3rd Quarter 2018

Early Intervention System Report
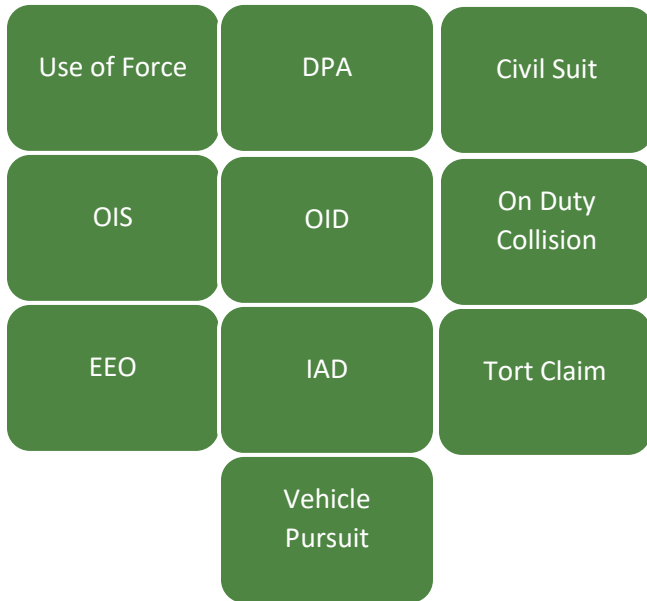
San Francisco Police Department

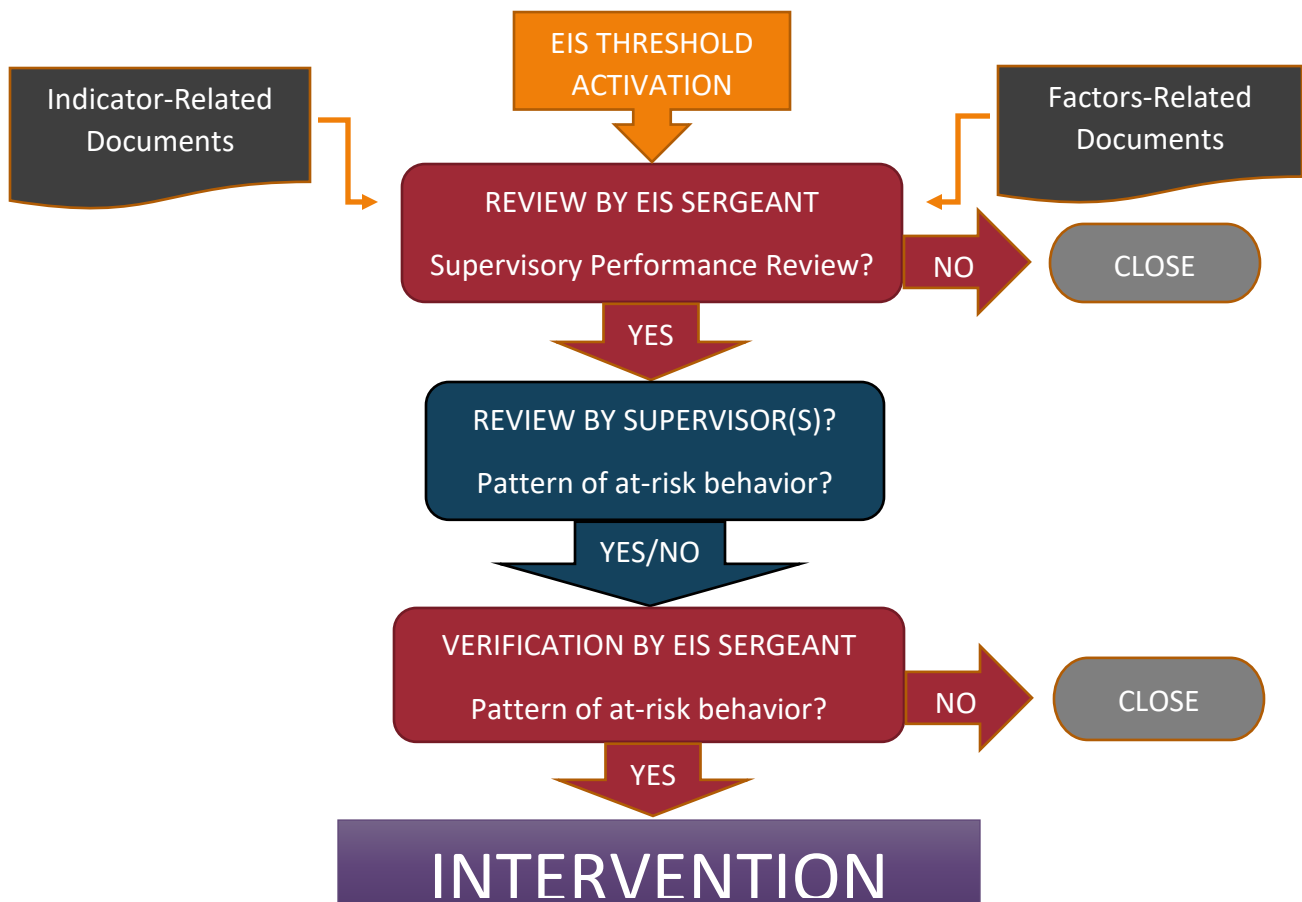Legal Division

EARLY INTERVENTION SYSTEM

PERFORMANCE INDICATORS

Use of Force	DPA	Civil Suit
OIS	OID	On Duty Collision
EEO	IAD	Tort Claim
	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

EIS THRESHOLD ACTIVATION

Indicator-Related Documents

Factors-Related Documents

REVIEW BY EIS SERGEANT

Supervisory Performance Review? — NO → CLOSE

YES

REVIEW BY SUPERVISOR(S)?

Pattern of at-risk behavior?

YES/NO

VERIFICATION BY EIS SERGEANT

Pattern of at-risk behavior? — NO → CLOSE

YES

INTERVENTION

3rd Q 2018 Alerts

OIS	1
3+ UOF within 3 mo	107
3+ DPA within 6 mo	10
5+ indicators within 6 mo	31
4+ DPA within 12 mo	1
6+ indicators within 12 mo	72
TOTAL	222

3RD Q 2018 ALERTS

6+ indicators within 12 mo
72
32%

OIS
1
1%

4+ DPA within 12 mo
1
0%

5+ indicators within 6 mo
31
14%

3+ DPA within 6 mo
10
5%

3+ UOF within 3 mo
107
48%
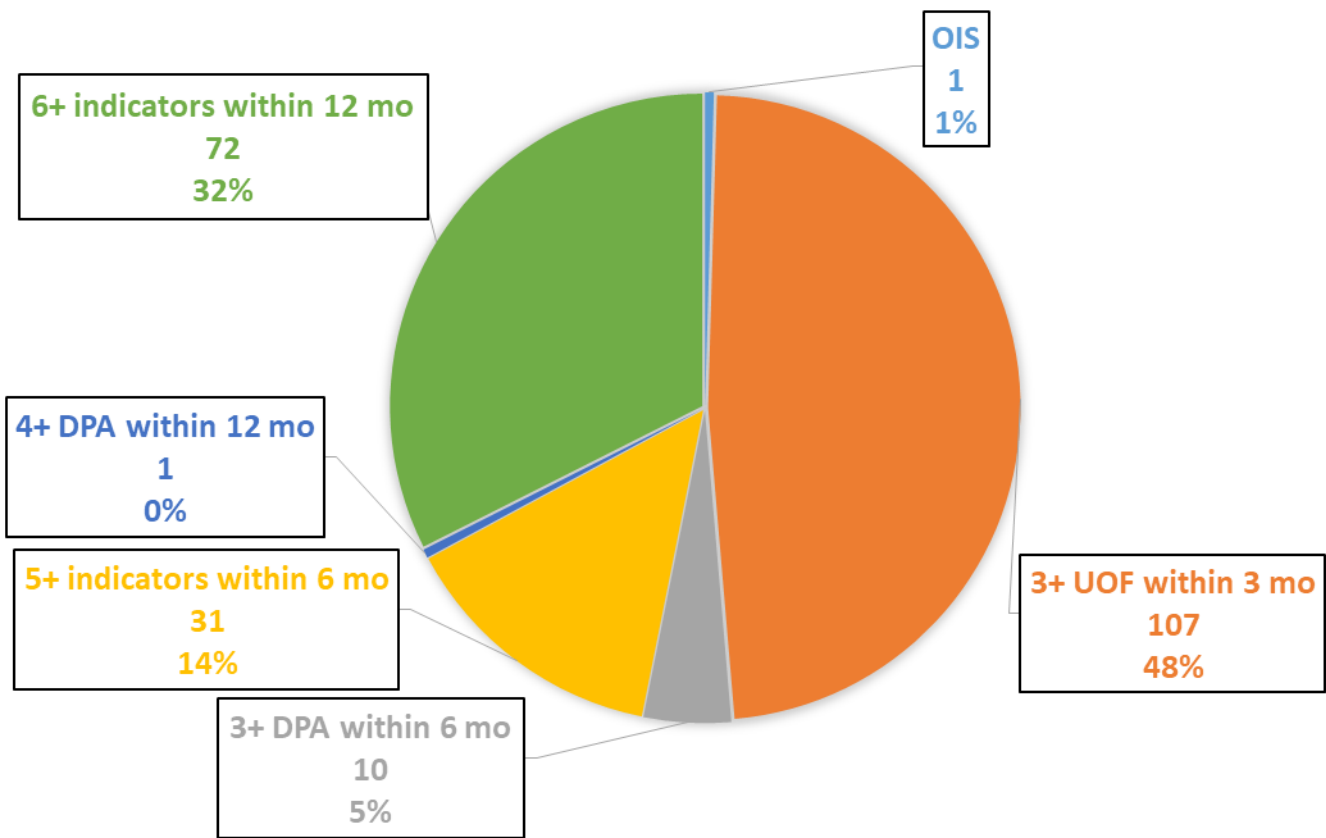
Members Receiving Alerts

101 members had	1 alert
44 members had	2 alerts
11 members had	3 alerts
156 members had	**at least 1 alert**

As of September 30, 2018, there were 2,328 members. This means 6.7% (156) of total members had at least 1 alert.

Members Receiving Interventions

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

Interventions Outside EIS

	2017 (partial year)	2018 (1st Q)
Formal Counseling	19	9
Informal Counseling	146	90
PIPs	14	3

Active Interventions

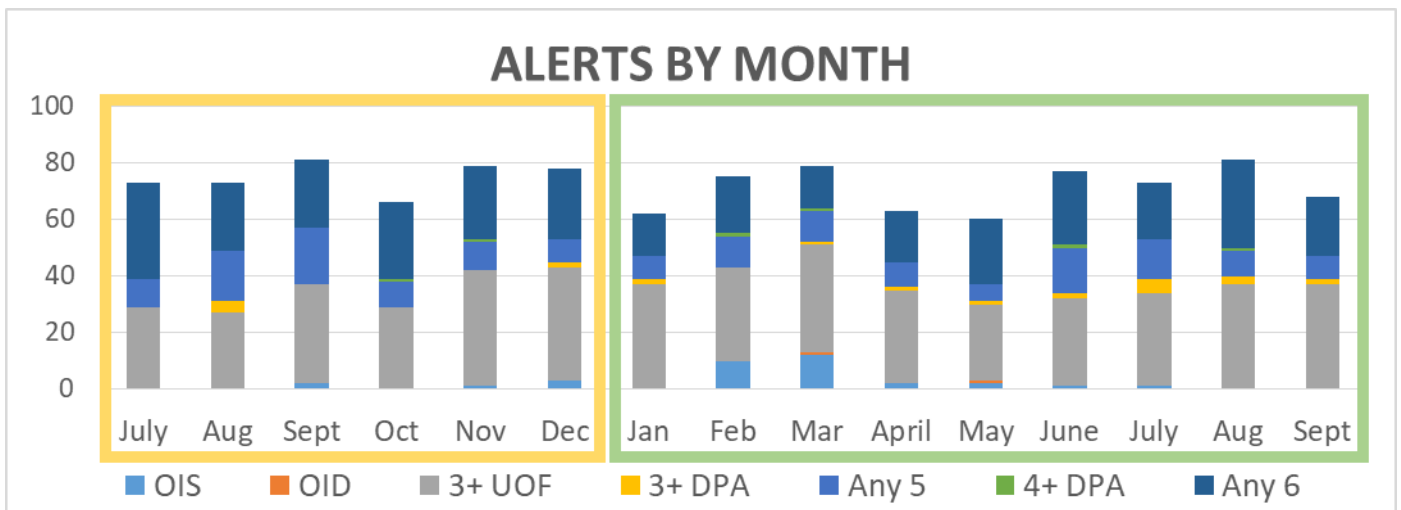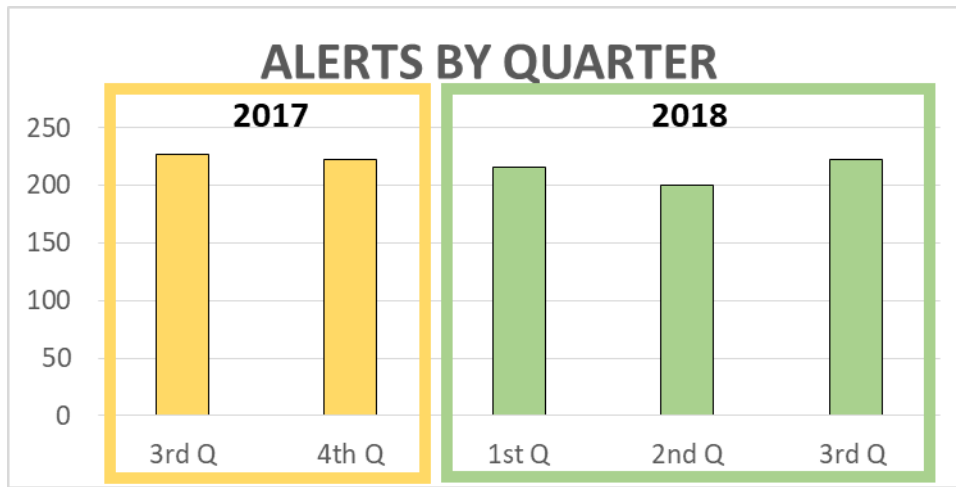|	Members	Intervention received in each instance		
Failure to Appear in Court	2	Mentoring		Mentoring
Tactical Communication	3	UOF training at academy, Mentoring	Post-certified tactical communication training, Mentoring	Post-certified tactical communication training, Mentoring

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

		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
3rd Q 2017	July			29		10		34	73	**227**
	August			27	4	18		24	73	
	September	2		35		20		24	81	
4th Q 2017	October			29		9	1	27	66	**223**
	November	1		41		10	1	26	79	
	December	3		40	2	8		25	78	
1st Q 2018	January			37	2	8		15	62	**216**
	February	10		33		11	1	20	75	
	March	12	1	38	1	11	1	15	79	
2nd Q 2018	April	2		33	1	9		18	63	**200**
	May	2	1	27	1	6		23	60	
	June	1		31	2	16	1	26	77	
3rd Q 2018	July	1		33	5	14		20	73	**222**
	August			37	3	9	1	31	81	
	September			37	2	8		21	68	
TOTAL		34	2	507	23	167	6	349	1088	1088

ALERTS BY QUARTER

2017   2018

ALERTS BY MONTH

OIS   OID   3+ UOF   3+ DPA   Any 5   4+ DPA   Any 6

3rd Q 2018 Alerts by Station

	3+ UOF	3+ DPA	Any 5	Any 6	TOTAL
Mission	41		7	12	**60**
Central	16	3	1	15	**35**
Tenderloin	15	2	5	8	**30**
Bayview	11	1	6	6	**24**
Southern	7		3	10	**20**
Northern	9	1	4	6	**20**
Ingleside	3		1	7	**11**
Richmond	4	2		4	**10**
Taraval		1	4	1	**6**
TOTAL	**106**	**10**	**31**	**69**	**216**
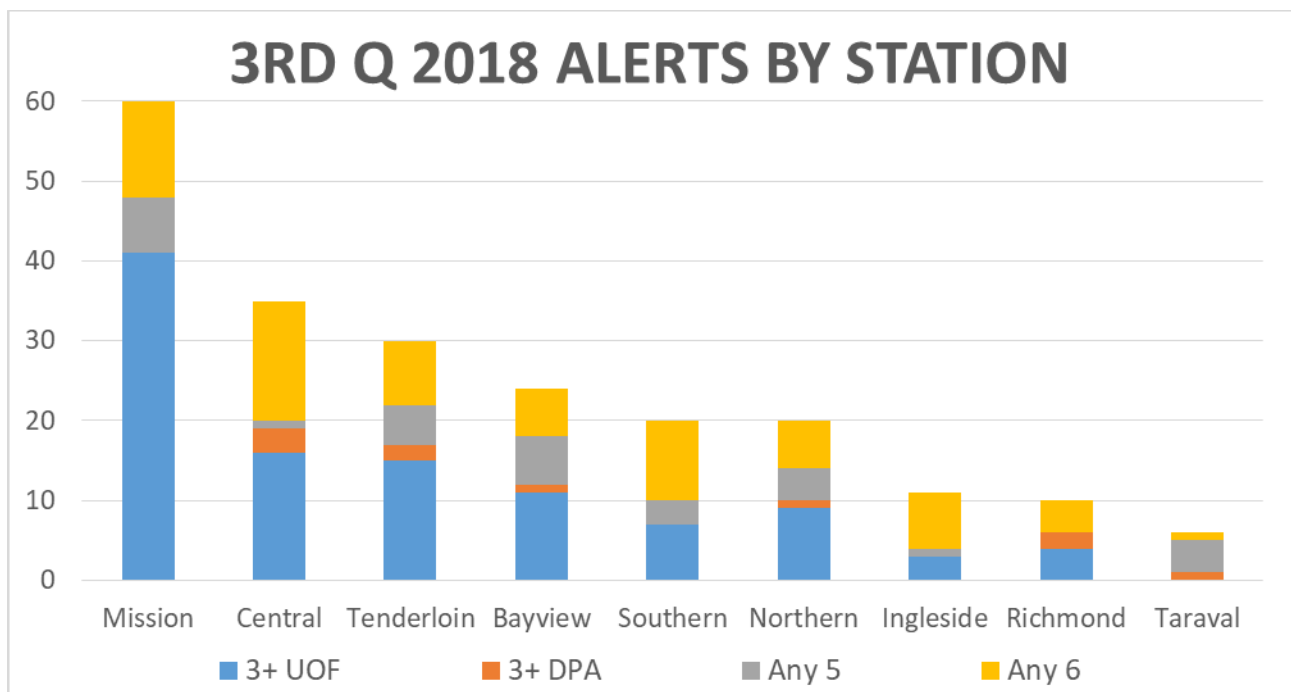
3rd Q 2018 Alerts by Unit

	OIS	3+ UOF	4+ DPA	Any 6	TOTAL
CED	1		1		2
SVU				1	1
TACT				1	1
GTF				1	1
MEDI		1			1
TOTAL	1	1	1	3	6
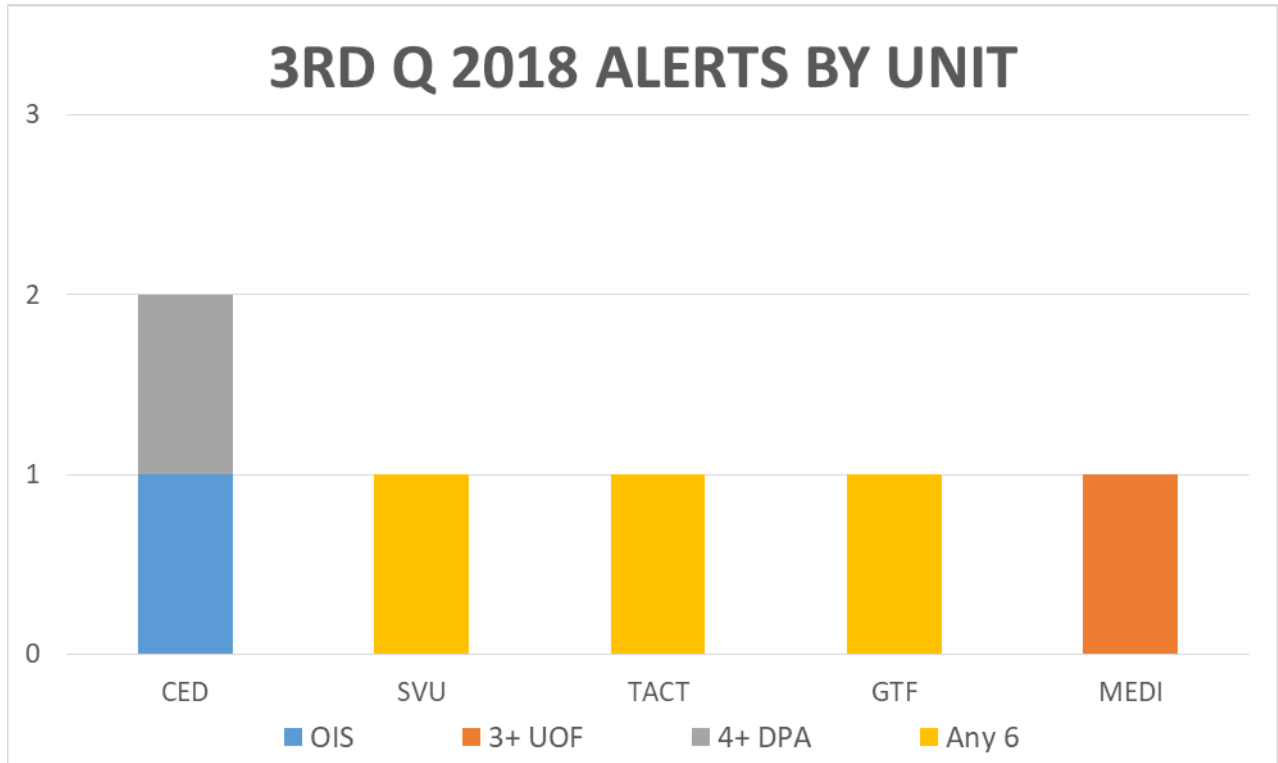
Alerts by Station Trailing 12 Months

	Oct 2017	Nov 2017	Dec 2017	Jan 2018	Feb 2018	Mar 2018	Apr 2018	May 2018	Jun 2018	July 2018	Aug 2018	Sept 2018	TOTAL
Mission	13	16	15	15	14	24	22	15	25	24	20	16	219
Bayview	15	13	14	18	15	14	7	8	10	6	9	9	138
Northern	9	10	7	7	11	5	5	13	6	7	5	8	93
Tenderloin	8	3	9	4	9	8	5	5	11	11	13	6	92
Southern	5	10	11	4	9	6	7	5	8	4	9	7	85
Central	2	6	7	4	3	5	3	2	7	12	11	12	74
Ingleside	6	9	7	4	3	6	5	4	3	1	6	4	58
Richmond	3	7	1		5	2	3	4	1	4	1	5	36
Taraval		2				4	4	3	1	2	4		20
Park	1		2	1	1	1		1					7
TOTAL	62	76	73	57	70	75	61	60	72	71	78	67	822

Alerts by Unit Trailing 12 Months

	Oct 2017	Nov 2017	Dec 2017	Jan 2018	Feb 2018	Mar 2018	Apr 2018	May 2018	Jun 2018	July 2018	Aug 2018	Sept 2018	TOTAL
GTF	1	1	1	3	1	1	1		1			1	11
SVU	1		2	2		1	1			1			8
TACT	1	1			1	1			1		1		6
DOC					1				1				2
CED										1	1		2
SID						1			1				2
FOB					1				1				2
RISK	1												1
CSI		1											1
MUNI					1								1
STAF			1										1
MEDI											1		1
MTA			1										1
TOTAL	4	3	5	5	5	4	2	0	5	2	3	1	39

ALERTS BY UNIT TRAILING 12 MONTHS
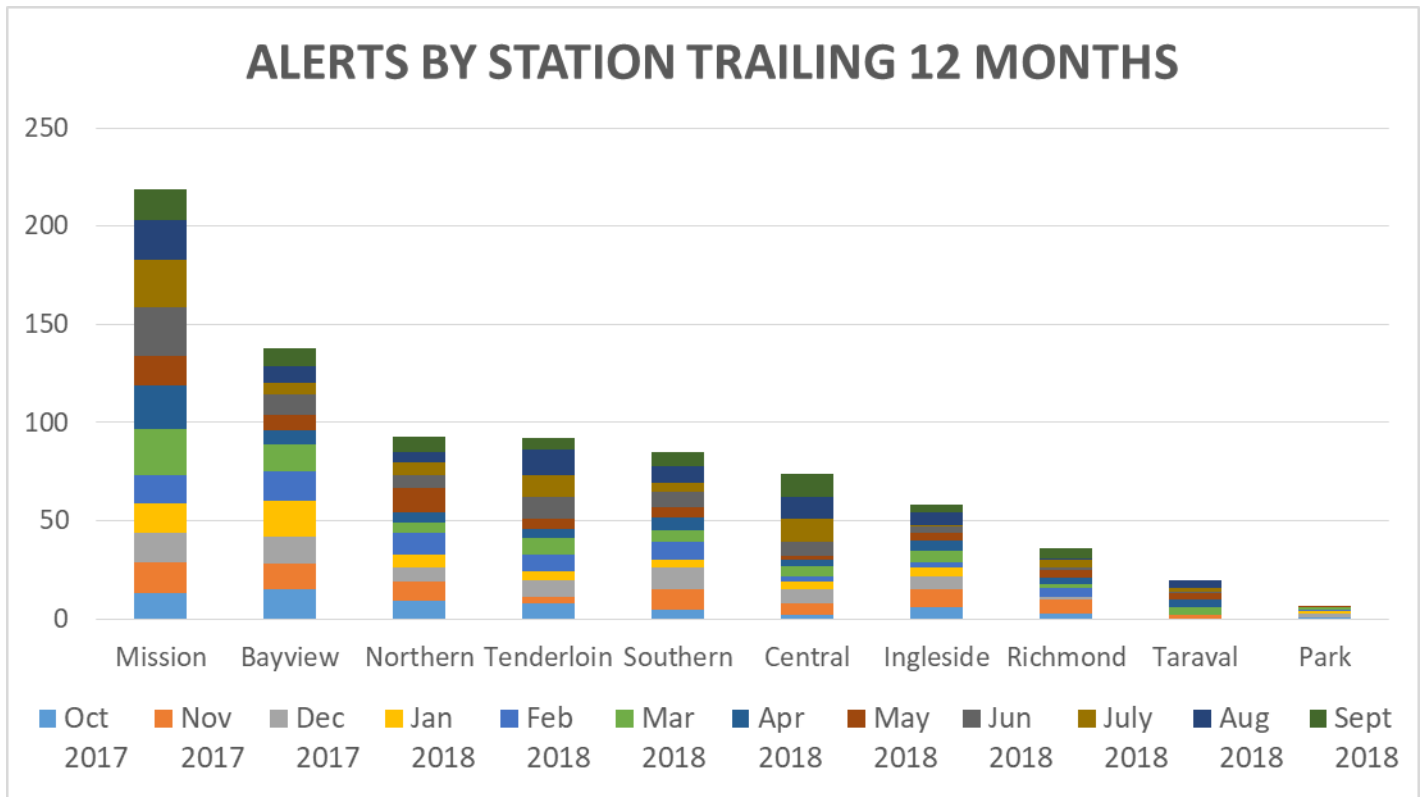
Count of Indicators

Year	1st Q	2nd Q	3rd Q	4th Q	TOTAL
2016	1110	1105	1169	1231	4615
2017	1098	1009	933	954	3994
2018	1029	857	869		2755

Count of Members

Year	Quarter	Sworn Members
2016	1	2294
2016	2	2378
2016	3	2308
2016	4	2313
2017	1	2275
2017	2	2332
2017	3	2320
2017	4	2375
2018	1	2307
2018	2	2293
2018	3	2328

Indicators per Member

Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ Indicators
2016	1	1610	429	149	60	32	9	5				684
2016	2	1739	374	144	69	33	13	3	3			639
2016	3	1591	441	168	63	30	10	3	1	1		717
2016	4	1599	428	150	77	36	16	2	4	1		714
2017	1	1581	440	162	53	26	8	4	1			694
2017	2	1699	404	143	55	16	8	2	2	3		633
2017	3	1727	379	134	53	16	7	2		2		593
2017	4	1781	376	141	40	20	10	5	1		1	594
2018	1	1672	392	163	44	16	12	3	3	2		635
2018	2	1728	371	126	47	16	2	2	1			565
2018	3	1759	367	137	43	14	5	3				569

Indicators per Member (as a percentage of total members)

Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ Indicators
2016	1	70%	19%	6%	3%	1%	0%	0%	0%	0%	0%	30%
2016	2	73%	16%	6%	3%	1%	1%	0%	0%	0%	0%	27%
2016	3	69%	19%	7%	3%	1%	0%	0%	0%	0%	0%	31%
2016	4	69%	19%	6%	3%	2%	1%	0%	0%	0%	0%	31%
2017	1	69%	19%	7%	2%	1%	0%	0%	0%	0%	0%	31%
2017	2	73%	17%	6%	2%	1%	0%	0%	0%	0%	0%	27%
2017	3	74%	16%	6%	2%	1%	0%	0%	0%	0%	0%	26%
2017	4	75%	16%	6%	2%	1%	0%	0%	0%	0%	0%	25%
2018	1	72%	17%	7%	2%	1%	1%	0%	0%	0%	0%	28%
2018	2	75%	16%	5%	2%	1%	0%	0%	0%	0%	0%	25%
2018	3	76%	16%	6%	2%	1%	0%	0%	0%	0%	0%	24%

INDICATORS PER MEMBER

1st Q — 2nd Q — 3rd Q — 4th Q

Legend: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9
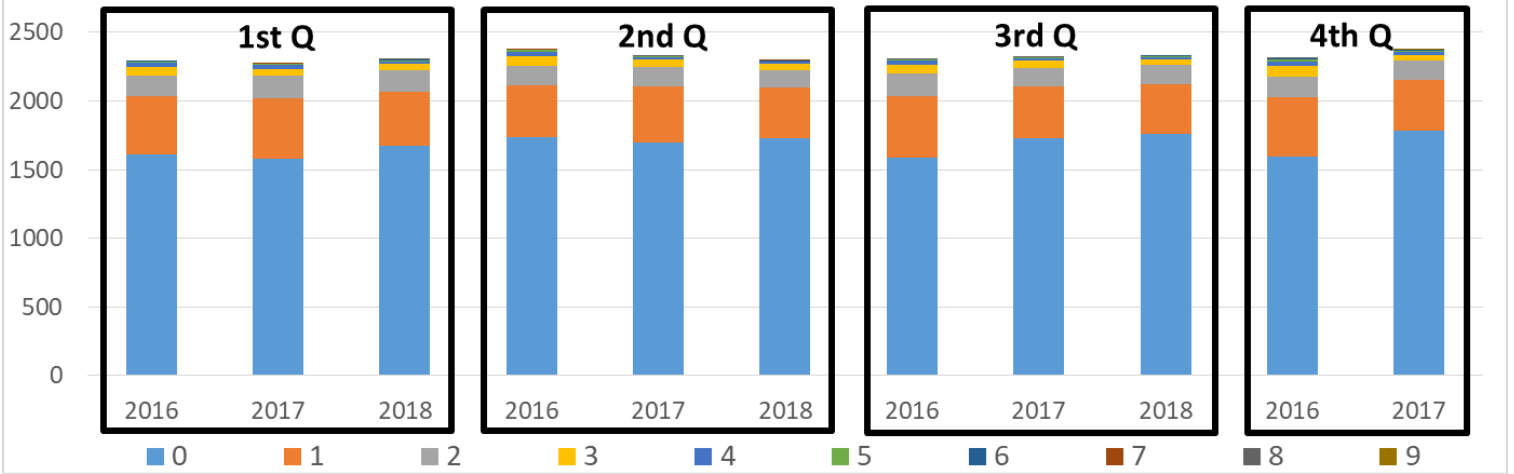
3rd Q 2018 Indicators by Month

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
July 2018			197	76	20			10	4	307
August 2018			203	60	30	1		6	6	306
September 2018			180	29	24	1	2	12	8	256
July - Sept 2017	2		591	133	96	3	11	59	38	933
July - Sept 2018			580	165	74	2	2	28	18	869

3RD Q 2018 INDICATORS BY MONTH

Legend: OIS, OID, UOF, DPA, IAD, EEO, Civil Suits, Tort Claims, On-Duty Collision
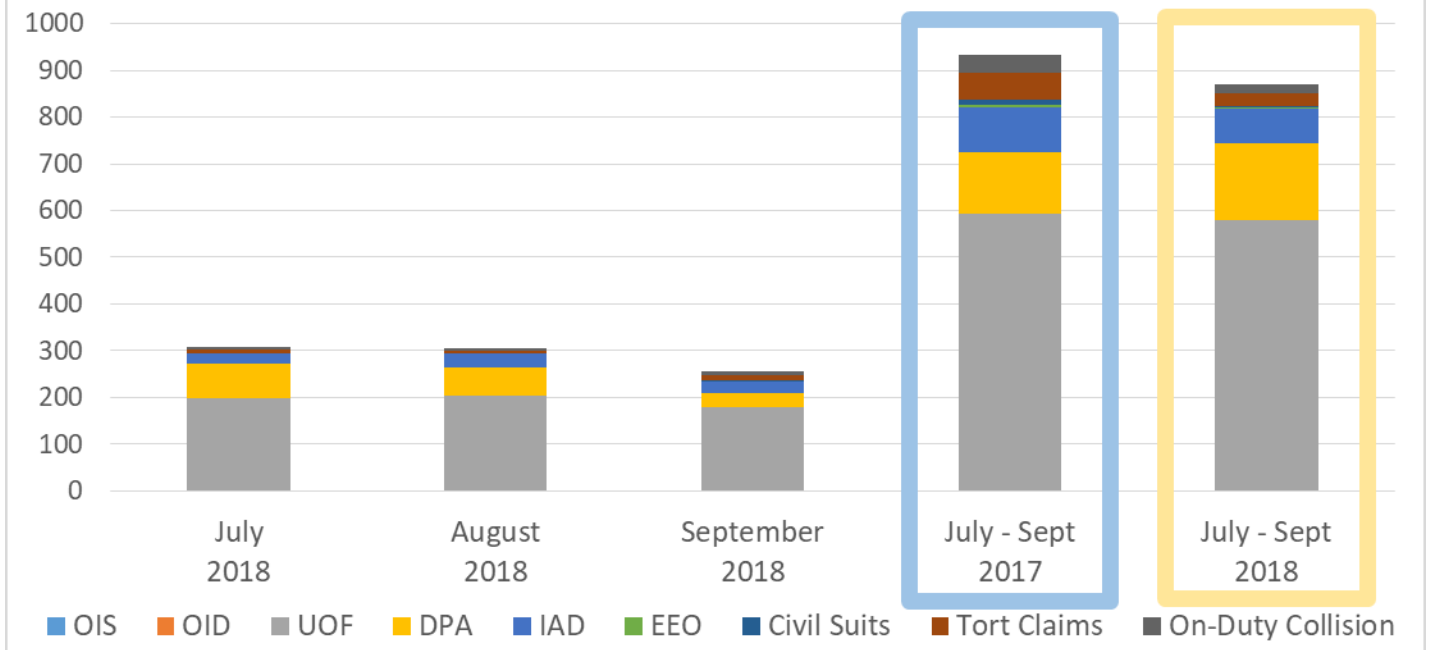
Indicators by Month Trailing 12 Months

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
Oct 2017			185	61	33	1	3	14	15	312
Nov 2017	1		236	39	54	7	5	6	15	363
Dec 2017	2		181	41	27	1	1	10	16	279
Jan 2018			218	53	37	2	4	13	18	345
Feb 2018	7		227	68	39	7	4	8	14	374
Mar 2018	12	1	188	64	18	2	1	18	6	310
Apr 2018			161	54	20	1		11	12	259
May 2018	1	1	139	108	16		6	9	11	291
Jun 2018	1		212	61	9	5		11	8	307
Jul 2018			197	76	20			10	4	307
Aug 2018			203	60	30	1		6	6	306
Sep 2018			180	29	24	1	2	12	8	256
Oct '16 - Sep '17	8	4	2651	616	424	29	61	307	171	4271
Oct '17 - Sep '18	24	2	2327	714	327	28	26	128	133	3709

INDICATORS BY MONTH TRAILING 12 MONTHS
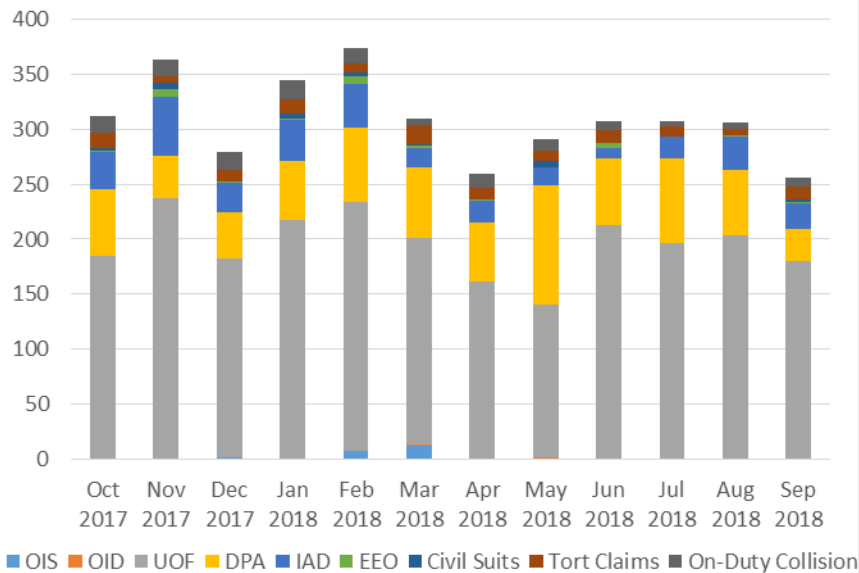
COMPARISON OF INDICATORS OVER 12 MO PERIOD
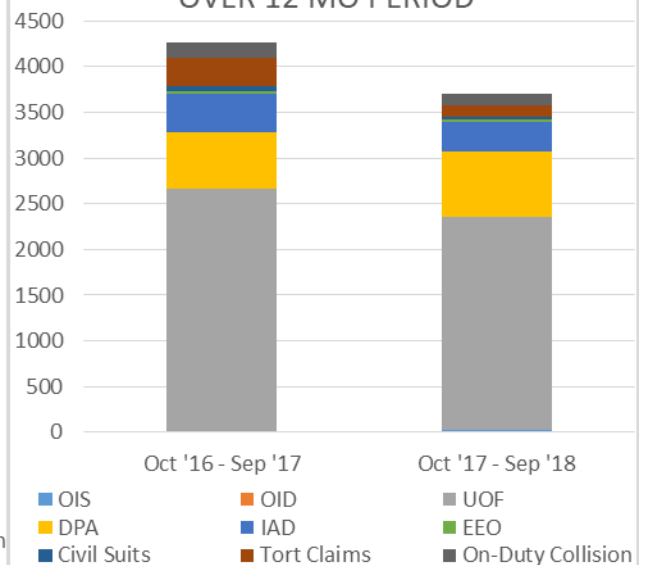
3rd Q Indicators by Station

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
Mission			107	20	8			2	3	**140**
Tenderloin			78	23	7			2	1	**111**
Central			73	22	8		1	2	2	**108**
Northern			66	23	7					**96**
Southern			54	13	3			1	3	**74**
Bayview			52	6	5		1	3	1	**68**
Taraval			38	11	5			3		**57**
Ingleside			28	13	7			4		**52**
Richmond			28	7	3	1		1	1	**41**
Park			18	9	1					**28**
TOTAL	**0**	**0**	**542**	**147**	**54**	**1**	**2**	**18**	**11**	**775**

3RD Q 2018 INDICATORS BY STATION
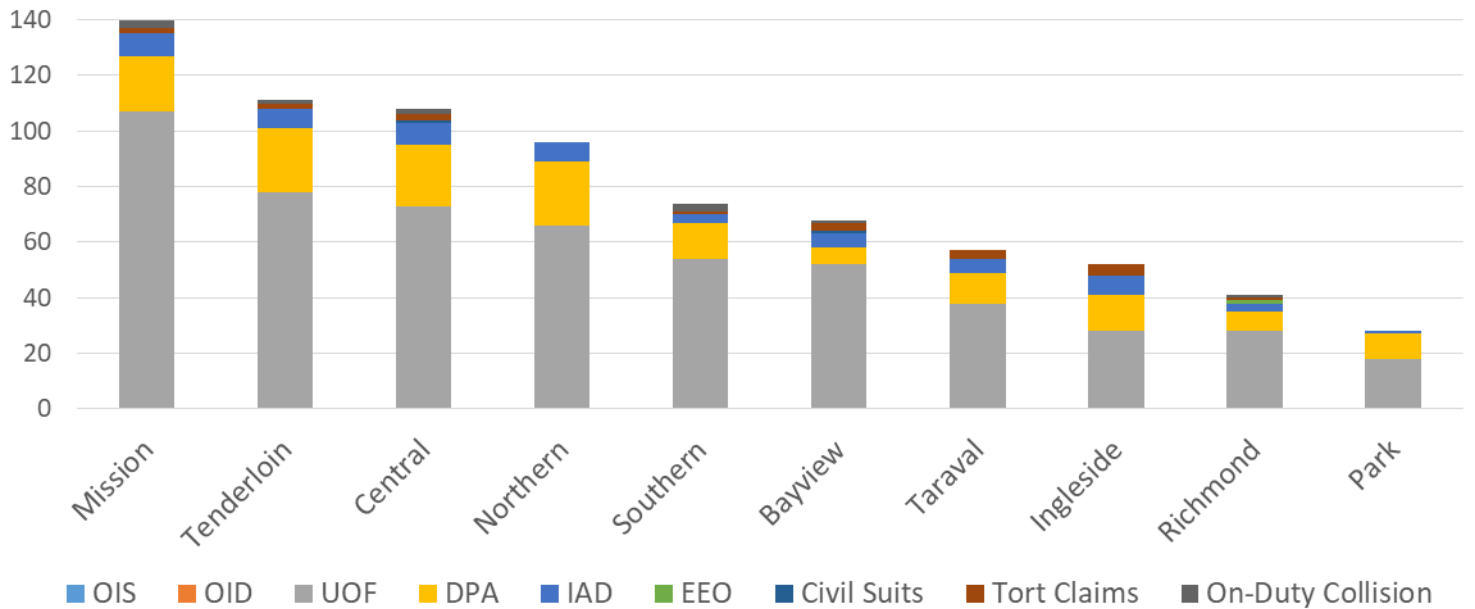
3rd Q Indicators by Unit

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
AFOB			14	2	4					20
MEDI			8	1	3			1	2	15
TACT			3	2	1			3	1	10
CED			4	4					1	9
SVU					3			2	1	6
GTF			2	2						4
MTA			1	2					1	4
NARC			2					2		4
STAF					2				1	3
AIRP			1	1						2
DOC					2					2
FOB					1	1				2
RISK				2						2
ROBB			1					1		2
SEPA			1	1						2
CIS					1					1
COS				1						1
HOMI					1					1
HSU								1		1
Muni			1							1
PROF					1					1
TECH					1					1
TOTAL	0	0	38	18	20	1	0	10	7	94

3RD Q 2018 INDICATORS BY UNIT
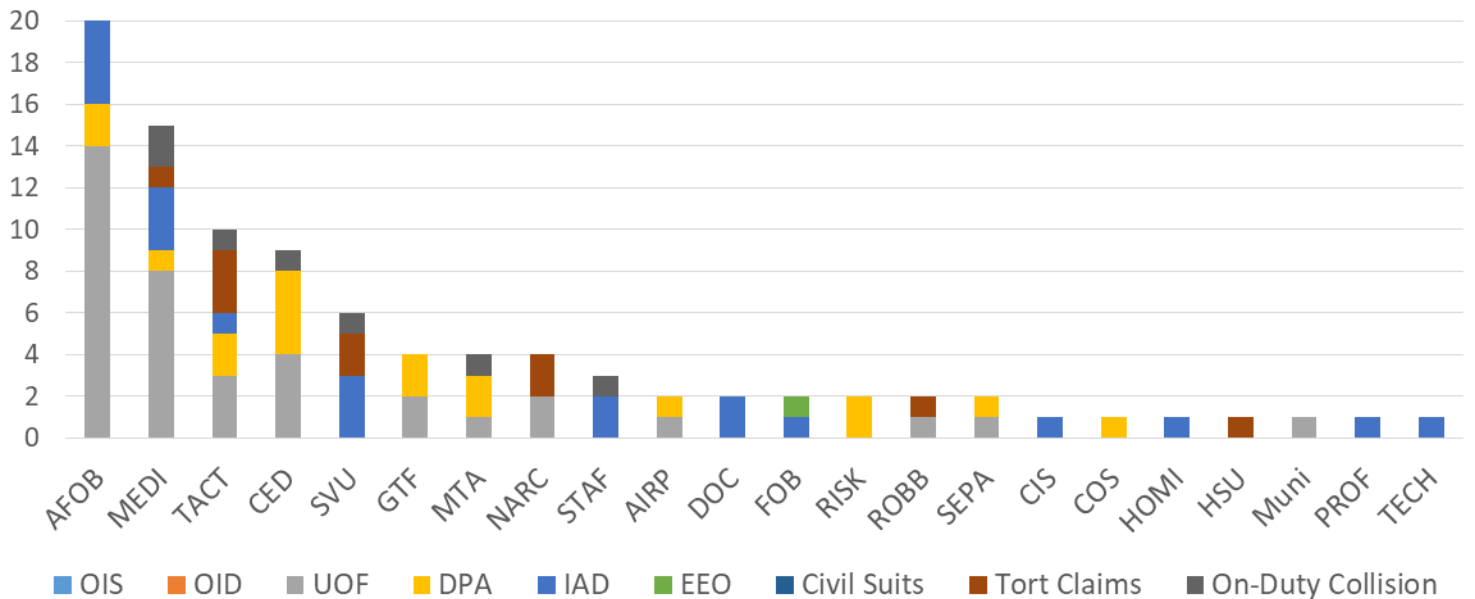
Indicators by Station Trailing 12 Months (Oct 2017 - Sept 2018)

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
Mission	9		382	89	34		1	11	8	**534**
Bayview			275	53	31		3	19	14	**395**
Tenderloin	1		247	100	22	3	4	9	9	**395**
Central	1		264	65	37	4	5	7	10	**393**
Southern	1		242	49	24		2	6	8	**332**
Northern	5		222	56	26			7	7	**323**
Ingleside	1		187	48	12	1	1	9	10	**269**
Taraval			112	33	8	3		5	6	**167**
Richmond		1	79	35	18	1	1	6	6	**147**
Park			56	34	12		1	2	10	**115**
TOTAL	18	1	2066	562	224	12	18	81	88	**3070**

INDICATORS BY STATION TRAILING 12 MO (OCT 2017 - SEPT 2018)
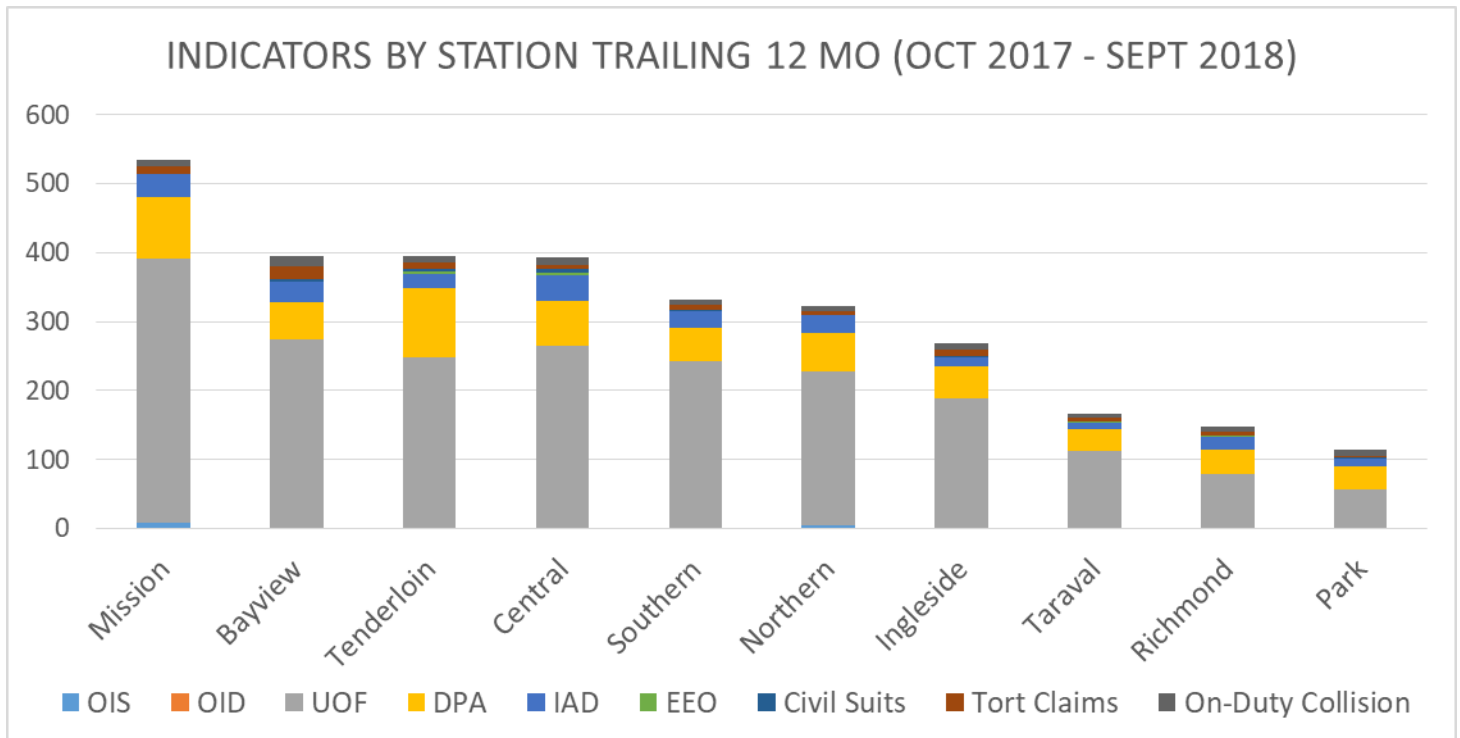
Indicators by Unit Trailing 12 Months (Oct 2017 - Sept 2018)

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
MEDI	1		42	13	13		1	5	5	80
AFOB			32	18	19	4	1		2	76
SEPA	3		30	15	10	1	2	4	5	70
CED	1		32	16	3		1		6	59
TACT			27	13	5			8	6	59
GTF			25	15	2	4				46
MTA			5	9	9	1		2	4	30
SVU		1	3	8	6	1		4	3	26
SID			14	3	2	1		2		22
Muni			10	2	3					15
CSI	1		2	2	2			4	3	14
DOC			4	4	6					14
STAF			2	1	4			2	4	13
FOB				6	3	1	1			11
NARC			8					3		11
ACAD			2	6	1					9
BURG			4	2				3		9
HOMI			5	2	1			1		9
CIS			2		3	2			1	8
ROBB			4	1	1			2		8
ADMN			1	2	1	1			2	7
LEGA			3	1	2				1	7
HSU			2	2				1	1	6
RISK				5				1		6
INVE								3	1	4
ADMI				1	1			1		3
NIGH				1				1	1	3
AIRP			1	1						2
CHIE			1				1			2
PROF					2					2
PROP					2					2
TCI				2						2
CGIC					1					1
COS				1						1
IAD							1			1
TECH					1					1
TOTAL	6	1	261	152	103	16	8	47	45	639

INDICTORS BY STATION TRAILING 12 MO (OCT 2017 - SEPT 2018)

Legend: OIS · OID · UOF · DPA · IAD · EEO · Civil Suits · Tort Claims · On-Duty Collision

Stations: MEDI, AFOB, SEPA, CED, TACT, GTF, MTA, SVU, SID, Muni, CSI, DOC, STAF, FOB, NARC, ACAD, BURG, HOMI, CIS, ROBB, ADMN, LEGA, HSU, RISK, INVE, ADMI, NIGH, AIRP, CHIE, PROF, PROP, TCI, CGIC, COS, IAD, TECH

Use of Force (previous 4 quarters)

	Use of Force Incidents	Members Using Force	Count of Subjects	Applications of Force
4th Q 2017	315	601	394	731
1st Q 2018	334	633	403	814
2nd Q 2018	316	513	372	601
3rd Q 2018	355	580	406	660

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

Count of Members/Subjects is the total number of members/subjects involved in each incident.

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

1st-2nd Q 2016-2018, w/ and w/o pointing

	Use of Force Incidents	Members Using Force	Count of Subjects	Applications of Force
1st-3rd Q 2016	1052	2039	1390	2794
w/o Pointing	497	813	512	890
1st-3rd Q 2017	1048	1911	1304	2421
w/o Pointing	475	815	493	860
1st-3rd Q 2018	1005	1726	1181	2075
w/o Pointing	549	870	575	929

EFFECTS OF POINTING OF FIREARM ON UOF
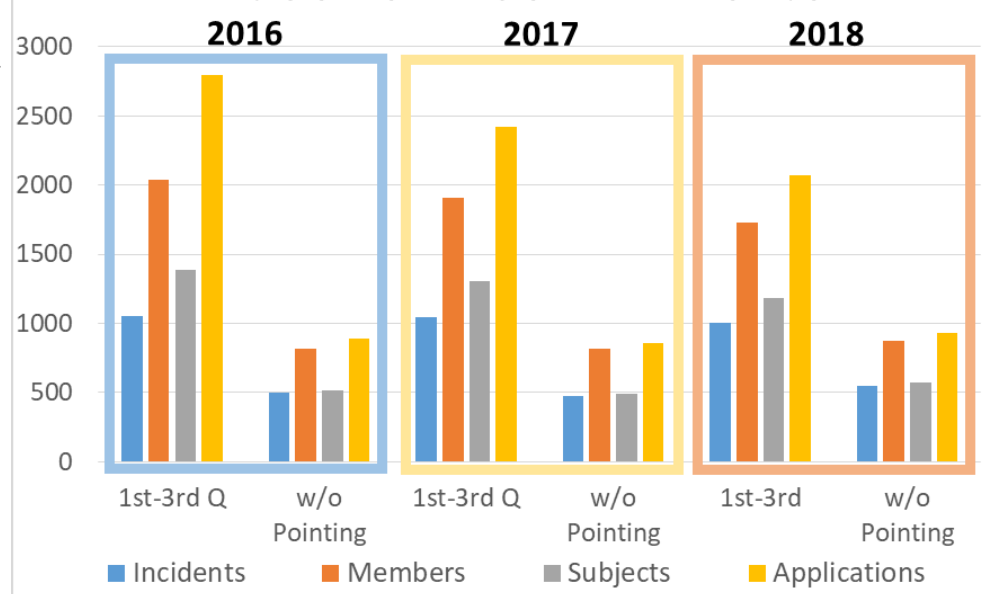
Applications of Force 2018

Type of Force	1st Q	2nd Q	3rd Q	TOTAL
Pointing of Firearms	525	337	284	1146
Physical Control	171	118	223	512
Strike by Object/Fist	67	92	105	264
Impact Weapon	17	22	21	60
OC	6	18	8	32
Firearm	19	2		21
ERIW	6	4	6	16
Other	2	4	8	14
Spike Strips	1	4	5	10
TOTAL	814	601	660	2075

APPLICATIONS OF FORCE 2018 (TOTAL)

OC 32 1%
Impact Weapon 60 3%
Strike by Object/Fist 264 13%
Firearm 21 1%
ERIW 16 1%
Other 14 1%
Spike Strips 10 0%
Pointing of Firearms 1146 55%
Physical Control 512 25%
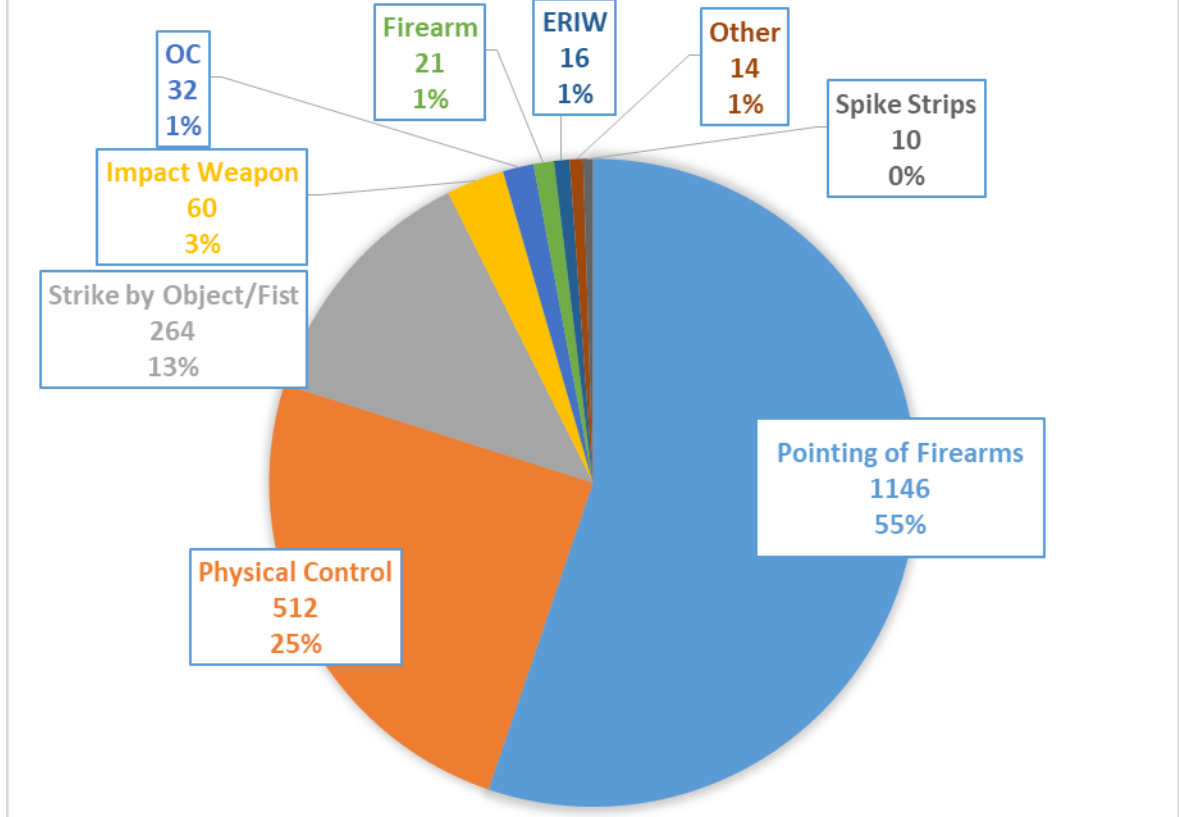
1st – 3rd Q 2018 Use of Force

	Incidents					Members					Subjects					Applications				
	1st Q	2nd Q	% Δ	3rd Q	% Δ	1st Q	2nd Q	% Δ	3rd Q	% Δ	1st Q	2nd Q	% Δ	3rd Q	% Δ	1st Q	2nd Q	% Δ	3rd Q	% Δ
Pointing of Firearms	182	163	-10%	144	-12%	387	273	-29%	231	-15%	248	204	-18%	182	-11%	525	337	-36%	284	-16%
Physical Control	110	81	-26%	144	78%	171	118	-31%	223	89%	110	83	-25%	145	75%	171	118	-31%	223	89%
Strike by Object/Fist	48	62	29%	76	23%	66	90	36%	105	17%	49	65	33%	78	20%	67	92	37%	105	14%
Impact Weapon	16	17	6%	19	12%	17	19	12%	21	11%	16	21	31%	19	-10%	17	22	29%	21	-5%
OC	6	18	200%	8	-56%	6	18	200%	8	-56%	6	18	200%	8	-56%	6	18	200%	8	-56%
ERIW	5	4	-20%	4	0%	6	4	-33%	6	50%	5	4	-20%	4	0%	6	4	-33%	6	50%
Other	2	2	0%	6	200%	2	2	0%	8	300%	2	2	0%	6	200%	2	4	100%	8	100%
Firearm	3	2	-33%		-100%	19	2	-89%		-100%	3	2	-33%		-100%	19	2	-89%		-100%
Spike Strips	1	2	100%	2	0%	1	2	100%	2	0%	1	4	300%	5	25%	1	4	300%	5	25%
TOTAL	373	351	-6%	403	15%	675	528	-22%	604	14%	440	403	-8%	447	11%	814	601	-26%	660	10%

1st – 3rd Q 2018 Use of Force