

CapMetro Public Safety & Advisory Committee Update

October 25, 2021

Gardner Tabon, EVP & Chief Safety Officer

Agenda

- Program Update
- Feedback to Date
 - Transit police leadership
 - Advisory committee charter – *action requested today*

Program Update

Administrative Activities Since Aug. 2021

- Onboarded Wanda Dunham as a special advisor to public safety program
- Hired a financial consultant to assist CapMetro with program long-range financial planning
- Began creation of process to establish transit police function
- Began creating inventory of needed policies and procedures
- Began research of peer agencies
- Continued recruitment and onboarding of public safety ambassadors
- Community intervention specialists began full operations in October

TCOLE requirements for new police departments

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.

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

Reviewing Peers and Standards

- DART (Dallas), MARTA (Atlanta), VIA (San Antonio), Austin Police Department (Austin), Denver RTD, BART (Bay area, CA), Tri-MET (Portland)
- CALEA (The Commission on Accreditation for Law Enforcement Agencies)
- **Topics:** *policies and professional standards, integration of ambassadors and social workers, leadership recruitment and job descriptions, experience with creating new transit police function, etc.*

Stakeholder Engagement since Aug. 2021

- **Stakeholder 1:1 briefings**
 - **Topics:** priorities/opportunities for the public safety program, feedback on draft advisory committee charter, and characteristics staff should seek out in transit police leadership
 - *Members of the public may request a 1:1 or small group meeting by emailing Edna.Parra@capmetro.org by Nov. 19*
- **Customer Service Advisory Committee (CSAC), Access Advisory Committee & Diversity, Equity & Inclusion Council meetings**
 - **Topics:** feedback on draft advisory committee charter, and characteristics staff should seek out in transit police leadership

Community Feedback To Date

Summary of Community Feedback on Leadership

Complete community feedback to date provided as supplemental material

Personality & Leadership Style

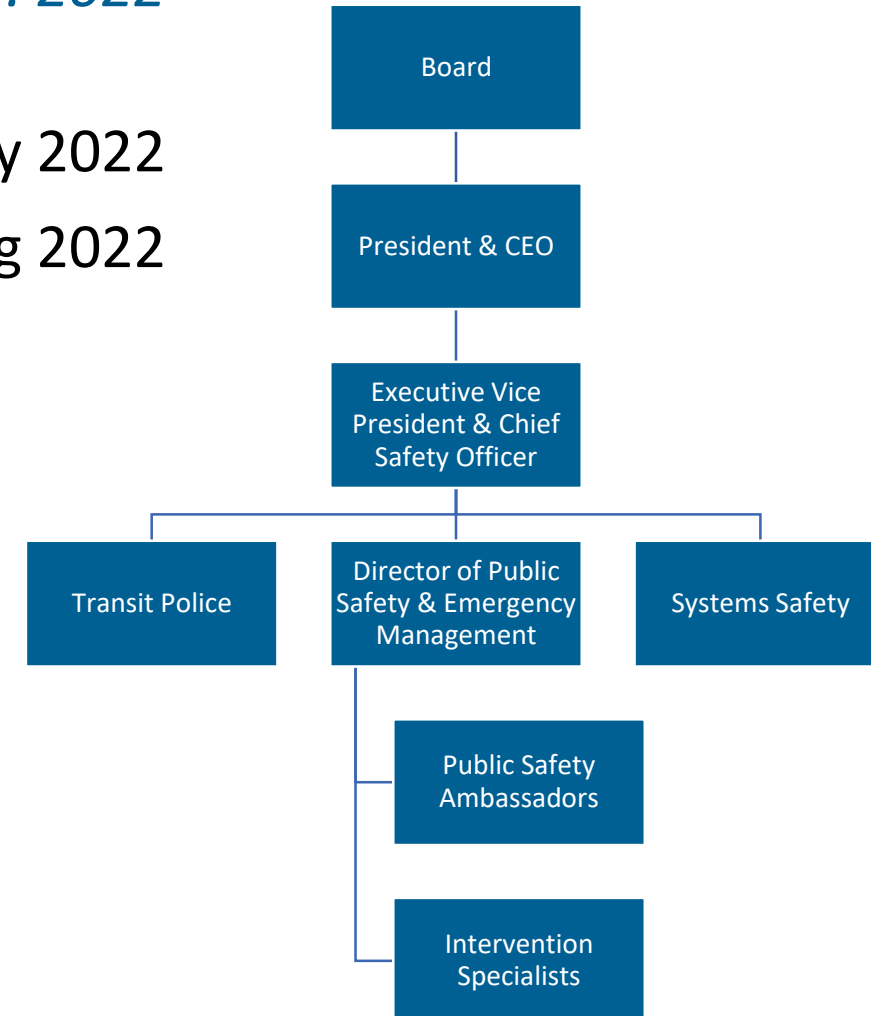
- Transparent & accountable
- Leads by example
- Thinks outside of the box; willing to change & be progressive
- Community engagement driven
- Truthful/Honest/Person of Integrity
- Culturally competent and understands social and cultural biases and inequities
- Critical thinker

Professional Experience

- Experience with transit/mobility systems
- 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

Transit Police Leadership Timeline

- *Community discussion of characteristics & peer agency research* Sept. – Jan. 2022
- Job posting finalized & recruitment begins January 2022
- Hiring of transit police leadership Spring 2022



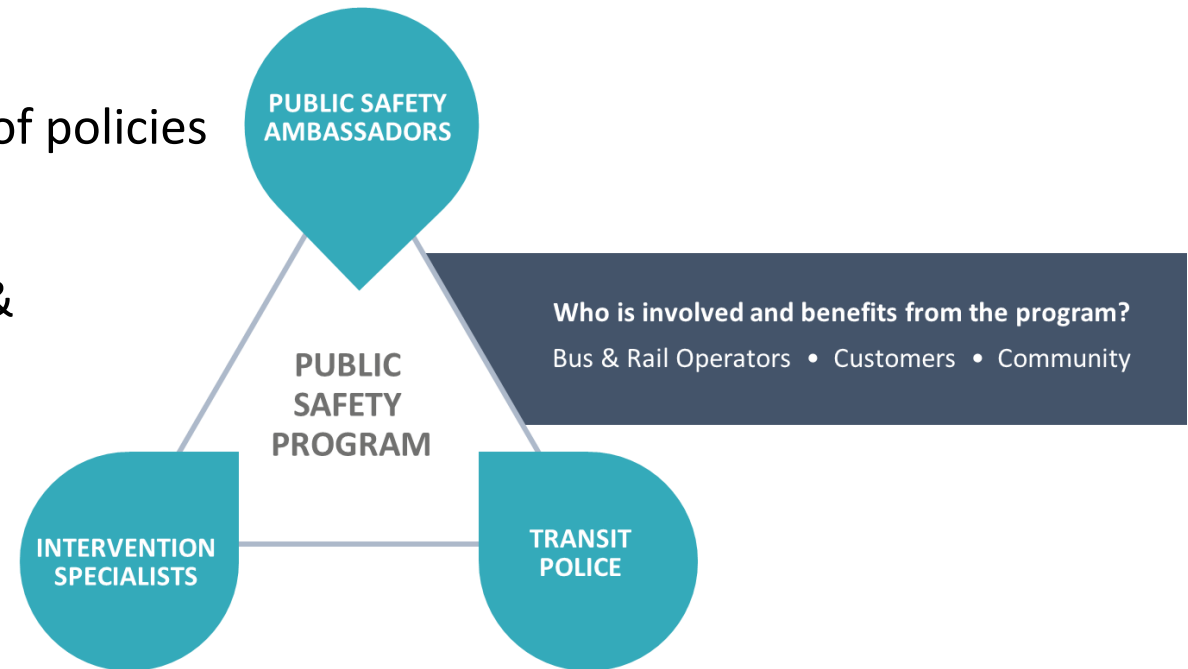
Advisory Committee Charter

- Draft version 3 is latest with staff's suggested edits based on community and policymaker feedback
- Staff engaged community stakeholders during 1:1 meetings, and received feedback from CSAC and Access Committee and DE&I Council

Proposed Advisory Committee Responsibilities

The Public Safety Advisory Committee may provide recommendations to the Agency's Management team and Board regarding the following topics relevant to the comprehensive public safety program:

- Input to the Board regarding the creation & review of policies
- Input to staff regarding program creation & review of procedures
- Identifying opportunities for CapMetro to educate & engage the community on public safety topics
- Review & input on quarterly & annual public safety performance goals/metrics
- Input to staff regarding the characteristics staff shall seek out in Transit Police leadership
- Input to staff on the development of public safety staff training programs
- Input to staff on public safety awareness campaigns & customer information communications



Proposed Membership Structure

The Public Safety Advisory Committee will have 10 total members.

- **8 members appointed by the Board**

- People will apply and staff will compile a list of applicants for the Board to select from.
- Members should have a variety of experience and expertise related to social and criminal justice reform, public safety, social services, community service, professional experience and personal experience with or a relationship to historically marginalized or underserved communities.
- The Board is encouraged to appoint members who are CapMetro customers with relevant experience.
- Appointees must not have a conflict of interest that would impede their ability to serve on the committee.
- Members shall represent themselves, not an organization.

- **2 standing members appointed by the President & CEO and confirmed by the Board**

- A person to represent the ATU (recommended by ATU leadership)
- A person retired from a law enforcement agency from within the CapMetro service area

Advisory Committee Meetings

- The Public Safety Advisory Committee will meet at least quarterly beginning within 60 days after Board appointments are confirmed.
- Meetings will be open to the public and recorded, and meeting materials will be posted online.
- A suitable location will be identified to host Public Safety Advisory Committee meetings that is well-connected to transit, centrally located and comfortable.
- Virtual meetings will be supported to the extent that they comply with Capital Metro policy and applicable laws.
- Food and beverages will be provided for committee meetings conducted in person.

Advisory Committee Milestones:

- Review and input on draft charter: Sept. – Oct. 22, 2021
- *Board approval of advisory committee charter:* *Oct. 25, 2021*
- Initial application for membership opens & advertised: Nov. 1, 2021
- Initial application for membership closes: Dec. 3, 2021
- Board Member review of initial applicants: Dec. 6 – 10, 2021
- Board appointment of members: Dec. 17, 2021
- Orientation meeting: early January 2021
- First meeting: mid/late January 2021



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THANK YOU!