



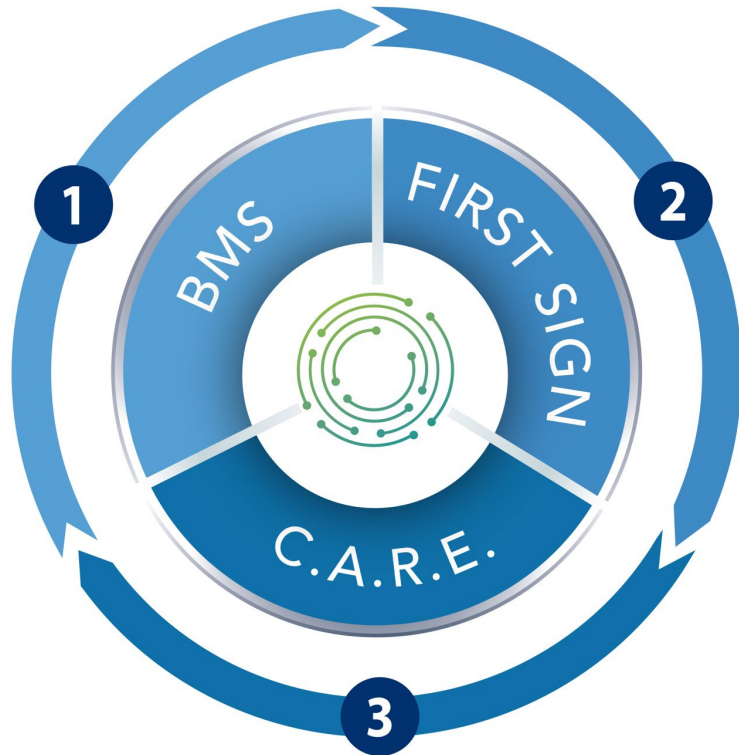
## Early Intervention Solution

San Francisco Police Department

July 2023

# SFPD Early Intervention System via Benchmark Analytics

SFPD continues to automate operational reporting & systematically reduce risk



- 1 Benchmark Management System**  
Comprehensive Officer Data System
- 2 First Sign**  
Research-Based Early Intervention
- 3 Case Action Response Engine**  
Officer-focused Intervention Management

# Research-Based Early Intervention System

- 10+ years of in-depth research
- 20+ data scientist building Early Intervention models
- World's largest multi-jurisdictional officer performance database
  - 20+ million officer records analyzed
- Two provisional patents on analytics and early intervention



**TheJoyceFoundation**



NATIONAL POLICE  
EARLY INTERVENTION  
AND OUTCOMES  
**RESEARCH  
CONSORTIUM**



# Research-Based Early Intervention System

- 🌀 The only research-based early intervention solution, developed in partnership with the University of Chicago
- 🌀 Goes beyond simple, threshold-based triggers, to consider context and patterns of behavior
  - Traditional EIS only get it right less than 30% of the time.
  - First Sign get's it right 81% of the time for SFPD: **for every 100 officers identified, 81 go on to be investigated**
  - **First Sign takes officer assignments into consideration**

**81%**  
Model  
Precision for  
SFPD

**79+**  
Model Variables  
for SFPD

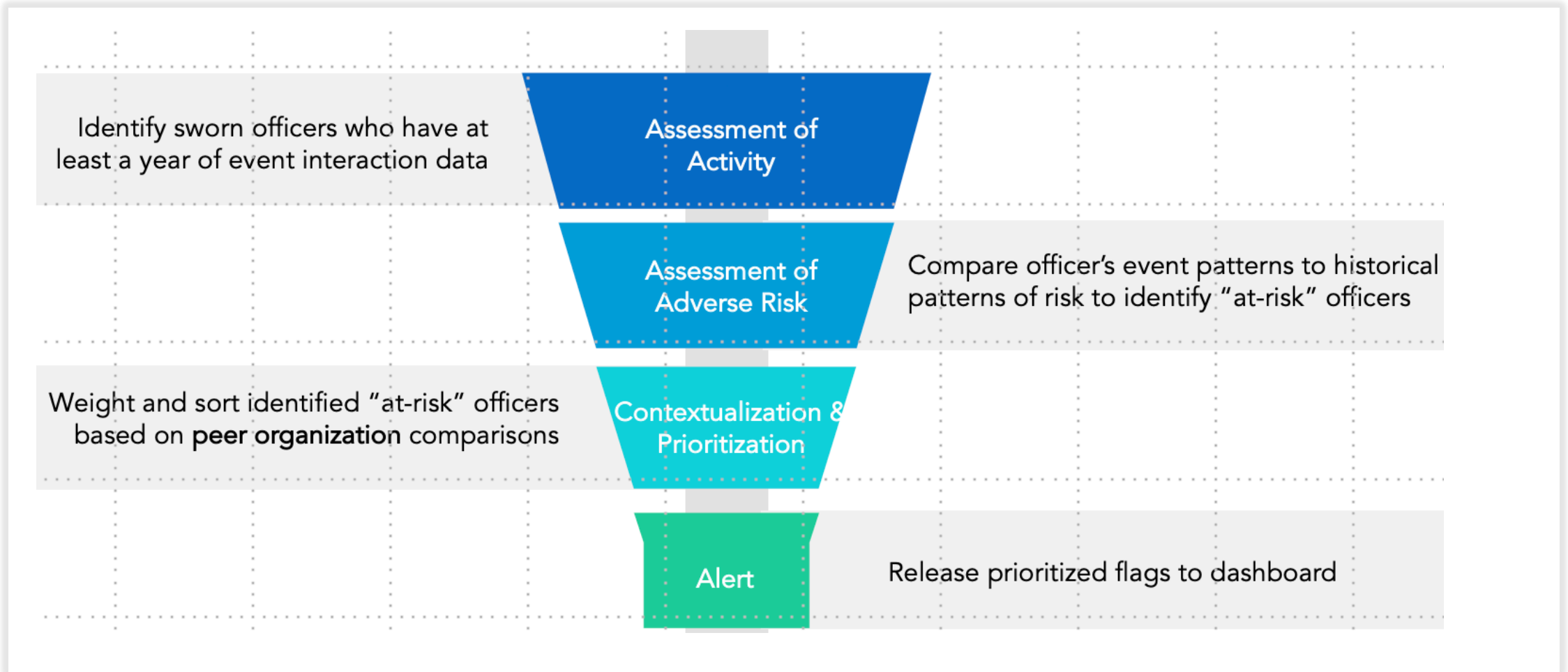
**4+**  
Data Sources:  
Officer Attributes,  
Arrests, Use of Force  
and Internal Affairs

**5%**  
At-Risk  
Average

**66%**  
Of Injuries and Disproportionate  
Use of Force Generated  
by At-Risk Officers



# Process for Identifying High Risk Officers



First Sign Reports Officers Ad Hoc Report User Data Analytic Reports

First Sign / Officer First Sign

Organization / Unit: Community Services Bureau, Patrol, Team 001 - level\_3 (F001) | Officer: Braun, Ann (POLICE OFFL...)

Ann Braun  
Badge #1408572 | POLICE OFFICER | Community Services Bureau, Patrol, Team 001

Officer with Actionable Behavior Classification Identified: 7/3/2022

Officer Risk History

Risk Level	Date Identified	At Risk Period	Date Ended	Action Taken
Actionable	7/3/2022	7/3/2022 - 12/30/2022		<a href="#">View Action</a>

Show data from 3/4/2022: 1 Year 3 Years 5 Years

Arrest

Feature	Status	Officer	Dept	Peer Group
<a href="#">Arrest - Felony Charges</a>	-	7	2.7	2.9
<a href="#">Total Arrests</a>	-	12	5.6	5.5

Complaints, Investigations, Discipline

Feature	Status	Officer	Dept	Peer Group
<a href="#">Allegations</a>	-	2	0.7	0.8
<a href="#">Discipline Action - Suspension</a>	-	0	0	0
<a href="#">External Complaint</a>	Elevated	2	0.3	0.4
<a href="#">Internal Complaint</a>	Elevated	1	0.2	0.1
<a href="#">Investigations</a>	High	3	0.5	0.6

## Individual Officer Profile

- Officer Risk History
- Summary of historical behavior
  - Arrest
  - Complaints/Investigation/Discipline
  - Use of Force
- Comparisons to other officers
  - Department/Rank comparison
  - Peer groups
- Detailed activity and risk factors

## Supervisor Management View

- Listing of all officers in unit
- Officers prioritized by need for intervention
  - Actionable
  - Advisable
- Track interventions

First Sign Reports Officers Ad Hoc Report User Data

First Sign

Organization / Unit  
US Metro PD - Agency (level 0) (BMS\_lv0\_1) ▾

Officers At Risk

1,233 All Actionable 56 Advisable 1,171 Minimal

Export CSV

Officer	Risk Level	Alert Date	Action Taken
Braun, Ann	Actionable	07/03/2022	<a href="#">View Action</a>
King, Veronica	Actionable	07/03/2022	<a href="#">359 Days</a>
Mercado, Allison	Actionable	07/03/2022	<a href="#">359 Days</a>
Moore, Charles	Actionable	07/03/2022	<a href="#">359 Days</a>
Owens, Brenda	Actionable	07/03/2022	<a href="#">359 Days</a>
Singh, Jorge	Actionable	07/03/2022	<a href="#">359 Days</a>
Acevedo, Matthew	Advisable	07/03/2022	<a href="#">359 Days</a>
Alexander, Zachary	Advisable	07/03/2022	<a href="#">359 Days</a>

< New Actionable Course of Action Assessment Report

COA Submit

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**Supervisor Assessment**

What is your assessment of the officer's force utilization?\*

What is your assessment of the officer's complaint and discipline events?\*

Did you notice any patterns across force utilization, complaints, or other data sets?\*

Do you have any additional comments?

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What data points did you examine in making this assessment?\*

Please select all that apply




What other areas did you consider in making this assessment?\*

Please select all that apply

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Are you proposing a course of action?  No If no, please explain.\*

### Course of Action Assessments

-  Tailored form for providing support, guidance or intervention
-  Supervisor judgement with support
-  Reviewed by command staff





① Strong partnership across SFPD personnel

① Robust history and daily data feeds

① Arrest

① Complaints/Investigation/Discipline

① Use of Force

① Personnel assignment

① Iterative addition of data feeds over time