

3rd Quarter 2019
Early Intervention System Report

San Francisco Police Department
Legal Division



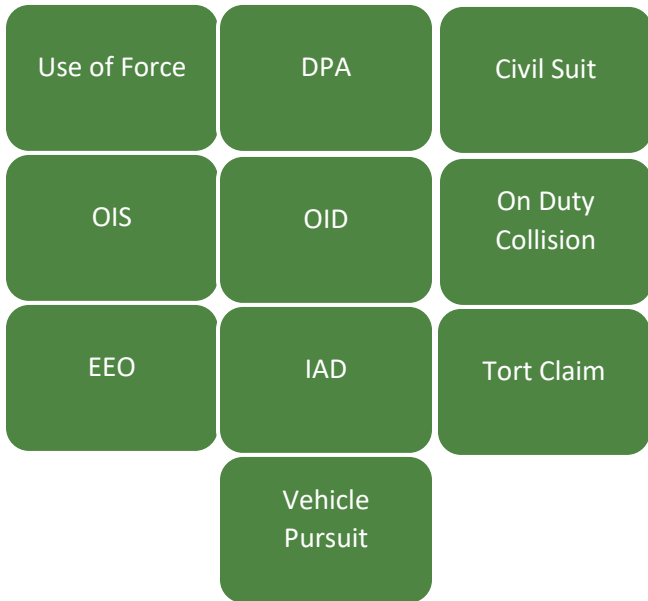
Meeting of December 30, 2019

Public Safety Building

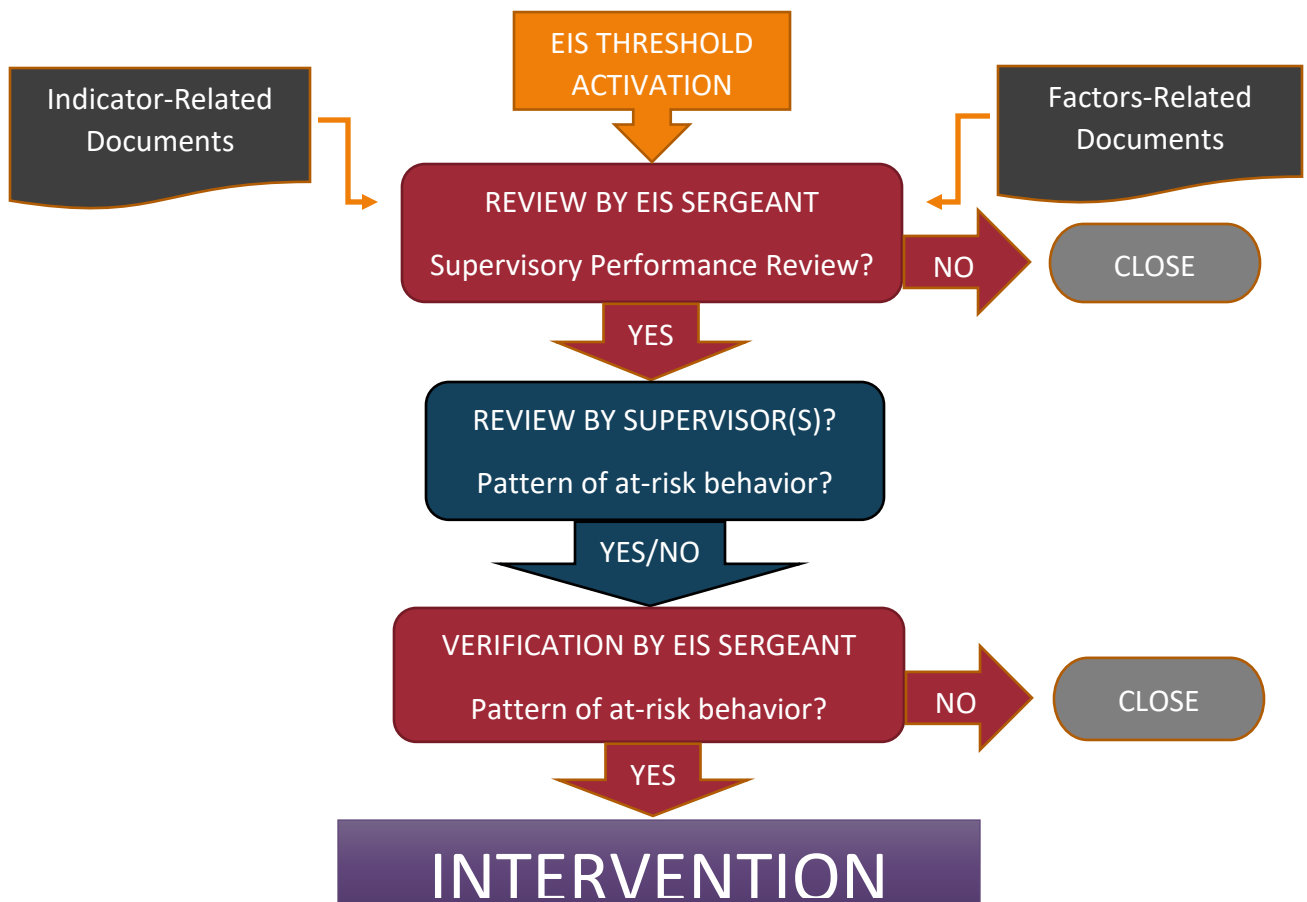
1245 3rd Street, Room #1025

EARLY INTERVENTION SYSTEM

PERFORMANCE INDICATORS

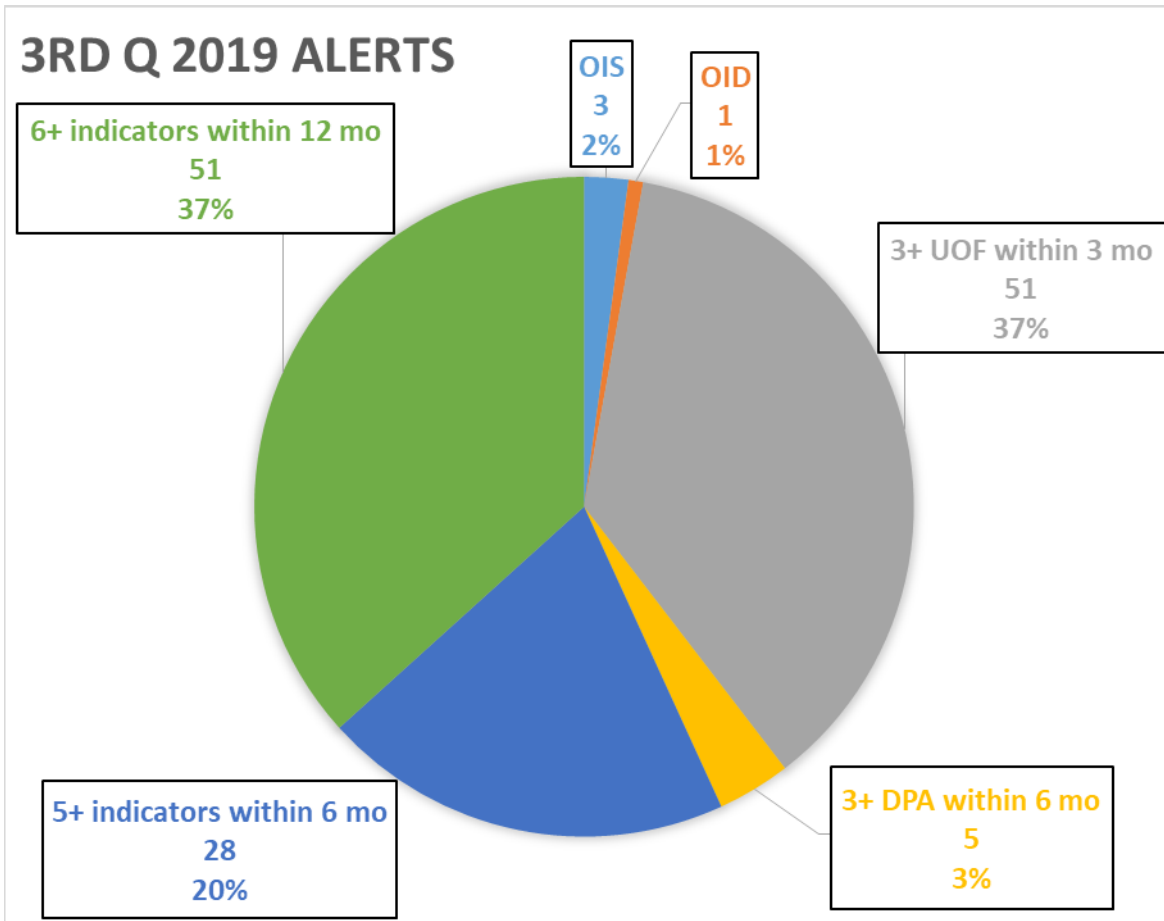


ASSOCIATED FACTORS



3rd Q 2019 Alerts

OIS	3
OID	1
3+ UOF within 3 mo	51
3+ DPA within 6 mo	5
5+ indicators within 6 mo	28
6+ indicators within 12 mo	51
TOTAL	139



Members Receiving Alerts

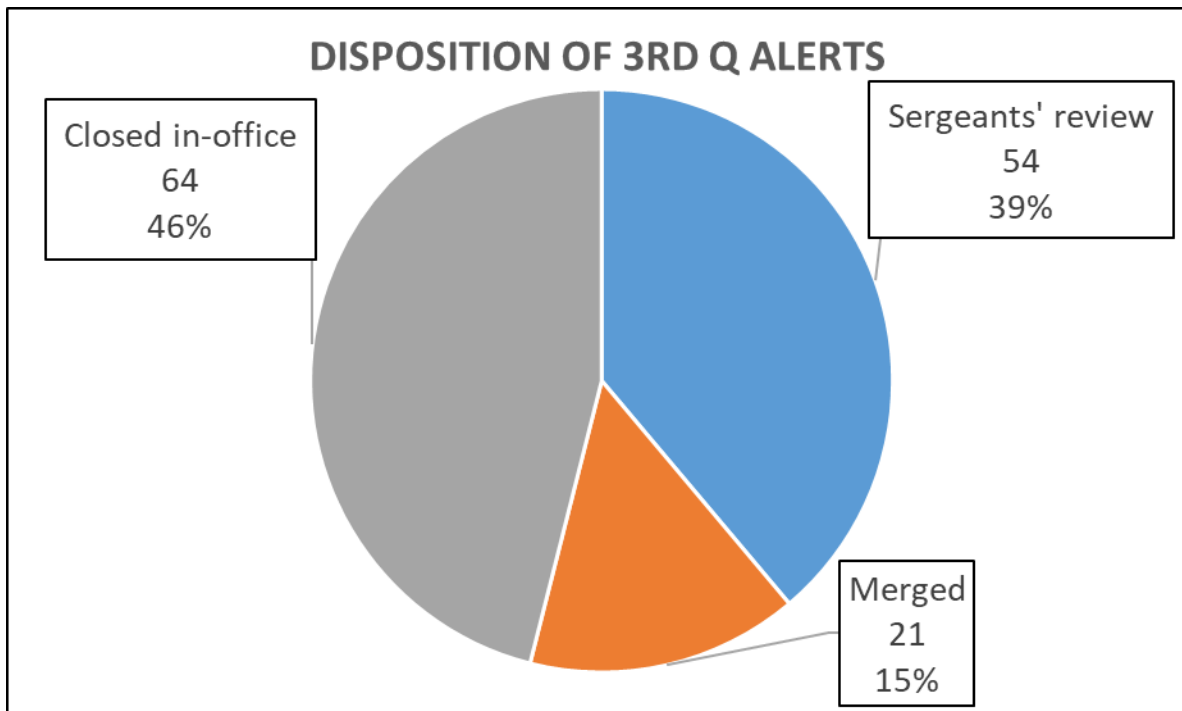
71 members had	1 alert
31 members had	2 alerts
2 members had	3 alerts
104 members had	at least 1 alert

As of September 31st, there were 2,282 members.

This means 4.6% (104) of total members had at least 1 alert.

Of the 139 Q3 alerts:

- 54 were sent to sergeants for review
- 21 were merged with the paired month
- 64 were closed in-office



Reasons for in-office closures:

1. Recent EIS alert evaluation
2. No pattern observed
3. Minimal indicators since last evaluation

Reasons	Number of alerts closed in-office
2, 3	20
1, 3	17
2	15
1, 2, 3	5
1, 2	4
1	2
3	1
TOTAL	64

Members Receiving Interventions

2015 Interventions	9
2016 Interventions	4
2017 Interventions	3
Active Interventions	3

Interventions Outside EIS

	2017 (partial year)	2018	2019
Formal Counseling	19	13	78
Informal Counseling	146	167	334
PIPs	14	3	80

Active Interventions

	Members	Intervention received in each instance		
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

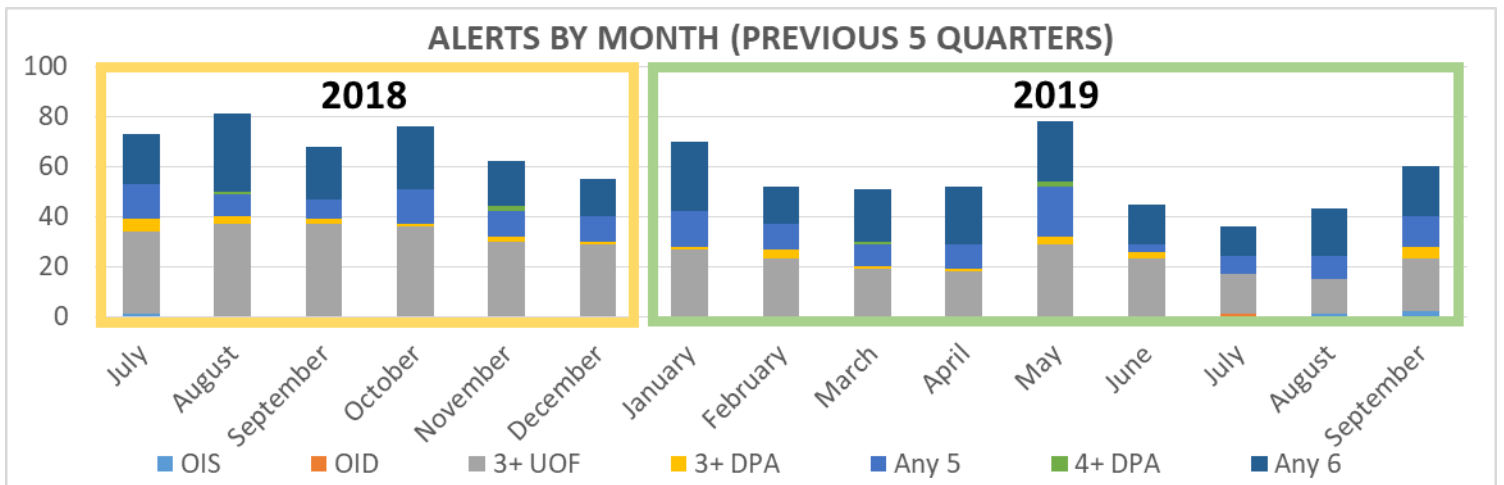
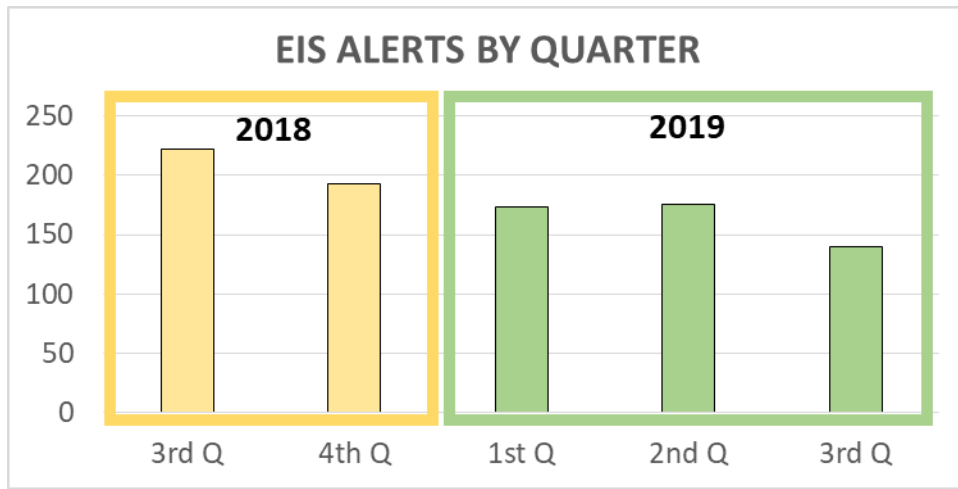
Tactical Communication:

- 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

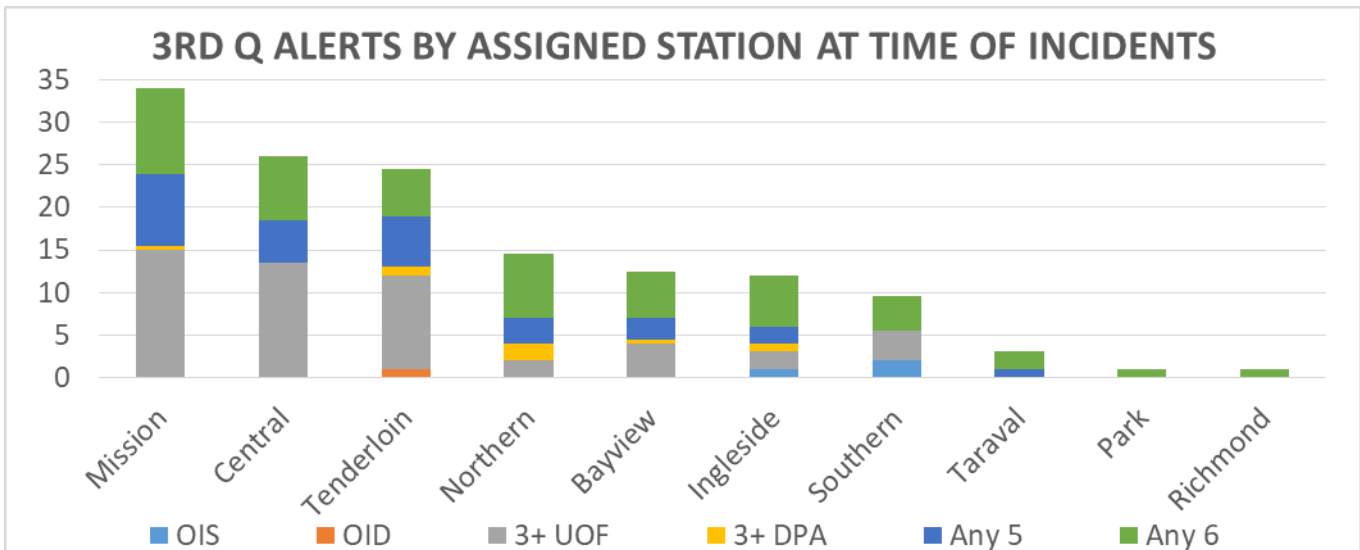
		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
3rd Q 2018	July	1		33	5	14		20	73	222
	August			37	3	9	1	31	81	
	September			37	2	8		21	68	
4th Q 2018	October			36	1	14		25	76	193
	November			30	2	10	2	18	62	
	December			29	1	10		15	55	
1st Q 2019	January			27	1	14		28	70	173
	February			23	4	10		15	52	
	March			19	1	9	1	21	51	
2nd Q 2019	April			18	1	10		23	52	175
	May			29	3	20	2	24	78	
	June			23	3	3		16	45	
3rd Q 2019	July		1	16		7		12	36	139
	August	1		14		9		19	43	
	September	2		21	5	12		20	60	
TOTAL		4	1	392	32	159	6	308	902	902



3rd Q Alerts by Assigned Station at Time of Incidents

	OIS	OID	3+ UOF	3+ DPA	Any 5	Any 6	TOTAL
Mission			15	0.5	8.5	10	34
Central			13.5		5	7.5	26
Tenderloin		1	11	1	6	5.5	24.5
Northern			2	2	3	7.5	14.5
Bayview			4	0.5	2.5	5.5	12.5
Ingleside	1		2	1	2	6	12
Southern	2		3.5			4	9.5
Taraval					1	2	3
Park						1	1
Richmond						1	1
TOTAL	3	1	51	5	28	50	138

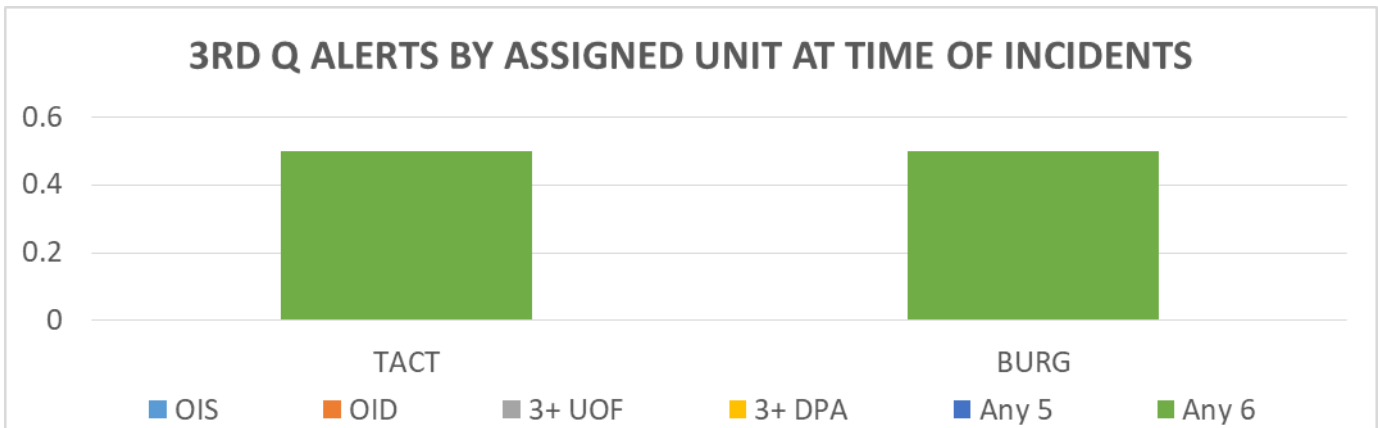
3RD Q ALERTS BY ASSIGNED STATION AT TIME OF INCIDENTS



3rd Q Alerts by Assigned Unit at Time of Incidents

	OIS	OID	3+ UOF	3+ DPA	Any 5	Any 6	TOTAL
TACT						0.5	0.5
BURG						0.5	0.5
TOTAL						1	1

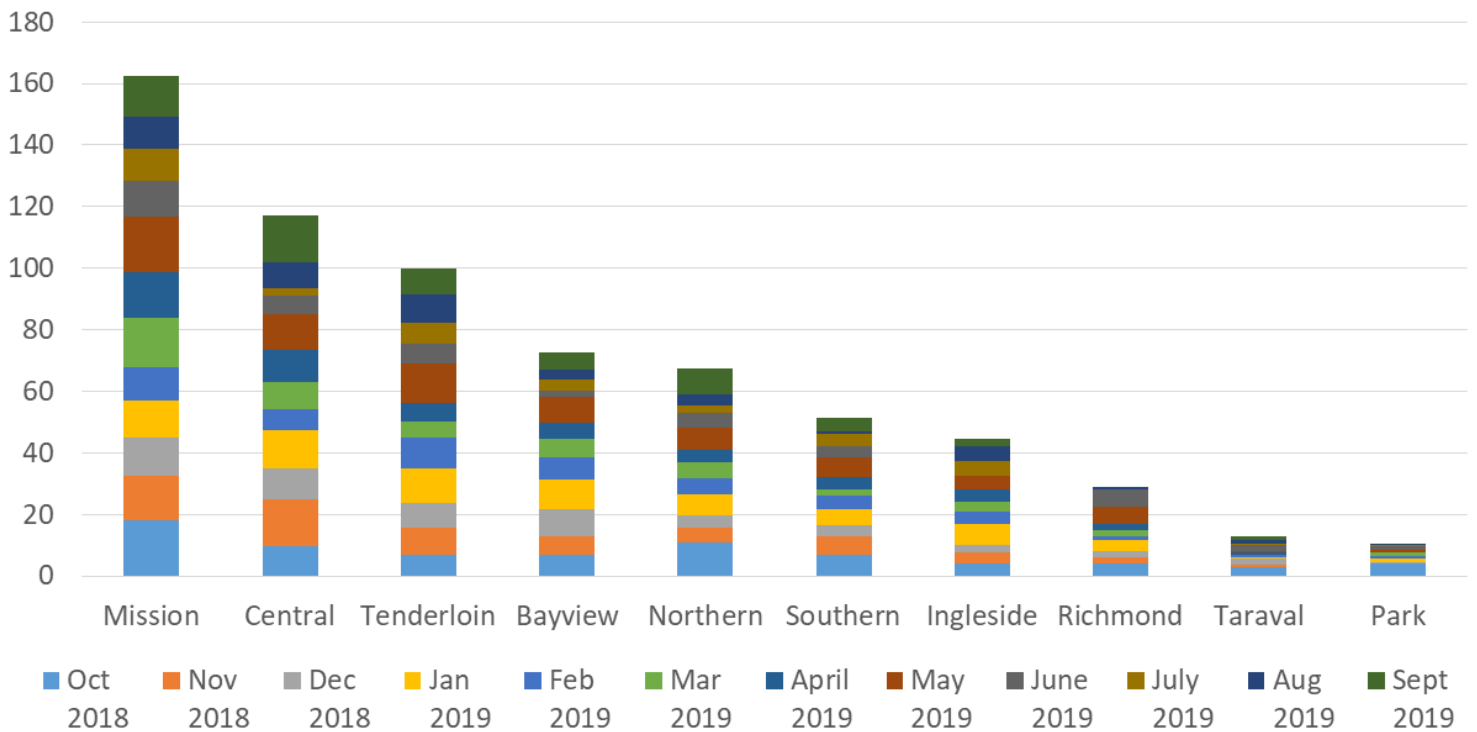
3RD Q ALERTS BY ASSIGNED UNIT AT TIME OF INCIDENTS



Alerts by Assigned Station Trailing 12 Months

	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019	April 2019	May 2019	June 2019	July 2019	Aug 2019	Sept 2019	TOTAL
Mission	18	14.5	12.33	12	11	16	15	18	11.5	10.5	10.5	13	162.33
Central	9.5	15.5	10	12.5	6.5	9	10.5	11.5	6	2.5	8.5	15	117
Tenderloin	7	8.5	8.33	11	10	5.5	6	12.5	6.5	7	9	8.5	99.83
Bayview	7	6	8.5	10	7	6	5.33	8.33	2	3.5	3.5	5.5	72.66
Northern	11	4.5	4.33	6.5	5.5	5	4	7.5	4.5	2.5	3.5	8.5	67.33
Southern	7	6	3.5	5	4.5	2	4	6.5	3.5	4	1	4.5	51.5
Ingleside	4	3.5	2.5	7	4	3	4	4.5		5	4.5	2.5	44.5
Richmond	4	2	2	3.5	1.5	2	2	5.5	5.5		1		29
Taraval	3	0.5	2	0.5	1		0.5	0.5	2	0.5	1	1.5	13
Park	4		0.5	1	1	1		1	1	0.5	0.5		10.5
TOTAL	74.5	61	53.99	69	52	49.5	51.33	75.83	42.5	36	43	59	667.65

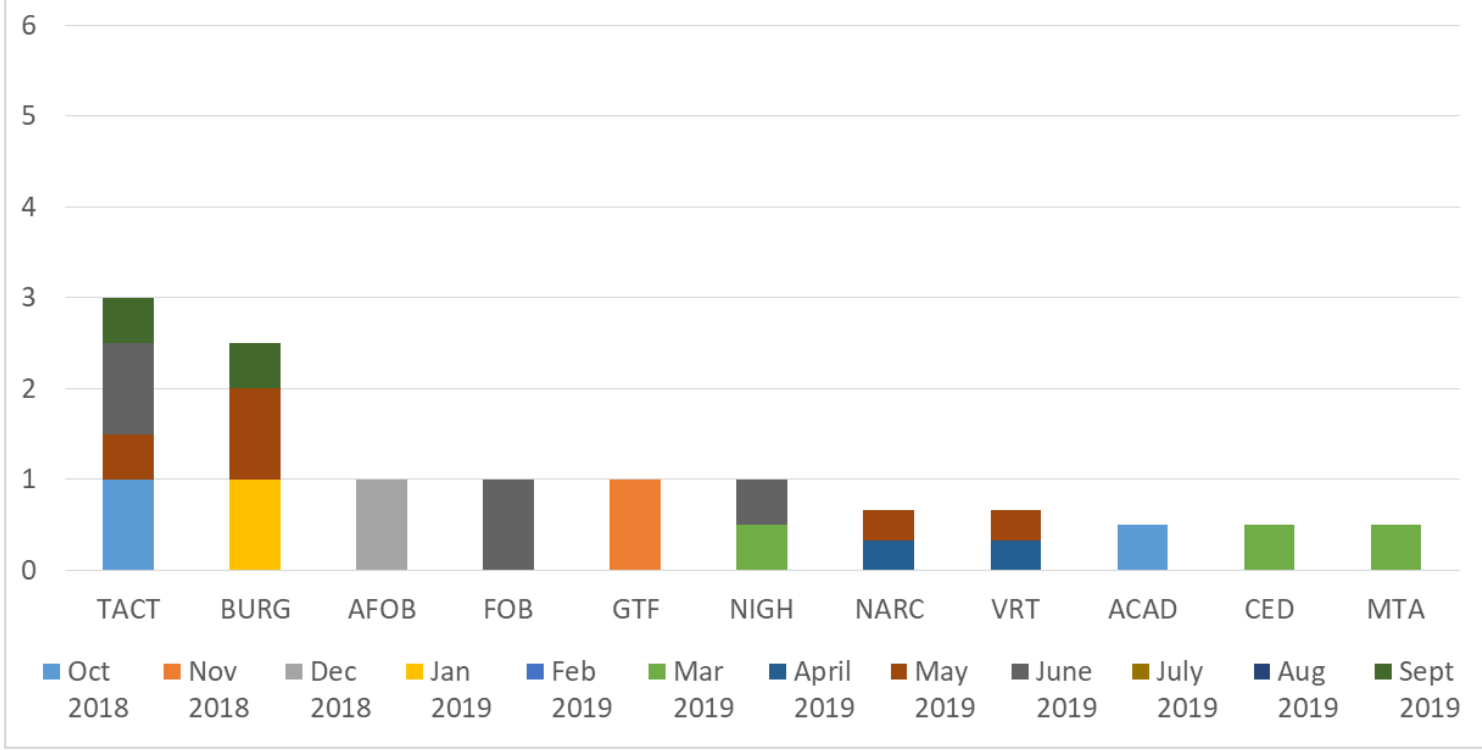
ALERTS BY ASSIGNED STATION TRAILING 12 MONTHS



Alerts by Assigned Units Trailing 12 Months

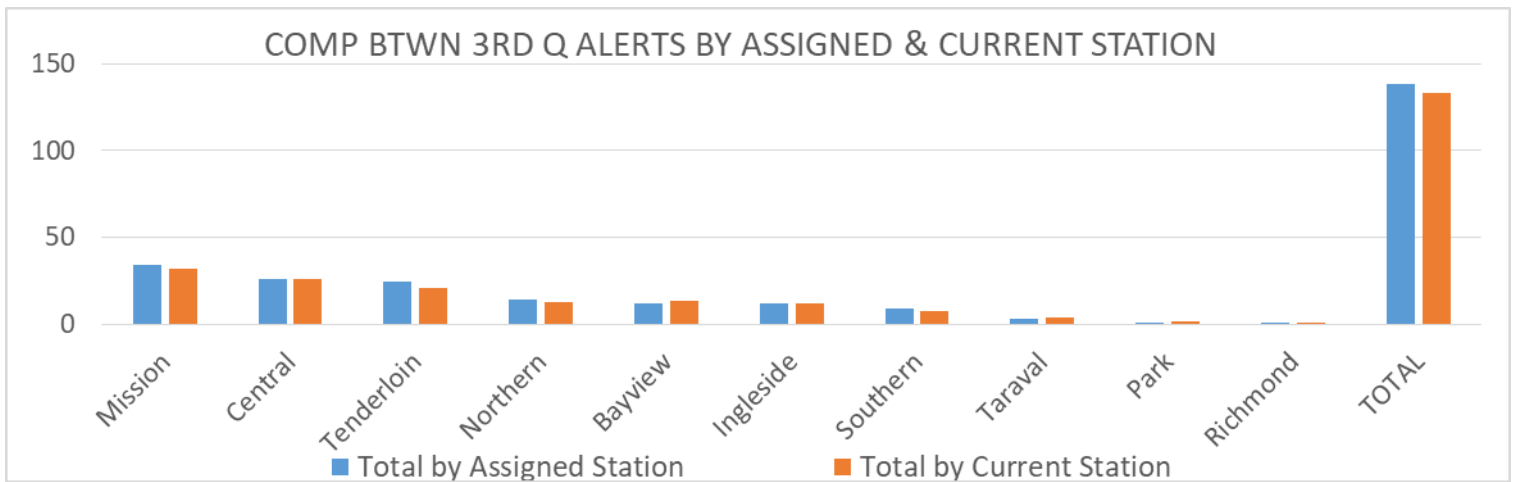
	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019	April 2019	May 2019	June 2019	July 2019	Aug 2019	Sept 2019	TOTAL
TACT	1							0.5	1			0.5	3
BURG				1				1				0.5	2.5
AFOB			1										1
FOB									1				1
GTF		1											1
NIGH						0.5			0.5				1
NARC							0.33	0.33					0.66
VRT							0.33	0.33					0.66
ACAD	0.5												0.5
CED						0.5							0.5
MTA						0.5							0.5
TOTAL	1.5	1	1	1	0	1.5	0.66	2.16	2.5	0	0	1	12.32

ALERTS BY ASSIGNED UNIT TRAILING 12 MONTHS



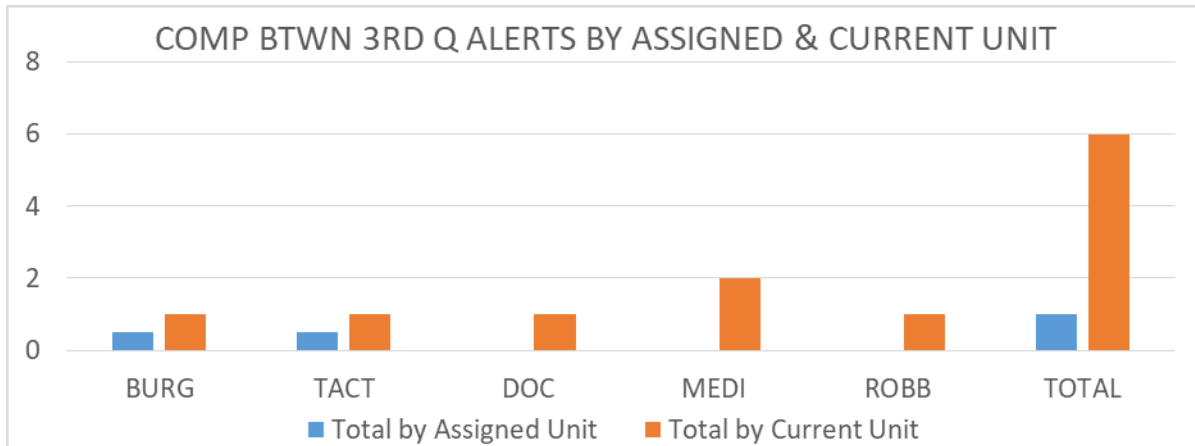
Comparison Between 3rd Q Alerts by Assigned and Current Station

	Total by Assigned Station (new method)	Total by Current Station (previous method)	Difference	% Change
Mission	34	32	2	6.3%
Central	26	26	0	0%
Tenderloin	24.5	21	3.5	16.7%
Northern	14.5	13	1.5	11.5%
Bayview	12.5	14	-1.5	-10.7%
Ingleside	12	12	0	0%
Southern	9.5	8	1.5	18.8%
Taraval	3	4	-1	-25.0%
Park	1	2	-1	-50.0%
Richmond	1	1	0	0%
TOTAL	138	133	5	3.8%



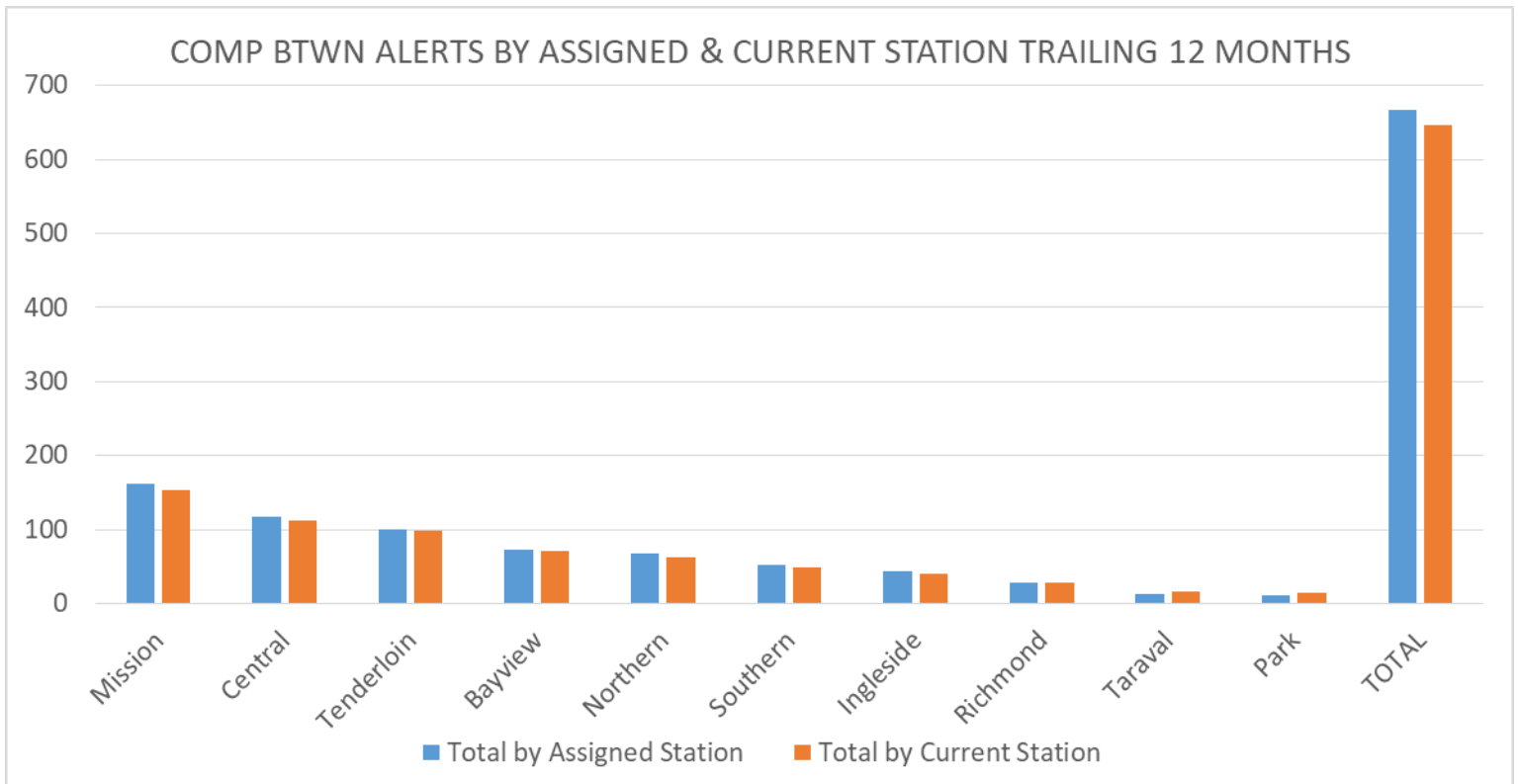
Comparison Between 3rd Q Alerts by Assigned and Current Unit

	Total by Assigned Unit (new method)	Total by Current Unit (previous method)	Difference	% Change
BURG	0.5	1	-0.5	-50%
TACT	0.5	1	-0.5	-50%
DOC	0	1	-1	-100%
MEDI	0	2	-2	-100%
ROBB	0	1	-1	-100%
TOTAL	1	6	-5	-83%



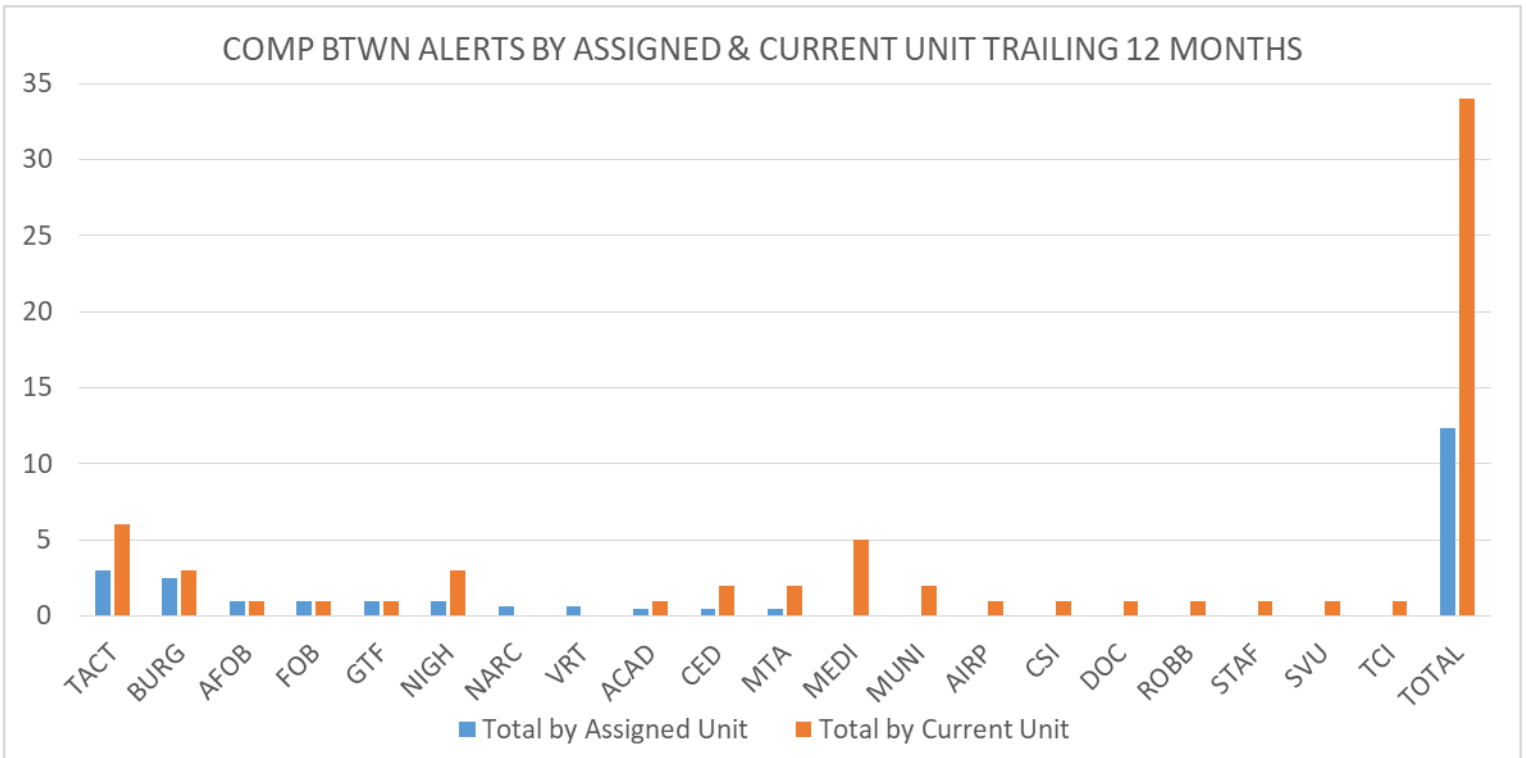
Comparison Between Alerts by Assigned and Current Station Trailing 12 Mos

	Total by Assigned Station (new method)	Total by Current Station (previous method)	Difference	% Change
Mission	162.33	153	9.33	6%
Central	117	112	5	4%
Tenderloin	99.83	98	1.83	2%
Bayview	72.66	71	1.66	2%
Northern	67.33	63	4.33	7%
Southern	51.5	48	3.5	7%
Ingleside	44.5	41	3.5	9%
Richmond	29	28	1	4%
Taraval	13	17	-4	-24%
Park	10.5	15	-4.5	-30%
TOTAL	667.65	646	21.65	3%



Comparison Between Alerts by Assigned and Current Unit Trailing 12 Mos

	Total by Assigned Unit	Total by Current Unit	Difference	% Change
TACT	3	6	-3	-50%
BURG	2.5	3	-0.5	-17%
AFOB	1	1	0	0%
FOB	1	1	0	0%
GTF	1	1	0	0%
NIGH	1	3	-2	-67%
NARC	0.66		0.66	--
VRT	0.66		0.66	--
ACAD	0.5	1	-0.5	-50%
CED	0.5	2	-1.5	-75%
MTA	0.5	2	-1.5	-75%
MEDI		5	-5	-100%
MUNI		2	-2	-100%
AIRP		1	-1	-100%
CSI		1	-1	-100%
DOC		1	-1	-100%
ROBB		1	-1	-100%
STAF		1	-1	-100%
SVU		1	-1	-100%
TCI		1	-1	-100%
TOTAL	12.32	34	-21.68	-64%

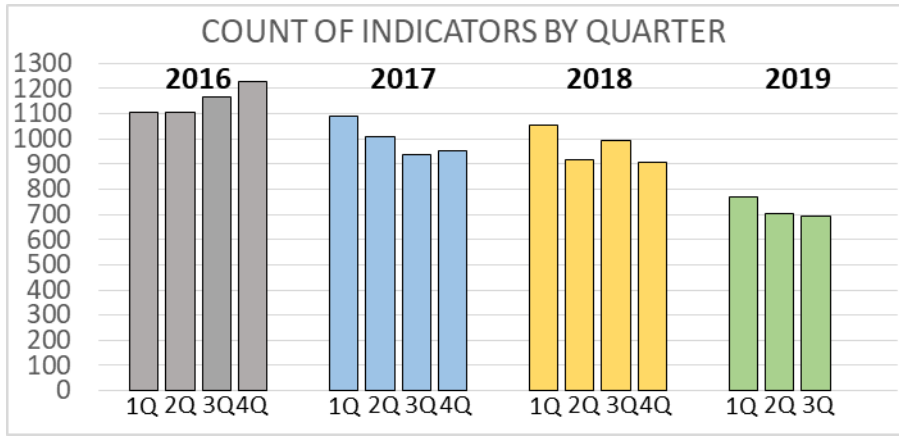


Count of Indicators by Quarter

Year	1st Q	2nd Q	3rd Q	4th Q	TOTAL
2016	1106	1107	1168	1229	4610
2017	1092	1007	935	952	3986
2018	1056	919	992	909	3876
2019	768	704	695		2167

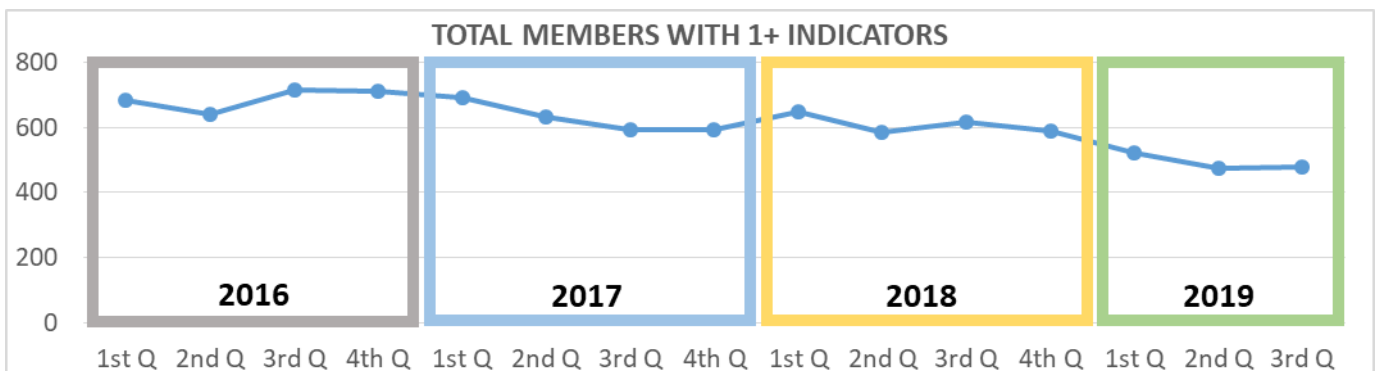
Count of Members

Year	Quarter	Sworn Members
2016	1	2294
	2	2378
	3	2308
	4	2313
2017	1	2275
	2	2332
	3	2320
	4	2375
2018	1	2307
	2	2293
	3	2328
	4	2330
2019	1	2318
	2	2287
	3	2282



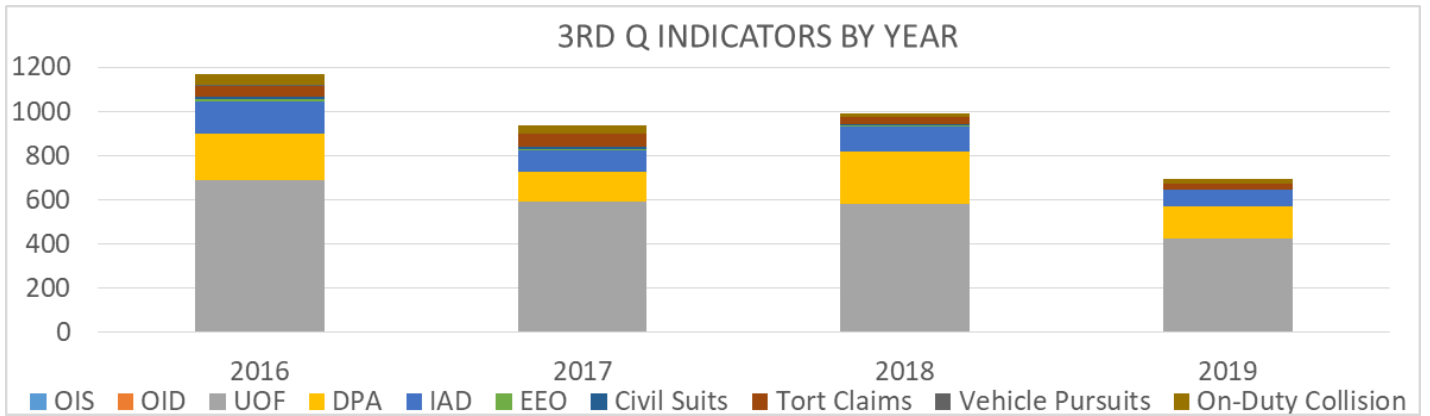
Indicators per Member

Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ Indicators
2016	1	1612	428	149	59	32	9	5				682
	2	1739	375	143	67	35	12	4	3			639
	3	1592	440	168	63	30	10	3	1	1		716
	4	1600	428	149	77	36	16	2	4	1		713
2017	1	1585	437	162	52	26	8	4	1			690
	2	1701	402	143	55	16	8	2	2	3		631
	3	1726	379	135	53	16	7	2		2		594
	4	1781	376	141	41	20	9	5	1		1	594
2018	1	1660	401	159	49	17	12	3	4	2		647
	2	1708	361	149	51	17	4	2	1			585
	3	1713	382	145	53	21	8	5	1			615
	4	1741	389	130	42	14	10	2	1		1	589
2019	1	1798	357	106	43	7	3	2	1	1		520
	2	1814	312	112	30	15	3	1				473
	3	1804	329	99	36	11	2	1				478



3rd Q Indicators by Year

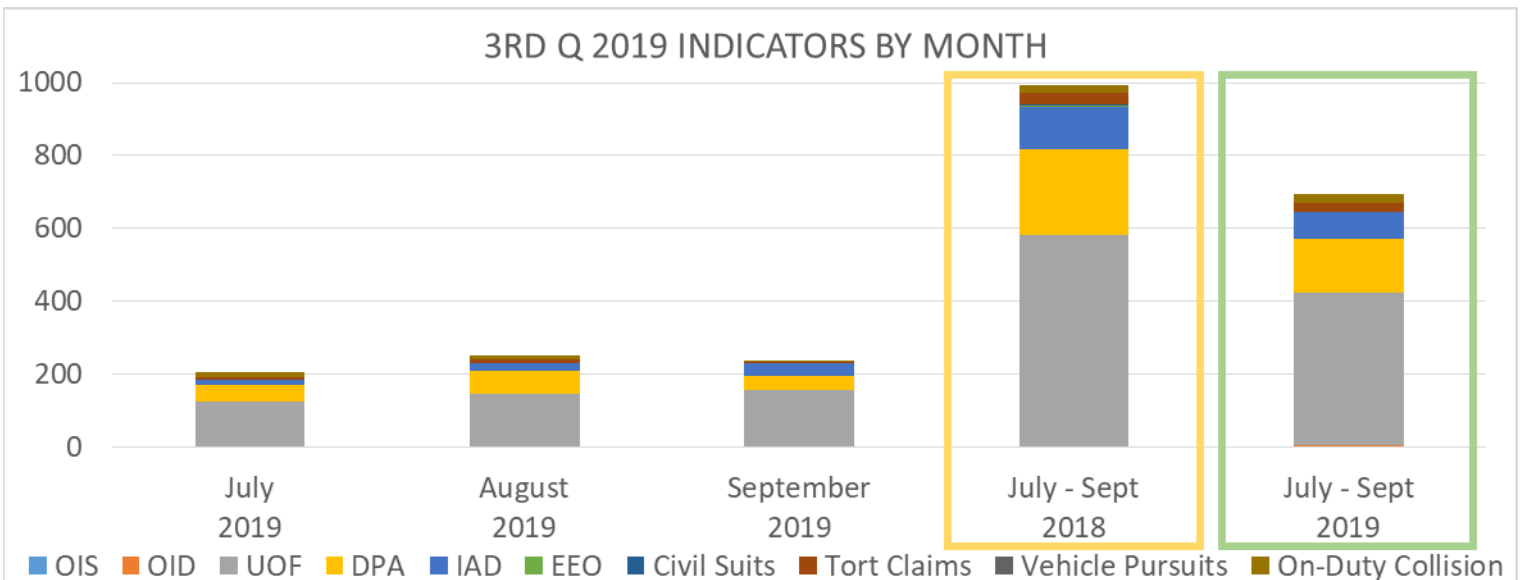
Year	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
2016		2	687	209	144	12	14	48	3	49	1168
2017	2		592	133	96	4	11	59		38	935
2018			581	237	115	3	6	31		19	992
2019	3	1	420	149	72	1		24		25	695



3rd Q 2019 Indicators by Month

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
July 2019		1	123	45	16			8		11	204
Aug 2019	1		144	63	21	1		12		10	252
Sept 2019	2		153	41	35			4		4	239
July - Sept 2018			581	237	115	3	6	31		19	992
July - Sept 2019	3	1	420	149	72	1		24		25	695

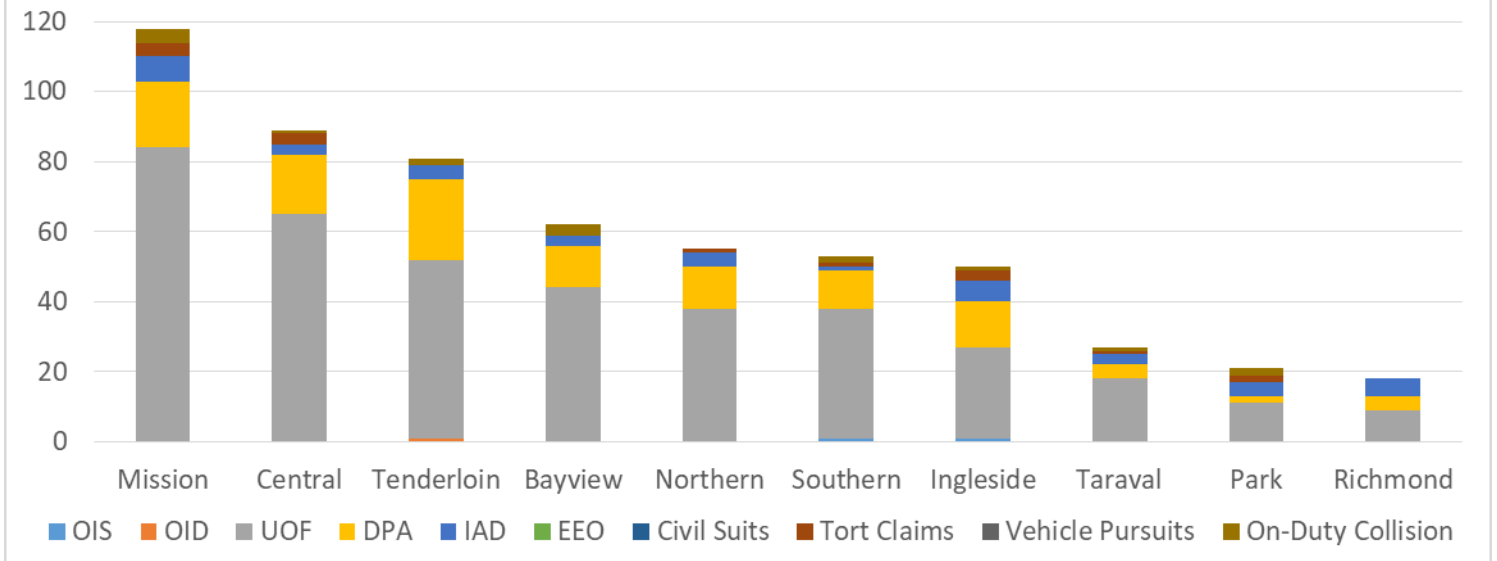
3RD Q 2019 INDICATORS BY MONTH



3rd Q 2019 Indicators by Station

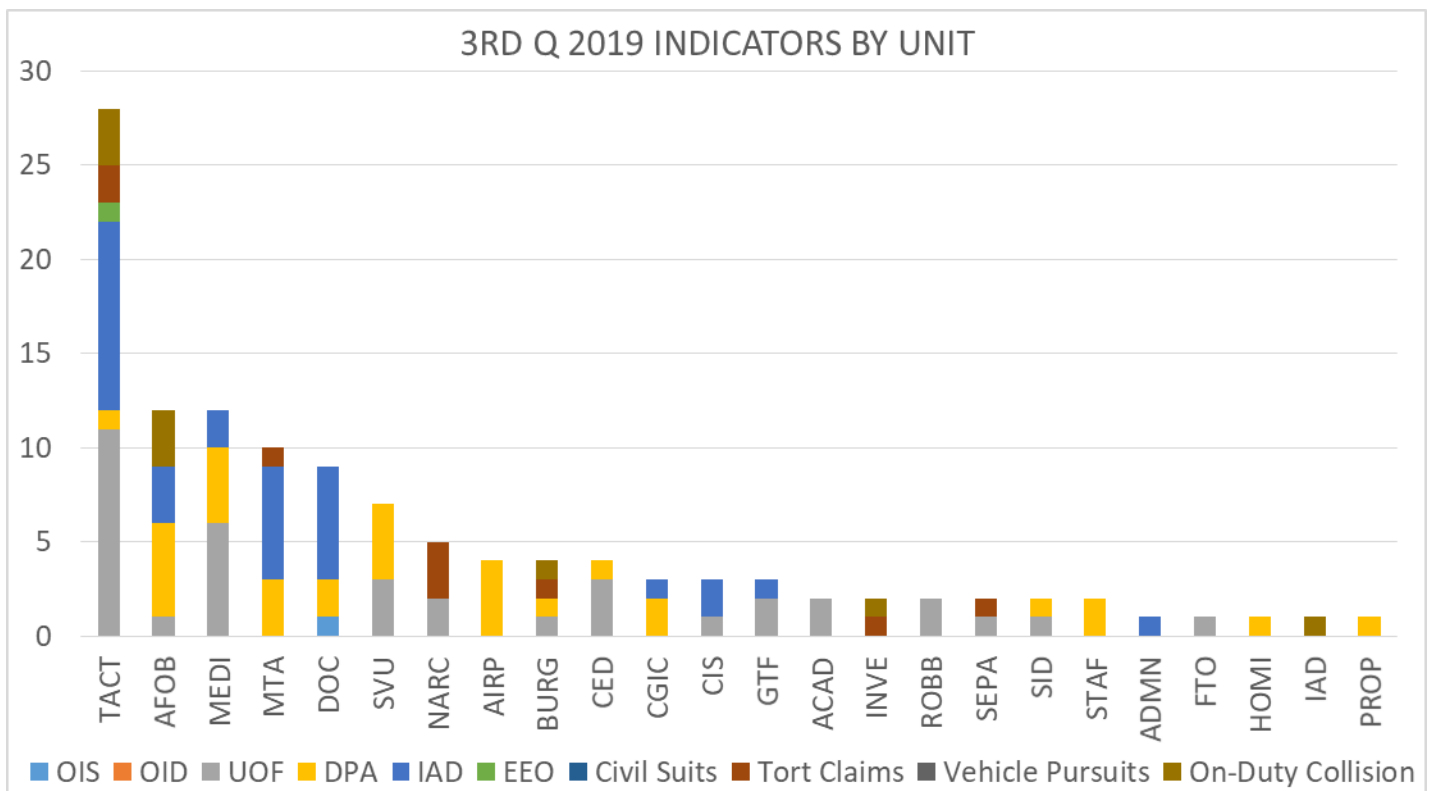
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Mission			84	19	7			4		4	118
Central			65	17	3			3		1	89
Tenderloin		1	51	23	4					2	81
Bayview			44	12	3					3	62
Northern			38	12	4			1			55
Southern	1		37	11	1			1		2	53
Ingleside	1		26	13	6			3		1	50
Taraval			18	4	3			1		1	27
Park			11	2	4			2		2	21
Richmond			9	4	5						18
TOTAL	2	1	383	117	40	0	0	15	0	16	574

3RD Q 2019 INDICATORS BY STATION



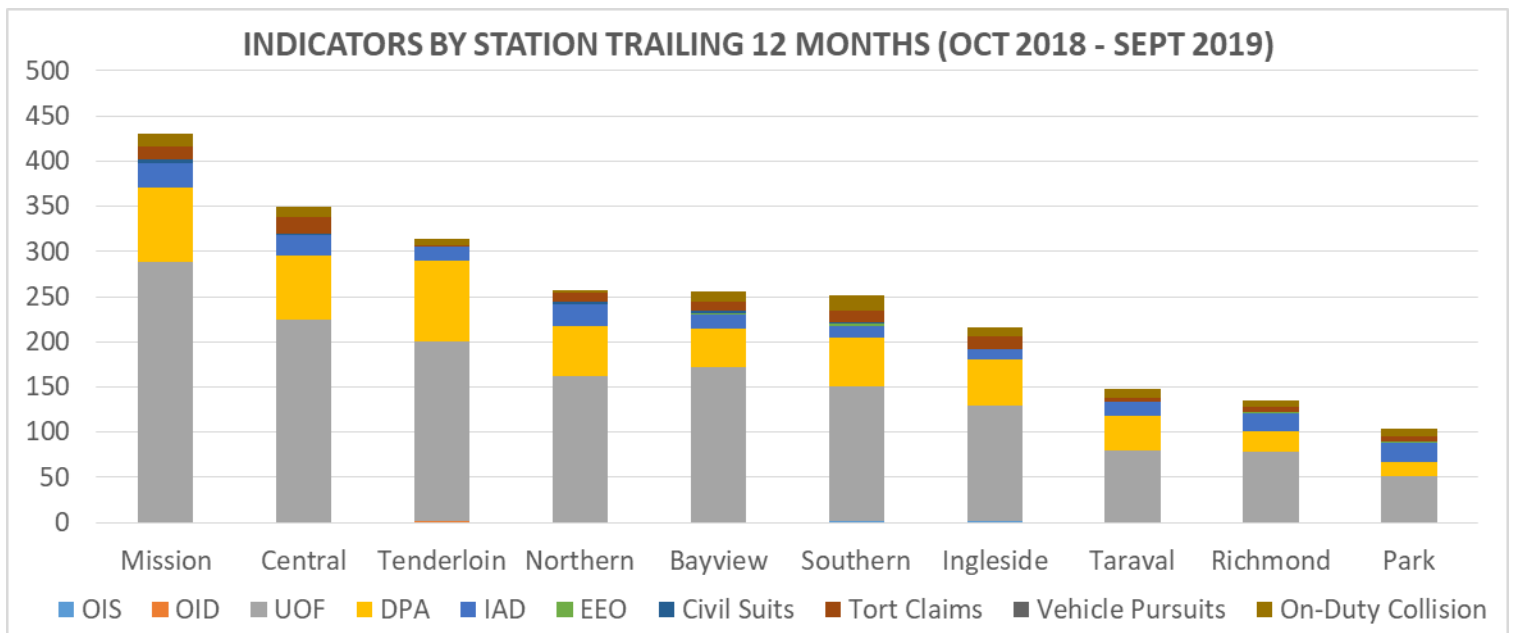
3rd Q 2019 Indicators by Unit

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
TACT			11	1	10	1		2		3	28
AFOB			1	5	3					3	12
MEDI			6	4	2						12
MTA				3	6			1			10
DOC	1			2	6						9
SVU			3	4							7
NARC			2					3			5
AIRP				4							4
BURG			1	1				1		1	4
CED			3	1							4
CGIC				2	1						3
CIS			1		2						3
GTF			2		1						3
ACAD			2								2
INVE								1		1	2
ROBB			2								2
SEPA			1					1			2
SID			1	1							2
STAF				2							2
ADMN					1						1
FTO			1								1
HOMI				1							1
IAD										1	1
PROP				1							1
TOTAL	1	0	37	32	32	1	0	9	0	9	121



Indicators by Station Trailing 12 Months (Oct 2018 - Sept 2019)

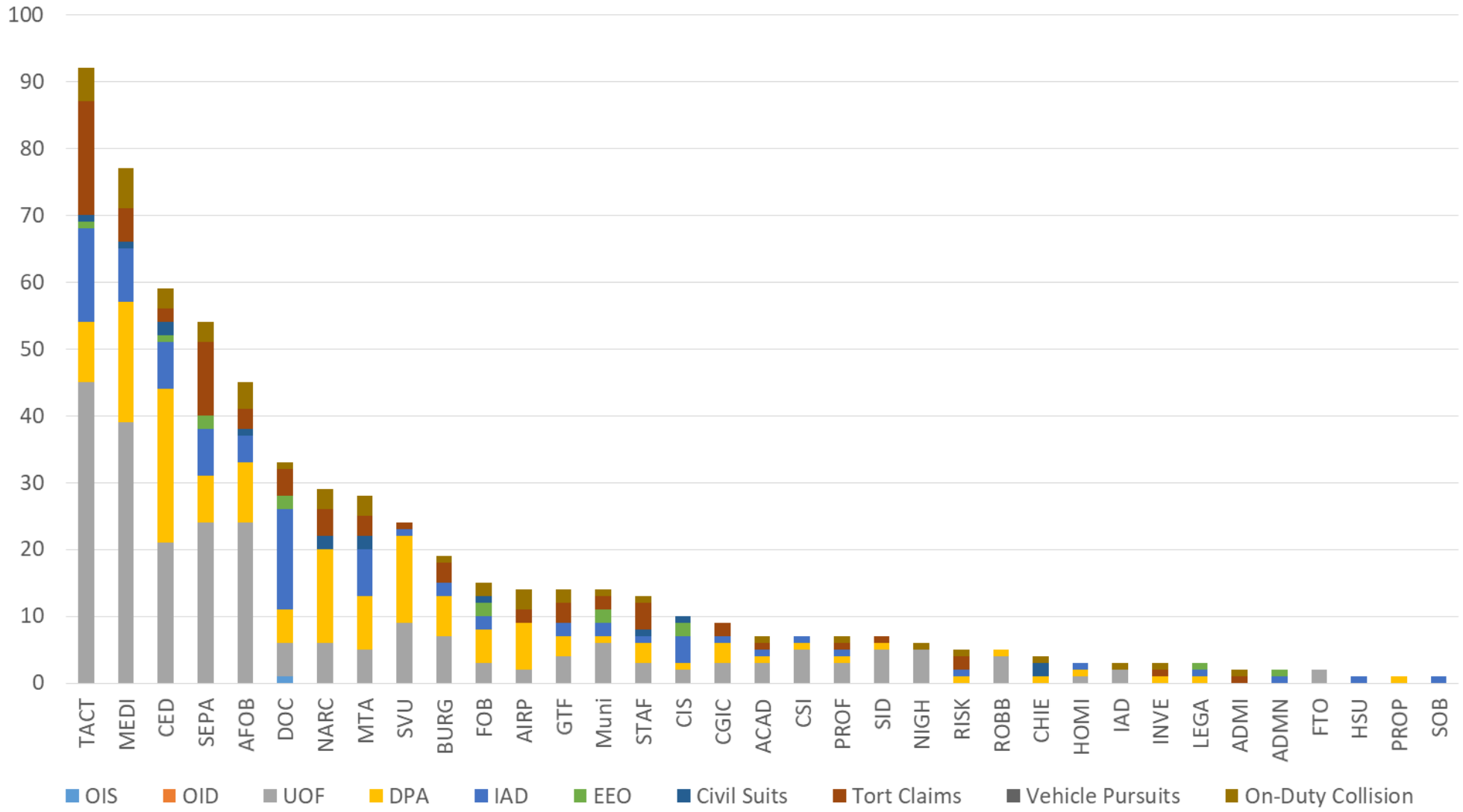
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Mission			289	82	26		5	14		14	430
Central			224	71	22		1	19		11	348
Tenderloin		1	199	90	15		1	1		7	314
Northern			162	56	23	1	3	10		2	257
Bayview			172	42	16	2	3	9		12	256
Southern	1		150	54	13	2	2	12		18	252
Ingleside	1		129	51	11			14		10	216
Taraval			80	38	15			5		10	148
Richmond			78	23	20	2		5		7	135
Park			52	15	21	1	1	6		8	104
TOTAL	2	1	1535	522	182	8	16	95	0	99	2460



Indicators by Unit Trailing 12 Months (Oct 2018 - Sept 2019)

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
TACT			45	9	14	1	1	17		5	92
MEDI			39	18	8		1	5		6	77
CED			21	23	7	1	2	2		3	59
SEPA			24	7	7	2		11		3	54
AFOB			24	9	4		1	3		4	45
DOC	1		5	5	15	2		4		1	33
NARC			6	14	0		2	4		3	29
MTA			5	8	7		2	3		3	28
SVU			9	11	1			1			22
BURG			7	6	2			3		1	19
FOB			3	5	2	2	1			2	15
AIRP			2	7	0			2		3	14
GTF			4	3	2			3		2	14
Muni			6	1	2	2		2		1	14
STAF			3	3	1		1	4		1	13
CIS			2	1	4	2	1				10
CGIC			3	3	1			2			9
ACAD			3	1	1			1		1	7
CSI			5	1	1						7
PROF			3	1	1			1		1	7
SID			5	1	0			1			7
NIGH			5		0					1	6
RISK				1	1			2		1	5
ROBB			4	1	0						5
CHIE				1	0		2			1	4
HOMI			1	1	1						3
IAD			2		0					1	3
INVE				1	0			1		1	3
LEGA				1	1	1					3
ADMI					0			1		1	2
ADMN					1	1					2
FTO			2		0						2
HSU					1						1
PROP				1	0						1
SOB					1						1
TOTAL	1	0	238	144	86	14	14	73	0	46	616

INDICATORS BY UNIT TRAILING 12 MONTHS (OCT 2018 - SEPT 2019)



Use of Force (previous 4 quarters)

	UOF Incidents	Members	Subjects	Applications
4th Q 2018	301	505	354	635
1st Q 2019	248	406	289	514
2nd Q 2019	273	441	314	548
3rd Q 2019	276	419	304	499

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

Count of Members/Subjects is the total number of members/subjects involved in each incident.

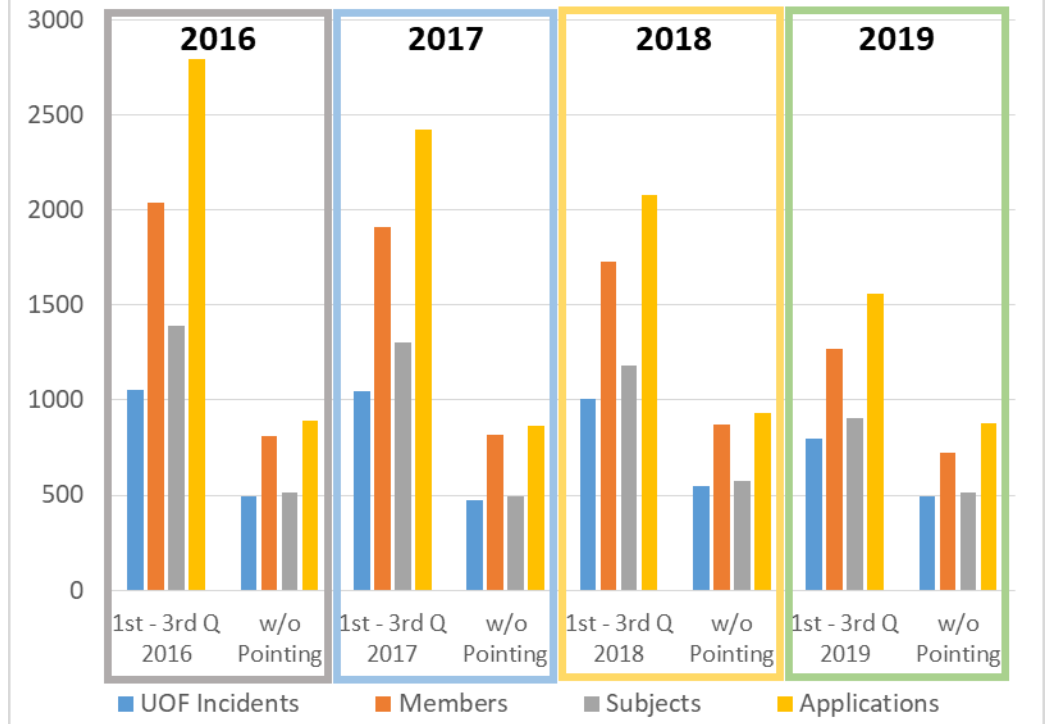
Applications of Force count subjects and types of force used in each incident.

1st - 3rd Q 2016 - 2019, w/ and w/o pointing

	UOF Incidents	Members	Subjects	Applications
1st - 3rd Q 2016	1051	2039	1389	2794
w/o Pointing	496	813	511	890
1st - 3rd Q 2017	1048	1912	1305	2422
w/o Pointing	475	816	494	861
1st - 3rd Q 2018	1004	1729	1181	2078
w/o Pointing	548	873	575	932
1st - 3rd Q 2019	797	1266	907	1561
w/o Pointing	493	724	511	876



EFFECTS OF POINTING OF FIREARM ON UOF

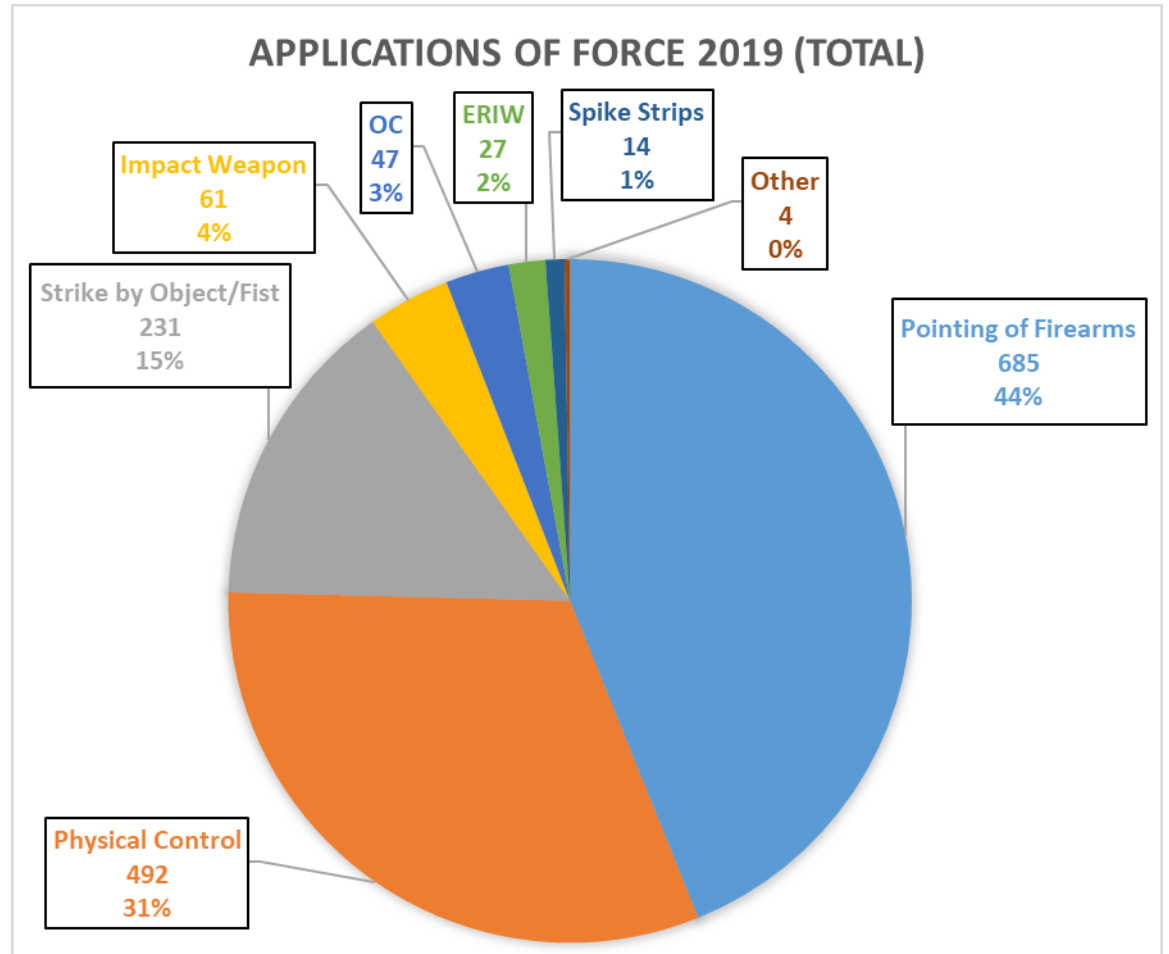


Applications of Force 2019

Type of Force	1st Q	2nd Q	3rd Q	TOTAL
Pointing of Firearms	211	276	198	685
Physical Control	169	153	170	492
Strike by Object/Fist	91	64	76	231
Impact Weapon	14	18	29	61
OC	13	21	13	47
ERIW	10	13	4	27
Spike Strips	4	2	8	14
Other	2	1	1	4
TOTAL	514	548	499	1561

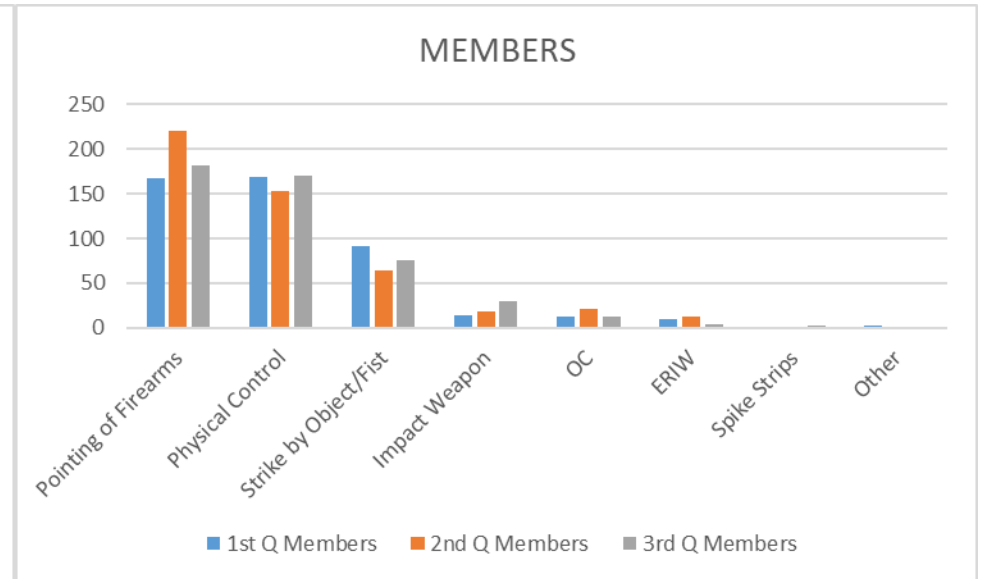
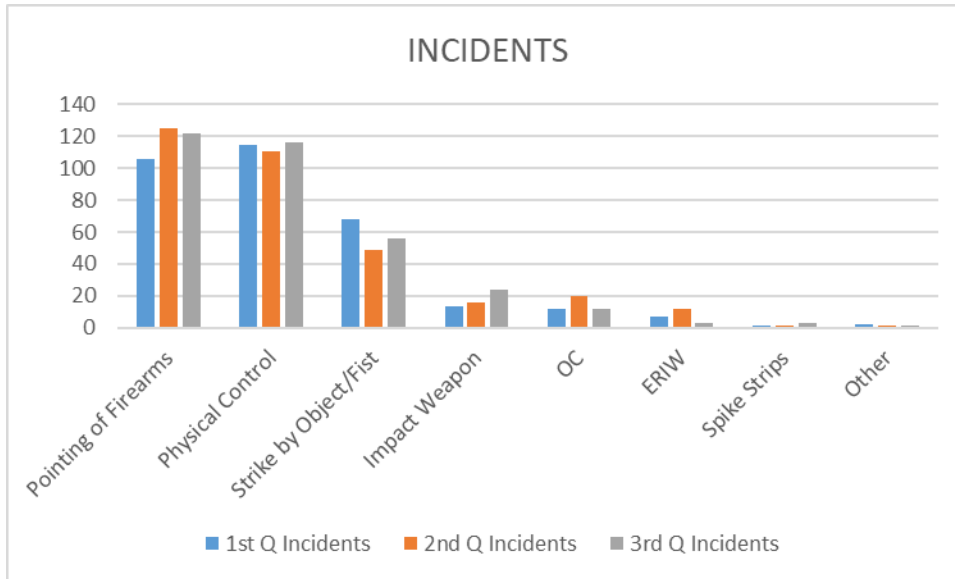
Other:

- Single Tire Vehicle Spike Trap
- Flashbang
- Contact with bicycle
- Firearm OID



1st – 3rd Q 2019 Use of Force

	1st Q Incidents	2nd Q Incidents	Percent Change	3rd Q Incidents	Percent Change	1st Q Members	2nd Q Members	Percent Change	3rd Q Members	Percent Change
Pointing of Firearms	106	125	18%	122	-2%	167	221	32%	182	-18%
Physical Control	115	111	-3%	116	5%	169	153	-9%	170	11%
Strike by Object/Fist	68	49	-28%	56	14%	91	64	-30%	76	19%
Impact Weapon	13	16	23%	24	50%	14	18	29%	29	61%
OC	12	20	67%	12	-40%	13	21	62%	12	-43%
ERIW	7	12	71%	3	-75%	10	13	30%	4	-69%
Spike Strips	1	1	0%	3	200%	1	1	0%	3	200%
Other	2	1	-50%	1	0%	2	1	-50%	1	0%
TOTAL	324	335	3%	337	1%	467	492	5%	477	-3%



1st – 3rd Q 2019 Use of Force

	1st Q Subjects	2nd Q Subjects	Percent Change	3rd Q Incidents	Percent Change	1st Q Applications	2nd Q Applications	Percent Change	3rd Q Application	Percent Change
Pointing of Firearms	142	159	12%	139	-13%	211	276	31%	198	-28%
Physical Control	117	114	-3%	118	4%	169	153	-9%	169	10%
Strike by Object/Fist	68	49	-28%	56	14%	91	64	-30%	76	19%
Impact Weapon	13	16	23%	24	50%	14	18	29%	29	61%
OC	12	20	67%	13	-35%	13	21	62%	13	-38%
ERIW	7	12	71%	3	-75%	10	13	30%	4	-69%
Spike Strips	4	2	-50%	8	300%	4	2	-50%	8	300%
Other	2	1	-50%	1	0%	2	1	-50%	2	100%
TOTAL	365	373	2%	362	-3%	514	548	7%	499	-9%

