

A NATIONAL SEARCH

is underway for a
Chief of Police & Emergency Management



Los Angeles County Metropolitan Transportation Authority





LOS ANGELES, CA

THE 01. OPPORTUNITY



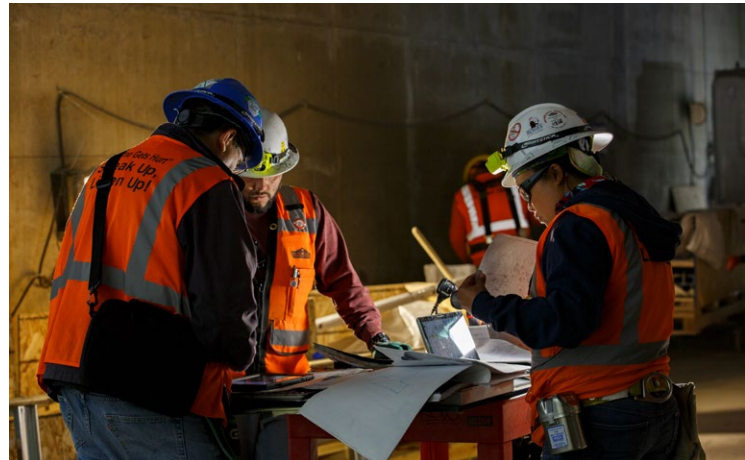
The Los Angeles County Metropolitan Transportation Authority is embarking on a national search for a strategic, compassionate, and seasoned police executive with exceptional leadership abilities to serve as Chief of Police and Emergency Management for the Transit Community Public Safety Department in Los Angeles, California.



02. LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY (LA METRO)

Formed in 1993, the Los Angeles County Metropolitan Transportation Authority (LA Metro) is the backbone of mobility in a region home to nearly ten million residents.

LA Metro develops and manages transportation plans, policies, and funding programs to address mobility, accessibility, and environmental challenges throughout the county. LA Metro has a \$9 billion annual operations and capital budget supporting a transit system with an annual ridership of more than 300 million. With a workforce exceeding 12,000 employees and a bus fleet of nearly 2,100 vehicles, LA Metro's extensive transit operations include over 120 bus routes and six rail lines, spanning approximately 108 miles of urban rail and 1,433 miles of bus routes—making it the second-largest public transportation system in the United States.



03. GOVERNING STRUCTURE

LA Metro is governed by a 14-member Board of Directors, ensuring the agency remains responsive to the diverse communities it serves.

The Board includes representatives from the Los Angeles County Board of Supervisors, the Mayor of Los Angeles, and other city leaders across the county, as well as a non-voting member appointed by the Governor. The Board meets monthly to set policy, approve budgets, and oversee transportation initiatives. This structure provides accountability while fostering collaboration between regional stake-holders.

In a significant decision to enhance transit safety, the Board of Directors voted to establish an in-house public safety department. By creating a public safety department, LA Metro will incrementally move away from contracting public safety services with Los Angeles PD, Los Angeles Sheriff's Department, and Long Beach PD as police officers and other staff are hired, trained, and deployed. This decision represents a pivotal shift in LA Metro's approach to public safety, accountability, community engagement, and the security and safety of its riders.



TRANSIT COMMUNITY

PUBLIC SAFETY DEPARTMENT (TCPSPD)

04

The Transit Community Public Safety Department (TCPSPD) represents a bold reimagining of transit safety, prioritizing a multi-layered approach that integrates law enforcement with non-sworn personnel to address the full spectrum of riders' safety and quality-of-life concerns.

The Enhanced Service Model, approved by the LA Metro Board, will result in the hiring and training of TCPSPD officers and staff who will be deployed across the enterprise. Once fully implemented, the model will deploy sworn officers and non-law enforcement personnel, including employees who work on Homeless Outreach, Crisis Intervention, and Ambassador Services. This approach underscores LA Metro's commitment to a safer, community-centered vision of public safety. The creation of the TCPSPD signifies more than a structural change; it is a pledge to foster trust, inclusivity, and safety across LA Metro's expansive network.

This transformative position presents a unique opportunity to collaborate with CEO, Stephanie Wiggins and her team, the Board of Directors, the Public Safety Advisory Committee (PSAC), community stakeholders, and law enforcement partners to build the TCPSPD from the ground up, including hiring staff, developing inclusive policies and procedures, and implementing forward-thinking strategies to transition the TCPSPD to a fully operational public safety department.

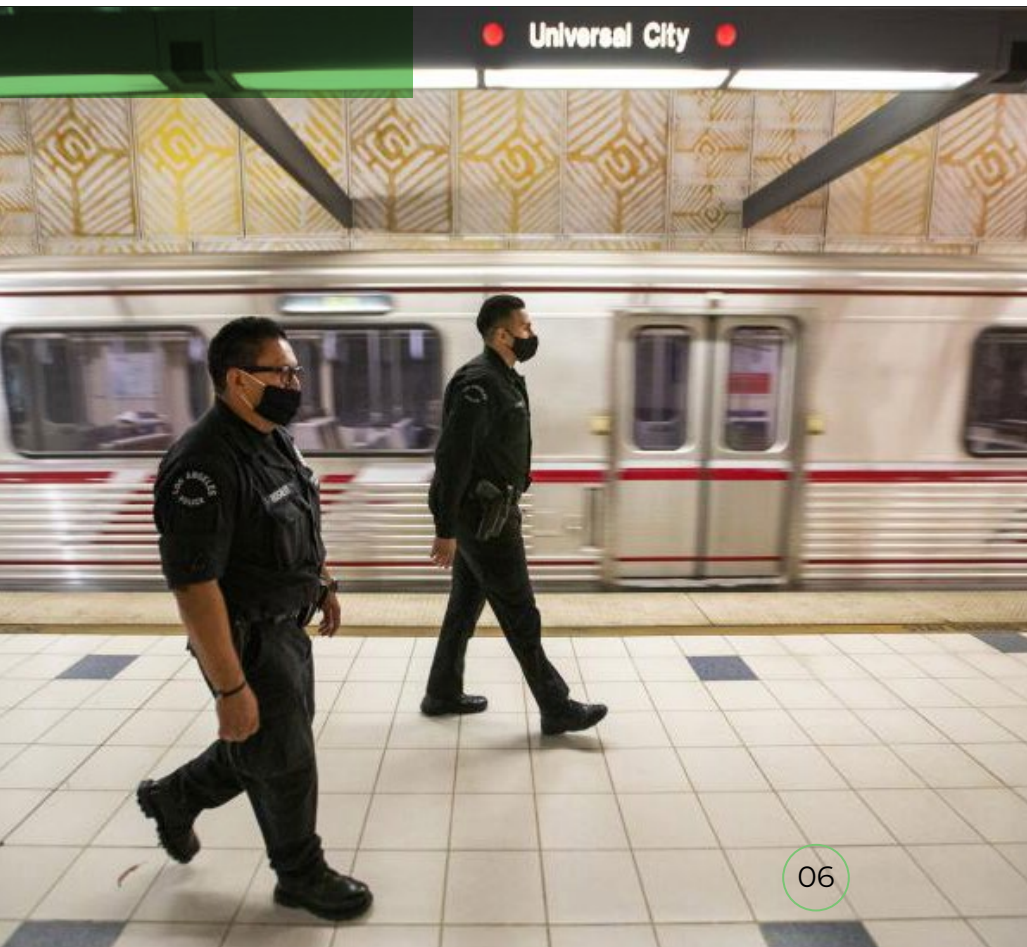
THE POSITION 05.

The Chief of Police and Emergency Management (Chief) is a transformative leadership role at the heart of LA Metro's public safety vision.

This individual will oversee the establishment of the TCPSD and ensure its alignment with LA Metro's values of diversity, equity, inclusion, and empathy. The Chief will be expected to develop comprehensive strategies to tailor community policing with innovative solutions to address challenges across the system and increase safety and security.

The Chief will champion the "Code of Conduct" to address conduct that impacts the daily transit experience. As the leader of LA Metro's TCPSD, the Chief will also be empathetic and cultivate a culture rooted in care-based public safety practices. This vision will integrate community-oriented policing, evidence-based strategies, and modern best practices, including deploying Ambassadors, Crisis Interventionists, and Homeless Outreach Specialists alongside law enforcement officers. Through these efforts, the Chief will drive tangible improvements in safety and security across the transit system.

Additionally, the Chief will be responsible for incrementally deploying a substantial number of sworn officers and civilian staff into the department and allocating them across LA Metro operations. The Chief will also:



- Oversee a public safety department by directing the strategic activities related to law enforcement, crime prevention, crime suppression, mental health, substance abuse, and the unhoused.
- Ensure the department's operations are transparent and data-driven while creating a culture of accountability and continuous improvement;
- Improve rider experience; advance care-based and community policing;
- Interface with numerous outside authorities to develop effective and comprehensive plans and precautionary and preventive steps to safeguard the public and LA Metro's infrastructure; and,
- Operationalize TCPSD's emergency, crisis management, and counterterrorism plans to ensure LA Metro is prepared for significant emergency and critical incidents as well as planned events such as the 2026 World Cup, 2027 Super Bowl, and the 2028 Olympic and Paralympic Games.



OPERATIONS

AT A GLANCE

\$2.363.7 BILLION
2024 OPERATING BUDGET

25,880,698
ANNUAL RIDERSHIP

497,000
AVERAGE WEEKLY RIDERSHIP

6
RAIL LINES

120
BUS ROUTES

447
RAIL CARS

1888
BUSES

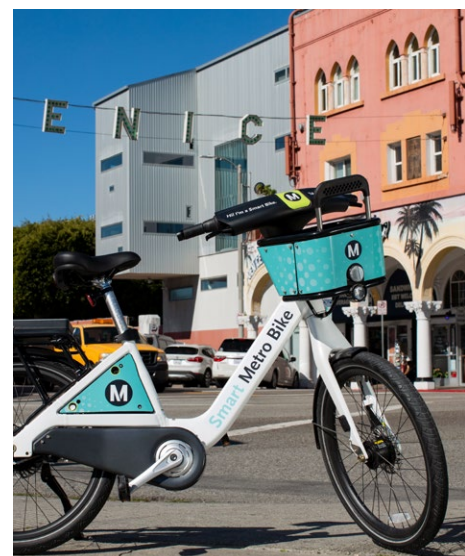
109 MILES
TRACK MILES

1,447
BUS ROUTE MILES

11,439
EMPLOYEES

06 IDEAL CANDIDATE

- Will bring an exemplary career history from a major metropolitan area and a reputation for being approachable, engaging, and empathetic;
- Possess exceptional communication skills, a demonstrated ability to foster trust with diverse communities, and a record of delivering improved public safety outcomes;
- Recruit, hire, and retain a diverse workforce committed to maintaining the highest standards in public safety;
- Engage, build trust, and sustain working relationships with a wide range of partners, including riders, LA Metro Leadership, department employees, police partners, and community-based organizations;
- Implement meaningful police policies, including de-escalation;
- Communicate effectively and transparently;
- Work with LA Metro's leadership and staff to provide riders with excellent customer service and promote accountability, racial equity, budget stewardship, professionalism, and community engagement;
- Advance community-based and 21st-century policing strategies that allow officers to build community trust and improve safety;
- Implement creative strategies to improve staff visibility across the transit operation;
- Develop comprehensive strategies to address quality of life issues on the system;
- Acquire and use technology to enhance efficiency, effectiveness, and informed decision-making in a way that maintains individual privacy;
- Address nighttime safety, in part, by implementing strategies that include Crime Prevention Through Environmental Design (CPTED); and
- Promote safety, emotional and physical wellness, and a sense of belonging among all public safety employees through professional development, continuous training, and career growth opportunities for both sworn and civilian employees.
- Be skilled in conflict resolution, trauma-informed practices, and de-escalation techniques to ensure the department operates professionally and compassionately.



07. QUALIFICATIONS

A combination of education and/or experience that provides the required knowledge, skills, and abilities to perform the essential functions of the position.

Additional experience may be substituted for required education on a year-for-year basis. A typical combination includes:

Education

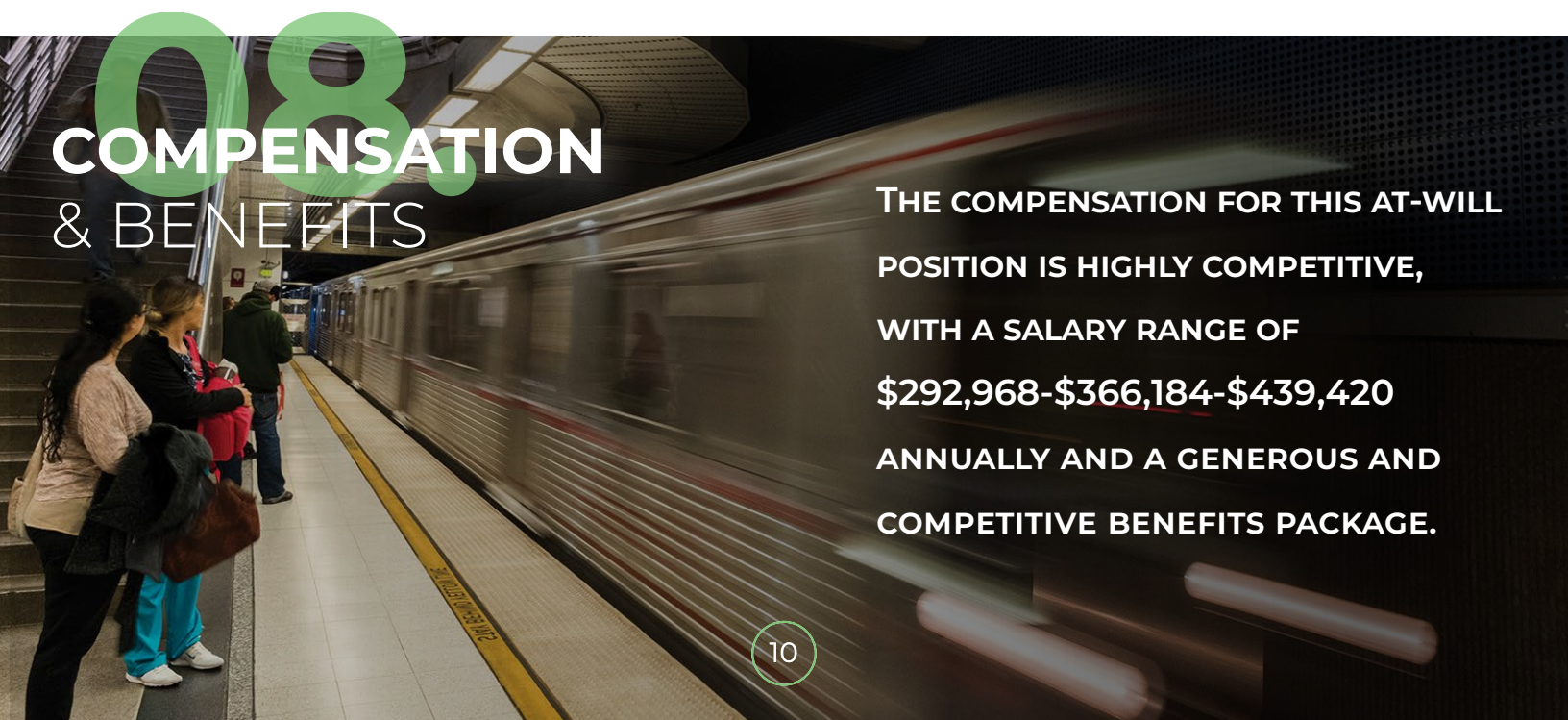
- Bachelor's degree in criminal justice, public administration, law enforcement, or in a related field; Master's Degree in law enforcement management, business administration, or related field is preferred. Advanced management training, such as the FBI National Executive Institute, FBI National Academy, Police Executive Leadership Institute, or the Police Executive Research Forum's Senior Management Institute for Police, is desirable.

Experience

- Ten years of executive management-level law enforcement experience administering programs and plans in law enforcement and safety, working with vulnerable populations, including the unhoused and those experiencing mental health challenges. Experience in transit policing, community policing, or specialized policing is highly desirable, as is a record of building out or standing up a department, bureau, or unit.

Certifications/Licenses

- The selected candidate must hold or be able to obtain POST certification in California and a California Class C Driver's License

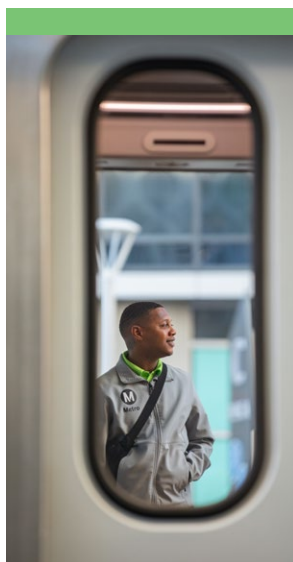
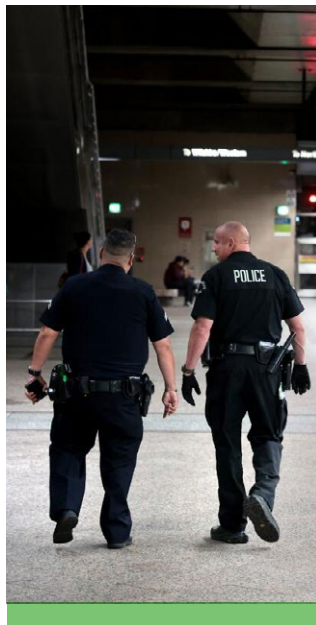


08. COMPENSATION & BENEFITS

THE COMPENSATION FOR THIS AT-WILL POSITION IS HIGHLY COMPETITIVE, WITH A SALARY RANGE OF \$292,968-\$366,184-\$439,420 ANNUALLY AND A GENEROUS AND COMPETITIVE BENEFITS PACKAGE.

NOMINATION AND APPLICATION PROCEDURES

09.



APPLY TODAY!

Candidates are encouraged to apply immediately by emailing a comprehensive resume, compelling cover letter, and list of professional references to apply@publicsectorsearch.com.

References will only be contacted once mutual interest has been established. This position will be considered open until a final selection is made. Public Sector Search & Consulting will conduct preliminary screening interviews as submissions are received. Only the most highly qualified candidates will be invited to participate in the selection process in March 2025. After a selection, an offer will follow, contingent on completing the remainder of LA Metro's hiring process. The selected candidate is anticipated to join LA Metro in late April 2025 or on a mutually agreeable date.

APPLY WITH CONFIDENCE

Confidential inquiries and questions regarding this career opportunity should be directed to:

Public Sector Search & Consulting, Inc.

(916) 789-9990 (office)

www.publicsectorsearch.com

Gary Peterson, President/CEO (Chief of Police, Ret.)

Public Sector Search & Consulting, Inc.

gary@publicsectorsearch.com

www.publicsectorsearch.com

Mobile: (916) 622-5323

Miami Township is an Equal Opportunity Employer.

A photograph of a city skyline at sunset, with a train traveling along a track in the foreground. The train is white with yellow accents and has "LONG BEACH" written on its front. The city skyline in the background features various buildings, including a prominent one with a clock tower. The sky is a mix of orange and blue.

Raising the bar for Public Sector Search

ADDRESS

6520 Lonetree Blvd.
Suite 1040
Rocklin, CA 95765

PHONE & FAX

Phone (916) 789-9990
Fax (916) 290-0201

WEB & EMAIL

Email info@publicsectorsearch.com
gary@publicsectorsearch.com
Web publicsectorsearch.com

 **Public Sector**
SEARCH & CONSULTING