



EARLY INTERVENTION SYSTEM

3RD/4TH QUARTER 2022



CITY & COUNTY OF SAN FRANCISCO

TEAM



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SFPD | EARLY INTERVENTION SYSTEM



Identifies Performance Indicators



Mechanism for ensuring accountability that may cause liability



Extra support during a stressful time, BEFORE an adverse event



Improve overall employee performance



PERFORMANCE INDICATORS

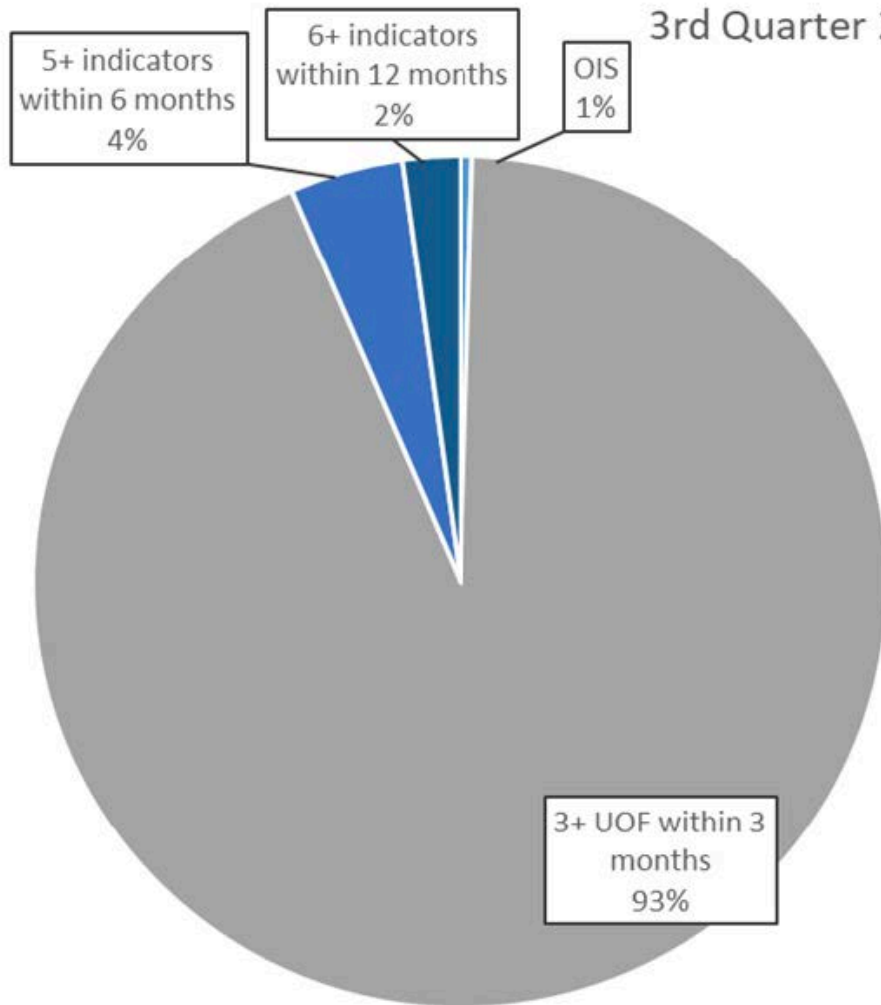
- Use of Force
- Officer-Involved Shooting
- Officer-Involved Discharge
- EEO Complaints
- Civil Suits
- On-Duty Collisions
- DPA Complaints
- IAD Complaints
- Tort Claims
- Vehicle Pursuits

CURRENT ALERT THRESHOLDS



- 1+ Officer-Involved Shooting/Officer-Involved Discharge
- 3+ Use of Force Incidents in a 3-month period
- 3+ DPA complaints in a 6-month period
- Any 5+ indicators in a 6-month period
- 4+ DPA complaints in a 12-month period
- Any 6+ indicators in a 12-month period

3rd Quarter 2022 Alerts

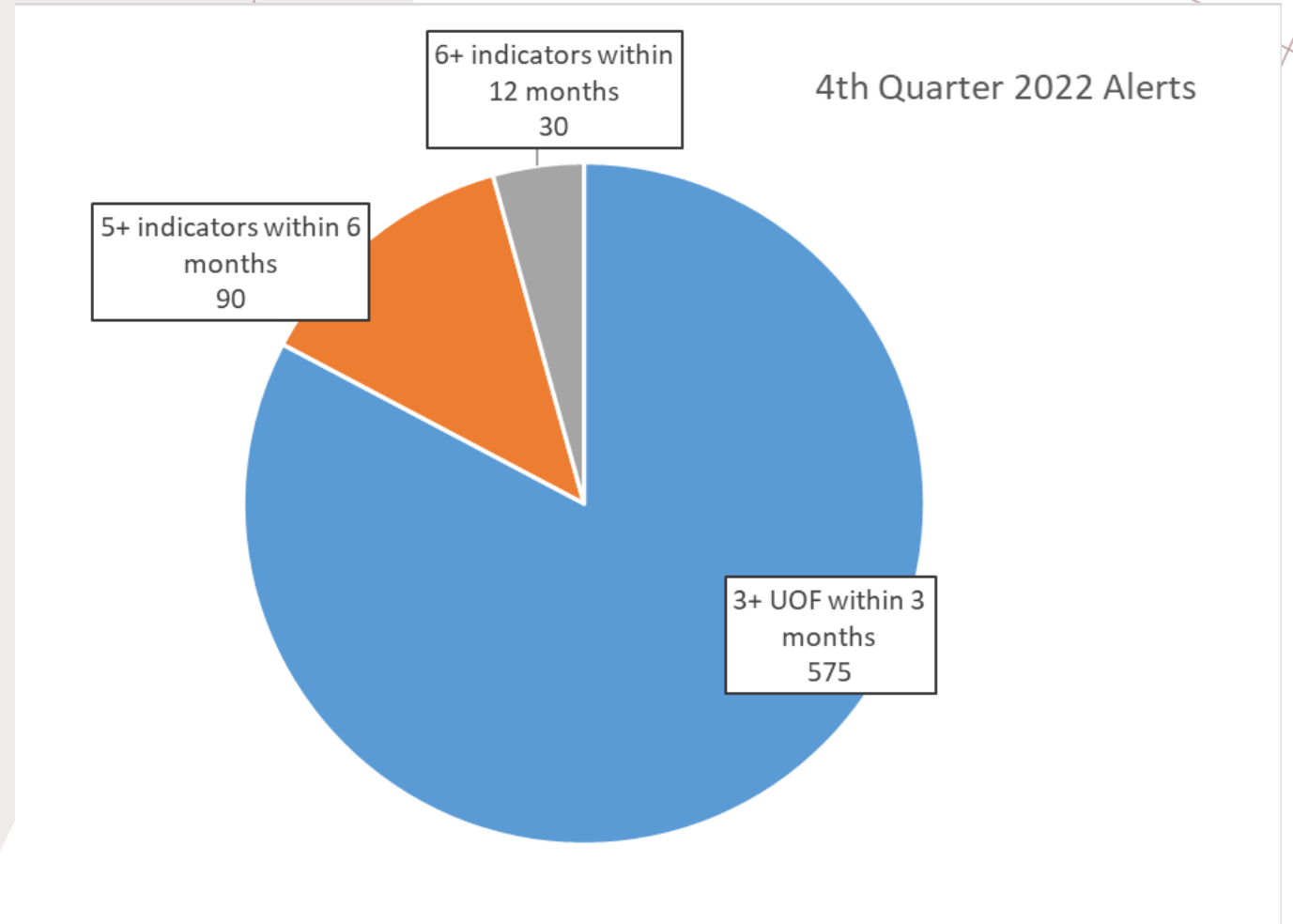


ALERTS BY TYPE | Q3 2022

93% of Alerts were generated for having 3+ Uses of Force within 3 months.

ALERTS BY TYPE | Q4 2022

82.7% of Alerts were generated for having 3+ Uses of Force within 3 months.



MEMBERS RECEIVING ALERTS

| | Q3 2022 | Q4 2022 |
|-------------------------|--------------------|--------------------|
| 1 Alert | 170 Members | 233 Members |
| 2 Alerts | 185 Members | 168 Members |
| 3 Alerts | 108 Members | 42 Members |
| At least 1 Alert | 463 Members | 443 Members |

EIS Alerts by Quarter

| | | Monthly Total | Quarterly Total |
|---------|-----|---------------|-----------------|
| Q1 2022 | Jan | 33 | 89 |
| | Feb | 24 | |
| | Mar | 32 | |
| Q2 2022 | Apr | 18 | 471 |
| | May | 196 | |
| | Jun | 257 | |
| Q3 2022 | Jul | 301 | 864 |
| | Aug | 284 | |
| | Sep | 279 | |
| Q4 2022 | Oct | 268 | 695 |
| | Nov | 258 | |
| | Dec | 169 | |

ALERTS BY QUARTER

There was a 19.6% decrease in the number of alerts generated in Q4 2022 compared to Q3 2022.

INDICATOR POINTS BY QUARTER

| | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | Total |
|---------|-----|-----|------|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2022 | 4 | 0 | 2132 | 0 | 34 | 3 | 2 | 8 | 0 | 0 | 2183 |
| Q4 2022 | 0 | 0 | 1362 | 0 | 20 | 1 | 5 | 21 | 0 | 9 | 1418 |

There was a 36.1% decrease in the number of UOF Indicators generated in Q4 2022 compared to Q3 2022.



INTERVENTIONS

| | Active Interventions | New Interventions Opened | Interventions Completed & Closed |
|---------|----------------------|--------------------------|----------------------------------|
| Q3 2022 | 0 | 1 | 0 |
| Q4 2022 | 1 | 0 | 0 |

ENGAGEMENTS OUTSIDE EIS

| Type | Q3 2022 | Q4 2022 |
|-------------------------------|---------|---------|
| Informal Counseling | 95 | 147 |
| Formal Counseling | 9 | 1 |
| Performance Improvement Plans | 1 | 1 |



Progress Report

- AIM
 - Technical setback with the current AIM program involving data from use of force incidents.
 - IT, EIS and Benchmark have implemented solutions to prevent further data loss and recovery.
 - Benchmark is currently investigating the root cause of this issue.
- BMS (Benchmark Management System)
 - Work on other projects (i.e. Personnel, STOP, UOF forms) have been temporarily put on hold until issues with AIM are resolved. SFPD is in regular communications with BMS.



QUESTIONS? COMMENTS?

Early Intervention System | Legal Division

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