

# Security Quarterly Update

October 2025 – December 2025

TJPA Board  
March 12, 2026



# Contract Security

## Key Performance Indicators

### ❖ Personnel Turnover

- Must be able to place and retain personnel who will deliver consistent and high-quality service.

### ❖ Post Staffing

- All critical posts must be consistently staffed by trained and licensed personnel.

### ❖ Post & Site Competency Testing

- Tests are administered monthly to eight (8) random posts to ensure compliance.

# Personnel Turnover

<b>Calculation</b>	Employees terminated/resigned during this period divided by the number of employees who began this period.				
<b>Thresholds</b>	Meets fully 100-95%	Meets consistently 94.99%-90%	Generally Meets 89.99%-85%	Often doesn't meet 84.99%-80.00%	Does Not Meet 79.00%->
<b>Results</b>	AUS personnel turnover resulted in a score of 93.3%.				

# Post Staffing

<b>Calculation</b>	The number of actual hours divided by the number of expected hours during the period.				
<b>Thresholds</b>	<b>Meets fully 100-95%</b>	<b>Meets consistently 94.99%-90%</b>	<b>Generally Meets 89.99%-85%</b>	<b>Often doesn't meet 84.99%-80.00%</b>	<b>Does Not Meet 79.00%-&gt;</b>
<b>Results</b>	AUS post staffing resulted in a score of 99%.				

# Post and Site Competency Test

<b>Calculation</b>	Personnel must pass with at least 85%—the total sum of test scores divided by 24.				
<b>Thresholds</b>	<b>Meets fully 100-95%</b>	<b>Meets consistently 94.99%-90%</b>	<b>Generally Meets 89.99%-85%</b>	<b>Often doesn't meet 84.99%-80.00%</b>	<b>Does Not Meet 79.00%-&gt;</b>
<b>Results</b>	24 tests were administered, resulting in an overall score of 97.92%.				

# Employee Appreciation

Recognition is a high-impact retention strategy. By acknowledging hard work the moment it happens, and when people feel truly noticed, they stay.

- Employee of the Quarter
- On-the-Spot Award

## Contract Security



**Nevaeh Herron**

## SFPD



**Martin Covarrubias**

# Questions?

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# TJPA

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