

**1<sup>st</sup> Quarter 2019**  
**Early Intervention System Report**

San Francisco Police Department  
Legal Division



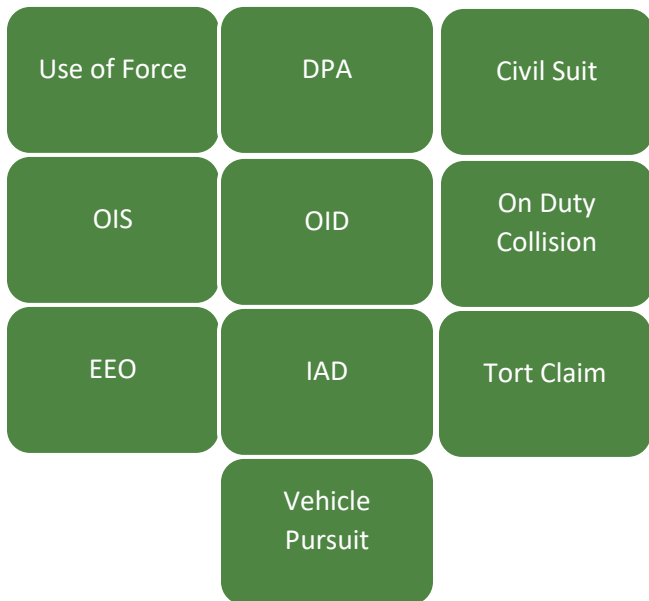
Meeting of May 22, 2019, 10 a.m.

Public Safety Building

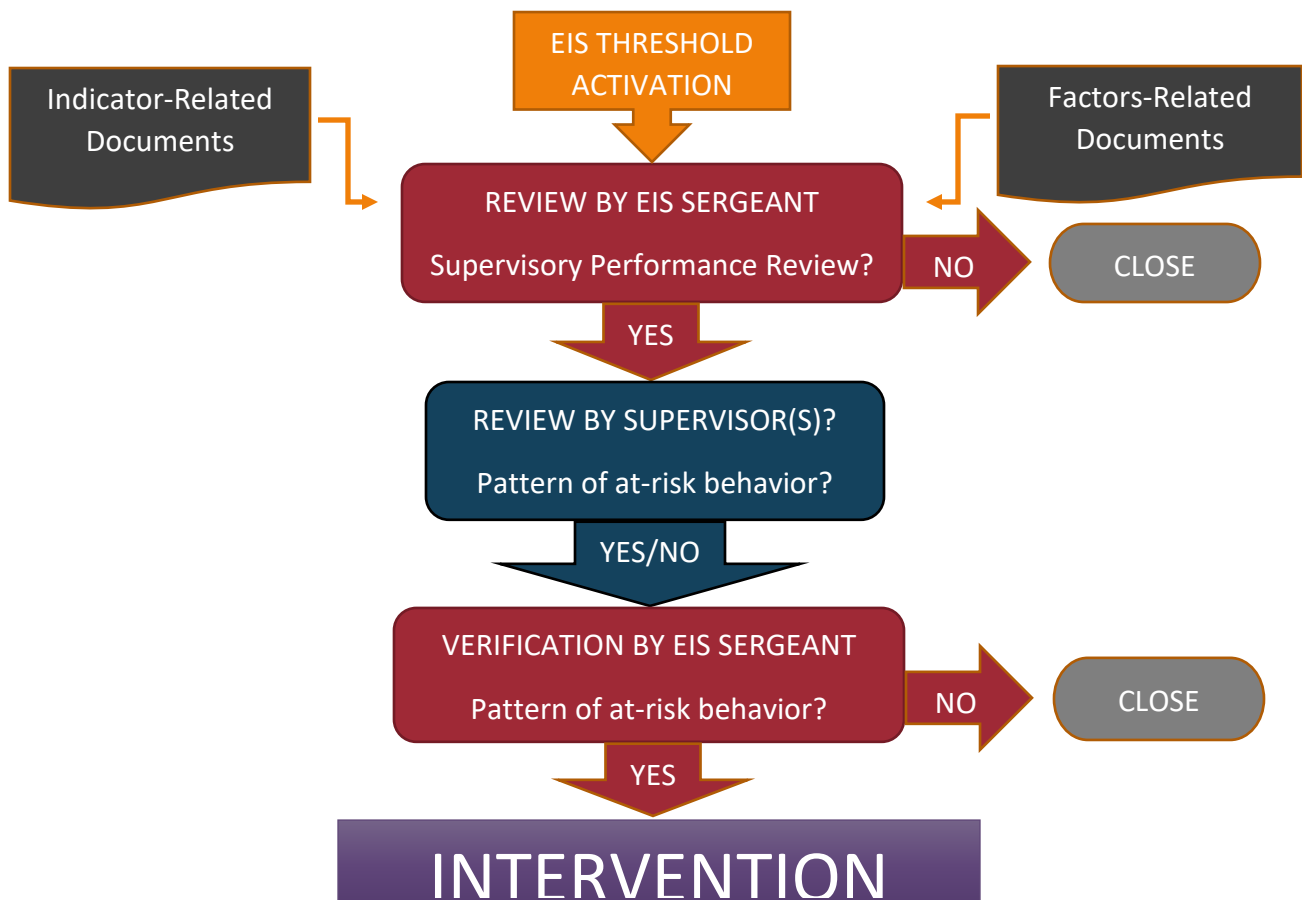
1245 3<sup>rd</sup> Street, Room #1025

# EARLY INTERVENTION SYSTEM

## PERFORMANCE INDICATORS

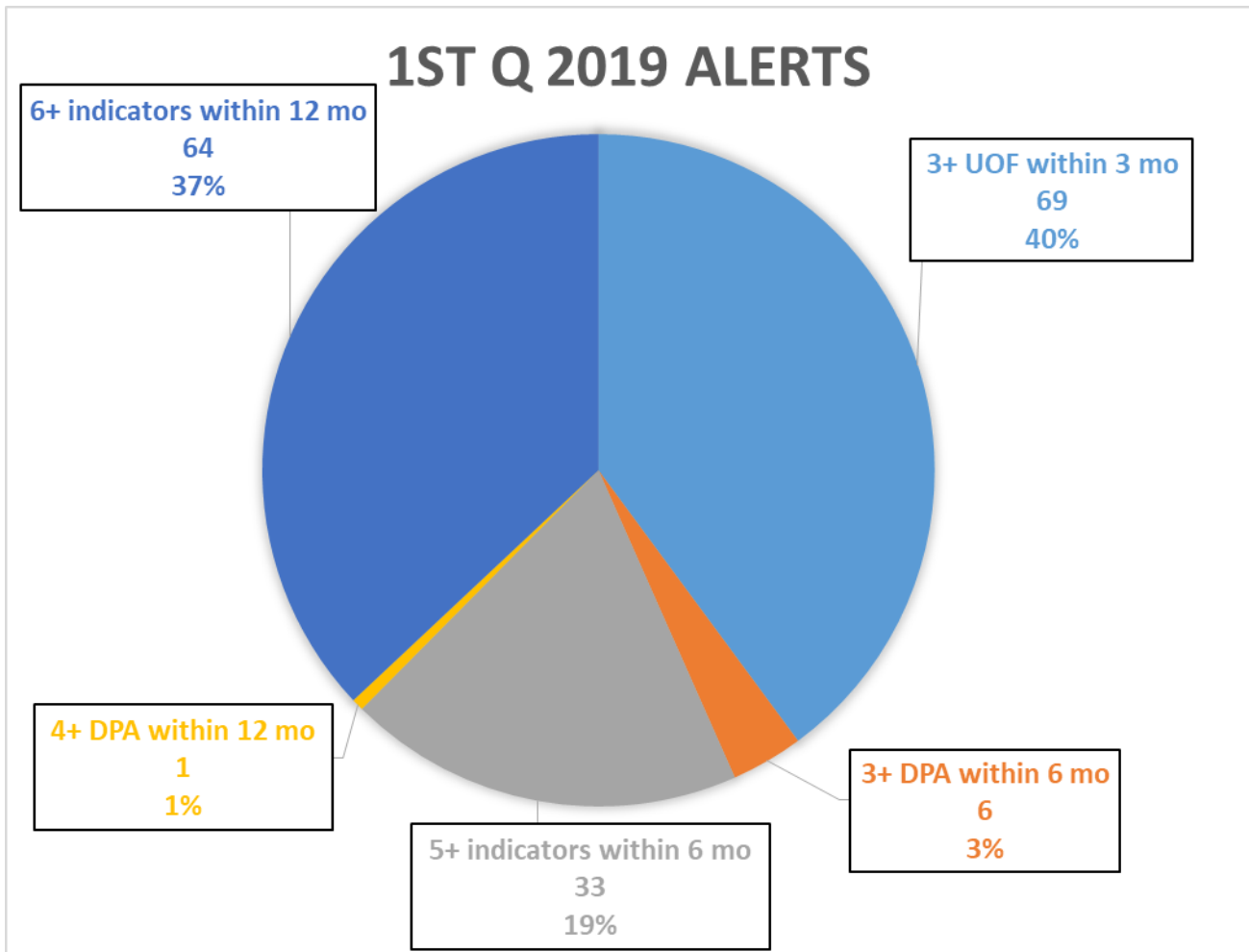


## ASSOCIATED FACTORS



### 1st Q 2019 Alerts

3+ UOF within 3 mo	69
3+ DPA within 6 mo	6
5+ indicators within 6 mo	33
4+ DPA within 12 mo	1
6+ indicators within 12 mo	64
<b>TOTAL</b>	<b>173</b>



### Members Receiving Alerts

81 members had	1 alert
34 members had	2 alerts
8 members had	3 alerts
<b>123 members had</b>	<b>at least 1 alert</b>

As of March 31, 2018, there were 2,318 members.  
This means 5% (123) 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 (1 <sup>st</sup> 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:

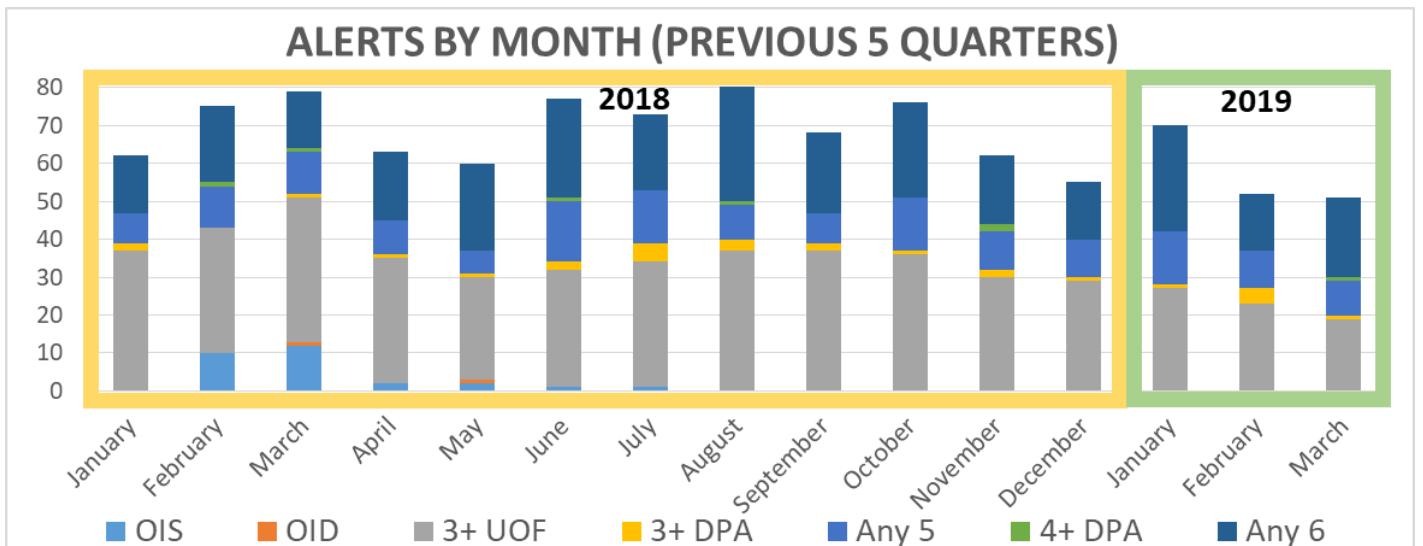
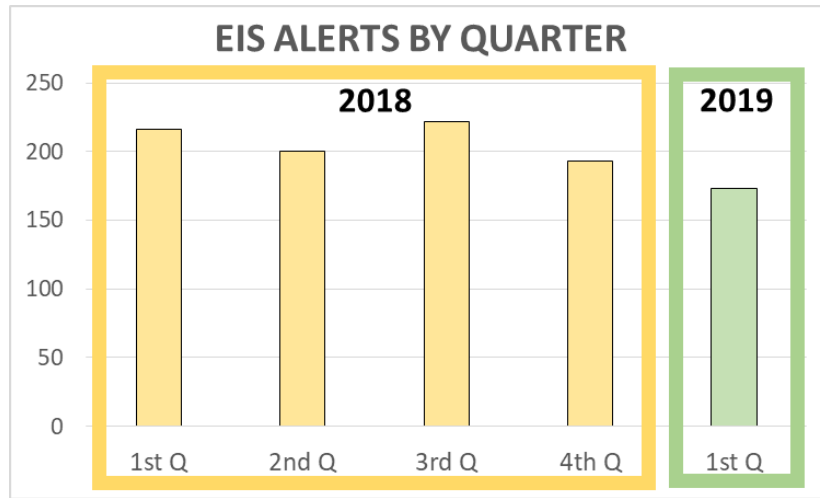
- Mentoring
  - Create a physical and electronic calendar
  - Monitoring of calendar by supervisor and subordinate
    - Track subpoenas
    - Track PT and Range times
  - Supervisor reviews DGOs and department bulletins with subordinate
  - Clear explanation of expectations and consequences
  - Schedule 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

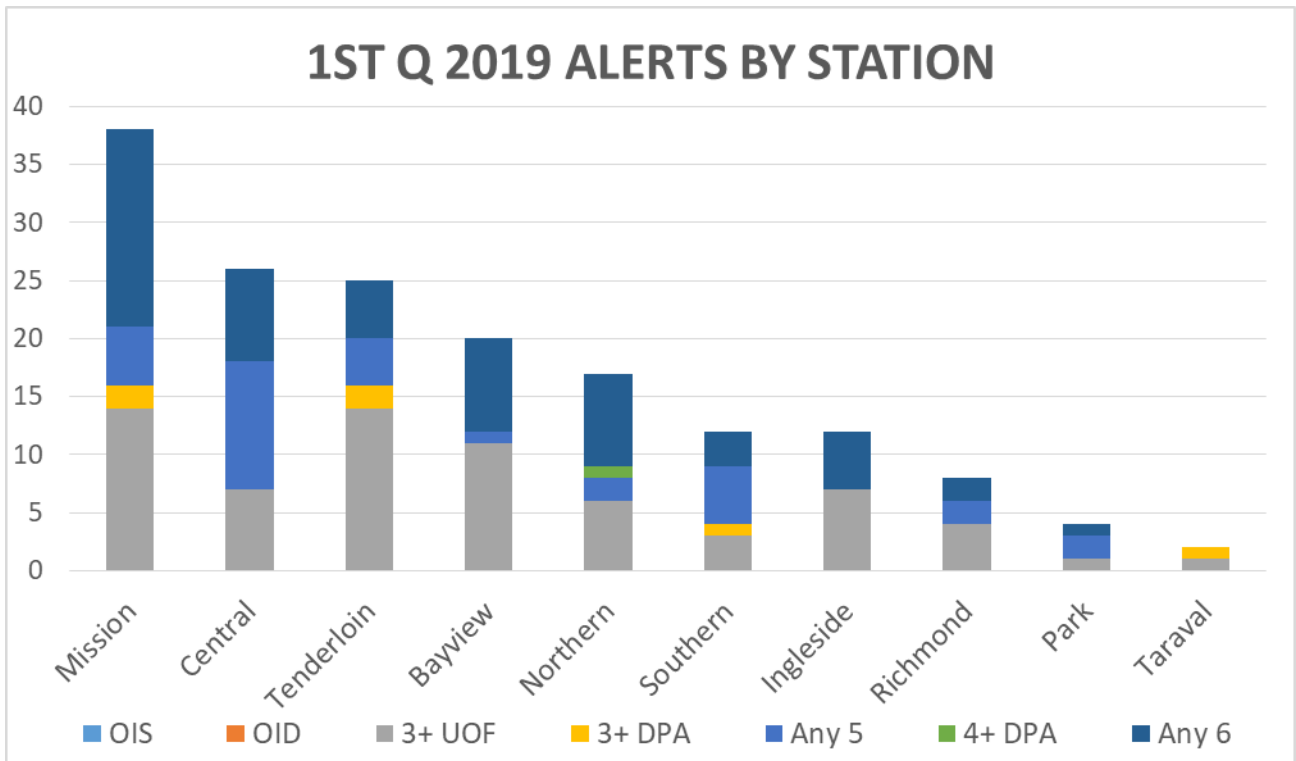
### EIS Alerts by Quarter

		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
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	
4th Q 2018	October			36	1	14		25	76	193
	November			30	2	10	2	18	62	
	December			29	1	10		15	55	
1st Q 2019	January			27	1	14		28	70	173
	February			23	4	10		15	52	
	March			19	1	9	1	21	51	
<b>TOTAL</b>		<b>28</b>	<b>2</b>	<b>470</b>	<b>27</b>	<b>159</b>	<b>7</b>	<b>311</b>	<b>1004</b>	<b>1004</b>



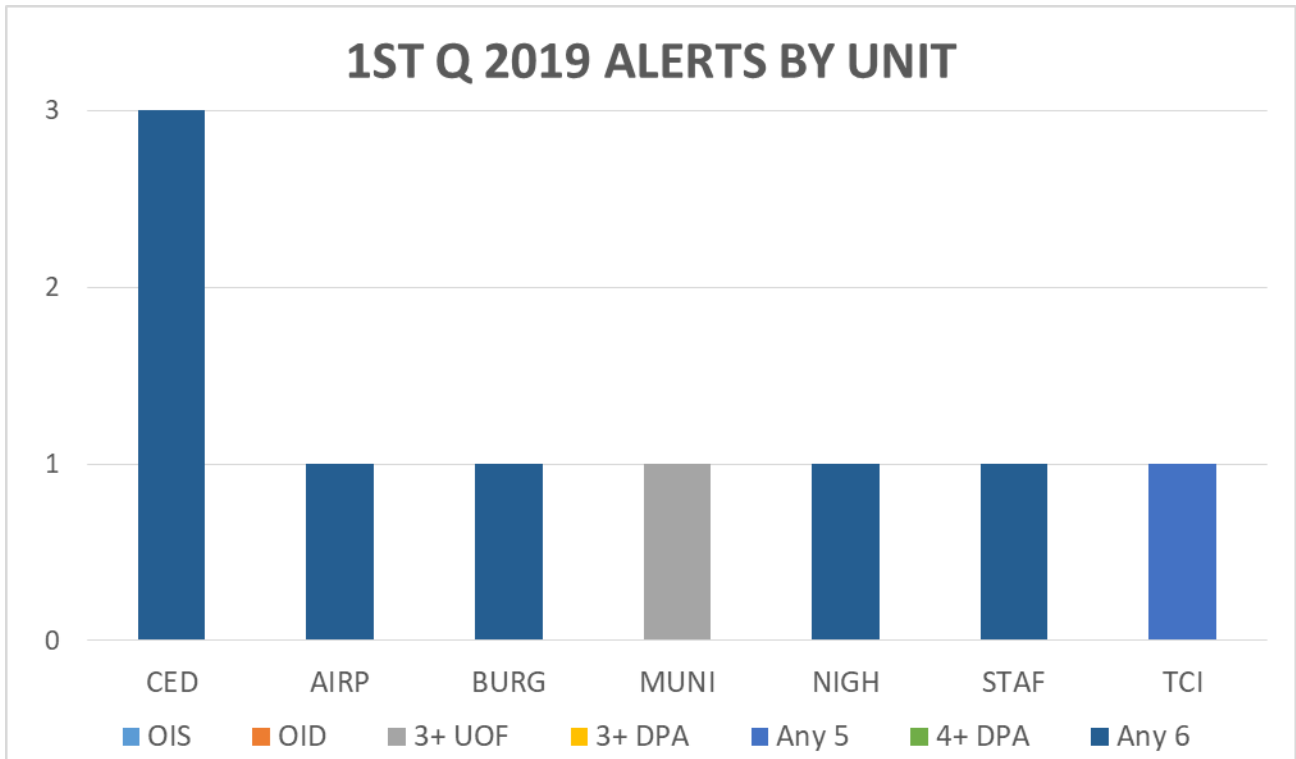
1st Q 2019 Alerts by Station

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Mission			14	2	5		17	38
Central			7		11		8	26
Tenderloin			14	2	4		5	25
Bayview			11		1		8	20
Northern			6		2	1	8	17
Southern			3	1	5		3	12
Ingleside			7				5	12
Richmond			4		2		2	8
Park			1		2		1	4
Taraval			1	1				2
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>68</b>	<b>6</b>	<b>32</b>	<b>1</b>	<b>57</b>	<b>164</b>



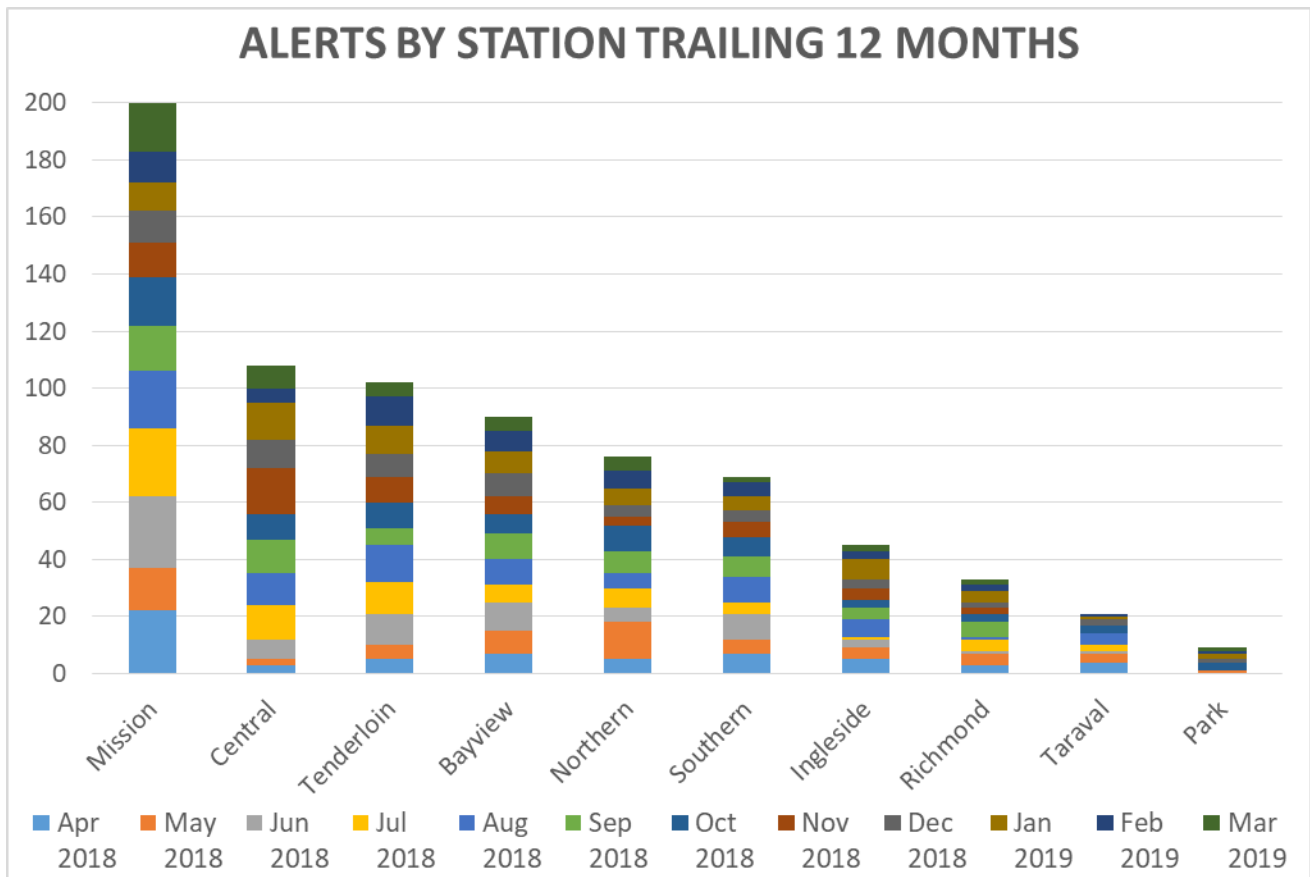
1st Q 2019 Alerts by Unit

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
CED							3	3
AIRP							1	1
BURG							1	1
MUNI			1					1
NIGH							1	1
STAF							1	1
TCI					1			1
TOTAL	0	0	1	0	1	0	7	9



### Alerts by Station Trailing 12 Months

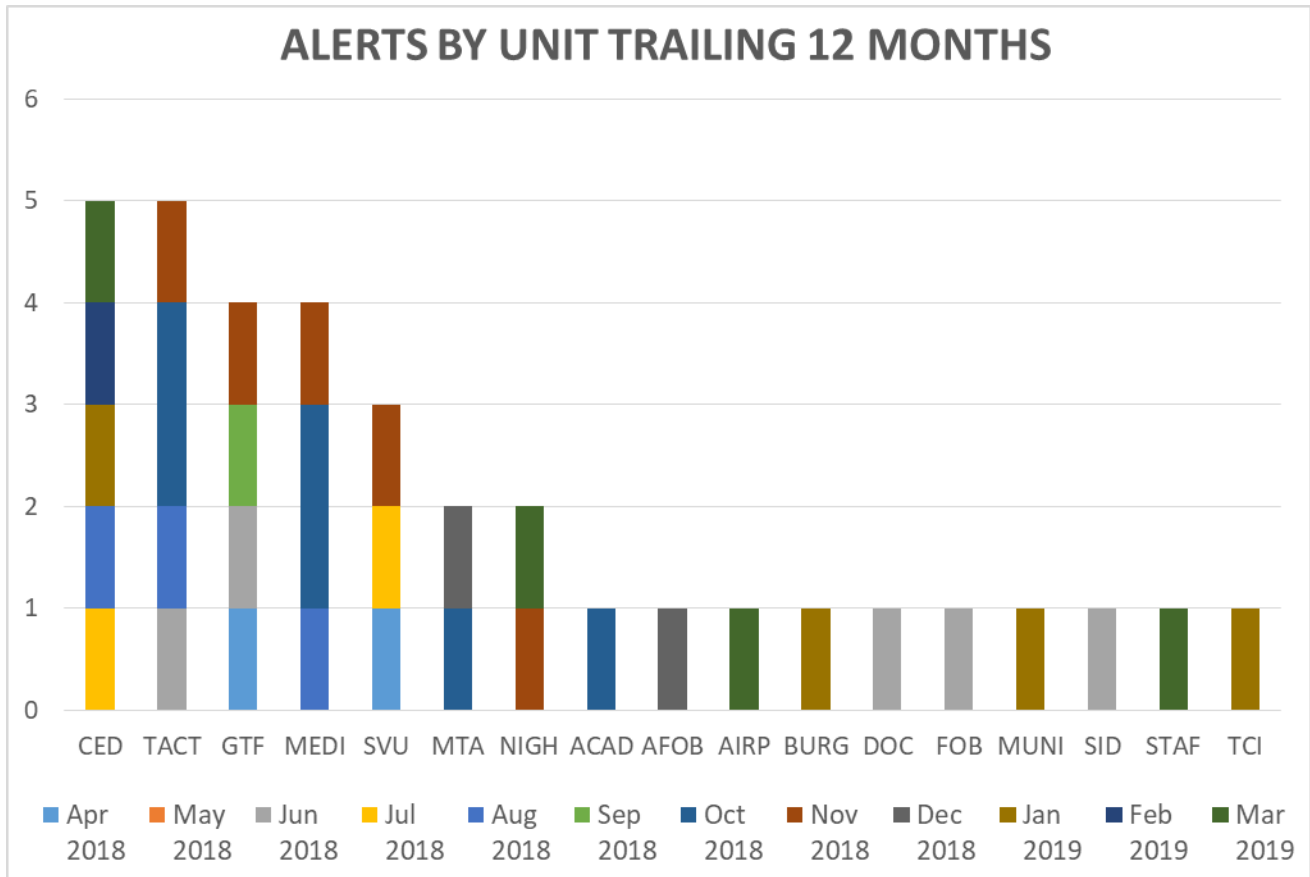
	Apr 2018	May 2018	Jun 2018	Jul 2018	Aug 2018	Sep 2018	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019	TOTAL
<b>Mission</b>	22	15	25	24	20	16	17	12	11	10	11	17	<b>200</b>
<b>Central</b>	3	2	7	12	11	12	9	16	10	13	5	8	<b>108</b>
<b>Tenderloin</b>	5	5	11	11	13	6	9	9	8	10	10	5	<b>102</b>
<b>Bayview</b>	7	8	10	6	9	9	7	6	8	8	7	5	<b>90</b>
<b>Northern</b>	5	13	5	7	5	8	9	3	4	6	6	5	<b>76</b>
<b>Southern</b>	7	5	9	4	9	7	7	5	4	5	5	2	<b>69</b>
<b>Ingleside</b>	5	4	3	1	6	4	3	4	3	7	3	2	<b>45</b>
<b>Richmond</b>	3	4	1	4	1	5	3	2	2	4	2	2	<b>33</b>
<b>Taraval</b>	4	3	1	2	4		3		2	1	1		<b>21</b>
<b>Park</b>		1					3		1	2	1	1	<b>9</b>
<b>TOTAL</b>	<b>61</b>	<b>60</b>	<b>72</b>	<b>71</b>	<b>78</b>	<b>67</b>	<b>70</b>	<b>57</b>	<b>53</b>	<b>66</b>	<b>51</b>	<b>47</b>	<b>753</b>





Alerts by Unit Trailing 12 Months

	Apr 2018	May 2018	Jun 2018	Jul 2018	Aug 2018	Sep 2018	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019	TOTAL
CED				1	1					1	1	1	5
TACT			1		1		2	1					5
GTF	1		1			1		1					4
MEDI					1		2	1					4
SVU	1			1				1					3
MTA							1		1				2
NIGH								1				1	2
ACAD							1						1
AFOB									1				1
AIRP												1	1
BURG										1			1
DOC			1										1
FOB			1										1
MUNI										1			1
SID			1										1
STAF												1	1
TCI										1			1
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>35</b>



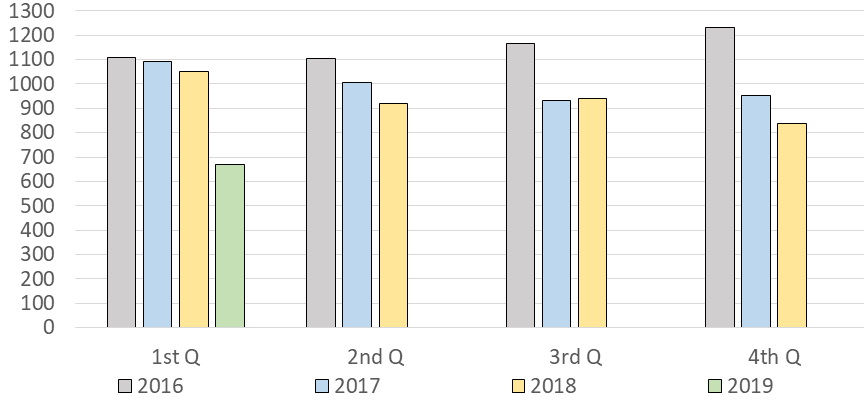
**Count of Indicators By Quarter**

Year	1st Q	2nd Q	3rd Q	4th Q	TOTAL
2016	1107	1106	1168	1231	4612
2017	1094	1008	934	952	3988
2018	1053	918	941	839	3751
2019	668				

**Count of Members**

Year	Quarter	Sworn Members
2016	1	2294
	2	2378
	3	2308
	4	2313
2017	1	2275
	2	2332
	3	2320
	4	2375
2018	1	2307
	2	2293
	3	2328
4	2330	
2019	1	2318

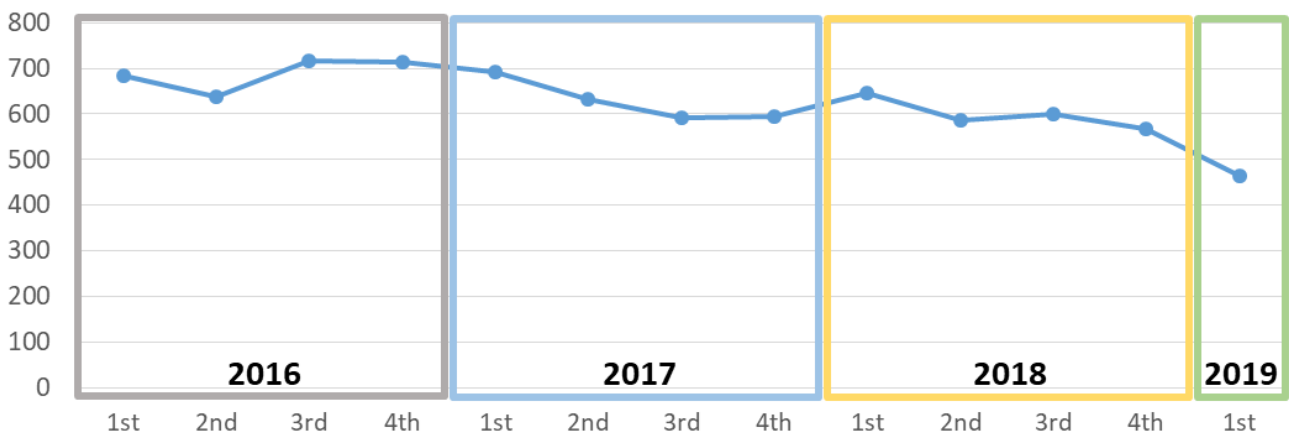
**COUNT OF INDICATORS BY QUARTER**



**Indicators per Member**

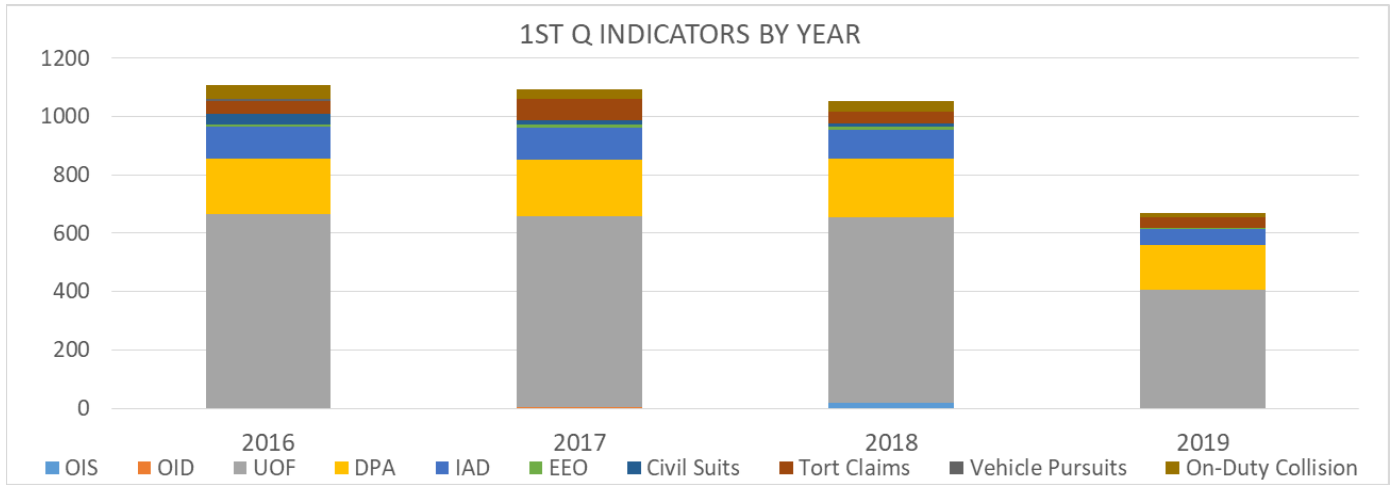
Year	Quarter	0	1	2	3	4	5	6	7	8	9	Total Members with 1+ Indicators
2016	1	1611	429	149	59	32	9	5				683
	2	1739	374	144	68	34	13	3	3			639
	3	1592	440	168	63	30	10	3	1	1		716
	4	1599	428	150	77	36	16	2	4	1		714
2017	1	1583	439	162	52	26	8	4	1			692
	2	1700	403	143	55	16	8	2	2	3		632
	3	1727	378	135	53	16	7	2		2		593
	4	1781	376	141	41	20	9	5	1		1	594
2018	1	1662	399	159	49	17	12	4	3	2		645
	2	1708	362	148	51	17	4	2	1			585
	3	1727	386	135	51	18	7	3	1			601
	4	1764	389	122	31	13	7	2	2			566
2019	1	1855	323	95	30	11	3	1				463

**Total Members with 1+ Indicators**



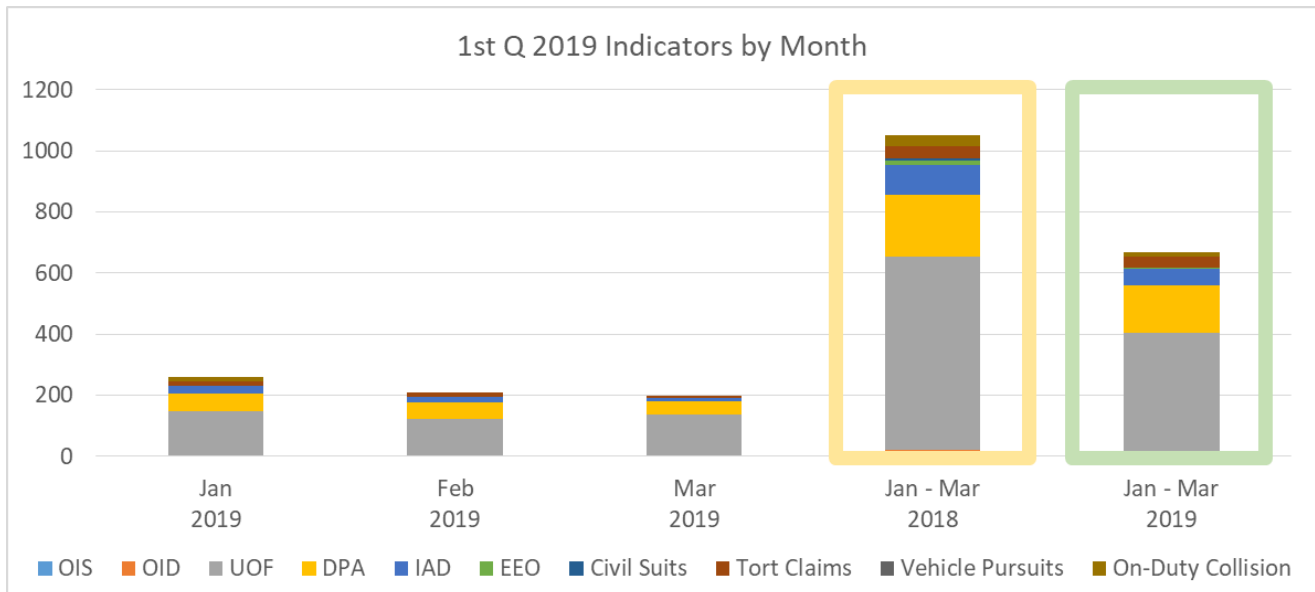
### 1st Q Indicators by Year

Year	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
2016		2	663	191	110	5	38	44	7	47	1107
2017	2	1	654	194	110	13	15	71		34	1094
2018	19	1	634	201	100	12	9	39		38	1053
2019			406	153	56	2		38		13	668



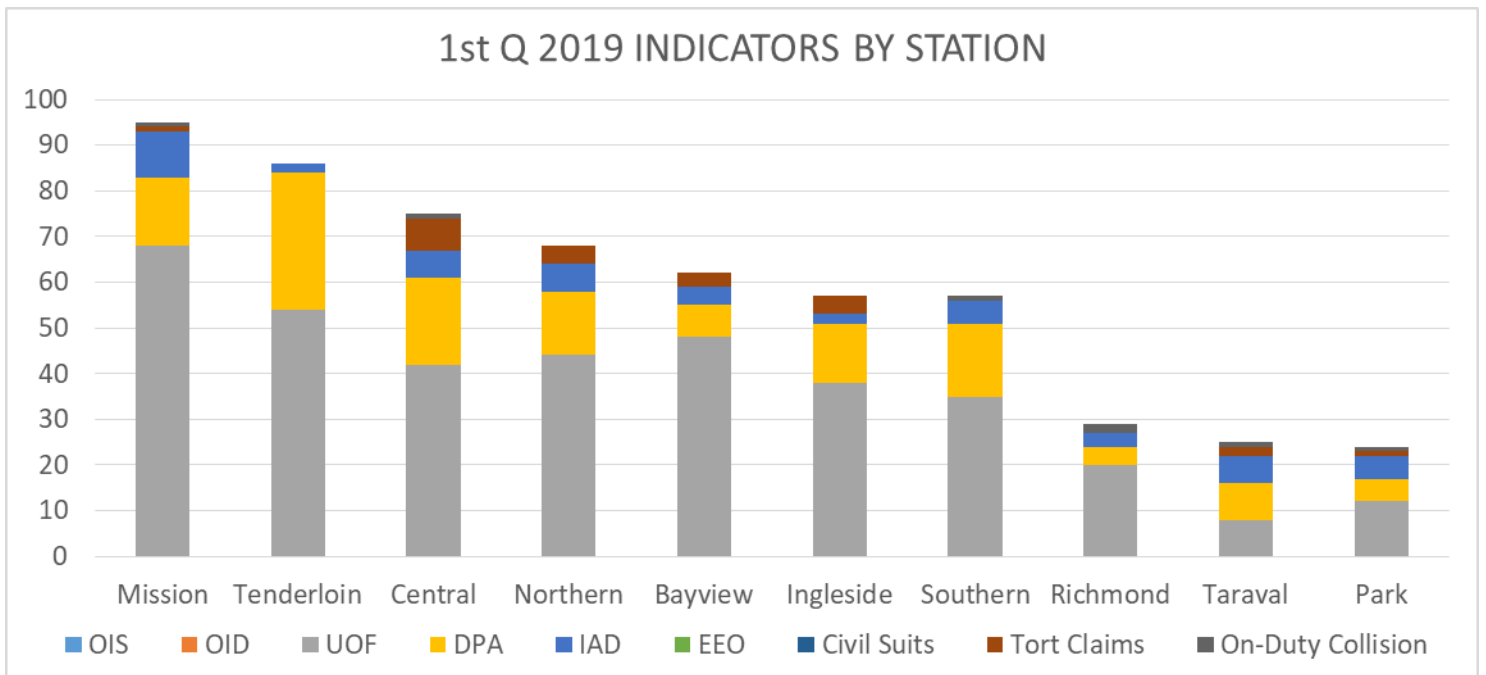
### 1st Q 2019 Indicators by Month

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Jan 2019			146	59	25	2		13		13	258
Feb 2019			123	52	19			16			210
Mar 2019			137	42	12			9			200
Jan - Mar 2018	19	1	634	201	100	12	9	39		38	1053
Jan - Mar 2019			406	153	56	2		38		13	668



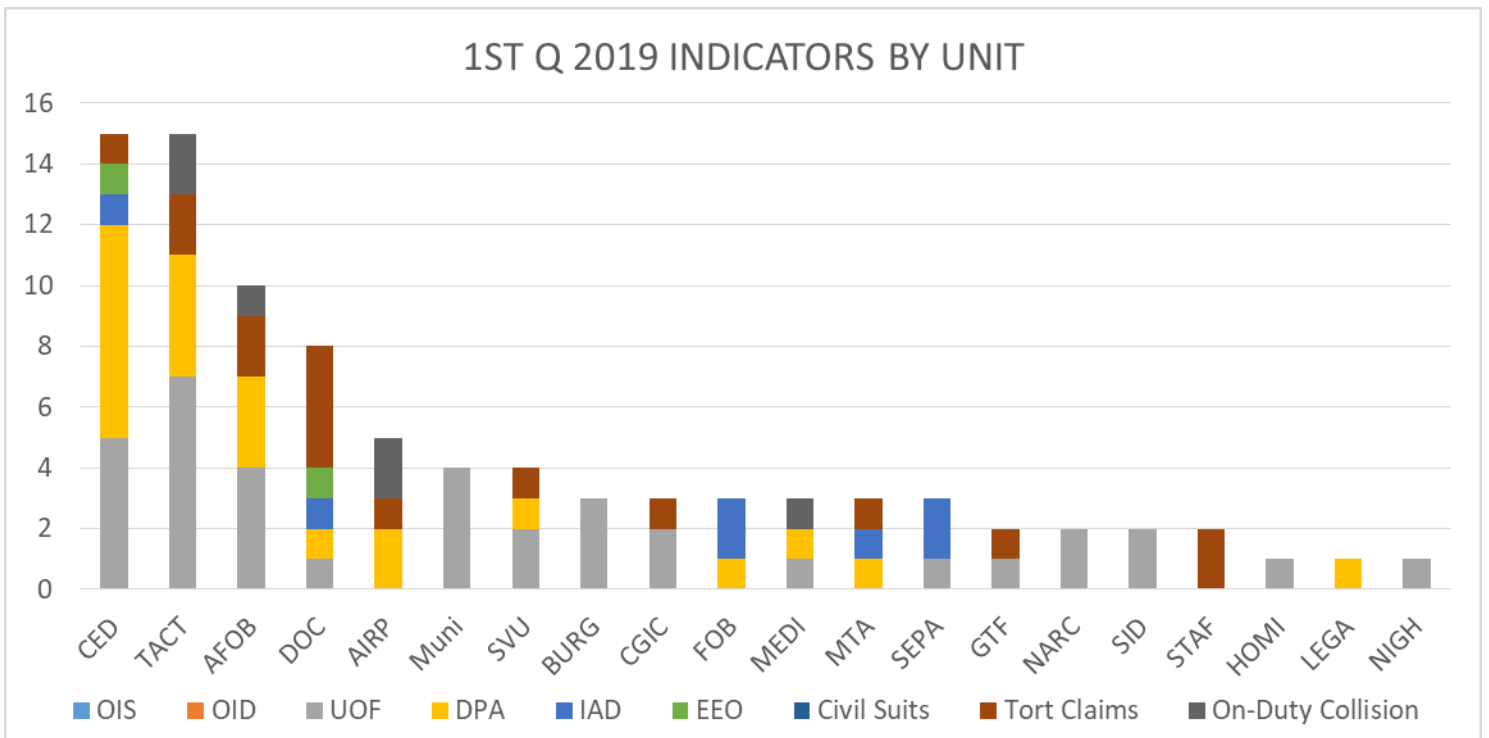
1st Q 2019 Indicators by Station

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
Mission			68	15	10			1	1	95
Tenderloin			54	30	2					86
Central			42	19	6			7	1	75
Northern			44	14	6			4		68
Bayview			48	7	4			3		62
Ingleside			38	13	2			4		57
Southern			35	16	5				1	57
Richmond			20	4	3				2	29
Taraval			8	8	6			2	1	25
Park			12	5	5			1	1	24
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>369</b>	<b>131</b>	<b>49</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>7</b>	<b>578</b>



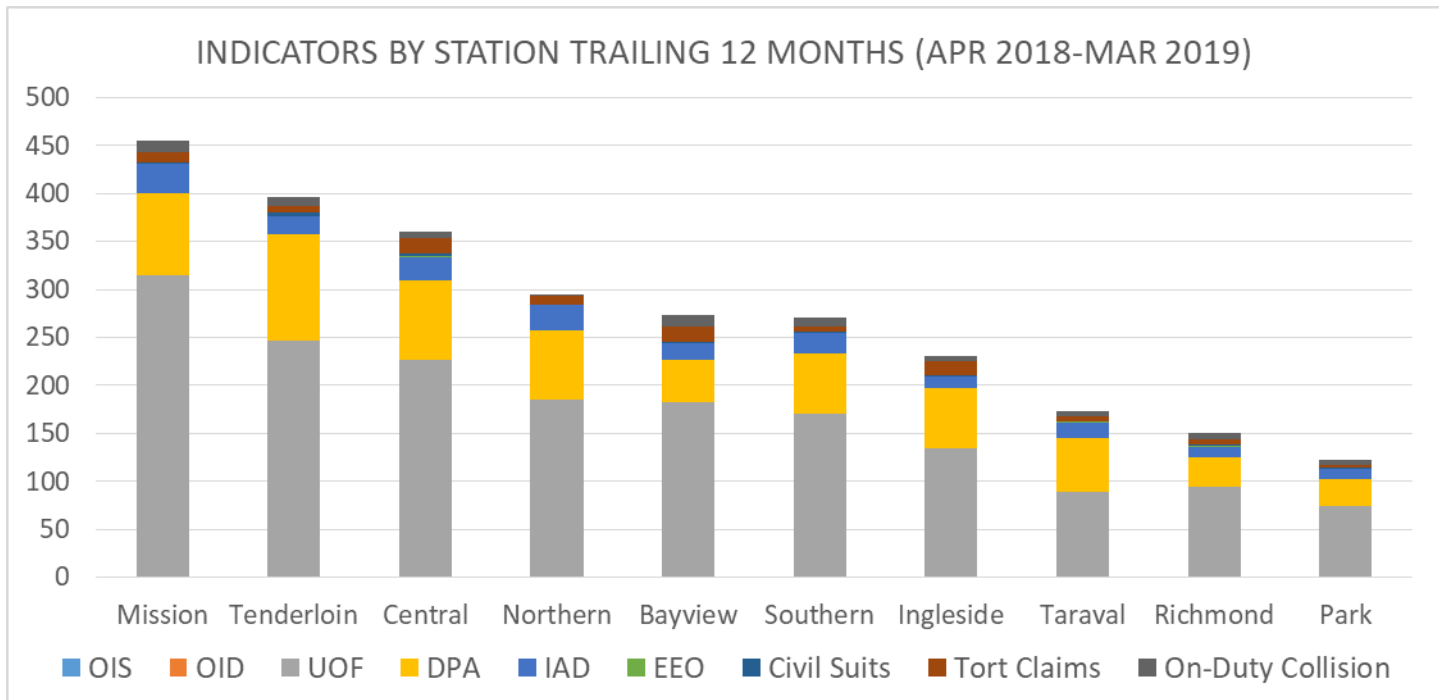
1st Q 2019 Indicators by Unit

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
CED			5	7	1	1		1		15
TACT			7	4				2	2	15
AFOB			4	3				2	1	10
DOC			1	1	1	1		4		8
AIRP				2				1	2	5
Muni			4							4
SVU			2	1				1		4
BURG			3							3
CGIC			2					1		3
FOB				1	2					3
MEDI			1	1					1	3
MTA				1	1			1		3
SEPA			1		2					3
GTF			1					1		2
NARC			2							2
SID			2							2
STAF								2		2
HOMI			1							1
LEGA				1						1
NIGH			1							1
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>22</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>16</b>	<b>6</b>	<b>90</b>



**Indicators by Station Trailing 12 Months (Apr 2018 - Mar 2019)**

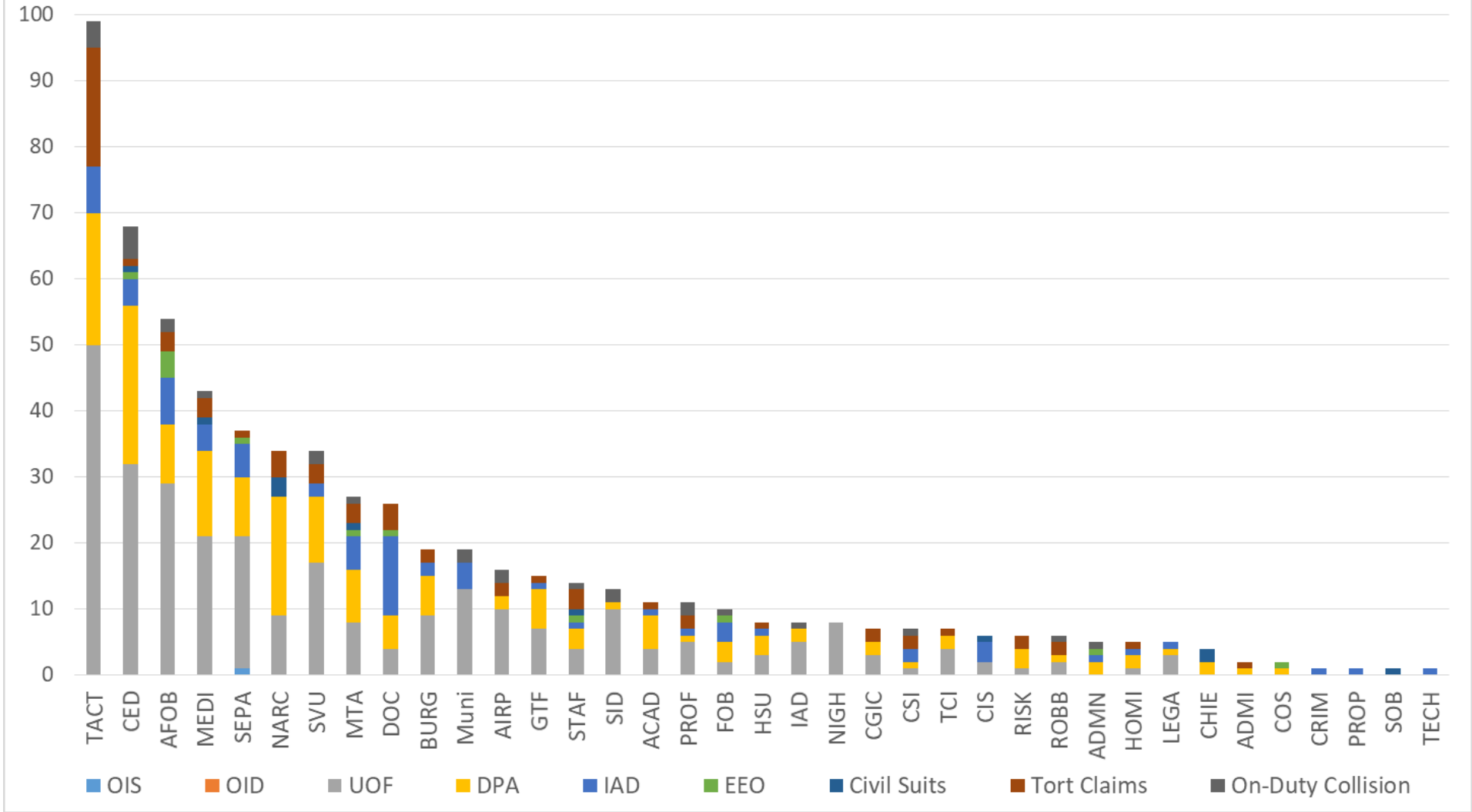
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
<b>Mission</b>			315	86	30		1	11	12	<b>455</b>
<b>Tenderloin</b>			247	110	19		4	7	10	<b>397</b>
<b>Central</b>	1		226	82	24	2	2	17	6	<b>360</b>
<b>Northern</b>			185	72	27			9	1	<b>294</b>
<b>Bayview</b>			183	44	17		2	15	12	<b>273</b>
<b>Southern</b>			170	63	22		1	5	10	<b>271</b>
<b>Ingleside</b>			134	63	12		2	14	6	<b>231</b>
<b>Taraval</b>			89	56	16	2		5	5	<b>173</b>
<b>Richmond</b>		1	94	30	11	1	1	6	6	<b>150</b>
<b>Park</b>			74	28	11		1	3	5	<b>122</b>
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>1717</b>	<b>634</b>	<b>189</b>	<b>5</b>	<b>14</b>	<b>92</b>	<b>73</b>	<b>2726</b>



**Indicators by Unit Trailing 12 Months (Apr 2018 - Mar 2019)**

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	On-Duty Collision	TOTAL
TACT			50	20	7			18	4	99
CED			32	24	4	1	1	1	5	68
AFOB			29	9	7	4		3	2	54
MEDI			21	13	4		1	3	1	43
SEPA	1		20	9	5	1		1		37
NARC			9	18			3	4		34
SVU			17	10	2			3	2	34
MTA			8	8	5	1	1	3	1	27
DOC			4	5	12	1		4		26
BURG			9	6	2			2		19
Muni			13		4				2	19
AIRP			10	2				2	2	16
GTF			7	6	1			1		15
STAF			4	3	1	1	1	3	1	14
SID			10	1					2	13
ACAD			4	5	1			1		11
PROF			5	1	1			2	2	11
FOB			2	3	3	1			1	10
HSU			3	3	1			1		8
IAD			5	2					1	8
NIGH			8							8
CGIC			3	2				2		7
CSI			1	1	2			2	1	7
TCI			4	2				1		7
CIS			2		3		1			6
RISK			1	3				2		6
ROBB			2	1				2	1	6
ADMN				2	1	1			1	5
HOMI			1	2	1			1		5
LEGA			3	1	1					5
CHIE				2			2			4
ADMI				1				1		2
COS				1		1				2
CRIM					1					1
PROP					1					1
SOB							1			1
TECH					1					1
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>287</b>	<b>166</b>	<b>71</b>	<b>12</b>	<b>11</b>	<b>63</b>	<b>29</b>	<b>640</b>

## INDICATORS BY UNIT TRAILING 12 MONTHS (APR 2018-MAR 2019)





**Use of Force (previous 4 quarters)**

	UOF Incidents	Members	Subjects	Applications
2nd Q 2018	316	513	371	601
3rd Q 2018	355	581	407	661
4th Q 2018	301	505	354	635
1st Q 2019	248	406	289	514

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.

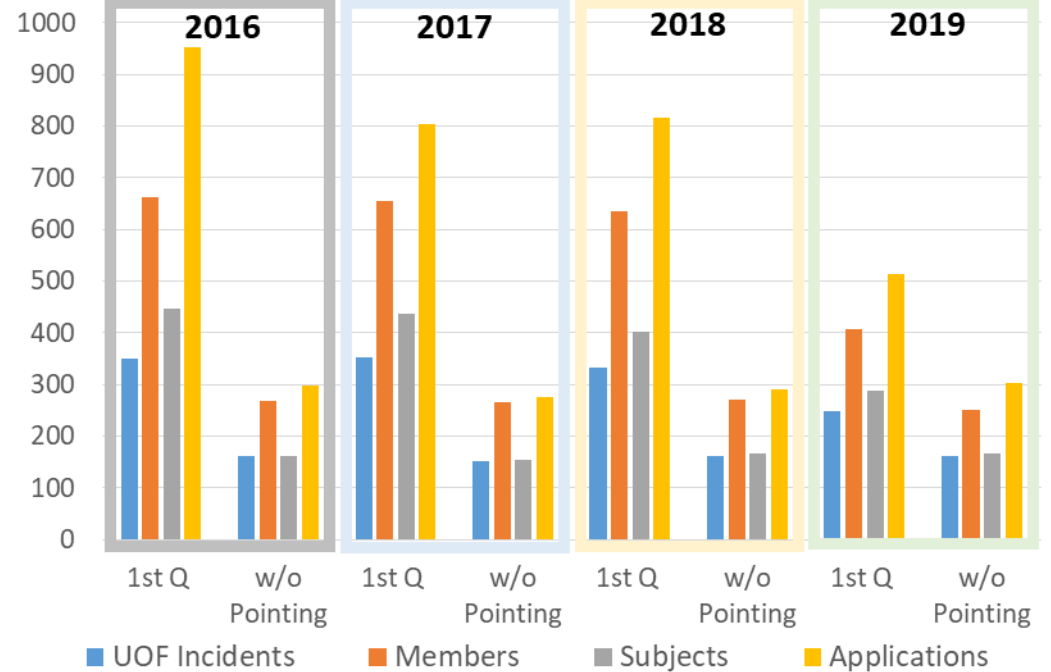
Applications of Force count subjects and types of force used in each incident.

**1st Q 2016-2019, w/ and w/o pointing**

	UOF Incidents	Members	Subjects	Applications
1st Q 2016	350	663	446	952
w/o Pointing	162	269	163	297
1st Q 2017	353	654	436	804
w/o Pointing	152	267	155	276
1st Q 2018	334	634	403	815
w/o Pointing	163	272	166	290
1st Q 2019	248	406	289	514
w/o Pointing	163	252	168	303

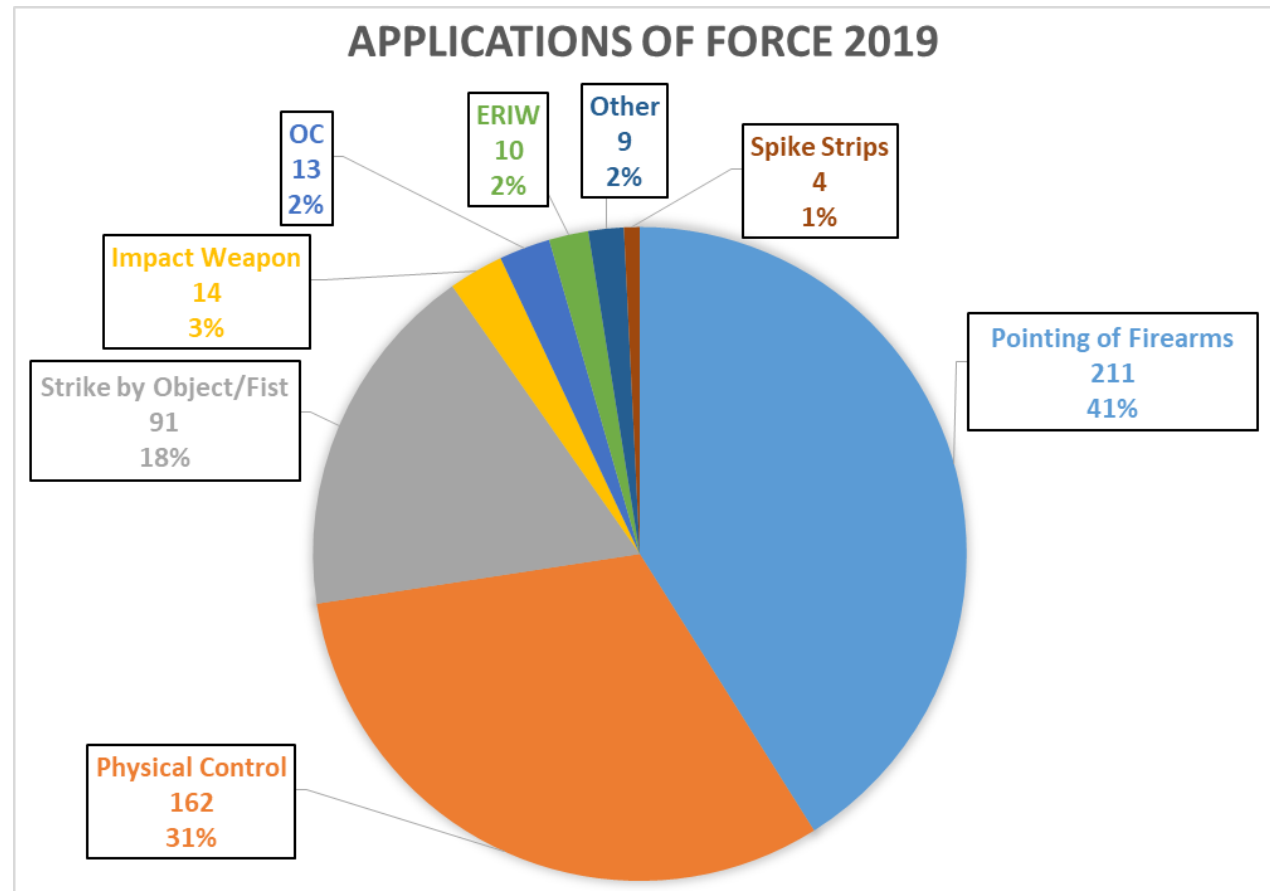


**EFFECTS OF POINTING OF FIREARM ON UOF**



**Applications of Force 2019**

Type of Force	1st Q
Pointing of Firearms	211
Physical Control	162
Strike by Object/Fist	91
Impact Weapon	14
OC	13
ERIW	10
Other	9
Spike Strips	4
<b>TOTAL</b>	<b>514</b>



**1st Q 2019 Use of Force**

	Incidents	Members	Subjects	Applications
Pointing of Firearms	106	167	142	211
Physical Control	109	162	111	162
Strike by Object/Fist	68	91	68	91
Impact Weapon	13	14	13	14
OC	12	13	12	13
ERIW	7	10	7	10
Other	8	9	8	9
Spike Strips	1	1	4	4
<b>TOTAL</b>	<b>324</b>	<b>467</b>	<b>365</b>	<b>514</b>

