EARLY INTERVENTION SYSTEM

3RD QUARTER 2021

CITY & COUNTY OF SAN FRANCISCO

PREFACE

The San Francisco Police Department's Early Intervention System (EIS) is a structured system that identifies patterns of potential at-risk behaviors of individual SFPD members. An EIS alert is generated when a member reaches a specific number of Performance Indicator Points in a predefined time period. The alert generated by the EIS Unit should not be misconstrued as misconduct, but rather an indication of a potential pattern of behavior. The intent of the system is to provide **non-disciplinary intervention** to assist our members in their professional development in order to provide the highest level of service and satisfaction to the public. (Outlined in DGO 3.19.)

It is the policy of the Department to provide for the protection and confidentiality of the EIS records maintained by the Department that are peace officer personnel records under 832.7 PC.

This report is produced on a quarterly basis by the EIS Unit and presented to the Police Commission by the Assistant to the Chief of Staff. The report contains data regarding current EIS alerts and historical data for comparison.

While an officer's Use of Force (UOF) is one of several performance Indicator Points utilized by EIS, the EIS Quarterly Report is not a review of UOF, nor does it purport to be. UOF is reviewed in the 96A report, which is reported separately to the Police Commission. The data contained in the report has not undergone statistical analysis and is presented prima facie, without conclusions. However, any follow up made by supervisors or through intervention is meant to ensure members comply with department policy and is intended to break a pattern of behavior. Additional data (e.g., number of calls for service, district demographics, etc.) is presented to provide context for the report, and no correlations between the data and the EIS alert are explicitly made or should be inferred.

TEAM

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WHAT IS AN EARLY INTERVENTION SYSTEM?

- Identifies members who are exhibiting potential at-risk behavior

- Provides officers with resources and tools

- Mechanism for ensuring police accountability

The Early Intervention System is **NOT** about warning supervisors about problem officers, but rather a way to help officers **BEFORE** they experience an adverse event.

An EIS Alert is generated when a member reaches a specific number of Performance Indicators in a predefined time period. The Administrative Investigations Management (AIM) application generates alerts each month. After the alerts are reviewed by analysts for errors and duplicate incidents, the validated alerts are then forwarded to the EIS Sergeant every other month for review.

Indicators	
Use of Force	DPA Complaints
OIS	OID
EEO Complaints	IAD Complaints
Civil Suits	Tort Claims
On-Duty Collision	Vehicle Pursuit

Associated Factors	
Citizen Compliments	Department Awards
Citations by Officer	Reports by Officer
Vehicle Stops	Pedestrian Stops
Training History	Overtime Worked
Discretionary Time Off	Principal in Critical Incident
Criminal Cases Dismissed	Charges of Assault on an Officer
Sick Pay	Charges of Resisting an Officer

- 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

Q3 2021 EIS REPORT – SALIENT DATA

- There was a **12.6% decrease** in total number of indicator points from Q3 2020 (633) to Q3 2021 (553).

- There was a **7.6% increase** in total number of generated alerts from Q3 2020 (66) to Q3 2021 (71).

- The total number of Use of Force Indicator Points **increased 3.7%** from Q3 2020 (294) to Q3 2021 (305).

- Department of Police Accountability cases **decreased 13.7%** from Q3 2020 (211) to Q3 2021 (305).

Early Intervention System

Q3 2021 ALERTS BY TYPE

Q3 2021 Alerts	
Type	**Total**
OIS	0
OID	1
3+ UOF within 3 mo.	30
3+ DPA within 6 mo.	2
5+ Indicator Points within 6 mo.	13
4+ DPA within 12 mo.	0
6+ Indicator Points within 12 mo.	25
Total	71

3rd Quarter 2021 Alerts

OID
1
2%

6+ indicators within 12 months
25
35%

3+ UOF within 3 months
30
42%

5+ indicators within 6 months
13
18%

3+ DPA within 6 months
2
3%
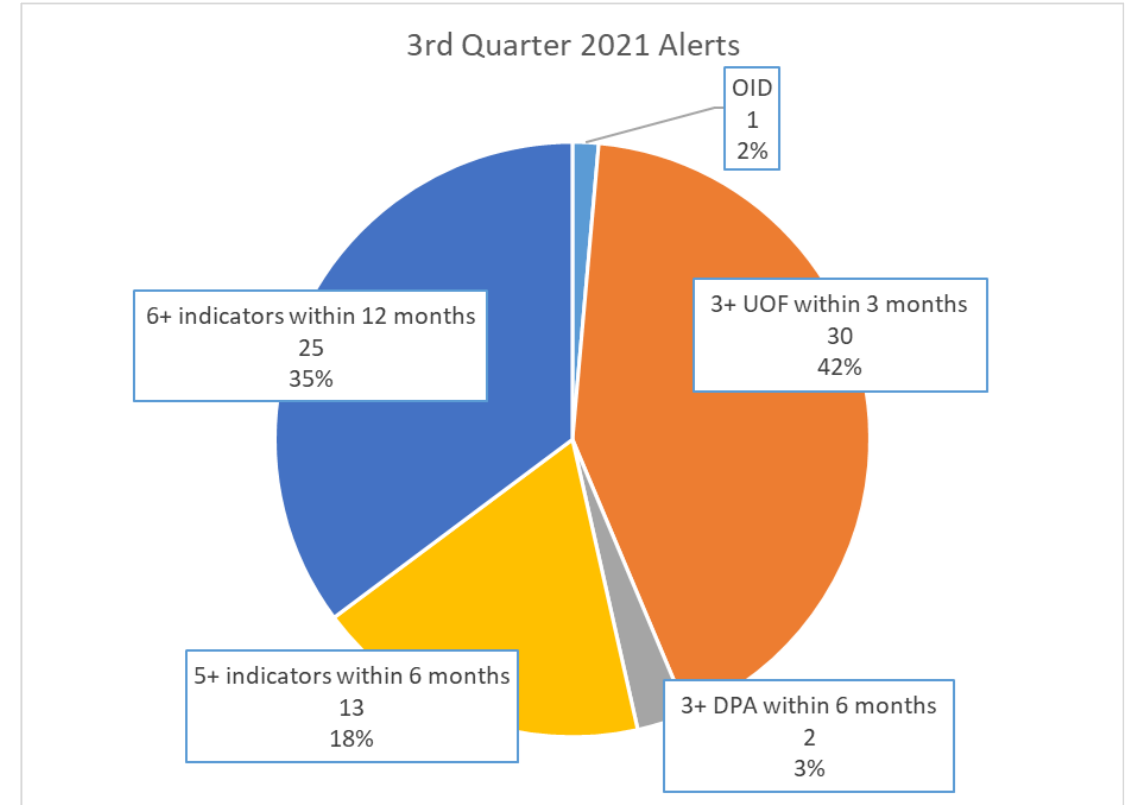
Q3 2021 MEMBERS RECEIVING ALERTS

Members Receiving Alerts		
1 Alert	37 Members	37 x 1 = 37 Alerts
2 Alerts	11 Members	11 x 2 = 22 Alerts
3 Alerts	4 Members	4 x 3 = 12 Alerts
Total		71 Alerts

Q3 2021 Alerts by Assigned Station at Time of Incident							
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Total
Mission	0	0	10	0	1.5	0	6.5	**18**
Bayview	0	0	7	0	5.5	0	2.5	**15**
Central	0	0	6	1.5	2.5	0	3	**13**
Tenderloin	0	0	1	0	0	0	5.5	**6.5**
Southern	0	0	1	0	0.5	0	4	**5.5**
Ingleside	0	0	2	0	0.5	0	1	**3.5**
Park	0	1	0	0	1	0	0.5	**2.5**
Richmond	0	0	2	0	0	0	0	**2**
Northern	0	0	0	0	0.5	0	1	**1.5**
Total	**0**	**1**	**29**	**1.5**	**12**	**0**	**24**	**67.5**

Q3 2021 ALERTS BY STATION

Q3 2021 Alerts by Assigned Unit at Time of Incident								
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Total
Narcotics	0	0	1	0	0	0	1	**2**
Airport	0	0	0	0	1	0	0	1
Unknown*	0	0	0	0.5	0	0	0	**0.5**
Total	**0**	**0**	**1**	**0.5**	**1**	**0**	**1**	**3.5**

*Unknown alerts are when the incident date of an Indicator Point (DPA Complaint, IA Complaint, etc.) are unknown, or the date range is too wide for accurate data gathering.

Q3 2021 ALERTS BY SPECIALIZED UNIT

DISPOSITION OF Q3 2021 ALERTS

Dispositon of 3rd Q Alerts

Merged 20 28%

Sent for Review 43 61%

Administratively Closed by EIS 8 11%

	Q3
Sent to Member's Captain for review	43
Administratively Closed by EIS	8
Merged with a paired month*	20
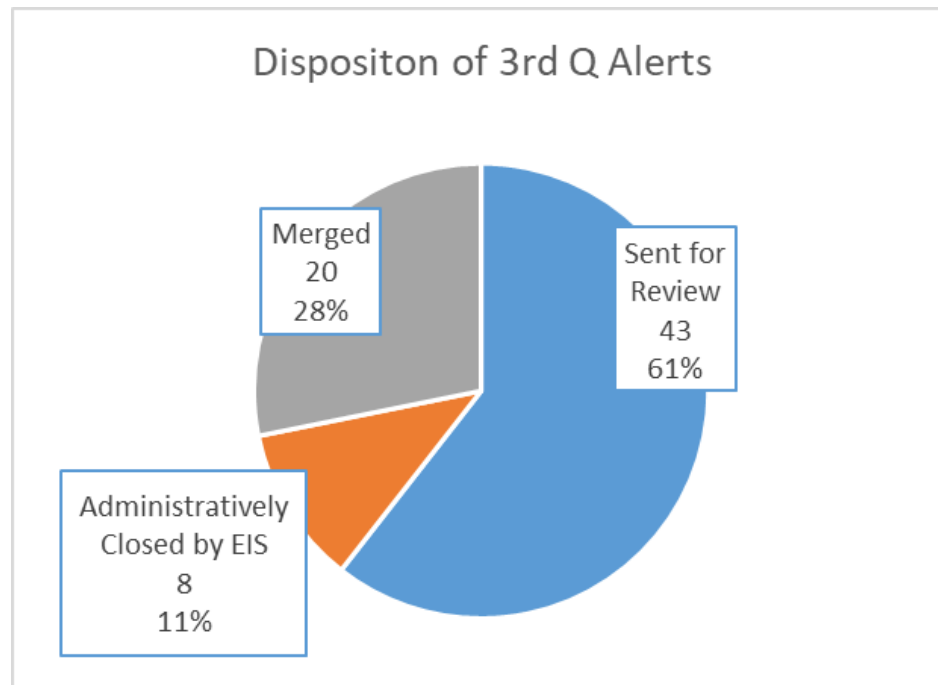
*Alerts are generated every month and sent out to stations during the following months: February, April, June, August, October, December. Only the most recent alert is sent to the officer's unit. Please note that the EIS Unit records both alerts for data-tracking purposes.
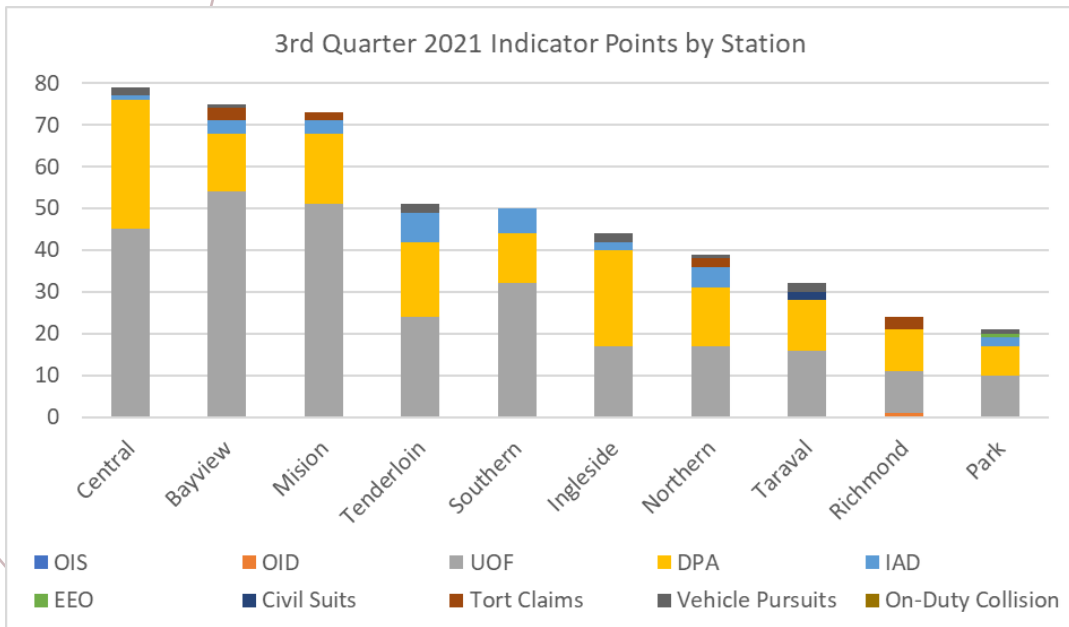
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits*	On-Duty Collision*	Total
Q3 2021 Indicator Points by Station											
Central	0	0	45	31	1	0	0	0	2	0	**79**
Bayview	0	0	54	14	3	0	0	3	1	0	**75**
Mission	0	0	51	17	3	0	0	2	0	0	**73**
Tenderloin	0	0	24	18	7	0	0	0	2	0	**51**
Southern	0	0	32	12	6	0	0	0	0	0	**50**
Ingleside	0	0	17	23	2	0	0	0	2	0	**44**
Northern	0	0	17	14	5	0	0	2	1	0	**39**
Taraval	0	0	16	12	0	0	2	0	2	0	**32**
Richmond	0	1	10	10	0	0	0	3	0	0	**24**
Park	0	0	10	7	2	1	0	0	1	0	**21**
Total	**0**	**1**	**276**	**158**	**29**	**1**	**2**	**10**	**11**	**0**	**488**

* Vehicle Pursuit and On-Duty Collision data is slowly getting inputted into AIM. Major backlog of records go back to September of 2020.
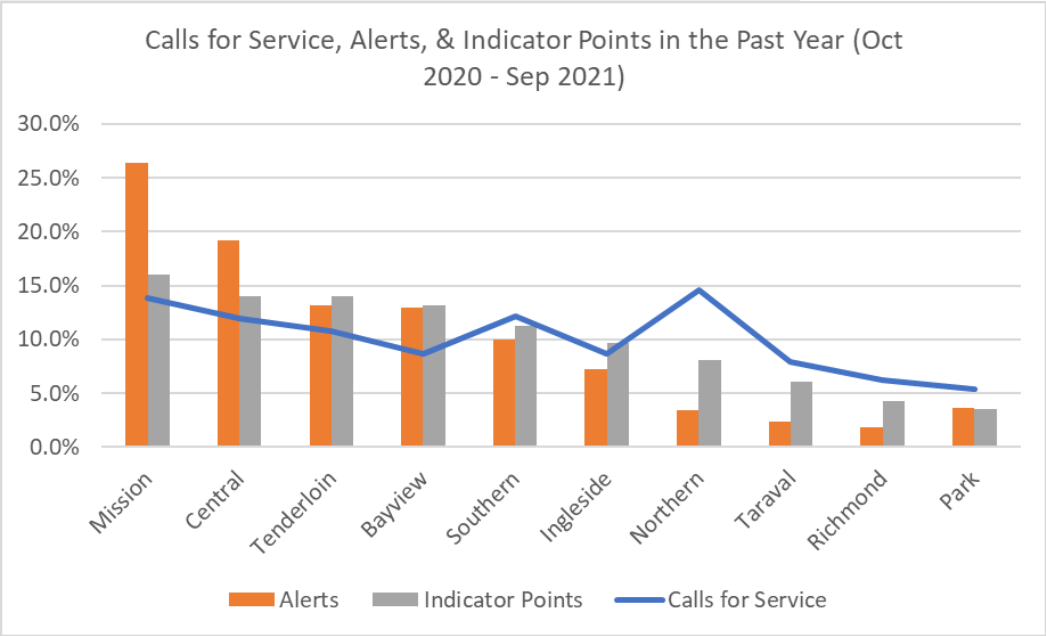
Q3 2021 INDICATOR POINTS

3rd Quarter 2021 Indicator Points by Station

Legend: OIS, OID, UOF, DPA, IAD, EEO, Civil Suits, Tort Claims, Vehicle Pursuits, On-Duty Collision

Stations: Central, Bayview, Mision, Tenderloin, Southern, Ingleside, Northern, Taraval, Richmond, Park

Count of Indicator Points per Quarter

Years: 2016, 2017, 2018, 2019, 2020, 2021

Legend: Q1, Q2, Q3, Q4

Q3 2021 INDICATOR POINTS

Early Intervention System
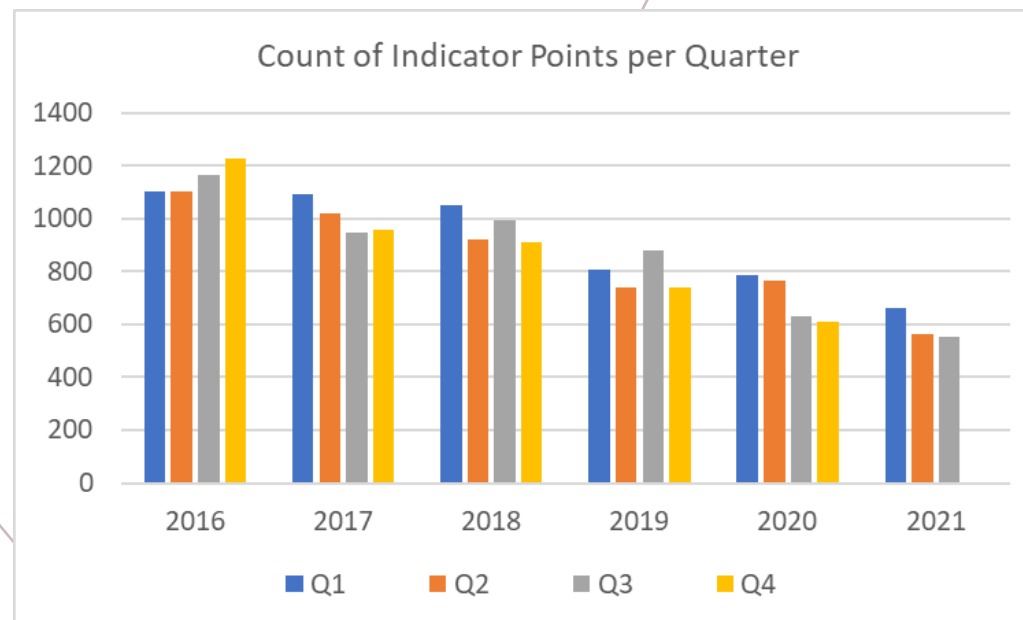
CALLS FOR SERVICE DATA BY STATION - TRAILING 12 MONTHS

	Alerts	Indicator Points	Calls for Service
Mission	13.8%	26.3%	16.0%
Central	12.0%	19.2%	14.0%
Tenderloin	10.7%	13.2%	14.0%
Bayview	8.6%	13.0%	13.2%
Southern	12.2%	10.0%	11.3%
Ingleside	8.7%	7.2%	9.7%
Northern	14.6%	3.4%	8.1%
Taraval	7.9%	2.4%	6.0%
Richmond	6.2%	1.8%	4.3%
Park	5.4%	3.6%	3.5%
Total	**100.0%**	**100.0%**	**100.0%**

Calls for Service, Alerts, & Indicator Points in the Past Year (Oct 2020 - Sep 2021)

Early Intervention System

PART 1 VIOLENT CRIMES – TRAILING 12 MONTHS

Part 1 Violent Crimes			
	Part 1 Violent Crimes	Alerts	Indicator Points
Mission	730	66	322
Central	525	48	281
Tenderloin	762	33	281
Bayview	665	32.5	265
Southern	528	25	227
Ingleside	489	18	194
Northern	603	8.5	162
Taraval	218	6	121
Richmond	209	4.5	86
Park	129	9	71
Total	4858	250.5	2010

Part 1 Violent Crimes (Oct 2020 -Sep 2021)
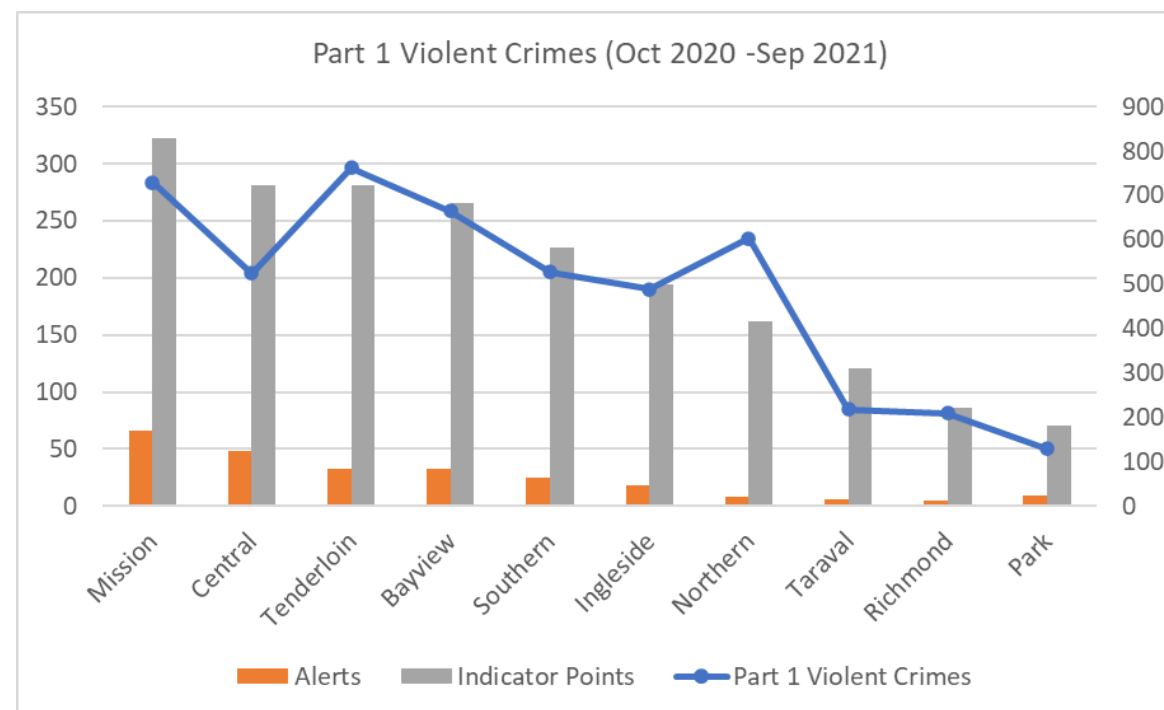
INTERVENTIONS

	Open/ In-Progress Interventions	New Interventions Opened	Interventions Completed & Closed	Interventions That Remain Open/ In- Progress
Q3	0	1	0	1

ENGAGEMENTS OUTSIDE EIS

Q3 2021	Total
Informal Counseling	61
Formal Counseling	4
Performance Improvement Plans	2

- **First Sign (Early Intervention System)**
  - Kicked off project in October 2021
  - First Sign is on track for July 2022 testing phase
  - Full production readiness scheduled for December 2022 *(Contingent on approval of policy)*
  - Use of Force and Internal Affairs data validation is in progress
  - Working on gathering arrest data from the Sherriff's Department
  - Creating a working group to collect feedback from stakeholders for the policy creation

- **BMS (Benchmark Management System)**
  - Working on recreating forms for other units such as Internal Affairs, Legal Division and Chief's Office

QUESTIONS? COMMENTS?

Early Intervention System | Legal Division

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