EARLY INTERVENTION SYSTEM
3rd Quarter 2024

San Francisco Police Department
1245 3rd Street
San Francisco, Ca 94158
www.sanfranciscopolice.org

Preface

The San Francisco Police Department's Early Intervention System (EIS) is a structured system that identifies patterns of potential at-risk behaviors of individual SFPD members. An EIS alert is generated when a member reaches a specific number of 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. 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. 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 a 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 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	• 3 or more documented Use of Force incidents
Within a 6-Month Period	• 5 or more Indicator Points • 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 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.) 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.
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 decision 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.
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 decide 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 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 investigate complaints promptly, fairly and impartially 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 officer's intentional discharge of a firearm to stop a threat — whether or not physical injury or death results — shall be investigated as an Officer-involved Shooting. A negligent discharge that results in the injury or the death of a person shall also be investigated as an officer-involved Shooting. Members involved in an OIS are automatically placed on an EIS Alert.
OID	Officer-Involved Discharge	The discharge of a firearm intended to kill an animal posing an imminent threat or an officer's unintended discharge of a firearm that does not cause injury or death to a person also falls into the classification of officer-involved discharge. 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.

- EIS Alerts
    - 3rd Quarter 2023: 346
    - 3rd Quarter 2024: 32
    A decrease of 91.8%

- EIS Indicator Points
    - 3rd Quarter 2023: 847
    - 3rd Quarter 2024: 193
    A decrease of 77.2%

- 31 members (1.7% of active sworn) generated at least one alert in Q3 2024.

- During this quarter, we identified a significant data gap due to the absence of a data pipeline from Benchmark Analytics to its AIM database. Consequently, Use of Force (UOF) incidents and Vehicle Pursuits have not been incorporated into the AIM data pool since May of 2024. Approximately two-thirds of the incidents contributing to alert thresholds are UOF incidents. Benchmark is currently scoping solutions to establish a data pipeline that will ensure seamless data integration and prevent future discrepancies.

3rd Quarter 2024 Alerts

3rd Quarter 2024 Alerts	
OIS	4
OID	0
3+ UOF within 3 months	0
3+ DPA within 6 months	2
5+ indicators within 6 months	10
4+ DPA within 12 months	0
6+ indicators within 12 months	16
Total	**32**

3rd Quarter 2024 Alerts

- OIS: 4
- 3+ DPA cases within 6 months: 2
- 5+ indicators within 6 months: 10
- 6+ indicators within 12 months: 16
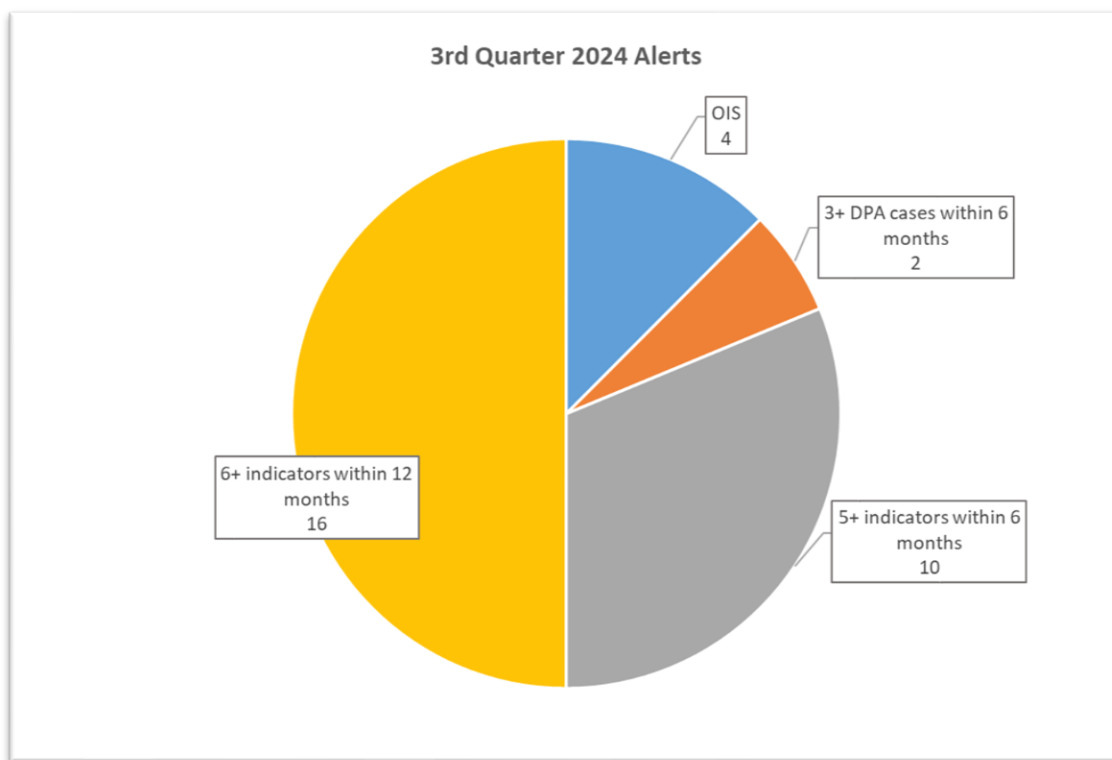
31 members (1.7% of active sworn) generated at least one alert in Q3 2024.

Members Receiving Alerts		
30 Members	1 Alert	30 x 1 = 30 Alerts
1 Member	2 Alerts	1 x 2 = 2 Alerts
31 Members	**At Least 1 Alert**	**32 Alerts**

EIS Alerts by Month										
		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
Q3 2023	Jul	0	1	29	0	4	0	52	86	346
	Aug	9	0	32	5	15	7	95	163	
	Sept	0	0	40	0	12	0	45	97	
Q4 2023	Oct	3	0	42	0	6	1	33	85	206
	Nov	0	0	40	0	10	0	17	67	
	Dec	0	0	27	0	10	0	17	54	
Q1 2024	Jan	0	0	25	2	16	2	24	69	204
	Feb	0	0	33	1	12	0	17	63	
	Mar	0	1	36	0	10	0	25	72	
Q2 2024	Apr	0	0	37	3	4	0	18	62	114
	May	4	0	21	1	3	0	11	40	
	Jun	0	0	1	1	3	0	7	12	
Q3 2024	Jul	0	0	0	0	3	0	5	8	32
	Aug	0	0	0	1	5	0	2	8	
	Sept	4	0	0	1	2	0	9	16	

EIS Alerts by Month

EIS Alerts by Quarter
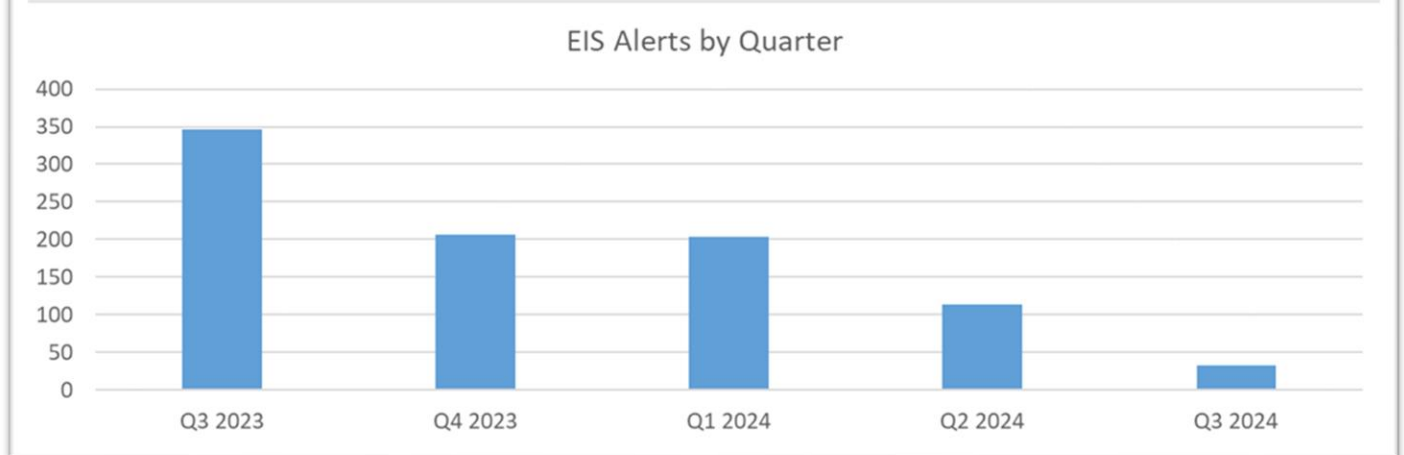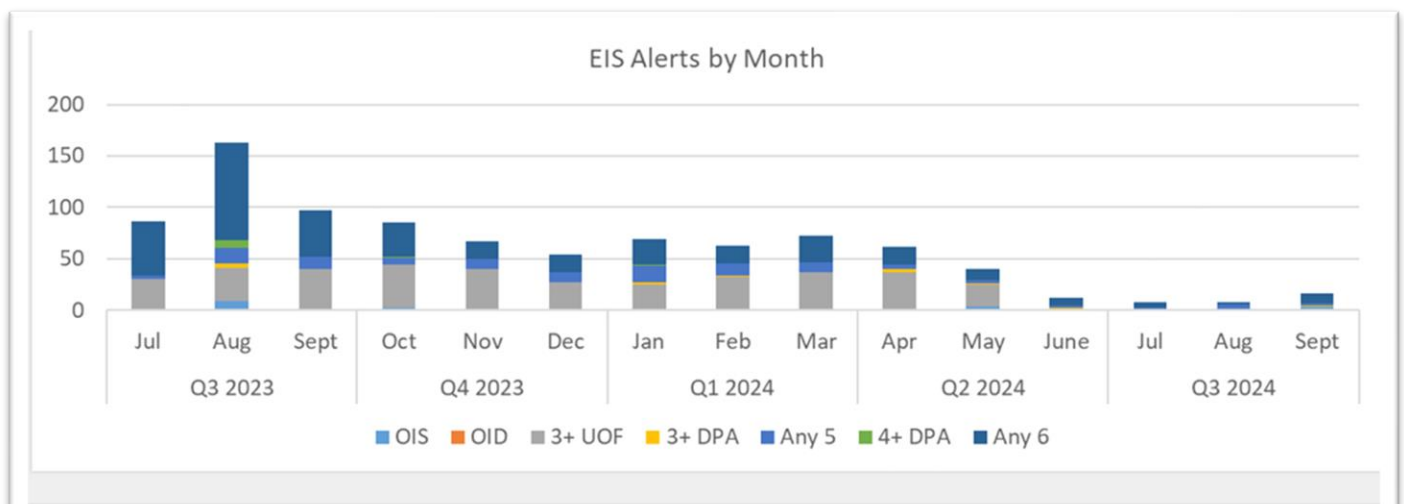
3rd Quarter Alert Dispositions

Disposition of 3rd Quarter Alerts:	
30	Sent to the member's Commanding Officer for review
0	Administratively closed by EIS
2	*Merging with a paired month

*Alerts are generated every month and sent to out to stations during the following months: February, April, June, August, October, December. Only the most recent alert is sent to the officer's unit. Please note that the EIS Unit records all generated 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.)*

Disposition of 3rd Quarter Alerts

*Merged with a paired month: 2

Sent to member's Commanding Officer for review: 30
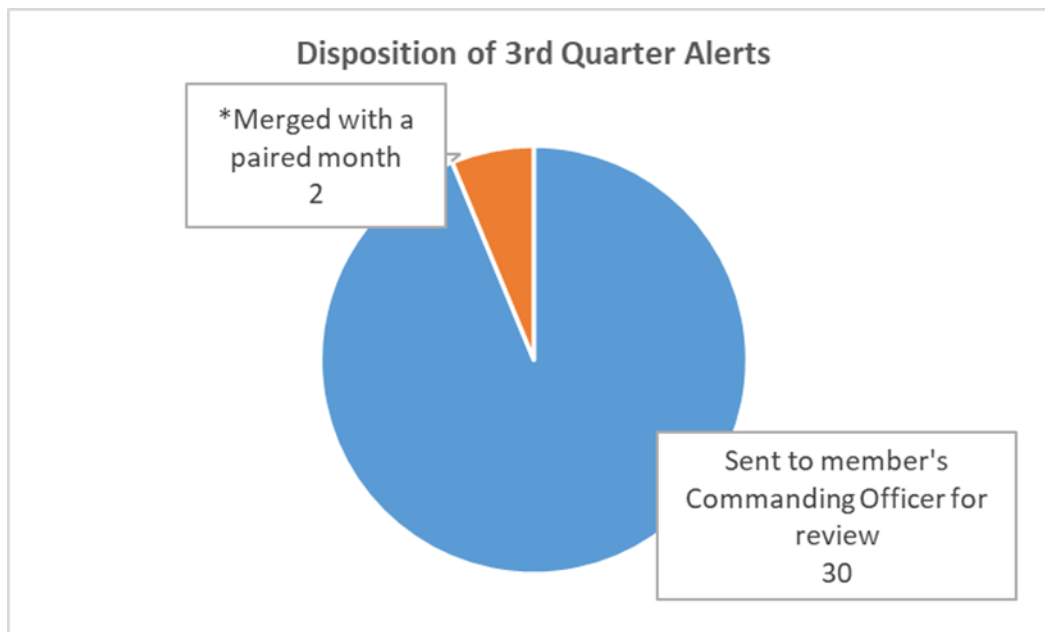
Criteria of Administrative Closures:

1. **A member received a recent EIS Alert Evaluation**
   (e.g., All 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 shows 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.)

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.

Active Interventions	Closed Interventions
1	1

Types of Interventions	
Counseling by an Immediate Supervisor	• 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
Training	• POST Learning Portal • Supervisor responds and monitors member on calls for service • One-on-one session with Instructors at the Academy
Peer Officer Support Program	• 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

Central Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	569
Part 1 Property Crimes	5,539
TOTAL	6,108

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	12.9%

Central Station observed a 68.4% decrease in the number of alerts from Q2 2024 to Q3 2024.

Captain Ja Han Kim

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	5	2	1	1.5	0	9.5
Q3 2024	0	0	0	1	1	0	1	3

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	27	17	10	0	0	0	0	1	55
Q3 2024	0	0	0	11	2	0	0	0	0	5	18
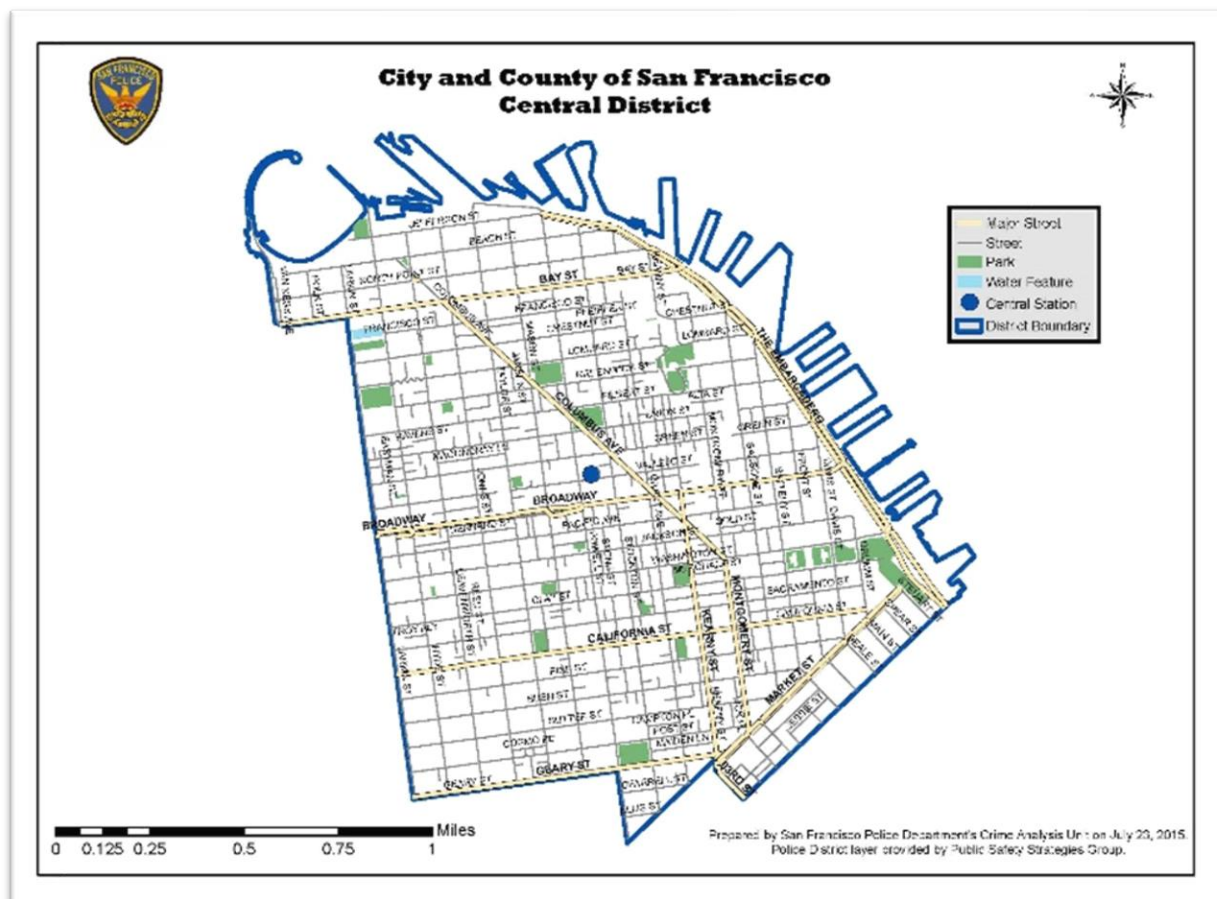
Southern Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	621
Part 1 Property Crimes	2,657
TOTAL	3,278

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	11.1%

Southern Station observed a 74.8% decrease in the number of alerts from Q2 2024 to Q3 2024. 2023.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	9.33	0	1	0	5.5	15.83
Q3 2024	0	0	0	1	2.5	0	0.5	4

Captain Luke Martin

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	30	18	6	0	0	0	0	1	55
Q3 2024	0	0	0	17	1	0	0	0	0	0	18

City and County of San Francisco
Southern District

Treasure Island

District Boundary
Major Street
Street
Park
Water Feature

Yerba Buena Island

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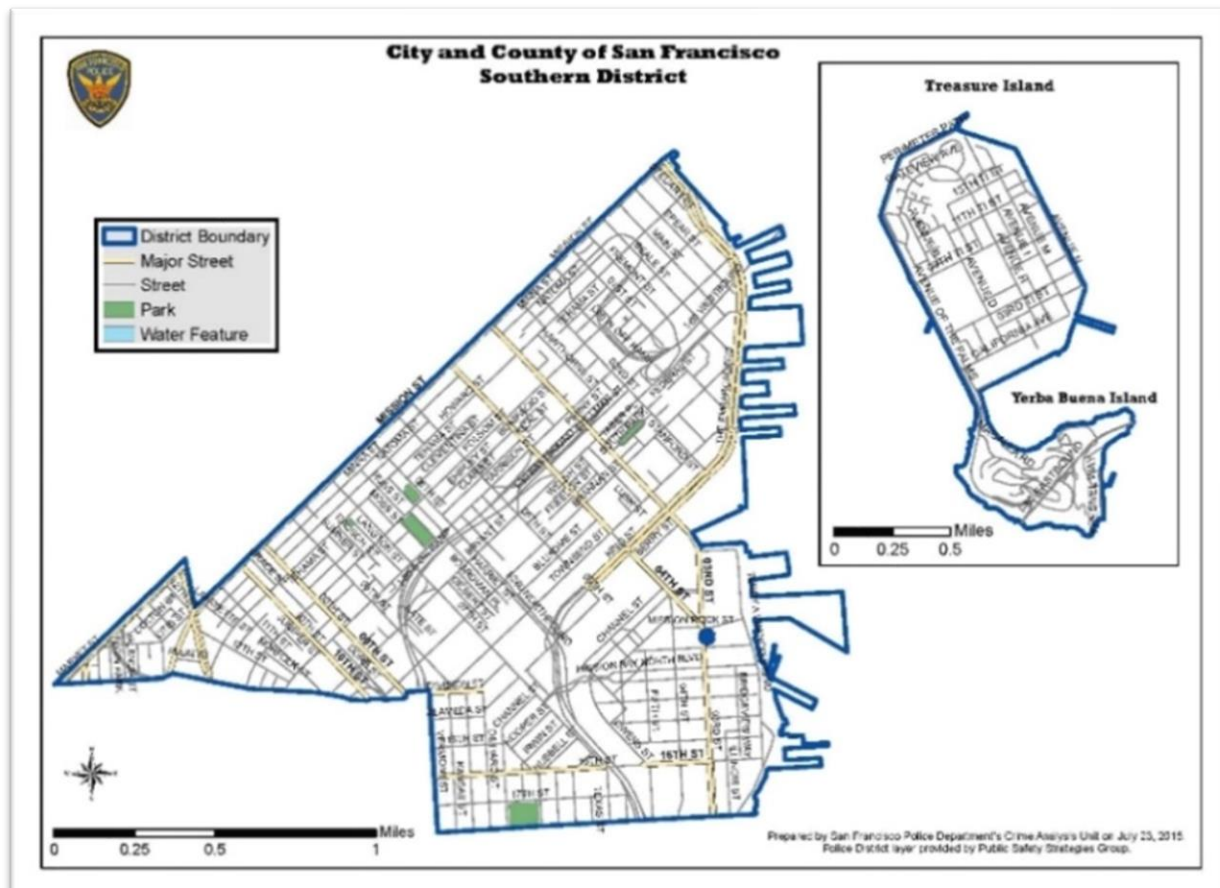
Bayview Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	527
Part 1 Property Crimes	2,408
TOTAL	2,935

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	10.0%

Bayview Station observed an 87.5% decrease in alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	4	0	2	1	0	0	1	8
Q3 2024	0	0	0	0	1	0	0	1

Captain Michael Koniaris

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	4	0	11	15	8	1	0	1	0	2	42
Q3 2024	0	0	0	5	2	0	0	1	0	4	12

City and County of San Francisco
Bayview District
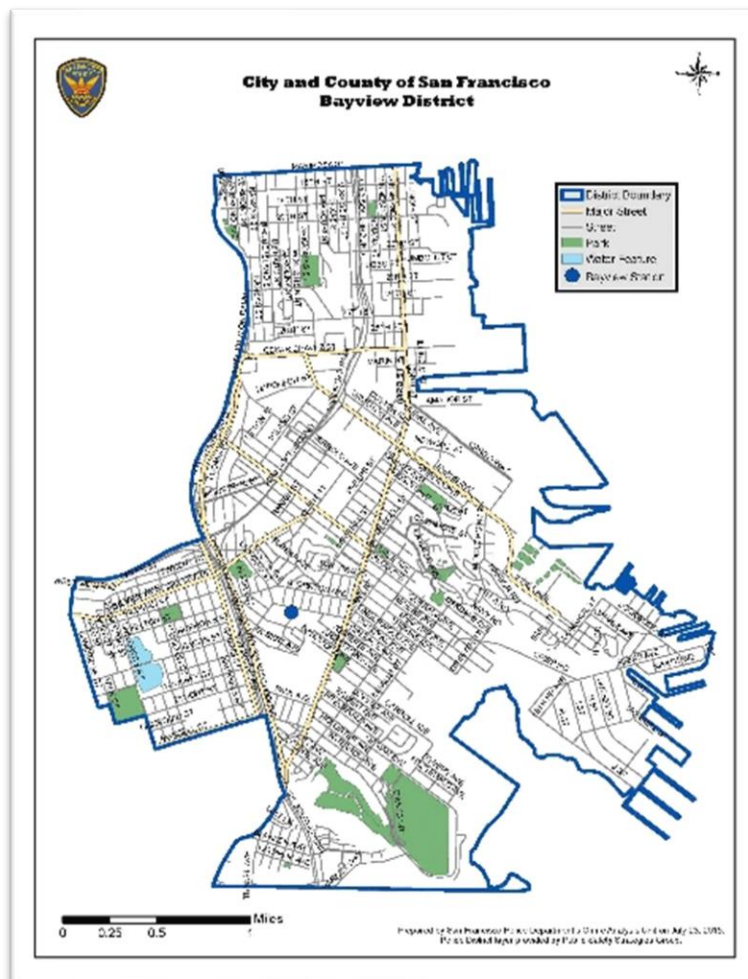
Mission Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	864
Part 1 Property Crimes	3,876
TOTAL	4,740

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	14.0%

Mission Station observed a 74% decrease in alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	13	0	3	0	9	25
Q3 2024	0	0	0	0	2	0	4.5	6.5

Captain Liza Johansen

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	38	14	10	0	0	2	0	5	69
Q3 2024	0	0	0	13	2	0	0	2	0	1	18

City and County of San Francisco
Mission District
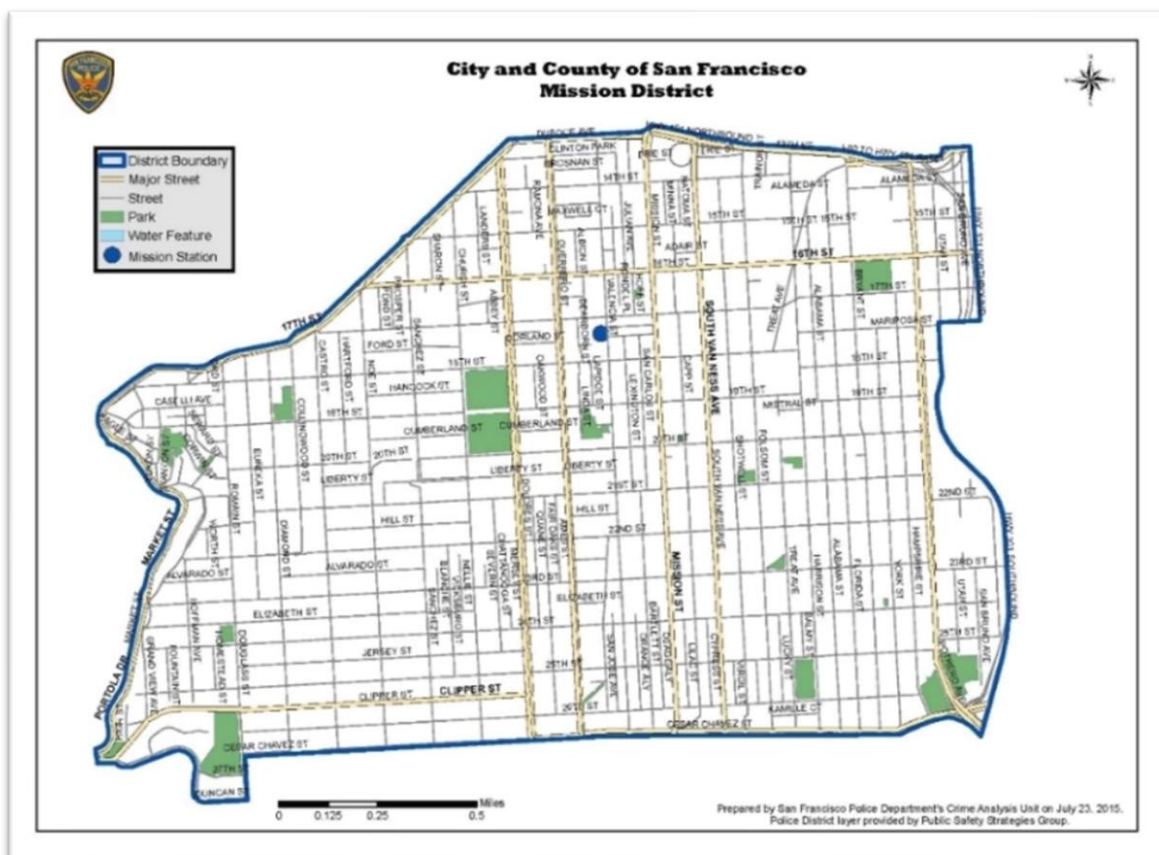
Northern Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	525
Part 1 Property Crimes	5,387
TOTAL	5,912

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	11.4%

Northern Station observed a 100% decrease in alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	2	1	1	0	1.5	5.5
Q3 2024	0	0	0	0	0	0	0	0

Captain Jason Sawyer

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	13	6	5	0	0	0	0	1	25
Q3 2024	0	0	0	13	0	0	0	0	0	2	15
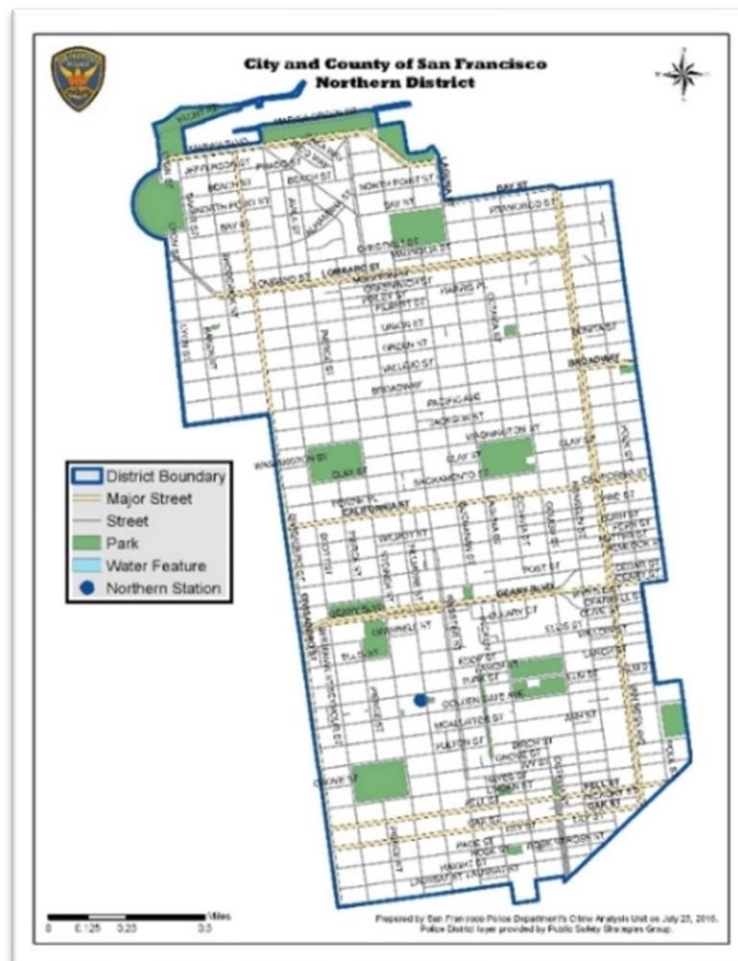
Park Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	96
Part 1 Property Crimes	1,682
TOTAL	1,778

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	4.3%

Park Station observed a 100% decrease alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	2	2
Q3 2024	0	0	0	0	0	0	0	0

Captain Jack Hart

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	2	5	6	1	0	0	0	1	15
Q3 2024	0	0	0	1	1	0	0	0	0	0	2

City and County of San Francisco
Park District

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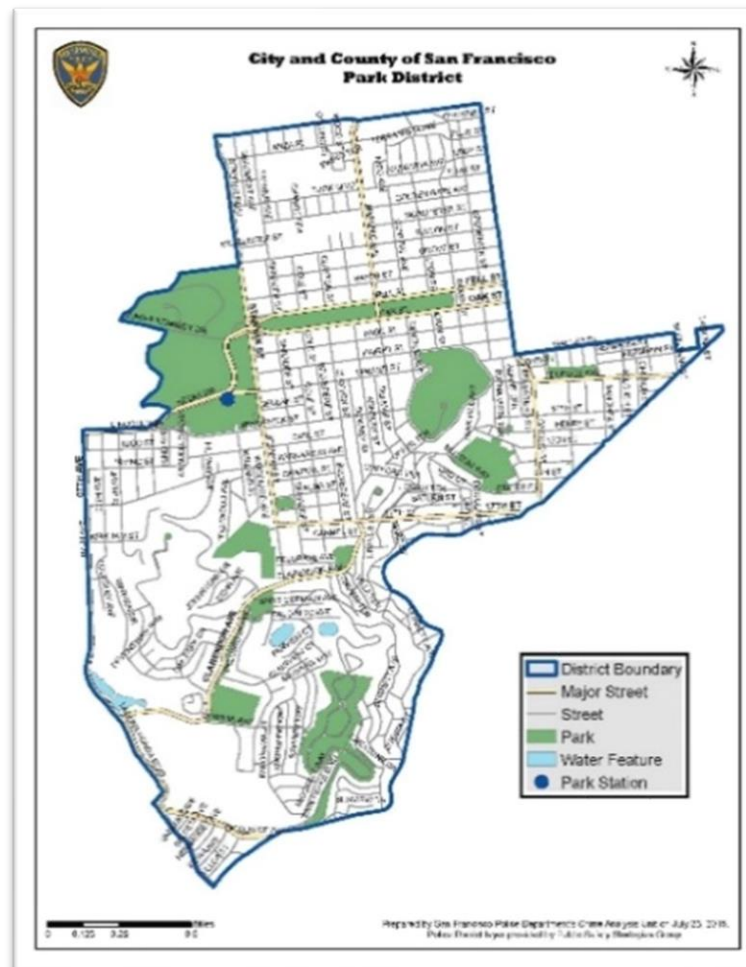
Richmond Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	152
Part 1 Property Crimes	2,616
TOTAL	2,768

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	5.5%

Richmond Station observed a 100% decrease in alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	1	0	0	0	0	1
Q3 2024	0	0	0	0	0	0	0	0

Captain Chris Canning

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	8	2	1	0	0	0	0	3	14
Q3 2024	0	0	0	9	0	0	0	1	0	1	11

City and County of San Francisco
Richmond District
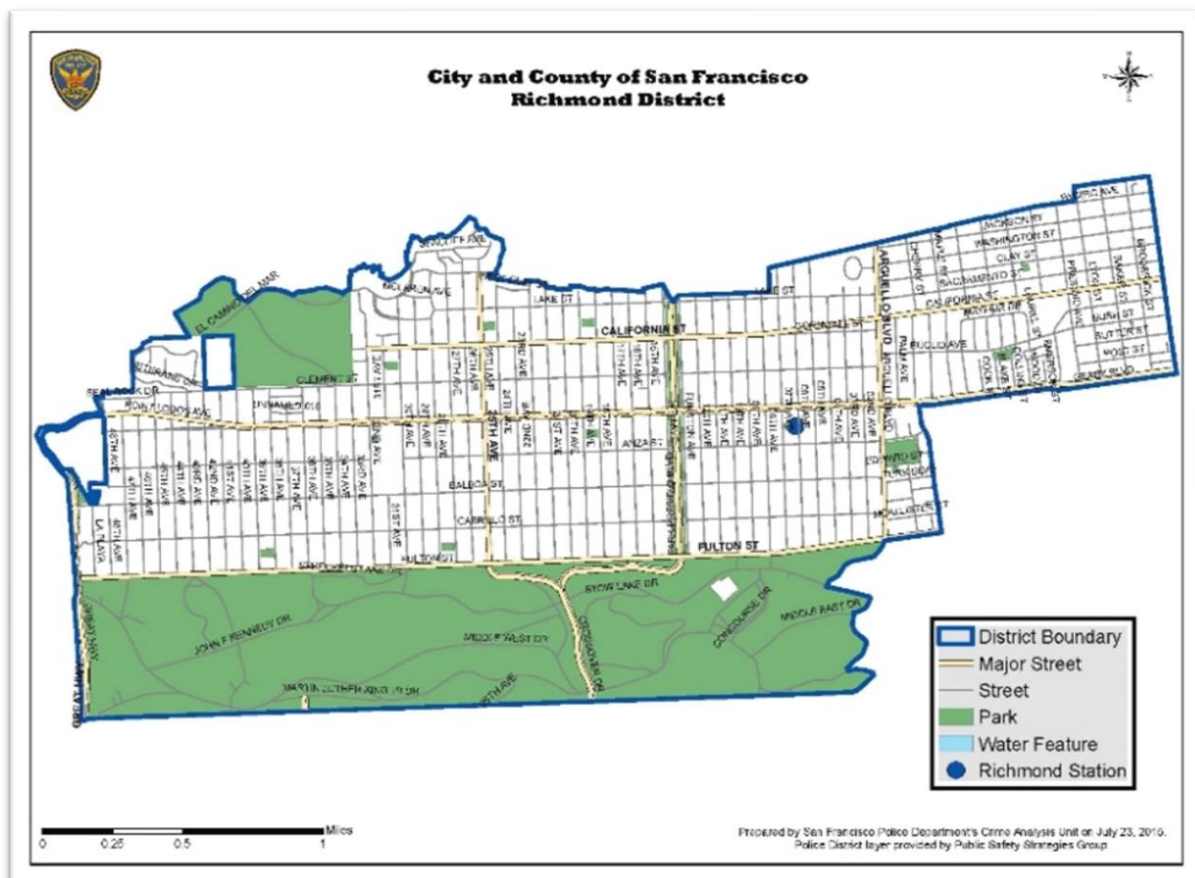
Ingleside Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	487
Part 1 Property Crimes	2,978
TOTAL	3,465

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	9.4%

Ingleside Station observed an 83% decrease in alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	1.33	0	0	0	4.5	5.83
Q3 2024	0	0	0	0	0	0	1	1

Captain Amy Hurwitz

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	9	8	3	0	0	0	0	2	22
Q3 2024	0	0	0	2	3	0	0	0	0	1	6

City and County of San Francisco
Ingleside District

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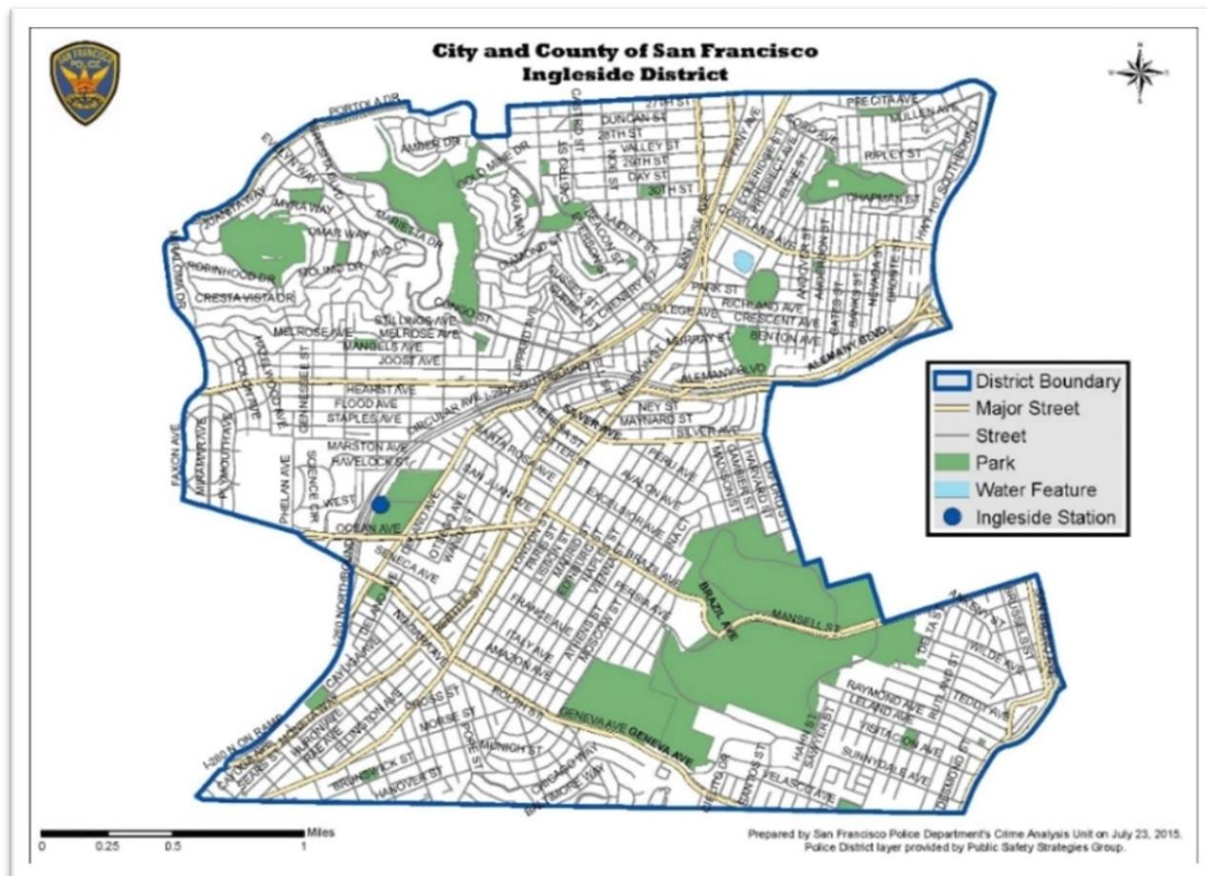
Taraval Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	272
Part 1 Property Crimes	3,109
TOTAL	3,381

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	7.7%

> Taraval Station observed a 100% decrease in alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	2	0	0	0	1.5	3.5
Q3 2024	0	0	0	0	0	0	0	0

Captain Brien Hoo

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	8	2	3	0	0	0	0	1	14
Q3 2024	0	0	0	11	1	0	0	1	0	2	15
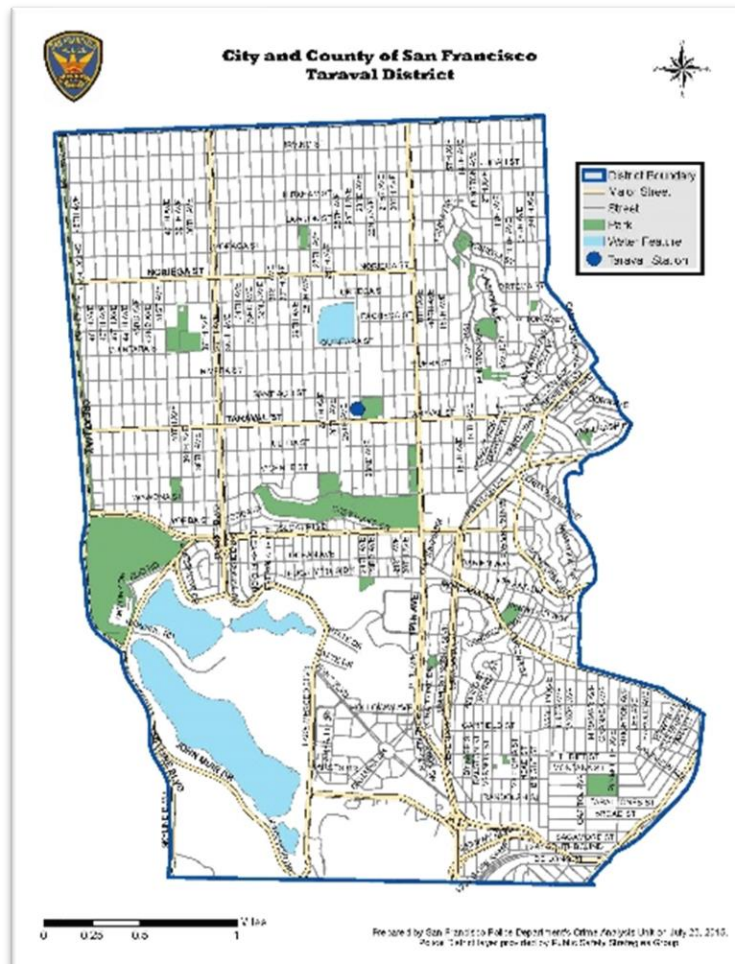
Tenderloin Station

Part 1 Violent Crimes & Part 1 Property Crimes
Trailing 12 Mo (Oct 2023-Sep 2024)

Part 1 Violent Crimes	801
Part 1 Property Crimes	1,549
TOTAL	2,350

Citywide Calls for Service (Oct 2023-Sep 2024)

Calls for Service	13.6%

> Tenderloin Station observed a 56% decrease in alerts from Q2 2024 to Q3 2024.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	22	0	4	0	8	34
Q3 2024	4	0	0	0	3	0	8	15

Acting Captain Daniel Manning

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q2 2024	0	0	59	25	10	0	0	3	0	3	100
Q3 2024	4	0	0	25	7	0	0	1	0	0	37

City and County of San Francisco
Tenderloin District
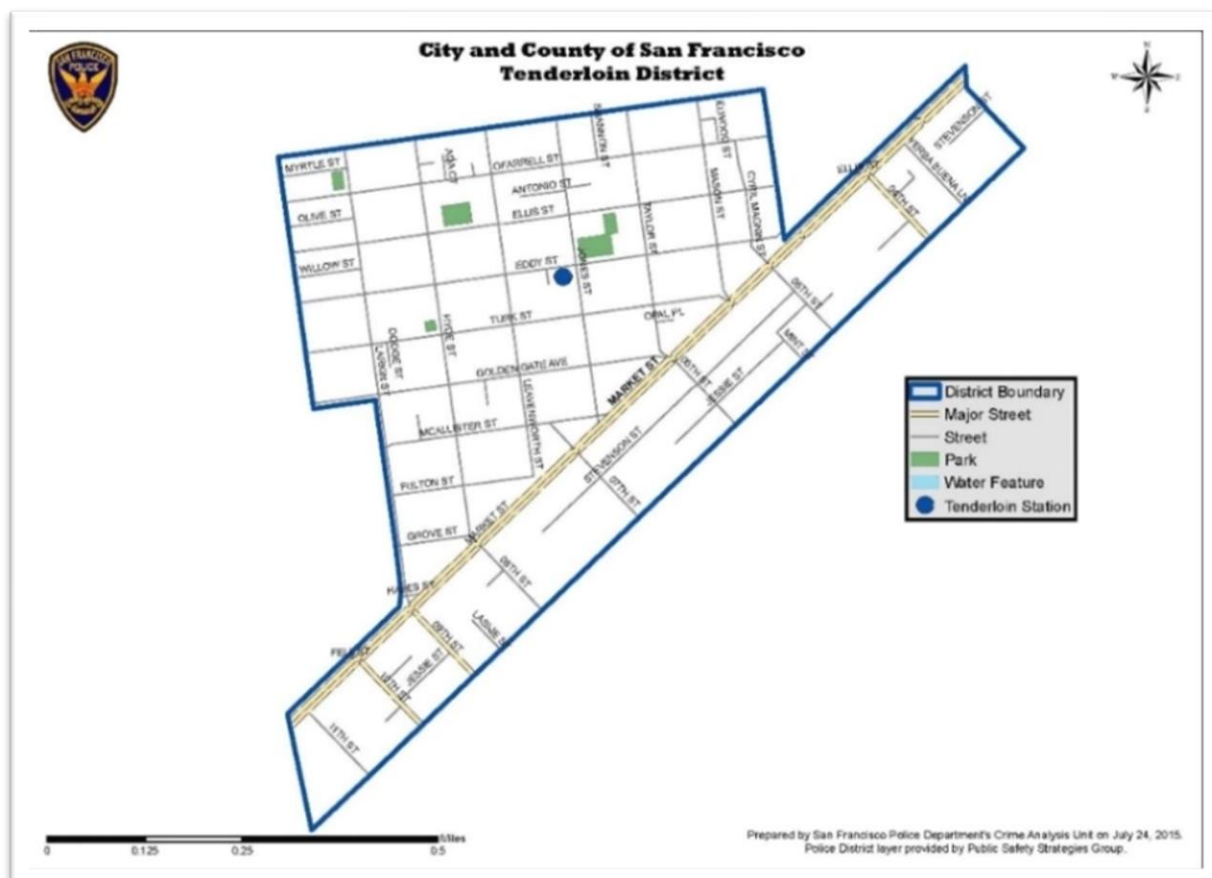
Airport Bureau

Captain Sergio Chin
Traffic

Captain Carlos Gutierrez
Patrol

Captain Timothy Falvey
Administration

AFOB	Airport Field Operations	Airport Field Operations works closely with San Mateo Sheriff's Office, United States Customs and Border Patrol, Federal Bureau of Investigations, United States Secret Service, US Federal Air Marshals and other regional local, state and federal law enforcement agencies.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	3	3	0	0	0	0	0	0	6
Q3 2024	0	0	0	1	0	0	0	0	0	0	1

| **AIRP** | **Airport Bureau** | 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. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0	0	0	0

| **ADMN** | **Airport Administration** | The Airport Administration works closely with the San Francisco International Airport Administration, Transportation Security Administration, Federal Aviation Administration, and other regional local, state and federal law enforcement agencies. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0	0	0	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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	2	2	0	0	0	0	0	4
Q3 2024	0	0	0	0	1	1	0	0	0	0	2

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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0	0	1	1

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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	1	0	0	0	0	0	0	1

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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	1	0	0	0	0	0	1
Q3 2024	0	0	0	0	2	2	0	0	0	0	4

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).

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	1	0	0	0	0	0	0	1
Q3 2024	0	0	0	0	0	1	0	0	0	0	1

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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	2	0	0	0	0	0	2

| | 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. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	1	0	0	0	0	0	1
Q3 2024	0	0	0	0	0	0	0	0	0	0	0

| | CVRT | **Community Violence Reduction Team** | The goal of CVRT is to reduce gun violence while reducing recidivism and building trust between the department and impacted communities. CVRT will focus on intelligence gathering, analysis and proactive investigations to prevent and reduce shootings. CVRT also collaborates with justice partners, intervention partners and community stakeholders. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	1	0	2	0	0	0	0	0	3
Q3 2024	0	0	0	2	0	0	0	1	0	0	3

| | 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. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	1	2	0	0	0	0	0	3
Q3 2024	0	0	0	0	1	0	0	0	0	0	1

| | | 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. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0.33	0	0	0	0	0.33
Q3 2024	0	0	0	0	0.5	0	1	1.5

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	4	6	0	0	0	0	0	0	10
Q3 2024	0	0	0	0	0	0	0	1	0	2	3

GENE   **General Work**   This unit is responsible for the investigation of assaults, Estes robberies and felonious crimes against persons.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	1	5	0	0	0	0	0	0	6
Q3 2024	0	0	0	0	0	0	0	0	0	0	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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	1	1
Q3 2024	0	0	0	0	0	0	0	0	0	0	0

HSU   **Homeland Security Unit**   The HSU enhances the Department's efforts to protect our city's critical infrastructure and key resources, prepares for natural and man-made disasters, and supports on-going efforts against terrorism.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	1	0	0	1
Q3 2024	0	0	0	2	0	0	0	0	0	0	2

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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	1	1
Q3 2024	0	0	0	0	0	0	0	0	0	0	0

INVE   **Investigations**   The Investigations Division is under the Bureau of Investigations and contains five separate units: General Crimes, Major Crimes, Special Investigations Division, Special Victims Unit, and Strategic Investigations.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	1	0	0	1	0	0	2
Q3 2024	0	0	0	1	0	0	0	0	0	0	1

| | LEGA | Legal Division | The mission of the Legal Division is to efficiently manage our day-to-day responsibilities pertaining to complying with the various legal mandates imposed upon the Department. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	1	0	0	0	0	0	0	1

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

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	1	0	0	0	1
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	2	4	2	0	0	0	0	0	8
Q3 2024	0	0	0	1	0	0	0	0	0	1	2

| | 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 provides a security presence on SF MTA trains, LRVs and coaches. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	2	0	0	0	0	0	1	3
Q3 2024	0	0	0	1	0	0	0	0	0	0	1

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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	2	1	0	0	0	0	0	3
Q3 2024	0	0	0	0	0	0	0	0	0	0	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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	1	0	0	0	0	0	1

RISK   **Risk Management Office**   The Risk Management Office (RMO) consists of the Internal Affairs Division, Investigative Services Detail, the Legal Division, the EEO Unit in the SFPD, the BWC Unit, SB1421 Unit and the Early Intervention System. RMO investigates cases that involve officer misconduct and officer-involved shootings.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	1	0	0	0	0	0	0	1

| ROBB | Robbery | The Robbery Unit investigates: bank robberies, armored transport robberies, armed takeover robberies, home invasions, carjacking, 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. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0	0	1	1

| 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. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	1	0	0	0	1	0	0	2
Q3 2024	0	0	0	3	1	0	0	1	0	0	5

| SIU | Strategic Investigations Unit | Night Investigations Unit (NIU) is part of the restructuring within the Investigations Bureau. NIU's duties and responsibilities will be assumed by the newly created Strategic Investigations Unit (SIU). |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	1	0	0	0	0	0	0	1
Q3 2024	0	0	0	0	0	0	0	0	0	0	0

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

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	2	0	0	0	0	0	0	2
Q3 2024	0	0	0	0	0	0	0	0	0	0	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, Stalking & the Sex Offender Unit. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	3	1	0	0	0	0	0	4
Q3 2024	0	0	0	2	0	0	0	0	0	0	2

| | 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. This unit also includes our Honda (motorcycles), Explosive Ordinance Disposal, and K-9 units. |

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	1	0	0	0	2	3
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	9	4	1	0	0	0	0	1	15
Q3 2024	0	0	0	2	0	0	0	0	0	2	4

TCI   **Traffic Collision Investigation Unit**   This unit is responsible for conducting extensive and thorough investigations of collisions resulting in serious injury or fatality.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	0	0	0	0	0	0	0	0
Q3 2024	0	0	0	1	0	0	0	0	0	0	1

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

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q2 2024	0	0	0	0	0	0	0.5	0.5
Q3 2024	0	0	0	0	0	0	0	0

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q2 2024	0	0	0	2	1	0	0	0	0	0	3
Q3 2024	0	0	0	0	0	0	0	0	0	0	0

Comprehensive Data

Number of Indicator Points per Quarter					
Year	Q1	Q2	Q3	Q4	Total
2020	784	776	645	627	2,832
2021	724	659	699	843	2,925
2022	659	2,337	2,556	1,746	7,298
2023	879	877	1,000	806	3,562
2024	745	492	193		1,430

There were 60.8% fewer indicators reported for Q3 2024 than for Q2 2024.

Number of Active Sworn Members		
Year	Quarter	Sworn Members
2020	1	2,296
	2	2,269
	3	2,250
	4	2,233
2021	1	2,211
	2	2,180
	3	2,119
	4	2,104
2022	1	2,047
	2	1,987
	3	1,959
	4	1,942
2023	1	1,909
	2	1,906
	3	1,880
	4	1,867
2024	1	1,863
	2	1,869
	3	1,855
	4	

Number of Indicator Points per Quarter
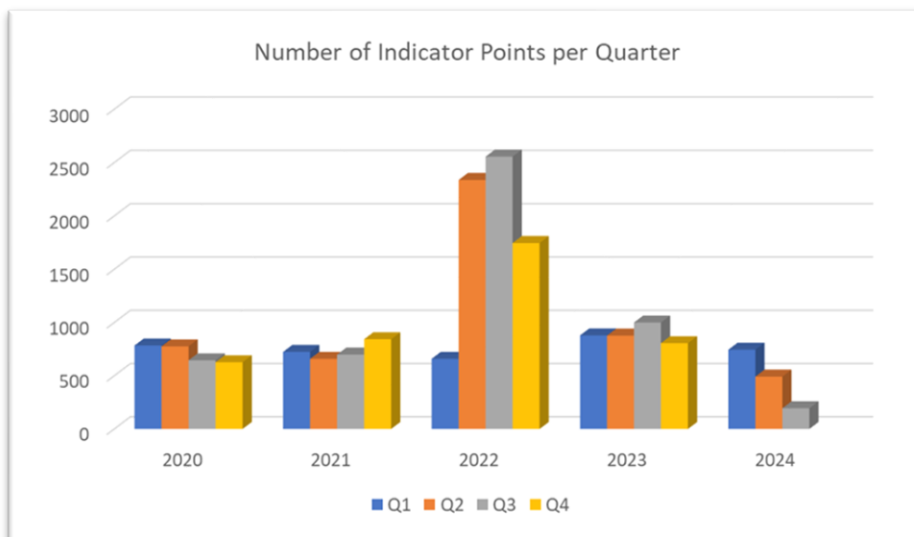
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
3rd Quarter 2024 Indicator Points by Station											
Tenderloin	4	0	0	25	7	0	0	1	0	0	**37**
Southern	0	0	0	17	1	0	0	0	0	0	**18**
Mission	0	0	0	13	2	0	0	2	0	1	**18**
Central	0	0	0	11	2	0	0	0	0	5	**18**
Taraval	0	0	0	11	1	0	0	1	0	2	**15**
Northern	0	0	0	13	0	0	0	0	0	2	**15**
Bayview	0	0	0	5	2	0	0	1	0	4	**12**
Richmond	0	0	0	9	0	0	0	1	0	1	**11**
Ingleside	0	0	0	2	3	0	0	0	0	1	**6**
Park	0	0	0	1	1	0	0	0	0	0	**2**
Total	**4**	**0**	**0**	**107**	**19**	**0**	**0**	**6**	**0**	**16**	**152**
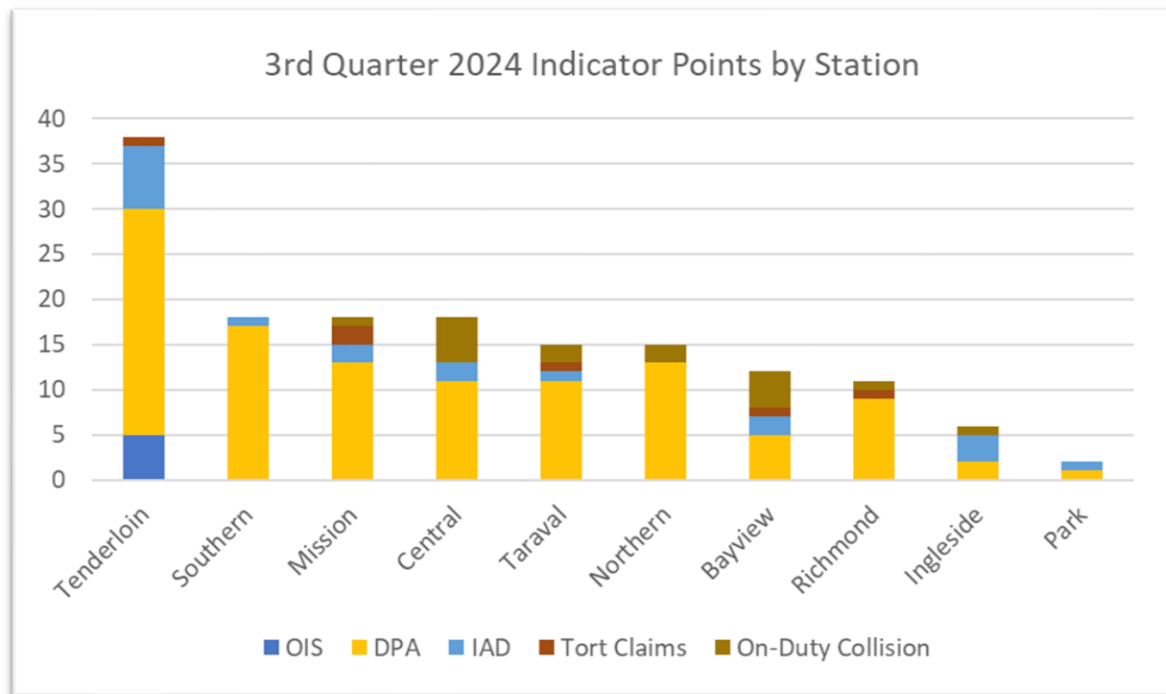
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
SID	0	0	0	3	1	0	0	1	0	0	**5**
TACT	0	0	0	2	0	0	0	0	0	2	**4**
CED	0	0	0	0	2	2	0	0	0	0	**4**
CVRT	0	0	0	2	0	0	0	1	0	0	**3**
FOB	0	0	0	0	0	0	0	1	2	0	**3**
SVU	0	0	0	2	0	0	0	0	0	0	**2**
CIS	0	0	0	0	2	0	0	0	0	0	**2**
ACAD	0	0	0	0	1	1	0	0	0	0	**2**
MTA	0	0	0	1	0	0	0	0	0	1	**2**
HSU	0	0	0	2	0	0	0	0	0	0	**2**
ROBB	0	0	0	0	0	0	0	0	0	1	**1**
TCI	0	0	0	1	0	0	0	0	0	0	**1**
DOC	0	0	0	0	1	0	0	0	0	0	**1**
INVE	0	0	0	1	0	0	0	0	0	0	**1**
RISK	0	0	0	1	0	0	0	0	0	0	**1**
LEGA	0	0	0	1	0	0	0	0	0	0	**1**
BURG	0	0	0	1	0	0	0	0	0	0	**1**
AFOB	0	0	0	1	0	0	0	0	0	0	**1**
ADMI	0	0	0	0	0	0	0	0	0	1	**1**
MUNI	0	0	0	1	0	0	0	0	0	0	**1**
CHIE	0	0	0	0	0	1	0	0	0	0	**1**
PROF	0	0	0	0	1	0	0	0	0	0	**1**
Total	**0**	**0**	**0**	**19**	**8**	**4**	**0**	**3**	**2**	**5**	**41**

3rd Quarter 2024 Indicator Points by Unit/Detail