4th Quarter 2017

Early Intervention System Report
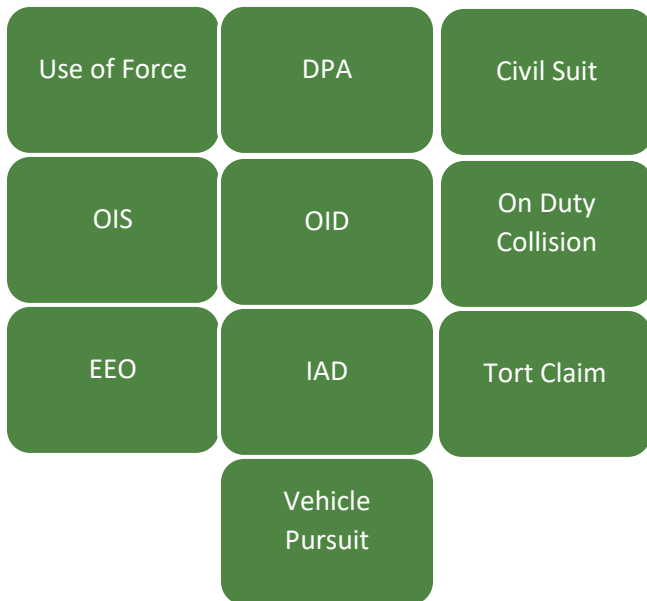

San Francisco Police Department

Legal Division
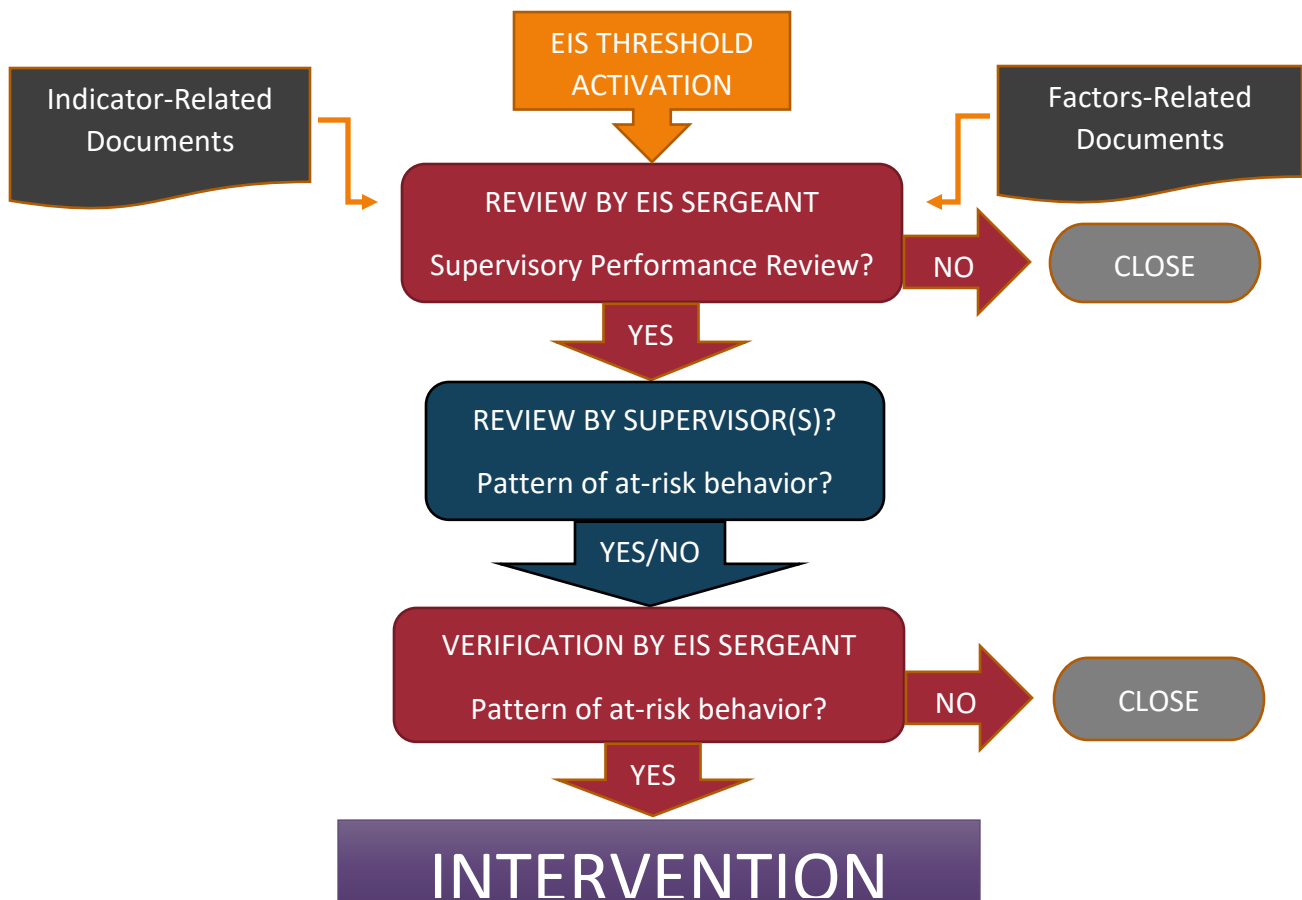
EARLY INTERVENTION SYSTEM

PERFORMANCE INDICATORS

Use of Force	DPA	Civil Suit
OIS	OID	On Duty Collision
EEO	IAD	Tort Claim
	Vehicle Pursuit	

ASSOCIATED FACTORS

Citizen Compliment	Department Awards	Arrests by Officer
Citations by Officer	Reports by Officer	Vehicle Stops
Pedestrian Stops	Training History	Voluntary Overtime worked
Discretionary Time Off	Sick Pay not protected by Fed/State	Participant in Critical Incident
Criminal Cases Dismissed	Charges of Assault on an Officer	Charges of Resisting an Officer

EIS THRESHOLD ACTIVATION

Indicator-Related Documents

Factors-Related Documents

REVIEW BY EIS SERGEANT

Supervisory Performance Review? → NO → CLOSE

YES

REVIEW BY SUPERVISOR(S)?

Pattern of at-risk behavior?

YES/NO

VERIFICATION BY EIS SERGEANT

Pattern of at-risk behavior? → NO → CLOSE

YES

INTERVENTION

4th Q 2017 Alerts

Officer-Involved Shooting	4
3+ UOF within 3 mo	110
3+ DPA within 6 mo	2
4+ DPA within 12 mo	2
5+ indicators within 6 mo	27
6+ indicators within 12 mo	78
TOTAL	**223**

4th Q 2017 Alerts

Officer-Involved Shooting
4
2%

3+ UOF within 3 mo
110
49%

6+ indicators within 12 mo
78
35%

5+ indicators within 6 mo
27
12%

4+ DPA within 12 mo
2
1%

3+ DPA within 6 mo
2
1%
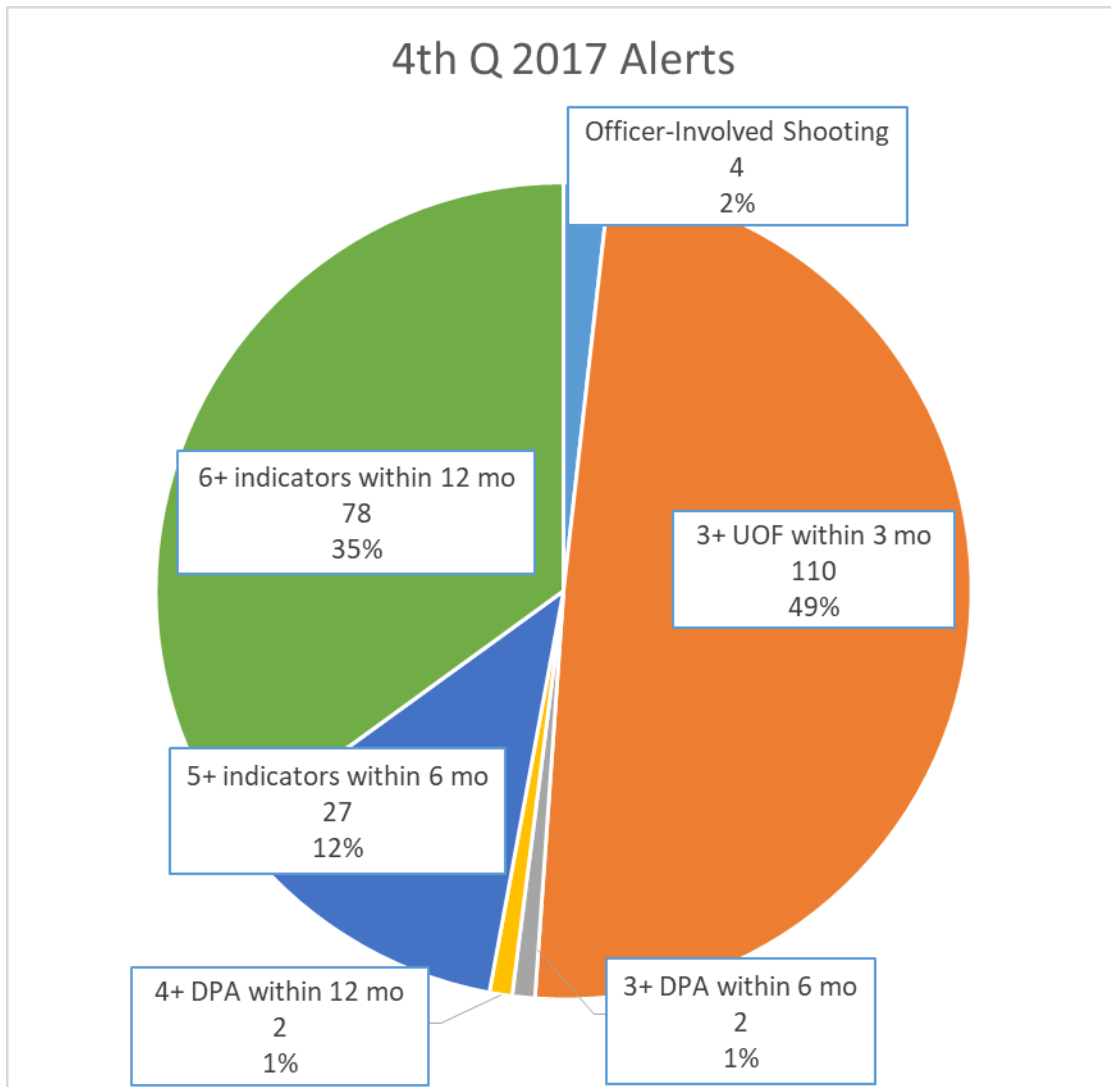
Members Receiving Alerts

117 members had	1 alert
35 members had	2 alerts
12 members had	3 alerts
164 members had	**at least 1 alert**

As of December 2017, there were 2,375 members.

This means 7.0% (164) members had at least 1 alert.

Members Receiving Interventions	
2015 Interventions	9
2016 Interventions	4
2017 Interventions	3
Active Interventions	5

Interventions Outside EIS	
Formal Counseling	19
Informal Counseling	146
PIPs	14

Active Interventions

|	Members	Intervention received in each instance		
Failure to Appear in Court	2	Mentoring		Mentoring
Tactical Communication	3	UOF training at academy, Mentoring	Post-certified tactical communication training, Mentoring	Post-certified tactical communication training, Mentoring

Failure to Appear:

- Mentoring
    - Create a physical and electronic calendar
    - Monitoring of calendar by supervisor and subordinate
        - Track subpoenas
        - Track PT and Range times
    - Supervisor reviews DGOs and department bulletins with subordinate
    - Clear explanation of expectations and consequences
    - Schedule follow-ups (30/60/90/180 days) to sit down and review progress

Tactical Communication:

- Mentoring
    - Supervisor reviews DGOs and department bulletins with subordinate
    - Clear explanation of expectations and consequences
    - Schedule follow-ups (30/60/90/180 days) to review progress
    - One-on-one session with the instructor from the Academy course "Tactical Communication"
    - POST Learning Portal Class on Tactical Communication
    - Supervisor arrives on scene to monitor subordinate
    - Supervisor requires subordinate to activate body camera on all calls for service
    - Supervisor monitors DPA Complaints

- Use of Force Training
    - One-on-one session with Defensive Tactics Instructors at the Academy
        - Proper handcuffing techniques
        - De-escalation techniques
        - Use of Force documentation
        - Tactical positioning
        - Review of Defensive Tactics Manual
    - Supervisor schedules follow-up (30/60/90 days) to review progress
    - Supervisor reviews DGOs and department bulletins with subordinate
    - Supervisor reviews all Use of Force reports
    - Supervisor monitors DPA Complaints

EIS Alerts by Quarter

2016	4th Q	313
2017	1st Q	281
	2nd Q	265
	3rd Q	227
	4th Q	223

EIS Alerts by Quarter
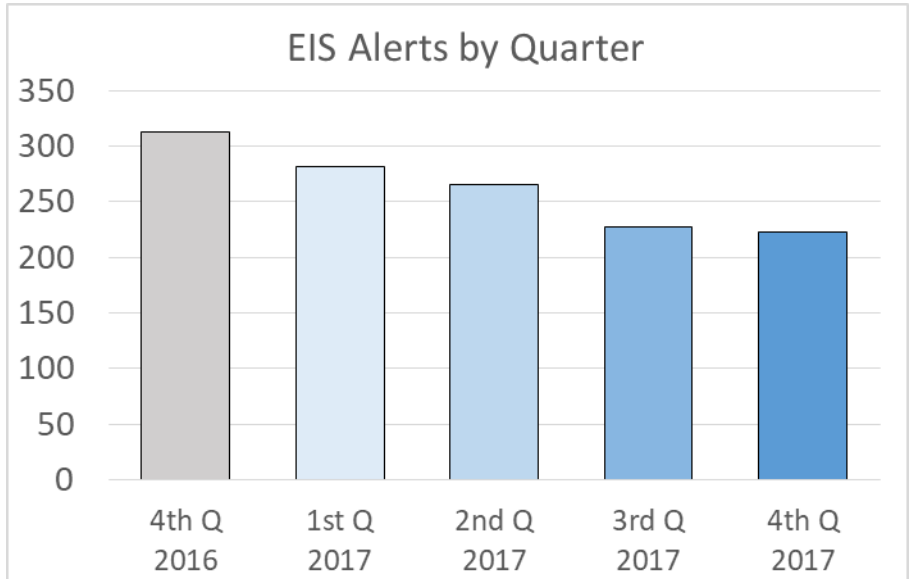
1st to 4th Q Alerts by Month

		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
1st Q	January	1		46		13	1	26	87	
	February	1		43	3	12	3	34	96	**281**
	March		1	44		14	1	38	98	
2nd Q	April			42	1	20		28	91	
	May	2		39		15		30	86	**265**
	June		1	35	1	14		37	88	
3rd Q	July			29		10		34	73	
	August			27	4	18		24	73	**227**
	September	2		35		20		24	81	
4th Q	October			29		9	1	27	66	
	November	1		41		10	1	26	79	**223**
	December	3		40	2	8		25	78	
TOTAL		10	2	450	11	163	7	353	996	996

1st to 4th Q Alerts by Month

4
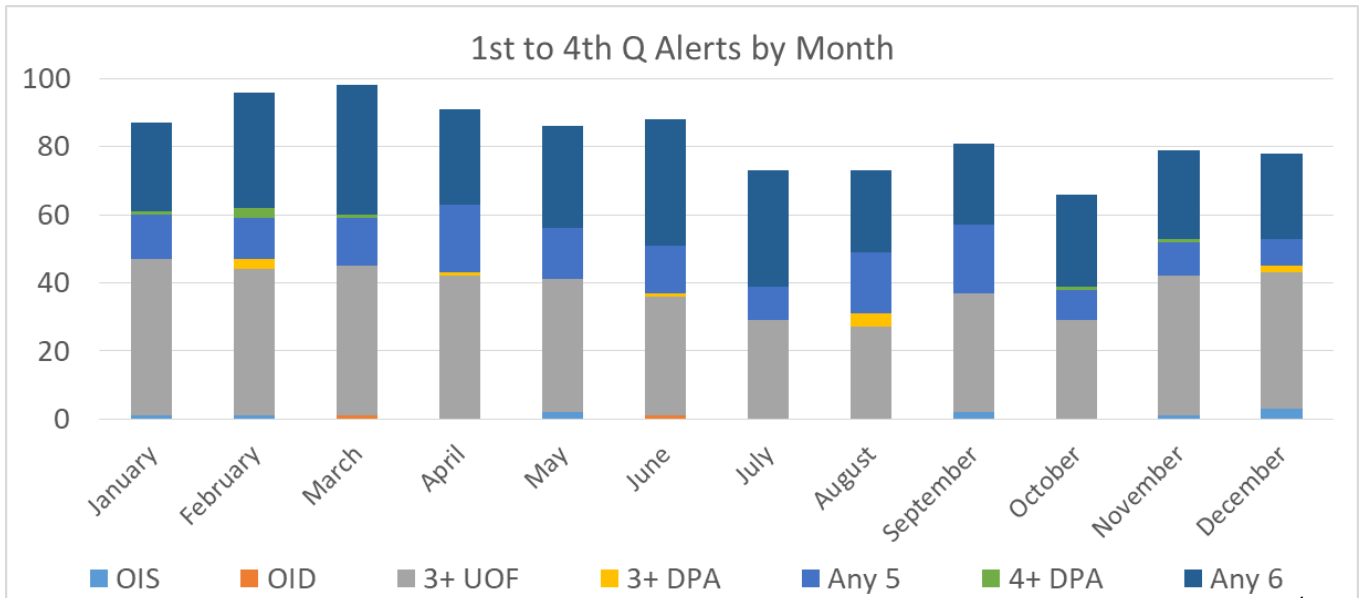
4th Q 2017 Alerts by Station

	OIS	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Central		6		1		6	**13**
Ingleside		14		4		5	**23**
Mission		27		5		12	**44**
Northern		9		1		16	**26**
Park	1					2	**3**
Bayview	2	23		5	1	13	**44**
Richmond		5		4		2	**11**
Southern		9		3		14	**26**
Taraval		1				1	**2**
Tenderloin		10	2	2	1	5	**20**
TOTAL	**3**	**104**	**2**	**25**	**2**	**76**	**212**

4th Q 2017 Alerts by Station

Legend: OIS, 3+ UOF, 3+ DPA, Any 5, 4+ DPA, Any 6
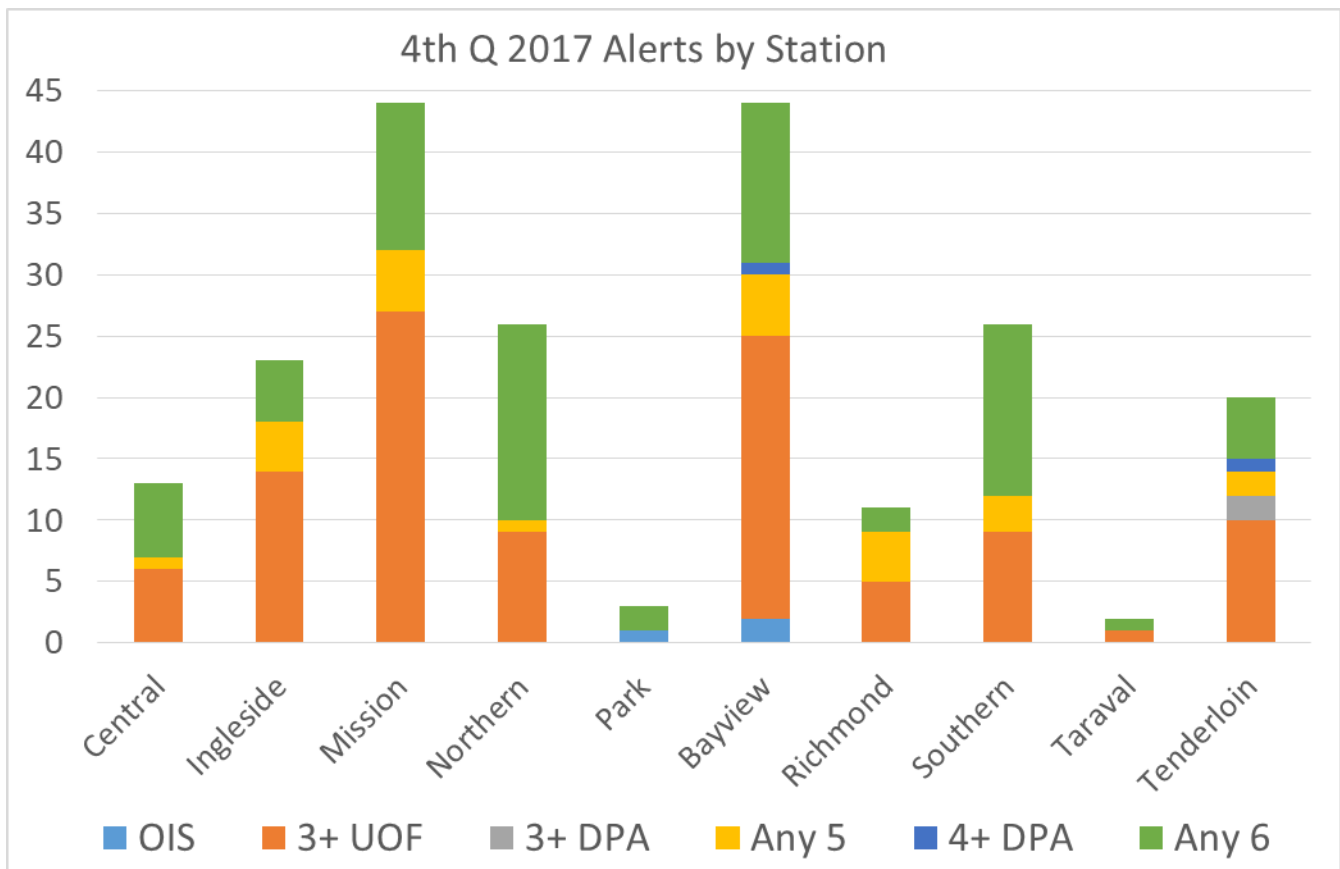
4th Q 2017 Alerts by Unit

	OIS	3+ UOF	Any 5	Any 6	TOTAL
CSI	1				**1**
GTF		2		1	**3**
MEDI		1			**1**
RISK			1		**1**
SVU		1	1	1	**3**
TACT		2			**2**
TOTAL	**1**	**6**	**2**	**2**	**11**

4th Q 2017 Alerts by Unit
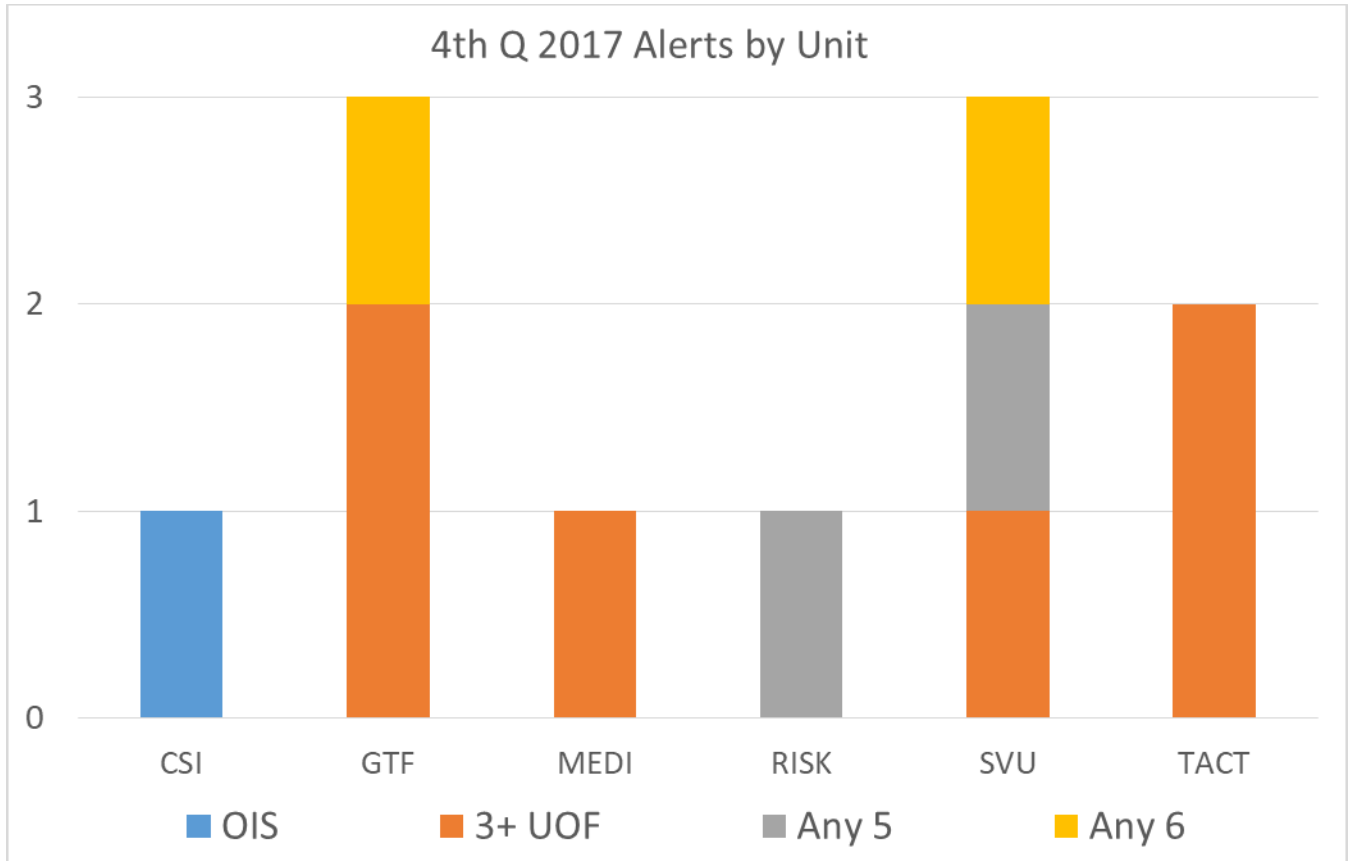
1st to 4th Q 2017 Alerts by Station

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Central			28	1	17		33	**79**
Ingleside			37	1	16		26	**80**
Mission			112	1	31		64	**208**
Northern		2	29		16		36	**83**
Park	1		4		5	1	9	**20**
Bayview	3		86		21	1	48	**159**
Richmond	1		22		14		5	**42**
Southern			53	2	19	1	36	**111**
Taraval			5		1		7	**13**
Tenderloin	1		54	3	16	4	43	**121**
TOTAL	**6**	**2**	**430**	**8**	**156**	**7**	**307**	**916**

1st to 4th Q 2017 Alerts by Station
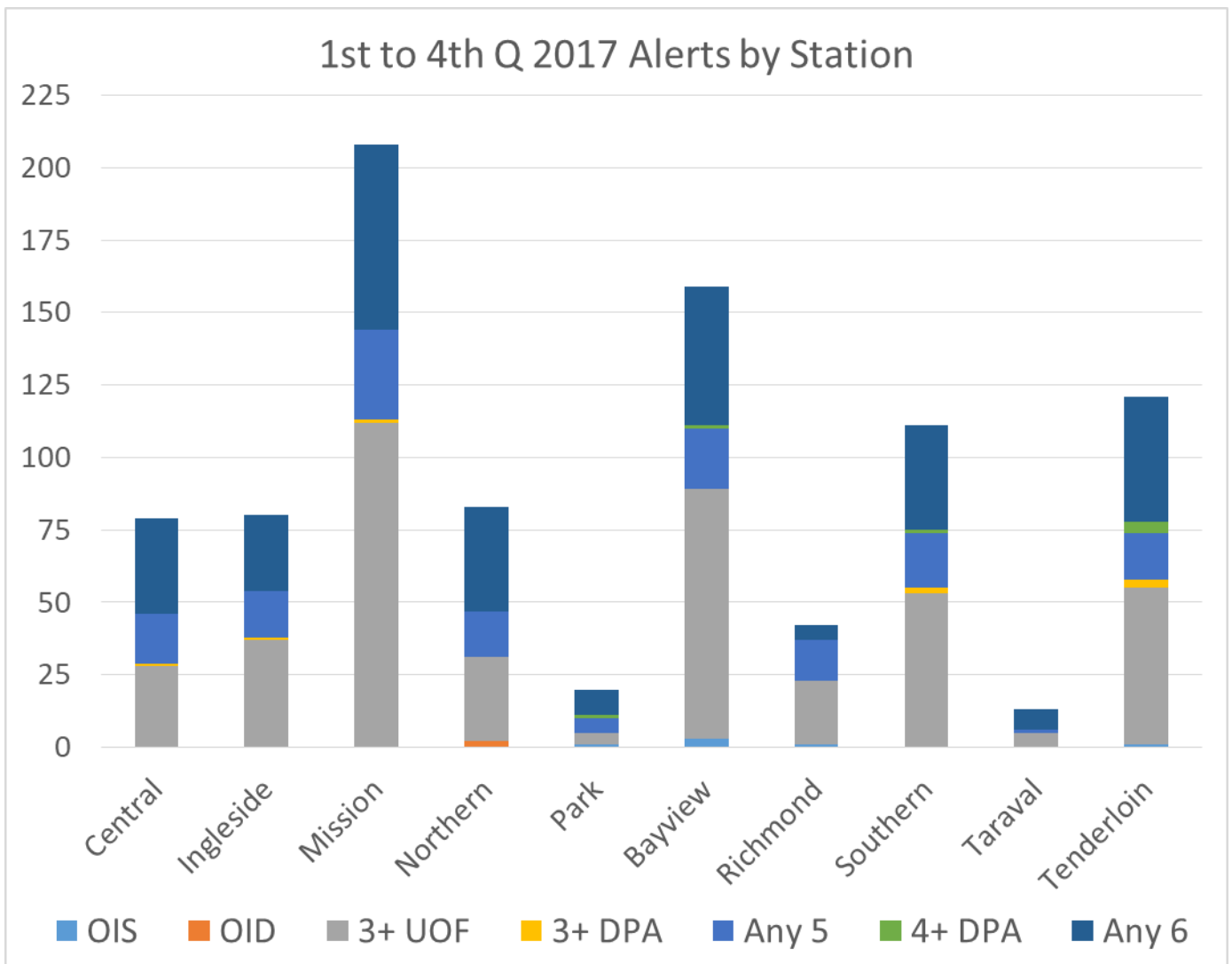
1st to 4th Q 2017 Alerts by Unit

	OIS	3+ UOF	3+ DPA	Any 5	Any 6	TOTAL
CSI	1					**1**
FOB		1		1	5	**7**
GTF		3			2	**5**
LEGA		2				**2**
MEDI		1			3	**4**
MUNI					1	**1**
NARC	1	1			4	**6**
NIGH				1	1	**2**
PBTF		2		1	2	**5**
RISK				1		**1**
SID	1					**1**
SOB					2	**2**
SVU		2		1	1	**4**
TACT	1	8	2	2	25	**38**
YCEU			1			**1**
TOTAL	4	20	3	7	46	**80**
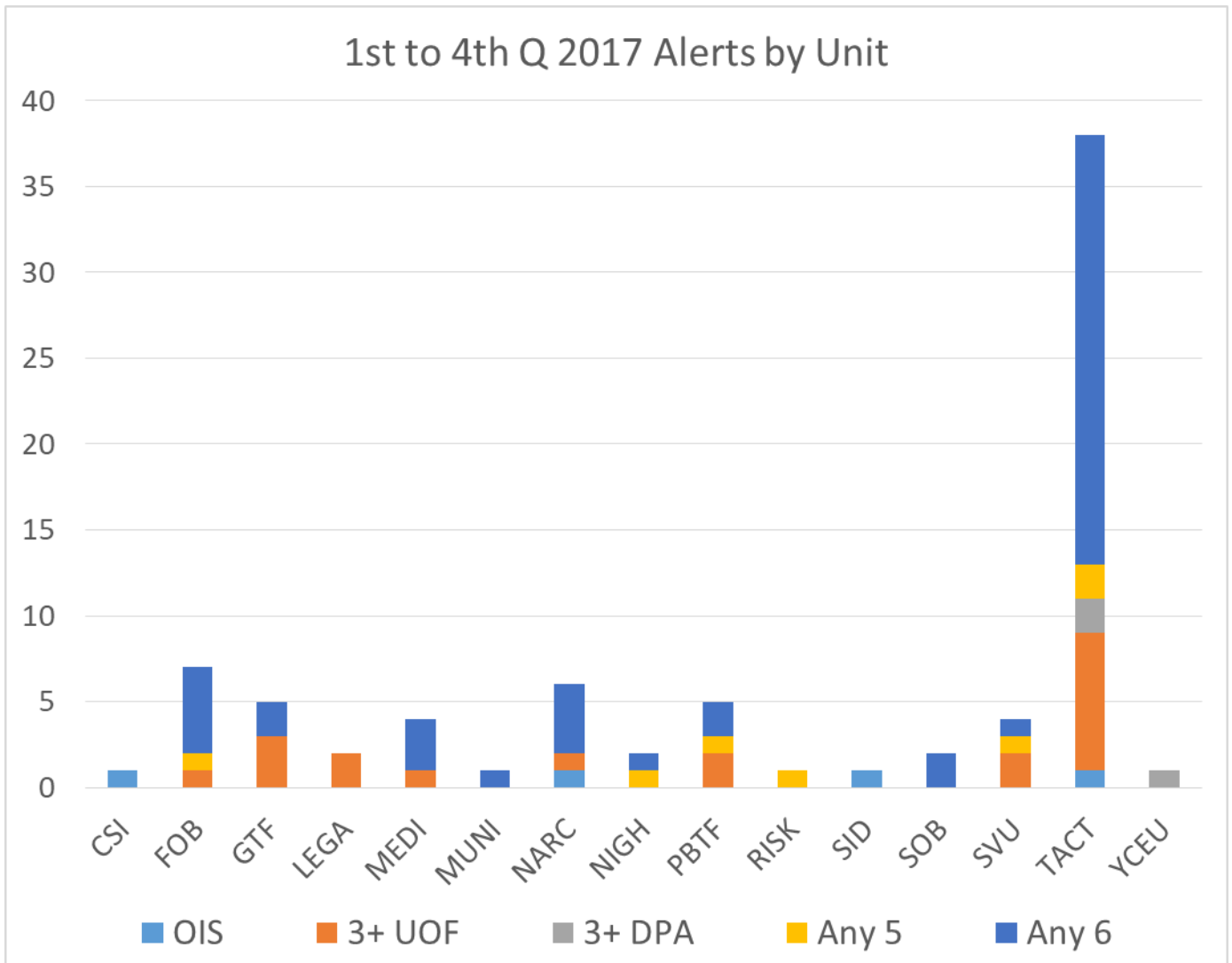
1st to 4th Q 2017 Alerts by Unit

1st to 4th Q 2017 Alerts by Station and Month (Listed by Total)

|	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
Mission	10	20	28	17	23	11	15	16	24	13	16	15	**208**
Bayview	12	11	12	14	12	16	14	15	9	15	13	16	**159**
Tenderloin	8	17	15	15	12	13	5	8	8	8	3	9	**121**
Southern	16	6	8	12	11	8	8	8	8	5	10	11	**111**
Northern	7	10	8	3	7	8	6	4	4	9	10	7	**83**
Ingleside	11	6	3	7	5	7	5	6	7	7	9	7	**80**
Central	4	12	11	11	4	6	6	7	5	1	5	7	**79**
Richmond	4	2	4	3	4	5	3	1	5	3	7	1	**42**
Park	4	2		3		2	2	3	1	1		2	**20**
Taraval	4	1	1		1		1	1	2		2		**13**
TOTAL	80	87	90	85	79	76	65	69	73	62	75	75	**916**

1st to 4th Q 2017 Alerts by Station and Month (Listed by Total)
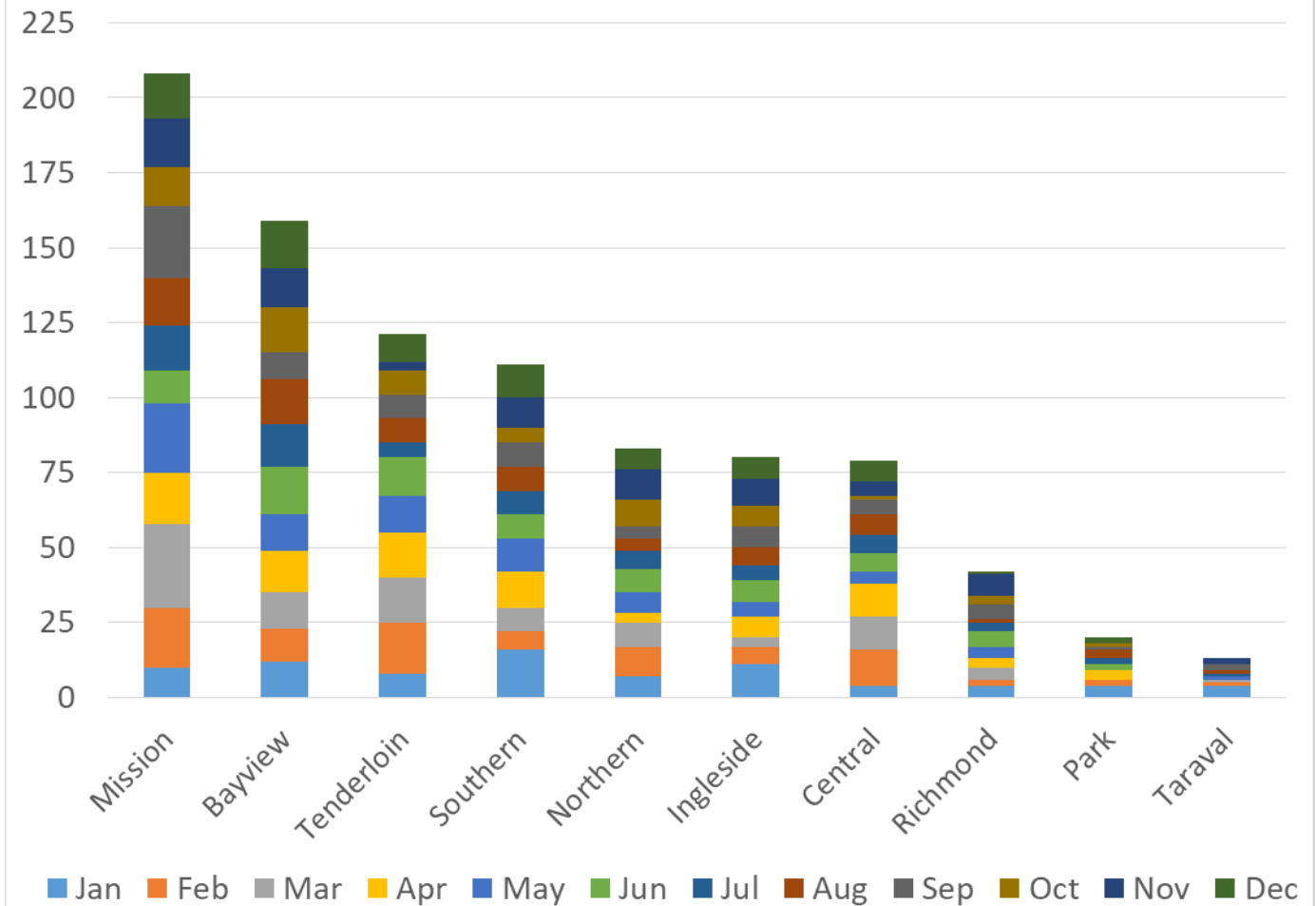
1st to 4th Q 2017 Alerts by Unit and Month (Listed by Total)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
TACT	4	5	3	4	4	5	4	4	3	1	1		**38**
FOB			2		1	2	2						**7**
NARC		3	1			1			1				**6**
GTF		1							1	1	1	1	**5**
PBTF	1		2			2							**5**
MEDI	1						1		1		1		**4**
SVU									1	1		2	**4**
LEGA						1			1				**2**
NIGH	1			1									**2**
SOB					1		1						**2**
CSI											1		**1**
MUNI						1							**1**
RISK										1			**1**
SID					1								**1**
YCEU				1									**1**
TOTAL	7	9	8	6	7	12	8	4	8	4	4	3	80

1st to 4th Q 2017 Alerts by Unit and Month (Listed by Total)
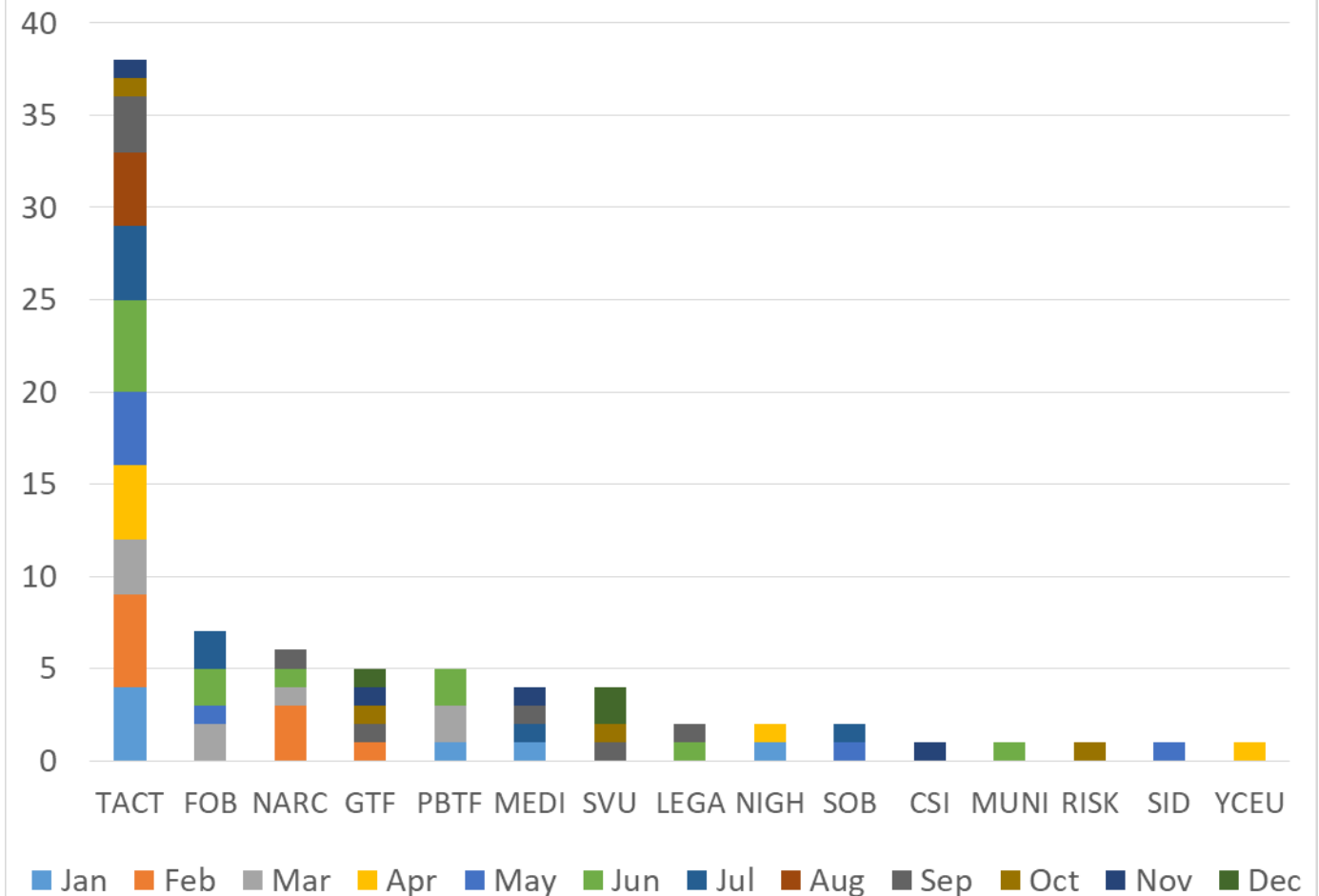
Count of Indicators

Year	1st Q	2nd Q	3rd Q	4th Q	Total
2015	748	737	754	839	**3078**
2016	1114	1108	1174	1232	**4628**
2017	1074	962	891	809	**3736**

Count of Members

Year	Quarter	Sworn Members
2015	1	2141
	2	2146
	3	2239
	4	2235
2016	1	2294
	2	2378
	3	2308
	4	2313
2017	1	2275
	2	2332
	3	2320
	4	2375

Indicators per Member

Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ indicators
2015	1	1638	334	121	31	11	3	1	2			503
	2	1637	356	100	38	12	2				1	509
	3	1724	355	103	40	13	3	1				515
	4	1691	361	113	44	14	9	2	1			544
2016	1	1608	432	148	60	29	12	5				686
	2	1736	377	144	69	33	13	3	3			642
	3	1586	444	172	61	30	10	3	1	1		722
	4	1597	429	153	75	36	16	2	4	1		716
2017	1	1587	441	161	49	26	7	3	1			688
	2	1712	408	132	56	12	5	3	1	3		620
	3	1751	365	131	47	15	5	5		1		569
	4	1838	357	124	36	11	4	4		1		537

Indicators per Member

Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ indicators
2015	1	77%	16%	6%	1%	1%	0%	0%	0%	0%	0%	23%
	2	76%	17%	5%	2%	1%	0%	0%	0%	0%	0%	24%
	3	77%	16%	5%	2%	1%	0%	0%	0%	0%	0%	23%
	4	76%	16%	5%	2%	1%	0%	0%	0%	0%	0%	24%
2016	1	70%	19%	6%	3%	1%	1%	0%	0%	0%	0%	30%
	2	73%	16%	6%	3%	1%	1%	0%	0%	0%	0%	27%
	3	69%	19%	7%	3%	1%	0%	0%	0%	0%	0%	31%
	4	69%	19%	7%	3%	2%	1%	0%	0%	0%	0%	31%
2017	1	70%	19%	7%	2%	1%	0%	0%	0%	0%	0%	30%
	2	73%	17%	6%	2%	1%	0%	0%	0%	0%	0%	27%
	3	75%	16%	6%	2%	1%	0%	0%	0%	0%	0%	25%
	4	77%	15%	5%	2%	0%	0%	0%	0%	0%	0%	23%

Indicators per Member
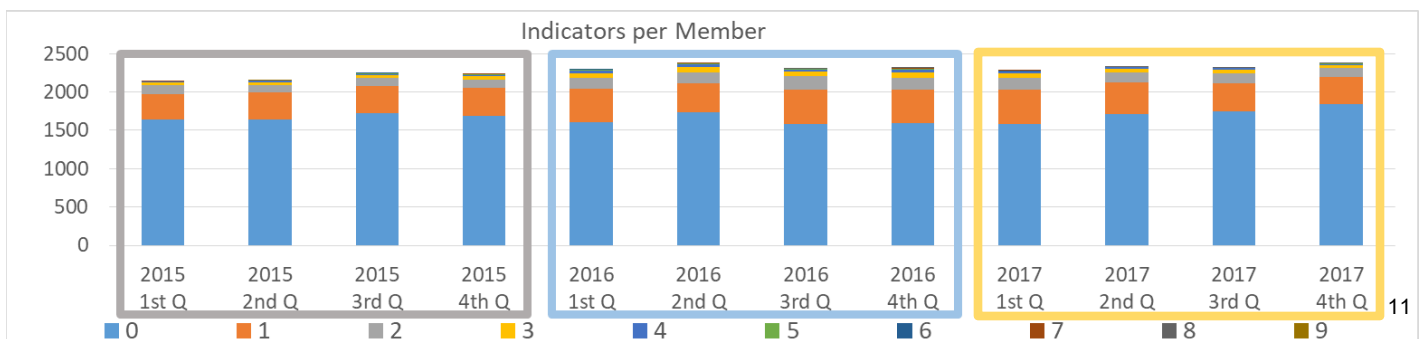
4th Q 2017 Indicators by Month

	OID	OIS	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	Total
October 2017			175	38	29		2	14	11	**269**
November 2017		1	238	21	16	1	4	6	10	**297**
December 2017		3	182	23	21			7	7	**243**
Oct-Dec 2016	2	2	742	161	112	4	28	130	51	**1232**
Oct-Dec 2017		4	595	82	66	1	6	27	28	**809**
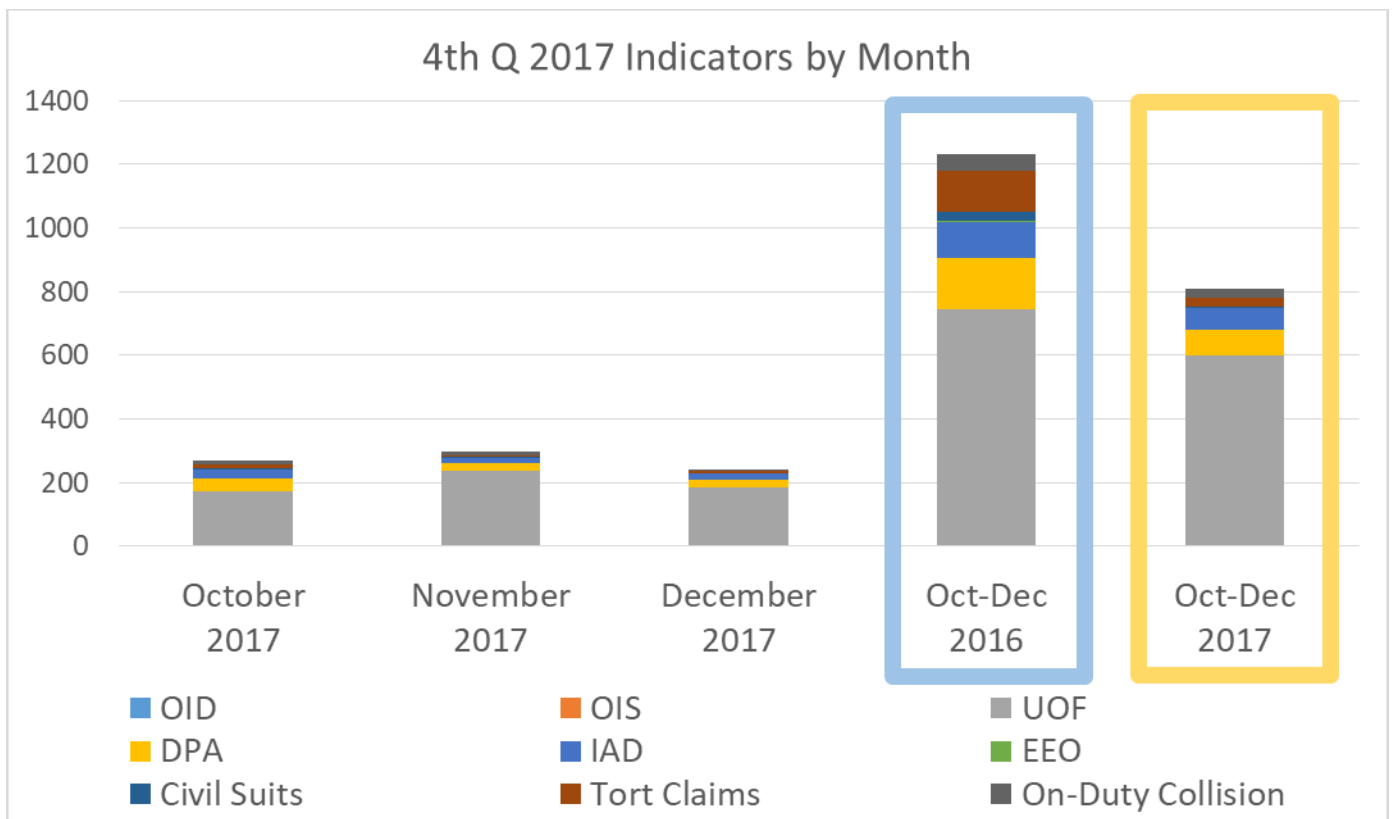
4th Q 2017 Indicators by Month

1st to 4th Q 2017 Indicators by Month

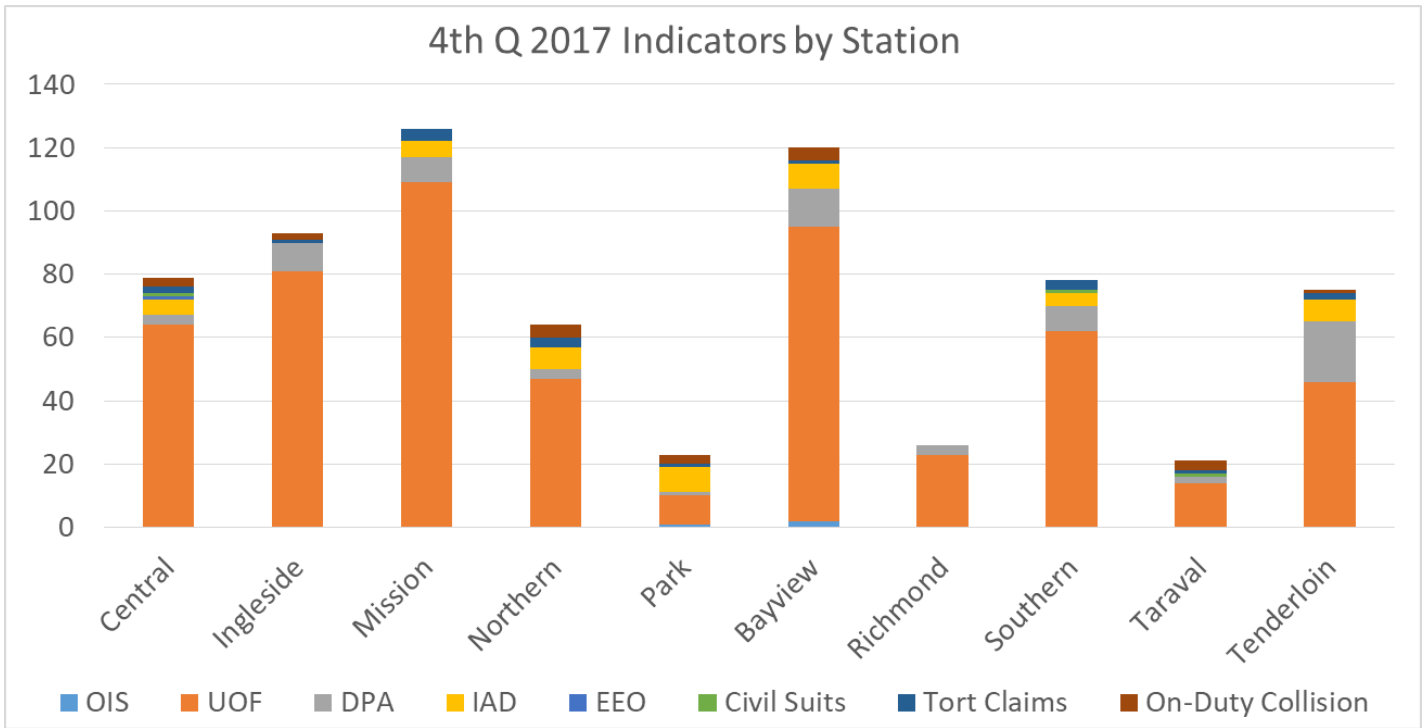|	OID	OIS	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	Vehicle Pursuit	TOTAL
Jan 2017		1	172	68	41	3	9	21	8		323
Feb 2017		1	235	53	21	4	6	21	14		355
Mar 2017	1		246	60	48			29	12		396
Apr 2017	1		225	32	34	1	3	12	11		319
May 2017		2	209	43	23	4		22	18		321
June 2017			233	24	27	3	3	14	18		322
July 2017			187	37	24	2	4	8	18		280
Aug 2017			190	34	31	1	4	21	12		293
Sept 2017		2	212	34	33		2	30	5		318
Oct 2017			175	38	29		2	14	11		269
Nov 2017		1	238	21	16	1	4	6	10		297
Dec 2017		3	182	23	21			7	7		243
Jan-Dec 2016	7	5	2780	741	459	27	87	308	193	21	4628
Jan-Dec 2017	2	10	2504	467	348	19	37	205	144		3736

1st to 4th Q Indicators by Month
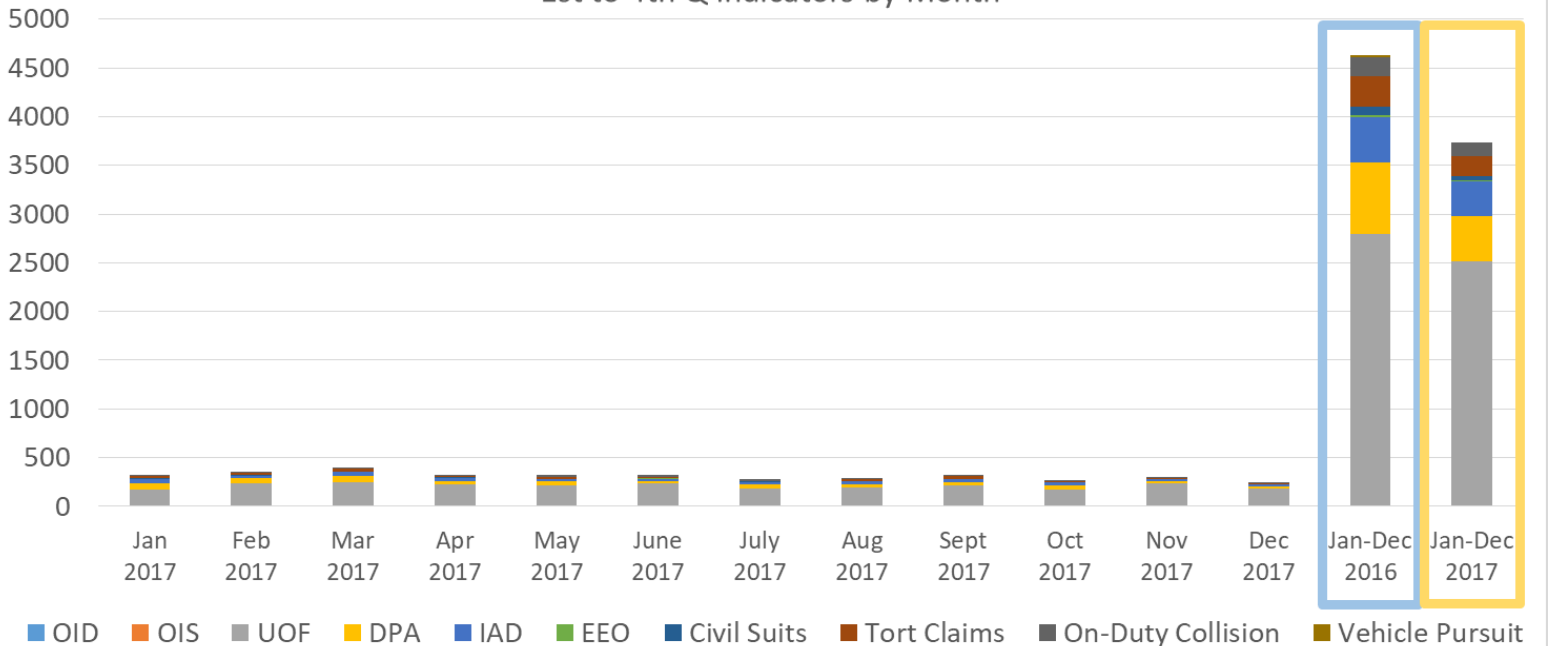
4th Q 2017 Indicators by Station

	OIS	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
Central		64	3	5	1	1	2	3	**79**
Ingleside		81	9				1	2	**93**
Mission		109	8	5			4		**126**
Northern		47	3	7			3	4	**64**
Park	1	9	1	8			1	3	**23**
Bayview	2	93	12	8			1	4	**120**
Richmond		23	3						**26**
Southern		62	8	4		1	3		**78**
Taraval		14	2			1	1	3	**21**
Tenderloin		46	19	7			2	1	**75**
TOTAL	3	548	68	44	1	3	18	20	**705**

4th Q 2017 Indicators by Station

4th Q 2017 Indicators by Unit

	OIS	UOF	DPA	IAD	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
ADMI						1		**1**
AFOB		9	1	10				**20**
BURG		1						**1**
CHIE					1			**1**
CIS			1	1				**2**
CSI	1	1	1			2		**5**
FOB		1	1	3	1			**6**
GTF		11						**11**
HSU							1	**1**
LEGA				1				**1**
MEDI		4	1					**5**
MTA			2	3			1	**6**
Muni		5						**5**
NARC		1						**1**
NIGH			1					**1**
PROF				1				**1**
PROP							1	**1**
RISK			1			1		**2**
ROBB		1						**1**
SEPA		1			1			**2**
SID		3	1					**4**
SOB		1						**1**
STAF				1		2	1	**4**
SVU		3	2	2		1	3	**11**
TACT		5	2			2	1	**10**
TOTAL	**1**	**47**	**14**	**22**	**3**	**9**	**8**	**104**

4th Q 2017 Indicators by Unit
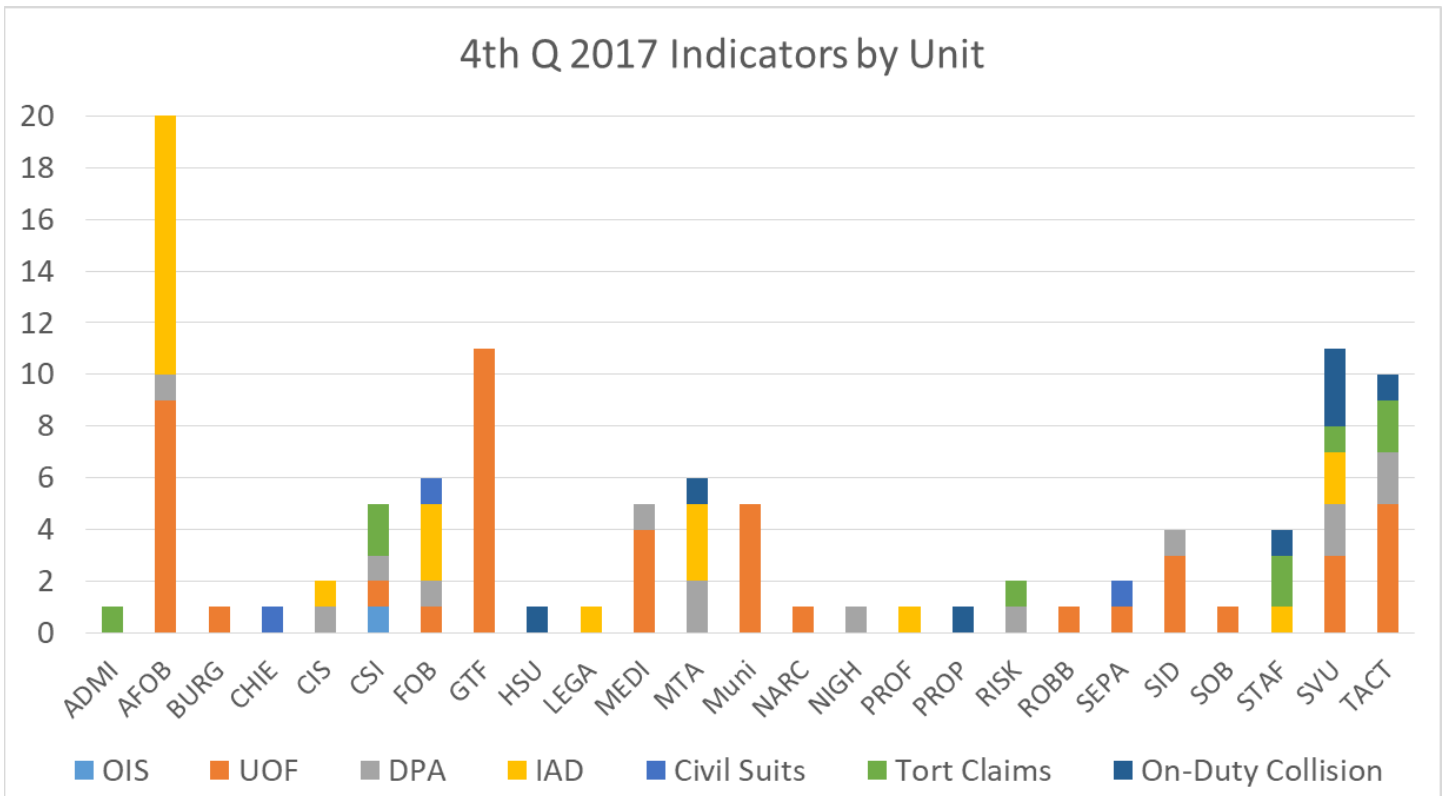
1st to 4th Q 2017 Indicators by Station

|	OID	OIS	UOF	DPA	IAD	Tort Claims	Civil Suits	EEO Complaint	On-Duty Collision	TOTAL
Central			216	36	31	12	2	2	15	**314**
Ingleside			203	34	9	29	1		13	**289**
Mission			413	36	33	19	4	2	3	**510**
Northern	2		200	37	15	18	2	1	17	**292**
Park		1	92	23	21	14		2	6	**159**
Bayview		4	332	48	25	9	2		12	**432**
Richmond		1	127	31	19	12	1		9	**200**
Southern			232	45	31	13	5		7	**333**
Taraval			111	19	21	19	2		12	**184**
Tenderloin			258	68	25	11	4		9	**375**
TOTAL	2	6	2184	377	230	156	23	7	103	**3088**

1st to 4th Q 2017 Indicators by Station
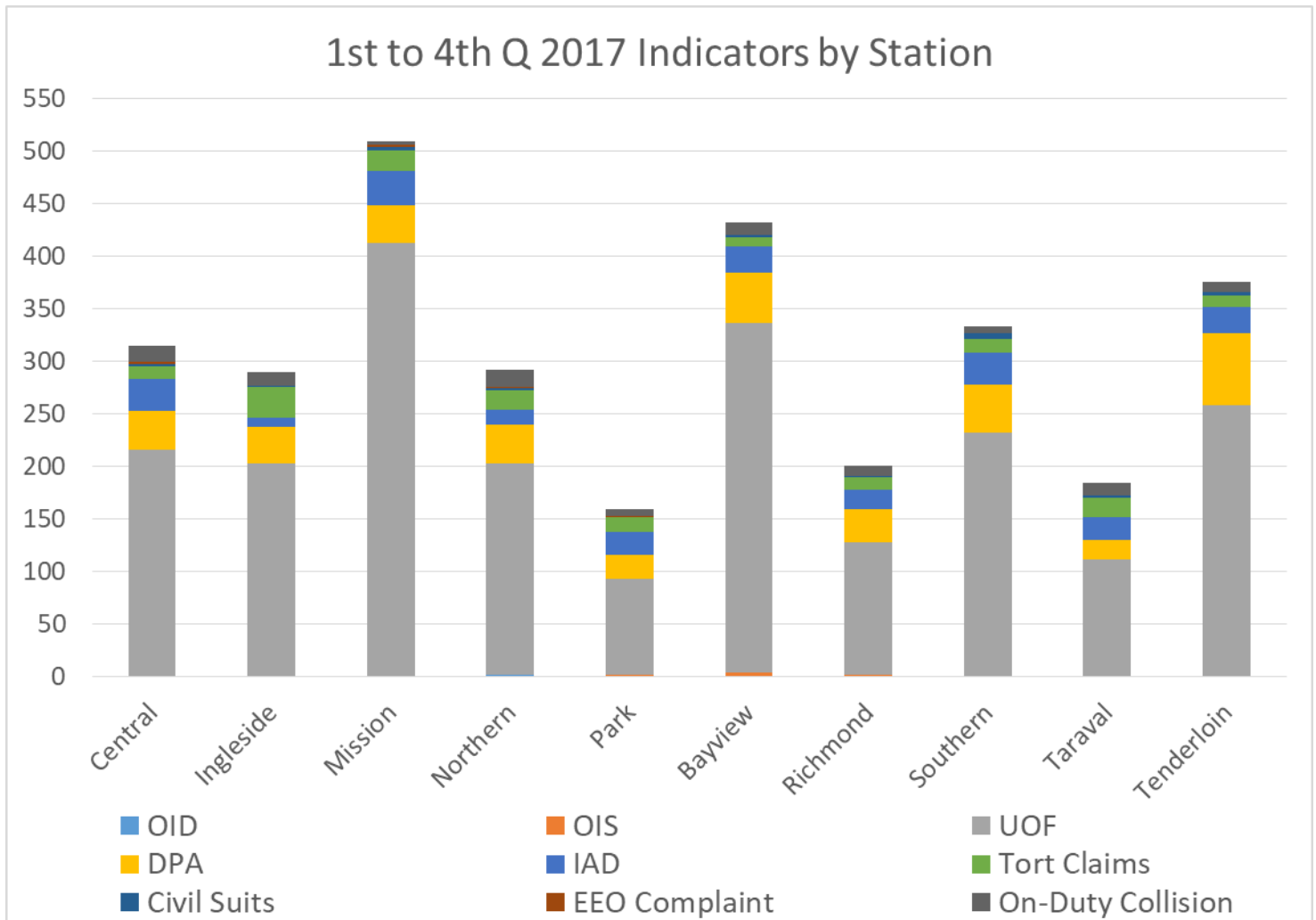
1st to 4th Q 2017 Indicators by Unit

	OIS	UOF	DPA	IAD	Tort Claims	Civil Suits	EEO Complaint	On-Duty Collision	TOTAL
ACAD		2	1	5			2		10
ADMI					1				1
ADMN				1					1
AFOB		26	5	23	2	1	1	1	59
AIRP		1	5	1	1				8
BURG		8			1				9
CGIC		2	1			1			4
CHIE		1				1		1	3
CIS		2	1	5			1		9
CSI	1	3	1	2	2			1	10
DOC			2	7		2	1		12
FOB		11	7	12	5	3	2	3	43
FTO		6			1				7
GTF		26	2	2				1	31
HOMI		1							1
HSU		1		1	2			1	5
IAD		2	1		1	1	2	1	8
INVE				1				1	2
LEGA				1					1
MEDI		48	12	15	1		1	3	80
MTA		3	11	15	1			4	34
Muni		7	1	1				1	10
NARC		10	2		1				13
NIGH		8	2	1	2			2	15
PROF		3	1	1					5
PROP								2	2
RISK		8	1		2			2	13
ROBB		4	1	1					6
SEPA		19	4	7	2	2		2	36
SID	2	8	3		2			3	18
SOB		4	1						5
STAF				4	3			3	10
SVU		30	7	6	7	1	2	5	58
TACT	1	76	18	6	12	2		4	119
TOTAL	4	320	90	118	49	14	12	41	648

1st to 4th Q 2017 Indicators by Unit

■ OIS ■ UOF ■ DPA ■ IAD ■ Tort Claims ■ Civil Suits ■ EEO Complaint ■ On-Duty Collision

17
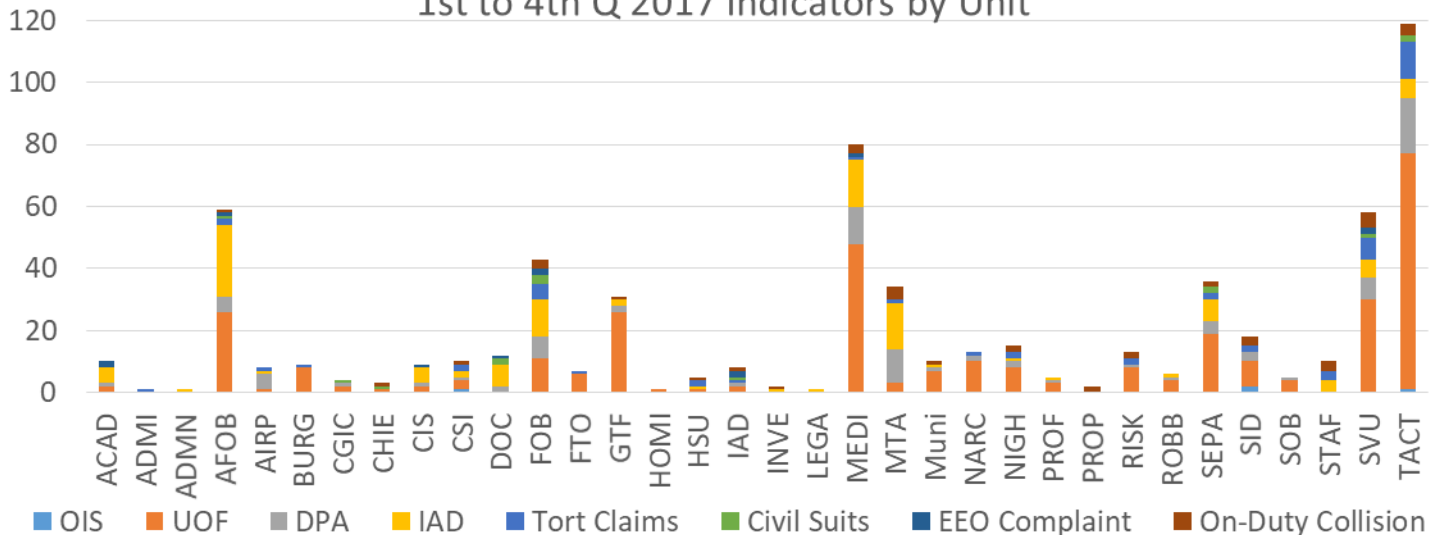
1st to 4th Q Use of Force

|	Use of Force Incidents		Use of Force Indicators		Applications of Force
1st Q 2017	353	=	653	=	803
2nd Q 2017	365	=	667	=	912
3rd Q 2017	329	=	590	=	707
4th Q 2017	312	=	595	=	728
1st-4th Q 2015	751	=	1074	=	Unk
1st-4th Q 2016	1417	=	2781	=	3747
1st-4th Q 2016 (w/o Pointing of Firearm)	644	=	1052	=	1142
1st-4th Q 2017	1358	=	2505	=	3150
1st-4th Q 2017 (w/o Pointing of Firearm)	614	=	1045	=	1109

Incidents can involve numerous members, subjects, and types of force applied. This is essentially a count of report numbers.

Indicators count the number of members involved in each UOF incident.

Applications of Force count subjects and types of force used in each incident.

Effects of Pointing of Firearm on UOF

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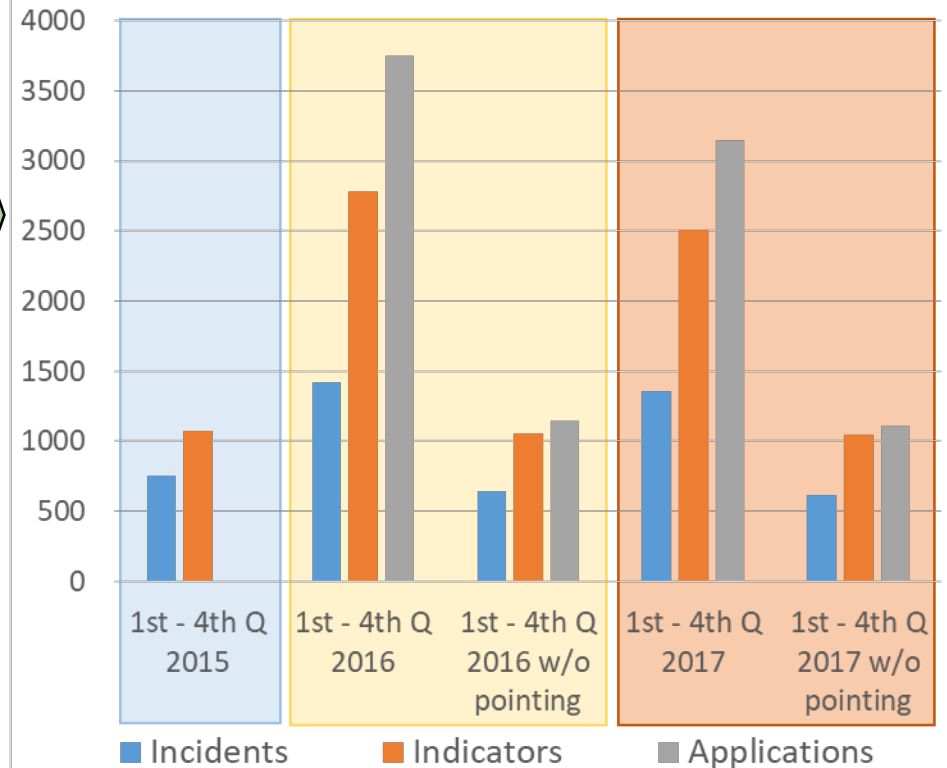
Applications of Force, 1st to 4th Q 2017

Type of Force	1st Q	2nd Q	3rd Q	4th Q	TOTAL
Pointing of Firearms	529	607	428	477	2041
Physical Control	207	188	198	148	741
Strike by Object/Fist	29	57	54	63	203
Impact Weapon	14	11	10	12	47
Other	11	16	6	6	39
OC	7	13	3	11	34
ERIW	4	18	3	7	32
Firearm	1	2	2	3	8
Spike Strips			3		3
K-9				1	1
Vehicle Deflection	1				1
TOTAL	803	912	707	728	3150

Applications of Force, 1st to 4th Q 2017 (Total)

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