

# CapMetro Public Safety Update

*January 24, 2022*

*Gardner Tabon, EVP & Chief Safety Officer*

# Community Intervention Specialists

- 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



# Summary of Community Feedback on Police Chief Leadership Traits and Characteristics

## Personality & Leadership Style

- Transparent & accountable
- Leads by example
- Thinks outside of the box; willing to change & be progressive
- Community engagement driven
- Truthful/Honest/Person of Integrity
- Culturally competent and understands social and cultural biases and inequities
- Critical thinker

## Professional Experience

- Experience with transit/mobility systems
- Experience with best practices working with the unhoused community
- Administratively sound
- Build up organization/teams
- Sees value in training
- Understand the cultural environment of Austin
- Collaborative, strategic
- Understands roles and responsibilities
- A servant leader

# Feedback from Public Safety Advisory Committee

First meeting: January 13, 2022

- **Preferred characteristics for Transit Police Chief:**

- Experience in best practices working with people who are unhoused
- Well-versed in evidence-based policing (a member of the American Society for Evidence-Based Policing)
- Willingness to work with engineers on solutions
- Willing to support and advocate for Community Intervention Specialists and Public Safety Ambassadors
- Unbundling policing
- Awareness
- Engaging, Community-Focused
- Energetic and excited about the job

# Timeline and Process

<b>Sept. 2021 – Feb. 2022</b>	<i>Community &amp; stakeholder feedback on transit police leadership traits &amp; characteristics</i>
<b>Jan. 28 – Feb. 28, 2022</b>	Job posting available on CapMetro.org/Jobs & recruitment ongoing
<b>March 1 – 4, 2022</b>	Initial screening of applicants completed by EVP Gardner Tabon, Darryl Jamail, Jacqueline Evans and Wanda Dunham
<b>March 7 – 11, 2022</b>	Offsite leadership assessment driven by feedback on leadership traits and characteristics
<b>March 21 – 25, 2022</b>	Assessment center assessment of candidate pool & initial interview panel with members of CapMetro Senior Management/Executive Teams
<b>March 28 – April 1, 2022</b>	<ul style="list-style-type: none"> <li>• Final interview with top candidates completed by Deputy CEO Dottie Watkins, EVP Gardner Tabon</li> <li>• Meeting between top candidates, BOD Chair, BOD Vice Chair and Chair of OPS Committee</li> <li>• Final candidate identified by EVP Gardner Tabon</li> </ul>
<b>April 25, 2022</b>	Hiring process completed and “Chief Administrator” (Chief of Police) onboarded



# Next Update

- February Board Update:
  - Public Safety Ambassadors
  - Detailed update on program milestones and tasks





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**THANK YOU!**