



EARLY INTERVENTION SYSTEM

2ND 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



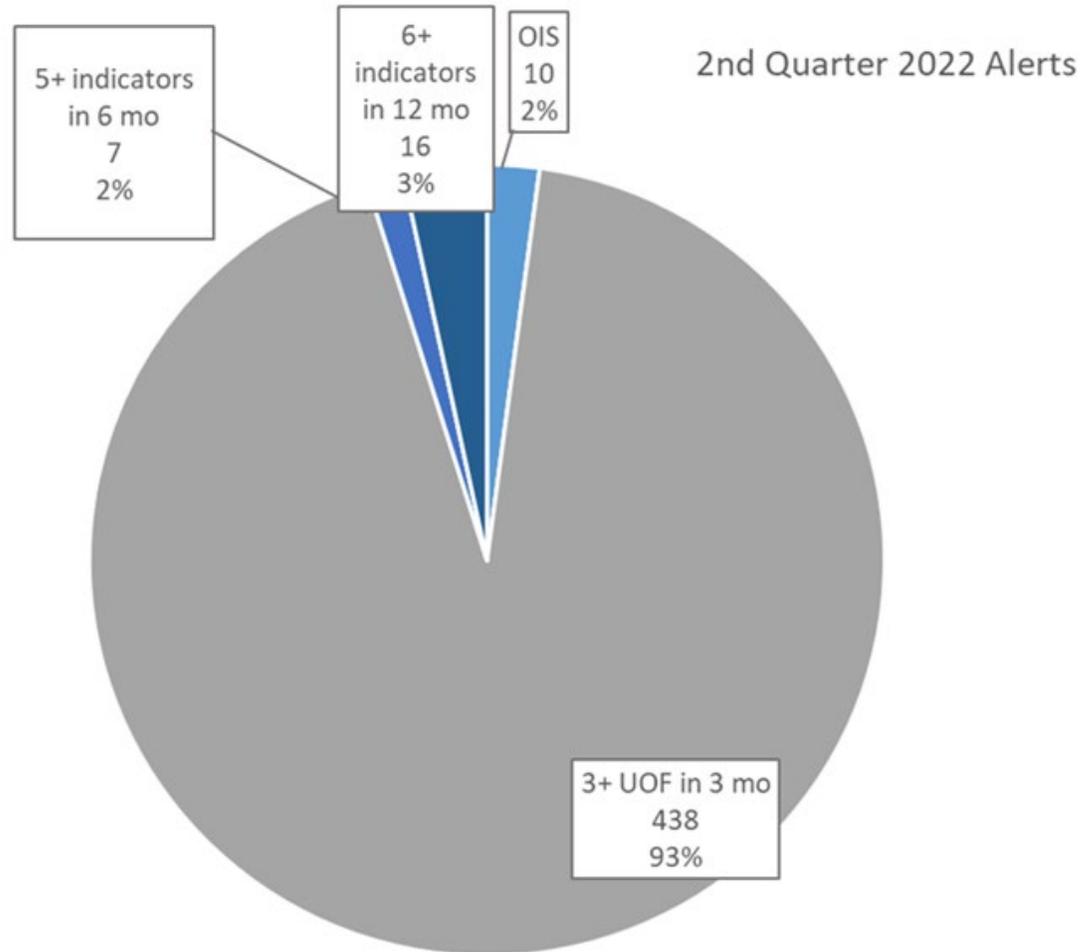
- 1+ Officer-Involved Shooting/Officer-Involved Discharge
- 3+ Use of Force Incidents in a 3-month period
- 3+ DPA complaints in a 6-month period
- Any 5+ indicators in a 6-month period
- 4+ DPA complaints in a 12-month period
- Any 6+ indicators in a 12-month period

USE OF FORCE POLICY UPDATE

- Physical Control Reporting Threshold
 - Firearm at Low Ready Position
 - New Use of Force Reporting Program in CDW
-

- Revision for DGO 5.01





ALERTS BY TYPE

There were two Officer-Involved Shootings (OIS) during the second Quarter of 2022; one involving one officer and one involving nine officers.

MEMBERS RECEIVING ALERTS

16.2% (321) of active sworn members generated at least one alert.

Q2 2022		
182 Members	1 Alert	182 x 1 = 182 Alerts
128 Members	2 Alerts	128 x 2 = 256 Alerts
11 Members	3 Alerts	11 x 3 = 33 Alerts
321 Members	At Least 1 Alert	471 Alerts

EIS Alerts by Quarter

		Monthly Total	Quarterly Total
Q2 2021	Apr	14	50
	May	22	
	Jun	14	
Q3 2021	Jul	25	71
	Aug	20	
	Sept	26	
Q4 2021	Oct	38	100
	Nov	26	
	Dec	36	
Q1 2022	Jan	33	89
	Feb	24	
	Mar	32	
Q2 2022	Apr	18	471
	May	196	
	Jun	257	

ALERTS BY QUARTER

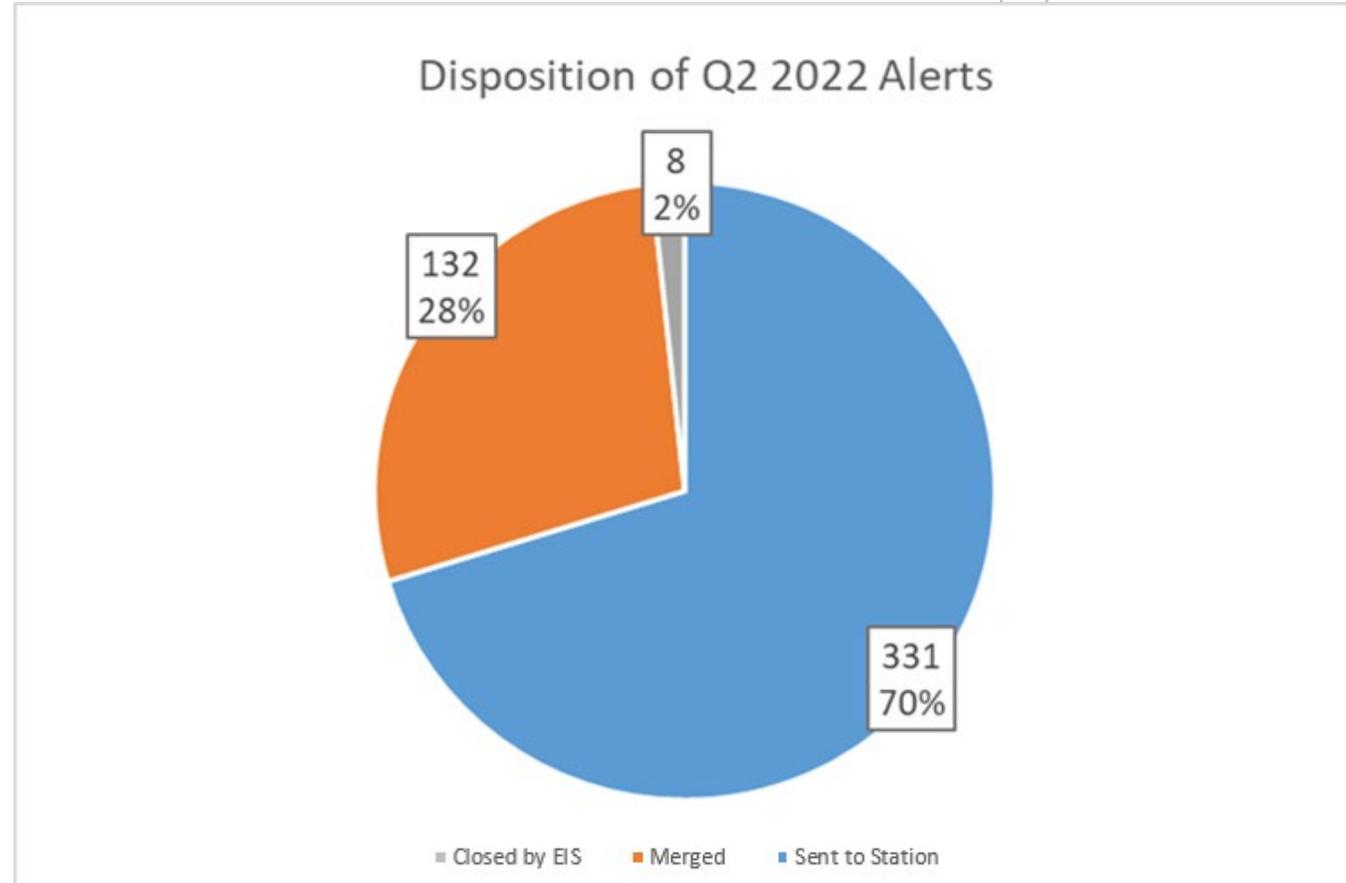
There was a 429.2% increase in alerts from Q1 2022 to Q2 2022.

INDICATOR POINTS BY QUARTER

Q2 2022 Indicator Points (Compared to Q2 2021)											
	OIS	OII	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Apr - Jun 2022	11	0	1945	5	39	6	7	14	0	2	2,029
Apr - Jun 2021	1	0	267	96	106	1	3	8	27	25	534

DISPOSITION OF ALERTS

*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.





INTERVENTIONS

	Active Interventions	New Interventions Opened	Interventions Completed & Closed
Q2 2021	0	0	1
Q2 2022	1	0	0

ENGAGEMENTS OUTSIDE EIS

Type	Q2 2021	Q2 2022
Informal Counseling	55	72
Formal Counseling	6	3
Performance Improvement Plans	3	2

First Sign Early Intervention System



- Current Phase
 - Continuing with data collection and validation
 - Running and assessing model
- Next phase
 - Discussions on DGO 3.19 with the working group
 - Discussing roles and permissions



DGO 5.01 Revisions

- Collaborated with the Academy, DPA, FTFO Office and the Commission
- Revised DGO 5.01 tentatively scheduled to take effect 12/8/22.



QUESTIONS? COMMENTS?

Early Intervention System | Legal Division

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