



## Board Report

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### **OPERATIONS, SAFETY AND CUSTOMER EXPERIENCE COMMITTEE APRIL 15, 2021**

**SUBJECT: PUBLIC SAFETY ADVISORY COMMITTEE (PSAC) QUARTERLY UPDATE**

**ACTION: RECEIVE AND FILE**

#### **RECOMMENDATION**

RECEIVE AND FILE Public Safety Advisory Committee (PSAC) quarterly update.

#### **ISSUE**

This report reflects a quarterly update of progress in convening an advisory committee that will provide recommendations on how Metro can reimagine public safety on its system.

#### **BACKGROUND**

In the June 2020 Regular Board Meeting, the Board of Directors approved motions 37 and 37.1 for Metro staff to form an advisory committee and, in partnership, develop a community-based approach to public safety on the transit system. Staff is to report back on a quarterly basis.

#### **DISCUSSION**

System Security and Law Enforcement (SSLE) established an Internal Steering Committee comprising of the Office of the CEO that is inclusive of the Executive Officer for Customer Experience and Executive Officer for Equity and Race, Communications, Office of Civil Rights & Inclusion, and the Office of Inspector General that would work in designing and launching Metro's first Public Safety Advisory Committee (PSAC). The following sections outline Metro's update in convening such a committee.

#### **PSAC Membership**

Metro staff initially planned to have finalized the PSAC membership by January 2021. However, the process took longer than anticipated as we wanted to ensure the membership consisted of a diverse group of people's experiences, perspectives and best reflected the diversity of demographics that make up our ridership.

In February 2021, members of the Internal Steering Committee conducted (27) semi-finalist interviews to identify the (15) community members and (3) alternates to join PSAC. Since then, PSAC's membership has been finalized and all applicants have been notified of their status. The demographics of the community members, including the alternates, is as follows:

Age:	Total	Housing Status:	Total	Gender:	Total
25-39	67%	Homeowner	22%	Female	61%
40-60	28%	Renter	72%	Male	33%
None Selected	6%	Other	6%	None Selected	6%

Annual Income:	Total	Are you a person with a disability(s)?	Total
Less than \$30,000	22%	No	83%
\$30,000 to \$60,000	28%	Yes	17%
More than \$60,000	50%		

Which of the following best describes you?	Total	Sexual Orientation:	Total
Asian/Pacific Islander	11%	Bisexual	11%
Black/African American	39%	Gay or lesbian	11%
Caucasian	11%	Heterosexual or straight	72%
Caucasian, Native American	6%	Other	6%
Hispanic/Latinx	17%		
None Selected	11%		
Other	6%		

Considering we received strong community interest to join PSAC, staff plans to conduct additional outreach to seek feedback on the recommendations put forward by PSAC.

### Kick-Off Meeting

Staff held the first PSAC meeting on Wednesday, April 7th, 2021. Agenda items included: welcome remarks by Phil Washington, Judy Gerhardt, KeAndra Cylear-Dodds, and Aaron Weinstein; and Brown Act training provided by Karen Gorman. PSAC members and alternates also had an opportunity to introduce themselves and in one word described what public safety means to them. Our facilitator team, Richard France from Estolano Advisors and Tamika Butler from TLB consulting, were in attendance and shared their role with the PSAC. Our next PSAC meeting is scheduled for Wednesday, April 21<sup>st</sup>, 2021.

### Response to Motion 26.1: Compensation

Compensating members of the public who serve on advisory committees for their time and expertise helps advance equitable outcomes, uplifts the lived experiences of our historically marginalized and most vulnerable users, and levels the playing field with other advisors (technical or otherwise). Accordingly, the Office of Equity and Race in partnership with the Departments of Communication, Ethics, and others is developing a Compensation Policy (Policy) that seeks to compensate advisory committee members for their labor and the wealth of experience, expertise, and knowledge that they bring to Metro advisory committees. The Policy will apply specifically to members of the public who serve on advisory committees for Metro and currently excludes Metro employees or any agency or elected office staff who serve on advisory committees as part of their professional role.

The Policy will have a three-tiered framework for compensating advisory committee participants based upon their roles and responsibilities. The tiers increase in compensation, from \$100 to a cap of

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\$200 per meeting, as roles and responsibilities expand to account for the full scope of work and expertise that members of the public offer to Metro. The Compensation Policy sets a maximum amount for total compensation fees that can be provided to advisory committee members in a fiscal year. This guiding framework for the Policy is built upon local and national best practices research on compensation policies for members of the public serving on government advisory committees.

While still being finalized, the Compensation Policy would retroactively apply to the PSAC as of April 7, 2021, which was the date of their first meeting, as a part of the first phase of implementation. All PSAC advisory committee members would be eligible for compensation, regardless of immigration status, ability, or any other status that may be a barrier to participation. Metro staff will continue to finalize the Compensation Policy, as further exploration is needed on certain details, including legal tax requirements, payment models, alternative payment methods for the unbanked or undocumented, and applicability for other advisory committees. Staff will return to the board with an update in June 2021.

### **NEXT STEPS**

As stated in the Transit Law Enforcement Contract Services report in the March 2021 Board cycle, staff will engage PSAC for the remaining six months of the multi-agency law enforcement contract. Thus, staff will work to update the PSAC workplan accordingly to ensure members have enough time to develop their recommendations. In addition, staff is working on providing PSAC with onboarding material to support them in their recommendation process.

Staff will provide monthly updates to the Board of Directors as requested in Motion 26.1.

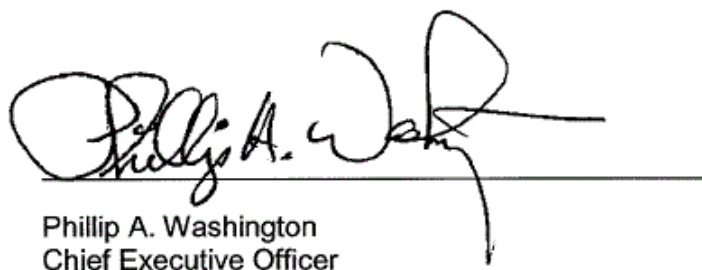
### **ATTACHMENTS**

Attachment A - List of PSAC Members & Alternates

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Chief Executive Officer





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## **Public Safety Advisory Committee (PSAC)**

### **List of Members & Alternates**

#### **15 Community Members**

1. Ashley Ajayi
2. Florence Annang
3. Clarence Davis
4. Scarlett de Leon
5. Maricela de Rivera
6. Esteban Garcia
7. Mechell Graham
8. Darryl Goodus
9. Sabrina Howard
10. Carrie Madden
11. Chauncey Smith
12. Constance Strickland
13. Mohammad Tajsar
14. Andrea Urmanita
15. James Wen

#### **3 Community Member Alternates**

1. Ma'ayan Dembo
2. Charles Hammerstein
3. Jessica Kellogg

#### **3 Ex-Officio Employee Members**

1. Glenda Murrell,  
*Train Operator*
2. Jose Raigoza,  
*Transit Operations Supervisor*
3. Ron Rodney,  
*Bus Operator*

#### **2 Ex-Officio Employee Alternates**

1. Fabian Gallardo,  
*Principal Transportation Planner*
2. Raul Gomez,  
*Train Operator*