EARLY INTERVENTION SYSTEM

4th Quarter 2019
San Francisco Police Department

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Preface

The San Francisco Police Department's Early Intervention System (EIS) is a structured system that identifies patterns of risk and exemplary behaviors of individual SFPD members. An EIS alert is generated when a member reaches a specific number of Performance Indicators 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 indicators 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 the 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.

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EIS Alert

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.

Within a 3-Month Period	• 3 or more documented Use of Force incidents (See Page 47)
Within a 6-Month Period	• 5 or more Indicator Points (See Page 6) • 3 or more Department of Police Accountability (DPA) complaints
Within a 1-Year Period	• 6 or more Indicator Points • 4 or more Department of Police Accountability (DPA) complaints
Automatic Alert	• A principal in an Officer Involved Shooting (OIS) or Officer Involved Discharge (OID)

Review Process By EIS Unit

Step	Process
Step 1	Alerts are generated every month and then sent out to stations and units every two months. At the end of each two-month period, alerts are verified by analysts and then forwarded to the EIS Sergeant for review. If an officer has alerts for both months in this period, the most recent alert is forwarded to the EIS Sergeant.
Step 2	The EIS Sergeant reviews each alert to determine if it should be closed administratively. The EIS Sergeant will review incident reports, Use of Force evaluations and Body worn Camera (BWC) footage for Use of Force indicators. The EIS Sergeant also reviews documentation related to other indicator points (e.g. DPA complaints, Tort Claims). The EIS Sergeant examines the alert for patterns of at-risk behavior. (Examples of at-risk behavior include, but not limited to: excessive force without attempts of de-escalation; unprofessional language; racial profiling, etc.) The EIS Sergeant may move to close the alert administratively if the following criteria exists: a recent EIS Alert evaluation has been already completed, there was no pattern of at-risk behavior observed, and/or there were minimal indicators since the last EIS Alert evaluation.
Step 3	If the EIS Sergeant supports closing an alert administratively, it will be forwarded to the Officer-in-Charge (OIC) of the Legal Division. The OIC of the Legal Division will make the final determination for administratively closing an alert.
Step 4	If there is no cause to administratively close an alert, the alert, along with documentation related to the indicator points (e.g. DPA complaints, tort claims, civil suits, etc.) will be sent to the officer's supervisor for review. The officer's supervisor will conduct a Performance Review to determine if the alert indicates at-risk behavior.
Step 5	The completed Performance Review is forwarded to the EIS Unit for review. If the Performance Review determined that the alert did not show a pattern of at-risk behavior, and the EIS Sergeant concurs, the alert is forwarded to the OIC of the Legal Division for final determination to close the alert. If the Performance Review determined a pattern of at-risk behavior **did** exist, the EIS Sergeant would assist the supervisor in determining the next course of action. In the event the EIS Sergeant does not agree with the supervisor's conclusion, the EIS Sergeant would confer with the OIC of the Legal Division for additional review and action. (A Department Bulletin is being authored to address further review and appeals by members.)
Step 6	If an intervention is deemed necessary, the EIS Sergeant will assist the officer's supervisor with creating an intervention plan for the officer. After the intervention is initiated, the EIS Sergeant will follow up with the supervisor at 90 Days, 180 Days and the 1-year mark.
Step 7	At the 1-year mark, the officer's supervisor will conduct a final Performance Review and make a determination if the officer completed the intervention satisfactorily. If so, the alert will be sent to the OIC of the Legal Division to determine if the alert will be closed. If the officer's supervisor determines the officer's performance was less than satisfactory in their intervention, the EIS Unit would confer with the supervisor to come up with another intervention plan until the officer completes their intervention satisfactorily.

Indicators

Indicator Points[1] are factors tracked in EIS that are given a numerical value to allow for scoring. Each Indicator Point is one point.

Abbrev	Indicator	Description
UOF	Use of Force	Any application of a reportable Use of Force is counted as one Indicator Point. Applications of different types of force by the same officer during the same incident will only have a single Indicator Point assigned.
DPA	Department of Police Accountability	The mission of the Department of Police Accountability is to promptly, fairly and impartially investigate complaints against San Francisco police officers. An individual complaint received by DPA is assigned as one Indicator Point.
CS	Civil Lawsuit	If a member is named in a civil lawsuit filed against the City & County of San Francisco, one Indicator Point is assigned.
OIS	Officer-Involved Shooting	An OIS occurs when an officer's discharge of a firearm results in the physical injury or death of a person, even if it is an accidental discharge. Members involved in an OIS are automatically placed on an EIS Alert.
OID	Officer-Involved Discharge	An OID occurs when an officer's discharge of a firearm does not cause injury or death to a person. Shooting at, injuring, or killing animals also falls into this category, including accidental discharge without injury. Members involved in an OID are automatically placed on an EIS Alert.
ODC	On Duty Collision	If a member is involved in a vehicle collision on duty while operating a Department vehicle or operating a privately owned vehicle that has been authorized for official use, the incident will be assigned one Indicator Point.
EEO	Equal Employment Opportunity	Any complaints or violations of department policy under General Order 11.07 (Discrimination and Harassment) are investigated by the EEO Unit. Each complaint received is assigned one Indicator Point.
IAD	Internal Affairs Division	If an officer is a named member in an IAD investigation, the event is assigned one Indicator Point.
TC	Tort Claim	A tort claim is a case filed with the City & County of San Francisco claiming a wrongful act by a city employee which resulted in an injury to another person or person's property. If a member is named in a tort claim, the incident is assigned one Indicator Point.
VP	Vehicle Pursuit	If an officer is the operator of a vehicle involved in a pursuit Each vehicle pursuit, one Indicator Point is assigned. (Vehicle Pursuit data was not available for 4th Quarter 2019.)

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[1] If a member is involved in an incident where multiple points could be accrued, only one-point value will be counted. Numerical points begin from the date of the most recent indicator entry; time is calculated on a rolling basis.

Associated Factors

Once a member has surpassed indictor thresholds, **Associated Factors** are reviewed in order to provide a comprehensive review of the member in question.

Factor	Description	Factor	Description
Citizen Compliment	A letter, email, card or any other form of communication from a public citizen complimenting a member of the Department for their service.	**Voluntary Overtime Worked**	The number of overtime hours worked outside of mandatory overtime. (e.g. PLES 10-B. Outside vendor contract with Department to employ a sworn officer(s).)
Department Awards	Department awards given to members who have performed above and beyond the call of duty. (e.g. Medal of Honor, Life-Saving, CIT Award)	**Discretionary Time Off**	The amount of discretionary time off the member has taken, regardless of reason, during the alert period.
Arrests by Officer	Infraction, misdemeanor and felony arrests made by a member.	**Sick Pay Not Protected By Federal/State**	The number of Sick Pay (SP) hours used by a member used during the period.
Citations by Officer	Infraction, traffic and misdemeanor citations written by a member.	**Participant in Critical Incident**	Incidents where the member was the principal participant in a critical incident (e.g. OIS, ICD, EOD, etc.).
Reports by Officer	Incident reports, statements and collision reports written by a member.	**Criminal Cases Dismissed**	Criminal cases dismissed or not filed due to documented concerns with a member's conduct, as disclosed by the DA's Office.
Vehicle Stops	Traffic enforcement stops and/or investigative vehicle stops conducted by a member.	**Charges of Assault on an Officer**	The number of incidents where a suspect is charged with assaulting an officer (e.g. 243(c)(2) PC, 245(d)(1) PC
Pedestrian Stops	A detention of a pedestrian on a public street or sidewalk for the purpose of investigating a possible criminal violation(s).	**Charges of Resisting an Officer**	The number of incidents where a suspect is charged with resisting an officer (e.g. 148 PC, 69 PC).
Training History	The Academy tracks and maintains training records for all members of the Department.		

Salient Data

1. **EIS Indicators Decreased (Page 36)**

   - 4th Quarter 2018 – 913
   - 4th Quarter 2019 – 590
   A decrease of 35.3%

   - 4th Quarter 2017 – 952
   - 4th Quarter 2019 – 590
   A decrease of 38.0%

   - 4th Quarter 2016 – 1228
   - 4th Quarter 2019 – 590
   A decrease of 52.0%

2. **EIS Alerts Decreased (Page 11)**

   - 4th Quarter 2018 – 193
   - 4th Quarter 2019 – 114
   A decrease of 40.9%

3. **Use of Force Incidents & the Effects of Classifying the Pointing of a Firearm (POF) at a Subject as a Reportable Use of Force (Page 47)**

   - 2016 w/ POF – 3747; w/o – 1142
   - 2017 w/ POF – 3152; w/o – 1113
   - 2018 w/ POF – 2713; w/o – 1224
   - 2019 w/ POF – 1982; w/o – 1111
   From 2016-2019:   *w/ POF – 47.1% Decrease*
                           w/o POF – 2.7% Decrease

4. As of December 31, 2019, ***3.9% (88)*** total members had at least 1 alert in the 4th Quarter (Page 9).

5. For 2019, Mission Station officers generated the highest number of EIS Alerts *(149.166)*, followed by Central Station *(107.165)* and Tenderloin Station *(96.833)* respectively (Page 34).

6. There appeared to be **no relationship** between Calls for Service and EIS Alerts. (*i.e. Mission Station accounted for **25.5%** of EIS Alerts but only **13.2%** of citywide Calls for Service. Central Station accounted for **18.3%** of EIS Alerts but had the highest percentage of Calls for Service at **13.8%***. Page 44.)

7. There appeared to be a **positive relationship** between Part I Violent Crimes and EIS Alerts. (*i.e. Mission Station generated the highest number of EIS Alerts (146) and reported the highest number of Part 1 Violent Crimes (1072), **17%** higher Part 1 Violent Crimes than the next station {Central Station 109 EIS Alerts, 795 Part 1 Violent Crimes}*} Page 45.)

Early Intervention Flow Chart

EIS Alert Activation

↓

Analysts Review the Alerts for Duplicates or Errors & Merges Them Into a Single Alert

↓

EIS Sergeant Review

← Possible Pattern Observed — **Performance Review By PIP Sergeant**

→ No Pattern Observed — **Review By OIC of Legal**

Performance Review By PIP Sergeant:
- Pattern Found → **Intervention Plan Created After Consultation w/ EIS Sergeant & PIP Sergeant**
- No Pattern Found → **EIS Sergeant Review**

Review By OIC of Legal:
- Disagrees → **Performance Review By PIP Sergeant**
- Concurs → **Alert Closed**

Performance Review By PIP Sergeant → **EIS Sergeant Review**

EIS Sergeant Review:
- Disagrees → **EIS Sergeant & PIP Sergeant Confer**
- Concurs → **Review By OIC of Legal**

Intervention Plan Created After Consultation w/ EIS Sergeant & PIP Sergeant → Intervention Initiated

EIS Sergeant & PIP Sergeant Confer:
- Agree on Pattern → Intervention Initiated
- Disagree → **Commanding Officer/Officer In-Charge of Member/Unit**

Commanding Officer/Officer In-Charge of Member/Unit:
- Agrees w/ EIS Sergeant → Intervention Initiated
- Agrees w/ PIP Sergeant → **Alert Closed**

Review By OIC of Legal:
- Disagrees → **Review is Returned to PIP Sergeant for Re-review & Returned to EIS Unit**
- Concurs → **Alert Closed**

Review is Returned to PIP Sergeant for Re-review & Returned to EIS Unit → **Review By OIC of Legal**

Intervention Initiated → **Follow Ups By PIP Sergeant at 90 Days, 180 Days & 1 Year**

Follow Ups By PIP Sergeant at 90 Days, 180 Days & 1 Year:
- Completion Satisfactory → **Review By OIC of Legal**
- Completion Less than Satisfactory → **Another Intervention Plan Will Be Created or Other Options Will Be Discussed by the EIS Unit**

Review By OIC of Legal:
- Concurs → **Alert Closed**
- Disagrees → **Another Intervention Plan Will Be Created or Other Options Will Be Discussed by the EIS Unit**

4th Quarter 2019 Alerts

4th Quarter 2019 Alerts	
OIS	2
3+ UOF within 3 mo.	56
3+ DPA within 6 mo.	2
5+ indicators within 6 mo.	18
4+ DPA within 12 mo.	1
6+ indicators within 12 mo.	35
TOTAL	**114**

Eighty-eight (88) sworn members generated a total of 114 alerts in the 4th Quarter of 2019. The majority of those alerts come from officers reporting 3 or more uses of force within 3 months and officers compiling 6 or more indicators within 12 months.

4TH Q 2019 ALERTS

OIS
2
2%

6+ indicators within 12 mo
35
30%

4+ DPA within 12 mo
1
1%

5+ indicators within 6 mo
18
16%

3+ DPA within 6 mo
2
2%

3+ UOF within 3 mo
56
49%
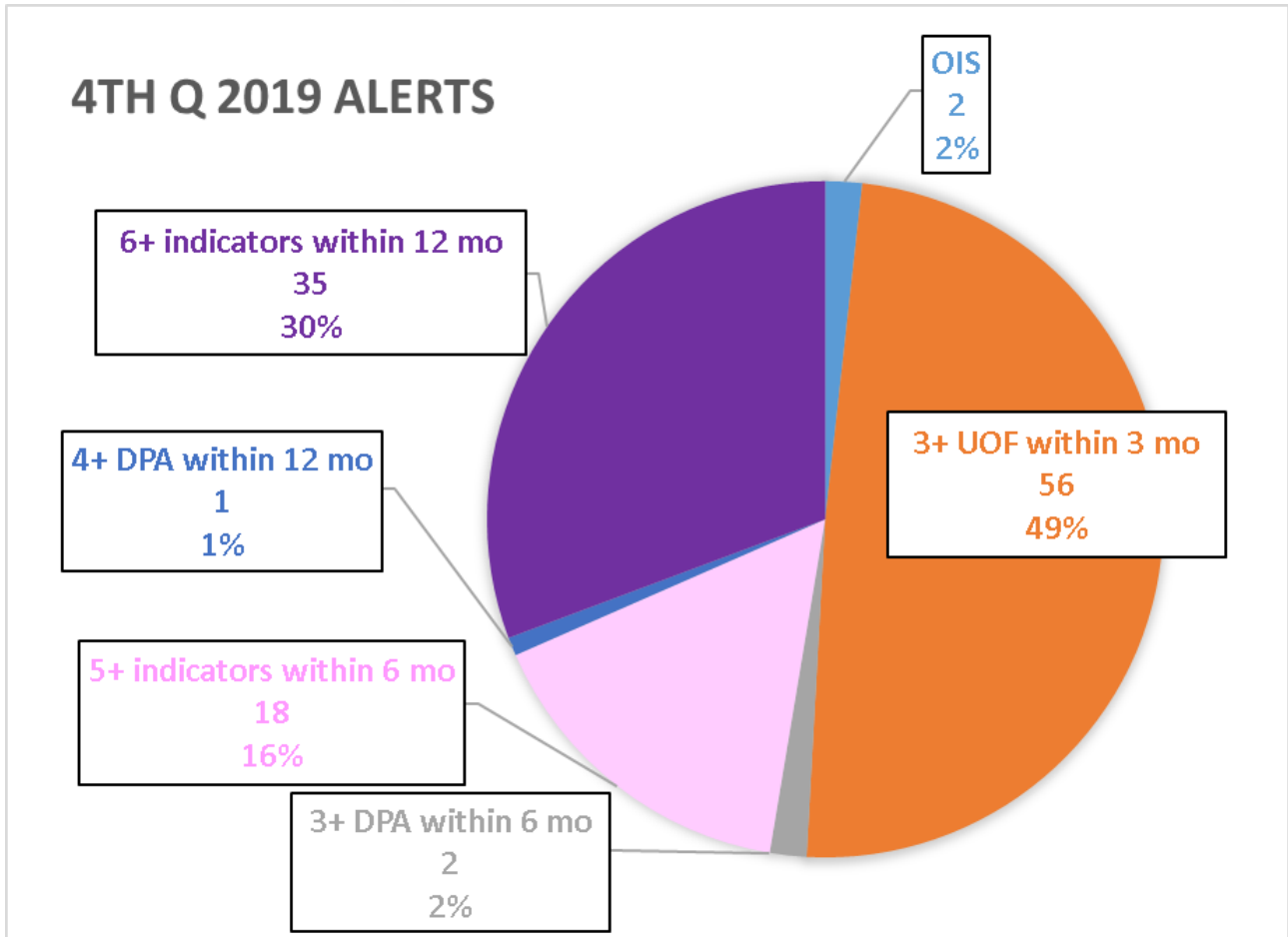
As of December 31st, 2019, there were 2,284 sworn members in the San Francisco Police Department. This means 3.9% (88) of the total members generated at least 1 alert.

Members Receiving Alerts	
65 Members	1 Alert
20 Members	2 Alerts
3 Members	3 Alerts
88 Members	**At Least 1 Alert**

| Of the 114 Q4 Alerts:	
53	Sent to the Member's Sergeant for review
51	Administratively Closed by EIS
10	*Merged with a paired month

*Alerts are generated every month and then sent out to stations and units every two months. If an officer has alerts for both months in this two-month period, the EIS Unit does not send out two separate alerts to that officer's supervisor. Only the recent alert is sent to the officer's unit. Please note that the EIS Unit records both alerts for data-tracking purposes. *(Ex. Officer Smith generated an alert in January and February. February's alert would be sent to the officer's supervisor, but February's alert would still include all the indicators that triggered January's alert.)*

DISPOSITION OF 4TH Q ALERTS

Merged
10
9%

Sergeants' Review
53
46%

Administratively Closed by EIS
51
45%
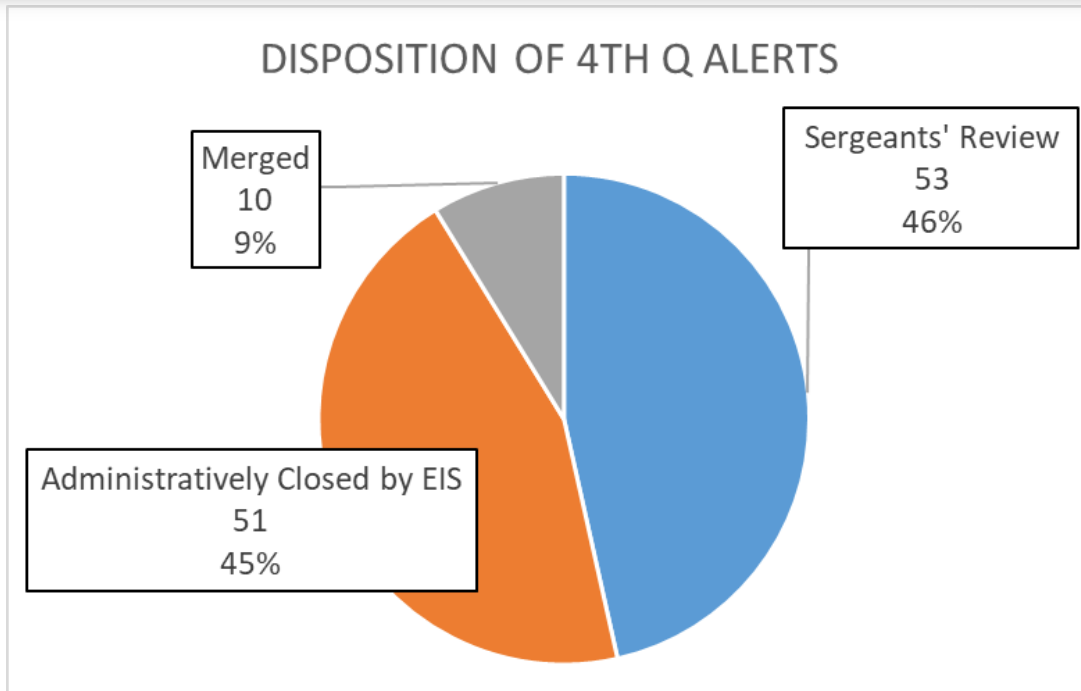
Criteria of Administrative Closures:

1. A member received a recent EIS Alert Evaluation
   (Ex. Nearly all of the indicators that triggered a member's alert have been evaluated by a supervisor in a recent alert.)
2. No pattern observed
   (Ex. A review of the indicators of a member's alert show no pattern of at-risk behavior.)
3. Minimal indicators since last evaluation
   (Ex. A member generated one Use of Force Indicator point of "Pointing of a Firearm" or one Tort Claim since their last EIS alert, and the new indicators do not show a pattern of at-risk behavior.)

Reasons	Number of Alerts Administratively Closed
1	4
2	14
3	2
1, 2	4
1, 2, 3	1
1, 3	6
2, 3	20
TOTAL	51

		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
4th Q 2018	**Oct**			36	1	14		25	76	
	Nov			30	2	10	2	18	62	193
	Dec			29	1	10		15	55	
1st Q 2019	**Jan**			27	1	14		28	70	
	Feb			23	4	10		15	52	173
	Mar			19	1	9	1	21	51	
2nd Q 2019	**Apr**			18	1	10		23	52	
	May			29	3	20	2	24	78	175
	Jun			23	3	3		16	45	
3rd Q 2019	**Jul**		1	16		7		12	36	
	Aug	1		14		9		19	43	139
	Sep	2		21	5	12		20	60	
4th Q 2019	**Oct**			17		5		7	29	
	Nov			29		7		10	46	114
	Dec	2		10	2	6	1	18	39	
TOTAL		5	1	341	24	146	6	271	794	794

There was a **18.0% decrease** in alerts comparing the 3rd Quarter and 4th Quarter of 2019. There was a **40.9% decrease** in 4th Quarter Alerts comparing 2018 to 2019.

EIS ALERTS BY QUARTER

ALERTS BY MONTH (PREVIOUS 5 QUARTERS)
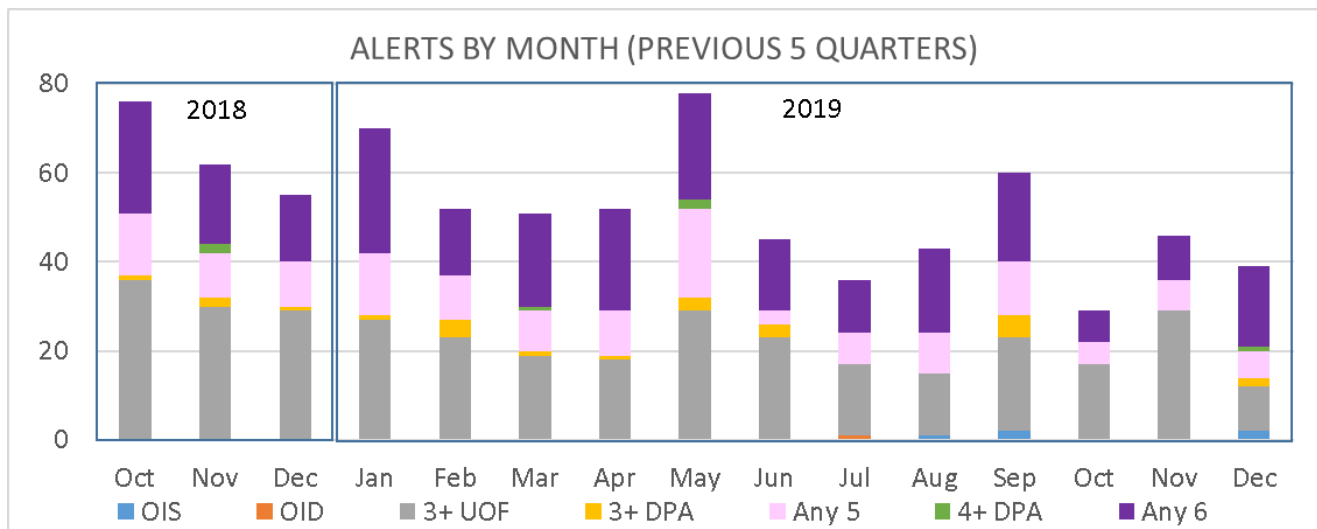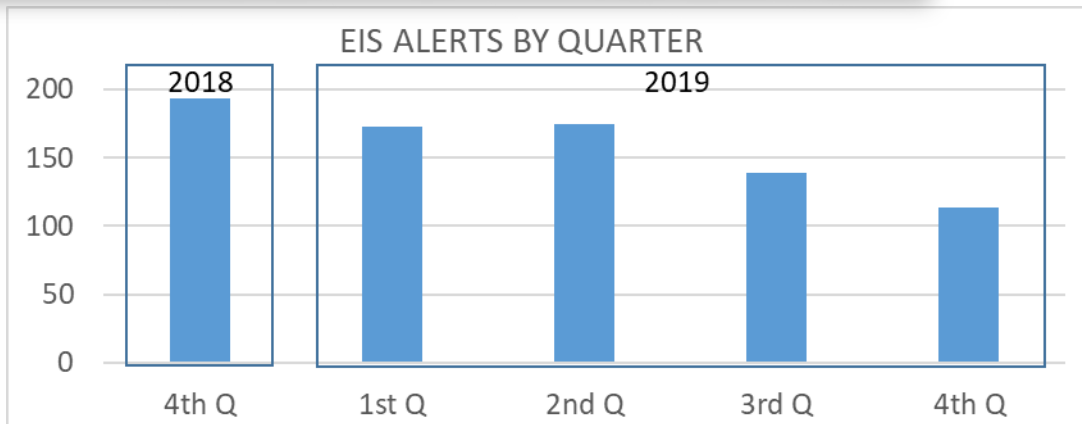
Interventions

Interventions are initiated after a member's supervisor and the EIS Unit agree that action needs to be taken with a member to prevent further at-risk behavior that may lead to negative outcomes.

Number of Open/In-Progress Interventions at the Beginning of 2019	Number of New Interventions Opened in 2019	Number of Interventions Completed & Closed in 2019	Number of Interventions That Remain Open/In-Progress at the End of 2019
3[2]	1	1	3

Types of Interventions	
Mentoring	• Creating a physical and/or electronic calendar to improve time management • Scheduling in-service training offered by the Academy or outside agency • Reviewing DGOs and Department Bulletins with member
Tactical Communications	• POST Learning Portal Class on Tactical Communication • Supervisor responds and monitors member on calls for service • One-on-one session with Defense Tactics Instructors at the Academy • One-on-one session with Academy instructors regarding de-escalation techniques
Referrals	• Supervisory or self-initiated referrals to Employee Assistance Program (EAP) or Behavioral Science Unit (BSU)
Reassignment	• Reassignment to another station or unit will be used only when absolutely necessary for the welfare of the member and the Department.

Engagements Outside EIS

	2017	2018	2019
Informal Counseling	146	167	422
Formal Counseling	19	13	96
Performance Improvement Plans	14	3	128

Supervisors routinely provide officers with counseling to educate and foster open lines of communications. Informal counseling can consist of constructive critiques provided to officers by their supervisors in an informal setting that may occur throughout an officer's tour of duty. Formal counseling is a process in which a supervisor meets with a member in a non-punitive setting to discuss the member's performance and then that supervisor documents the counseling session in some form (i.e. memo). A Performance Improvement Plan (PIP) is a formal, written plan specifically tailored for a member that clearly defines the supervisor's expectations and strategies to assist the member.

Formal tracking of *Engagements Outside EIS* was not uniformly completed until the beginning of 2019. Commanding Officers are required to submit a monthly report to the EIS Unit documenting the number of officers formally and informally counseled, as well as how many were placed on a Performance Improvement Plan during the month. Department General Order 1.04 states *"Sergeants shall train and lead subordinates in the performance of their duties and set an example of efficiency and deportment."* The increased number of formal and informal counseling is an indication of sergeants being proactive in their duties as a supervisor.

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[2] Interventions prior to 2019 that require follow-up for closure.

Central Station

Community Demographic Data[3](Residents may have indicated multi-race.)

% Population	% White	% African American	% Asian	% Hispanic	% Other
8.5%	46.7%	2.3%	44.1%	8.0%	7.0%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
9.8%	17.8%	$67,774.40	6.9%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	795
Part 1 Property Crimes	10247
TOTAL	11042

Citywide Calls for Service (Q4 2019 Data)

Calls for Service	13.8%

Captain Robert Yick

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019			65	20	3			4		4	96
Q4 2019			65	32	9						106

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019			13.5		5		8	26.5
Q4 2019			13	1	3.5		9.5	27
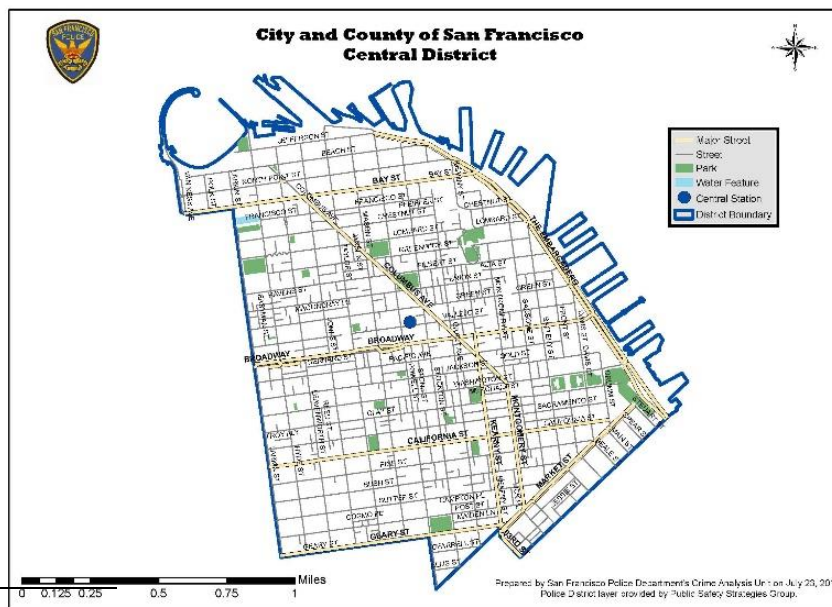
[3] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau.

Southern Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
5.1%	46.5%	7.5%	35.3%	14.2%	10.7%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
8.7%	18.3%	$49,555.11	6.3%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	690
Part 1 Property Crimes	5763
TOTAL	6453

Citywide Calls for Service (Q4 2019 Data)

Calls for Service	13.3%

Captain Timothy Falvey

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019	2		29	12	3					3	49
Q4 2019			28	21	2			1			52

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019	2		3.5				3.5	9
Q4 2019			2	0.5	0.5		1.5	4.5*

*Decrease of 50%

Bayview Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
7.9%	28.7%	20.1%	36.0%	19.8%	15.2%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
10.3%	16.8%	$68,858.45	10.4%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	742
Part 1 Property Crimes	3435
TOTAL	4177

Citywide Calls for Service (Q4 2019 Data)

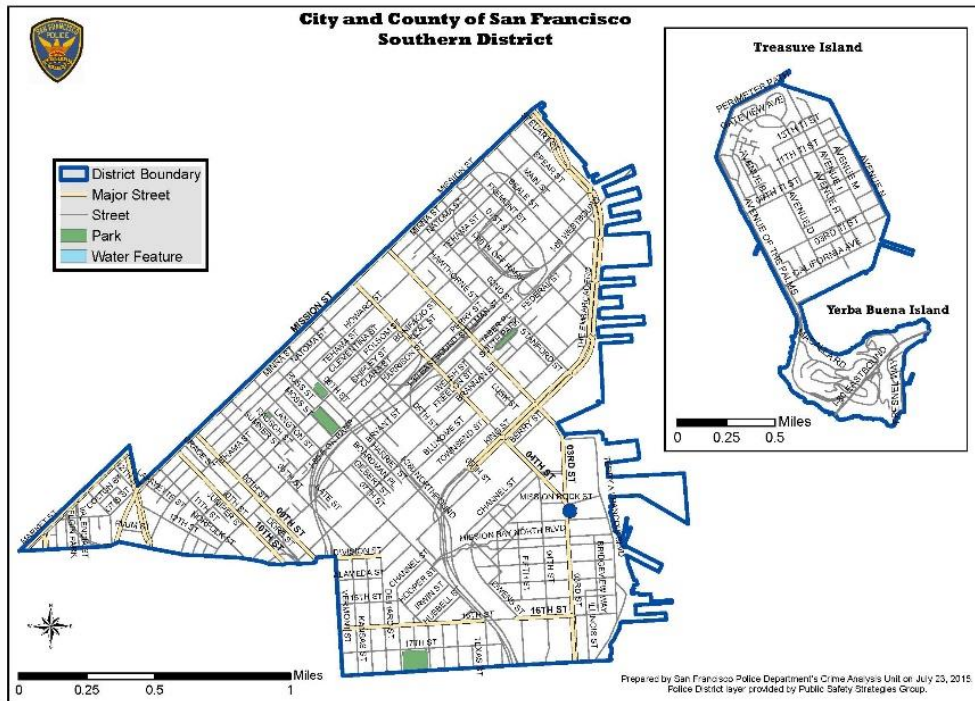| Calls for Service	8.0%

Captain Troy Dangerfield

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019			48	18	3					3	72
Q4 2019			38	11	1						50

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019			4	0.5	2.5		5.5	12.5
Q4 2019			6		2		4	12
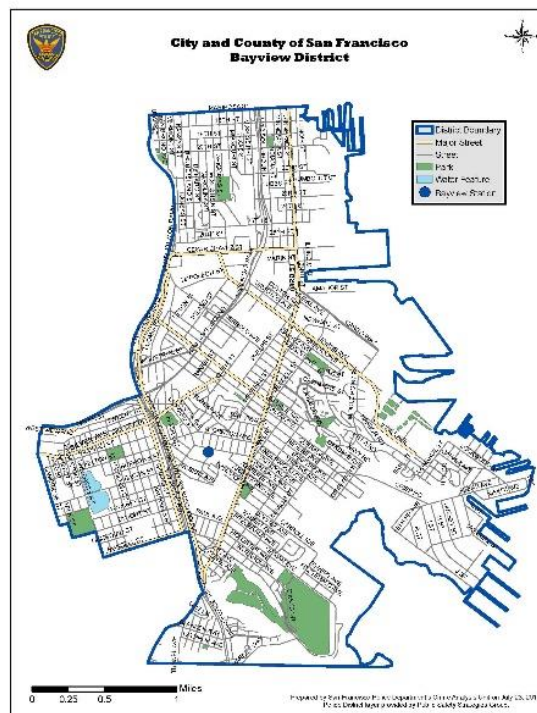
Mission Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
9.7%	67.4%	2.7%	12.1%	30.1%	17.9%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
7.9%	12.6%	$80,125.17	7.1%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	1072
Part 1 Property Crimes	5453
TOTAL	6525

Citywide Calls for Service (Q4 2019 Data)

Calls for Service	13.2%

Captain Gaetano Caltagirone

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019			88	23	6		1	6		4	128
Q4 2019	2		61	11	7			6			87

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019			15	0.5	8.5		9.833	33.833
Q4 2019	2		16		4		8.333	30.333*

*Decrease of 10.3%

City and County of San Francisco
Mission District

Legend:
- District Boundary
- Major Street
- Street
- Park
- Water Feature
- Mission Station

Prepared by San Francisco Police Department's Crime Analysis Unit on July 23, 2015.
Police District layer provided by Public Safety Strategies Group.

Northern Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
11.7%	67.1%	7.7%	18.9%	8.5%	6.3%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
6.6%	12.3%	$98,697.32	5.6%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	679
Part 1 Property Crimes	9523
TOTAL	10202

Citywide Calls for Service (Q4 2019 Data)

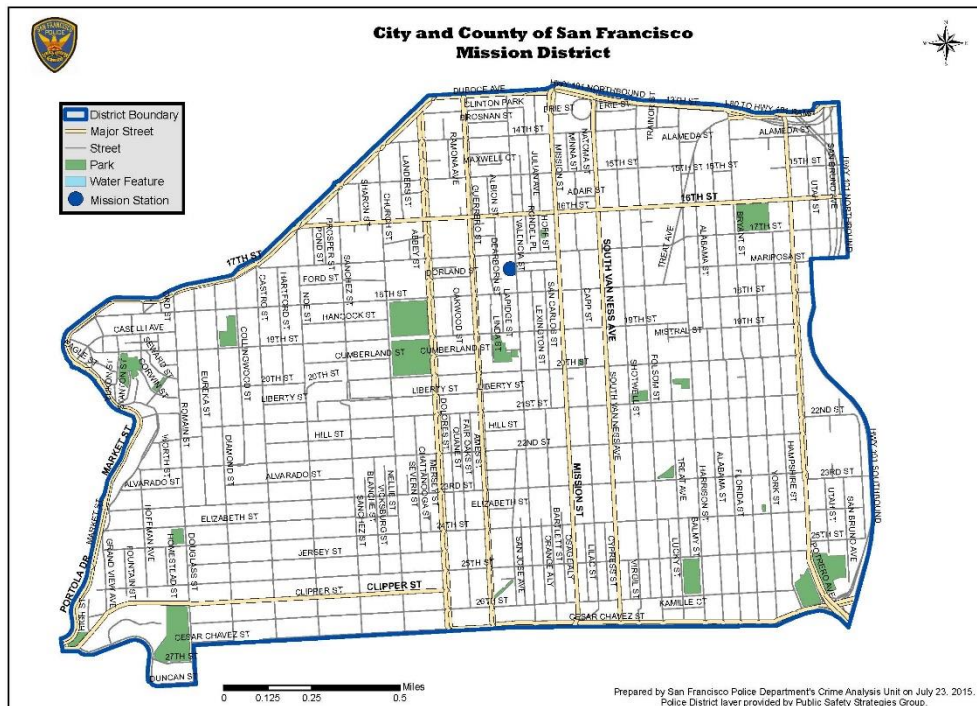| Calls for Service	13.3%

Captain Joe Engler

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019			36	15	4			2			57
Q4 2019			35	6	3			3			47

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019			2	2	2.5		7.333	13.833
Q4 2019			6		0.5		1	7.5*

*Decrease of 45.7%

Park Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
7.5%	71.2%	5.6%	14.9%	9.9%	8.4%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
10.4%	9.5%	$75,841.30	6.0%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	140
Part 1 Property Crimes	2415
TOTAL	2555

Citywide Calls for Service (Q4 2019 Data)

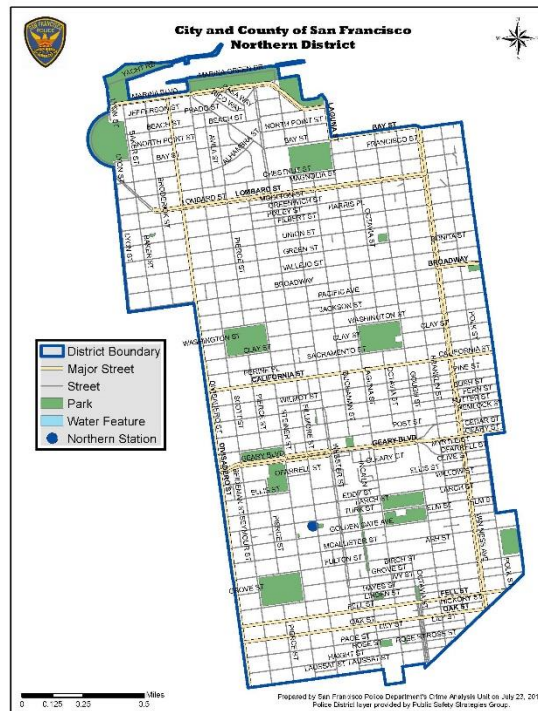| Calls for Service	5.2%

Captain Renee Pagano

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019			13		4	1		1		2	21
Q4 2019			7	7	2			1			17

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019							1	1
Q4 2019								0
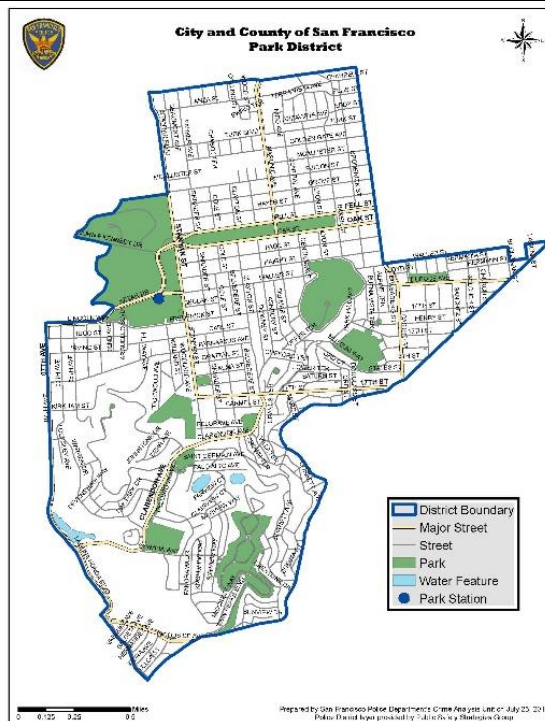
Richmond Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
10.4%	53.1%	1.9%	37.7%	7.8%	7.4%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
9.4%	10.9%	$98,911.69	6.2%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	197
Part 1 Property Crimes	4329
TOTAL	4526

Citywide Calls for Service (Q4 2019 Data)

Calls for Service	5.5%

Captain Michelle Jean

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019			8	9	4						21
Q4 2019			15	14	3			2			34

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019							1	1
Q4 2019				0.5			2.5	3

*Increase of 200%

City and County of San Francisco
Richmond District

Ingleside Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
16.9%	41.3%	4.7%	37.4%	26.0%	16.6%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
9.7%	9.6%	$72,921.91	9.4%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	539
Part 1 Property Crimes	2896
TOTAL	3435

Citywide Calls for Service (Q4 2019 Data)
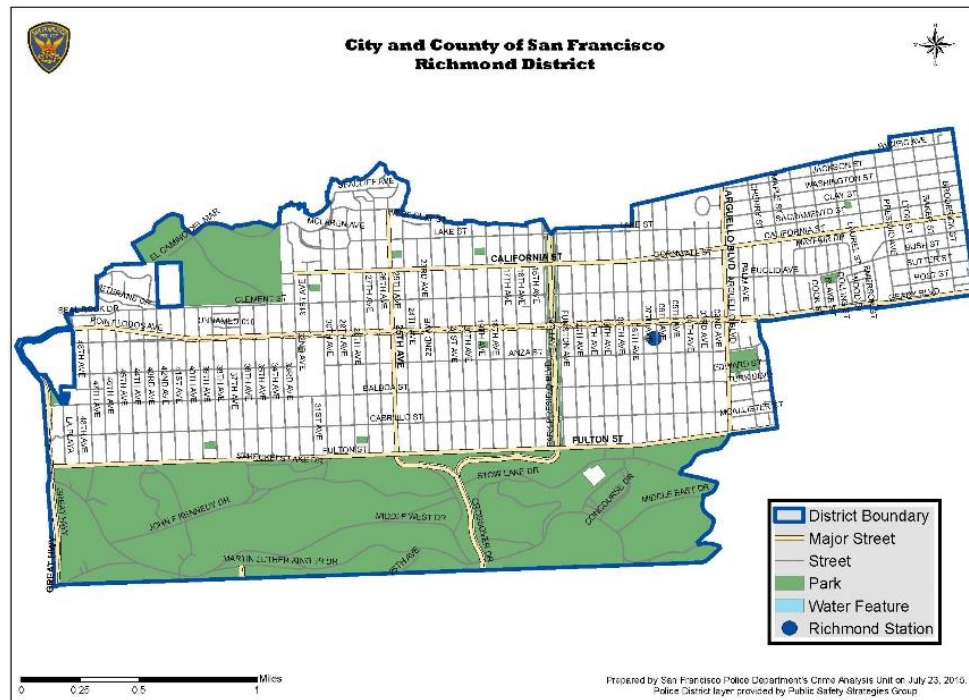
Calls for Service	7.9%

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019	1		32	21	7			3		2	66
Q4 2019			20	11	3			1			35

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019	1		2	1	1.5		6	11.5
Q4 2019			2				3.5	5.5*

*Decrease of 52.1%

Captain Christopher Woon
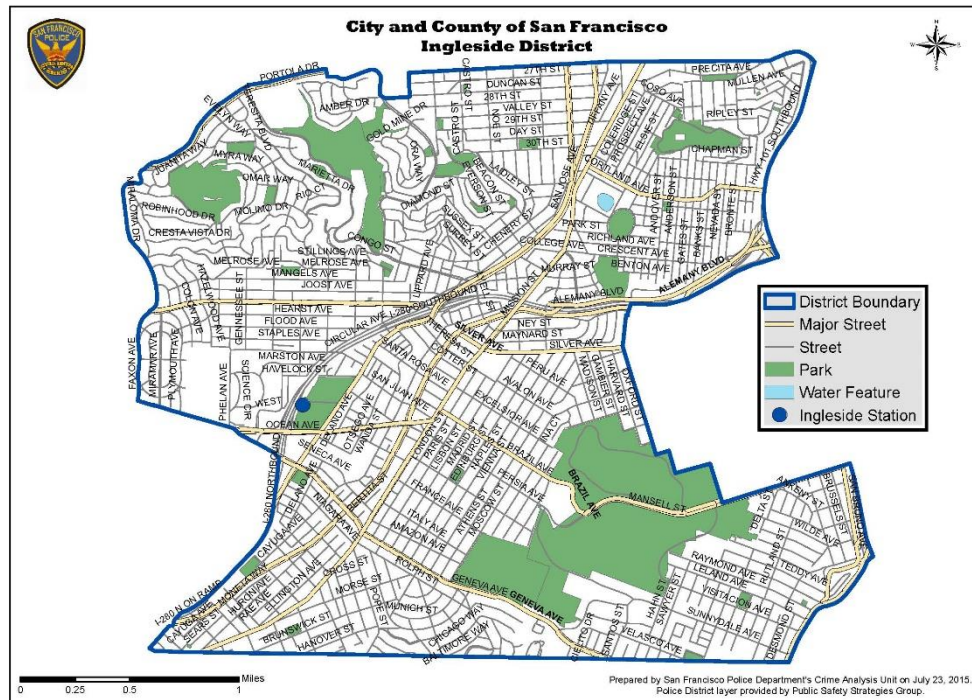
Taraval Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
19.4%	38.3%	3.7%	48.8%	9.8%	9.1%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
13.6%	11.7%	$92,319.89	8.4%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	296
Part 1 Property Crimes	3620
TOTAL	3916

Citywide Calls for Service (Q4 2019 Data)

Calls for Service	8.0%

Captain Nick Rainsford

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019			20	12	4		6			1	43
Q4 2019			10	10	4			2			26

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019					1		2	3
Q4 2019							1	1

*Decrease of 66.6%

Tenderloin Station

Community Demographic Data

% Population	% White	% African American	% Asian	% Hispanic	% Other
2.9%	36.3%	10.5%	37.6%	19.7%	15.6%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
7.8%	32.1%	$18,060.20	9.4%

2019 Part 1 Violent Crimes and Part 1 Property Crimes

Part 1 Violent Crimes	902
Part 1 Property Crimes	2818
TOTAL	3720

Citywide Calls for Service (Q4 2019 Data)

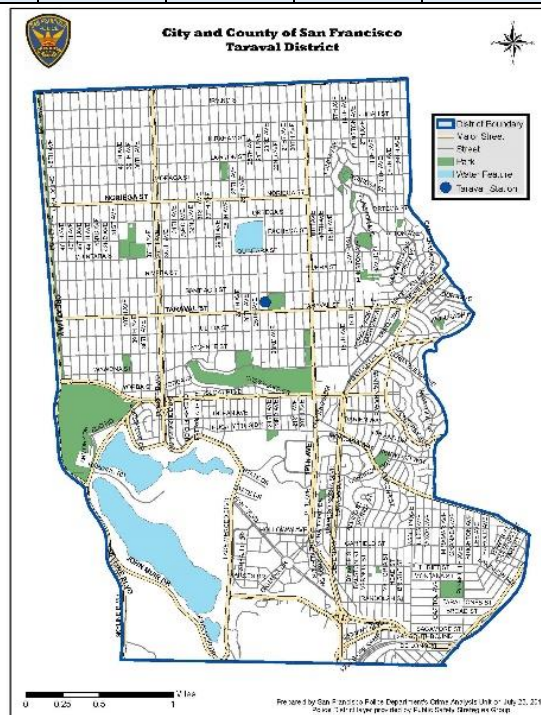| Calls for Service	11.8%

Captain Carl Fabbri

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2019		1	58	37	7					6	109
Q4 2019			47	20	9			8			84

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019		1	11	1	6		5.5	24.5
Q4 2019			11		6		3.333	20.333*

*Decrease of 17%

San Francisco Police Department's Crime Analysis Unit on July 24, 2015.
Police District layer provided by Public Safety Strategies Group.

The EIS board requested that we assign alerts according to where the officer was assigned when the incidents triggering the alert occurred. We assigned fractional alerts according to the number of stations in which the incidents occurred. For example, if the alert was triggered by incidents occurring when the officer was assigned at two different stations, we assigned .5 alerts to each station. If there were three different stations, we assigned .33 to each station.

4th Quarter Alerts by Assigned Station at Time of Incident								
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Mission	2		16		4		8.333	**30.333**
Central			13	1	3.5		9.5	**27**
Tenderloin			11		6		3.333	**20.333**
Bayview			6		2		4	**12**
Northern			6		0.5		1	**7.5**
Ingleside			2				3.5	**5.5**
Southern			2	0.5	0.5		1.5	**4.5**
Richmond				0.5			2.5	**3**
Taraval							1	**1**
Park								**0**
TOTAL	**2**	**0**	**56**	**2**	**16.5**	**0**	**34.666**	**111.166**
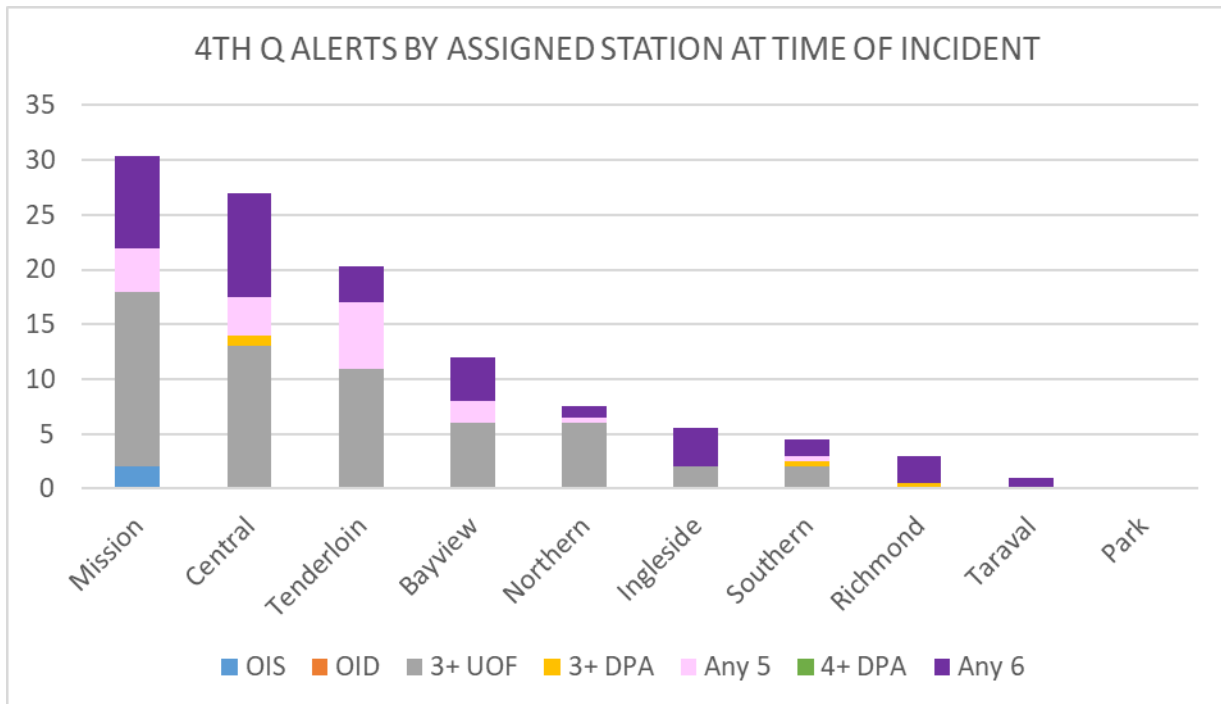
Previously, EIS reports listed alerts according to the station to which officers were assigned at the time alerts were sent out by the EIS Unit (**"Previous Method"**). The Police Commission requested that we track alerts by the stations at which officers were assigned when the incidents, triggering the EIS alert, occurred (**"Updated Method"**). The following charts and graphs illustrate the minor differences between these methods.

Comparison Between 2019 Alerts by Assigned and Current Station				
	By Assigned Station (Updated Method)	**By Current Station (Previous Method)**	**Difference**	**% Change**
Mission	149.166	140	9.166	6.5%
Central	107.165	105	2.165	2.1%
Tenderloin	96.833	92	4.833	5.3%
Bayview	62.832	63	-0.168	-0.3%
Northern	54.666	55	-0.334	-0.6%
Ingleside	39.332	37	2.332	6.3%
Southern	39	37	2	5.4%
Richmond	22.666	23	-0.334	-1.5%
Taraval	8.5	11	-2.5	-22.7%
Park	5.5	13	-7.5	-57.7%
TOTAL	**585.66**	**576**	**9.66**	**1.7%**
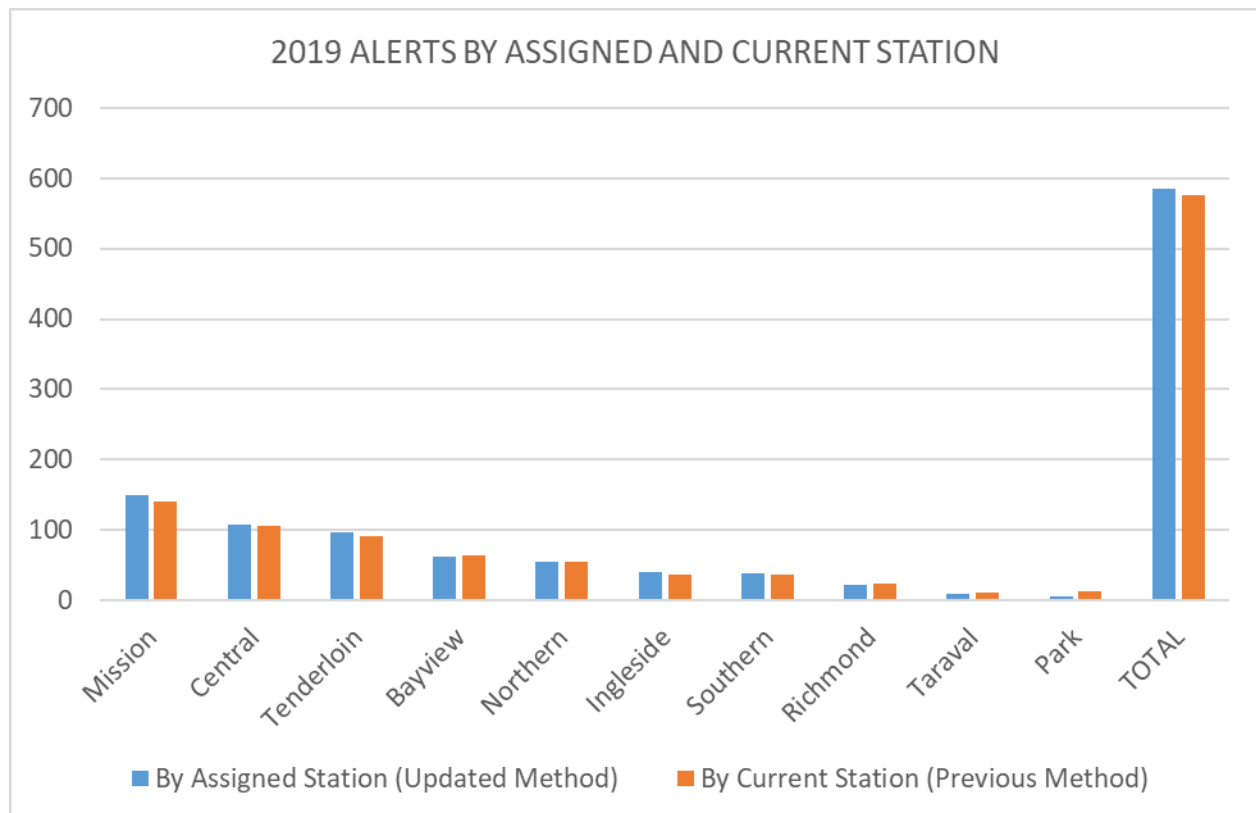
Airport Bureau (AIRP)

Captain Eric Vintero
Patrol

Captain Gregory Mar
Traffic

(Acting Captain) Lieutenant William Escobar
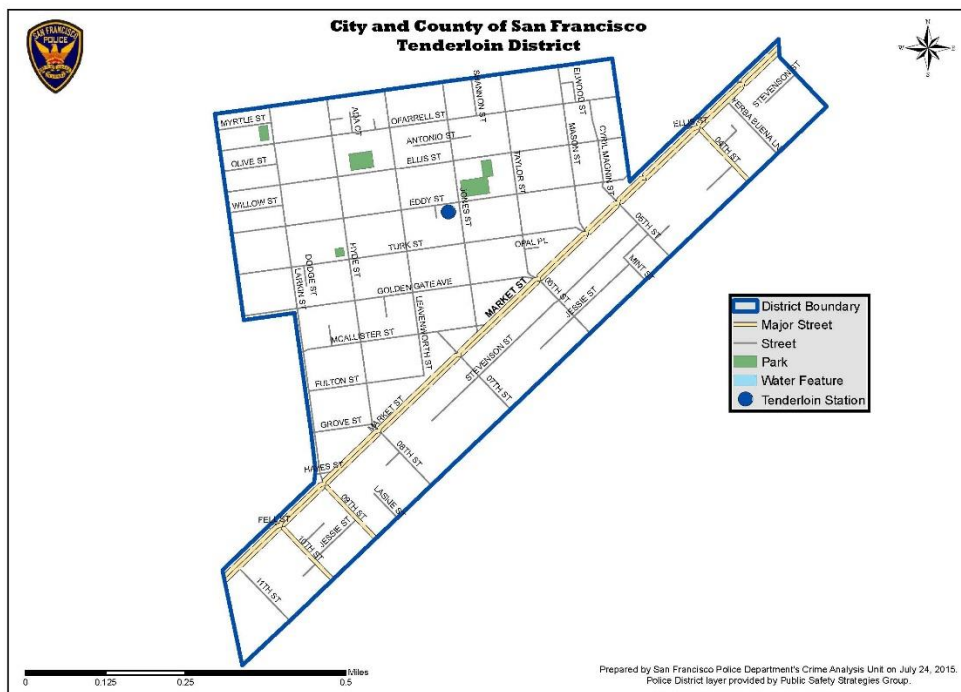Administration

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			1	3							4
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

Specialized Units/Details

| ACAD | Academy | The Academy develops and trains current in-service members and prepares recruits to become proud officers of the Police Department. The Academy also conducts a Citizen's Academy Course for the members of the community. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019						1					1
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019							0.333	0.333
Q4 2019					0.5		0.333	0.833

| ADMN | Airport Administration | Established in 1997, the bureau works closely with the SFO Administration, San Mateo Sheriff's Office, TSA, FAA, US Customs and Border Patrol, FBI, Secret Service, US Federal Air Marshals and other regional, local, state and federal law enforcement agencies. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019					1					1	2
Q4 2019								1		1	2

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| AFOB | Airport Field Operations | Airport Bureau members perform patrols on foot, bicycle and Segway; Motorized patrols by car or motorcycle; K-9 patrols and explosives detection; traffic collision investigations; traffic control; security for dignitaries; cargo theft abatement; and much more. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			1	3	2					3	9
Q4 2019			6	1							7

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| **BURG** | **Burglary** | The Burglary Unit investigates: Violent, hot prowl burglaries; Burglaries involving a loss in excess of $15k; a burglary series which includes multiple districts or jurisdictions; high-profile burglaries; burglaries where a firearm is taken; safe burglaries. All other burglaries will be handled by the Station Investigations Team. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			1					1		1	3
Q4 2019			3								3

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019							0.5	0.5
Q4 2019								0

| **CED** | **Community Engagement Division** | Officers assigned to CED proactively engage with the community through relationship building, events, forums, panel discussions, community events, and leading a variety of programs to benefit local youth. This unit also promotes community policing and community engagement in support of District Station activities. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			1	1							2
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| **CGIC** | **Crime Gun Investigative Center** | Duties of an Investigator in this unit include: investigating firearms cases in partnership with the ATF for federal prosecution through the Triggerlock Program, present cases to the US Attorney's Office, testify before Federal grand jury, investigate NIBIN correlations, manage the Department's Gun Violence Restraining Order Program. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019				2	1						3
Q4 2019			1								1

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | | CIS | | | Crime Information Services Unit | | | This unit is comprised of the following sections: Property Control - Receive, store and maintain all evidence and found property in a secure facility; Permits - Process permit applications yearly and maintain files for permitted businesses; Report Management Section - Report processing, data storage, and report retrieval. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019					2						2
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| DOC | Department Operations Center | DOC coordinates large, planned events and is activated for command and control of large, unplanned incidents and critical incidents. DOC also handles notifications to the Command Staff of major or high-profile incidents. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019					2	1					3
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| FOB | Field Operations Bureau | Oversees District Station personnel and is responsible for the command of patrol operations. FOB is responsible for special deployments based on the needs of the department. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019				2							2
Q4 2019				2							2

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019						0.5		0.5

| | GTF | | Gang Task Force | This unit consists of highly trained and knowledgeable members who are responsible for the investigations of all crimes committed by gang members in San Francisco. Members of GTF attend numerous community and school meetings throughout the city to address the needs of the communities and schools with information on how to divert at-risk youth away from the gangs. GTF networks with Federal and State law enforcement agencies to combat criminal activities locally and organized crime syndicates from abroad. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			2		1						3
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | HOMI | | Homicide | This unit is responsible for the investigation of homicides and suspicious deaths. Investigators manage crime scenes, follow up on leads and coordinate complex investigations of serious incidents. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019				2							2
Q4 2019				3				1			4

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | IAD | | Internal Affairs Division | IAD is tasked with investigations of Department Members (both Sworn and Non-Sworn) who are alleged to have committed administrative violations on and off-duty. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019										1	1
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | **MEDI** | | **Medical Liaison** | | | This unit is part of the Staff Services Division and is in charge of managing all members who suffer an injury on-duty. The unit monitors the member's progress and shares that information with the Worker's Compensation Adjusters. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019					1						1
Q4 2019				1	1						2

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | **MTA** | | **Traffic Enforcement** | | | This unit is comprised of motorcycle officers who specialize in traffic enforcement, traffic control, vehicle escorts and major collision investigations. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019				3	8			1			12
Q4 2019			1	3	1						5

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | **NARC** | | **Narcotics** | | | This unit proactively investigates and arrests narcotic traffickers and those involved in narcotic trafficking organizations. Members of this unit frequently interact with district station personnel, providing a forum for the citizens of San Francisco regarding their narcotic complaints. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			2					3			5
Q4 2019											0

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

NIGH — **Night Investigations** — This unit conducts proactive enforcement operations, provides technical assistance and serves as a resource to investigative units within the department along with investigating a variety of cases themselves.

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019											0
Q4 2019			1								1

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

ROBB — **Robbery** — The Robbery Unit investigates: bank robberies, armored transport robberies, armed takeover robberies, home invasions, car-jackings, robberies where hostages are taken, robberies where the victim(s) is seriously injured as a result of a shooting, stabbing, or physical assault, robberies involving a loss in excess of $10k, any robbery series, and high-profile robberies.

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019											0
Q4 2019								1			1

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

SID — **Special Investigations Division** — This division is comprised of the following units that utilize special training and skills to accomplish tasks that include complex, sensitive and confidential criminal investigations:
Arson - Investigates fire deaths, suspicious fires, and arsonists; Bomb Investigations - Involving explosions and bomb threats; Dignitary Protection - Coordination of security for city officials, consulate officers and visiting dignitaries; Hate crimes; and the Mayor's Security Detail.

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			1	1							2
Q4 2019					1						1

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | | SVU | | **Special Victims Unit** | Special Victims Unit investigates the following crimes: Child Abuse, Domestic Violence, Elder Abuse, Financial Crimes, Human Trafficking, Internet Crimes Against Children, Sexual Assaults, Stalking & the Sex Offender Unit. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			3	2	1						6
Q4 2019			1		1						2

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | TACT | | **Tactical/SWAT** | Tactical/SWAT is a unit made up of members who are highly-trained and specialize in weapons and tactics. They are utilized during critical incidents where there is a potential of violence, assist with the execution of search and arrest warrants and other high-risk calls for service. During these high-risk calls, Tactical/SWAT break down many doors and windows in their execution which leads to higher numbers of Tort Claims. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019			11	1	9			2		6	29
Q4 2019			4	2				1			7

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019								0
Q4 2019								0

| | **Unknown** | | **Unknown** | Incident dates are unknown or predate a member's employment with SFPD. |

Indicators – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2019				6	4						10
Q4 2019				8	6						14

EIS Alerts – Generated monthly when a member reaches a specific number of Indicators in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2019					1		0.5	1.5
Q4 2019					1	0.5		1.5

4th Q Alerts by Assigned Unit at Time of Incident								
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Unknown					1	0.5		**1.5**
ACAD					0.5		0.333	**0.833**
FOB						0.5		**0.5**
TOTAL	**0**	**0**	**0**	**0**	**1.5**	**1**	**0.333**	**2.833**

4TH Q ALERTS BY ASSIGNED UNIT AT TIME OF INCIDENT
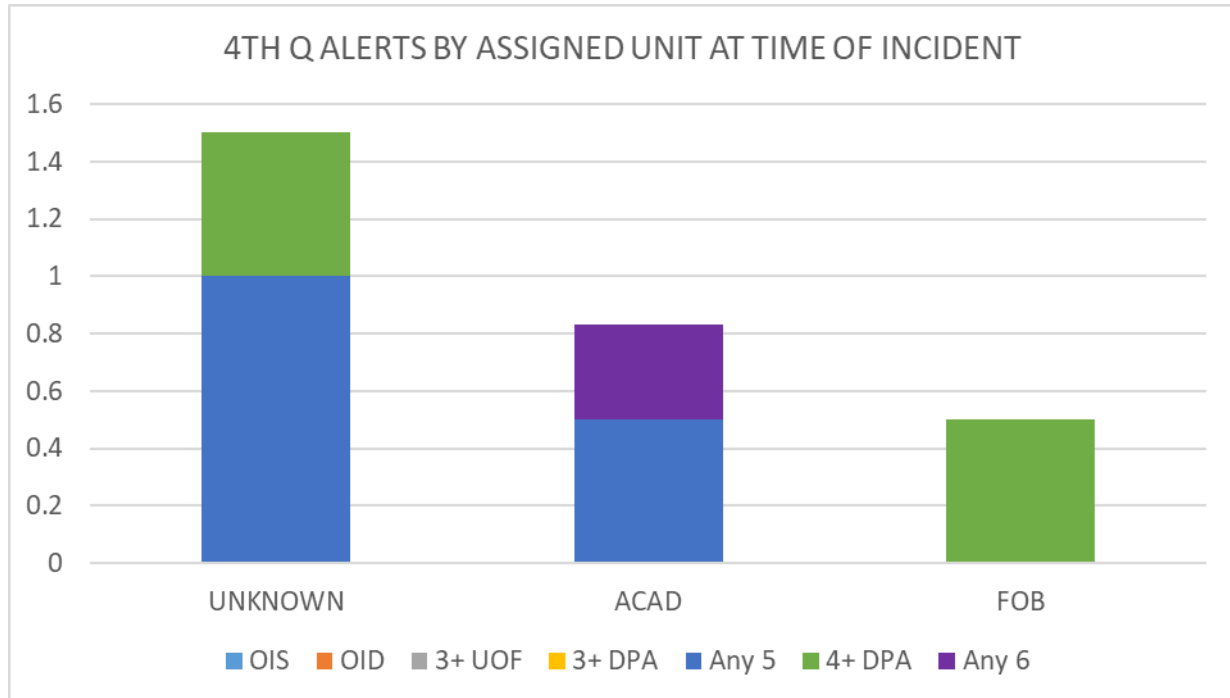
Comprehensive Data

Mission Station officers received the highest number of EIS Alerts 9 out of 12 months in 2019.

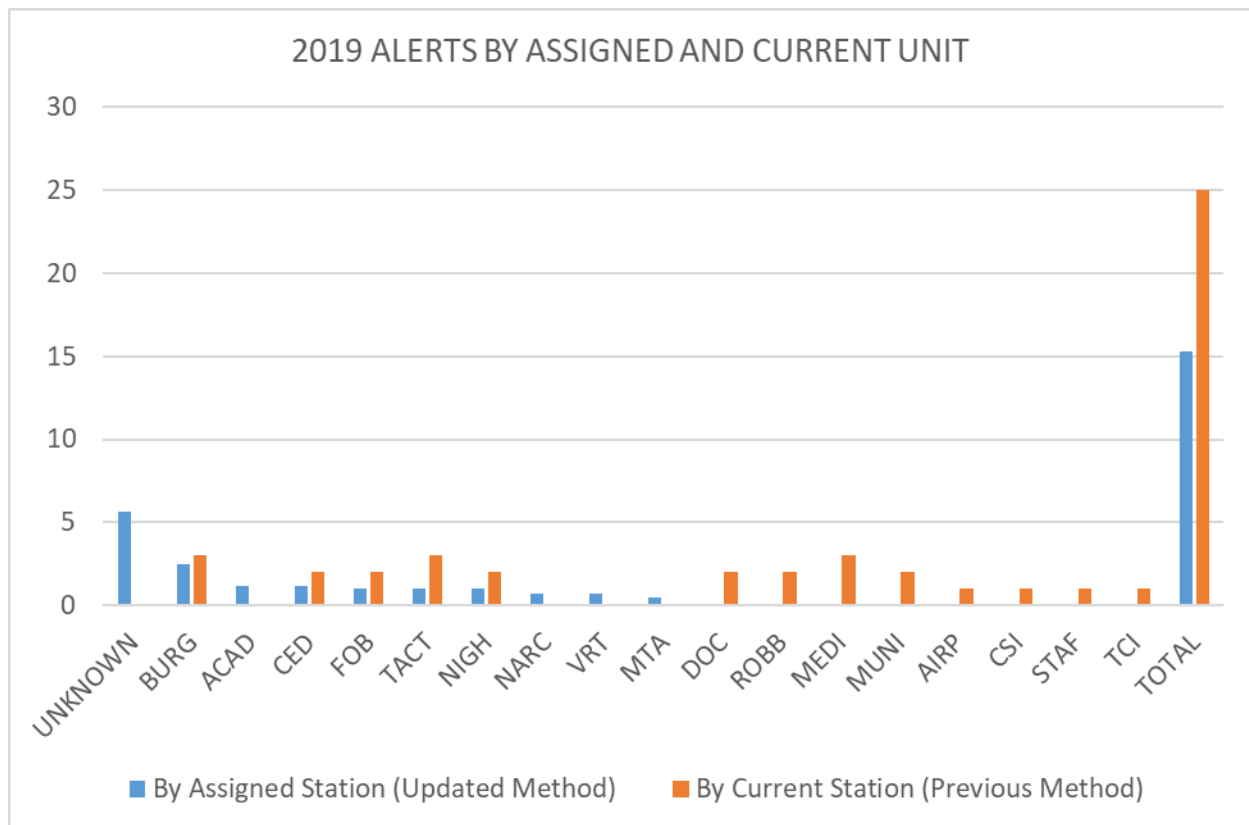| Alerts by Assigned Station Over a 12-Month Period (January 2019 – December 2019)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
Mission	12.5	11	16	15	19	11.5	10.333	10.5	13	10.5	9	10.833	**149.166**
Central	11.833	6.833	9	9.166	10.833	6	2.5	8.5	15.5	5.5	9.5	12	**107.165**
Tenderloin	11.5	10	5.5	6	12.5	6.5	7	9	8.5	6	9	5.333	**96.833**
Bayview	9.833	7	6	5.166	8.333	2	3.5	3.5	5.5	1.5	8	2.5	**62.832**
Northern	6.5	5.5	5	4	8	4.333	2.333	3.5	8	2	4.5	1	**54.666**
Ingleside	7.333	3.833	3	4.333	3.833		4.5	4.5	2.5	2	2	1.5	**39.332**
Southern	5.5	4	2	4	6.5	3.5	4	1	4		2.5	2	**39**
Richmond	3	1	2	1.833	5.5	5.333		1		1		2	**22.666**
Taraval	0.5	1.5		0.5	0.5	1.5	0.5	1	1.5		0.5	0.5	**8.5**
Park	0.5	1	1	0.5	1	0.5	0.5	0.5					**5.5**
TOTAL	68.999	51.666	49.5	50.498	75.999	41.166	35.166	43	58.5	28.5	45	37.666	**585.66**

Alerts by Assigned Unit Over a 12-Month Period (January 2019 – December 2019)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
Unknown				0.833	0.5	1.333	0.5		1	0.5	0.5	0.5	**5.666**
BURG	1				0.5	0.5			0.5				**2.5**
CED		0.333	0.5		0.333								**1.166**
ACAD							0.333				0.5	0.333	**1.166**
TACT						1							**1**
FOB						0.5						0.5	**1**
NIGH			0.5			0.5							**1**
NARC				0.333	0.333								**0.666**
MTA			0.5										**0.5**
TOTAL	1	0.333	1.5	1.499	1.999	3.833	0.833	0	1.5	0.5	1	1.333	**15.33**

Comparison Between 2019 Quarterly Alerts by Assigned and Current Unit				
	By Assigned Station (Updated Method)	By Current Station (Previous Method)	Difference	% Change
Unknown	5.666		5.666	
BURG	2.5	3	-0.5	-16.67%
ACAD	1.166		1.166	
CED	1.166	2	-0.834	-41.70%
FOB	1	2	-1	-50.00%
TACT	1	3	-2	-66.67%
NIGH	1	2	-1	-50.00%
NARC	0.666		0.666	
MTA	0.5		0.5	
DOC		2	-2	-100.00%
ROBB		2	-2	-100.00%
MEDI		3	-3	-100.00%
MUNI		2	-2	-100.00%
AIRP		1	-1	-100.00%
CSI		1	-1	-100.00%
STAF		1	-1	-100.00%
TCI		1	-1	-100.00%
TOTAL	15.33	25	-9.67	-38.68%

2019 ALERTS BY ASSIGNED AND CURRENT UNIT

By Assigned Station (Updated Method)   By Current Station (Previous Method)

Count of Indicators by Quarter					
Year	1st Q	2nd Q	3rd Q	4th Q	TOTAL
2016	1105	1107	1168	1228	4608
2017	1093	1007	934	952	3986
2018	1055	919	991	913	3878
2019	792	730	765	590	2877

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
	4	2284

There was a **25.8% decrease** in total number of indicators from 2018 to 2019; a **27.8% decrease** from 2017 to 2019; and a **37.5% decrease** from 2016 to 2019.
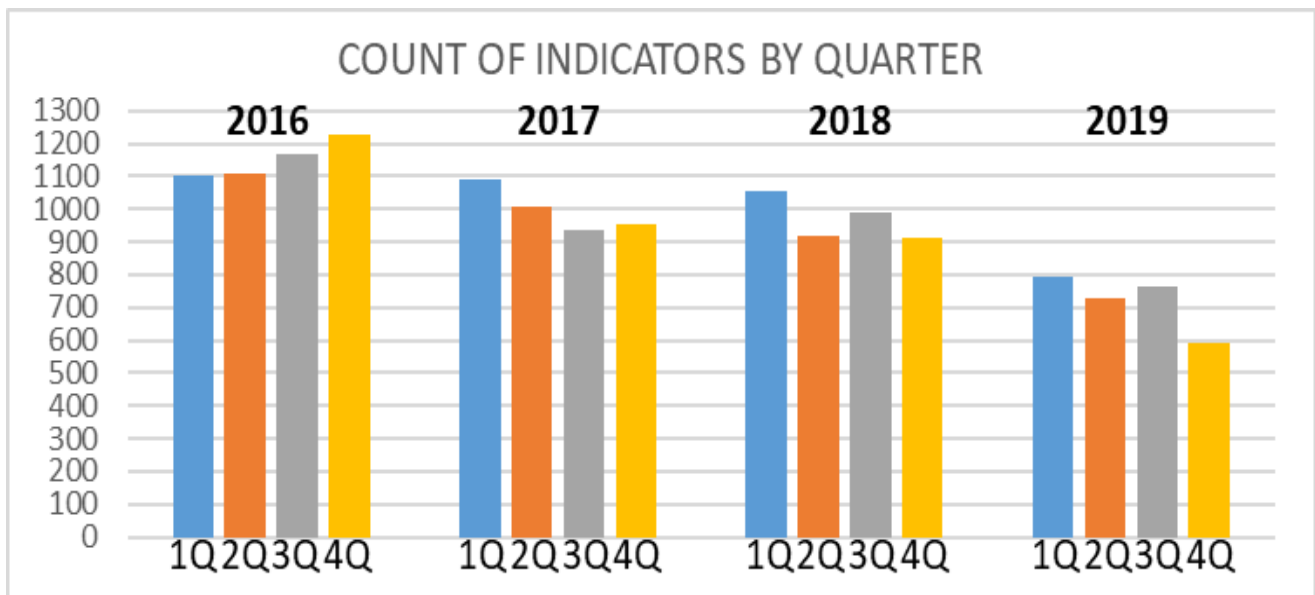
		Indicators per Member										
Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ Indicators
2016	**1**	1613	427	149	59	32	9	5				**681**
	2	1739	375	143	67	35	12	4	3			**639**
	3	1592	440	168	63	30	10	3	1	1		**716**
	4	1601	427	149	77	36	16	2	4	1		**712**
2017	**1**	1584	438	162	52	26	8	4	1			**691**
	2	1701	402	143	55	16	8	2	2	3		**631**
	3	1727	378	135	53	16	7	2		2		**593**
	4	1781	376	141	41	20	9	5	1		1	**594**
2018	**1**	1661	400	159	49	17	12	3	4	2		**646**
	2	1708	361	149	51	17	4	2	1			**585**
	3	1714	381	145	53	21	8	5	1			**614**
	4	1740	389	130	42	15	10	2	1		1	**590**
2019	**1**	1794	353	105	50	9	3	1	2	1		**524**
	2	1800	323	112	31	16	4	1				**487**
	3	1767	343	117	38	13	2	2				**515**
	4	1865	300	82	27	6	3	1				**419**

Out of a total of 2284 members at the end of the Q4 2019, **81.6%** of those members did **NOT** generate a single indicator for Q4.
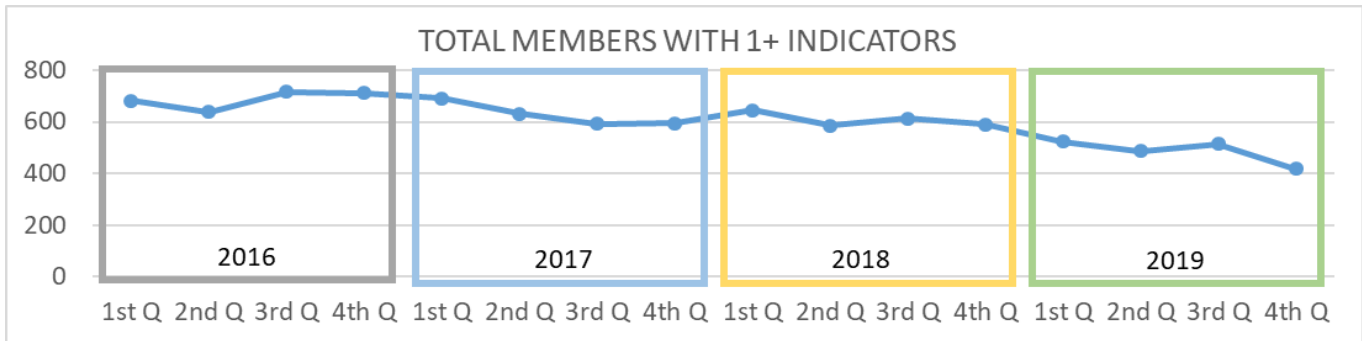
TOTAL MEMBERS WITH 1+ INDICATORS

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits*	On-Duty Collision[4]	TOTAL
4th Quarter 2019 Indicators by Month											
Oct 2019			99	62	16			9		1	**187**
Nov 2019			138	39	32			4			**213**
Dec 2019	2		106	62	5			15			**190**
Oct - Dec 2018			505	206	82	4	15	59		42	**913**
Oct - Dec 2019	2		343	163	53			28		1	**590**

*Data on Vehicle Pursuits is incomplete and is currently being gathered and compiled and entered into the AIM database to bring our data up to date.

Compared to Q4 2018, there was a **32% decrease** in UOF, a **20.8% decrease** in DPA complaints, and a **35.3% decrease** in IAD cases.
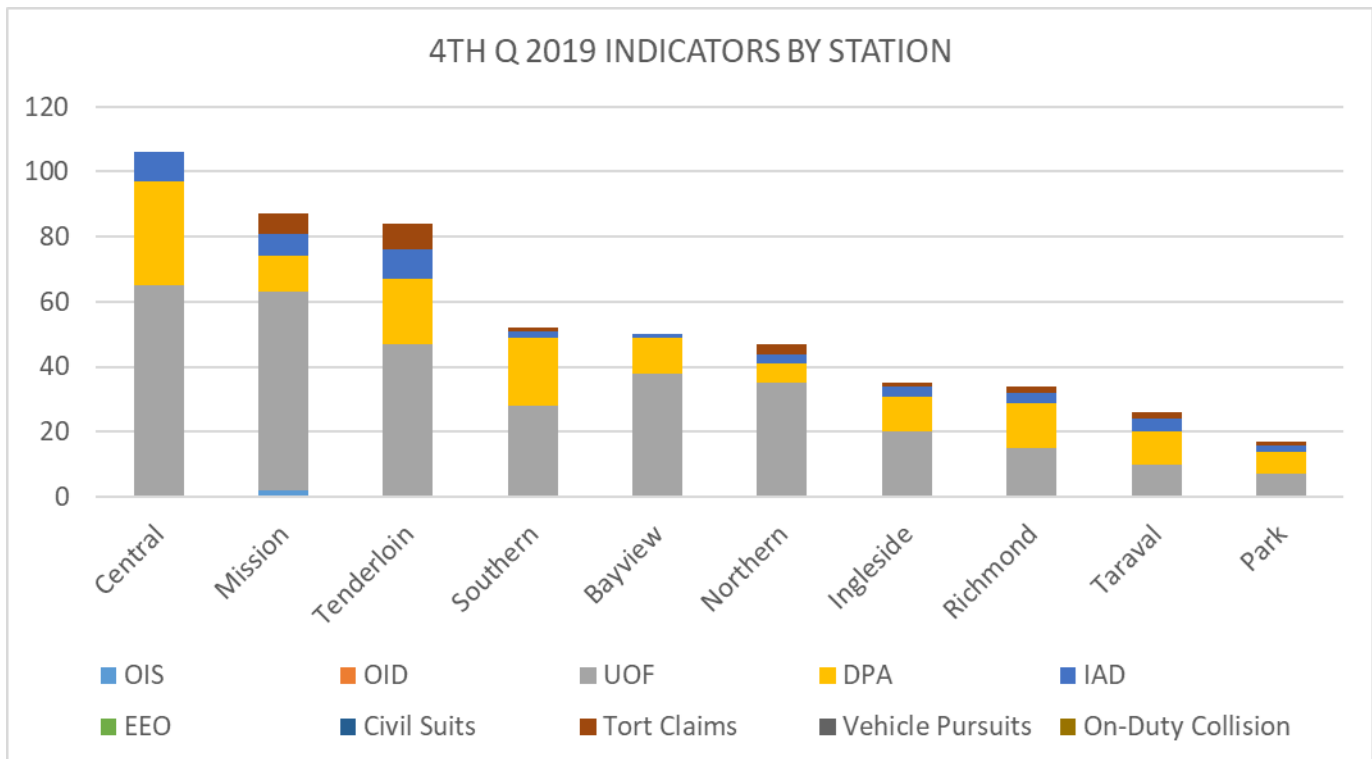

4TH Q 2019 INDICATORS BY MONTH
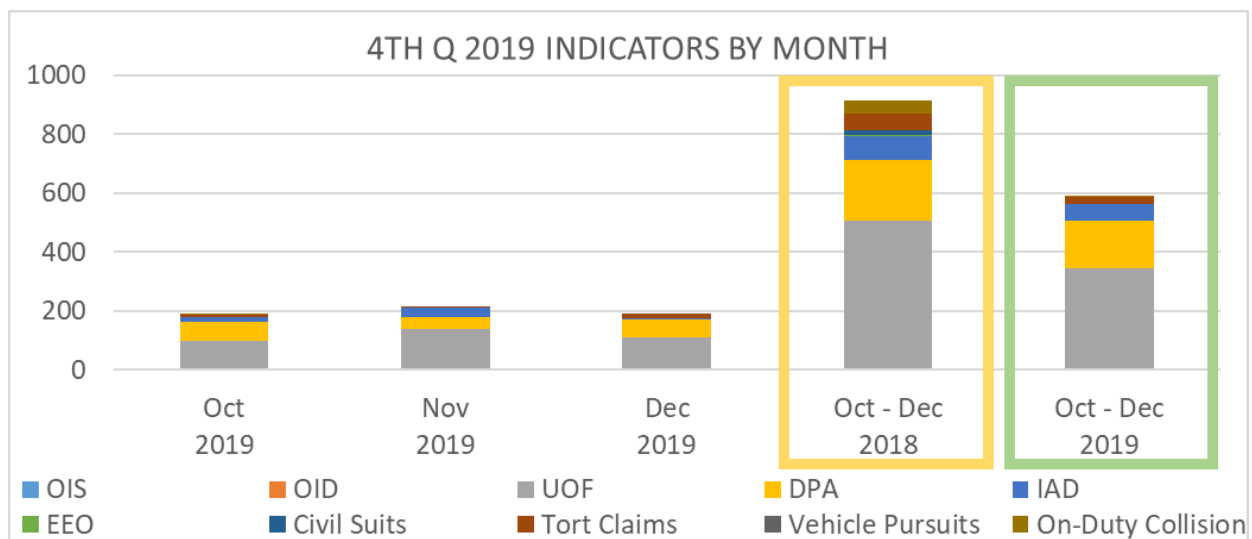
[4]In 2019, data for On-Duty Collision had not been consistently entered into AIM due to staffing issues.
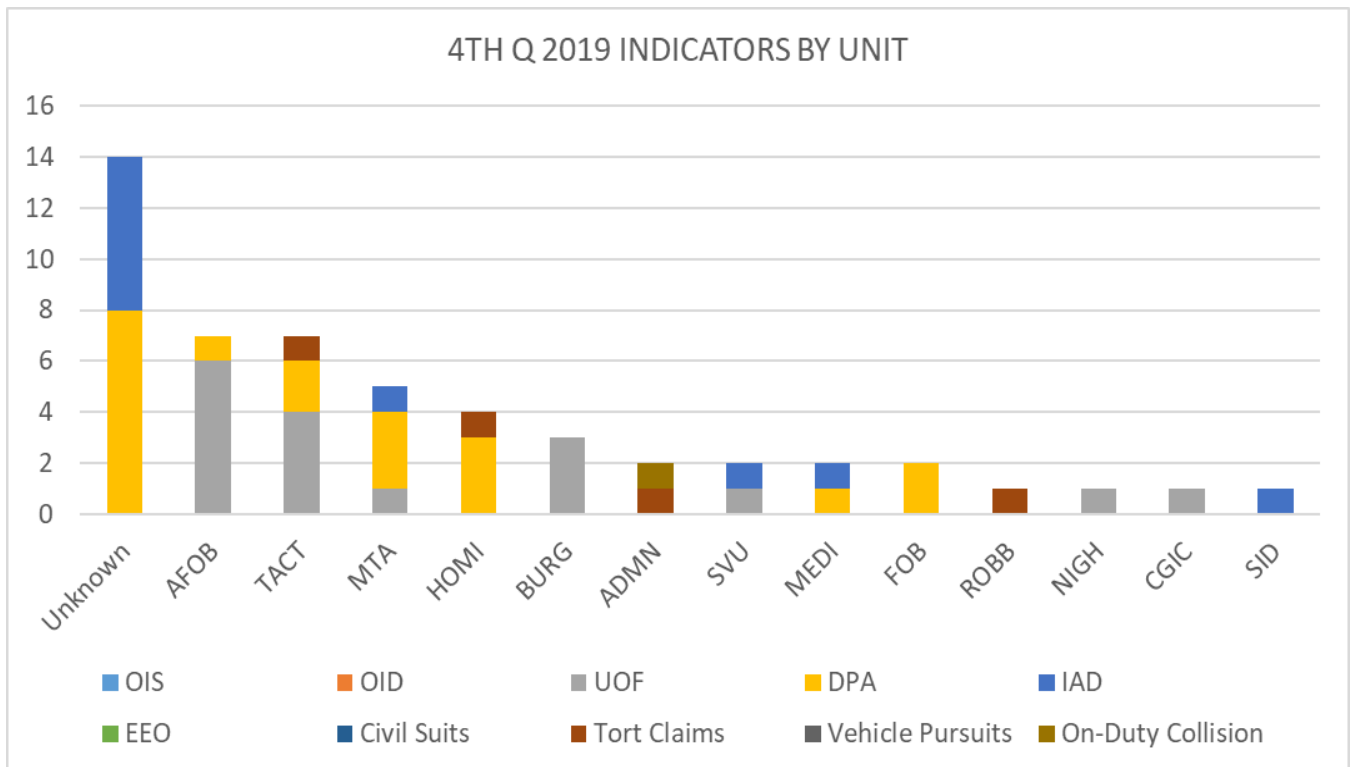
Central Station generated the highest number of UOF indicators, DPA complaints and tied with Tenderloin with IAD cases in Q4 2019.

4th Quarter 2019 Indicators by Station											
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Central			65	32	9						106
Mission	2		61	11	7			6			87
Tenderloin			47	20	9			8			84
Southern			28	21	2			1			52
Bayview			38	11	1						50
Northern			35	6	3			3			47
Richmond			15	14	3			2			34
Ingleside			20	11	3			1			35
Taraval			10	10	4			2			26
Park			7	7	2			1			17
TOTAL	2	0	326	143	43	0	0	24	0	0	538

4TH Q 2019 INDICATORS BY STATION

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

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
4th Quarter 2019 Indicators by Unit											
Unknown				8	6						**14**
AFOB			6	1							**7**
TACT			4	2				1			**7**
MTA			1	3	1						**5**
HOMI				3				1			**4**
BURG			3								**3**
ADMN								1		1	**2**
SVU			1		1						**2**
MEDI				1	1						**2**
FOB				2							**2**
ROBB								1			**1**
NIGH			1								**1**
CGIC			1								**1**
SID					1						**1**
TOTAL	0	0	17	20	10	0	0	4	0	1	**52**

San Francisco Police Department – Safety With Respect

4th Quarter Indicators by Year

Year	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
2016	2	2	736	161	113	4	29	130		51	1228
2017	3		601	140	114	9	9	30		46	952
2018			505	206	82	4	15	59		42	913
2019	2		343	163	53			28		1	590

There was a **35.3% decrease** in Q4 2019 Indicators compared to Q4 2018 Indicators and a **51.9% decrease** compared to Q4 2016 Indicators.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Indicators by Station Over a 12-Month Period (Jan 2019 - Dec 2019)											
Mission	2		298	66	34		11	22		16	**449**
Tenderloin		1	230	102	25			10		14	**382**
Central			225	93	25		1	11		13	**368**
Bayview			183	41	12		1	9		4	**250**
Northern			152	48	26	1	5	14		3	**249**
Southern	2		130	61	14	2		6		8	**223**
Ingleside	1		129	50	13	1		12		9	**215**
Taraval			61	44	15		11	7		8	**146**
Richmond			67	33	18			5		3	**126**
Park			42	18	21	2		4		4	**91**
TOTAL	5	1	1517	556	203	6	29	100	0	82	**2499**

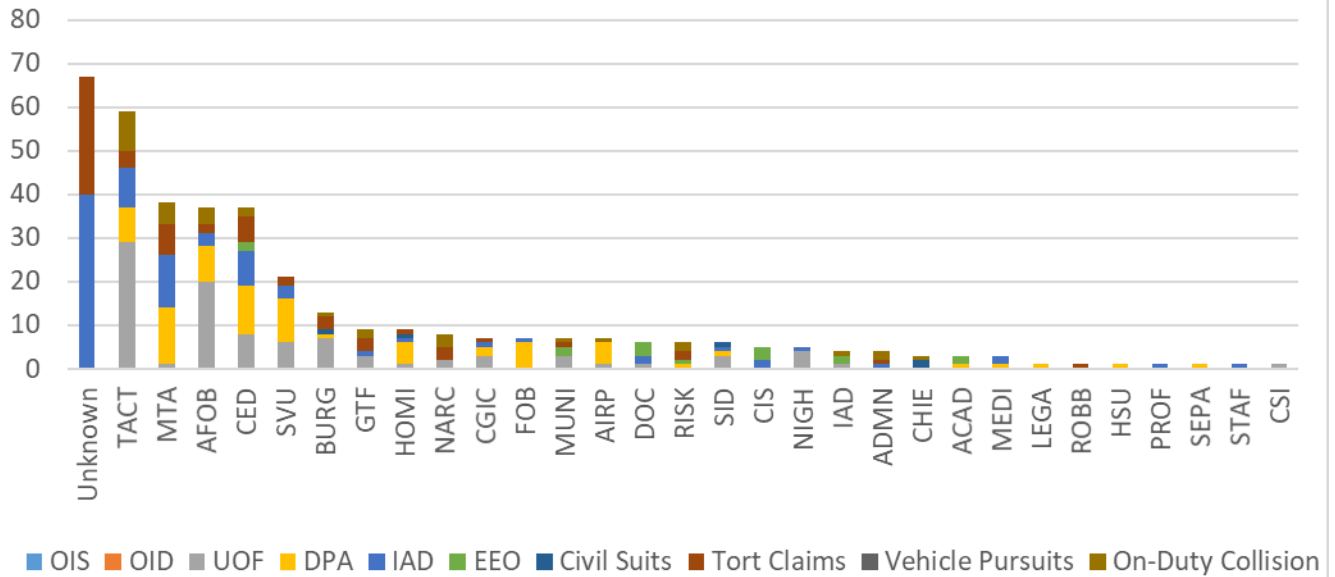SFPD District Stations averaged **249.9** Indicators over a 12-Month Period (Jan 2019 – Dec 2019).
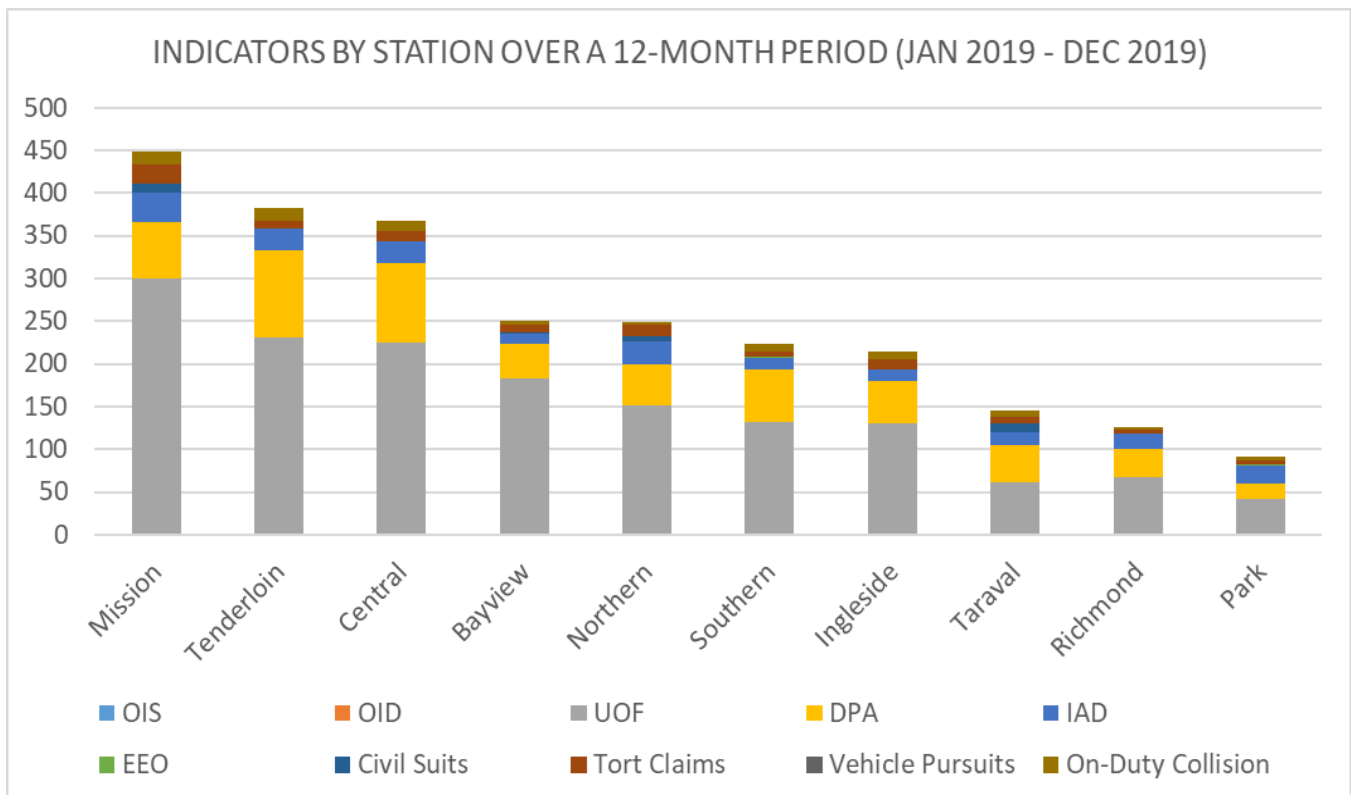
INDICATORS BY STATION OVER A 12-MONTH PERIOD (JAN 2019 - DEC 2019)

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Indicators by Unit Over a 12-Month Period (Jan 2019 - Dec 2019)											
Unknown					40			27			**67**
TACT			29	8	9			4		9	**59**
MTA			1	13	12			7		5	**38**
AFOB			20	8	3			2		4	**37**
CED			8	11	8	2		6		2	**37**
SVU			6	10	3			2			**21**
BURG			7	1			1	3		1	**13**
GTF			3		1			3		2	**9**
HOMI			1	5	1		1	1			**9**
NARC			2					3		3	**8**
CGIC			3	2	1			1			**7**
FOB				6	1						**7**
MUNI			3			2		1		1	**7**
AIRP			1	5						1	**7**
DOC			1		2	3					**6**
RISK				1		1		2		2	**6**
SID			3	1	1		1				**6**
CIS					2	3					**5**
NIGH			4		1						**5**
IAD			1			2				1	**4**
ADMN					1			1		2	**4**
CHIE							2			1	**3**
ACAD				1		2					**3**
MEDI				1	2						**3**
LEGA				1							**1**
ROBB								1			**1**
HSU				1							**1**
PROF					1						**1**
SEPA				1							**1**
STAF					1						**1**
CSI			1								**1**
TOTAL	0	0	94	76	90	15	5	64	0	34	**378**

The Tactical Unit (TACT) tops the known Specialized Units in Indicators over a 12-Month Period (Jan 2019 – Dec 2019) due to their job duties in conducting highly dangerous tactics when dealing with potentially violent subjects.

INDICATORS BY UNIT OVER A 12-MONTH PERIOD (JAN 2019 - DEC 2019)

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

2019 Calls for Service, Alerts, and Indicators			
	Alerts	**Calls For Service**	**Indicators**
Mission	25.5%	13.2%	18.0%
Central	18.3%	13.8%	14.7%
Tenderloin	16.5%	11.8%	15.3%
Bayview	10.7%	8.0%	10.0%
Northern	9.3%	13.3%	10.0%
Ingleside	6.7%	7.9%	8.6%
Southern	6.7%	13.3%	8.9%
Richmond	3.9%	5.5%	5.0%
Taraval	1.5%	8.0%	5.8%
Park	0.9%	5.2%	3.6%

There appeared to be **no relationship** between Calls for Service and EIS Alerts.

2019 CALLS FOR SERVICE, ALERTS, & INDICATORS

Legend: Alerts, Indicators, Calls for Service
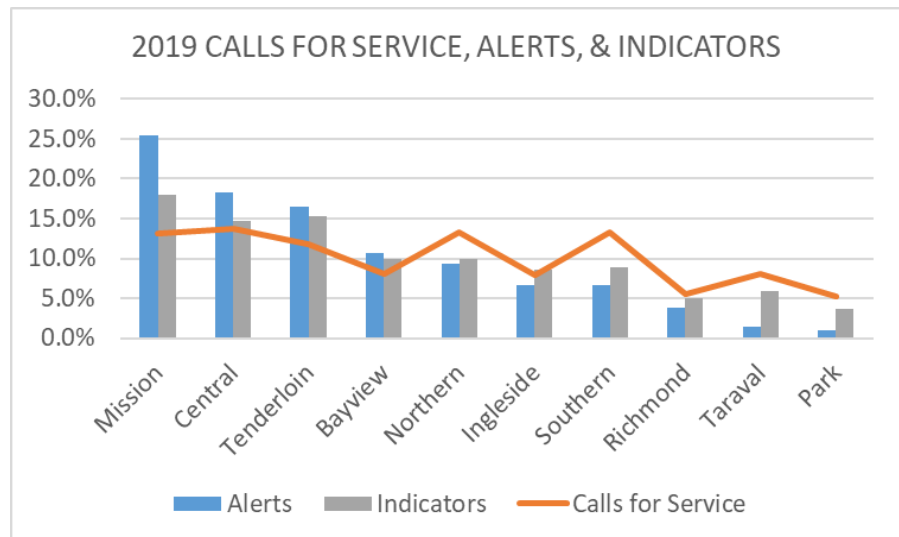
2019 Part 1 Violent Crimes			
	Alerts	Part 1 Violent Crimes	Indicators
Mission	149.166	1072	449
Central	107.165	795	368
Tenderloin	96.833	902	382
Bayview	62.832	742	250
Northern	54.666	679	249
Ingleside	39.332	539	215
Southern	39	690	223
Richmond	22.666	197	126
Taraval	8.5	296	146
Park	5.5	140	91
TOTAL	**585.66**	**6052**	**2499**

In 2019, Mission Station had **18.8% more** Part 1 Violent Crimes than the next highest police district (Tenderloin). Part 1 Violent Crimes consist of homicides, aggravated assaults, robbery, and sexual assaults.
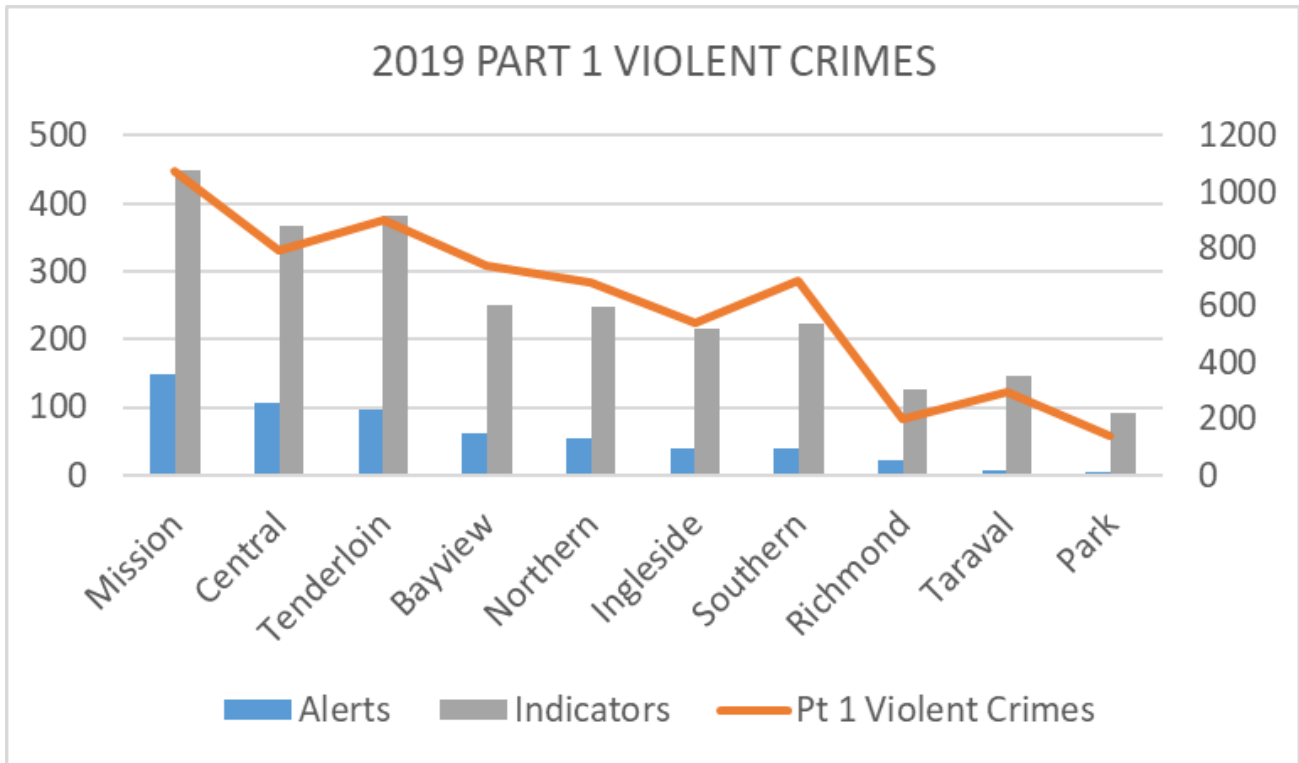
Department Personnel (as of January 2020)		
	Alerts	**Indicators**
Mission	149.166	449
Central	107.165	368
Tenderloin	96.833	382
Bayview	62.832	250
Northern	54.666	249
Ingleside	39.332	215
Southern	39	223
Richmond	22.666	126
Taraval	8.5	146
Park	5.5	91
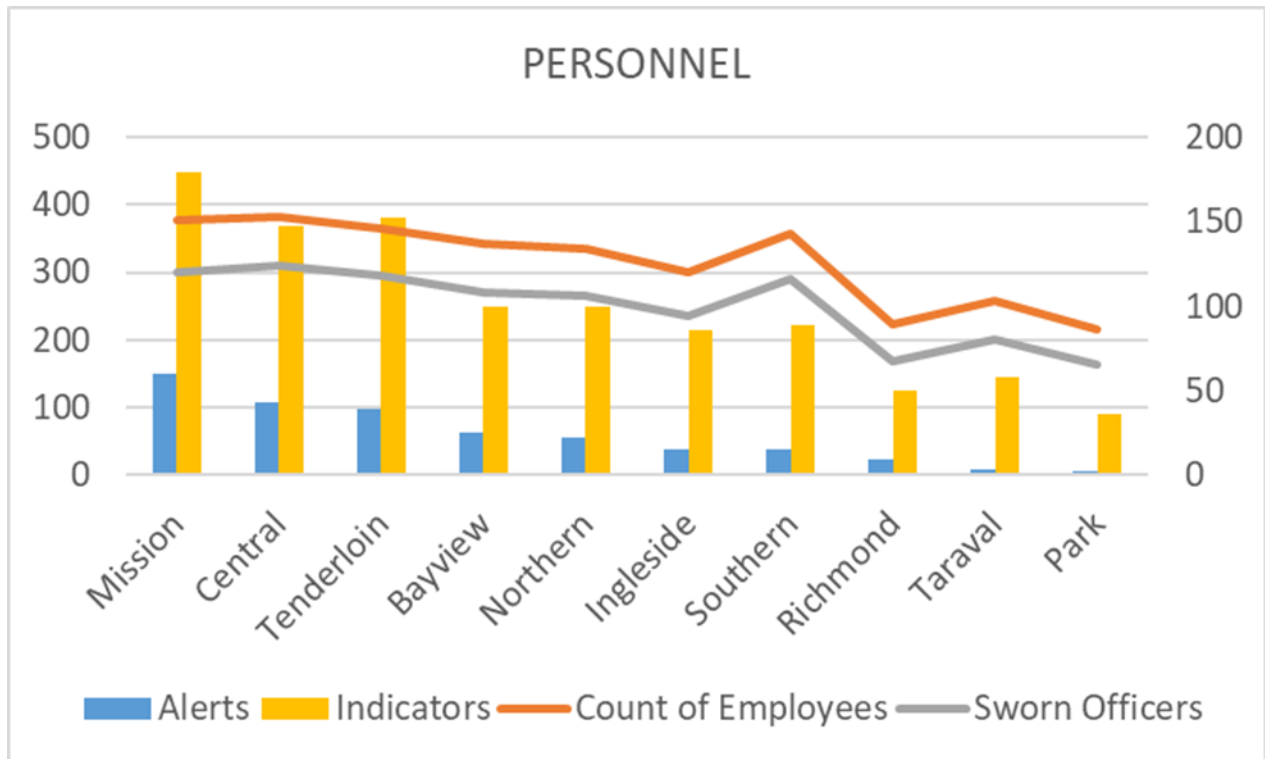
Non-Reportable Use of Force

A non-reportable Use of Force occurs when a member utilizes a physical control on a subject to effect an arrest and the subject is not injured, does not complain of injury in the presence of officers, or does not complain of pain that persists beyond the use of a physical control hold. Other examples of non-reportable uses of force are: drawing of a firearm without intentionally pointing it at a subject; deployment of an ERIW without discharging a round; drawing your baton or OC without using them.

Reportable Use of Force

| Type of Force	Description
Pointing of Firearms	When a member intentionally points a firearm at a subject. This includes handguns, shotguns, and/or rifles. (This does not include pointing of a ERIW or other less lethal option.)
Physical Control/Take Down	Physical controls, such as control holds or takedowns are designed to gain compliance of and/or control over uncooperative or resistive subjects. A takedown occurs when an officer moves a subject from an upright position to the ground by applying some amount of force. The force becomes reportable if subject is visibly injured or a complaint of pain persists beyond the use of the physical control made to officers.
Strike by Object/Fist	When an officer uses a body part, including but not limited to hand, foot, knee, elbow, shoulder, hip, arm, leg or head by means of high velocity kinetic energy transfer (impact) to gain control of a subject. This is a reportable use of force regardless of injury or complaint of pain by the subject.
Impact Weapon	Department issued and authorized impact weapons include the 26-inch straight wooden baton, the 36-inch straight wooden baton, the wooden or polymer Yawara stick, and the 21-inch and 29-inch telescopic metal baton. An impact weapon use of force occurs when an officer strikes a subject with that impact weapon.
OC	A chemical agent made of Oleoresin Capsicum designed to cause irritation to a subject's eyes and skin and temporarily incapacitate a subject. Any subject exposed to OC shall be medically assessed by emergency medical personnel. This is a reportable use of force regardless of injury or complaint of pain by the subject.
ERIW (Extended Range Impact Weapon)	Discharge of an Extended Range Impact Weapon (ERIW), such as a beanbag shotgun, at a subject. ERIW shotguns fire a bean bag or other less-lethal projectile designed to temporarily incapacitate a subject and gain compliance. This is a reportable use of force regardless of injury or complaint of pain by the subject.
Spike Strips	Spike strips are tire deflation devices laid in the path of a moving motor vehicle to disable the vehicle's tires. If the suspect vehicle makes contact with spike strip, this is a reportable use of force regardless of injury or complaint of pain by the subject(s).

Use of Force 2019 (Previous 4 Quarters)				
	UOF Incidents	Members	Subjects	Applications
1st Q	248	406	289	514
2nd Q	273	441	314	548
3rd Q	276	420	305	501
4th Q	216	342	250	419

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

In 2016, Pointing of a Firearm became a reportable Use of Force. This created a substantial increase in the total number of reportable Use of Force incidents. The chart and graph show that non-firearm Use of Force incidents have remained constant over time. Incidents involving pointing of a firearm have steadily decreased.

Effects of Classifying the Pointing of a Firearm at a Subject as a Reportable Use of Force				
	UOF Incidents	Members	Subjects	Applications
1st - 4th Q 2016	1417	2781	1873	3747
W/O Pointing	644	1052	661	1142
1st - 4th Q 2017	1362	2513	1699	3152
W/O Pointing	618	1052	641	1113
1st - 4th Q 2018	1304	2234	1535	2713
W/O Pointing	718	1127	753	1224
1st - 4th Q 2019	1012	1609	1158	1982
W/O Pointing	626	922	651	1111

EFFECTS OF POINTING OF FIREARM ON UOF
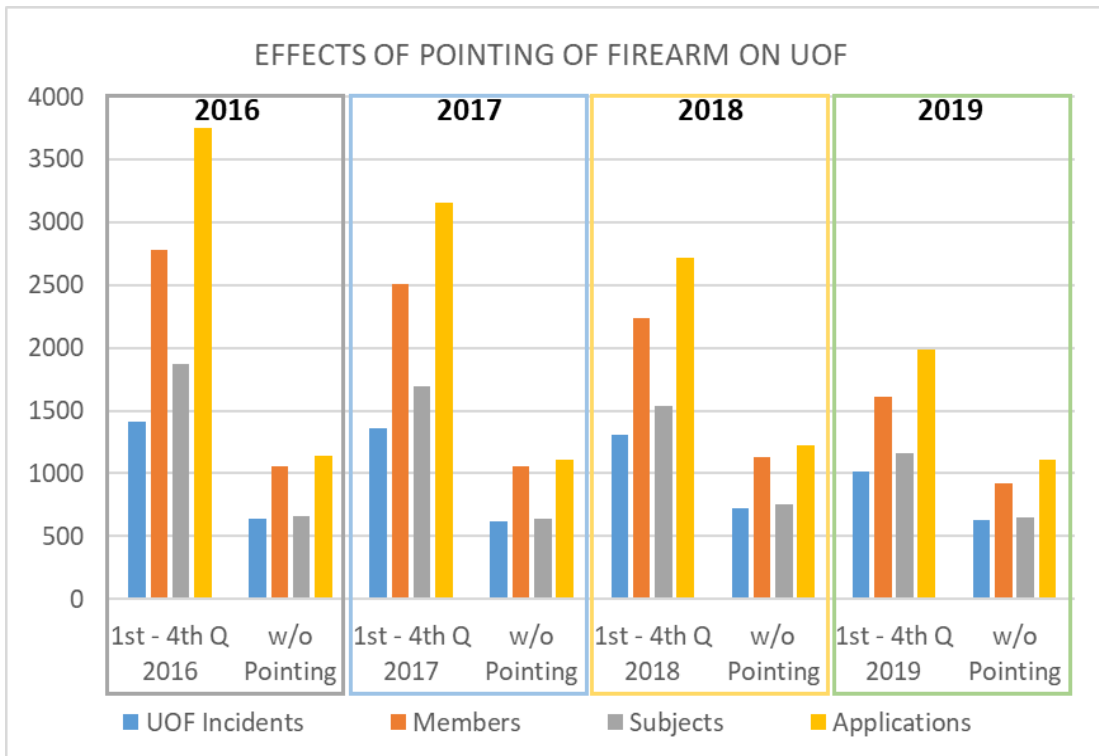
There was a **22.3% decrease** in 2019 in UOF Incidents compared to 2018 and a **28.5% decrease** compared to 2016, when our department first required the reporting of firearms at a subject. Remove the "Pointing of a Firearm" as a reportable UOF and there was only a **12.8% decrease** in UOF Incidents in 2019 compared to 2018 and a **2.7% decrease** compared to 2016.

Additional Terms and Descriptions

Abbrev	Unit	Description
ADMI	Administrative Services Bureau	The Administration Bureau provides support for other bureaus of the Department and is frequently the liaison with other city agencies as well as the Board of Supervisors. The Bureau performs budget management, supports information technology, personnel services, and logistical support.
AFOB	Airport Field Operations	Airport Bureau members perform patrols on foot, bicycle and Segway; Motorized patrols by car or motorcycle; K-9 patrols and explosives detection; traffic collision investigations; traffic control; security for dignitaries; cargo theft abatement; and much more.
CHIE	Chief's Office	This Office provides administrative support to the Chief of Police, while effectively managing Media Relations and Risk Management (Internal Affairs, Legal, Professional Standards, and EEO).
FTO	Field Training Office	This office conducts a 17-week field training program for recruit officers who have successfully completed the Academy portion of their training and are ready to begin an assignment in patrol. During this 17-week period, the recruits are assigned to three different FTO's who supervise, train, and evaluate the recruits during their application of practical field training.
HSU	Homeland Security	This unit manages the Terrorism Liaison Officer Program, researches and writes grants, develops training exercises, assists in the development of emergency preparedness responses, and assists in the planning and management of special events.
MUNI	MUNI Division	This Division handles and investigates cases that include, but are not limited to: robberies or assaults that occur on a MUNI vehicle and provide security presence on SF MTA trains, LRVs and coaches.
NIGH	Night Investigations	This unit conducts proactive enforcement operations, provides technical assistance and serves as a resource to investigative units within the department along with investigating a variety of cases themselves.
PROP	Property Division	The primary responsibilities of the Property Control Division are to receive, store and maintain all evidence and found property in a secure facility.
TCI	Traffic Collision Investigation Unit	This unit is responsible for conducting extensive and thorough investigations of collisions resulting in a serious injury or fatality.