

To: CapMetro Board of Directors
From: Gardner Tabon, EVP, Systemwide Accessibility & Chief Safety Officer
Date: May 31, 2024
Re: Updates on TCOLE Authorization and Transit Police Department Public Engagement

The purpose of this memo is to provide an update to the CapMetro Board of Directors regarding ongoing efforts to establish a CapMetro Transit Police Department, as part of our comprehensive approach to public safety.

TCOLE Authorization

The CapMetro Transit Police Department has recently received authorization from the Texas Commission on Law Enforcement (TCOLE) to continue in the process of creating a new police agency, demonstrating our dedication to upholding law enforcement standards within our transit system. To receive full authorization, CapMetro will continue to submit materials to TCOLE, and the Transit Police Administrator, Eric Robins, will go through the next steps necessary to receive the Transit Police Chief title. Authorization from TCOLE to continue in the process is a key milestone necessary to continue our work on recruitment and hiring, operational procedures and practices, partnerships with area jurisdictions, and more. Upon full authorization from TCOLE, CapMetro will have the authority to respond to emergencies and needs as police. CapMetro anticipates having the Transit Police Department available to respond to emergencies in 2025; until then, CapMetro will continue to work with law enforcement partners to respond to emergencies on the transit system.

This milestone reflects the hard work and careful planning of our department, which has been one key area of focus over the last several months complemented by community involvement through the Public Safety Advisory Committee (PSAC) and its subcommittees. PSAC has played a crucial role in reviewing policies and departmental systems and will continue to do so going forward.

PSAC Engagement Summary

As part of our commitment to transparency we are engaging the Board-appointed Public Safety Advisory Committee alongside the broader community on key areas related to the police department. Over the last several months, in particular, PSAC and the PSAC Program Strategies and Policies Subcommittee have been meeting regularly to review transit police policies. These policies guide everything from uniform requirements to response methods, to reporting, and more.

The engagement process on policies includes publishing policies as written for both PSAC and community feedback and questions; there are limited redactions to policies related to tactical information and officer safety. Each policy is then discussed with the Program Strategies & Policies subcommittee, and revised based on public feedback, as appropriate. Finally, the policy is posted as a final revised policy on the engagement website. These policies are administrative policies approved by the Transit Police Chief; no Board action is required or planned.

We are preparing for the next Program Strategies & Policies subcommittee meeting scheduled for Thursday, June 6 at 5:00 PM. We encourage community participation through registration for the meeting or direct feedback on the documents, which will be open until June 14.

The following policies are posted for community feedback and will be discussed at the upcoming meeting:

- [Hostage and Barricade Incidents](#)
- [Training](#)
- [Rapid Response and Deployment](#)
- [Uniforms and Civilian Attire](#)

The following policies have gone through the community engagement process and are the final policies are posted to the engagement website:

- Vehicle Pursuits
- Use of Force
- Standards of Conduct
- Property and Evidence
- Policy Against Bias-Based Policing
- Part-Time Officers
- Organizational Structure and Responsibility
- Mission, Vision, Core Values and Law Enforcement Code of Ethics
- Missing Persons
- Family Violence
- Eyewitness Identification

We will continue to use the subcommittee to review policies going forward until all policies are completed over the next several months. Once the transit police department is operational, each policy will be reviewed annually using the same process to review substantive changes with the community.

Additionally, in line with our continued commitment to transparency and community engagement, we are excited to share that the first meeting of the Operations & Personnel subcommittee will take place on Monday, June 10 at 5:00 PM. This subcommittee is focused on items that affect day-to-day operations, such as hiring and trainings, two topics we know the community is eager to discuss more.

We will be discussing the following items, which are also posted online for feedback, at the meeting:

- [Police Officer Job Description](#)
- [Police Sergeant Job Description](#)

Community members are encouraged to register for and attend the meeting and can provide feedback on the documents until June 17.

We are eager to continue this momentum in both, the development of the department and community engagement, as we progress in our mission to provide a secure and efficient transit system for our community.

Should Board Members have any questions regarding the proposed changes, they should contact Ed.Easton@capmetro.org.