

4th Quarter 2015 Early Intervention System Panel Meeting

April 29, 2016



Public Safety Building
1245 3rd St., Room 1025

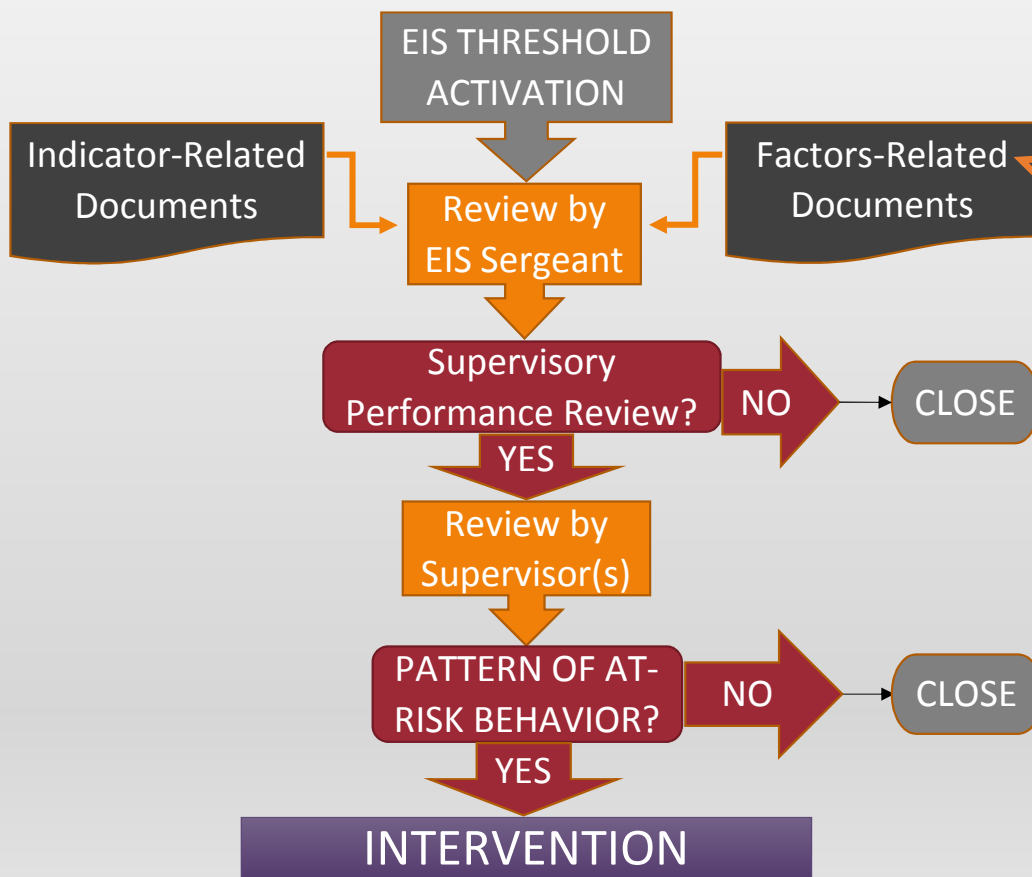
Performance Indicators

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

EIS Threshold Activation

- 1+ OIS/OID
- 3+ UOF incidents in 3-mo period
- 3+ OCC complaints in 6-mo period
- Any 5+ indicators in 6-mo period
- 4+ OCC complaints in 12-mo period
- Any 6+ indicators in 12-mo period

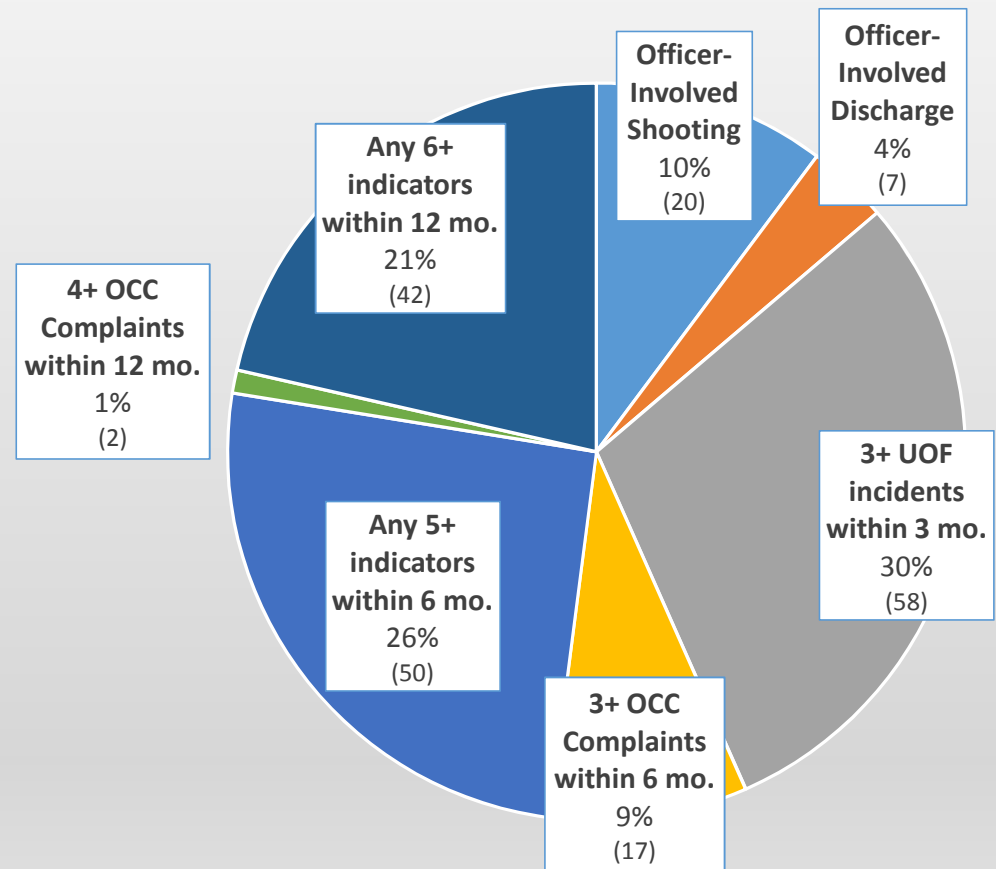
EIS Flow Chart



| | | |
|--------------------------|-------------------------------------|----------------------------------|
| Citizen Compliment | Department Awards | Arrests by Officer |
| Citations by Officer | Reports by Officer | Vehicle Stops |
| Pedestrian Stops | Training History | Voluntary Overtime Worked |
| Discretionary Time off | Sick Pay Not Protected by Fed/State | Participant in Critical Incident |
| Criminal Cases Dismissed | Charges of Assault on an Officer | Charges of Resisting an Officer |

2015 EIS Alerts by Type

| | |
|---------------------------------|------------|
| Officer-Involved Shooting | 20 |
| Officer-Involved Discharge | 7 |
| 3+ UOF incidents within 3 mo. | 58 |
| 3+ OCC Complaints within 6 mo. | 17 |
| Any 5+ indicators within 6 mo. | 50 |
| 4+ OCC Complaints within 12 mo. | 2 |
| Any 6+ indicators within 12 mo. | 42 |
| Total | 196 |



2015 EIS Alerts

Distribution of Alerts

| | |
|-----------------|-----------|
| 1 member had | 7 alerts |
| 4 members had | 4 alerts |
| 8 members had | 3 alerts |
| 24 members had | 2 alerts |
| 101 members had | 1 alert |
| 138 members had | 1+ alerts |

Alert Status

| | |
|-------------------|-----|
| Open | 36 |
| Closed/No pattern | 160 |
| Intervention | 8 |
| Future Review | 1 |

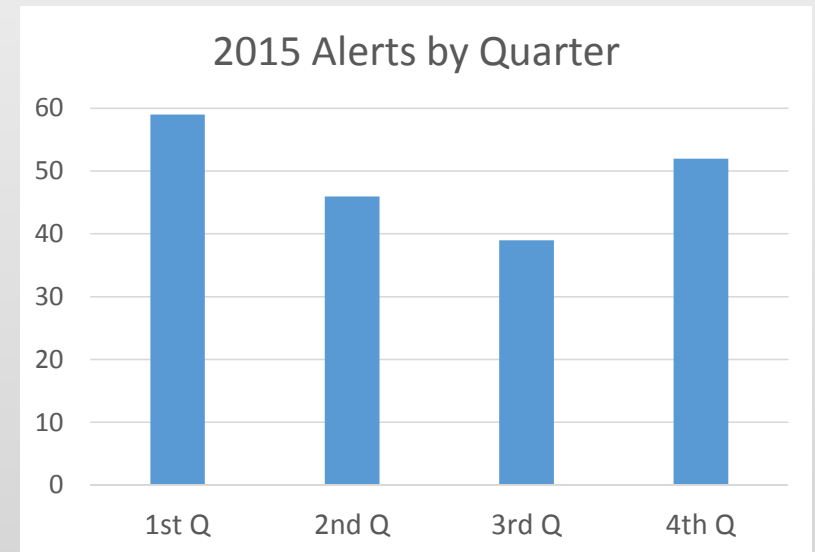
Types of Intervention

| | Members | Intervention received in each instance | | |
|-----------------------------|---------|--|------------------------------------|---------------------|
| Interpersonal Communication | 3 | Training, Mentoring | Training, Mentoring | Training, Mentoring |
| Failure to Appear in Court | 3 | Mentoring | Mentoring | Mentoring |
| Tactical Communication | 2 | Training, Mentoring | UOF training at academy, Mentoring | |

2015 Alerts Over Time

2015 Alerts by Type, Month, and Quarter

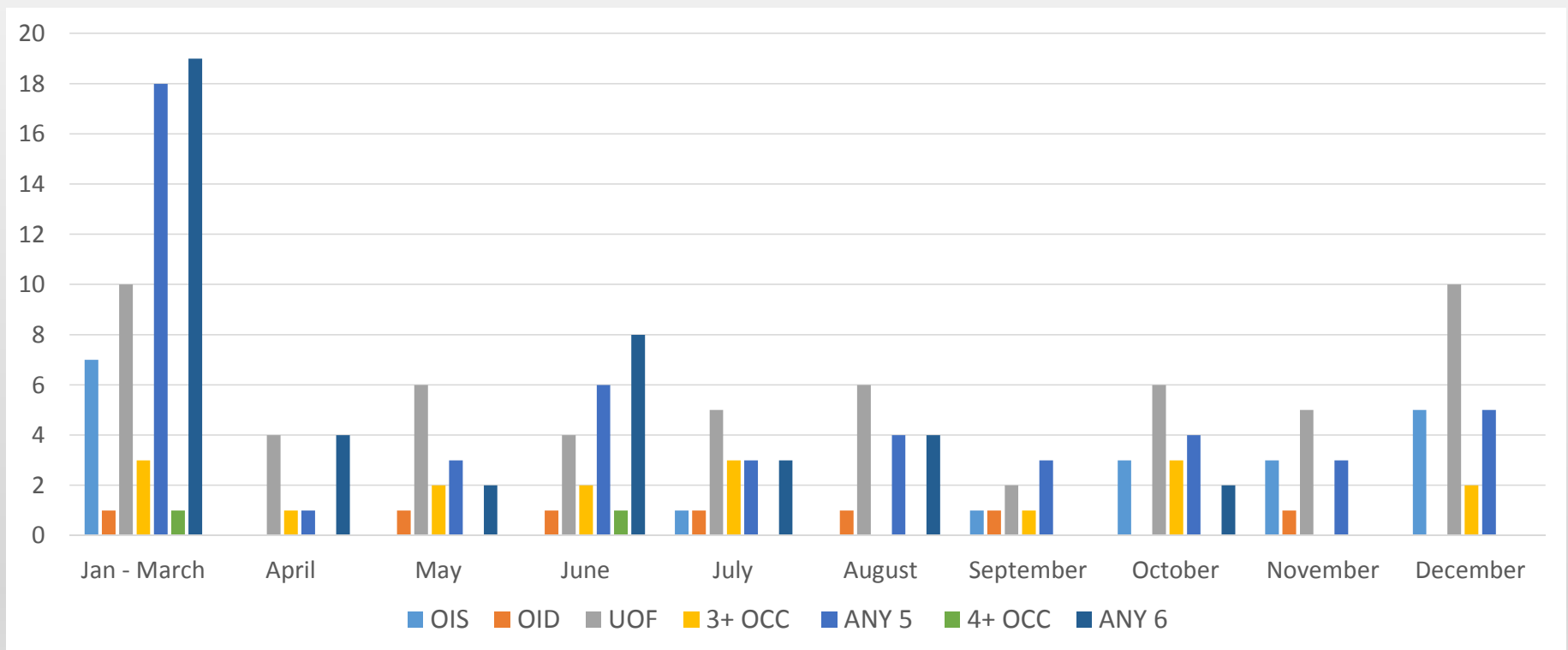
| | | OIS | OID | UOF | 3+ OCC | ANY 5 | 4+ OCC | ANY 6 | Monthly Total | Quarterly Total |
|--------------|-----------------|-----|-----|-----|-----------|----------|-----------|----------|------------------|--------------------|
| 1st Q | Jan–Mar. | 7 | 1 | 10 | 3 | 18 | 1 | 19 | 59 | 59 |
| 2nd Q | April | | | 4 | 1 | 1 | | 4 | 10 | 46 |
| | May | | 1 | 6 | 2 | 3 | | 2 | 14 | |
| | June | | 1 | 4 | 2 | 6 | 1 | 8 | 22 | |
| 3rd Q | July | 1 | 1 | 5 | 3 | 3 | | 3 | 16 | 39 |
| | Aug. | | 1 | 6 | | 4 | | 4 | 15 | |
| | Sept. | 1 | 1 | 2 | 1 | 3 | | | 8 | |
| 4th Q | Oct. | 3 | | 6 | 3 | 4 | | 2 | 18 | 52 |
| | Nov. | 3 | 1 | 5 | | 3 | | | 12 | |
| | Dec. | 5 | | 10 | 2 | 5 | | | 22 | |



2015 Officer-Involved Shootings

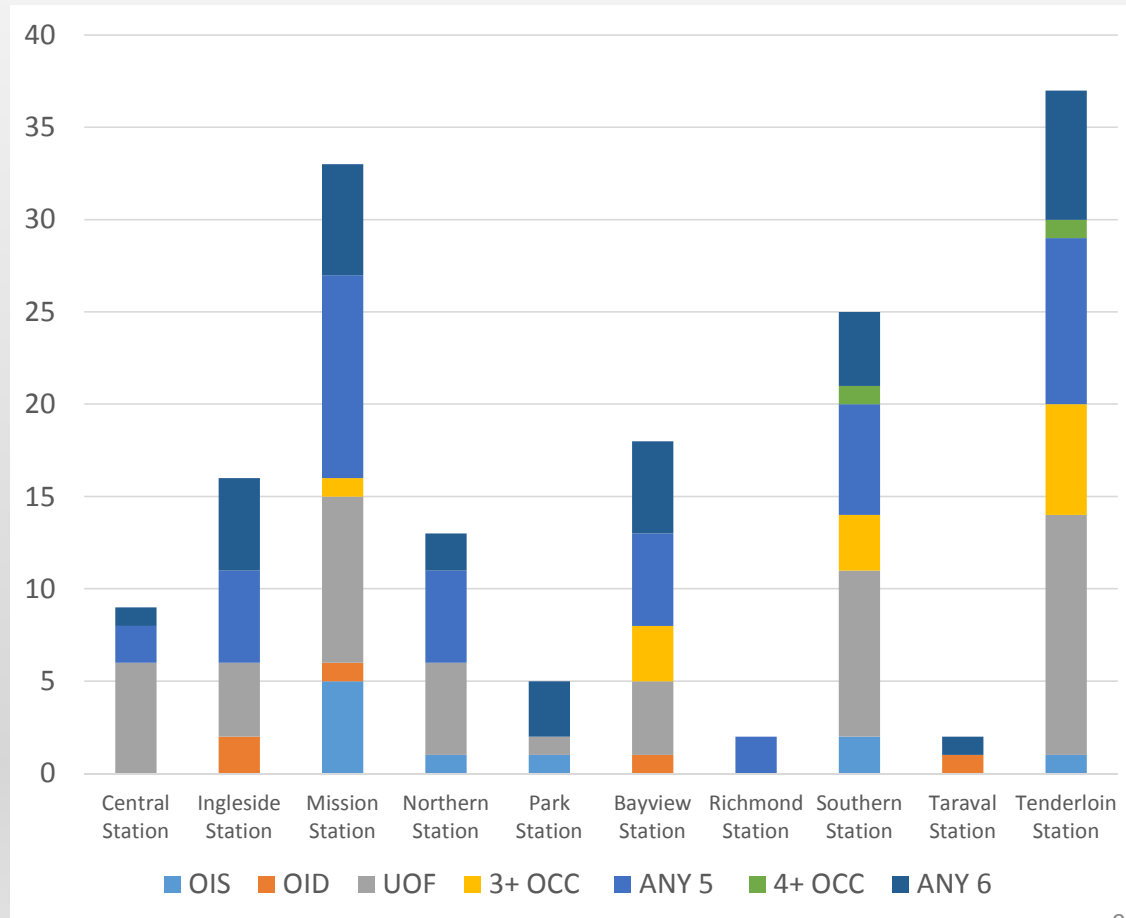
| | | OIS Alerts | Separate Incidents | Members Involved in Each Incident | | | |
|-------|----------|------------|--------------------|-----------------------------------|---|---|---|
| 1st Q | Jan–Mar. | 7 | 4 | 1 | 2 | 2 | 2 |
| 2nd Q | April | | | | | | |
| | May | | | | | | |
| | June | | | | | | |
| 3rd Q | July | 1 | 1 | 1 | | | |
| | Aug. | | | | | | |
| | Sept. | 1 | 1 | 1 | | | |
| 4th Q | Oct. | 3 | 2 | 1 | 2 | | |
| | Nov. | 3 | 1 | 3 | | | |
| | Dec. | 5 | 1 | 5 | | | |

2015 Alerts by Type and Month



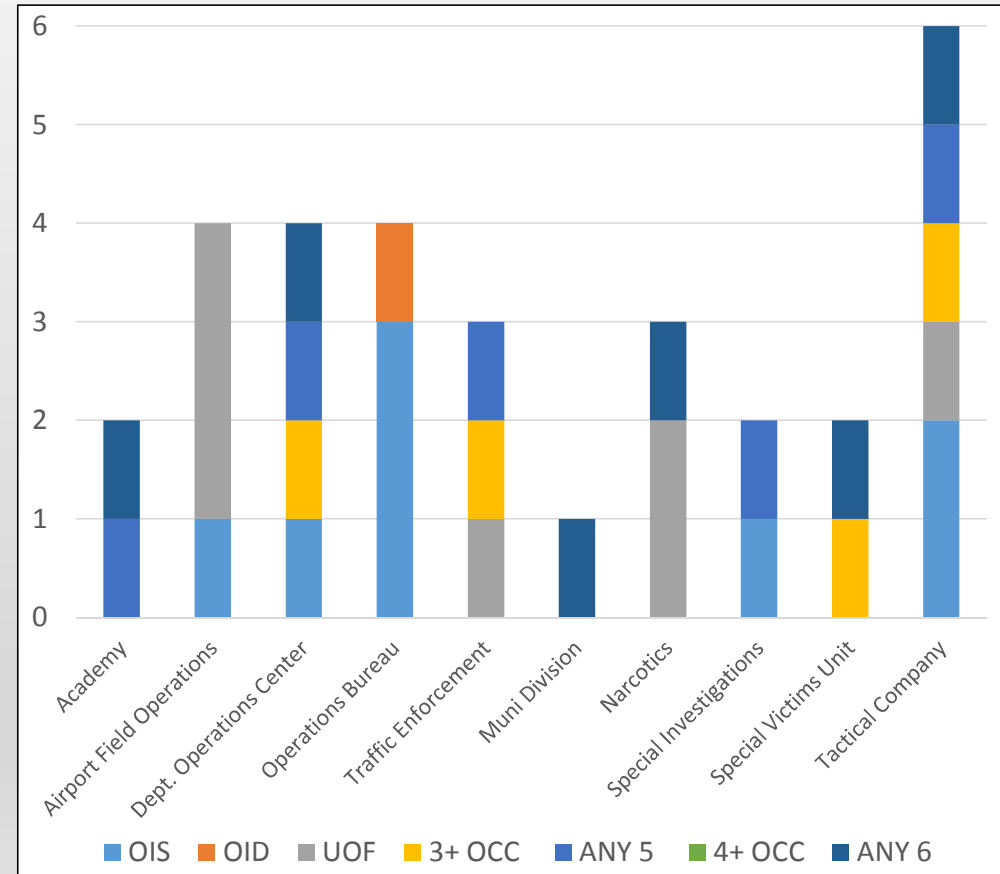
2015 Alerts by Station

| | OIS | OID | UOF | 3+ OCC | ANY 5 | 4+ OCC | ANY 6 | TOTAL |
|--------------|-----------|----------|-----------|-----------|-----------|----------|-----------|------------|
| Central | | | 6 | | 2 | | 1 | 9 |
| Ingleside | | 2 | 4 | | 5 | | 5 | 16 |
| Mission | 5 | 1 | 9 | 1 | 11 | | 6 | 33 |
| Northern | 1 | | 5 | | 5 | | 2 | 13 |
| Park | 1 | | 1 | | | | 3 | 5 |
| Bayview | | 1 | 4 | 3 | 5 | | 5 | 18 |
| Richmond | | | | | 2 | | | 2 |
| Southern | 2 | | 9 | 3 | 6 | 1 | 4 | 25 |
| Taraval | | 1 | | | | | 1 | 2 |
| Tenderloin | 1 | | 13 | 6 | 9 | 1 | 7 | 37 |
| TOTAL | 10 | 5 | 51 | 13 | 45 | 2 | 34 | 160 |



2015 Alerts by Unit

| | OIS | OID | UOF | 3+ OCC | ANY 5 | 4+ OCC | ANY 6 | TOTAL |
|--------------------------|-----------|----------|----------|-----------|----------|-----------|----------|-----------|
| Academy | | | | | 1 | | 1 | 2 |
| Airport Field Operations | 1 | | 3 | | | | | 4 |
| Dept. Operations Center | 1 | | | 1 | 1 | | 1 | 4 |
| Operations Bureau | 3 | 1 | | | | | | 4 |
| Medical Liaison | 2 | | | | | | | 2 |
| Traffic Enforcement | | | 1 | 1 | 1 | | | 3 |
| Muni Division | | | | | | | 1 | 1 |
| Narcotics | | | 2 | | | | 1 | 3 |
| Patrol Bureau Task Force | | | | | | | 2 | 2 |
| Separated Employees | | 1 | | | | | | 1 |
| Special Investigations | 1 | | | | 1 | | | 2 |
| Special Victims Unit | | | | 1 | | | 1 | 2 |
| Tactical Company | 2 | | 1 | 1 | 1 | | 1 | 6 |
| TOTAL | 10 | 2 | 7 | 4 | 5 | 0 | 8 | 36 |



2015 Indicators

Count of Members

| Year | Quarter | Sworn Members | Total Members |
|------|---------|---------------|---------------|
| 2013 | 1st | 2174 | 2628 |
| | 2nd | 2115 | 2582 |
| | 3rd | 2149 | 2642 |
| | 4th | 2158 | 2653 |
| 2014 | 1st | 2108 | 2619 |
| | 2nd | 2102 | 2626 |
| | 3rd | 2139 | 2666 |
| | 4th | 2158 | 2715 |
| 2015 | 1st | 2055 | - |
| | 2nd | 2125 | - |
| | 3rd | 2167 | - |
| | 4th | 2210 | - |

* 2013 & 2014 include civilian and reserve members.
Starting 2015, we will focus on sworn members only.

Indicators per Member

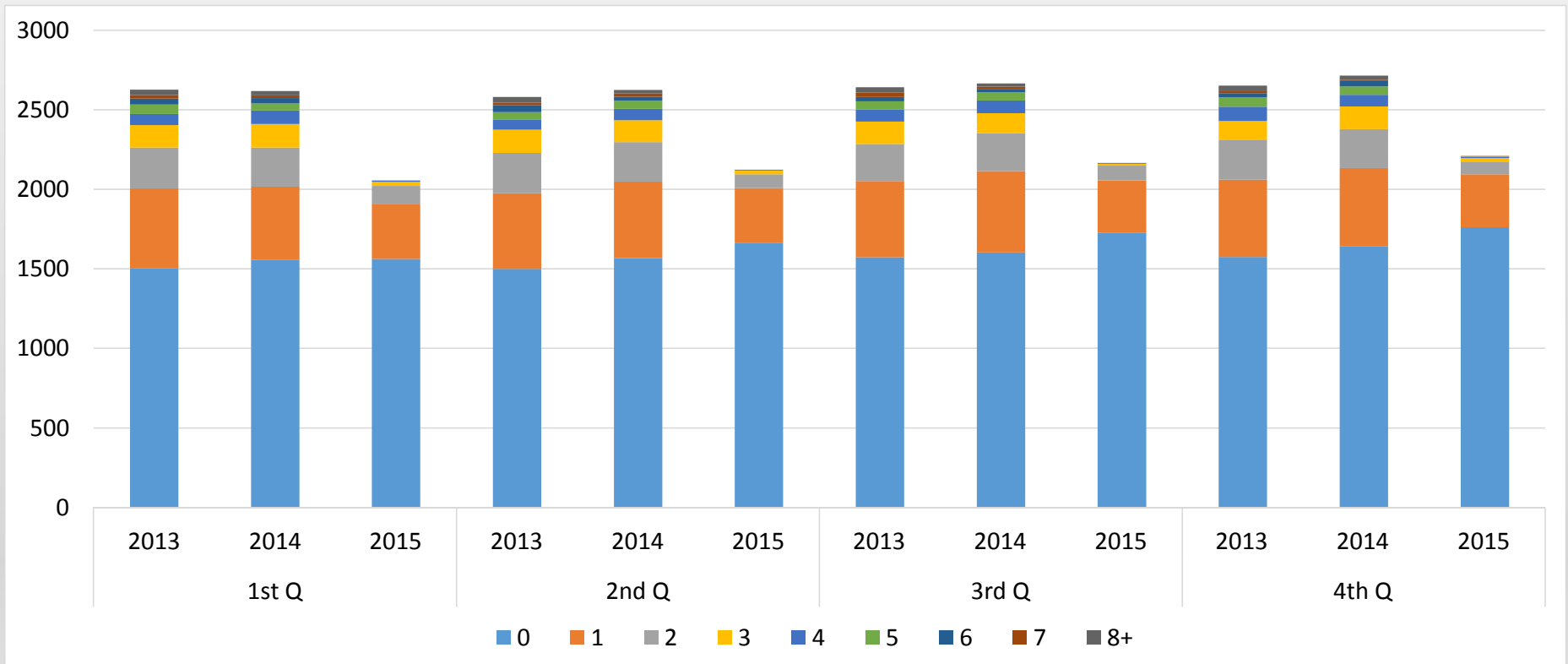
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8+ | Members with 1+ indicator |
|-------|------|------|-----|-----|-----|----|----|----|----|----|---------------------------|
| 1st Q | 2013 | 1505 | 502 | 256 | 141 | 71 | 59 | 38 | 22 | 34 | 1123 |
| | 2014 | 1557 | 461 | 245 | 149 | 84 | 45 | 34 | 17 | 27 | 1062 |
| | 2015 | 1563 | 347 | 112 | 25 | 7 | | | | 1 | 492 |
| 2nd Q | 2013 | 1501 | 475 | 254 | 146 | 65 | 45 | 44 | 16 | 36 | 1081 |
| | 2014 | 1568 | 481 | 249 | 137 | 72 | 50 | 26 | 20 | 23 | 1058 |
| | 2015 | 1665 | 343 | 88 | 24 | 5 | | | | | 460 |
| 3rd Q | 2013 | 1573 | 480 | 232 | 141 | 78 | 51 | 26 | 28 | 33 | 1069 |
| | 2014 | 1604 | 512 | 237 | 126 | 81 | 50 | 22 | 14 | 20 | 1062 |
| | 2015 | 1726 | 331 | 92 | 13 | 5 | | | | | 441 |
| 4th Q | 2013 | 1575 | 486 | 248 | 122 | 90 | 59 | 26 | 16 | 31 | 1078 |
| | 2014 | 1641 | 494 | 244 | 143 | 73 | 53 | 33 | 10 | 24 | 1074 |
| | 2015 | 1762 | 333 | 80 | 23 | 7 | 4 | | 1 | | 448 |

*2013 & 2014 figures include civilian and reserve members.

Indicators per Member - Percentages

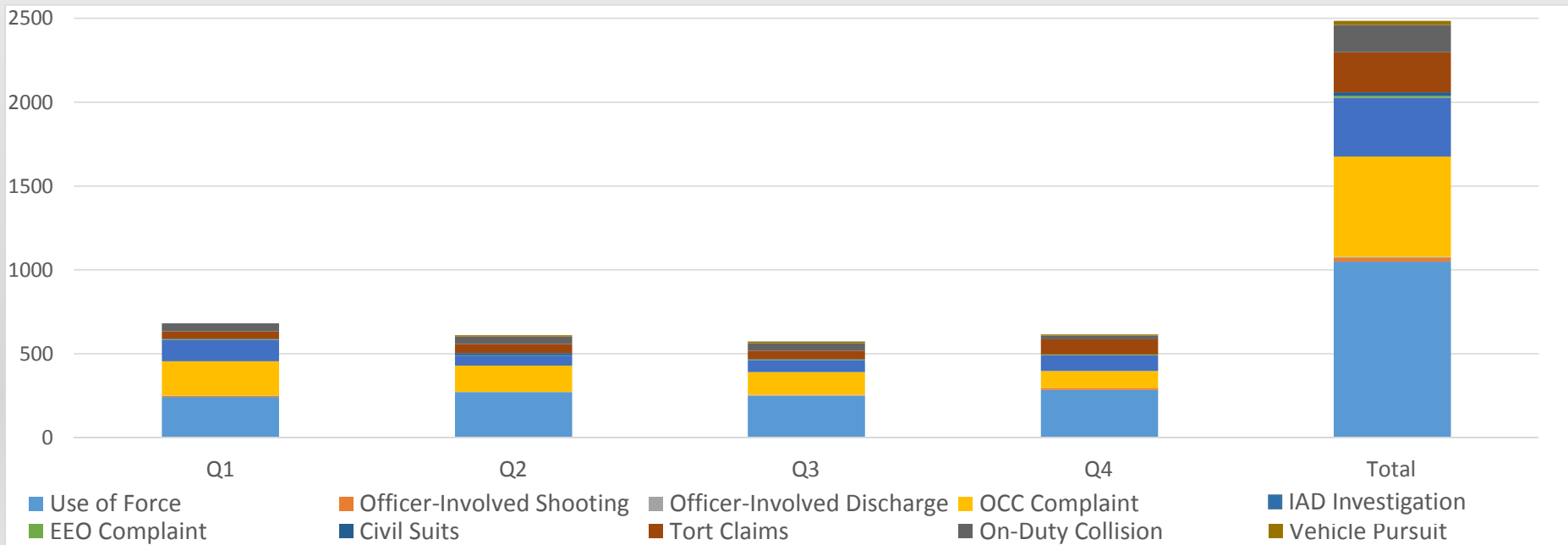
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8+ | Members with 1+ indicator |
|-------|------|-----|-----|-----|----|----|----|----|----|----|---------------------------|
| 1st Q | 2013 | 57% | 19% | 10% | 5% | 3% | 2% | 1% | 1% | 1% | 43% |
| | 2014 | 59% | 18% | 9% | 6% | 3% | 2% | 1% | 1% | 1% | 41% |
| | 2015 | 76% | 17% | 5% | 1% | 0% | 0% | 0% | 0% | 0% | 24% |
| 2nd Q | 2013 | 58% | 18% | 10% | 6% | 3% | 2% | 2% | 1% | 1% | 42% |
| | 2014 | 60% | 18% | 9% | 5% | 3% | 2% | 1% | 1% | 1% | 40% |
| | 2015 | 78% | 16% | 4% | 1% | 0% | 0% | 0% | 0% | 0% | 22% |
| 3rd Q | 2013 | 60% | 18% | 9% | 5% | 3% | 2% | 1% | 1% | 1% | 40% |
| | 2014 | 60% | 19% | 9% | 5% | 3% | 2% | 1% | 1% | 1% | 40% |
| | 2015 | 80% | 15% | 4% | 1% | 0% | 0% | 0% | 0% | 0% | 20% |
| 4th Q | 2013 | 59% | 18% | 9% | 5% | 3% | 2% | 1% | 1% | 1% | 41% |
| | 2014 | 60% | 18% | 9% | 5% | 3% | 2% | 1% | 0% | 1% | 40% |
| | 2015 | 80% | 15% | 4% | 1% | 0% | 0% | 0% | 0% | 0% | 20% |

2015 Indicators per Member



2015 Indicators by Quarter

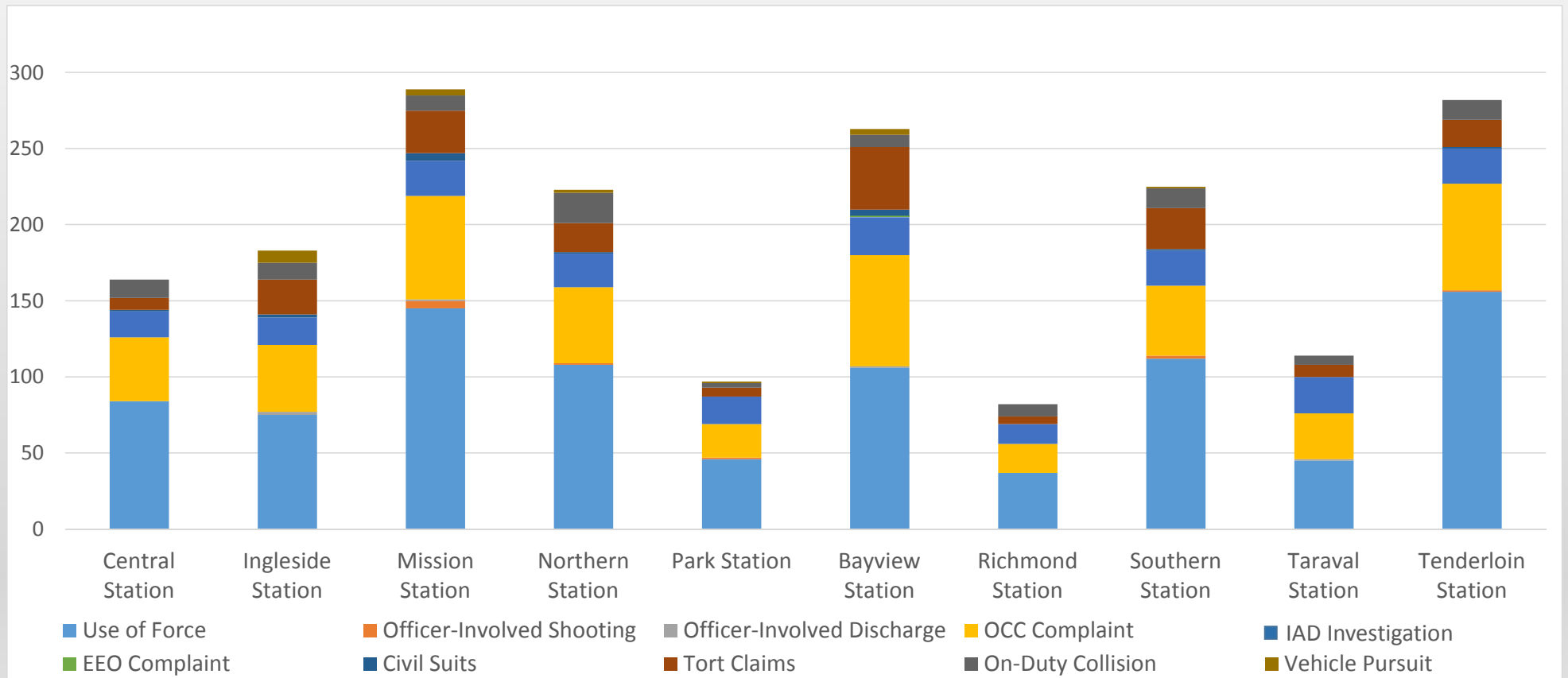
| | Use of Force | Officer-Involved Shooting | Officer-Involved Discharge | OCC Complaint | IAD Investigation | EEO Complaint | Civil Suits | Tort Claims | On-Duty Collision | Vehicle Pursuit | Total |
|--------------|--------------|---------------------------|----------------------------|---------------|-------------------|---------------|-------------|-------------|-------------------|-----------------|-------------|
| Q1 | 243 | 7 | 1 | 205 | 126 | 3 | 5 | 44 | 49 | | 683 |
| Q2 | 272 | | 2 | 157 | 60 | 1 | 13 | 54 | 45 | 7 | 611 |
| Q3 | 251 | 2 | 3 | 136 | 70 | 3 | 4 | 50 | 45 | 10 | 574 |
| Q4 | 285 | 11 | 1 | 101 | 94 | 4 | | 91 | 23 | 7 | 617 |
| Total | 1051 | 20 | 7 | 599 | 350 | 11 | 22 | 239 | 162 | 24 | 2485 |



2015 Indicators by Station

| | Use of Force | Officer-Involved Shooting | Officer-Involved Discharge | OCC Complaint | IAD Investigation | EEO Complaint | Civil Suits | Tort Claims | On-Duty Collision | Vehicle Pursuit | Total |
|-------------------|--------------|---------------------------|----------------------------|---------------|-------------------|---------------|-------------|-------------|-------------------|-----------------|-------------|
| Central | 84 | | | 42 | 17 | | 1 | 8 | 12 | | 164 |
| Ingleside | 75 | | 2 | 44 | 18 | | 2 | 23 | 11 | 8 | 183 |
| Mission | 145 | 5 | 1 | 68 | 23 | | 5 | 28 | 10 | 4 | 289 |
| Northern | 108 | 1 | | 50 | 22 | | 1 | 19 | 20 | 2 | 223 |
| Park | 46 | 1 | | 22 | 18 | | | 6 | 3 | 1 | 97 |
| Bayview | 106 | | 1 | 73 | 25 | 1 | 4 | 41 | 8 | 4 | 263 |
| Richmond | 37 | | | 19 | 13 | | | 5 | 8 | | 82 |
| Southern | 112 | 2 | | 46 | 23 | | 1 | 27 | 13 | 1 | 225 |
| Taraval | 45 | | 1 | 30 | 24 | | | 8 | 6 | | 114 |
| Tenderloin | 156 | 1 | | 70 | 23 | | 1 | 18 | 13 | | 282 |
| Total | 914 | 10 | 5 | 464 | 206 | 1 | 15 | 183 | 104 | 20 | 1922 |

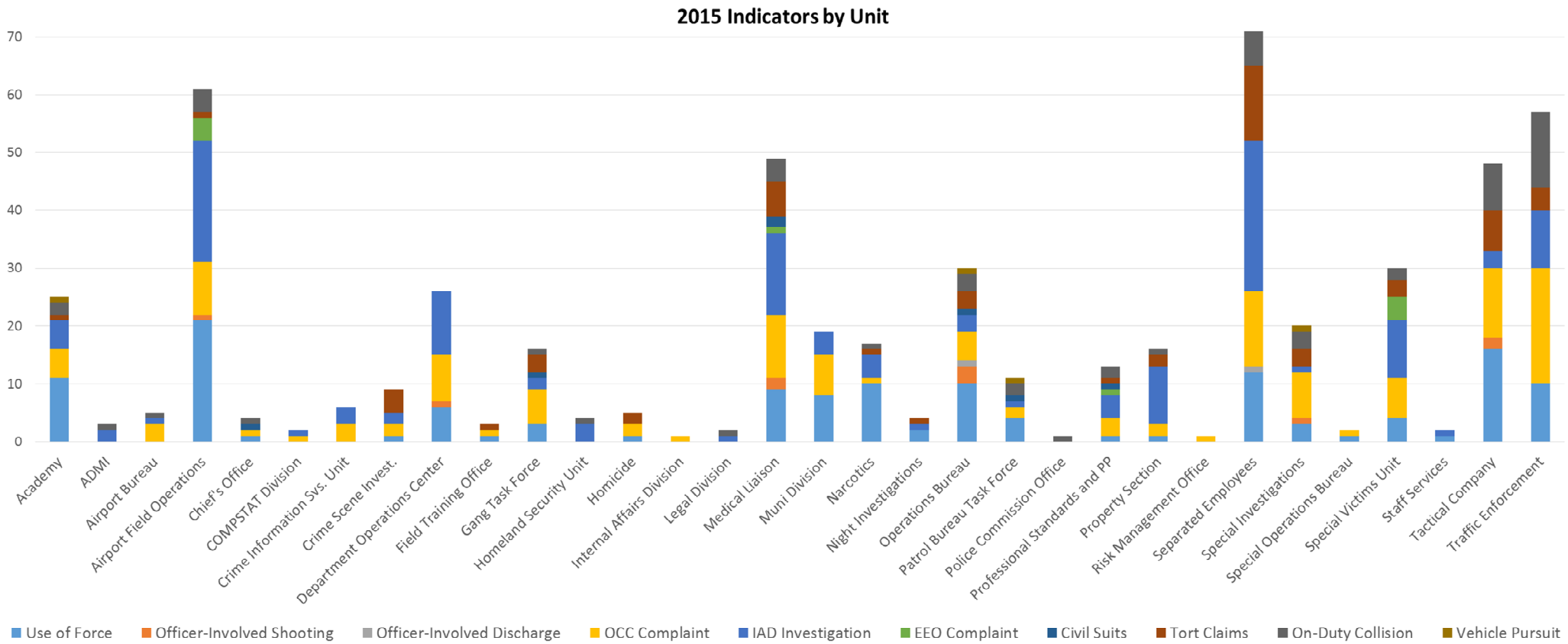
2015 Indicators by Station



2015 Indicators by Unit

| | Use of Force | Officer-Involved Shooting | Officer-Involved Discharge | OCC Complaint | IAD Investigation | EEO Complaint | Civil Suits | Tort Claims | On-Duty Collision | Vehicle Pursuit | Total |
|--------------------------------|--------------|---------------------------|----------------------------|---------------|-------------------|---------------|-------------|-------------|-------------------|-----------------|------------|
| Academy | 11 | | | 5 | 5 | | | 1 | 2 | 1 | 25 |
| Administrative Services Bureau | | | | | 2 | | | | 1 | | 3 |
| Airport Bureau | | | | 3 | 1 | | | | 1 | | 5 |
| Airport Field Operations | 21 | 1 | | 9 | 21 | 4 | | 1 | 4 | | 61 |
| Chief's Office | 1 | | | 1 | | | 1 | | 1 | | 4 |
| COMPSTAT Division | | | | 1 | 1 | | | | | | 2 |
| Crime Information Svs. Unit | | | | 3 | 3 | | | | | | 6 |
| Crime Scene Invest. | 1 | | | 2 | 2 | | | 4 | | | 9 |
| Department Operations Center | 6 | 1 | | 8 | 11 | | | | | | 26 |
| Field Training Office | 1 | | | 1 | | | | 1 | | | 3 |
| Gang Task Force | 3 | | | 6 | 2 | | 1 | 3 | 1 | | 16 |
| Homeland Security Unit | | | | | 3 | | | | 1 | | 4 |
| Homicide | 1 | | | 2 | | | | 2 | | | 5 |
| Internal Affairs Division | | | | 1 | | | | | | | 1 |
| Legal Division | | | | | 1 | | | | 1 | | 2 |
| Medical Liaison | 9 | 2 | | 11 | 14 | 1 | 2 | 6 | 4 | | 49 |
| Muni Division | 8 | | | 7 | 4 | | | | | | 19 |
| Narcotics | 10 | | | 1 | 4 | | | 1 | 1 | | 17 |
| Night Investigations | 2 | | | | 1 | | | 1 | | | 4 |
| Operations Bureau | 10 | 3 | 1 | 5 | 3 | | 1 | 3 | 3 | 1 | 30 |
| Patrol Bureau Task Force | 4 | | | 2 | 1 | | 1 | | 2 | 1 | 11 |
| Police Commission Office | | | | | | | | | 1 | | 1 |
| Professional Standards and PP | 1 | | | 3 | 4 | 1 | 1 | 1 | 2 | | 13 |
| Property Section | 1 | | | 2 | 10 | | | 2 | 1 | | 16 |
| Risk Management Office | | | | 1 | | | | | | | 1 |
| Separated Employees | 12 | | 1 | 13 | 26 | | | 13 | 6 | | 71 |
| Special Investigations | 3 | 1 | | 8 | 1 | | | 3 | 3 | 1 | 20 |
| Special Operations Bureau | 1 | | | 1 | | | | | | | 2 |
| Special Victims Unit | 4 | | | 7 | 10 | 4 | | 3 | 2 | | 30 |
| Staff Services | 1 | | | | 1 | | | | | | 2 |
| Tactical Company | 16 | 2 | | 12 | 3 | | | 7 | 8 | | 48 |
| Traffic Enforcement | 10 | | | 20 | 10 | | | 4 | 13 | | 57 |
| Total | 137 | 10 | 2 | 135 | 144 | 10 | 7 | 56 | 58 | 4 | 563 |

2015 Indicators by Unit



Indicator Report by Unit

Indicator Report By Unit - Redacted Extract

| Unit | Employee Name | Rank | Incident Number | Key Date |
|--------------------------------|---------------|---------------|-----------------|----------|
| Academy | [REDACTED] | Q 52 | ODC-2015-0005 | 2/8/15 |
| | [REDACTED] | | OCC-2015-0262 | 5/14/15 |
| | [REDACTED] | | OCC-2015-0374 | 7/15/15 |
| | [REDACTED] | | UOF-2015-0307 | 6/14/15 |
| | [REDACTED] | Q 50 | UOF-2015-0387 | 8/3/15 |
| | [REDACTED] | Q 50 | MCD-2015-0292 | 9/23/15 |
| | [REDACTED] | Q 4 | ODC-2015-0019 | 3/12/15 |
| | [REDACTED] | Q 4 | MCD-2015-0292 | 9/23/15 |
| | [REDACTED] | Q 4 | MCD-2015-0156 | 3/25/15 |
| | [REDACTED] | Q 3 | VP-2015-0007 | 6/9/15 |
| | [REDACTED] | | TC-2015-0037 | 2/13/15 |
| | [REDACTED] | | UOF-2015-0047 | 1/19/15 |
| | [REDACTED] | | UOF-2015-0161 | 3/20/15 |
| | [REDACTED] | Q 3 | UOF-2015-0071 | 2/7/15 |
| | [REDACTED] | | OCC-2015-0058 | 1/29/15 |
| | [REDACTED] | Q 2 | UOF-2015-0388 | 7/16/15 |
| | [REDACTED] | | OCC-2015-0310 | 6/10/15 |
| | [REDACTED] | Q 2 | UOF-2015-0001 | 1/11/15 |
| | [REDACTED] | | MCD-2015-0167 | 4/20/15 |
| | [REDACTED] | Q 2 | MCD-2015-0372 | 1/15/15 |
| [REDACTED] | Q 2 | OCC-2015-0371 | 7/9/15 | |
| [REDACTED] | Q 2 | UOF-2015-0341 | 6/15/15 | |
| [REDACTED] | Q 2 | UOF-2015-0319 | 6/6/15 | |
| [REDACTED] | Q 2 | UOF-2015-0276 | 5/27/15 | |
| [REDACTED] | Q 2 | UOF-2015-0361 | 6/18/15 | |
| Administrative Services Bureau | [REDACTED] | Q 3 | MCD-2015-0192 | 5/5/15 |
| | [REDACTED] | Q 3 | MCD-2015-0275 | 8/26/15 |
| | [REDACTED] | Q 3 | ODC-2015-0008 | 1/23/15 |
| Airport Field Operations | [REDACTED] | Q 62 | MCD-2015-0202 | 5/14/15 |