

**3<sup>rd</sup> Quarter 2017**  
**Early Intervention System Report**

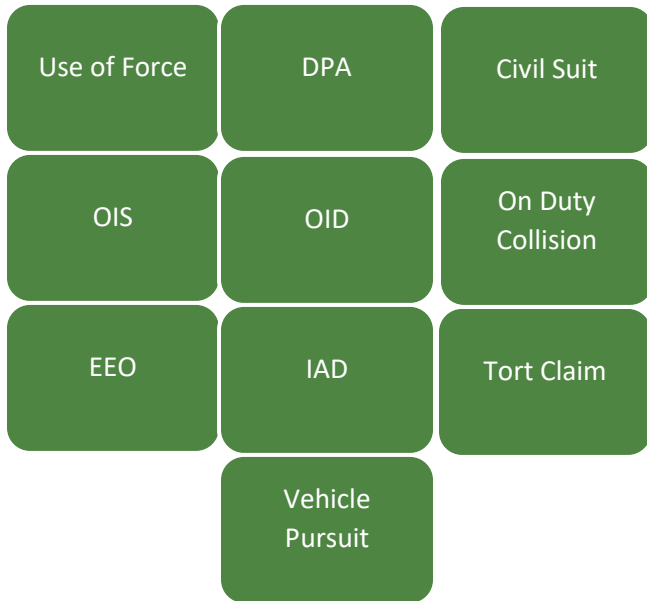
San Francisco Police Department  
Legal Division



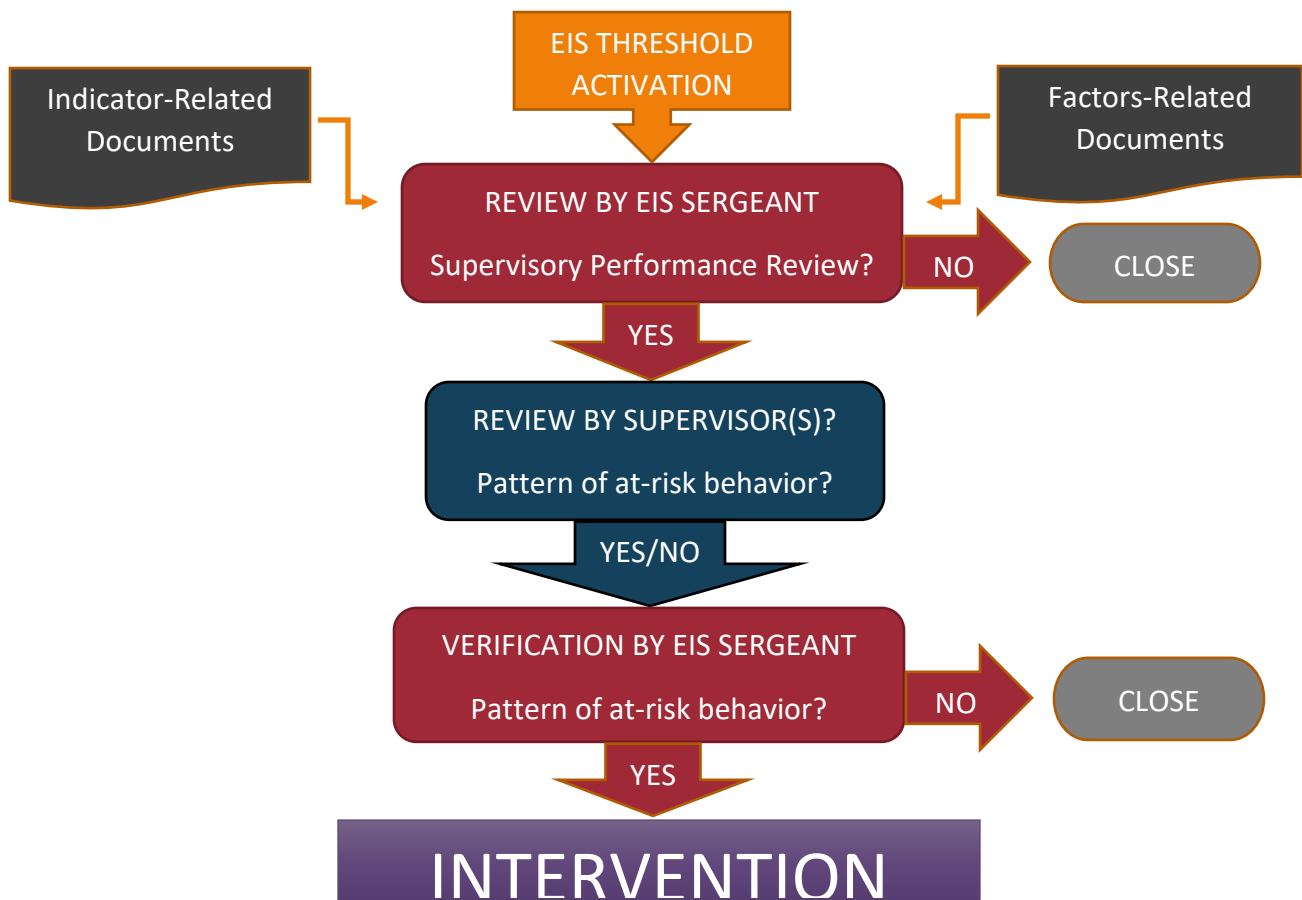
Public Safety Building  
1245 3<sup>rd</sup> Street, Room #1025

# EARLY INTERVENTION SYSTEM

## PERFORMANCE INDICATORS

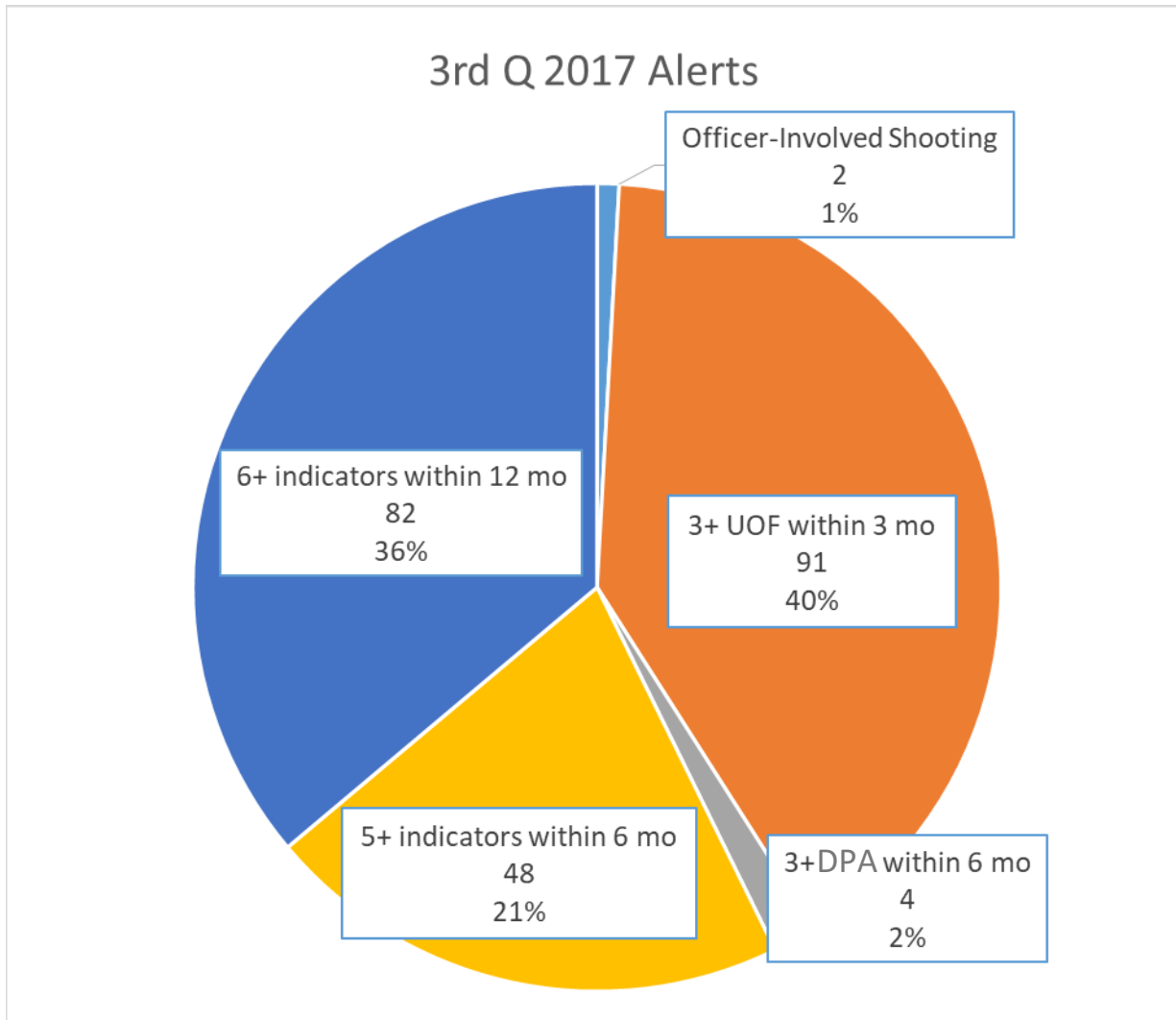


## ASSOCIATED FACTORS



### 3rd Q 2017 Alerts

Officer-Involved Shooting	2
3+ UOF within 3 mo	91
3+ DPA within 6 mo	4
5+ indicators within 6 mo	48
6+ indicators within 12 mo	82
<b>Total</b>	<b>227</b>



### Members Receiving Alerts

105 members had	1 alert
46 members had	2 alerts
10 members had	3 alerts
<b>161 members had</b>	<b>at least 1 alert</b>

As of September 2017, there were 2,320 members.  
This means 6.9% (161) members had at least 1 alert.

**Members Receiving Interventions**

2015 Interventions	9
2016 Interventions	4
2017 Interventions	3
Active Interventions	5

**Interventions Outside EIS**

Formal Counseling	13
Informal Counseling	127
PIPs	13

**Active Interventions**

	Members	Intervention received in each instance		
Failure to Appear in Court	2	Mentoring		Mentoring
Tactical Communication	3	UOF training at academy, Mentoring	Post-certified tactical communication training, Mentoring	Post-certified tactical communication training, Mentoring

**Failure to Appear:**

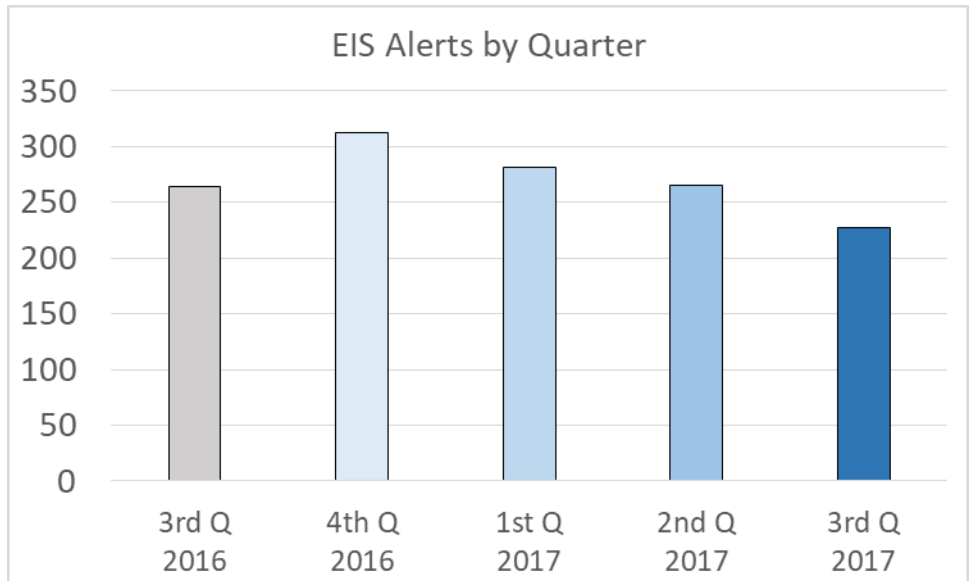
- Mentoring
  - Create a physical and electronic calendar
  - Monitoring of calendar by supervisor and subordinate
    - Track subpoenas
    - Track PT and Range times
  - Supervisor reviews DGOs and department bulletins with subordinate
  - Clear explanation of expectations and consequences
  - Schedule follow-ups (30/60/90/180 days) to sit down and review progress

**Tactical Communication:**

- Mentoring
  - Supervisor reviews DGOs and department bulletins with subordinate
  - Clear explanation of expectations and consequences
  - Schedule follow-ups (30/60/90/180 days) to review progress
  - One-on-one session with the instructor from the Academy course "Tactical Communication"
  - POST Learning Portal Class on Tactical Communication
  - Supervisor arrives on scene to monitor subordinate
  - Supervisor requires subordinate to activate body camera on all calls for service
  - Supervisor monitors DPA Complaints
- Use of Force Training
  - One-on-one session with Defensive Tactics Instructors at the Academy
    - Proper handcuffing techniques
    - De-escalation techniques
    - Use of Force documentation
    - Tactical positioning
    - Review of Defensive Tactics Manual
  - Supervisor schedules follow-up (30/60/90 days) to review progress
  - Supervisor reviews DGOs and department bulletins with subordinate
  - Supervisor reviews all Use of Force reports
  - Supervisor monitors DPA Complaints

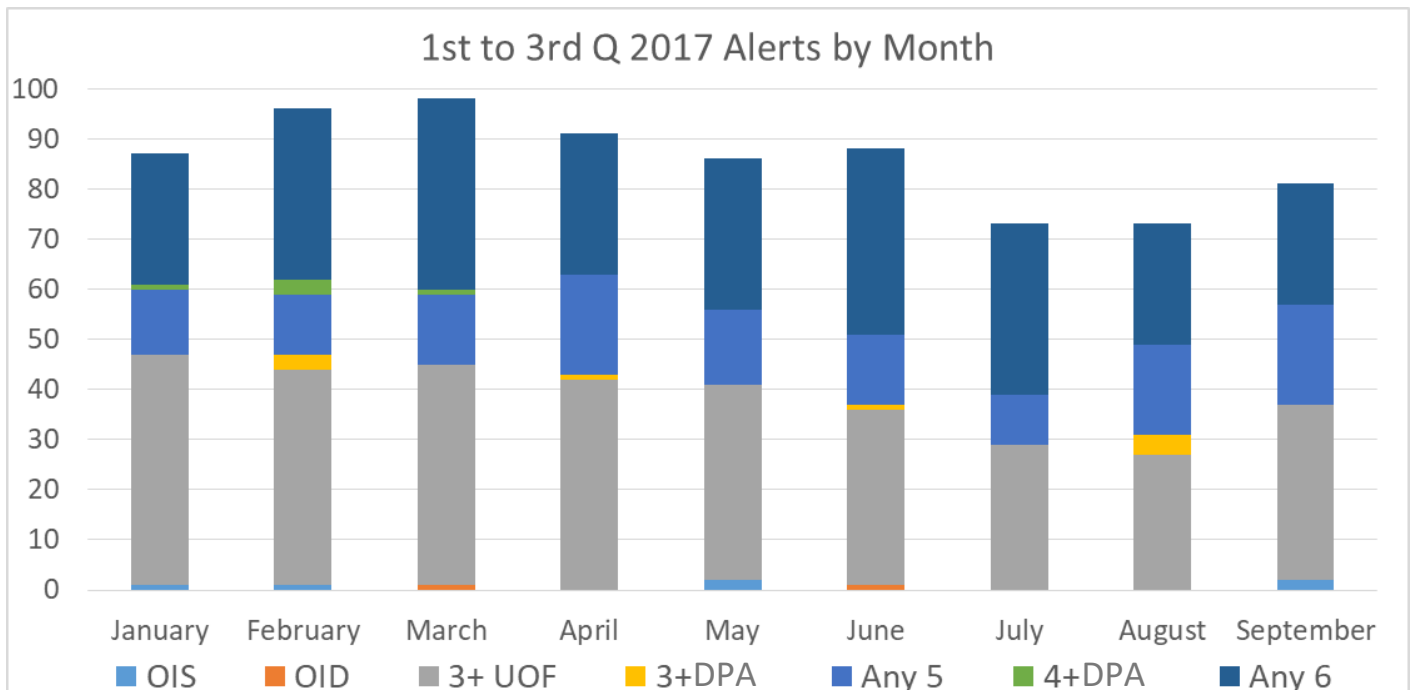
### EIS Alerts by Quarter

2016	3rd Q	264
	4th Q	313
2017	1st Q	281
	2nd Q	265
	3rd Q	227



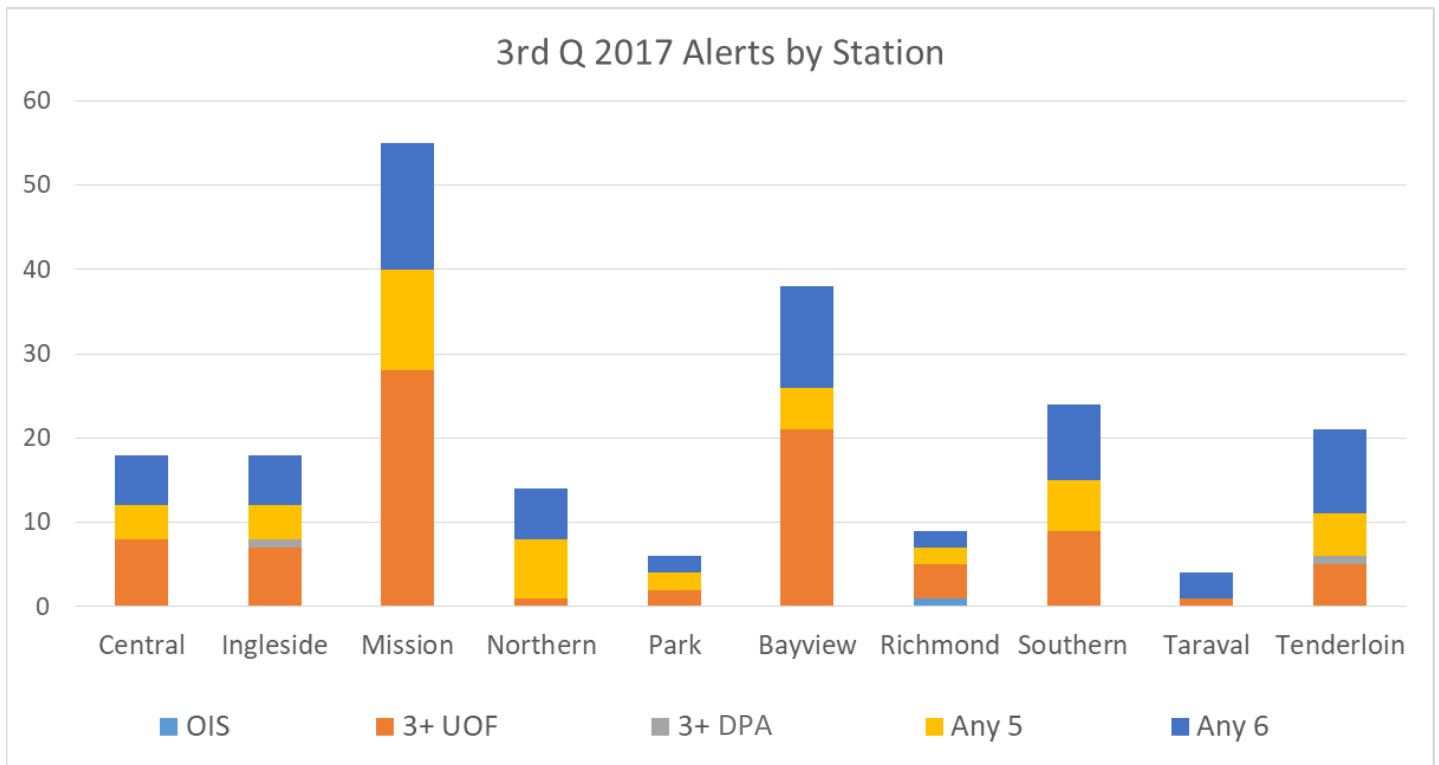
### 1st to 3rd Q 2017 Alerts by Month

		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
1st Q	January	1		46		13	1	26	87	281
	February	1		43	3	12	3	34	96	
	March		1	44		14	1	38	98	
2nd Q	April			42	1	20		28	91	265
	May	2		39		15		30	86	
	June		1	35	1	14		37	88	
3rd Q	July			29		10		34	73	227
	August			27	4	18		24	73	
	September	2		35		20		24	81	
<b>TOTAL</b>		<b>6</b>	<b>2</b>	<b>340</b>	<b>9</b>	<b>136</b>	<b>5</b>	<b>275</b>	<b>773</b>	<b>773</b>



3rd Q 2017 Alerts by Station

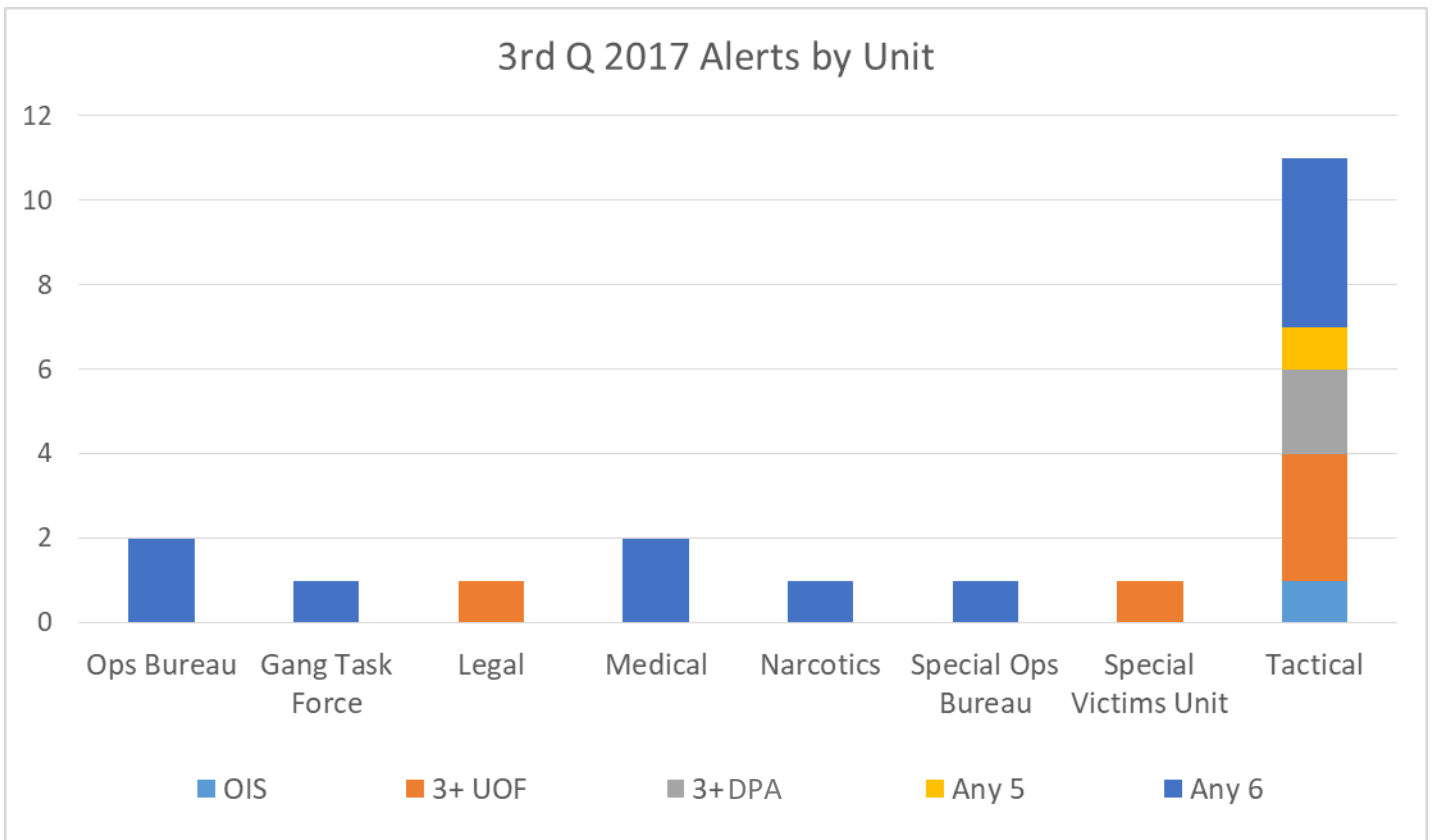
	OIS	3+ UOF	3+ DPA	Any 5	Any 6	Total
Central		8		4	6	18
Ingleside		7	1	4	6	18
Mission		28		12	15	55
Northern		1		7	6	14
Park		2		2	2	6
Bayview		21		5	12	38
Richmond	1	4		2	2	9
Southern		9		6	9	24
Taraval		1			3	4
Tenderloin		5	1	5	10	21
<b>TOTAL</b>	<b>1</b>	<b>86</b>	<b>2</b>	<b>47</b>	<b>71</b>	<b>207</b>



3rd Q 2017 Alerts by Unit

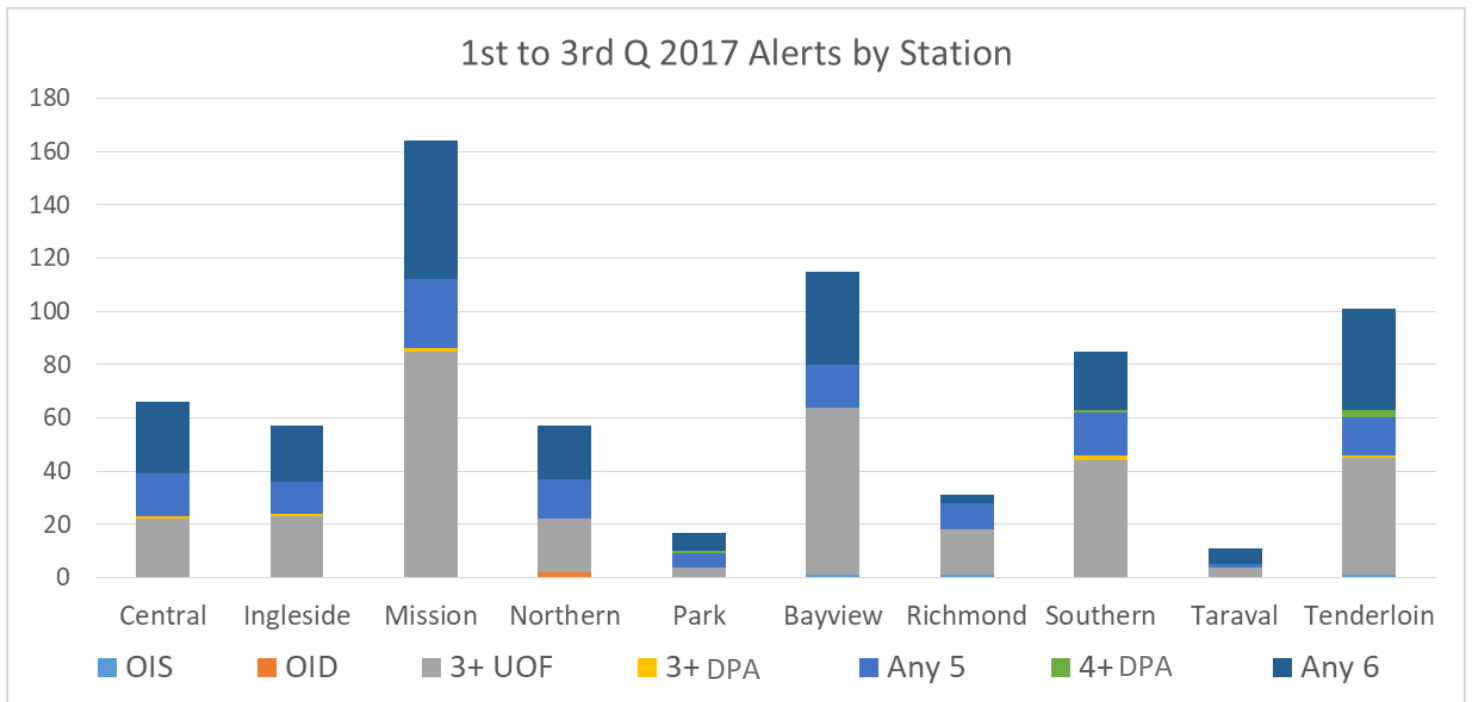
	OIS	3+ UOF	3+ DPA	Any 5	Any 6	Total
Ops Bureau					2	2
Gang Task Force					1	1
Legal		1				1
Medical					2	2
Narcotics					1	1
Special Ops Bureau					1	1
Special Victims Unit		1				1
Tactical	1	3	2	1	4	11
<b>TOTAL</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>11</b>	<b>20</b>

3rd Q 2017 Alerts by Unit



1st to 3rd Q 2017 Alerts by Station

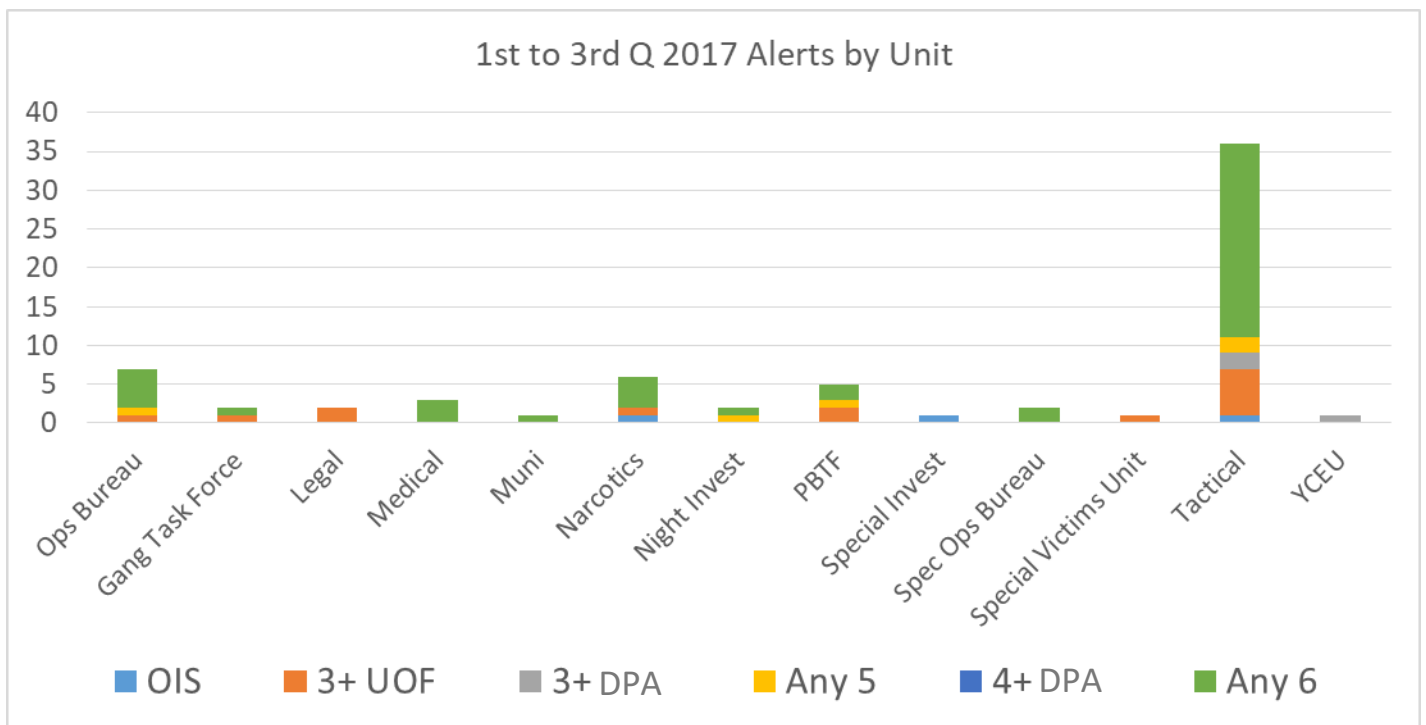
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Total
Central			22	1	16		27	66
Ingleside			23	1	12		21	57
Mission			85	1	26		52	164
Northern		2	20		15		20	57
Park			4		5	1	7	17
Bayview	1		63		16		35	115
Richmond	1		17		10		3	31
Southern			44	2	16	1	22	85
Taraval			4		1		6	11
Tenderloin	1		44	1	14	3	38	101
<b>TOTAL</b>	<b>3</b>	<b>2</b>	<b>326</b>	<b>6</b>	<b>131</b>	<b>5</b>	<b>231</b>	<b>704</b>





1st to 3rd Q 2017 Alerts by Unit

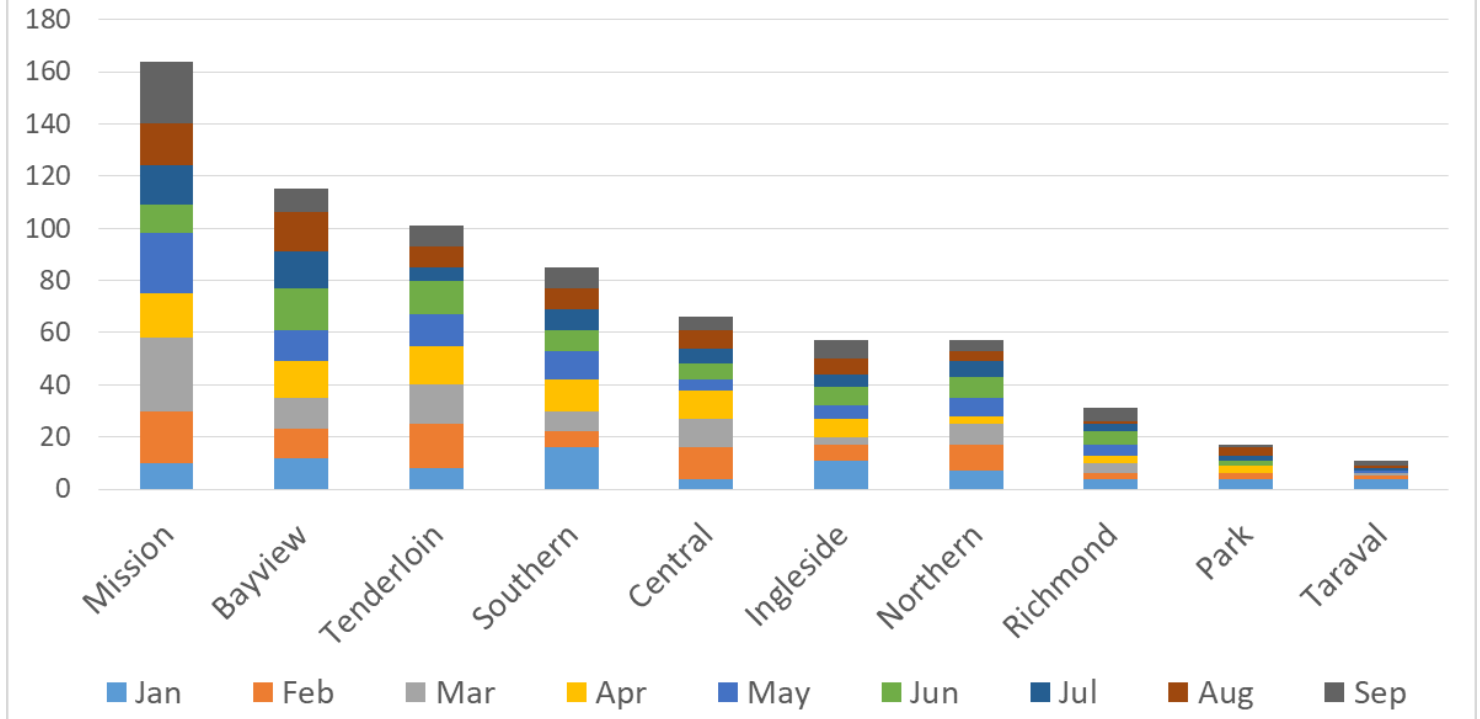
	OIS	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Total
Ops Bureau		1		1		5	7
Gang Task Force		1				1	2
Legal		2					2
Medical						3	3
Muni						1	1
Narcotics	1	1				4	6
Night Invest				1		1	2
PBTF		2		1		2	5
Special Invest	1						1
Spec Ops Bureau						2	2
Special Victims Unit		1					1
Tactical	1	6	2	2		25	36
YCEU			1				1
<b>TOTAL</b>	<b>3</b>	<b>14</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>44</b>	<b>69</b>



1st to 3rd Q 2017 Alerts by Station and Month (Listed by Total)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	TOTAL
<b>Mission</b>	10	20	28	17	23	11	15	16	24	<b>164</b>
<b>Bayview</b>	12	11	12	14	12	16	14	15	9	<b>115</b>
<b>Tenderloin</b>	8	17	15	15	12	13	5	8	8	<b>101</b>
<b>Southern</b>	16	6	8	12	11	8	8	8	8	<b>85</b>
<b>Central</b>	4	12	11	11	4	6	6	7	5	<b>66</b>
<b>Ingleside</b>	11	6	3	7	5	7	5	6	7	<b>57</b>
<b>Northern</b>	7	10	8	3	7	8	6	4	4	<b>57</b>
<b>Richmond</b>	4	2	4	3	4	5	3	1	5	<b>31</b>
<b>Park</b>	4	2		3		2	2	3	1	<b>17</b>
<b>Taraval</b>	4	1	1		1		1	1	2	<b>11</b>
<b>TOTAL</b>	<b>80</b>	<b>87</b>	<b>90</b>	<b>85</b>	<b>79</b>	<b>76</b>	<b>65</b>	<b>69</b>	<b>73</b>	<b>704</b>

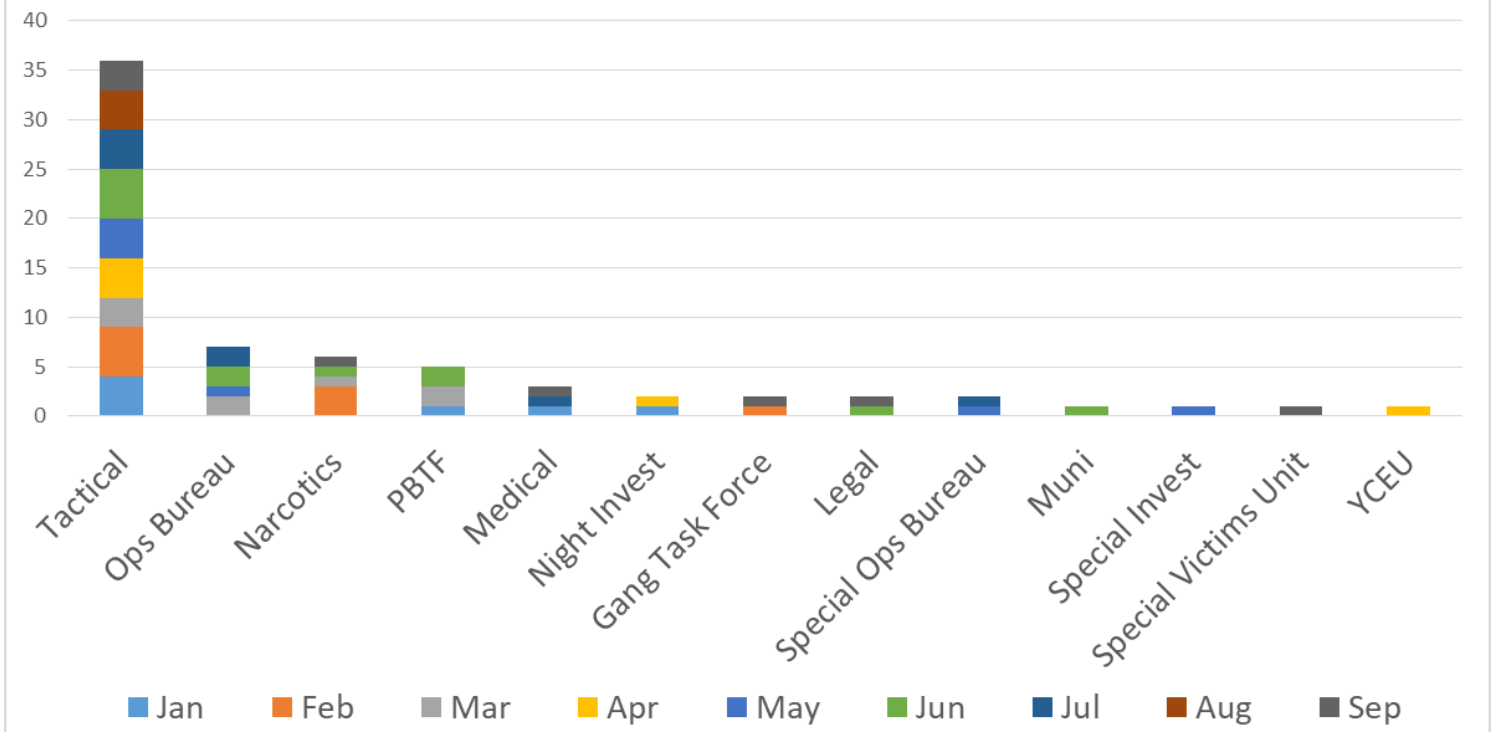
1st to 3rd Q 2017 Alerts by Station and Month (Listed by Total)



1st to 3rd Q 2017 Alerts by Unit and Month (Listed by Total)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	TOTAL
Tactical	4	5	3	4	4	5	4	4	3	36
Ops Bureau			2		1	2	2			7
Narcotics		3	1			1			1	6
PBTF	1		2			2				5
Medical	1						1		1	3
Night Invest	1			1						2
Gang Task Force		1							1	2
Legal						1			1	2
Special Ops Bureau					1		1			2
Muni						1				1
Special Invest					1					1
Special Victims Unit									1	1
YCEU				1						1
<b>TOTAL</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>6</b>	<b>7</b>	<b>12</b>	<b>8</b>	<b>4</b>	<b>8</b>	<b>69</b>

1st to 3rd Q 2017 Alerts by Unit and Month (Listed by Total)



Count of Indicators

Year	1st Q	2nd Q	3rd Q	4th Q	Total
2015	748	737	754	839	3078
2016	1114	1104	1173	1232	4623
2017	1044	955	863		

Count of Members

Year	Quarter	Sworn Members
2015	1	2141
	2	2146
	3	2239
	4	2235
2016	1	2294
	2	2378
	3	2308
	4	2313
2017	1	2275
	2	2332
	3	2320

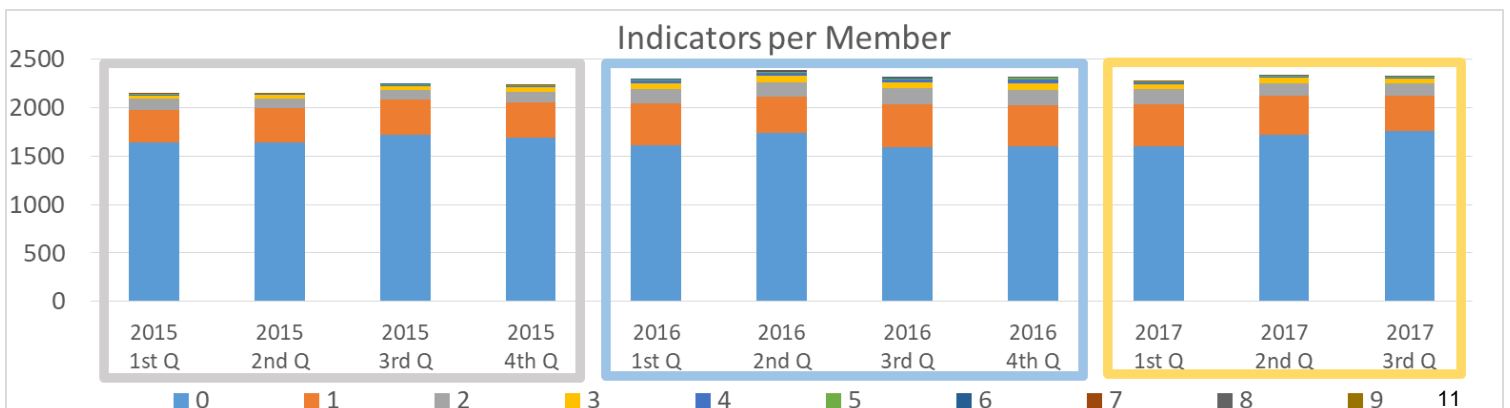
Indicators per Members

Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ indicators
2015	1	1638	334	121	31	11	3	1	2			503
	2	1637	356	100	38	12	2				1	509
	3	1724	355	103	40	13	3	1				515
	4	1691	361	113	44	14	9	2	1			544
2016	1	1608	432	148	60	29	12	5				686
	2	1738	376	144	68	33	13	3	3			640
	3	1587	443	172	61	30	10	3	1	1		721
	4	1597	429	153	75	36	16	2	4	1		716
2017	1	1604	431	158	47	24	7	3	1			671
	2	1716	406	131	55	11	7	2	1	3		616
	3	1763	361	129	42	14	7	2	1	1		557

Indicators per Members

Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ indicators
2015	1	77%	16%	6%	1%	1%	0%	0%	0%	0%	0%	23%
	2	76%	17%	5%	2%	1%	0%	0%	0%	0%	0%	24%
	3	77%	16%	5%	2%	1%	0%	0%	0%	0%	0%	23%
	4	76%	16%	5%	2%	1%	0%	0%	0%	0%	0%	24%
2016	1	70%	19%	6%	3%	1%	1%	0%	0%	0%	0%	30%
	2	73%	16%	6%	3%	1%	1%	0%	0%	0%	0%	27%
	3	69%	19%	7%	3%	1%	0%	0%	0%	0%	0%	31%
	4	69%	19%	7%	3%	2%	1%	0%	0%	0%	0%	31%
2017	1	71%	19%	7%	2%	1%	0%	0%	0%	0%	0%	29%
	2	74%	17%	6%	2%	0%	0%	0%	0%	0%	0%	26%
	3	76%	16%	6%	2%	1%	0%	0%	0%	0%	0%	24%

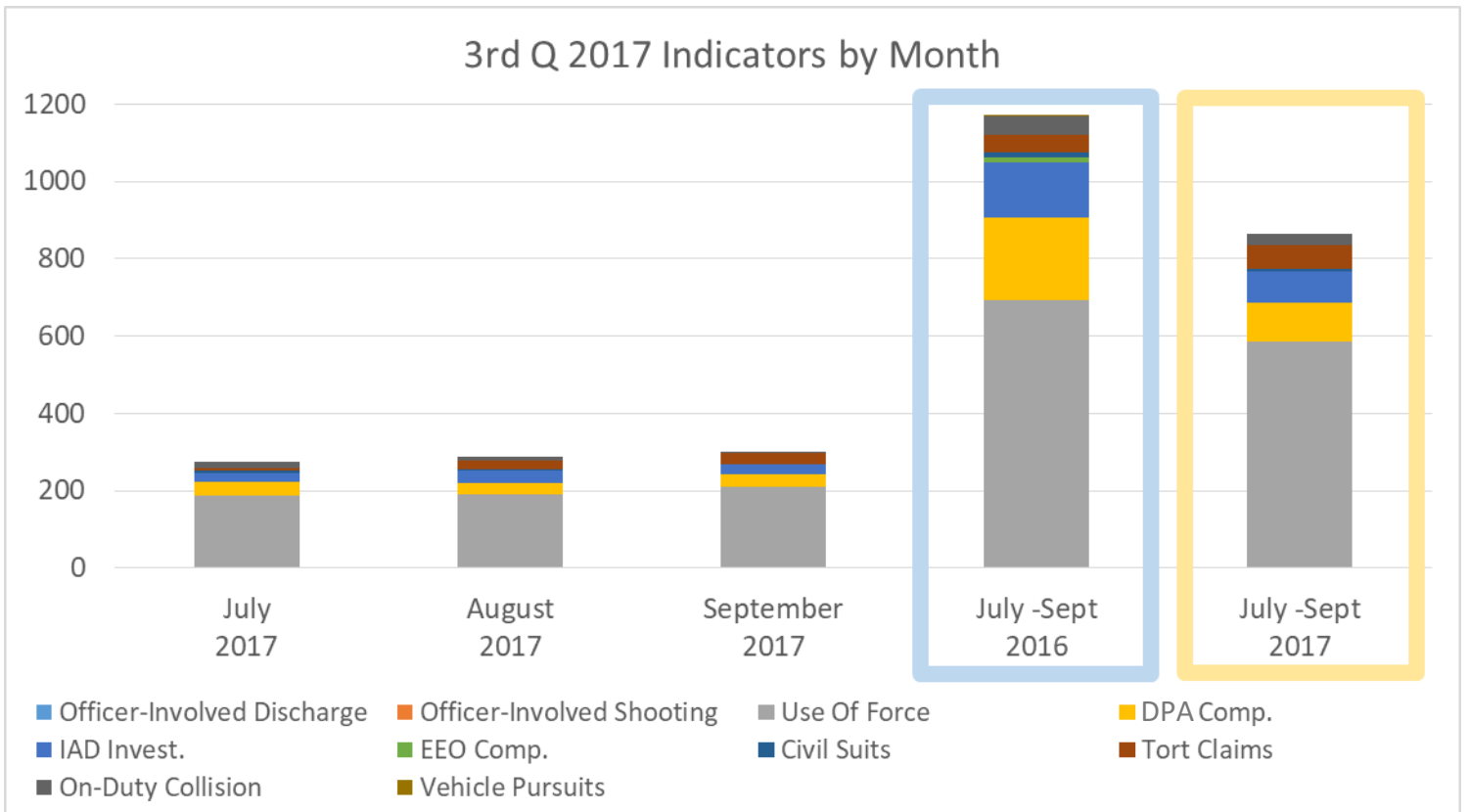
Indicators per Member



3rd Q 2017 Indicators by Month

	Officer-Involved Discharge	Officer-Involved Shooting	Use of Force	DPA Comp.	IAD Invest.	EEO Comp.	Civil Suits	Tort Claims	On-Duty Collision	Vehicle Pursuits	Total
July 2017			187	35	24	1	4	8	17		276
August 2017			190	31	31		4	21	10		287
September 2017		2	208	33	25			30	2		300
July -Sept 2016	2		692	211	144	12	12	48	49	3	1173
July -Sept 2017		2	585	99	80	1	8	59	29		863

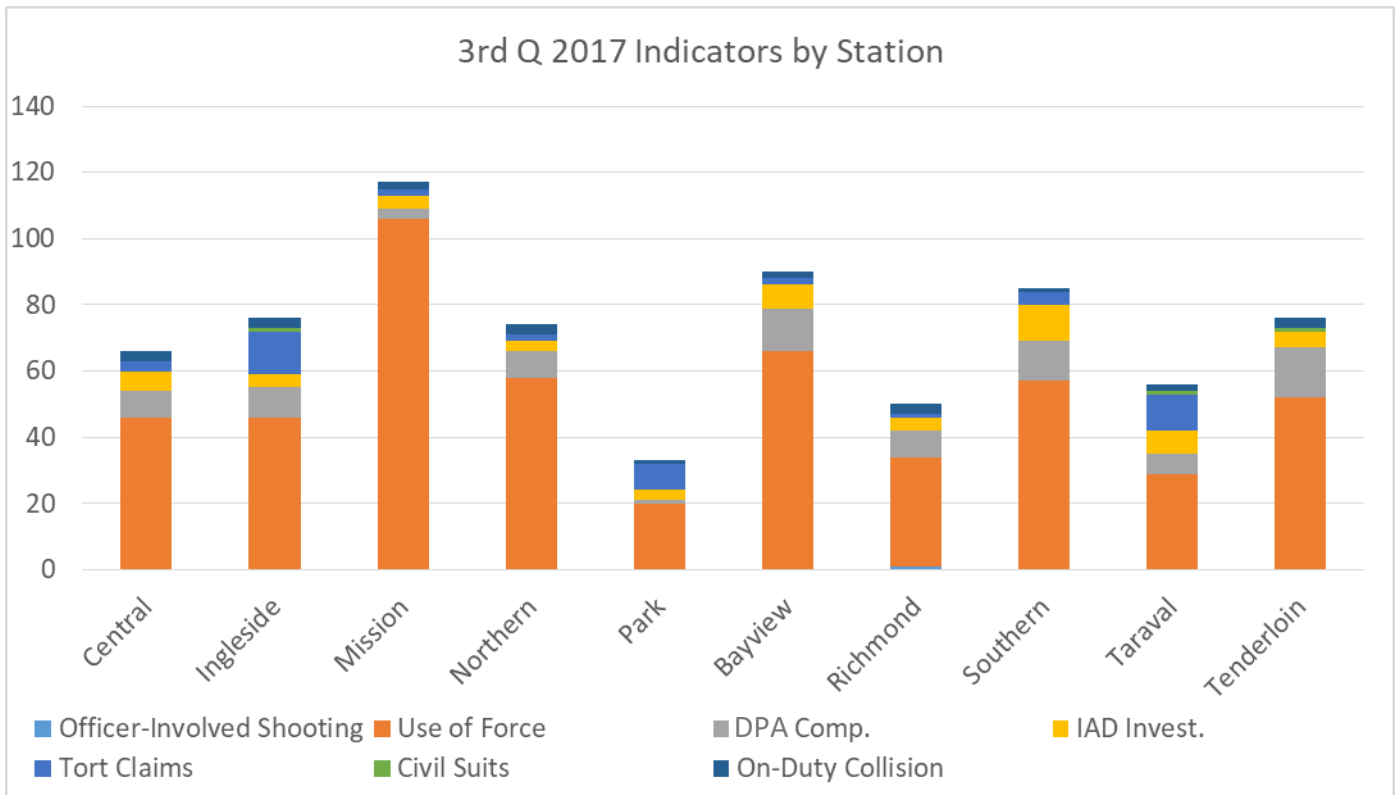
3rd Q 2017 Indicators by Month



3rd Q 2017 Indicators by Station

	Officer-Involved Shooting	Use of Force	DPA Comp.	IAD Invest.	Tort Claims	Civil Suits	On-Duty Collision	TOTAL
Central		46	8	6	3		3	66
Ingleside		46	9	4	13	1	3	76
Mission		106	3	4	2		2	117
Northern		58	8	3	2		3	74
Park		20	1	3	8		1	33
Bayview		66	13	7	2		2	90
Richmond	1	33	8	4	1		3	50
Southern		57	12	11	4		1	85
Taraval		29	6	7	11	1	2	56
Tenderloin		52	15	5		1	3	76
<b>TOTAL</b>	<b>1</b>	<b>513</b>	<b>83</b>	<b>54</b>	<b>46</b>	<b>3</b>	<b>23</b>	<b>723</b>

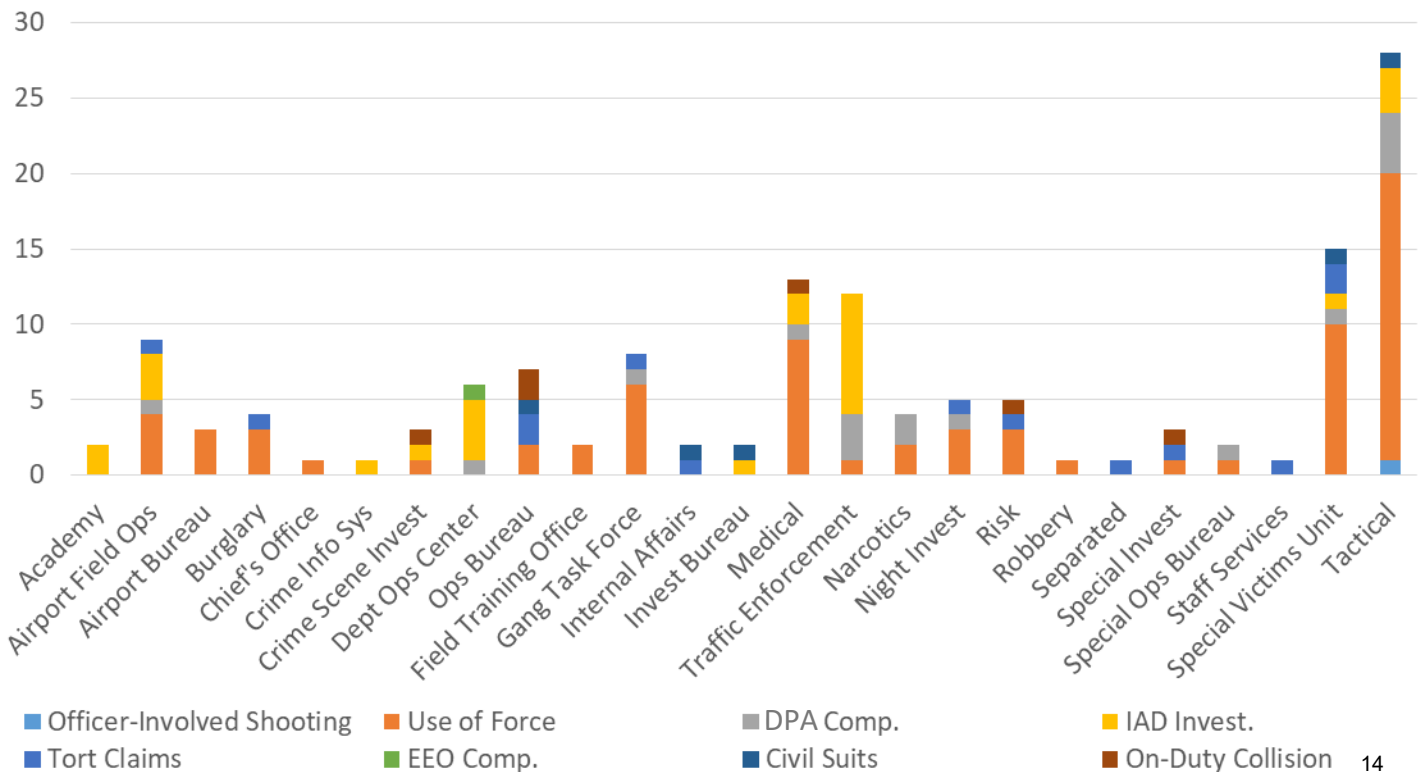
3rd Q 2017 Indicators by Station



### 3rd Q 2017 Indicators by Unit

	Officer-Involved Shooting	Use of Force	DPA Comp.	IAD Invest.	Tort Claims	EEO Comp.	Civil Suits	On-Duty Collision	TOTAL
Academy				2					2
Airport Field Ops		4	1	3	1				9
Airport Bureau		3							3
Burglary		3			1				4
Chief's Office		1							1
Crime Info Sys				1					1
Crime Scene Invest		1		1				1	3
Dept Ops Center			1	4		1			6
Ops Bureau		2			2		1	2	7
Field Training Office		2							2
Gang Task Force		6	1		1				8
Internal Affairs					1		1		2
Invest Bureau				1			1		2
Medical		9	1	2				1	13
Traffic Enforcement		1	3	8					12
Narcotics		2	2						4
Night Invest		3	1		1				5
Risk		3			1			1	5
Robbery		1							1
Separated					1				1
Special Invest		1			1			1	3
Special Ops Bureau		1	1						2
Staff Services					1				1
Special Victims Unit		10	1	1	2		1		15
Tactical	1	19	4	3			1		28
<b>TOTAL</b>	<b>1</b>	<b>72</b>	<b>16</b>	<b>26</b>	<b>13</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>140</b>

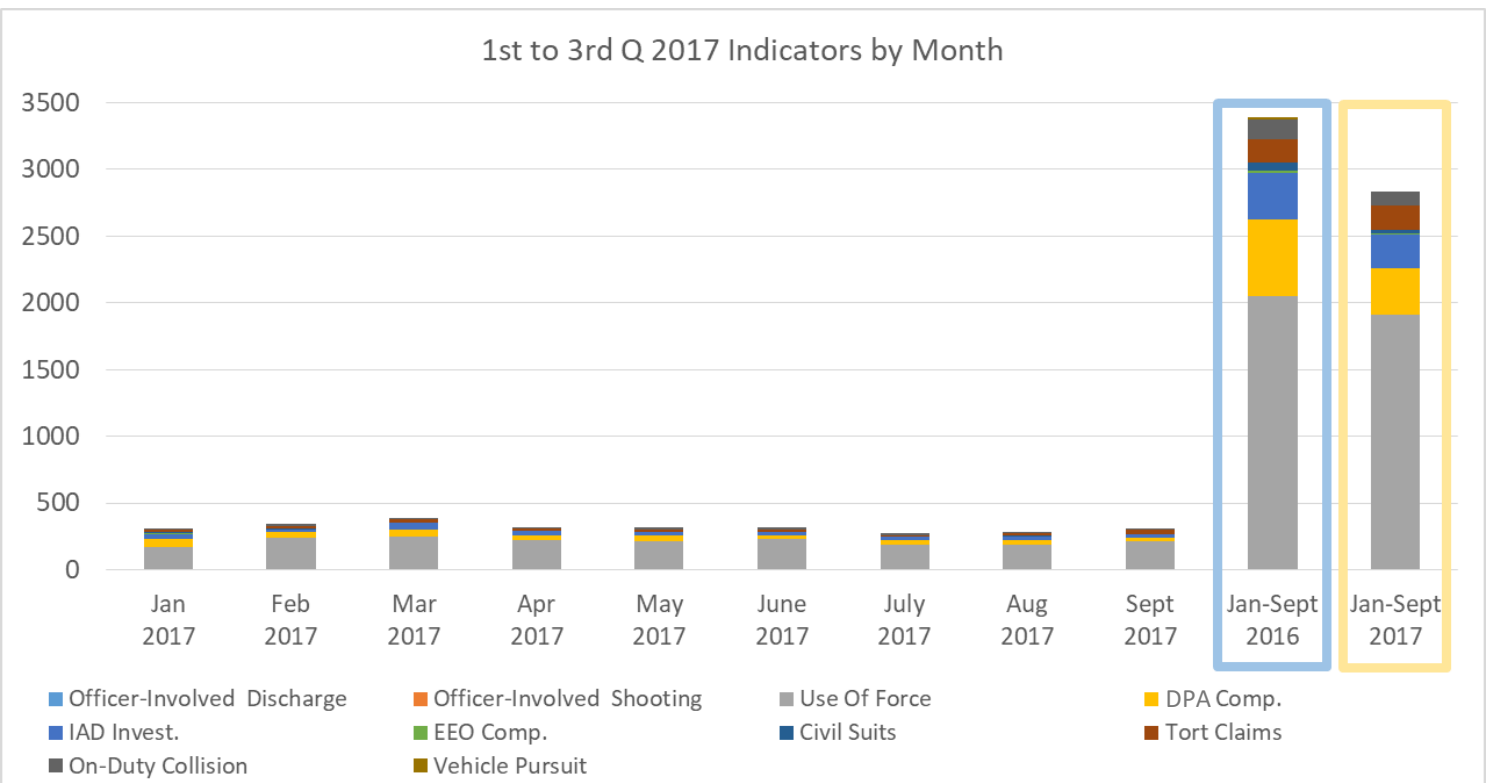
### 3rd Q 2017 Indicators by Unit



1st to 3rd Q 2017 Indicators by Month

	Officer-Involved Discharge	Officer-Involved Shooting	Use Of Force	DPA Comp.	IAD Invest.	EEO Comp.	Civil Suits	Tort Claims	On-Duty Collision	Vehicle Pursuit	Total
Jan 2017		1	172	54	41	3	9	21	8		309
Feb 2017		1	235	45	20	2	6	21	14		344
Mar 2017	1		246	54	49			29	12		391
Apr 2017	1		225	30	34	1	3	12	11		317
May 2017		2	209	45	23	3		22	17		321
June 2017			233	21	27	3	2	14	17		317
July 2017			187	35	24	1	4	8	17		276
Aug 2017			190	31	31		4	21	10		287
Sept 2017		2	208	33	25			30	2		300
Jan - Sept 2016	5	3	2038	576	347	23	58	178	142	21	3391
Jan - Sept 2017	2	6	1905	348	247	13	28	178	108		2862

1st to 3rd Q 2017 Indicators by Month

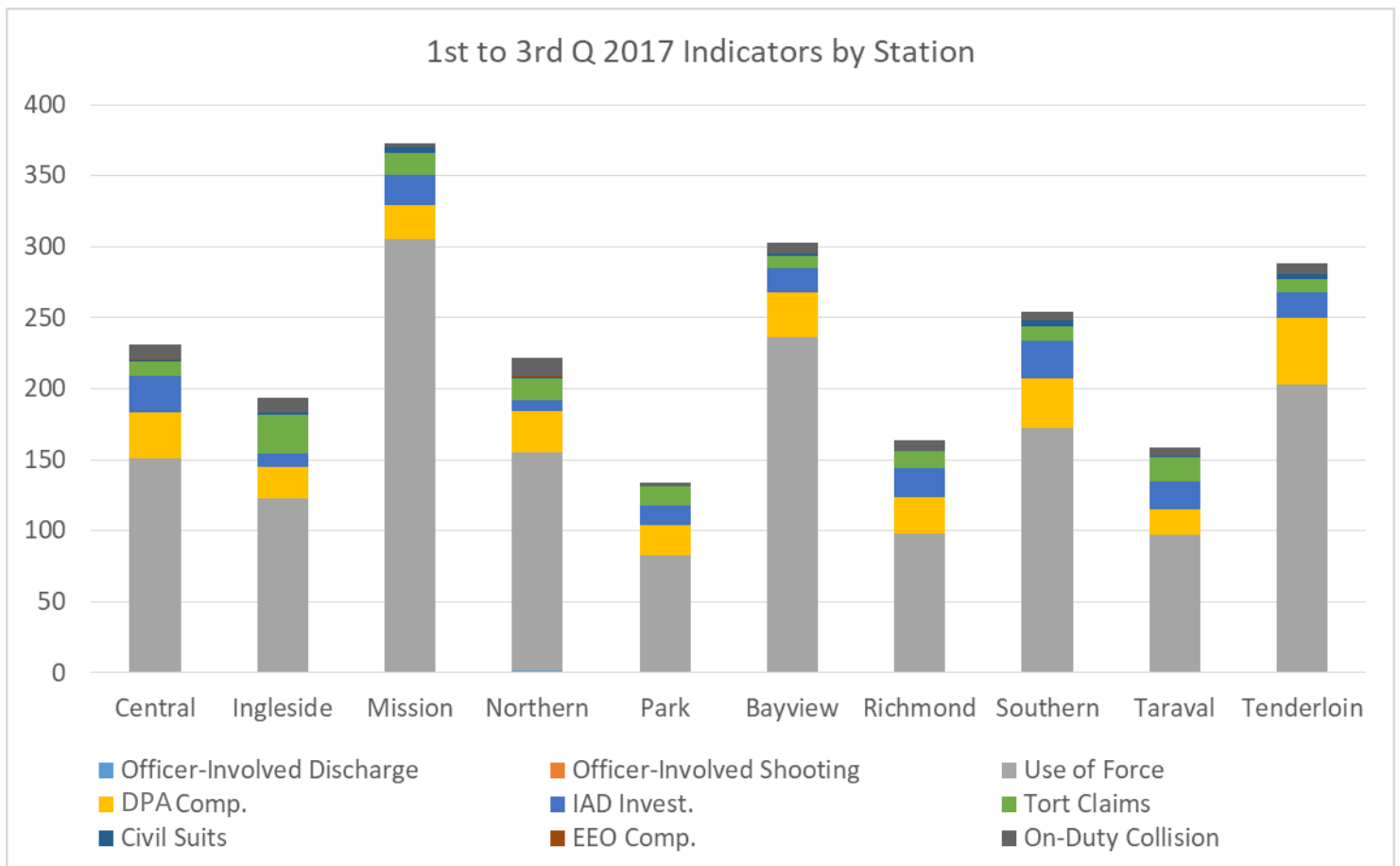




1st to 3rd Q 2017 Indicators by Station

	Officer-Involved Discharge	Officer-Involved Shooting	Use of Force	DPA Comp.	IAD Invest.	Tort Claims	Civil Suits	EEO Comp.	On-Duty Collision	TOTAL
Central			151	32	26	10	1	1	10	231
Ingleside			123	22	9	28	1		11	194
Mission			305	24	22	15	4		3	373
Northern	2		153	29	8	15	1	1	13	222
Park			83	21	14	13			3	134
Bayview		1	235	32	17	8	2		8	303
Richmond		1	97	26	20	12			8	164
Southern			172	35	27	10	4		6	254
Taraval			97	18	20	17	1		6	159
Tenderloin			203	47	18	9	4		7	288
<b>TOTAL</b>	<b>2</b>	<b>2</b>	<b>1619</b>	<b>286</b>	<b>181</b>	<b>137</b>	<b>18</b>	<b>2</b>	<b>75</b>	<b>2322</b>

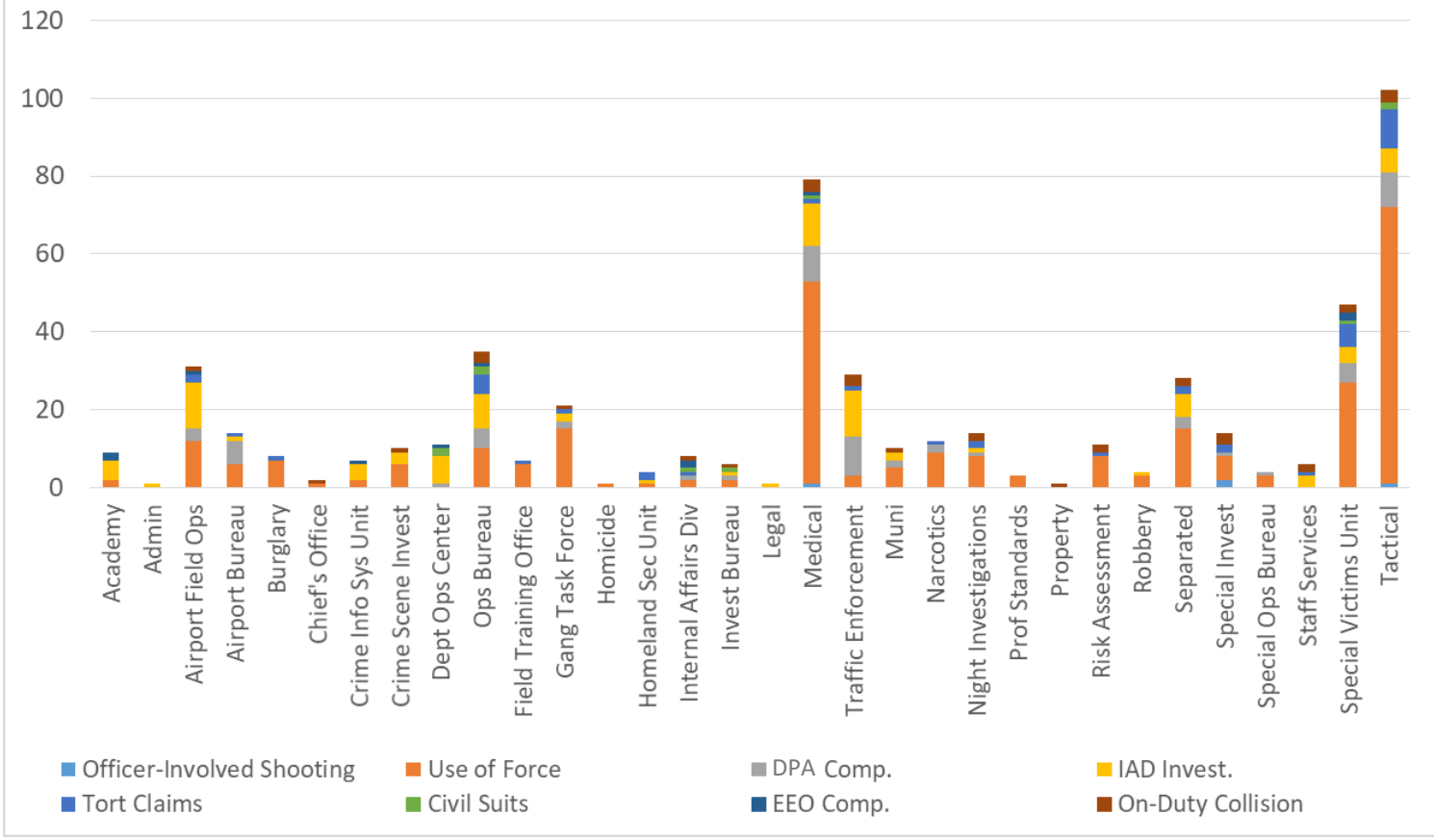
1st to 3rd Q 2017 Indicators by Station



**1st to 3rd Q 2017 Indicators by Unit**

	Officer-Involved Shooting	Use of Force	DPA Comp.	IAD Invest.	Tort Claims	Civil Suits	EEO Comp.	On-Duty Collision	TOTAL
Academy		2		5			2		9
Admin				1					1
Airport Field Ops		12	3	12	2		1	1	31
Airport Bureau		6	6	1	1				14
Burglary		7			1				8
Chief's Office		1						1	2
Crime Info Sys Unit		2		4			1		7
Crime Scene Invest		6		3				1	10
Dept Ops Center			1	7		2	1		11
Ops Bureau		10	5	9	5	2	1	3	35
Field Training Office		6			1				7
Gang Task Force		15	2	2	1			1	21
Homicide		1							1
Homeland Sec Unit		1		1	2				4
Internal Affairs Div		2	1		1	1	2	1	8
Invest Bureau		2	1	1		1		1	6
Legal				1					1
Medical	1	52	9	11	1	1	1	3	79
Traffic Enforcement		3	10	12	1			3	29
Muni		5	2	2				1	10
Narcotics		9	2		1				12
Night Investigations		8	1	1	2			2	14
Prof Standards		3							3
Property								1	1
Risk Assessment		8			1			2	11
Robbery		3		1					4
Separated		15	3	6	2			2	28
Special Invest	2	6	1		2			3	14
Special Ops Bureau		3	1						4
Staff Services				3	1			2	6
Special Victims Unit		27	5	4	6	1	2	2	47
Tactical	1	71	9	6	10	2		3	102
<b>TOTAL</b>	<b>4</b>	<b>286</b>	<b>62</b>	<b>93</b>	<b>41</b>	<b>10</b>	<b>11</b>	<b>33</b>	<b>540</b>

1st to 3rd Q 2017 Indicators by Unit



## 1<sup>st</sup> - 3<sup>rd</sup> Q Use of Force

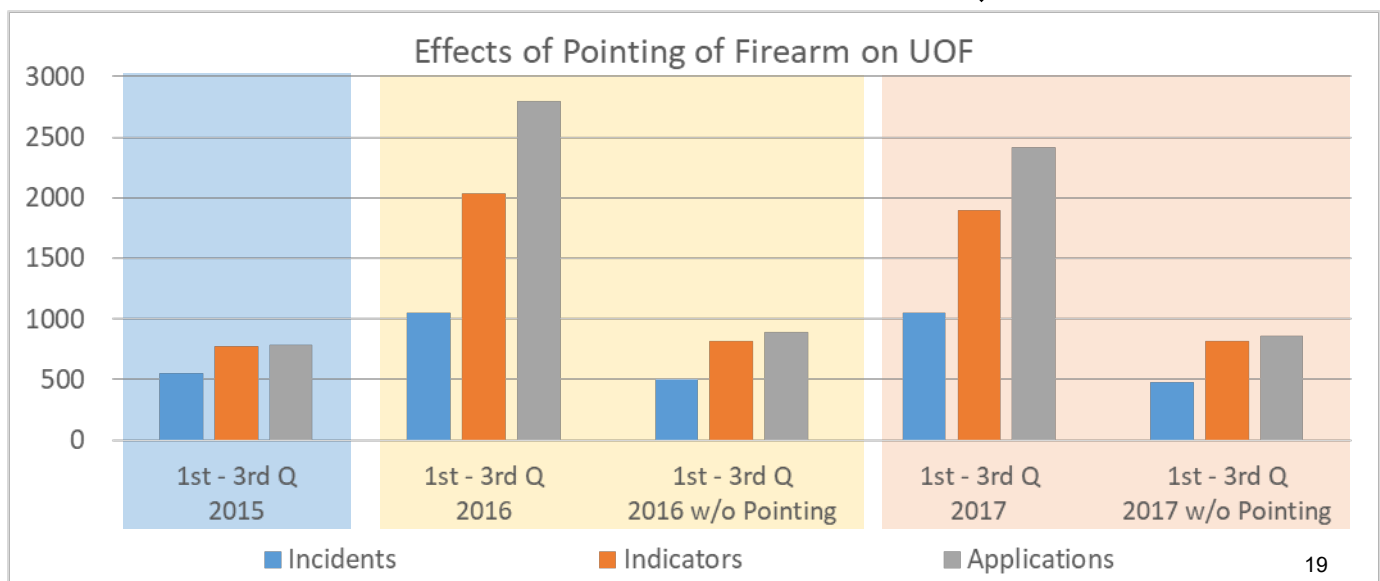
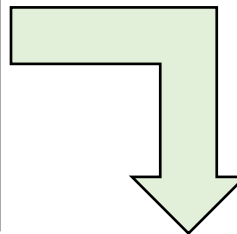
	Use of Force Incidents	=	Use of Force Indicators	=	Applications of Force
1 <sup>st</sup> Q 2017	353	=	653	=	803
2 <sup>nd</sup> Q 2017	365	=	667	=	912
3 <sup>rd</sup> Q 2017	327	=	583	=	698

Incidents can involve numerous members, subjects, and types of force applied. This is essentially a count of report numbers.

Indicators count the number of members involved in each UOF incident.

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

1 <sup>st</sup> -3 <sup>rd</sup> Q 2015	555	=	775	=	Unk
1 <sup>st</sup> -3 <sup>rd</sup> Q 2016	1051	=	2039	=	2794
1 <sup>st</sup> -3 <sup>rd</sup> Q 2016 w/o Pointing of Firearm	496	=	813	=	890
1 <sup>st</sup> -3 <sup>rd</sup> Q 2017	1045	=	1903	=	2413
1 <sup>st</sup> -3 <sup>rd</sup> Q 2017 w/o Pointing of Firearm	473	=	813	=	858



Applications of Force 1st to 3rd Q 2017

Type of Force	1st Q	2nd Q	3rd Q	TOTAL
Pointing of Firearms	529	607	419	1555
Physical Control	207	188	198	593
Strike by Object/Fist	29	57	54	140
Impact Weapon	14	11	10	35
Other	11	16	6	33
ERIW	4	18	3	25
OC	7	13	3	23
Firearm	1	2	2	5
Spike Strips			3	3
Vehicle Deflection	1			1
<b>TOTAL</b>	<b>803</b>	<b>912</b>	<b>698</b>	<b>2413</b>

