do security assessments throughout the system.
- **Training – First 8 ambassadors did 5 weeks of training; some of the training includes:**
 - Dispatch radio
 - Mental Health/First Aid
 - Railway protection
 - Transportation security training
 - Role Playing
 - Transit Nomenclature
 - Hour of operations: currently, they are running a day shift but plan to move 24/7 when they hire more staff; they will be anywhere there is CapMetro property or services, CapMetro will respond
- **SXSX Overview -**
 - *Ambassadors at Plaza, Republic Square Park*
 - *Meet and Greet customers*
 - *Good feedback from customers; glad for security and engagement*

PSAC Member: What is the shift time for the Ambassadors?

Brian Robinson: Currently they are on a day shift, when we have more resources, we plan on expanding the teams and shift times.

PSAC Member: Are they broken down into regions, or are they city-wide?

Brian Robinson: They are city-wide. Currently, anywhere there's CapMetro property, they will respond in that area.

PSAC Member: I think it's great having the Ambassadors, this way issues can be resolved more humane and don't need to escalate to involve the police.

Brian Robinson: We've been able to already make an impact with just our 8 Ambassadors. We've had such great success so far

Committee Discussion – Policies & Trainings

Gardner Tabon, EVP & Chief Safety Officer

- **TCOLE Requirements:**
 - Must document the need for a police department
 - Must identify / articulate funding sources
 - Must identify / obtain physical resources 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
- Other policies we want prior to starting the service
 - Police Ethics
 - General Conduct
 - Bodycam Policy Discipline Matix
 - Search and Seizure
 - Special Investigation
 - Control Devices
 - Overtime Policy
 - Admirative Investigations

Transit Police Training

- TCOLE requirement for training
 - Minimum of 40 hours every 2-year training unit (09/01/2021 - 08/31/2023)
- Other training we intend to require
 - TSA transit security specific training
 - De-escalation training
 - Crisis intervention
 - Diversity, Inclusion and belonging
 - Unconscious bias
 - Transit – specific customer service training

PSAC Member: Is there a lactation policy for nursing mothers?

Gardner Tabon: Yes, it would be the same as the standard CapMetro lactation policy.

PSAC Member: What is the policy on medical cannabis?

Gardner Tabon: Anything that impairs the ability of an officer, contractor, or any employee otherwise is prohibited from use.

PSAC Member: It would be beneficial if the ambassadors can also take on a first responder role with the administration of Narcan or other Rehabilitation drugs.

Gardner Tabon: That is not something we are currently pursuing at this moment, but this is something other agencies are deploying to prevent crisis.

PSAC Member: If we were to select a police chief from another state, how long would it take for them to be certified in Texas?

Darryl Jamail: That's up to the discretion of the agency, they would first pass the certification from the licensing body, but then the agency would be the one to determine how long it takes for the chief to begin their role.

PSAC Member: Are these training administered internally by CapMetro?

Gardner Tabon: Yes, the training will be done internally, with external training being utilized for areas we don't have expertise in.

Closing:

Alignment Tours