

**CapMetro**

**Public Safety Advisory  
Committee**

October 2024



# Transit PD Recruitment Process & Strategy

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Michele Gregory, Talent Acquisition & Team Member Experience Manager

# Agenda

- Mission
- Ideal Candidate Profile
- Efforts to reach diverse groups and local community
- Hiring Process
- Opportunities/Insights
- Our Message to Potential Candidates

# Mission/Purpose

- To create a secure transit environment through innovative people-centric policing, getting everyone safely to their destinations.



# Ideal Candidate Profile



**Community Focused** – has an ability to engage well with the community.

**Relationship Builder** – ability to build long-term relationship with the community.

**Problem Solver** – ability to find creative solutions to challenges and partner with the community to overcome obstacles together.

# Requirements Needed

- High school diploma or GED
- TCOLE Certified
- Previous law enforcement experience



# Efforts to Reach Diverse Groups and Local Community



## Diversity Recruitment

- International Association of Women Police
- National Association of Black Law Enforcement
- National Latino Peace Officers Association
- Hispanic Chamber
- Asian Chamber
- Black Chamber

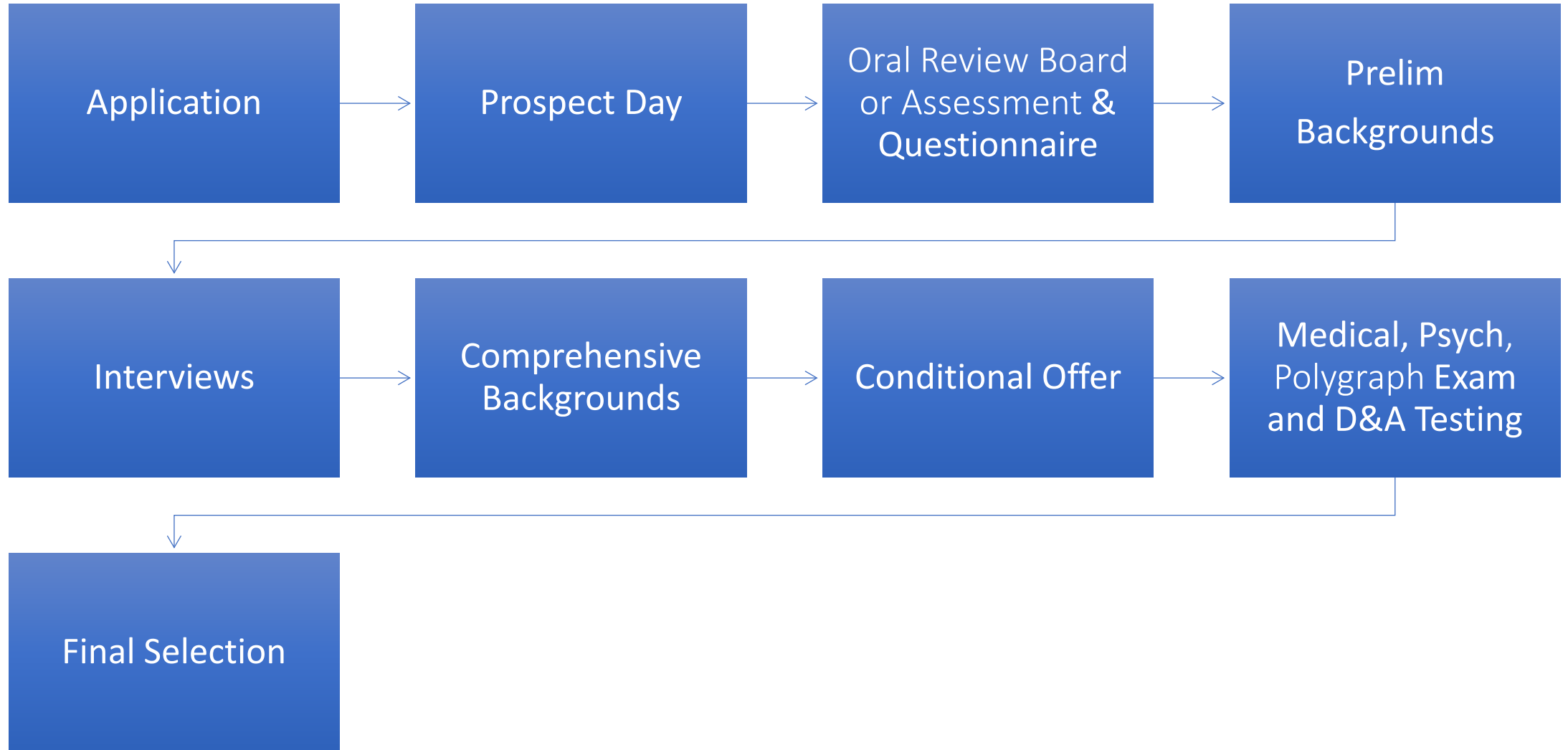
## Events

- Military and Law Enforcement Hiring Fairs
- City Job Fairs
- Austin Public Safety Fair

## Pipelines

- Texas Veterans Commission
- Transition Assistance Programs
- ACC Public Safety Center

# Hiring Process





# Opportunities

## Labor Market:

- Texas Focus
- Over 60k officers/<1% unemployment
- Officers are leaving the profession
  - Deteriorating public support
  - Lack of morale

# Insights

## Research shows:

- Top two reasons people choose to become officers:
  - To serve their community
  - To help others
- What officers are looking for?
  - An environment that allows them to effectively serve their community while feeling valued and supported in their role.
  - Greater sense of **purpose** and the opportunity to build stronger community relationships.

# Our Message to Potential Candidates

**“If you are a Community focused, relationship building, problem solver who wants to help people reach their destinations safely, we have a place for you.**





# Community Engagement Updates

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Kelsey Lammy, Community Involvement & Engagement Manager

# Policies & Procedures Subcommittee Update

- 10/17 and feedback closed 10/24
- Presented on 5 policies:
- Effective Communications with Persons with Disabilities\*
- Investigation and Prosecution\*
- Officer-Involved Shootings and Deaths\*
- Sexual Assault Investigations\*
- Suspicious Activity Reporting\*

# Policies & Procedures Subcommittee Update

- Air Support
- Aircraft Accidents
- Child Abuse
- Contacts and Temporary Detentions
- Crime Analysis
- Crime and Disaster Scene Integrity
- Death Investigation
- Identity Theft
- Limited English Proficiency Services
- Meal Periods
- Patrol
- Public Recording of Law Enforcement Activity
- Ride-Alongs
- Roll call
- Secondary Employment and Outside Overtime

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Thank you!