Security Quarterly Update

July - September 2026

TJPA Board
November 12, 2026

TJPA
TRANSBAY JOINT POWERS AUTHORITY



Contract Security
Key Performance Indicators

Personnel Turnover

- ✓ Maintain low turnover by placing and retaining qualified personnel who deliver consistent, high-quality service.

Post Staffing

- ✓ Staff all critical posts continuously with trained and licensed personnel.

Post & Site Competency Testing

- ✓ Administer monthly competency tests across eight random posts to ensure compliance.

Personnel Turnover

Calculation	Employees terminated/resigned during this period divided by the number of employees who began this period.				
Thresholds	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%->
Results	AUS personnel retention resulted in a compliance score of 89.5%.				

During this period, AUS personnel retention resulted in a compliance score of **89.5%** (*Generally Meets* threshold). Turnover during this window was primarily driven by aggressive labor market dynamics within the local technology sector including the new AI boom, where competing sites offer higher compensation packages that attract experienced security personnel.

Post Staffing

Calculation	The number of actual hours divided by the number of expected hours during the period.				
Thresholds	**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%->
Results	AUS post staffing coverage yielded a score of 96%				

Post and Site Competency Test

Calculation	Personnel must pass with at least 85%—the total sum of test scores divided by 24.				
Thresholds	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%->
Results	Competency testing yielded an overall score of 93.56% across 24 administered tests.				

Security Officer of the Quarter



John Bilangel

San Francisco Police Department Recognitions



Martin Covarrubias



Danny Guo

Questions?

Rodney Harris, Chief Security Officer

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