

CapMetro

**Public Safety Advisory
Committee**

December 2024

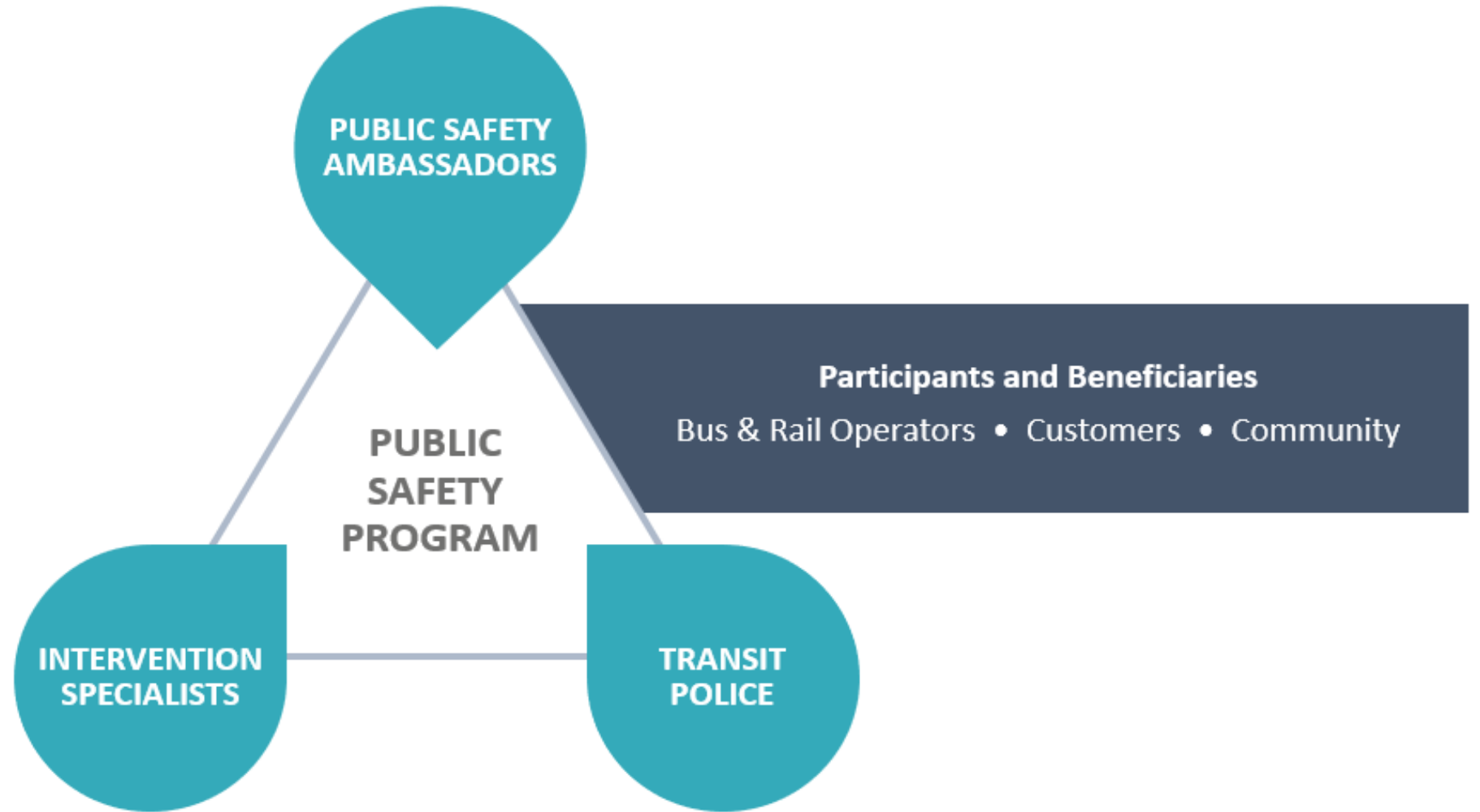


Trainings Overview

Eric Robins, Chief of Police



Public Safety Program



Transit Police Training Program Overview



Evaluation

Determine officer's training status



On-boarding

- Introduction to CapMetro's Culture
- Static Training
- PSAC's role



Field Training

On the job training in the field



Graduation

Successful completion of training program.

Evaluation of Officer's Training Status

Experience or non-experienced

Accomplishments

Verify State mandated training

What additional training desired-career path

TCOLE 2-year cycle

Develop training outline/plan

Evaluation of officers' training status; experience or non-experience?

- Occurs during hiring & background process
- Verify state mandated training
 - What have they accomplished?
 - Defensive Tactics
 - Emergence Response and Crisis Management
 - De-escalation Training
 - Advance Law Enforcement Rapid Response Training (ALERRT)
 - Firearms qualification, safety and usage
 - Where are they in the TCOLE 2-year training cycle
- Determine if additional training is desired
- Develop a training outline/career development
 - Determine available training dates and times
 - Depending on availability, locations, providers, etc.
 - dates and times will vary

On-Boarding Process continued

Approximately
4 weeks

Organizational
Policies and
Procedures

New
Employee
Orientation

FTA
Requirements

Police Policies
and
Procedures

The CapMetro
Way

The CapMetro Way

Three Prong Approach to Public Safety

Public Safety Ambassador Program

Community Intervention Specialist Program

Police

Public Safety Advisory Committee Overview

Officer Health and Wellness

Defensive Driving

Dispatch Procedures

Radio Procedures

Community Policing and Cultural Sensitivity

Ride-outs and observations

Supervisors, Ambassadors, CIS, Dispatch, etc.

External resources/partnerships:

Examples:

Sobering center

Downtown Austin Alliance

Hospital Post Suicidal Engagement (HOPE)

Report Writing- Records Management System (RMS)

Technology and Equipment

On-Boarding Community Involvement

PSAC
Participation

Observation

Scenarios

Input
Feedback

Role play

On-going

PSAC & Community Involvement

Scenario/reality-based training PSAC participation

Conducted on Bus/Trains- real life type incidents

Opportunities for PSAC/community members to participate

Role play, observe

Provide input and feedback

Field Training Officer's Program

12-16 weeks

Daily
Observational
Reports (DOR)

On the job training

Overall
performance
evaluations

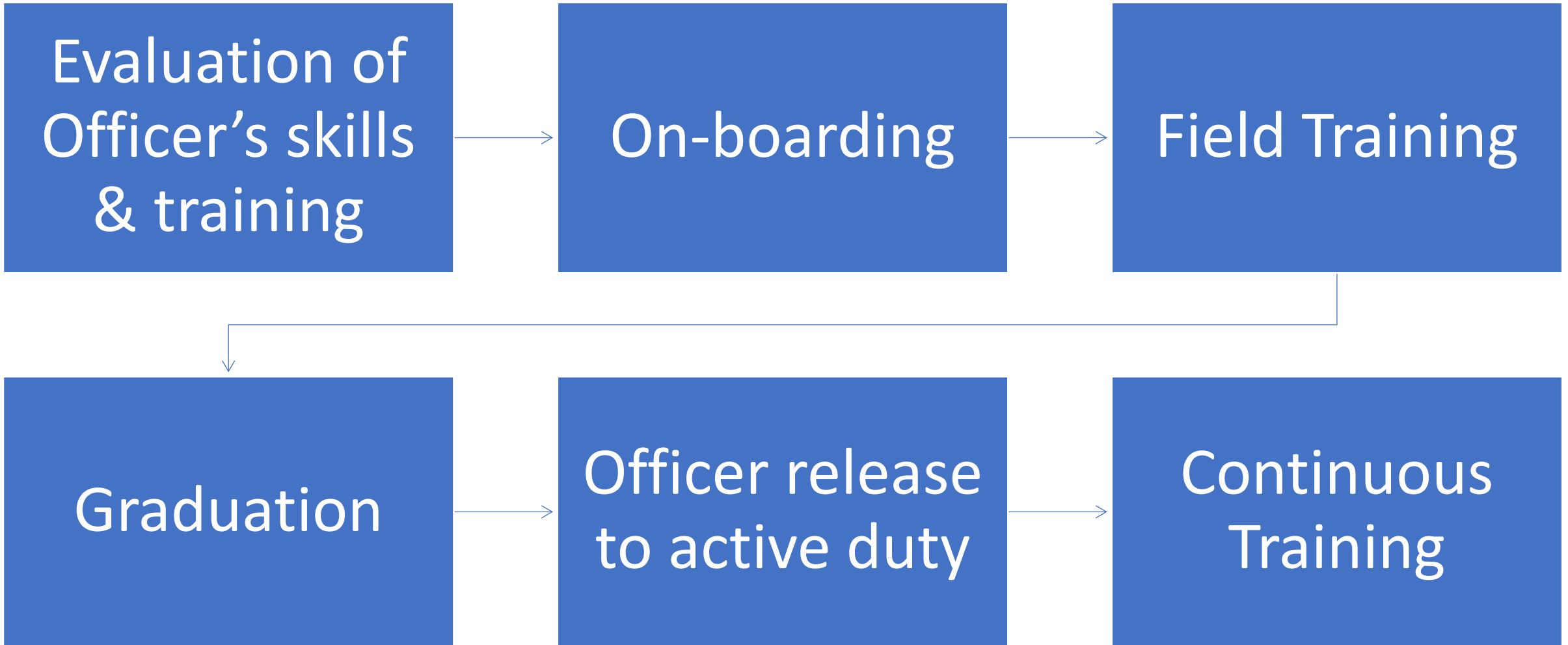
Must demonstrate
knowledge and
proficiency

Recommendation
to Proceed

Field Training Officer program (FTO) (approximately 12-16 weeks)

- On the job training with an experienced officer/sergeant
- The trainee must demonstrate knowledge and proficiency in various aspects:
 - Ex:
 - Geography, reporting writing, de-escalation, public interaction
- Multiple phases/stages of completion
 - Training Officer makes recommendation to advance trainee to next phase
- Daily Observation Reports (DOR)
- Overall performance evaluations
- Recommendation to superiors for trainee to graduate from the program
- Depending on officer's performance the program may be extended or shortened independently.

Training Program Overview -closing





Subcommittee Update & Engagement Review

Peter Breton, Community Engagement Coordinator

Policy Rounds 9 & 10 (Nov 2024 – Jan 2025)

Round 9:

- November 20, 2024
 - Policies Posted
 - Communications to Public Safety Engagement Listserv & PSAC
- December 5, 2024
 - Subcommittee Meeting
- January 3, 2025
 - Feedback Closes

Round 10:

- January 8, 2025
 - Policies Posted
 - Communications to Public Safety Engagement Listserv & PSAC
- January 23, 2025
 - Subcommittee Meeting
- January 31, 2025
 - Feedback Closes

**Engage
with us on
public
safety!**



Engagement Review Framework

3 “E”s to Help Understand Our Review

Evaluate Ongoing Engagement Efforts

Guiding Questions:

What are our successes and challenges? What, if any changes need to be made?

Evolve with the Community's Wants and Needs

Guiding Questions:

Are we engaging with what the community wants? Have the community wants changed recently?

Experiment with New Ideas and Improvements

Guiding Question:

How can we engage more widely or deeply by adjusting our methods & processes?

Public Safety Engagement Review

Evaluate

Reviewing:

- Overall Public Safety Engagement efforts
- Subcommittees:
 - Program Strategies & Policies
 - Operations & Personnel
 - Community Engagement & Rider Experience

Evolve

Reviewing:

- External engagement efforts on the topic
- Engagement numbers for the year – including other projects for reference

Experiment

Reviewing:

- New engagement initiatives in the community
- New literature and best practices
- Feedback from the community & staff

Public Safety Engagement Review

Starter Conversation Questions

- What are your thoughts and feelings about our subcommittee strategy?
- As a PSAC member, are subcommittees (or the process) valuable to you?
- Do you feel you're getting the right split of detail vs. high level information when you come to a PSAC meeting?
- What about opportunities for engagement – i.e. do you feel like you've missed out?
- What are your thoughts on how to move forward?



Advisory Committee Format & Staff Support Roles

Facilitated by Staff Liaison

Housekeeping Items

Recruitment Efforts

- Ongoing through social media and email blasts.
- More to come in 2025, including reaching out directly to CBOs.
- Committee Members: Please encourage people to apply!

Yearly Document Review

- Yearly review of supporting documents in December.
- Bringing minutes and agenda more in line with Board practices.

Committee Improvements

- Brainstorming new and exciting ways to engage committees.
 - Some things already in motion.
 - Please share your ideas with us!
- Expect periodic emails with updates.

Virtual Meeting Platform

- The value of the status quo?
 - Members want to keep virtual meetings for accessibility.
 - Meetings are also easier to record and post.
 - More accessible for community members to attend.
- The importance of platform choice?
 - Platform should not be a barrier for members or community.
 - Administrative effort is an additional consideration.

Virtual Meeting Platform

- Why have we used Teams?
 - In short, not to rock the boat.
- Why consider a change? What are the benefits of Zoom?
 - Zoom has become easier to use for meetings like these.
 - More widely used among the community.
 - Additional features, especially accessibility-focused.
 - Much easier to manage from a staff perspective.

Staff Roles for Advisory Committees

Committee Support

- Responsible for much of the week-to-week work, including creating supporting documents.
- Works with the Staff Liaison to schedule presentations and interfaces with presenters.
- Supports communications with members.

Staff Liaison

- Accountable for all committee work and ensures work is completed in a timely manner.
- Provides monthly updates to the CapMetro Board of Directors.
- Interfaces with internal departments to understand and plan for how committees are included in public involvement.

CapMetro

Thank you!