

2015 Early Intervention System Report

San Francisco Police Department

Legal Division



Meeting of Friday, May 20th, 2016, 11 am

Public Safety Building

1245 3rd Street, Room #1025

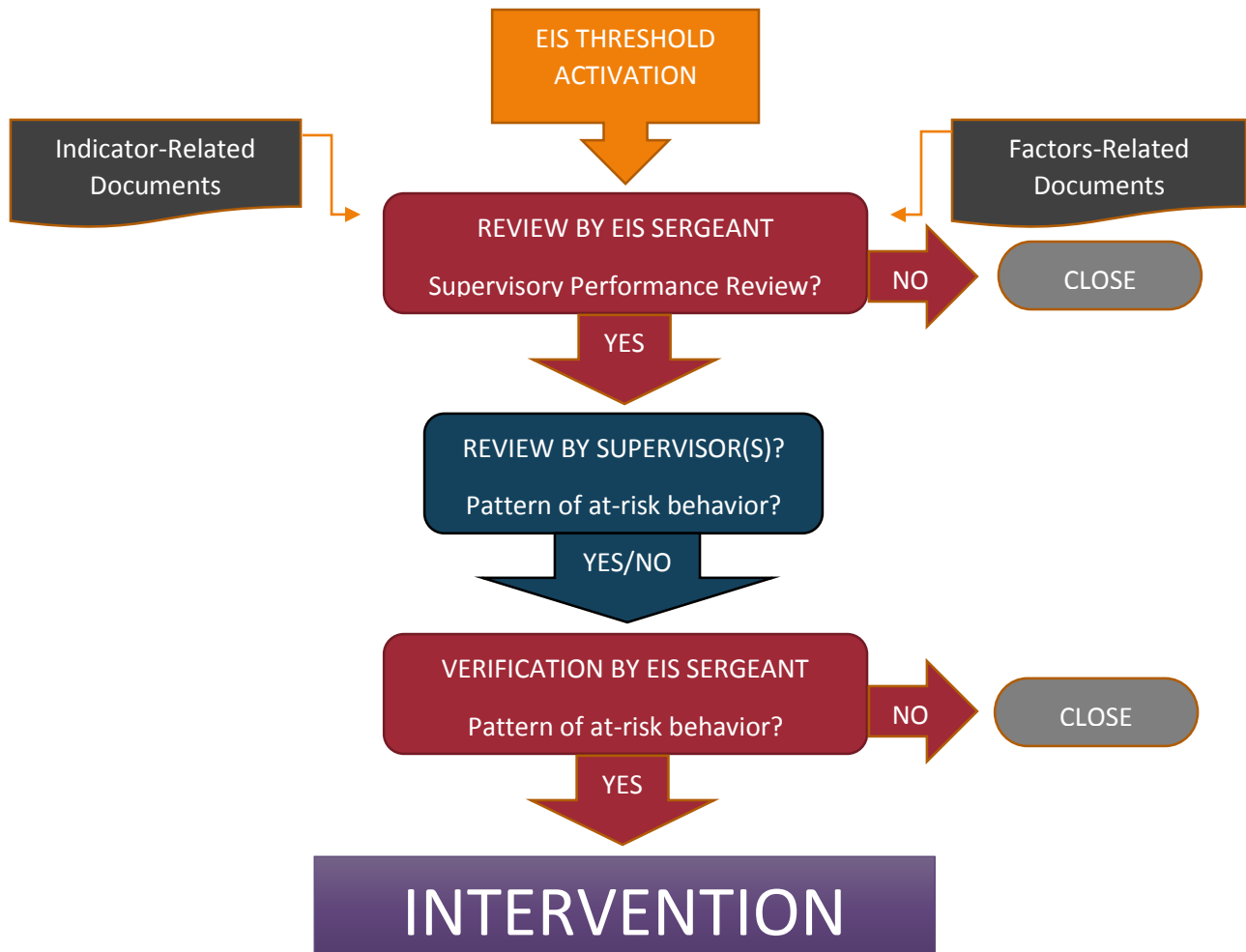
EARLY INTERVENTION SYSTEM

PERFORMANCE INDICATORS

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

ASSOCIATED FACTORS

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 Alerts

Officer-Involved Shooting	20
Officer-Involved Discharge	7
3+ UOF incidents within 3 mo.	71
3+ OCC Complaints within 6 mo.	22
Any 5+ indicators within 6 mo.	85
4+ OCC Complaints within 12 mo.	3
Any 6+ indicators within 12 mo.	99
Total	307

Distribution of Alerts

2 members had	8+ alerts
1 member had	7 alerts
3 members had	6 alerts
10 members had	5 alerts
9 members had	4 alerts
14 members had	3 alerts
31 members had	2 alerts
75 members had	1 alert
145 members had	1+ alerts

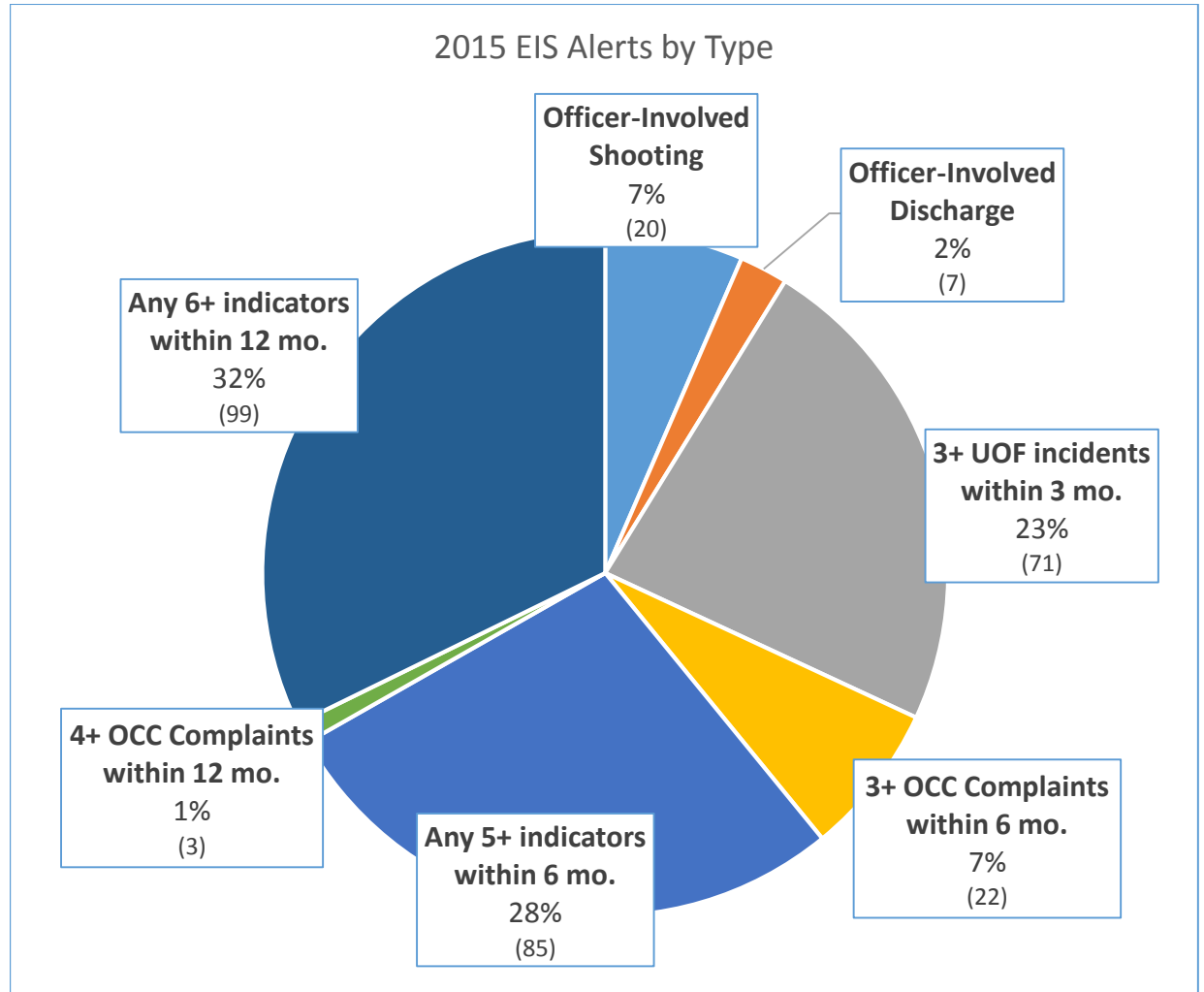
Alert Status

	No. Alerts	No. Members
Response Pending	31	11
Response Received	276	134
Total Alerts	307	145
Interventions	--	9

EIS Alerts by Year

2013	443
2014	378
2015	307

2015 EIS Alerts by Type

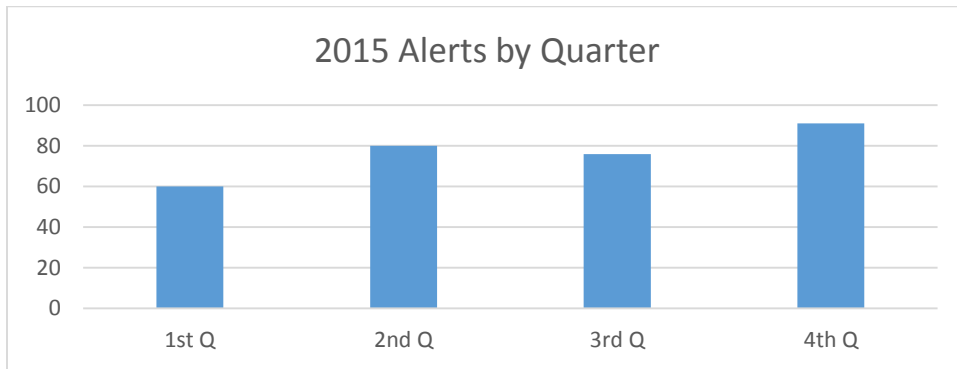


Types of Intervention

	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 by Type, Month, and Quarter

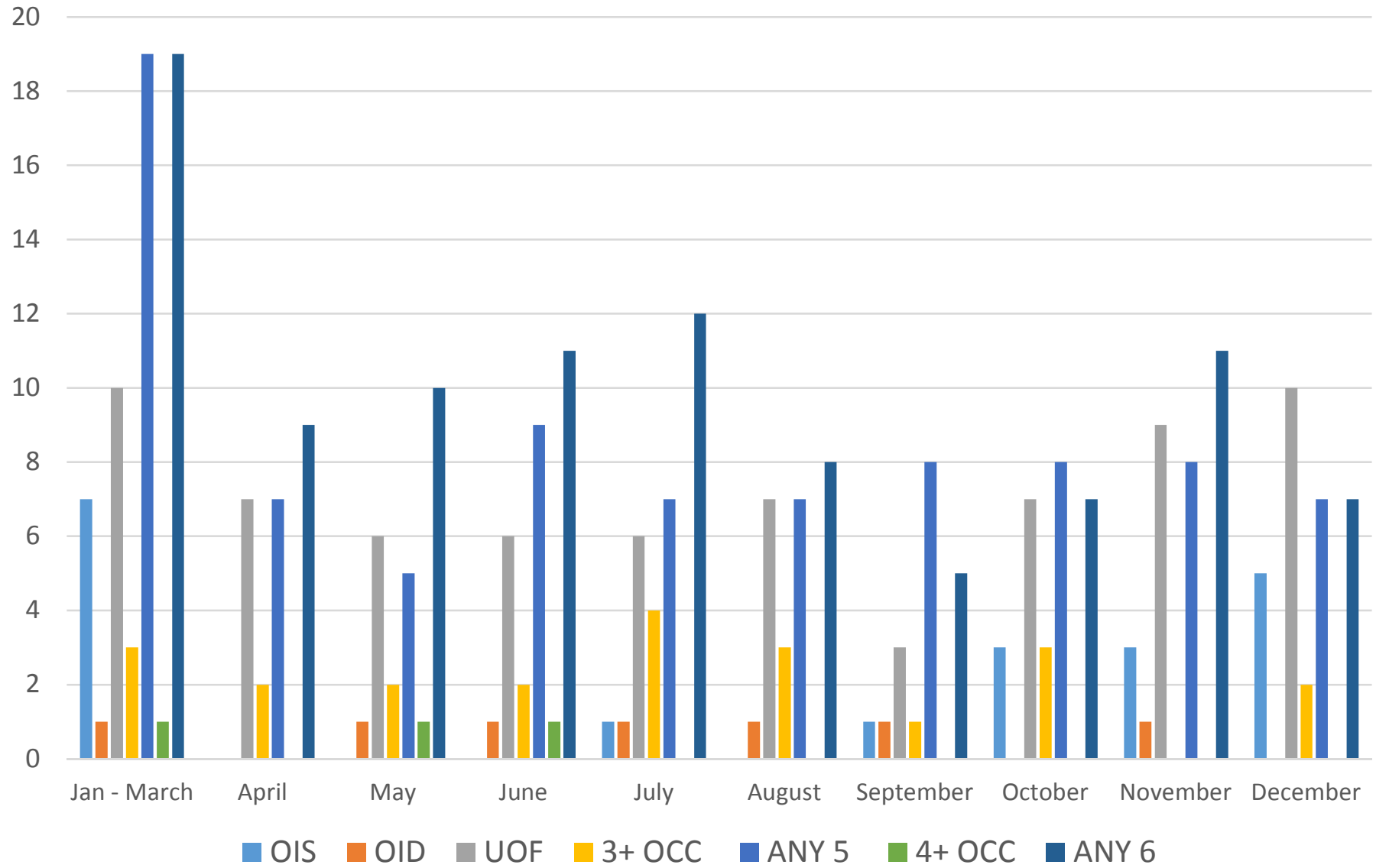
		OIS	OID	UOF	3+ OCC	ANY 5	4+ OCC	ANY 6	Monthly Total	Quarterly Total
1st Q	Jan - March	7	1	10	3	19	1	19	60	60
2nd Q	April			7	2	7		9	25	80
	May		1	6	2	5	1	10	25	
	June		1	6	2	9	1	11	30	
3rd Q	July	1	1	6	4	7		12	31	76
	August		1	7	3	7		8	26	
	September	1	1	3	1	8		5	19	
4th Q	October	3		7	3	8		7	28	91
	November	3	1	9		8		11	32	
	December	5		10	2	7		7	31	



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			
TOTAL		20	10	20			

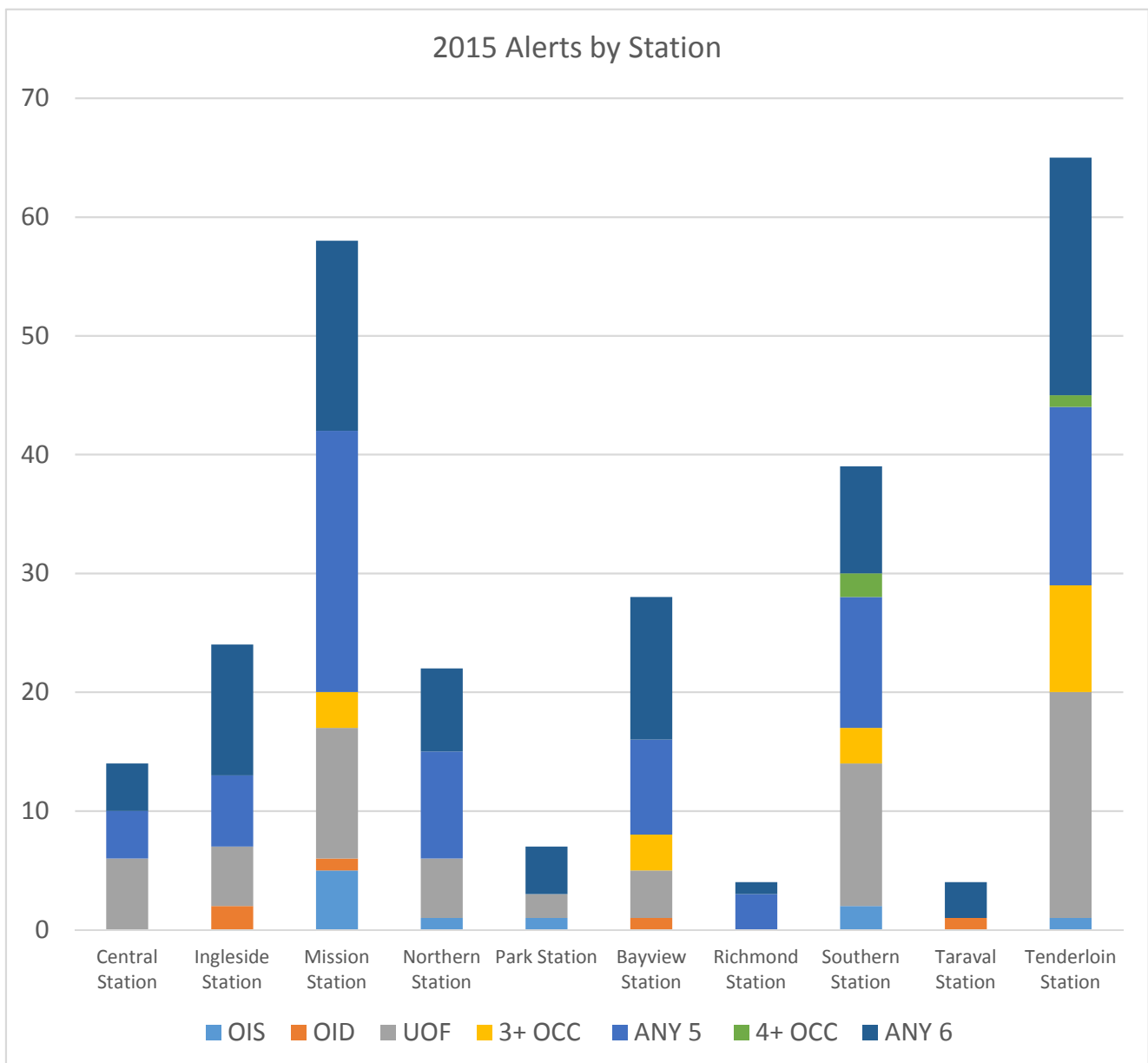
2015 Alerts by Type and Month



2015 Alerts by Station

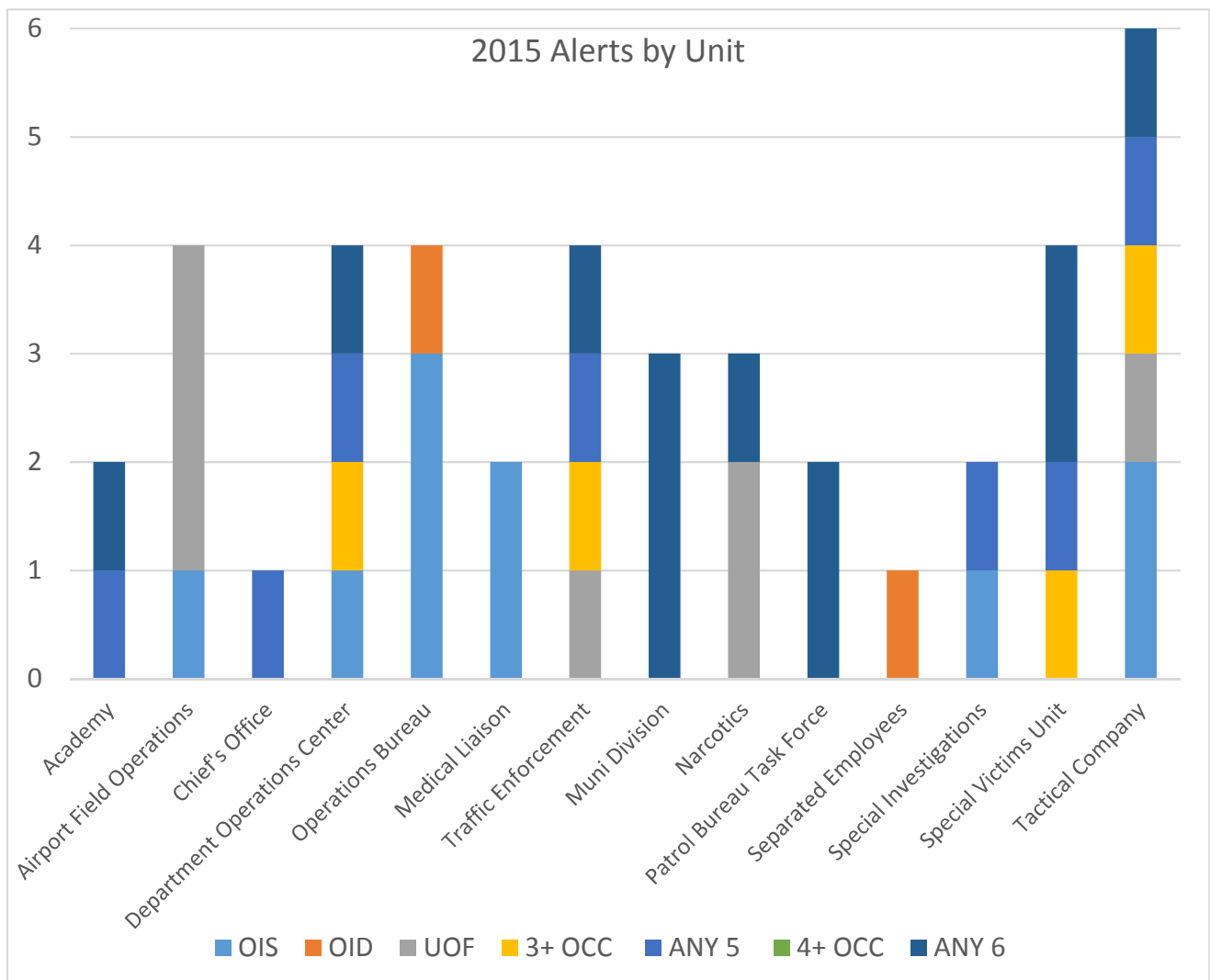
	OIS	OID	UOF	3+ OCC	ANY 5	4+ OCC	ANY 6	TOTAL
Central Station			6		4		4	14
Ingleside Station		2	5		6		11	24
Mission Station	5	1	11	3	22		16	58
Northern Station	1		5		9		7	22
Park Station	1		2				4	7
Bayview Station		1	4	3	8		12	28
Richmond Station					3		1	4
Southern Station	2		12	3	11	2	9	39
Taraval Station		1					3	4
Tenderloin Station	1		19	9	15	1	20	65
TOTAL	10	5	64	18	78	3	87	265

2015 Alerts by Station



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
Chief's Office					1			1
Department Operations Center	1			1	1		1	4
Operations Bureau	3	1						4
Medical Liaison	2							2
Traffic Enforcement			1	1	1		1	4
Muni Division							3	3
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	4
Tactical Company	2		1	1	1		1	6
TOTAL	10	2	7	4	7	0	12	42



Count of Indicators by Quarter and Year

	Q1	Q2	Q3	Q4	Total
2013	734	800	800	706	3040
2014	710	728	646	739	2823
2015	683	611	574	617	2485

Count of Members

Year	Quarter	Sworn Members
2013	1st	2174
	2nd	2115
	3rd	2149
	4th	2158
2014	1st	2108
	2nd	2102
	3rd	2139
	4th	2158
2015	1st	2141
	2nd	2146
	3rd	2239
	4th	2235

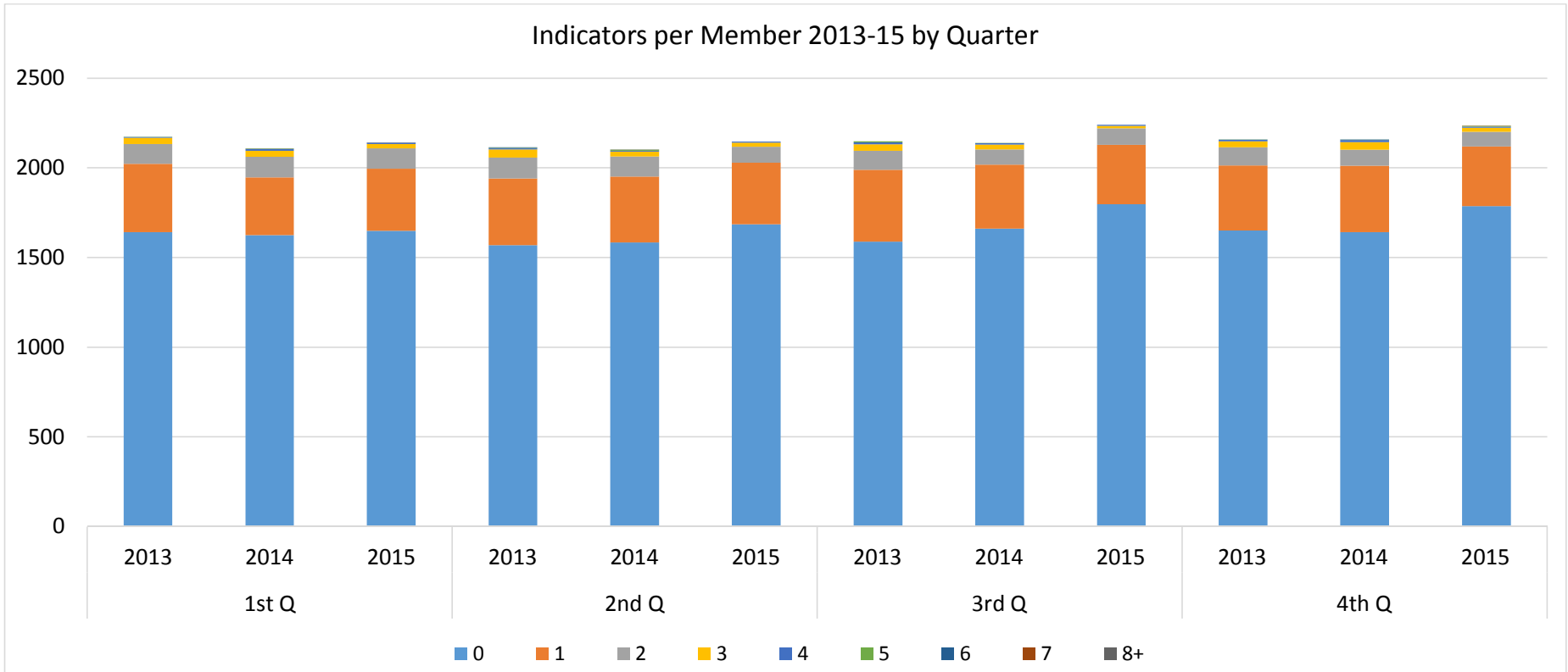
Indicators per Member

		0	1	2	3	4	5	6	7	8+	Total members with 1+ indicator
1st Q	2013	1641	381	111	34	6	1				533
	2014	1625	322	115	32	11	2			1	483
	2015	1649	347	112	25	7				1	492
2nd Q	2013	1569	372	117	45	5	4	2	1		546
	2014	1584	368	112	26	5	6			1	518
	2015	1686	343	88	24	5					460
3rd Q	2013	1589	400	107	35	11	5	2			560
	2014	1662	356	84	28	7	2				477
	2015	1798	331	92	13	5					441
4th Q	2013	1650	364	100	35	8	1				508
	2014	1641	371	89	42	12	2	1			517
	2015	1787	333	80	23	7	4		1		448

Indicators per Member - Percentages

		0	1	2	3	4	5	6	7	8+	Total members with 1+ indicator
1st Q	2013	75%	18%	5%	2%	0%	0%	0%	0%	0%	25%
	2014	77%	15%	5%	2%	1%	0%	0%	0%	0%	23%
	2015	77%	16%	5%	1%	0%	0%	0%	0%	0%	23%
2nd Q	2013	74%	18%	6%	2%	0%	0%	0%	0%	0%	26%
	2014	75%	18%	5%	1%	0%	0%	0%	0%	0%	25%
	2015	79%	16%	4%	1%	0%	0%	0%	0%	0%	21%
3rd Q	2013	74%	19%	5%	2%	1%	0%	0%	0%	0%	26%
	2014	78%	17%	4%	1%	0%	0%	0%	0%	0%	22%
	2015	80%	15%	4%	1%	0%	0%	0%	0%	0%	20%
4th Q	2013	76%	17%	5%	2%	0%	0%	0%	0%	0%	24%
	2014	76%	17%	4%	2%	1%	0%	0%	0%	0%	24%
	2015	80%	15%	4%	1%	0%	0%	0%	0%	0%	20%

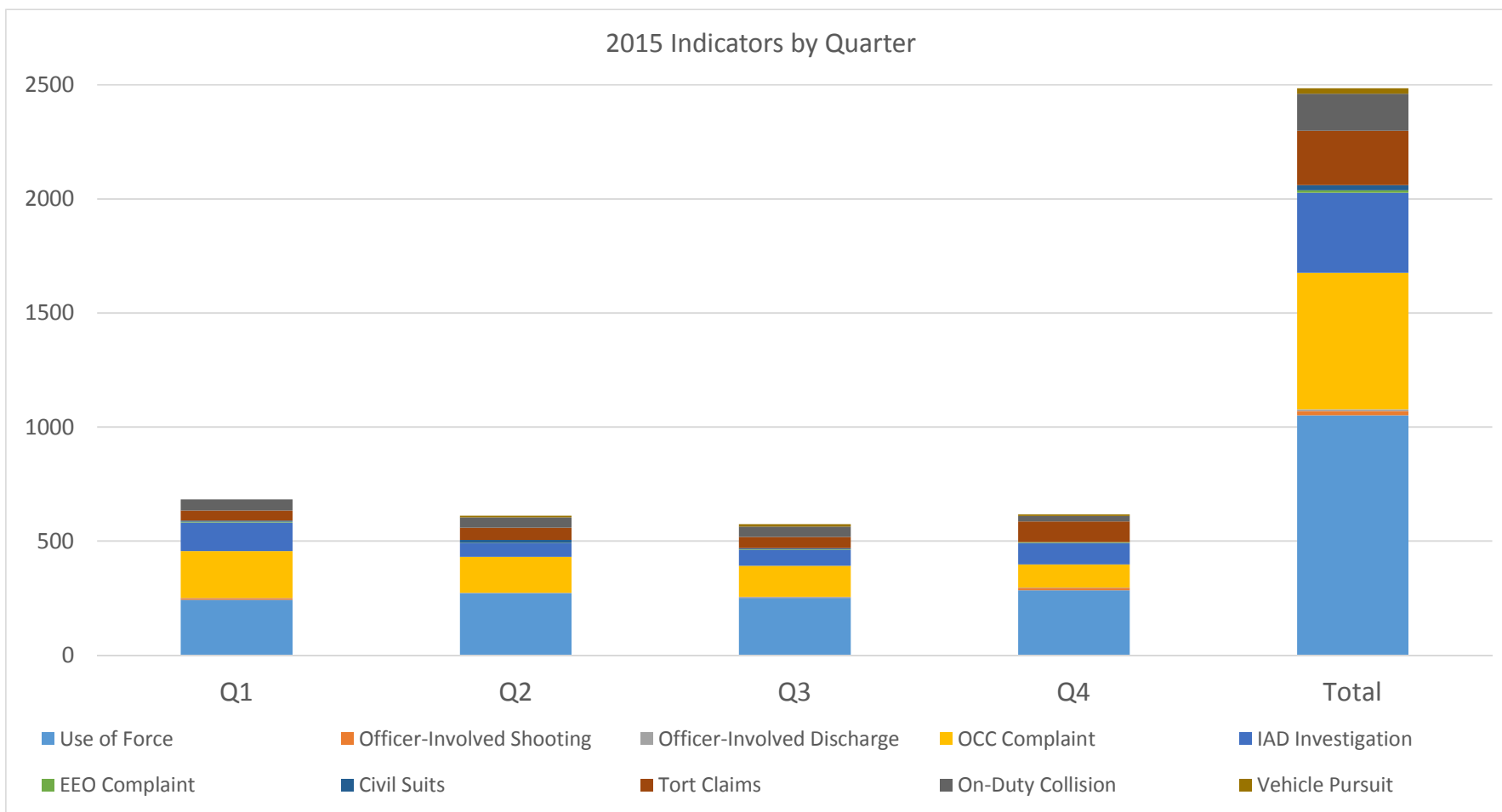
Indicators per Member 2013-15 by Quarter



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

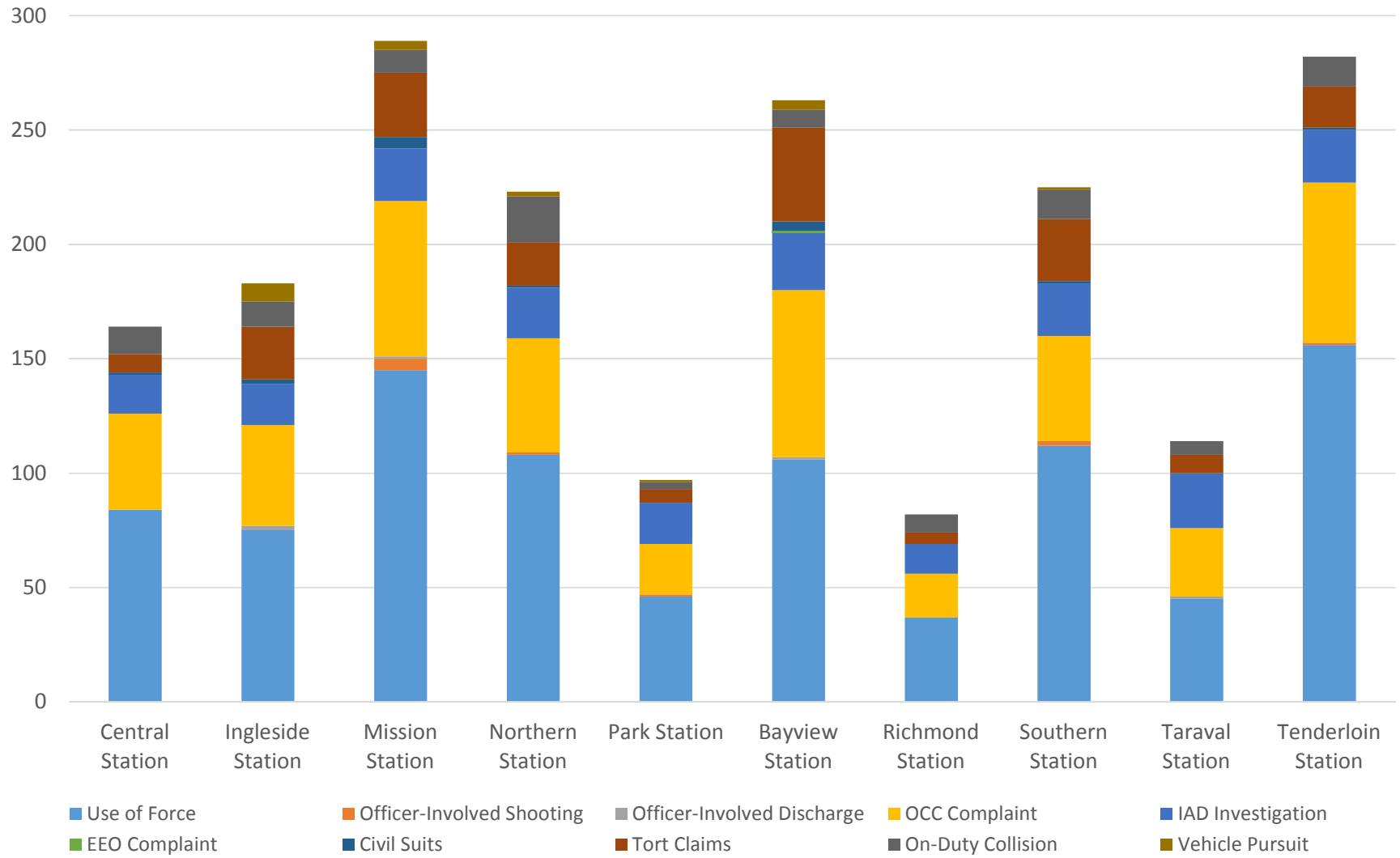
2015 Indicators by Quarter



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 Station	84			42	17		1	8	12		164
Ingleside Station	75		2	44	18		2	23	11	8	183
Mission Station	145	5	1	68	23		5	28	10	4	289
Northern Station	108	1		50	22		1	19	20	2	223
Park Station	46	1		22	18			6	3	1	97
Bayview Station	106		1	73	25	1	4	41	8	4	263
Richmond Station	37			19	13			5	8		82
Southern Station	112	2		46	23		1	27	13	1	225
Taraval Station	45		1	30	24			8	6		114
Tenderloin Station	156	1		70	23		1	18	13		282
Total	914	10	5	464	206	1	15	183	104	20	1922

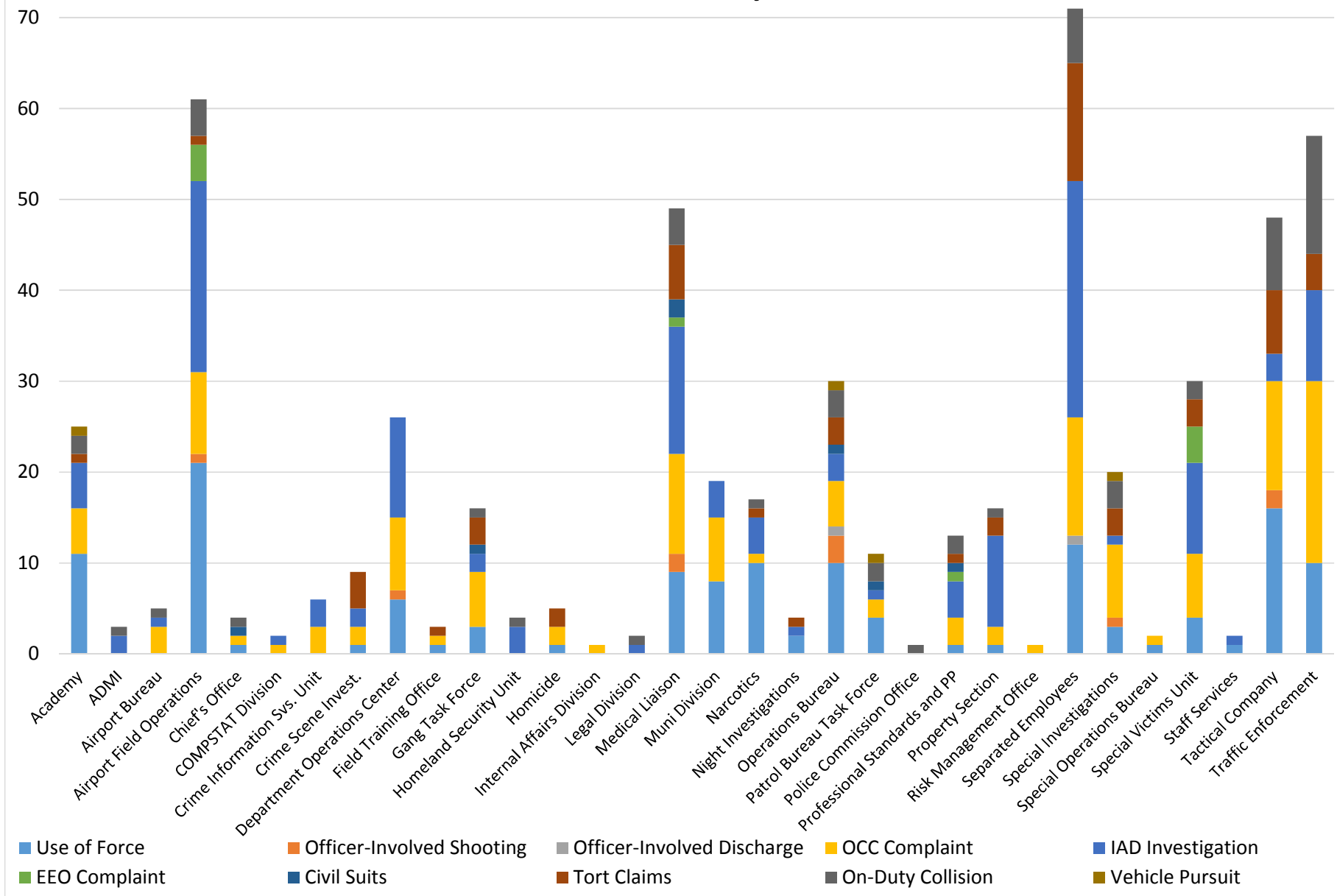
2015 Indicators by Stations



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
ADMI					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 - 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
	[REDACTED]		EEO-2015-0004	5/14/15
	[REDACTED]		MCD-2015-0203	5/17/15
	[REDACTED]	Q 52	EEO-2015-0005	7/14/15
	[REDACTED]	Q 52	MCD-2015-0063	2/9/15
	[REDACTED]		MCD-2015-0231	6/22/15
	[REDACTED]	Q 50	MCD-2015-0243	7/8/15
	[REDACTED]	Q 50	EEO-2015-0003	3/2/15
	[REDACTED]		OCC-2015-0650	12/9/15
	[REDACTED]	Q 2	MCD-2015-0387	10/22/15
	[REDACTED]	Q 3	MCD-2015-0302	10/1/15
	[REDACTED]		ODC-2015-0052	2/28/15
	[REDACTED]	Q 4	UOF-2015-0386	7/2/15
	[REDACTED]		MCD-2015-0350	11/20/15
	[REDACTED]	Q 4	MCD-2015-0064	2/9/15
	[REDACTED]	Q 2	MCD-2015-0248	8/7/15
	[REDACTED]		MCD-2015-0389	12/22/15
	[REDACTED]	Q 3	UOF-2015-0349	6/18/15
	[REDACTED]		OCC-2015-0601	11/20/15
	[REDACTED]	Q 2	OCC-2015-0413	8/7/15
	[REDACTED]	Q 4	UOF-2015-0184	4/14/15
	[REDACTED]	Q 3	OCC-2015-0665	12/28/15
	[REDACTED]	Q 4	UOF-2015-0722	12/13/15
[REDACTED]	Q 2	UOF-2015-0241	5/6/15	
[REDACTED]		MCD-2015-0377	12/7/15	
[REDACTED]	Q 2	MCD-2015-0164	4/8/15	