



EARLY INTERVENTION SYSTEM

1st Quarter 2020

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

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

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

While an officer's Use of Force (UOF) is one of several performance Indicator Points utilized by EIS, the EIS Quarterly Report is not a review of UOF, nor does it purport to be. UOF is reviewed in the 96A report, which is reported separately to the Police Commission. The data contained in the report has not undergone statistical analysis and is presented prima facie, without conclusions. However, any follow up made by supervisors or through intervention is meant to ensure members comply with department policy and is intended to break 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 Indicator Points 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	<ul style="list-style-type: none"> • 3 or more documented Use of Force incidents (See Page 47)
Within a 6-Month Period	<ul style="list-style-type: none"> • 5 or more Indicator Points (See Page 6) • 3 or more Department of Police Accountability (DPA) complaints
Within a 1-Year Period	<ul style="list-style-type: none"> • 6 or more Indicator Points • 4 or more Department of Police Accountability (DPA) complaints
Automatic Alert	<ul style="list-style-type: none"> • 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	<p>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 Indicator Points. 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 are not limited to: excessive force without attempts of de-escalation; unprofessional language; racial profiling, etc.)</p> <p>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 there were minimal Indicator Points since the last EIS Alert evaluation.</p>
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 <i>did</i> 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 develop another intervention plan until the officer completes the intervention satisfactorily.



Indicator Points

Indicator Points¹ 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 vehicle pursuit, one Indicator Point is assigned.

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 indicator 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 Indicator Points Decreased (Page 38)

- 1st Quarter 2019 – 795
- 1st Quarter 2020 – 664
A decrease of 16.5%

- 1st Quarter 2018 – 1055
- 1st Quarter 2020 – 664
A decrease of 37.1%

- 1st Quarter 2017 – 1095
- 1st Quarter 2020 – 664
A decrease of 39.4%

- 1st Quarter 2016 – 1105
- 1st Quarter 2020 – 664
A decrease of 39.9%

2. EIS Alerts Decreased (Page 11)

- 1st Quarter 2019 – 173
- 1st Quarter 2020 – 134
A decrease of 22.5%

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 50)

- 1st Quarter 2020 w/ POF – 239; w/o – 132
- 1st Quarter 2019 w/ POF – 248; w/o – 163
- 1st Quarter 2018 w/ POF – 334; w/o – 163
- 1st Quarter 2017 w/ POF – 354; w/o – 152
*From 1st Quarter 2017-2020: w/ POF – 32.5% Decrease
w/o POF – 13.2% Decrease*

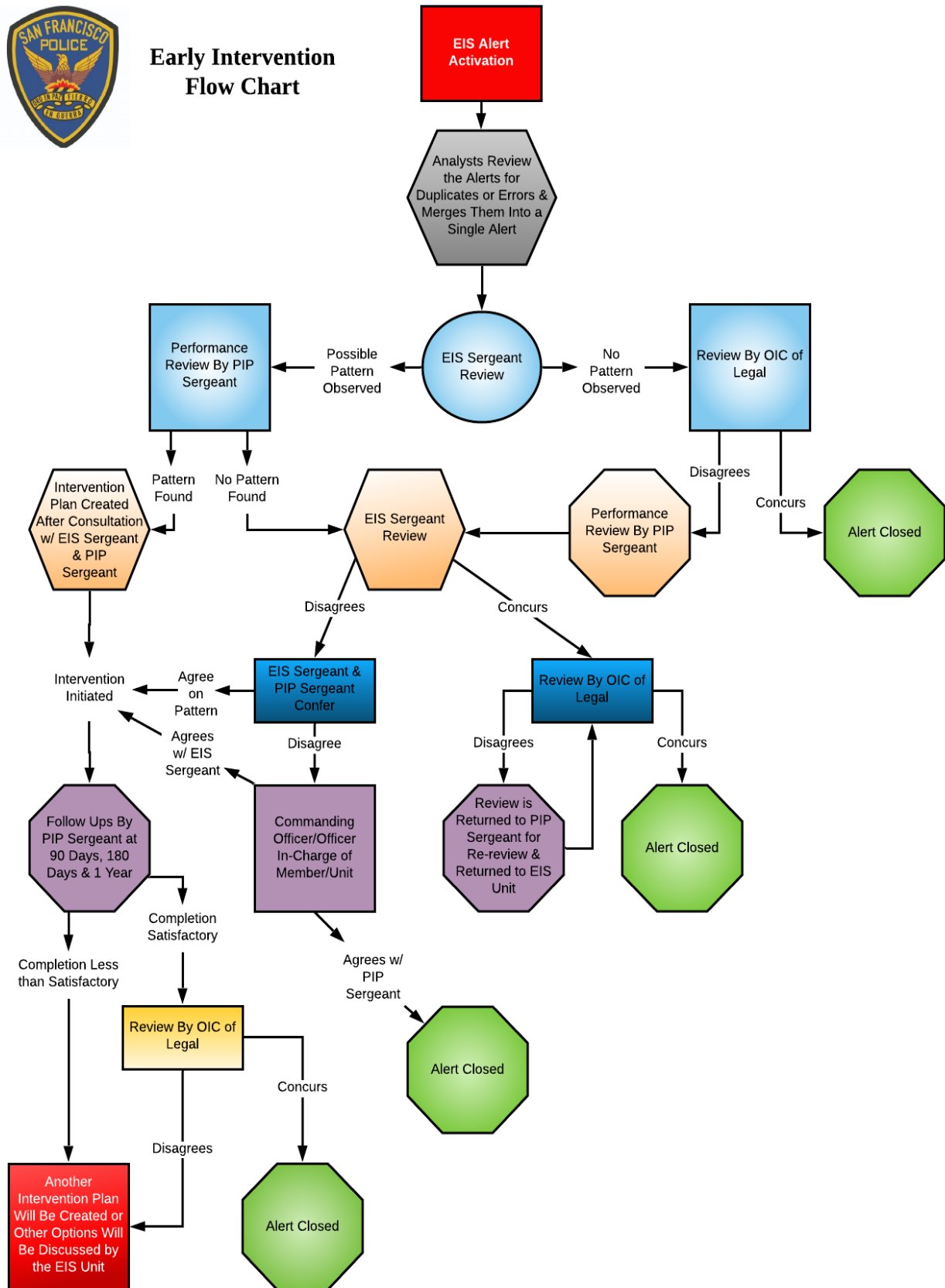
4. As of March 31, 2020, **4.2% (96)** total members had at least 1 alert in the 1st Quarter 2020 (Page 9).

5. For the 1st Quarter 2020, Mission Station officers generated the highest number of EIS Alerts (**37.833**), followed by Central Station (**25.5**) and Tenderloin Station (**20.5**) respectively (Page 23).

6. Data regarding Citywide Calls for Service for 1st Quarter 2020 was not available for this report.



Early Intervention Flow Chart

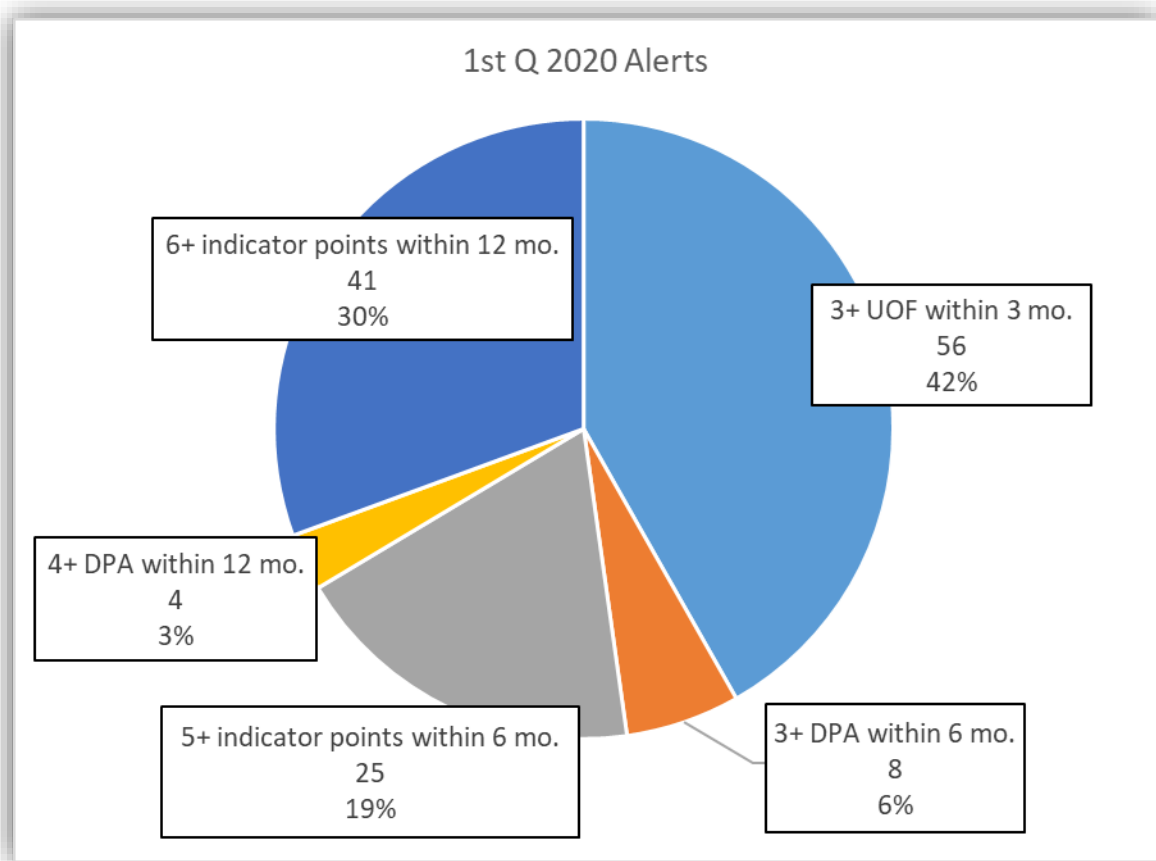




1st Quarter 2020 Alerts

1 st Quarter 2020 Alerts	
OIS	0
OID	0
3+ UOF within 3 mo.	56
3+ DPA within 6 mo.	8
5+ Indicator Points within 6 mo.	25
4+ DPA within 12 mo.	4
6+ Indicator Points within 12 mo.	41
TOTAL	134

Ninety-Six (96) sworn members generated a total of 134 alerts in the 1st Quarter of 2020. Thirty-seven (37) members generated the forty-one (41) alerts for “6+ Indicator Points within 12 mo.” Four (4) of these members had two alerts.



As of March 31, 2020, there were 2,296 sworn members in the San Francisco Police Department. This means **4.2% (96)** of the total members generated at least 1 alert.

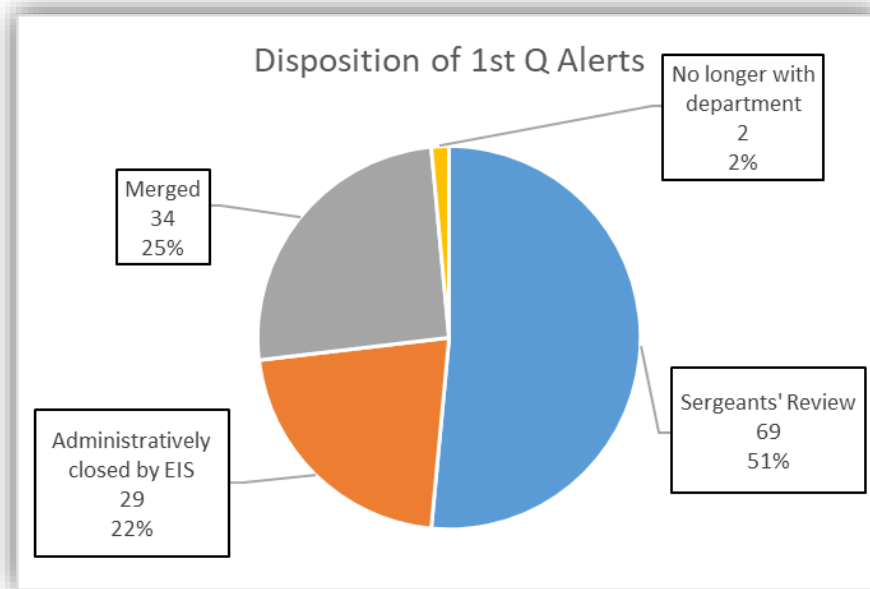
Members Receiving Alerts		
61 Members	1 Alert	61 x 1 = 61 Total Alerts
32 Members	2 Alerts	32 x 2 = 64 Total Alerts
3 Members	3 Alerts	3 x 3 = 9 Total Alerts
96 Members	At Least 1 Alert	134 Total Alerts



1st Quarter 2020 Alerts (cont'd)

Of the 134 1 st Quarter Alerts:	
69	Sent to the Member's Captain or Sergeant for review
29	Administratively Closed by EIS
34	*Merged with a paired month
2	No longer with the department

*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 a separate alert to that officer's Captain or Sergeant. Only the most recent alert is sent to the officer's unit. Please note that the EIS Unit records both alerts for data-tracking purposes. (e.g. Officer Smith generated an alert in January and February. February's alert would be sent to the officer's Captain or Sergeant, but February's alert would still include all the Indicator Points that triggered January's alert.)



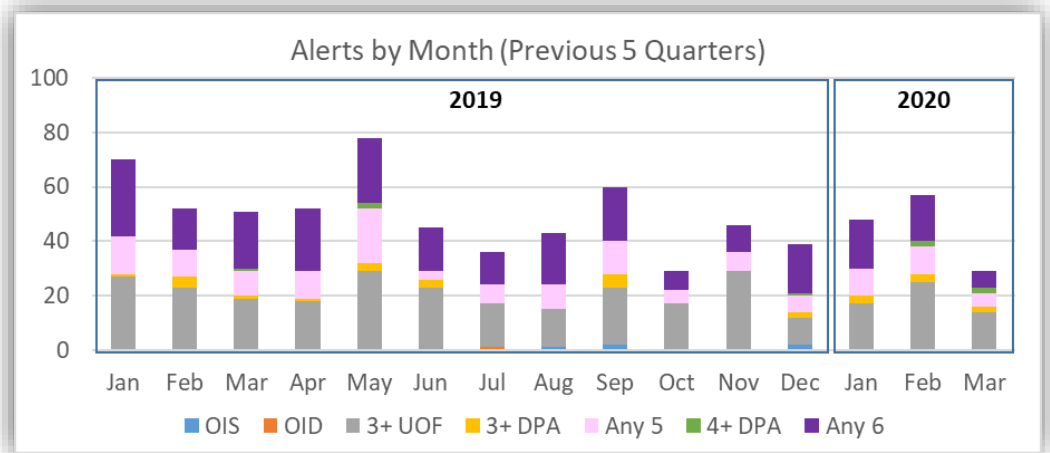
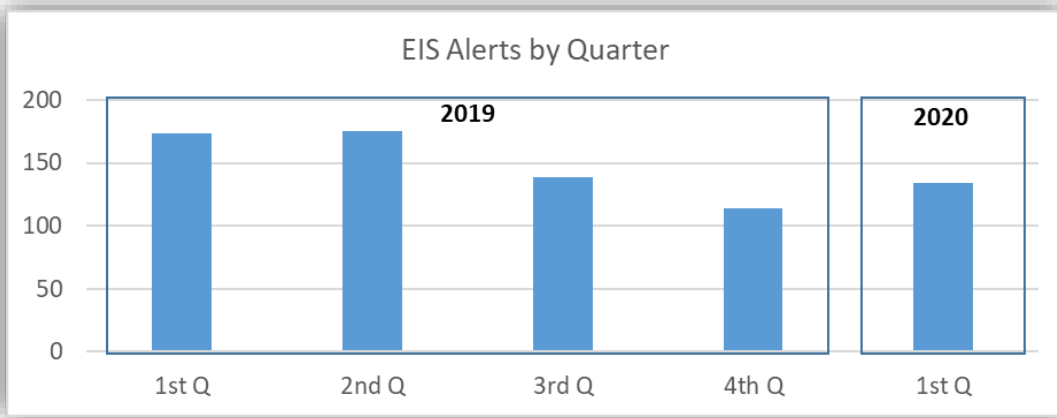
Criteria of Administrative Closures:

- 1. A member received a recent EIS Alert Evaluation**
(e.g. Nearly all of the indicator points that triggered a member's alert have been evaluated by a supervisor in a recent alert.)
- 2. No pattern observed**
(e.g. A review of the indicator points of a member's alert show no pattern of at-risk behavior.)
- 3. Minimal Indicator Points since last evaluation**
(e.g. 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 indicator points do not show a pattern of at-risk behavior.)



EIS Alerts by Quarter										
		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
Q1 2019	Jan			27	1	14		28	70	173
	Feb			23	4	10		15	52	
	Mar			19	1	9	1	21	51	
Q2 2019	Apr			18	1	10		23	52	175
	May			29	3	20	2	24	78	
	Jun			23	3	3		16	45	
Q3 2019	Jul		1	16		7		12	36	139
	Aug	1		14		9		19	43	
	Sep	2		21	5	12		20	60	
Q4 2019	Oct			17		5		7	29	114
	Nov			29		7		10	46	
	Dec	2		10	2	6	1	18	39	
Q1 2020	Jan			17	3	10		18	48	134
	Feb			25	3	10	2	17	57	
	Mar			14	2	5	2	6	29	

There was a **22.5% decrease** in Alerts from 1st Quarter 2019 to 1st Quarter 2020.





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.

Open/In-Progress Interventions in the 1 st Quarter of 2020	New Interventions Opened in 2020	Interventions Completed & Closed in 2020	Interventions That Remain Open/In-Progress
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3

1

0

4

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

	1 st Quarter of Each Year		
	2018	2019	2020
Informal Counseling	90	117	39
Formal Counseling	8	9	9
Performance Improvement Plans	3	26	21

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 the supervisor documents the counseling session in some form (e.g. 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 reported or documented 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.



Central Station

Community Demographic Data²

% 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%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	818
Part 1 Property Crimes	9618
TOTAL	10436

Citywide Calls for Service (Q1 2020 Data)

Calls for Service	N/A
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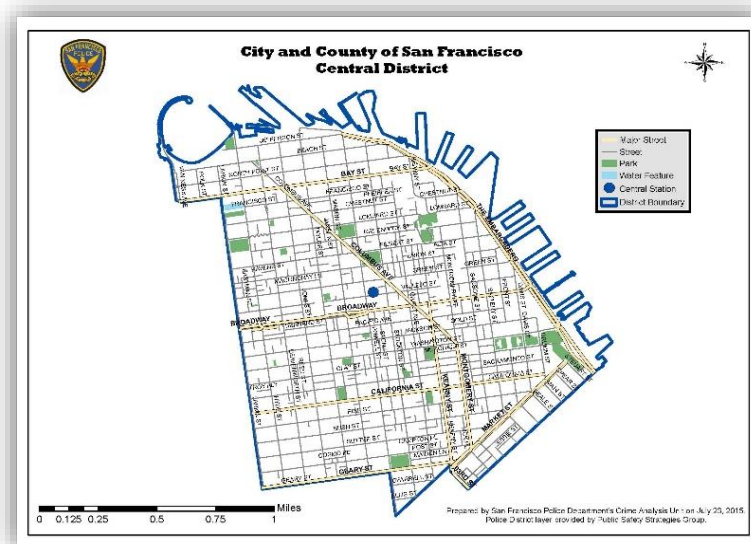
Captain Robert Yick

Indicator Points – 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
Q4 2019			65	41	9					7	122
Q1 2020			37	27	3			3		3	73

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019			13	1	3.5		9.5	27
Q1 2020			10	3	6.5	1	5	25.5



Central Station observed a **40.2% decrease** in total Indicator Points between 4th Quarter 2019 and 1st Quarter 2020.

² DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Southern Station

Community Demographic Data²

% 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%



Captain Timothy Falvey

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	698
Part 1 Property Crimes	5606
TOTAL	6304

Citywide Calls for Service (Q1 2020 Data)

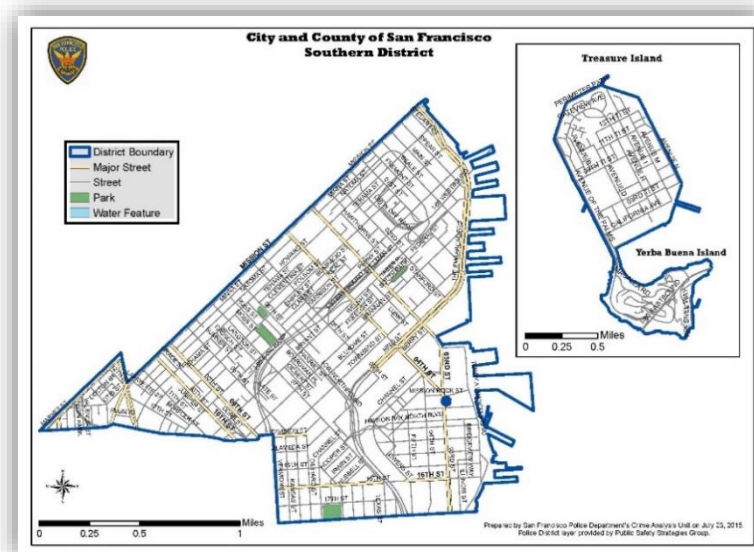
Calls for Service	N/A
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Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2019			28	24	1			1		3	57
Q1 2020			39	13	4			1		2	59

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019			2	0.5	0.5		1.5	4.5
Q1 2020			6	2			2	10



² DOJ report, [Collaborative Reform Initiative](#), October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Bayview Station

Community Demographic Data²

% 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%



Captain Troy Dangerfield

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	732
Part 1 Property Crimes	3442
TOTAL	4174

Citywide Calls for Service (Q1 2020 Data)

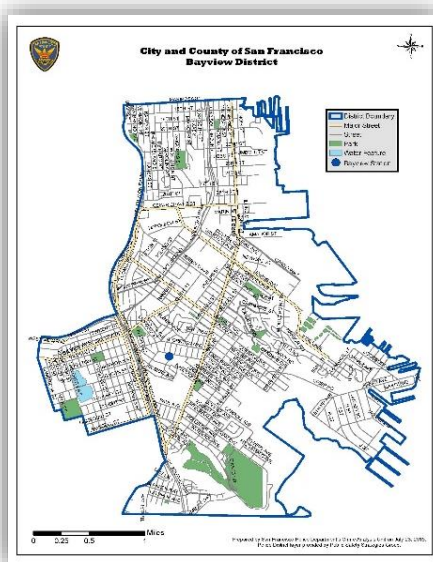
Calls for Service	N/A
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Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2019			38	15	1					3	57
Q1 2020			38	14	6			2		3	63

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019			6		2		4	12
Q1 2020			3	1	2		5	11



² DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Mission Station

Community Demographic Data²

% 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%



Captain Gaetano Caltagirone

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	1068
Part 1 Property Crimes	5505
TOTAL	6573

Citywide Calls for Service (Q1 2020 Data)

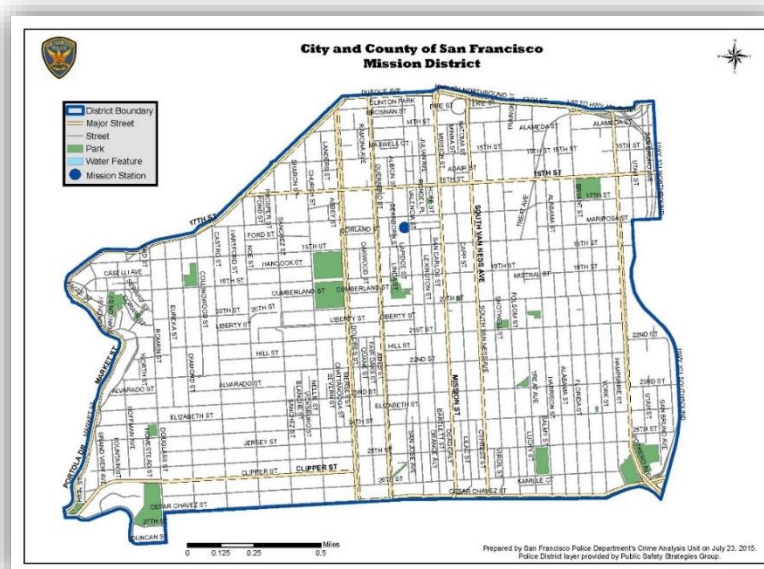
Calls for Service	N/A
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Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2019	2		61	21	8		2	6		3	103
Q1 2020			90	23	3	2	2	1		4	125

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019	2		16		4		8.333	30.333
Q1 2020			20		5		12.833	37.833



Mission Station observed a **24.7% increase** in total Alerts between 4th Quarter 2019 and 1st Quarter 2020.

² DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Northern Station

Community Demographic Data²

% 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%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	677
Part 1 Property Crimes	9642
TOTAL	10319



Captain Paul Yep

Citywide Calls for Service (Q1 2020 Data)

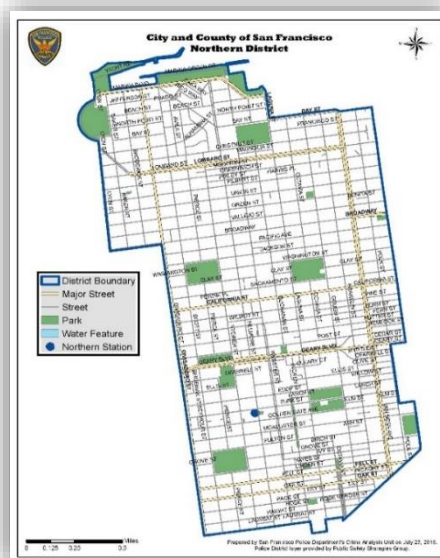
Calls for Service	N/A
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Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2019			35	8	3		1	3			50
Q1 2020			31	24	4			1			60

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019			6		0.5		1	7.5
Q1 2020			5		4		3	12



Northern Station observed a **60.0% increase** in total Alerts between 4th Quarter 2019 and 1st Quarter 2020.

² DOJ report, [Collaborative Reform Initiative](#), October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Park Station

Community Demographic Data²

% 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%



Captain Christopher Pedrini

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	136
Part 1 Property Crimes	2559
TOTAL	2695

Citywide Calls for Service (Q1 2020 Data)

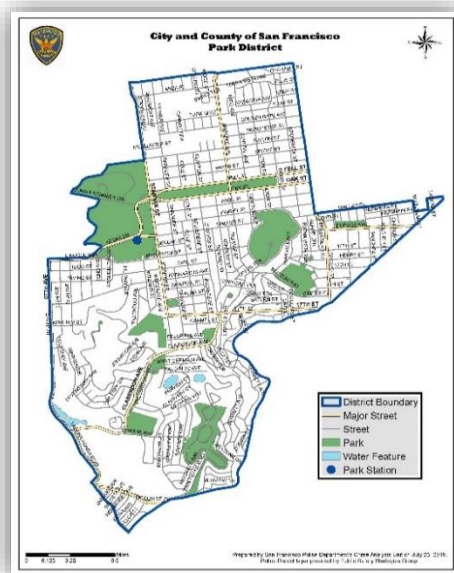
Calls for Service	N/A
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Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2019			7	10	2			1		2	22
Q1 2020			12	8	2			5			27

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020			0.5		1		0.333	1.833



² DOJ report, [Collaborative Reform Initiative](#), October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Richmond Station

Community Demographic Data²

% 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%



Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	194
Part 1 Property Crimes	4483
TOTAL	4677

Citywide Calls for Service (Q1 2020 Data)

Calls for Service	N/A
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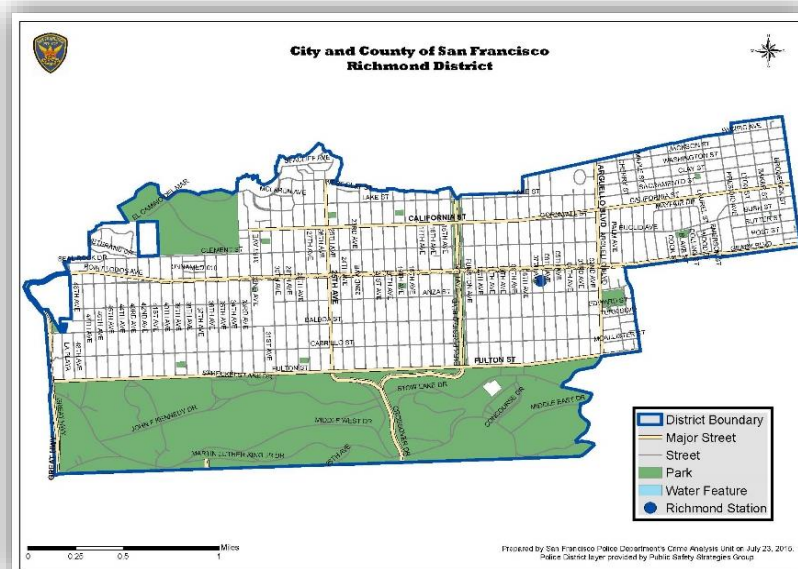
Acting Captain William Conley

Indicator Points – 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
Q4 2019			16	24	3			2		4	49
Q1 2020			4	9	5			2			20

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019				0.5			2.5	3
Q1 2020				1	1.5		1	3.5



Richmond Station observed a **59.2% decrease** in total Indicator Points comparing 4th Quarter 2019 and 1st Quarter 2020.

² DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Ingleside Station

Community Demographic Data²

% 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%



Captain Christopher Woon

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	541
Part 1 Property Crimes	3057
TOTAL	3598

Citywide Calls for Service (Q1 2020 Data)

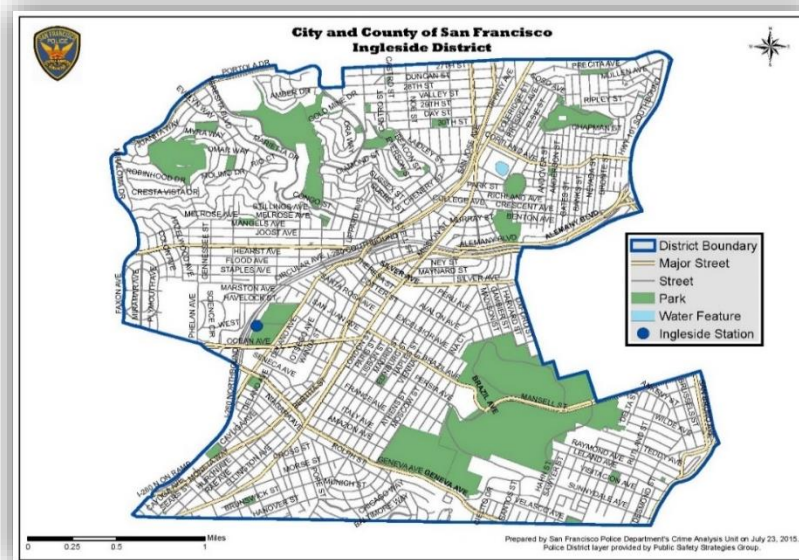
Calls for Service	N/A
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Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2019			20	13	3			1		3	40
Q1 2020			25	6	3					1	35

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019			2				3.5	5.5
Q1 2020			2		1		1.333	4.333



Ingleside Station observed a **21.3% decrease** in Alerts comparing 4th Quarter 2019 and 1st Quarter 2020.

² DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Taraval Station

Community Demographic Data²

% 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%



Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	289
Part 1 Property Crimes	3638
TOTAL	3927

Citywide Calls for Service (Q1 2020 Data)

Calls for Service	N/A
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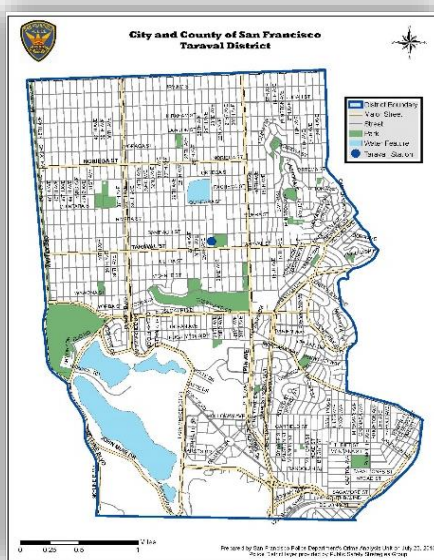
Acting Captain Aaron Lozada

Indicator Points – 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
Q4 2019			10	12	4			2		3	31
Q1 2020			28	8				1			37

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019							1	1
Q1 2020			1				2	3



² DOJ report, [Collaborative Reform Initiative](#), October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Tenderloin Station

Community Demographic Data²

% 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%



Captain Carl Fabbri

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2019 – Mar 2020)

Part 1 Violent Crimes	946
Part 1 Property Crimes	2707
TOTAL	3653

Citywide Calls for Service (Q1 2020 Data)

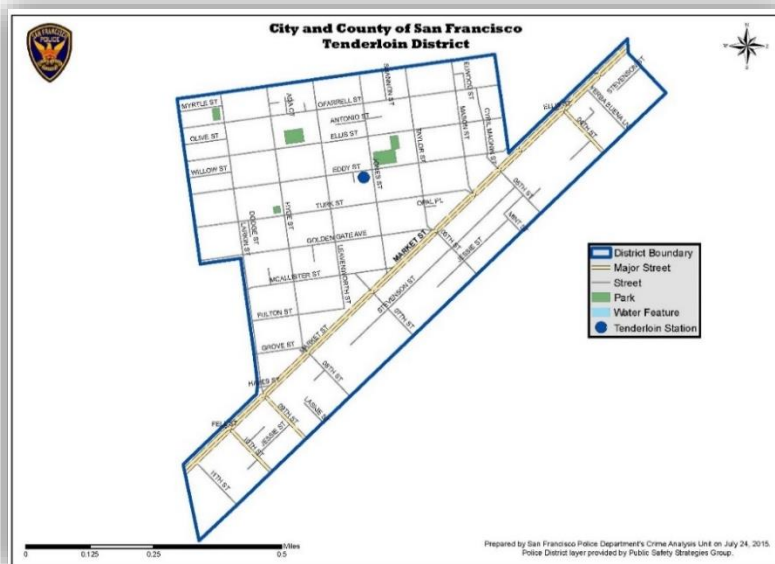
Calls for Service	N/A
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Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2019			47	23	10		1	8		2	91
Q1 2020			56	14	1		4	1			76

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019			11		6		3.333	20.333
Q1 2020			7.5		4	1	8	20.5



Tenderloin Station observed a **19.7% decrease** in total Indicator Points comparing 4th Quarter 2019 and 1st Quarter 2020.

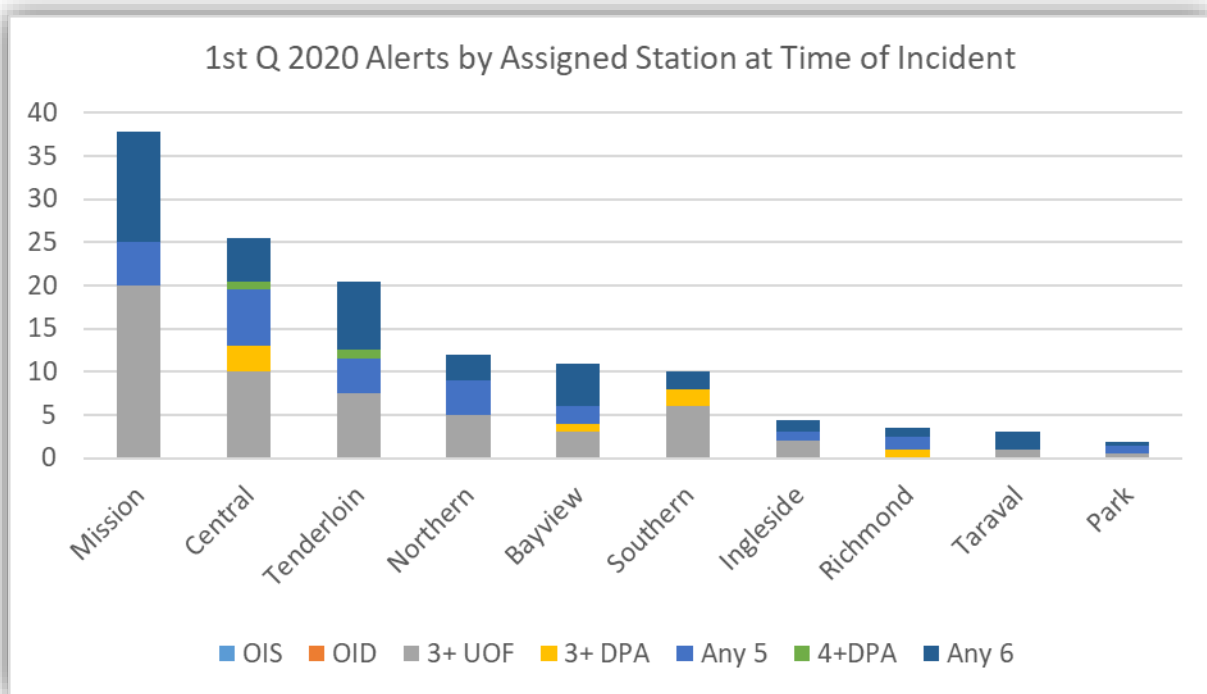
² DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Alerts are assigned according to where the officer was assigned when the incidents triggering the alert occurred. The EIS Unit assigns 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 in a quarter, we assigned .5 alerts to each station. If an officer was assigned to three different stations in a quarter, we assigned .333 alerts to each station.

1 st Quarter 2020 Alerts by Assigned Station at Time of Incident								
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Total
Mission			20		5		12.833	37.833
Central			10	3	6.5	1	5	25.5
Tenderloin			7.5		4	1	8	20.5
Northern			5		4		3	12
Bayview			3	1	2		5	11
Southern			6	2			2	10
Ingleside			2		1		1.333	4.333
Richmond				1	1.5		1	3.5
Taraval			1				2	3
Park			0.5		1		0.333	1.833
Total	0	0	55	7	25	2	40.499	129.499





Airport Bureau (AIRP)



Captain Eric Vintero
Patrol



Captain Gregory Mar
Traffic



Acting Captain William Escobar
Administration

AIRP	Airport Bureau	
		<p>Established in 1997, the Airport 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.</p> <p>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.</p>

Indicator Points – 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
Q4 2019			6	2	1			1		1	11
Q1 2020			1	2	3						6

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



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.

Indicator Points – 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
Q4 2019				1							1
Q1 2020				2			1				3

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019					0.5		0.333	0.833
Q1 2020								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.

Indicator Points – 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
Q4 2019			3								3
Q1 2020			1	3							4

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019				1			1				2
Q1 2020			1	2	1						4

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019			1								1
Q1 2020										1	1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

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).

Indicator Points – 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
Q4 2019											0
Q1 2020											0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019											0
Q1 2020					1						1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0



CSI Crime Scene Investigations

A unit of highly trained members who respond to crime scenes and use forensics, technology and science to assist in the investigations and prosecution of criminal cases.

Indicator Points – 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
Q4 2019					2						2
Q1 2020					1						1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019					1						1
Q1 2020											0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019				3	1					1	5
Q1 2020			3	3	2			1		1	10

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019						0.5		0.5
Q1 2020						1		1



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.
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Indicator Points – 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
Q4 2019											0
Q1 2020											0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

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.
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Indicator Points – 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
Q4 2019											0
Q1 2020			2	2							4

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.
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Indicator Points – 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
Q4 2019				3				1			4
Q1 2020											0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0



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.

Indicator Points – 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
Q4 2019											0
Q1 2020											0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019											0
Q1 2020											0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

INVE Investigations

The Investigations Division contains three separate units:
 1. General Crimes: Auto Burglary, Narcotics, Traffic Collision Investigation Unit
 2. Major Crimes: Gang Task Force, Homicide, Robbery, Night Investigations
 3. Special Victims Unit: Fraud/Elder Abuse, Domestic Violence, Sexual Assault

Indicator Points – 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
Q4 2019										2	2
Q1 2020				1							1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019				1	1						2
Q1 2020					1						1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

MTA

Traffic Enforcement

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

Indicator Points – 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
Q4 2019			1	4	2					1	8
Q1 2020			2	2	1					1	6

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

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.

Indicator Points – 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
Q4 2019											0
Q1 2020			1								1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019										1	1
Q1 2020			1								1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019			1								1
Q1 2020			1					1			2

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

PROF

Professional Standards

This unit plays an important role in helping the Department increase transparency and accountability in order to better serve the community. Members of this unit work with the community stakeholders and City leaders in assembling ideas and assisting in implementing those ideas into police policy.

Indicator Points – 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
Q4 2019											0
Q1 2020					1						1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0



RISK Risk Management Office

The Risk Management Office (RMO) controls all Internal Affairs Units, the Legal Division, the EEO Unit in the SFPD, and the Early Intervention System. RMO investigates cases that involve officer misconduct and officer-involved shootings. The RMO uses a structured system that identifies and manages behaviors that result in performance-related problems by individual members.

Indicator Points – 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
Q4 2019											0
Q1 2020										1	1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019								1			1
Q1 2020			1	1							2

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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, Bomb Investigations and Dignitary Protection.

Indicator Points – 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
Q4 2019					1					1	2
Q1 2020			7	1							8

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020			1					1



STAF

Staff Services

This Division is comprised of six units: Personnel, Payroll, Medical Liaison, Background Investigations, Police Physician and ADA Coordinator.

Indicator Points – 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
Q4 2019											0
Q1 2020				1							1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								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.

Indicator Points – 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
Q4 2019			1	2	1						4
Q1 2020				8							8

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020				0.5		0.5		1

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.

Indicator Points – 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
Q4 2019			4	3	1			1			9
Q1 2020			13	1				5		1	20

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0



TCIU Traffic Collision Investigation Unit

This unit is responsible for conducting extensive and thorough investigations of collisions resulting in a serious injury or fatality.

Indicator Points – 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
Q4 2019											0
Q1 2020											0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

TECH Technology Division

The Technology Division manages the department’s various reporting and data-collection programs (i.e. Crime Data Warehouse, SFPD Intranet, Business Intelligence, Communications).

Indicator Points – 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
Q4 2019											0
Q1 2020					1						1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019								0
Q1 2020								0

Unknown

Unknown

Incident dates are unknown or predate a member’s employment with SFPD when an incident occurred. The unknown incident dates may be caused by a clerical error or the data was simply not collected.

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

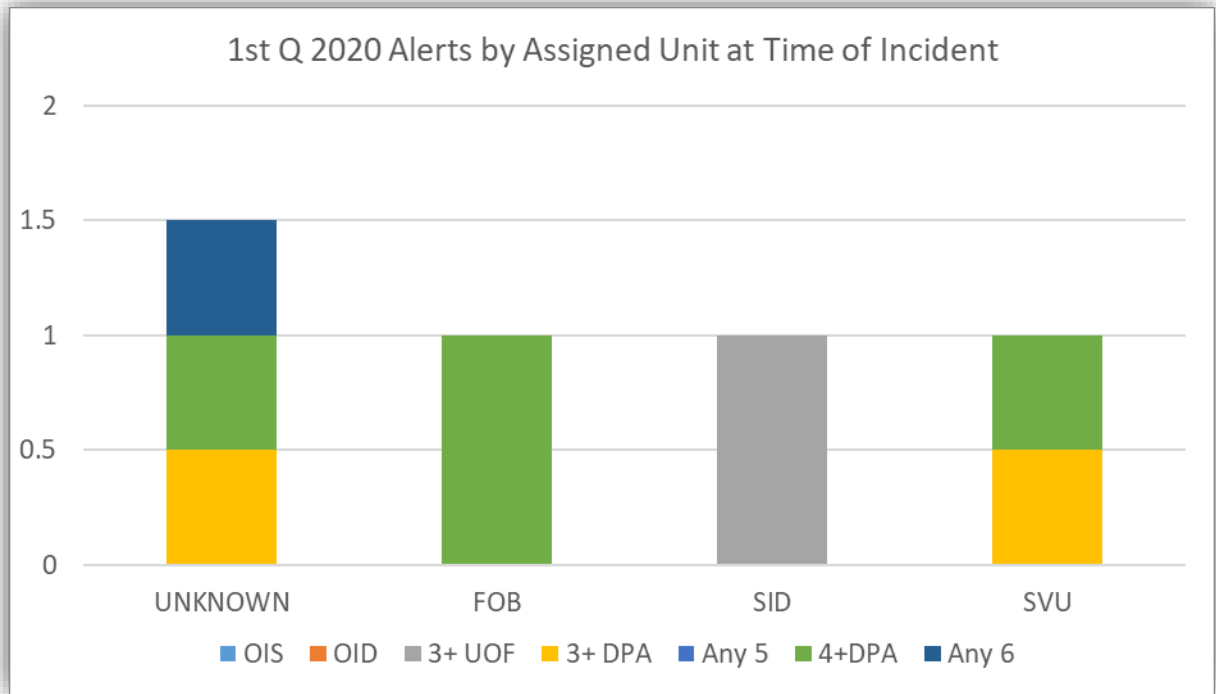
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q4 2019				1	7						8
Q1 2020					1						1

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2019					1	0.5		1.5
Q1 2020				0.5		0.5	0.5	1.5



1 st Quarter 2020 Alerts by Assigned Unit at Time of Incident								
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Unknown				0.5		0.5	0.5	1.5
SID			1					1
SVU				0.5		0.5		1
FOB						1		1
Total	0	0	1	1	0	2	0.5	4.5



Specialized Units data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



Comprehensive Data

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

Alerts by Assigned Station Over 12 Months (Apr 2019 - Mar 2020)

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Mission	15	19	11.5	10.333	10.5	13	10.5	9	10.833	15.333	14.5	8	147.499
Central	9.166	10.833	6	2.5	8.5	15.5	5.5	9.5	12	8.5	11.5	5.5	104.999
Tenderloin	6	12.5	6.5	7	9	8.5	6	9	5.333	5	10	5.5	90.333
Bayview	5.166	8.333	2	3.5	3.5	5.5	1.5	8	2.5	4	4	3	50.999
Northern	4	8	4.333	2.333	3.5	8	2	4.5	1	2.5	6	3.5	49.666
Southern	4	6.5	3.5	4	1	4		2.5	2	4	5	1	37.5
Ingleside	4.333	3.833		4.5	4.5	2.5	2	2	1.5	1.333	2.5	0.5	29.499
Richmond	1.833	5.5	5.333		1		1		2	3.5			20.166
Taraval	0.5	0.5	1.5	0.5	1	1.5		0.5	0.5	0.5	1.5	1	9.5
Park	0.5	1	1	0.5	0.5					1.833			5.333
Total	50.498	75.999	41.666	35.166	43	58.5	28.5	45	37.666	46.499	55	28	545.494

Alerts by Assigned Unit Over 12 Months (Apr 2019 - Mar 2020)

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
Unknown	0.833	0.5	0.833	0.5		1	0.5	0.5	0.5	1		0.5	6.666
FOB			0.5						0.5		1		2
BURG		0.5	0.5			0.5							1.5
ACAD				0.333				0.5	0.333				1.166
SID											1		1
SVU										0.5		0.5	1
TACT			1										1
NARC	0.333	0.333											0.666
VRT	0.333	0.333											0.666
NIGH			0.5										0.5
CED		0.333											0.333
Total	1.499	1.999	3.333	0.833	0	1.5	0.5	1	1.333	1.5	2	1	16.497



Over 4 years and 1 quarter, 160 members generated 1 alert, and 1 member generated 38 alerts.

Over the most recent quarter, 61 members generated 1 alert and 3 members generated 3 alerts, which is 1 alert for each month in the quarter.

Alerts per Member Over Time³

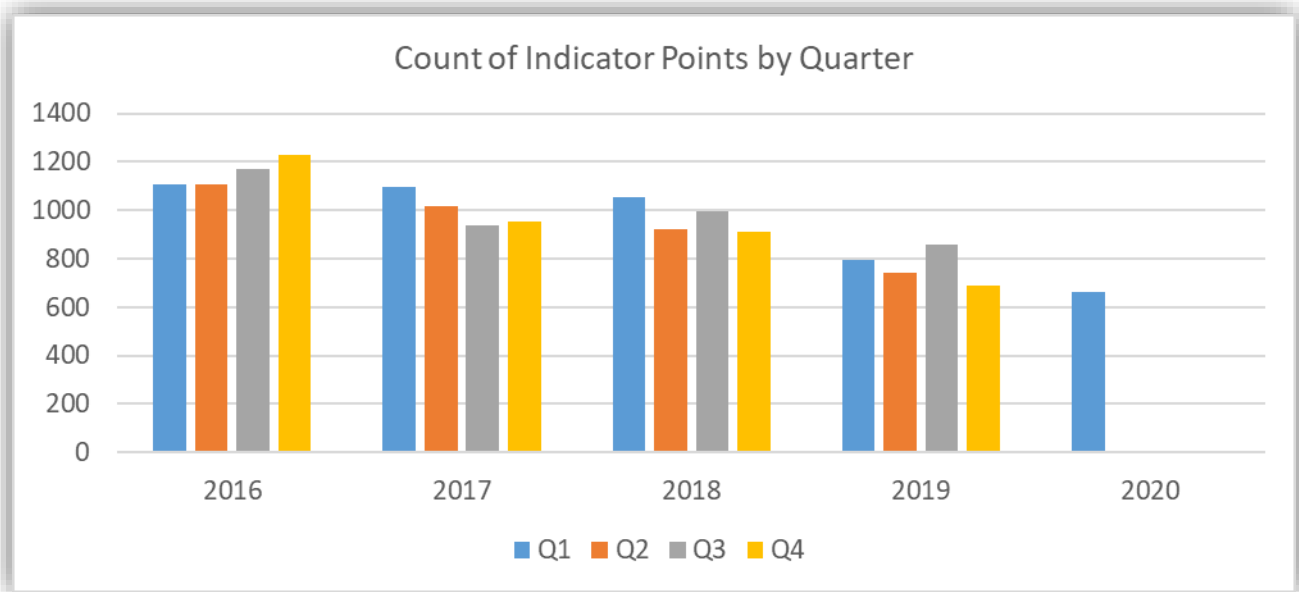
Alerts	4 Years, Q1 (2016 - Q1 2020)	3 Years, Q1 (2017 - Q1 2020)	2 Years, Q1 (2018 - Q1 2020)	1 Year, Q1 (2019 - Q1 2020)	Q1 (Q1 2020)
1	160	145	119	72	61
2	82	88	74	47	32
3	56	64	47	36	3
4	51	52	31	21	
5	67	47	29	18	
6	31	26	18	11	
7	32	20	15	10	
8	32	22	12	5	
9	19	16	6	4	
10	14	9	6	4	
11	10	6	6	2	
12	14	4	8		
13	10	8	4	1	
14	3	6	2		
15	5	5	4		
16	10	6	3		
17	2	1	1		
18	5	4	2		
19	5	3			
20	3	3	2		
21	7	4			
22	2	1			
23			1		
25	2				
26	1				
27		1			
28	2	1			
29		1			
31		1			
34	2				
35	1				
38	1				

³ Personnel records of peace officers are confidential and shall not be disclosed per 832.7 of the California Penal Code.



Number of Indicator Points per Quarter					
Year	Q1	Q2	Q3	Q4	Total
2016	1105	1107	1168	1228	4608
2017	1095	1015	939	953	4002
2018	1055	919	993	913	3880
2019	795	741	858	690	3084
2020	664				664

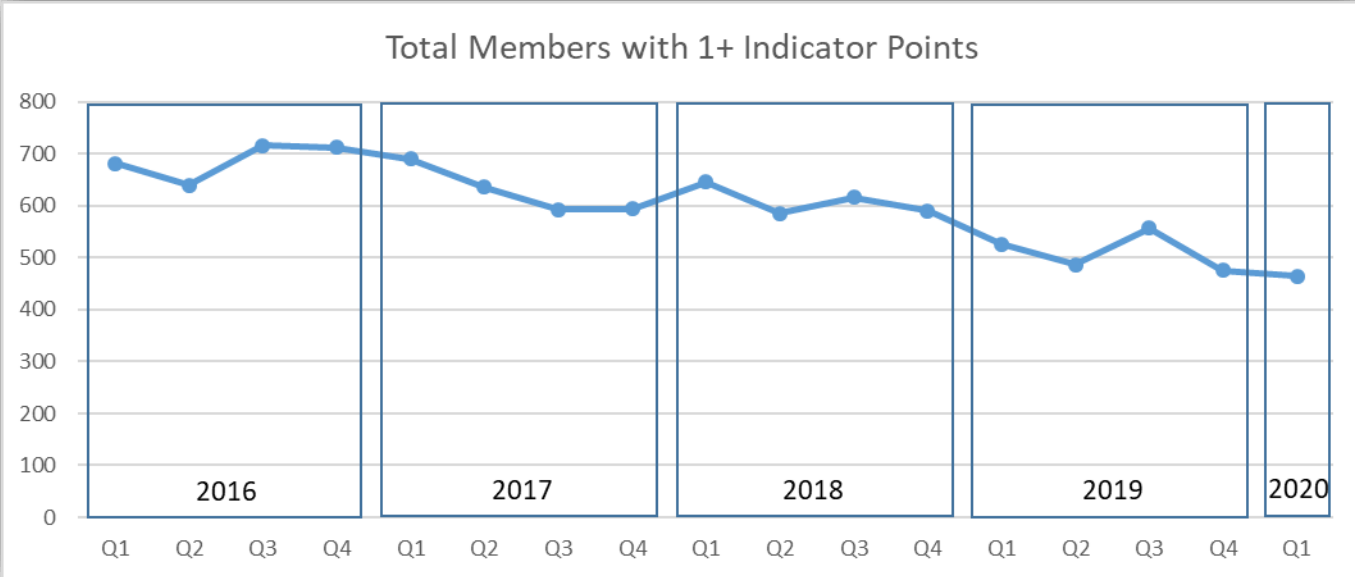
Number of Members		
Year	Quarter	Sworn Members
2016	1	2294
	2	2378
	3	2308
	4	2313
2017	1	2275
	2	2332
	3	2320
	4	2375
2018	1	2307
	2	2293
	3	2328
	4	2330
2019	1	2318
	2	2287
	3	2282
	4	2284
2020	1	2296





Indicator Points per Member												
Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ Indicator Points
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	1585	436	161	54	26	8	4	1			690
	2	1696	406	142	57	16	8	2	2	3		636
	3	1727	375	136	55	16	7	2		2		593
	4	1781	375	142	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	1712	383	145	53	21	8	5	1			616
	4	1740	389	130	42	15	10	2	1		1	590
2019	1	1792	355	104	51	9	3	1	2	1		526
	2	1800	318	113	34	17	4		1			487
	3	1725	369	115	47	14	10	2				557
	4	1808	329	102	30	9	5	1				476
2020	1	1832	333	86	31	9	3	1			1	464

Out of a total of 2296 sworn members at the end of the 1st Quarter 2020, **79.8%** of those members did **NOT** generate a single indicator for the 1st Quarter.



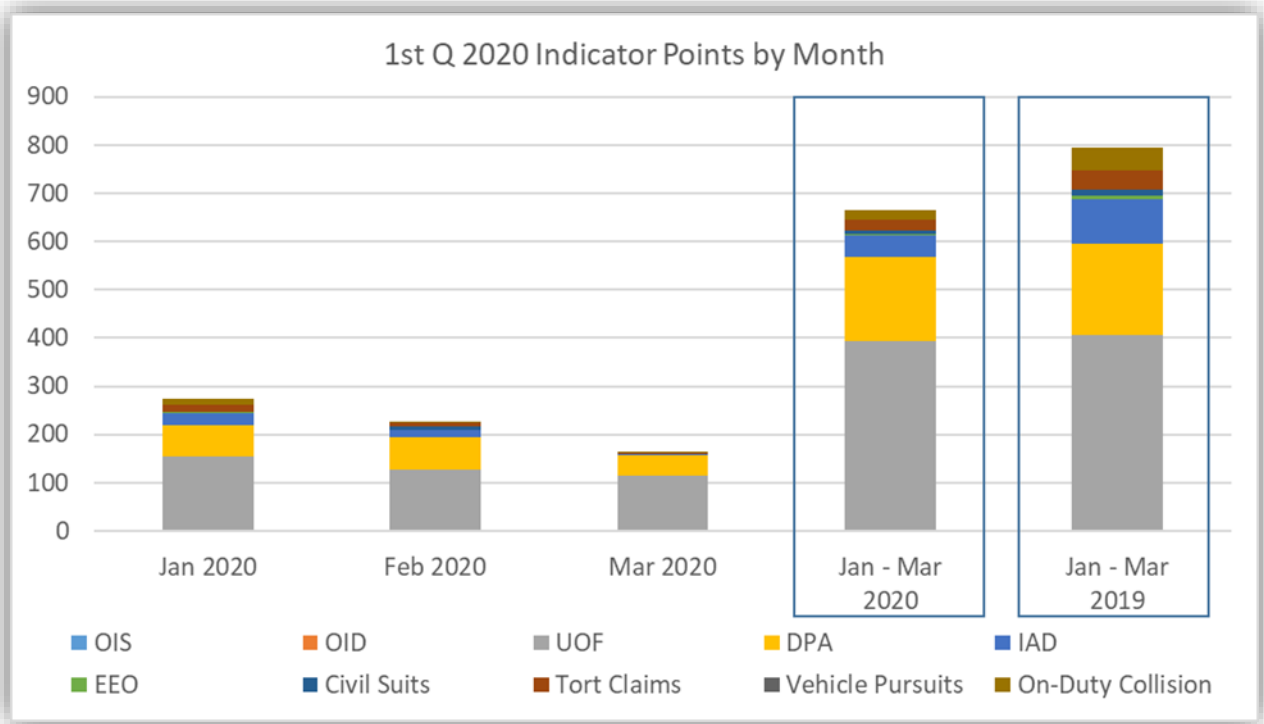


1 st Quarter 2020 Indicator Points by Month											
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits*	On-Duty Collision	Total
Jan 2020			154	65	25	2		16		13	275
Feb 2020			126	68	15		7	7		4	227
Mar 2020			114	42	4			1		1	162
Jan - Mar 2020			394	175	44	2	7	24		18	664
Jan - Mar 2019			407	187	93	7	14	39		48	795

*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.

There was a **6.4% decrease** in DPA complaints from 1st Quarter 2019 to 1st Quarter 2020.

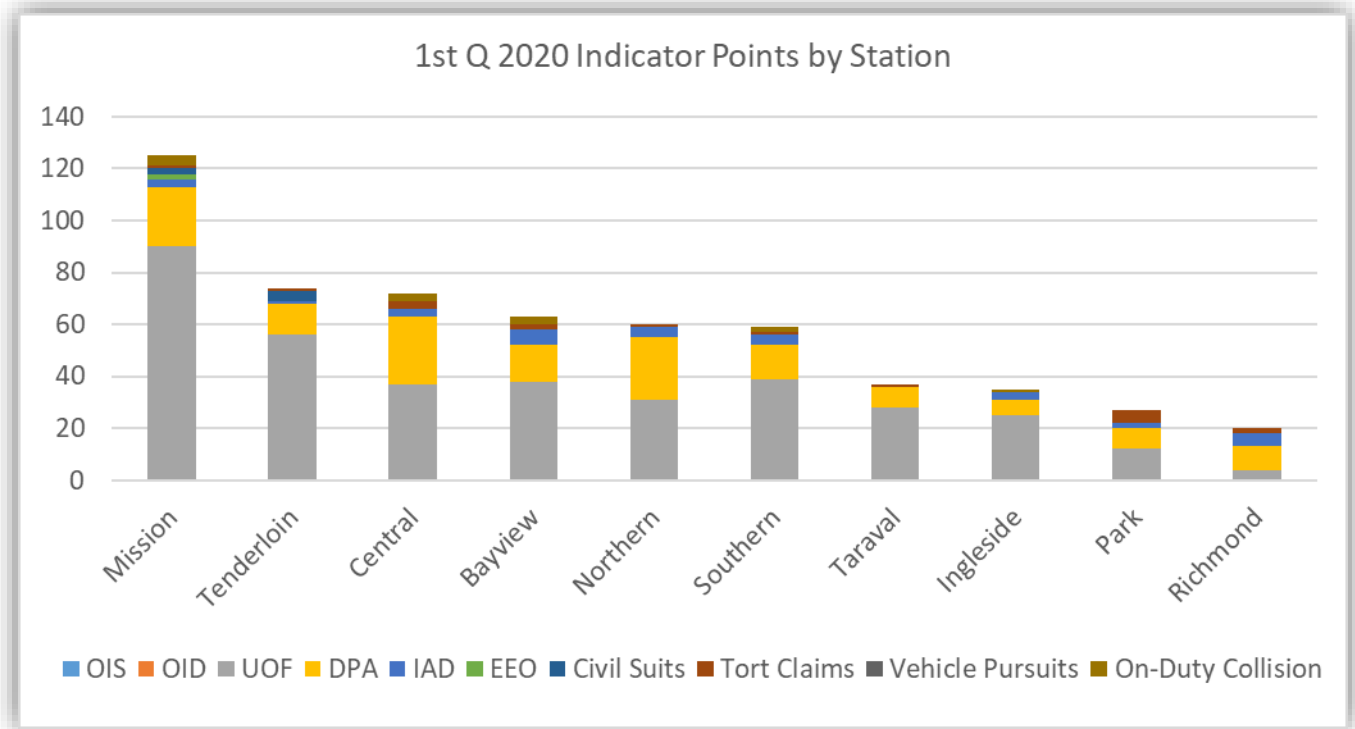
There was a **52.7% decrease** in IAD cases from 1st Quarter 2019 to 1st Quarter 2020.





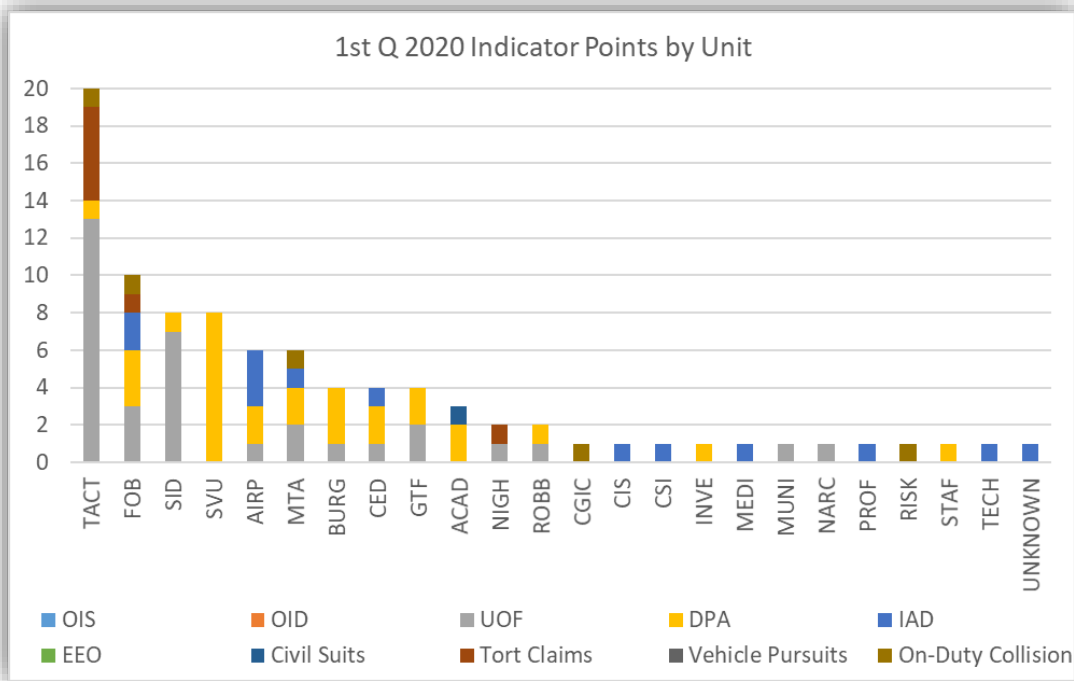
Mission Station has **60.7% (90) more** UOF Indicator Points than the next highest station, Tenderloin Station (**56**).

1 st Quarter 2020 Indicator Points by Station											
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Mission			90	23	3	2	2	1		4	125
Tenderloin			56	14	1		4	1			76
Central			37	27	3			3		3	73
Bayview			38	14	6			2		3	63
Northern			31	24	4			1			60
Southern			39	13	4			1		2	59
Taraval			28	8				1			37
Ingleside			25	6	3					1	35
Park			12	8	2			5			27
Richmond			4	9	5			2			20
Total	0	0	360	146	31	2	6	17	0	13	575





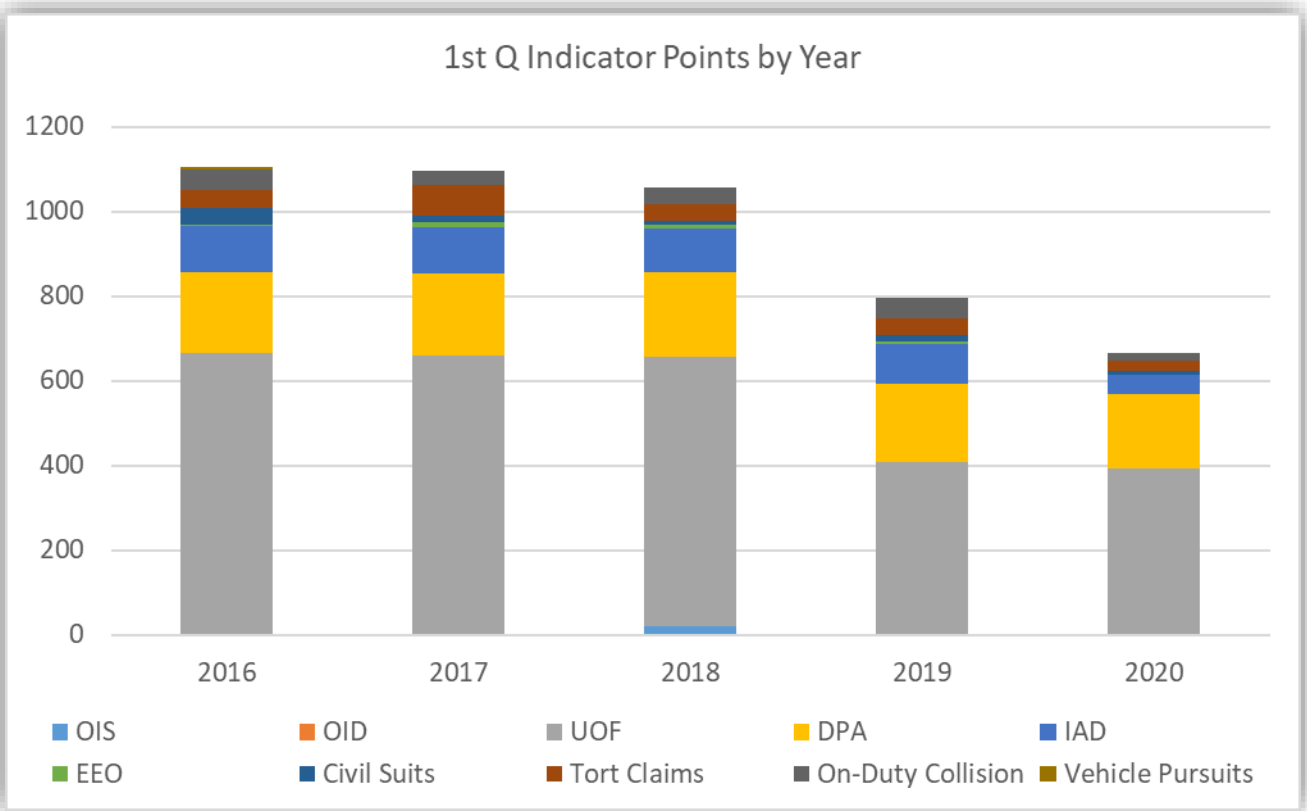
1 st Quarter 2020 Indicator Points by Unit											
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
TACT			13	1				5		1	20
FOB			3	3	2			1		1	10
SID			7	1							8
SVU				8							8
AIRP			1	2	3						6
MTA			2	2	1					1	6
BURG			1	3							4
CED			1	2	1						4
GTF			2	2							4
ACAD				2			1				3
NIGH			1					1			2
ROBB			1	1							2
CGIC										1	1
CIS					1						1
CSI					1						1
INVE				1							1
MEDI					1						1
MUNI			1								1
NARC			1								1
PROF					1						1
RISK										1	1
STAF				1							1
TECH					1						1
Unknown					1						1
Total	0	0	34	29	13	0	1	7	0	5	89





1 st Quarter Indicator Points by Year											
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
2016		2	663	190	109	5	38	44	7	47	1105
2017	2	1	657	193	109	13	16	71		33	1095
2018	19	1	635	202	101	11	9	39		38	1055
2019			407	187	93	7	14	39		48	795
2020			394	175	44	2	7	24		18	664

There was a **52.7% decrease** in IAD Indicator Points from 1st Quarter 2019 to 1st Quarter 2020.

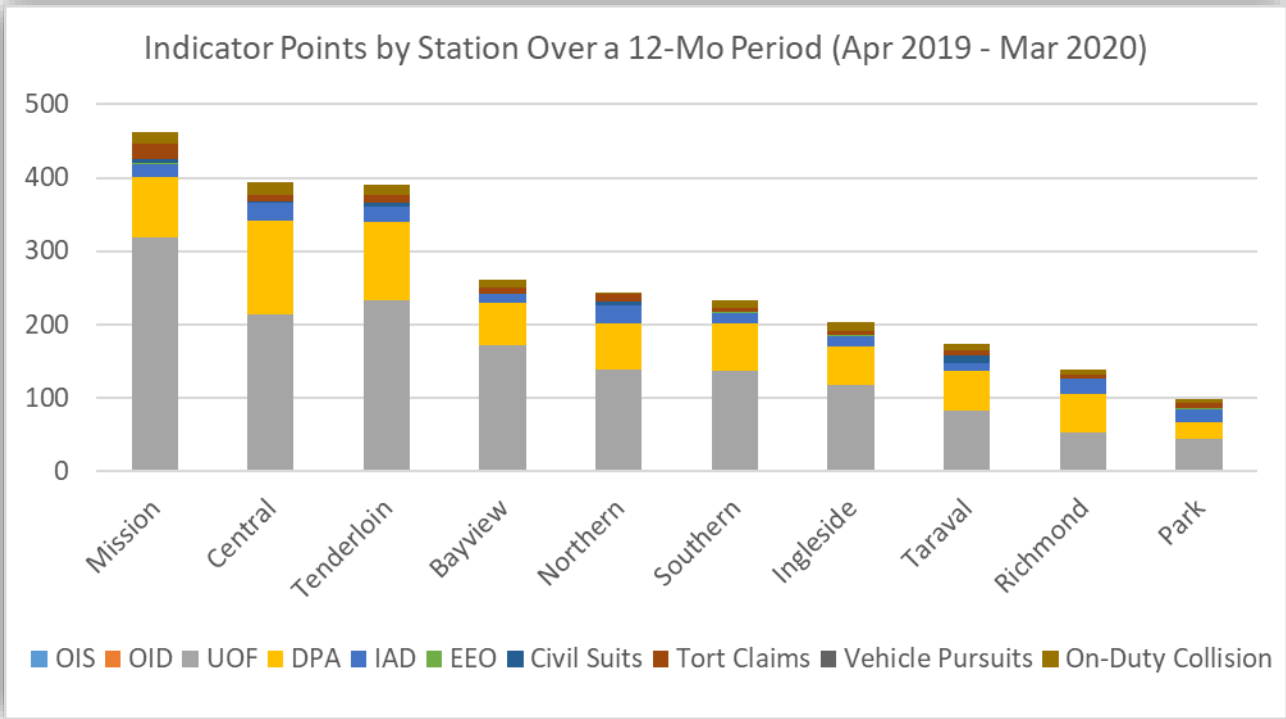




Indicator Points by Station Over a 12-Month Period (Apr 2019 – Mar 2020)

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Mission	2		317	82	18	2	5	21		16	463
Central			214	127	25		1	9		18	394
Tenderloin		1	231	107	22		5	11		13	390
Bayview			171	58	12			9		11	261
Northern			139	62	24		6	10		1	242
Southern	2		135	64	14	2		6		10	233
Ingleside	1		116	52	15	1		6		12	203
Taraval			83	53	11		11	6		9	173
Richmond			53	52	21			6		6	138
Park			44	22	18	2		7		5	98
Total	5	1	1503	679	180	7	28	91	0	101	2595

SFPD District Stations averaged **259.5** Indicator Points over a 12-Month Period (Apr 2019 – Mar 2020).





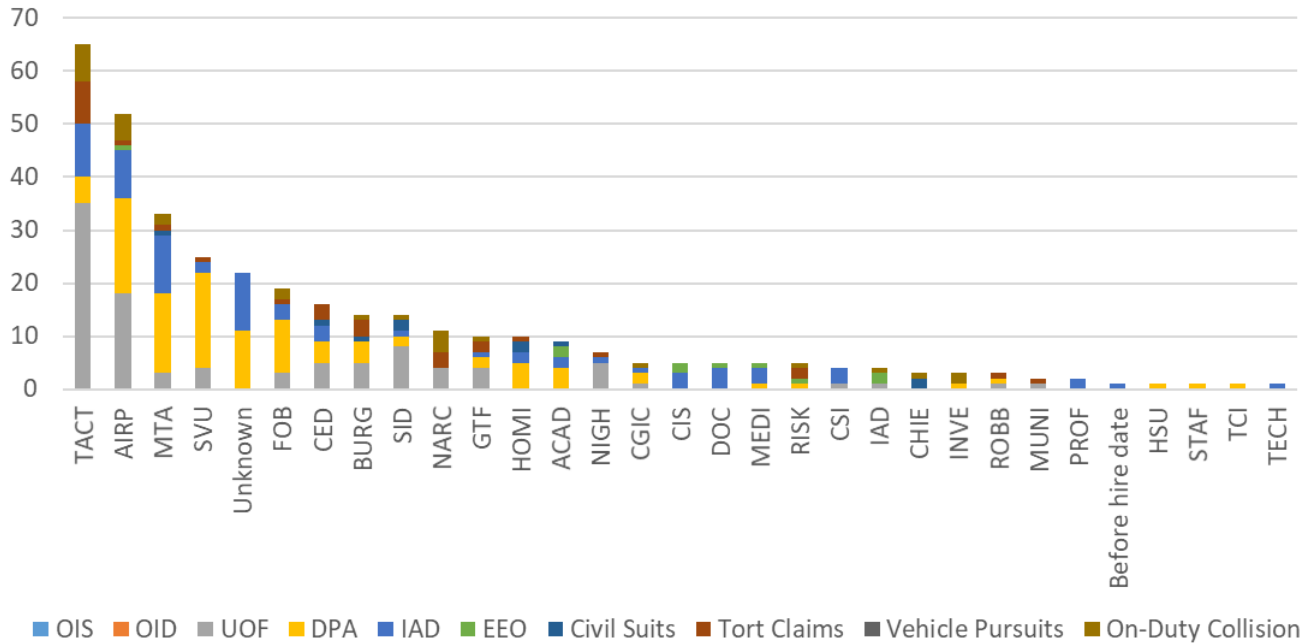
Indicator Points by Unit Over a 12-Month Period (Apr 2019 – Mar 2020)

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
TACT			35	5	10			8		7	65
AIRP			18	18	9	1	0	1		5	52
MTA			3	15	11		1	1		2	33
SVU			4	18	2			1			25
Unknown				11	11						22
FOB			3	10	3			1		2	19
CED			5	4	3		1	3			16
BURG			5	4			1	3		1	14
SID			8	2	1		2			1	14
NARC			4					3		4	11
GTF			4	2	1			2		1	10
HOMI				5	2		2	1			10
ACAD				4	2	2	1				9
NIGH			5		1			1			7
CGIC			1	2	1					1	5
CIS					3	2					5
DOC					4	1					5
MEDI				1	3	1					5
RISK				1		1		2		1	5
CSI			1		3						4
IAD			1			2				1	4
CHIE							2			1	3
INVE				1						2	3
ROBB			1	1				1			3
MUNI			1					1			2
PROF					2						2
Before hire date					1						1
HSU				1							1
STAF				1							1
TCI				1							1
TECH					1						1
Total	0	0	99	107	74	10	10	29	0	29	358

The Tactical Unit (TACT) tops the known Specialized Units in Indicator Points over a 12-Month Period (Apr 2019 – Mar 2020) due to their job duties in conducting highly dangerous tactics when dealing with potentially violent subjects.



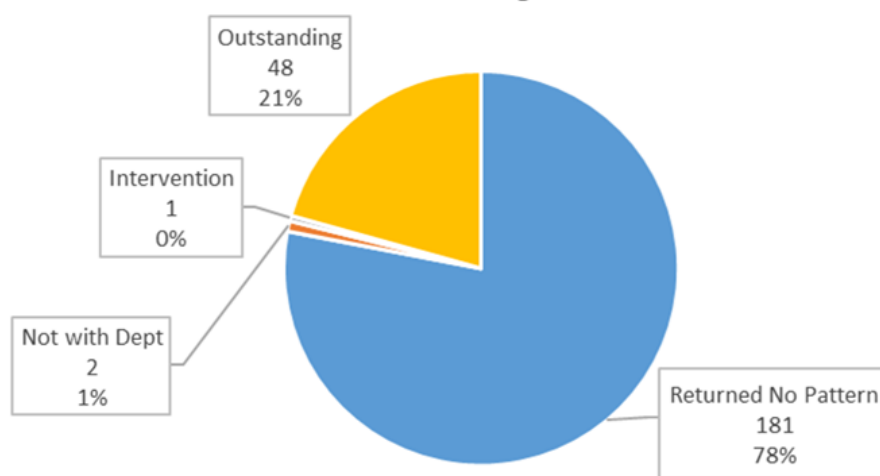
Indicator Points by Unit Over a 12-Mo Period (Apr 2019 - Mar 2020)



Alerts Sent to Supervisors in 2019

2019	Alerts	Administratively Closed	Merged	Sent to Sergeants	Returned "No Pattern"	Not with Dept.	Intervention	Outstanding
Q1	173	86	36	51	51	0	0	0
Q2	175	78	23	74	64	1	0	9
Q3	139	65	21	53	22	1	1	29
Q4	114	50	10	54	44	0	0	10
Total	601	279	90	232	181	2	1	48

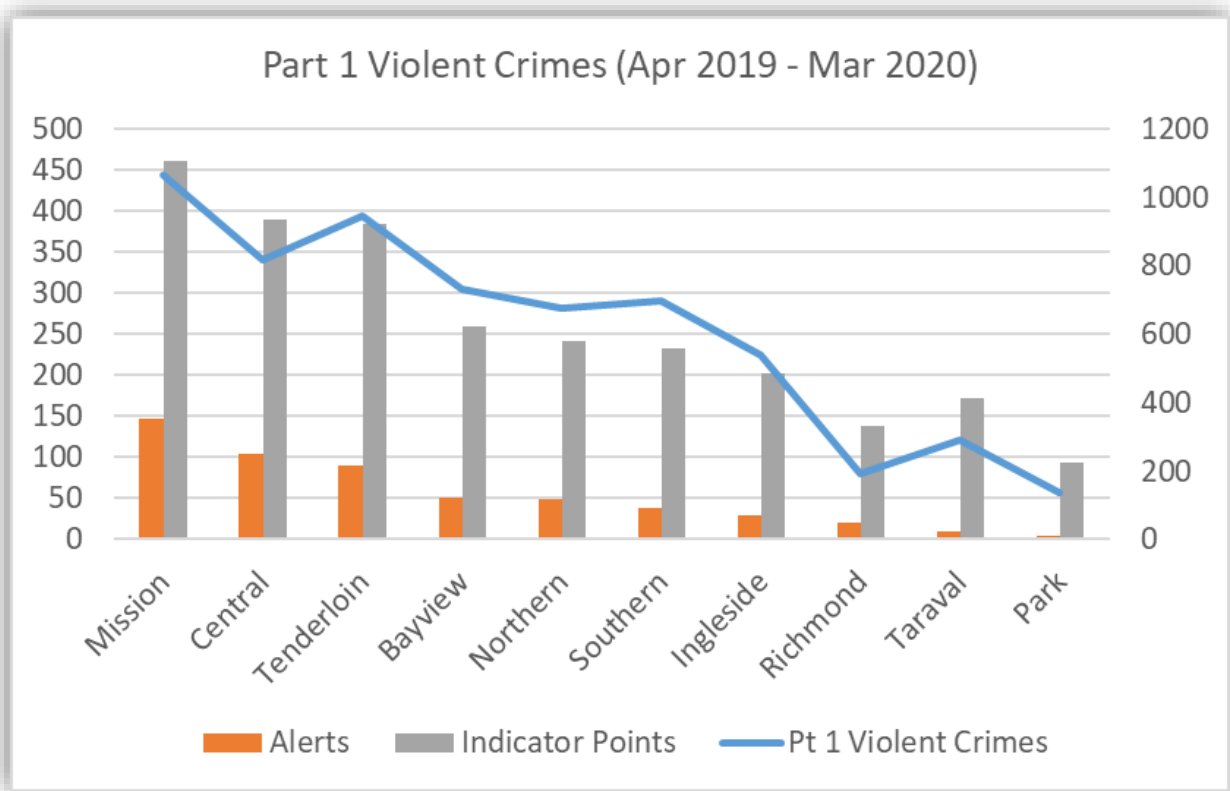
Alerts Sent to Sgts in 2019





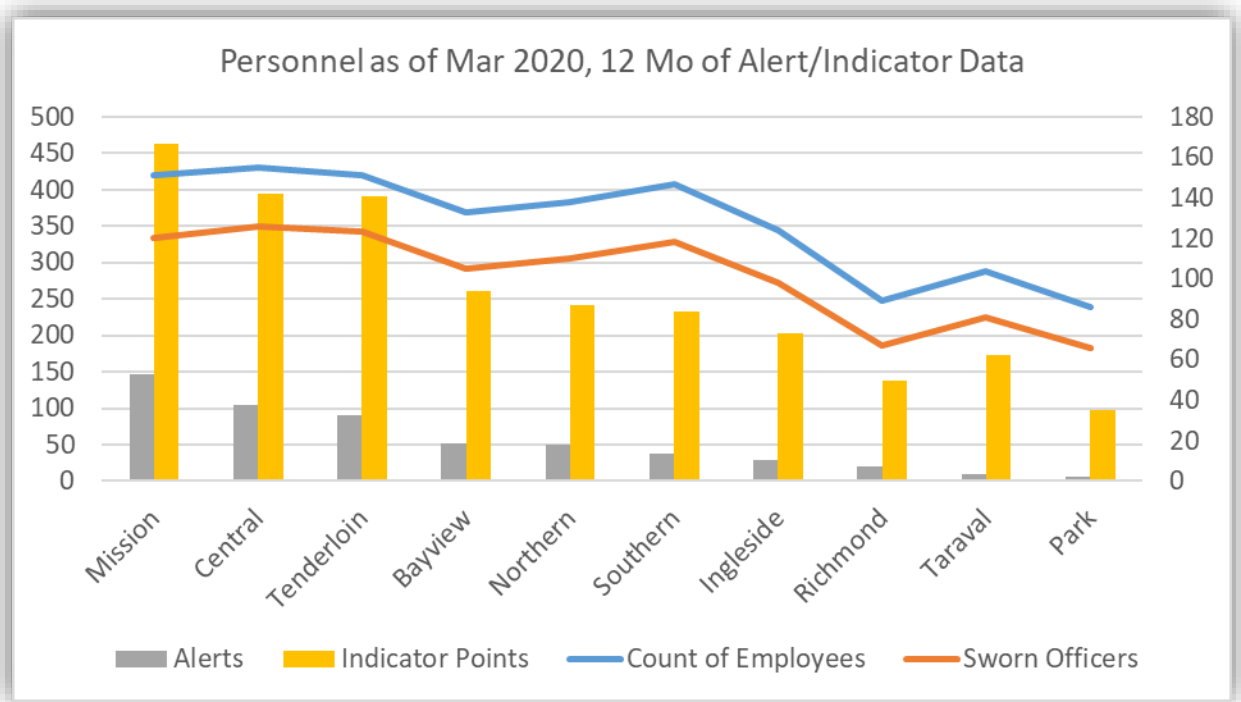
Part 1 Violent Crimes Trailing 12 Mo (Apr 2019 - Mar 2020)			
	Part 1 Violent Crimes	Alerts	Indicator Points
Mission	1068	147.499	463
Central	818	104.999	394
Tenderloin	946	90.333	390
Bayview	732	50.999	261
Northern	677	49.666	242
Southern	698	37.5	233
Ingleside	541	29.499	203
Richmond	194	20.166	138
Taraval	289	9.5	173
Park	136	5.333	98
Total	6099	545.494	2576

In the last 12 months, Mission Station had **12.9% 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.





Personnel as of Mar 2020 Trailing 12 Mo of Alert/Indicator Data		
	Alerts	Indicator Points
Mission	147.499	463
Central	104.999	394
Tenderloin	90.333	390
Bayview	50.999	261
Northern	49.666	242
Southern	37.5	233
Ingleside	29.499	203
Richmond	20.166	138
Taraval	9.5	173
Park	5.333	98
Total	545.494	2576





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 projectile; 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 (Previous 4 Quarters)				
	UOF Incidents	Members	Subjects	Applications
Q2 2019	273	441	314	548
Q3 2019	278	422	308	504
Q4 2019	216	343	250	420
Q1 2020	239	393	285	487

Effects of Classifying the Pointing of a Firearm (POF) at a Subject as a Reportable Use of Force				
	UOF Incidents	Members	Subjects	Applications
Q1 2016	350	663	446	952
w/o POF	162	269	163	297
Q1 2017	354	656	437	806
w/o POF	152	268	155	277
Q1 2018	334	635	403	816
w/o POF	163	273	166	291
Q1 2019	248	407	290	515
w/o POF	163	252	168	303
Q1 2020	239	393	285	487
w/o POF	132	205	143	228

In 2016, Pointing of a Firearm (POF) 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 illustrate that non-firearm Use of Force incidents have remained constant over time. Incidents involving pointing of a firearm have steadily decreased.

