



# Security Sub-Committee Meeting

February 25, 2020  
3:30 PM

## Open Session Agenda

## Notice of Meeting and Agenda

**Bi-State Development  
Security Sub-Committee  
Tuesday, February 25, 2020 at 3:30 PM**

**Headquarters - Board Room, 6<sup>th</sup> Floor  
One Metropolitan Square, 211 N. Broadway, Suite 650  
St. Louis, Missouri 63102**

**Co-Chairs: Commissioners Windmiller and Simmons  
Members: Commissioners Brown, Cox, Golliday and Pestello**

**Invitees: Taulby Roach, Stephen Berry, Kevin Scott, Vernon Summers  
Lurae Stuart, WSP**

**This location is accessible to persons with disabilities. Individuals with disabilities needing information or communication accommodations should call Bi-State Development at (314) 982-1400, for TTY access, call Relay 711. Sign language interpreter services or other accommodations for persons with hearing or speech disabilities will be arranged if a request for such service is made at least two days in advance of the meeting. Large print material, Braille material or other formats will also be provided upon request.**

<b>Agenda</b>	<b>Disposition</b>	<b>Presentation</b>
1. Call to Order	Approval	Chair Simmons
2. Roll Call	Information	M. Bennett
3. Public Comment*	Information	Chair Simmons
4. Approval of the Minutes of the January 8, 2020 Security Sub-Committee, Open Meeting	Approval	Chair Simmons
5. WSP Security Plan Presentation	Approval	L. Stuart, WSP
6. General Law Enforcement Contracts – Update	Information	S. Berry / K. Scott
7. Secondary Law Enforcement – Memorandums of Understanding	Information	S. Berry / K. Scott
8. New Security Contract – Transition to G4S Progression Update	Information	S. Berry / K. Scott
9. Rider Code of Conduct	Information	S. Berry / K. Scott
10. Ride and Abide Policy – Update	Information	S. Berry / K. Scott
11. Motion to Move to Executive Session: <i>If such action is approved by a majority vote of The Bi-State Development Agency's Board of Commissioners who constitute a quorum, the Board may go into closed</i>	Approval	Chair Simmons

Agenda	Disposition	Presentation
<p><i>session to discuss legal, confidential, or privileged matters pursuant to Bi-State Development Board Policy Chapter 10, Section 10.080 (D) Closed Records: Legal under §10.080(D)(1); Real Estate under §10.080(D)(2); Personnel under §10.080(D)(3); Health Proceedings under §10.080(D)(4); Employee Negotiations under §10.080(D)(5); Data Processing under §10.080(D)(6); Purchasing and Contracts under §10.080(D)(7); Proprietary Interest under §10.080 (D)(8); Hotlines under §10.080(D)(9); Auditors under §10.080(D)(10); Security under §10.080(D)(11); Computers under §10.080(D)(12); Personal Access Codes under §10.080(D)(13); Personal Information under §10.080(D)(14); Insurance Information under §10.080(D)(15); Rail, Bus, or Facilities Safety and Accidents under §10.080(D)(16) or Protected By Law under §10.080(D)(17).</i></p>		
12. Reconvene to Regular Meeting	Approvals	Chair Simmons
13. Adjournment	Approval	Chair Simmons

**\*Note: Public comment may be made at the written request of a member of the public specifying the topic(s) to be addressed and provided to the Agency’s information officer at least 48 hours prior to the meeting.**

**Open Session Item**

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**BI-STATE DEVELOPMENT  
SECURITY SUB-COMMITTEE MEETING  
OPEN SESSION MINUTES  
January 8, 2020**

**Sub-Committee Members**

**Missouri**

Rose Windmiller, Co-Chair – Present  
Vernal Brown – Absent  
Fred Pestello – Absent

**Illinois**

Herbert Simmons, Co-Chair – Present  
Derrick Cox – Present  
Irma Golliday – Participated via phone (8:33 am)

**Other Commissioners**

Constance Gully – Absent  
Aliah Holman – Absent

Michael Buehlhorn – Participated via phone  
Justin Zimmerman – Absent

**Staff in Attendance**

Taulby Roach, President and Chief Executive Officer  
Barbara Enneking, General Counsel and Deputy Secretary  
Myra Bennett, Manager of Board Administration  
Brenda Deertz, Administrator/Executive Assistant to the President & CEO  
Stephen Berry, General Manager - Public Safety, Central Facility - Public Safety  
Kevin Scott, Director - Public Safety, Central Facility - Public Safety  
Vernon Summers, Manager - Contract Security, Central Facility - Public Safety  
Jessica Mefford-Miller, Executive Director Metro Transit  
Jim Cali, Chief Audit Executive  
Kent Swagler, Director of Corporate Compliance and Ethics  
Patti Beck, Director of Communications  
Angie Staicoff, Senior Internal Auditor  
Larry Jackson, Executive Vice President Administration  
Sally Bender, Internal Auditor/PT  
Ted Zimmerman, Vice President Marketing & Communication  
Lasilvia Franklin, Financial Analyst and Administrator  
Kathy Brittin, Director of Risk and Absence Management  
Jerry Vallely, External Communications Manager

**Others in Attendance**

Ken Sharkey, St. Clair County Transit District  
Mary Harp, AT&T  
Brian Kelly, KMOX  
Marcy Meystrik, East-West Gateway  
Jim Wild, East-West Gateway

1. **Open Session Call to Order**  
**8:30 a.m.** Chair Windmiller called the Open Session of the Bi-State Development Agency, Security Sub-Committee Meeting to order at 8:30 a.m.
2. **Roll Call**  
**8:30 a.m.** Roll call was taken, as noted above.
3. **Public Comment**  
**8:30 a.m.** Chair Windmiller noted that no speaker cards were presented for today's meeting.
4. **Approval of the Minutes of the October 29, 2019 Security Sub-Committee, Open Meeting**  
**8:31 a.m.** The minutes of the October 29, 2019 Security Sub-Committee, Open Meeting were provided in the Committee packet. A motion to approve the minutes was made by Commissioner Cox and seconded by Commissioner Simmons. **The motion passed unanimously.**
5. **Approval of the Minutes of the November 18, 2019 Security Sub-Committee, Open Meeting**  
**8:32 a.m.** The minutes of the November 18, 2019 Security Sub-Committee, Open Meeting were provided in the Committee packet. A motion to approve the minutes was made by Commissioner Simmons and seconded by Commissioner Cox. **The motion passed unanimously.**
6. **Contract Security – Update**  
**8:32 a.m.** President and Chief Executive Officer, Taulby Roach, noted that Stephen Berry, General Manager-Public Safety, Kevin Scott, Director-Public Safety, and Vernon Summers, Manager-Contract Security, are in attendance at today's meeting to answer any questions that the Committee may have. Mr. Roach noted that staff is requesting that the implementation of the new contract for third party security with G4S, be moved from the original date of February 2020 to April 2020. A memo was distributed by Mr. Berry, outlining details of the new contract.

*(Commissioner Golliday joined the meeting via phone at approximately 8:33 a.m., and the Commissioners attending via phone requested that the memo be sent to them electronically. Administrative Assistant to the CEO, Brenda Deertz e-mailed the information to the Commissioners.)*

Commissioner Windmiller asked why staff is requesting a change in the implementation date. Mr. Summers noted that staff is requesting a delay in the implementation date of the contract, due to the fact that the new contract is a complex deployment that is transit specific, and the size of the workforce requires extensive logistical planning, and staff does not feel that a 60 day period allows enough time for this type of professional transition. In addition, with the holidays, there was difficulty in getting all of the needed paperwork in order. Mr. Berry noted there is significant need for logistical planning, with a new unarmed force coming in, and an armed services going out. There will be a decrease from approximately 180 guards to 105 guards, however, there will be an increase in the number of Police Officers, through the use of secondary contracts. In addition, the organization is undergoing a change to a "high visibility" uniform, and training to increase customer service.

Mr. Roach stated that Metro feels that the change to an increased number of certified Police Officers, will provide a higher level of quality with regard to security, and these secondary officers will not have "static posts", as has been the practice in the past.

Mr. Roach noted that two of our contracts for police services were approved by the Board of Commissioners in November, and included contracts with St. Louis County and St. Clair County. He noted that Metro is now in receipt of a third contract from St. Louis City. He noted that changes are being made, per the recommendations in the WSP report, and Metro is showing momentum in implementing changes in how they do business.

Commissioner Cox asked the status of approval of the WSP report? Commissioner Windmiller noted that the current item under discussion is “contract security”, and that item should be addressed separately.

Commissioner Buehlhorn stated that he is disappointed in the delay in implementation of the contract. Commissioner Simmons asked if Metro is having to pay “double” in the interim for contract security. It was noted that Metro is not. Commissioner Windmiller asked if there have been changes to the contract. Larry Jackson, Vice President of Administration, noted that there have been no substantive changes to the contract. Commissioner Windmiller asked if everyone will be onboard by April 1<sup>st</sup>. Mr. Jackson stated that Metro will be formalizing the change this week, and will be giving notice to proceed with the April 1<sup>st</sup> implementation date. He noted that, in the interim, the contract with Securitas has been extended through March 31<sup>st</sup>. Commissioner Simmons asked if there is any chance that the April date will not be met. Mr. Jackson stated that he feels the new implementation date is doable. Commissioner Simmons stated that it is important to ensure that everyone is able to “hit the ground running”; however, it is important that they meet the April 1<sup>st</sup> implementation date. Mr. Roach stated that the delay is to ensure that proper, quality personnel are in place, and everyone will be working aggressively in meeting that date.

Commissioner Cox asked when the Board would be discussing approval of the WSP plan. President and CEO Roach stated that a full presentation was given at the previous security meeting, and the plan has been presented to all of Bi-State’s partners. He noted that there is one aspect of the plan that may need to be discussed in a future Executive Session meeting; however, 25-30% of the plan has been implemented. Commissioner Cox stated that he was under the impression that the Security Sub-Committee would have a vote on the final plan, to recommend the plan to the Board of Commissioners for a final vote on the plan. Mr. Roach stated that it would be up to the Board of Commissioners, if they wish to have a vote to endorse the plan at the February meeting. He noted that a signing ceremony will be planned with our partners, to symbolize that this is a “joint plan”. Commissioner Cox stated that there are certain issues of the plan that he would like to address and provide input. Commissioner Windmiller stated that Commissioner Cox should let staff know of his concerns, and this issue will be discussed at the Security Sub-Committee meeting in February.

## **7. Status of Secondary Officers – Update**

**9:03 a.m.** Mr. Scott addressed the Committee regarding the status of hiring of secondary Police Officers for Metro security. It was noted that, in the past, the salary rate had not been competitive; however, a new concept has been developed, with an increase in salaries, in order to bolster the program. It was noted that the new program will take effect in St. Clair County on January 20<sup>th</sup>. Interviews will be held this coming Saturday, for St. Louis City and County Officers. He noted that the increase in the number of Officers will increase visibility, and this armed level of support will act as support for the contracted security. Commissioner Cox noted that the G4S contract states that the officers will be unarmed. Mr. Scott noted that the “contract

security” will be unarmed; however, the secondary officers, as well as our Police partners in St. Louis City, St. Louis County and St. Clair County will serve as an armed support base of professional law enforcement. Commissioner Cox stated that he does not feel that there was enough discussion regarding this issue, and does not feel that was appropriate. Commissioner Windmiller stated that she feels that these decisions are best left to Metro staff and the law enforcement professionals. President and CEO Roach stated that he is disappointed if the Commissioner feels as though he was “by-passed”; however, he thinks that moving to ensure that those who are armed have been specifically trained in law enforcement is appropriate. He noted that Metro has developed a “layered” security team, trained in de-escalation procedures, accompanied by a more professional police presence. Discussion held regarding the number of Police that will be on task force. Mr. Roach noted that Metro is vulnerable, if we do not ensure that all security is fully trained in de-escalation technics, and he noted that the secondary officers are going to be utilized in a very specific deployment approach.

Commissioner Buehlhorn noted that Metro has worked for many years to try to get all three Police Departments working on the same page, and he does not want to jeopardize that effort. He stated that one of the requests by law enforcement over the years is that our private security officers not be armed.

Mr. Scott noted that the goal is to add an additional 25 officers, through secondary employment, in addition to the 60-70 member, existing task force. Commissioner Cox stated that he keeps hearing people say that they do not ride the system, because they do not feel safe. Mr. Scott noted that Metro must articulate that we have officers with sound training in place. Commissioner Simmons stated that he agrees with Commissioner Cox on some of his statements; however, simply adding “bodies” to payroll does not fix the problems, if the officers are not being properly deployed.

Commissioner Windmiller noted that many transit agencies were involved in the WSP process, and many of them used fewer armed security, than does Metro. Mr. Berry stated that this is correct, and many times this will depend on the fluidity of the system, and the degree of professionalism involved.

President and CEO Roach stated that the primary issue is the perception issue. He noted that crime incidents have decreased to a very low level. Metro security is trying to be more visible, to break those perception issues.

#### **8. Motion to move Executive Session**

**9:27 a.m.** Chair Windmiller noted that the only items on the Executive Session agenda are approval of previous minutes. She stated that, if no discussion or corrections are needed, an Executive Session would not necessarily be needed. The Committee agreed that an Executive Session was not needed.

Chair Windmiller asked for a motion to approve the minutes of the October 29, 2019 and November 18, 2019 Security Sub-Committee, Executive Session Meeting, as presented, as a closed record. The motion was made by Commissioner Simmons and was seconded by Commissioner Cox. Unanimous vote in favor taken. **Motion passed.**

**10. Adjournment**

**9:27 a.m.** Chair Windmiller asked if there was any further business; being none, Commissioner Cox made a motion to adjourn the meeting. Motion was seconded by Commissioner Simmons. Unanimous vote in favor taken. Motion passed, and the meeting was adjourned at approximately 9:27 a.m.

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Deputy Secretary to the Board of Commissioners  
Bi-State Development

**Open Session Item**

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# **SYSTEM-WIDE SECURITY ASSESSMENT FOR METRO**

**FINAL STATUS REPORT**

# PHASE 2: WSP SECURITY APPROACH

## May 2019-March 2020

Implement and expand upon the security planning and policy recommendations from Phase 1, with a more comprehensive focus on the entire Metro transit system. The project will result in a comprehensive security program that is coordinated with Metro's safety and emergency management functions to ensure optimal plans and procedures are in place.

SECURITY VISION &  
OBJECTIVES

TECHNICAL PAPERS:  
ALL-HAZARDS &  
TRAINING

WORKSHOPS

COMPREHENSIVE  
SECURITY  
PROGRAM

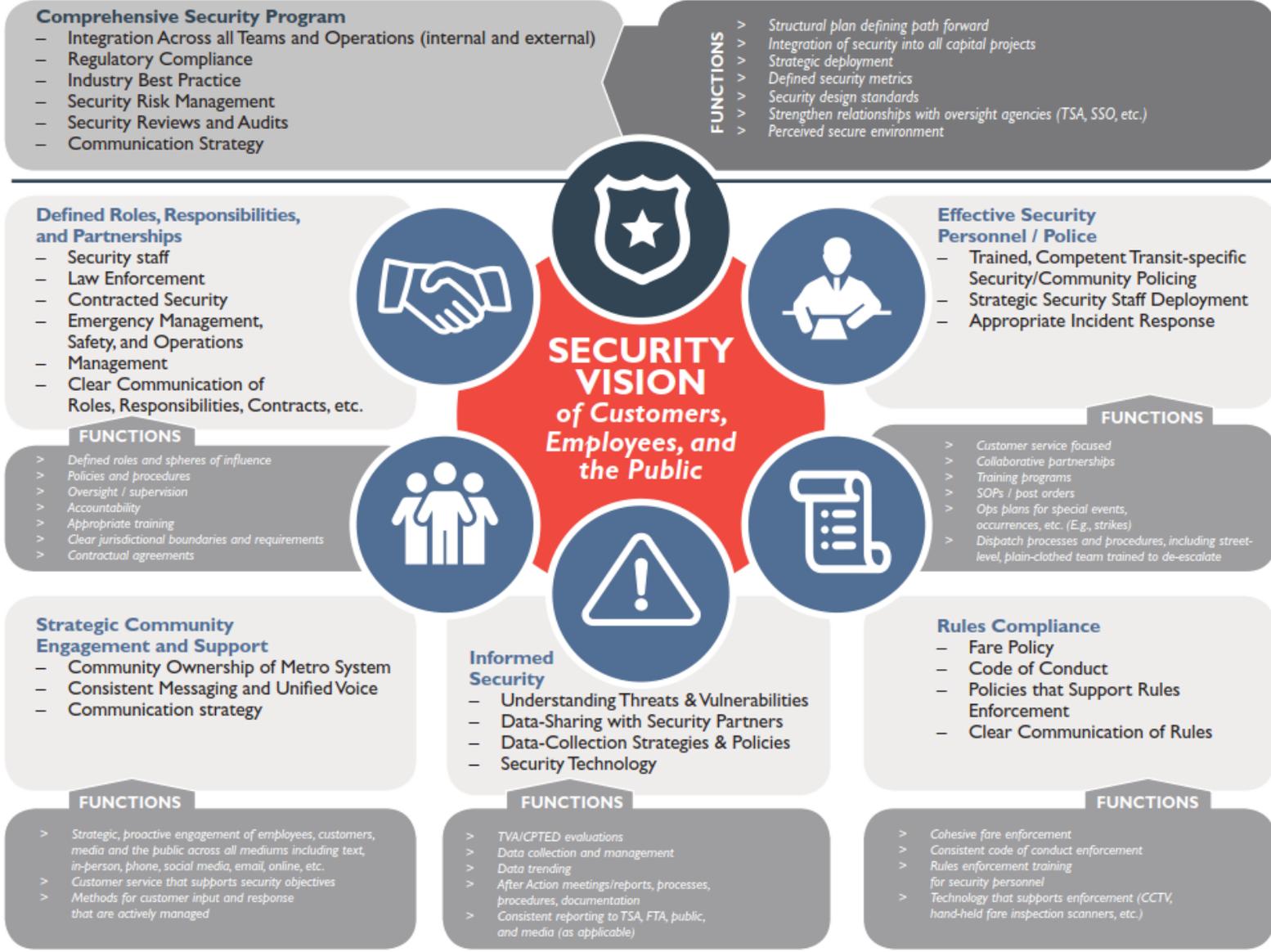
PARTNER  
COLLABORATION &  
STAKEHOLDER  
ENGAGEMENT

PROACTIVE  
COMMUNICATION  
PROTOCOLS

SECURITY  
STRATEGY

# METRO TRANSIT SECURITY VISION AND APPROACH

## PHASE 2: METRO SECURITY VISION AND OBJECTIVES



# Major Activities: Security Strategy

- Strategic Direction and Commitment for Metro Security
  - *Security: Reduce the rate, the perception of and vulnerability to crime*
  - *Fare Enforcement: Fare enforcement as a security tool*
  - *Security Awareness & Involvement: Engage all Metro employees and contractors in awareness and responsibilities for Metro security; Engage passenger and public security awareness*
  - *Systems Approach: Identify and assess security threats by optimizing human resources; procedures, technology and equipment; facilities design and improvements; and partnerships to maximize security effectiveness*

*Completed 1/31/20*

*To Be Signed by Partner Agencies 2/26/20*

# Major Activities: Security Plan

- Tactical Operations Plan for Security
  - *Defines the relationship between Safety, Security and Emergency Management*
  - *Sets auditable goals and objectives for the program*
  - *Considered Sensitive Security Information (not a public document)*
- Major Components”
  - Management & Accountability
  - Security Planning
  - Fare Enforcement
  - Security Risk Management
  - Crime & Data Analysis
  - Safety & Security Certification
  - Security Reviews and Audits
  - Security Incident Investigations and Notification
  - Security Standard Operating Procedures
  - Security Systems and Technology
  - Training and Awareness
  - Emergency Management, Drills and Exercises

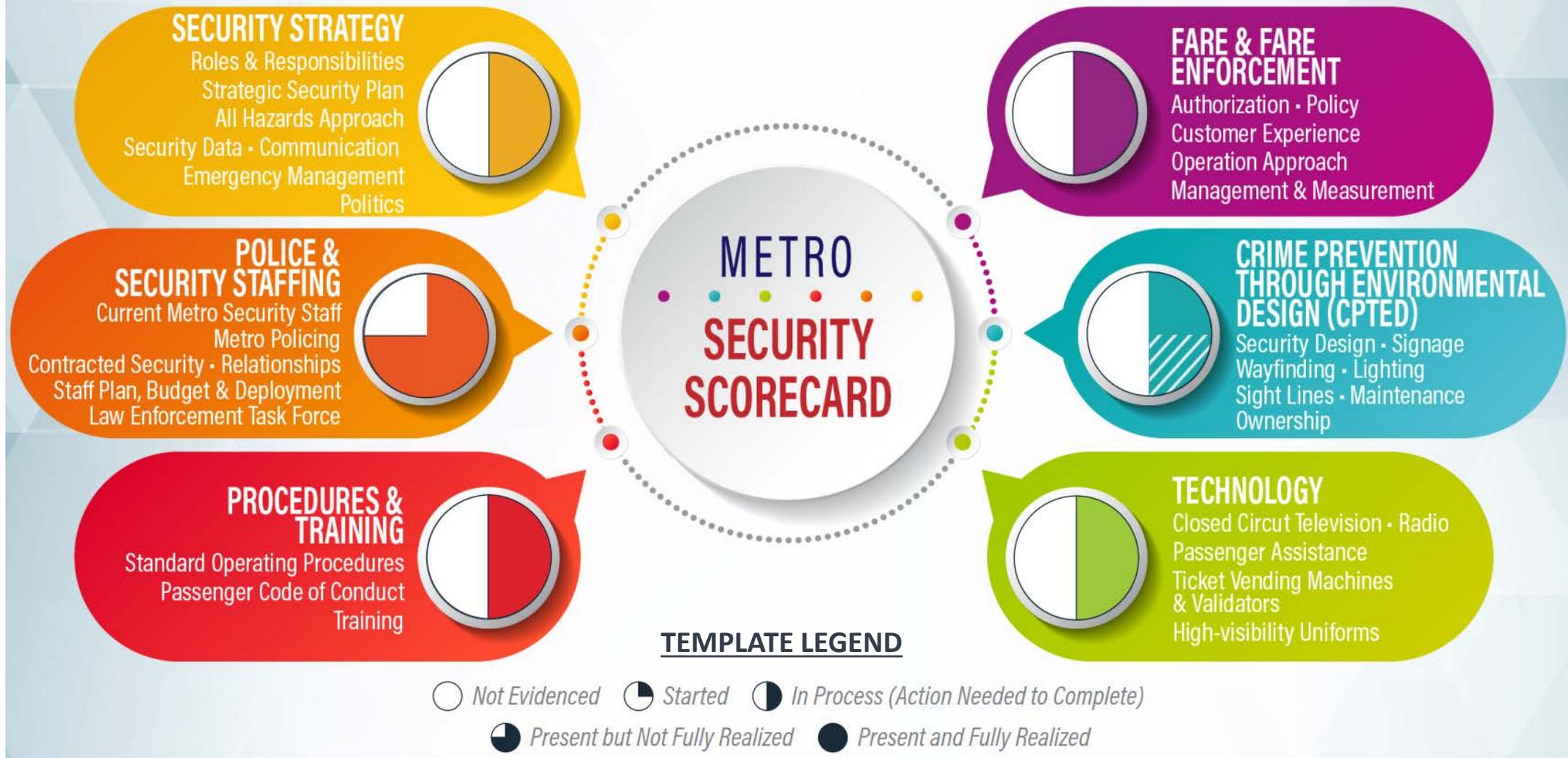
# Research and Information

- Research & White Papers:
  - *Training Recommendations for Security Partners*
  - *All-Hazards Approach to Transit./Rail Safety*
    - Combines safety, security & emergency management, coordinated within an organization to enhance system safety, including public safety
- Workshops:
  - *Data Coordination*
  - *Deployment Strategies*
  - *Roles & Responsibilities*
- Table Top Exercise (2/28/20)
  - *Discussion based exercise to test and train to new strategy/plan*
  - *Test communication strategies*

# METRO PROGRESS

- Revised policing contracts signed
- Revised contracted security contract signed, 4/1/20 start date
- Security program leadership and direction aligned with strategy
- Partner Communication and Cooperation
- Revised Deployment Strategies including:
  - *Roving and active contracted security*
  - *New role for Transit Security Specialists*
  - *Support for security program through secondary employment contracts for additional law enforcement*
- In-house Metro security roles refined and implemented
- High visibility uniforms for Metro security and contracted security
- Clearly defined roles and accountability requirements for each partner in the security program

# METRO PROGRESS



**THANK YOU**  
Discussion & Questions

wsp

