EARLY INTERVENTION SYSTEM

4th Quarter 2020

San Francisco Police Department

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Preface

The San Francisco Police Department's Early Intervention System (EIS) is a structured system that identifies patterns of at-risk behaviors of individual SFPD members. An EIS alert is generated when a member reaches a specific number of Performance 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 by the Assistant to the Chief of Staff. 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. UOF is reviewed in the 96A report, which is reported separately to the Police Commission. 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 the 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.

Table of Contents

EIS Alert

An **EIS Alert** is generated when a member reaches a specific number of Performance 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 will review incident reports, Use of Force evaluations and Body worn Camera (BWC) footage for Use of Force Indicator Points. The EIS Sergeant also reviews documentation related to other indicator points (e.g. DPA complaints, Tort Claims). 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 determination 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. (A Department Bulletin is being authored to address further review and appeals by members.)
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 OIS occurs when an officer's discharge of a firearm results in the physical injury or death of a person, even if it is an accidental discharge. Members involved in an OIS are automatically placed on an EIS Alert.
OID	Officer-Involved Discharge	An OID occurs when an officer's discharge of a firearm does not cause injury or death to a person. Shooting at, injuring, or killing animals also falls into this category, including accidental discharge without injury. 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.

Associated Factors

Once a member has surpassed indictor thresholds, **Associated Factors** are reviewed to provide a comprehensive review of the member in question.

Factor	Description	Factor	Description
Citizen Compliment	A letter, email, card or any other form of communication from a public citizen complimenting a member of the Department for their service.	**Voluntary Overtime Worked**	The number of overtime hours worked outside of mandatory overtime. (e.g. PLES 10-B. Outside vendor contract with Department to employ a sworn officer(s).)
Department Awards	Department awards given to members who have performed above and beyond the call of duty. (e.g. Medal of Honor, Lifesaving, CIT Award)	**Discretionary Time Off**	The amount of discretionary time off the member has taken, regardless of reason, during the alert period.
Arrests by Officer	Infraction, misdemeanor and felony arrests made by a member.	**Sick Pay Not Protected by Federal/State**	The number of Sick Pay (SP) hours used by a member used during the period.
Citations by Officer	Infraction, traffic and misdemeanor citations written by a member.	**Participant in Critical Incident**	Incidents where the member was the principal participant in a critical incident (e.g. OIS, ICD, EOD, etc.).
Reports by Officer	Incident reports, statements and collision reports written by a member.	**Criminal Cases Dismissed**	Criminal cases dismissed or not filed due to documented concerns with a member's conduct, as disclosed by the DA's Office.
Vehicle Stops	Traffic enforcement stops and/or investigative vehicle stops conducted by a member.	**Charges of Assault on an Officer**	The number of incidents where a suspect is charged with assaulting an officer (e.g. 243(c)(2) PC, 245(d)(1) PC
Pedestrian Stops	A detention of a pedestrian on a public street or sidewalk for the purpose of investigating a possible criminal violation(s).	**Charges of Resisting an Officer**	The number of incidents where a suspect is charged with resisting an officer (e.g. 148 PC, 69 PC).
Training History	The Academy tracks and maintains training records for all members of the Department.		

Salient Data

1. **EIS Indicator Points Decreased (Page 37)**

    - 4th Quarter 2019 – 737
    - 4th Quarter 2020 – 468
    A decrease of 36.5%

    - 4th Quarter 2018 – 914
    - 4th Quarter 2020 – 468
    A decrease of 48.8%

    - 4th Quarter 2017 – 959
    - 4th Quarter 2020 – 471
    A decrease of 50.9%

    - 4th Quarter 2016 – 1228
    - 4th Quarter 2020 – 471
    A decrease of 61.6%

2. **EIS Alerts Decreased (Page 11)**

    - 4th Quarter 2019 – 114
    - 4th Quarter 2020 – 53
    A decrease of 53.5%

3. **Use of Force Incidents & the Effects of Classifying the Pointing of a Firearm (POF) at a Subject as a Reportable Use of Force (Page 50)**

    - 1st – 4th Quarter 2020 w/ POF – 843; w/o – 461
    - 1st – 4th Quarter 2019 w/ POF – 1013; w/o – 627
    - 1st – 4th Quarter 2018 w/ POF – 1305; w/o – 718
    - 1st – 4th Quarter 2017 w/ POF – 1368; w/o – 618
    From 1st – 4th Quarter 2017-2020:   w/ POF – 38.4% Decrease
    w/o POF – 25.4% Decrease

4. As of December 31, 2020, there were 2,233 sworn members in the department. This means that **2.1% (46)** of the total members generated at least 1 alert **(Page 9)**.

5. There was a **47.8% decrease** in DPA complaints from 4th Quarter 2019 to 4th Quarter 2020 and there was a **65.8% decrease** in IAD cases from 4th Quarter 2019 to 4th Quarter 2020 **(Page 39)**.

Early Intervention Flow Chart

EIS Alert Activation

Analysts Review the Alerts for Duplicates or Errors & Merges Them Into a Single Alert

Performance Review By PIP Sergeant ← Possible Pattern Observed — EIS Sergeant Review — No Pattern Observed → Review By OIC of Legal

Intervention Plan Created After Consultation w/ EIS Sergeant & PIP Sergeant

Pattern Found

No Pattern Found

EIS Sergeant Review

Performance Review By PIP Sergeant

Disagrees

Concurs

Alert Closed

Disagrees

Concurs

Intervention Initiated ← Agree on Pattern — EIS Sergeant & PIP Sergeant Confer

Agrees w/ EIS Sergeant

Disagree

Review By OIC of Legal

Disagrees

Concurs

Follow Ups By PIP Sergeant at 90 Days, 180 Days & 1 Year

Commanding Officer/Officer In-Charge of Member/Unit

Review is Returned to PIP Sergeant for Re-review & Returned to EIS Unit

Alert Closed

Completion Satisfactory

Completion Less than Satisfactory

Agrees w/ PIP Sergeant

Review By OIC of Legal

Alert Closed

Concurs

Disagrees

Another Intervention Plan Will Be Created or Other Options Will Be Discussed by the EIS Unit

Alert Closed

4ᵗʰ Quarter 2020 Alerts

4ᵗʰ Quarter 2020 Alerts	
OIS	4
OID	1
3+ UOF within 3 months	19
3+ DPA within 6 months	3
5+ indicators within 6 months	7
4+ DPA within 6 months	0
6+ indicators within 12 months	19
Total	**53**

Forty-six (46) sworn members generated a total of 53 alerts in the 4ᵗʰ Quarter of 2020.

4th Quarter 2020 Alerts

- OID 1 2%
- OIS 4 7%
- 3+ UOF within 3 months 19 36%
- 6+ indicators within 12 months 19 36%
- 4+ DPA within 6 months 0 0%
- 5+ indicators within 6 months 7 13%
- 3+ DPA within 6 months 3 6%
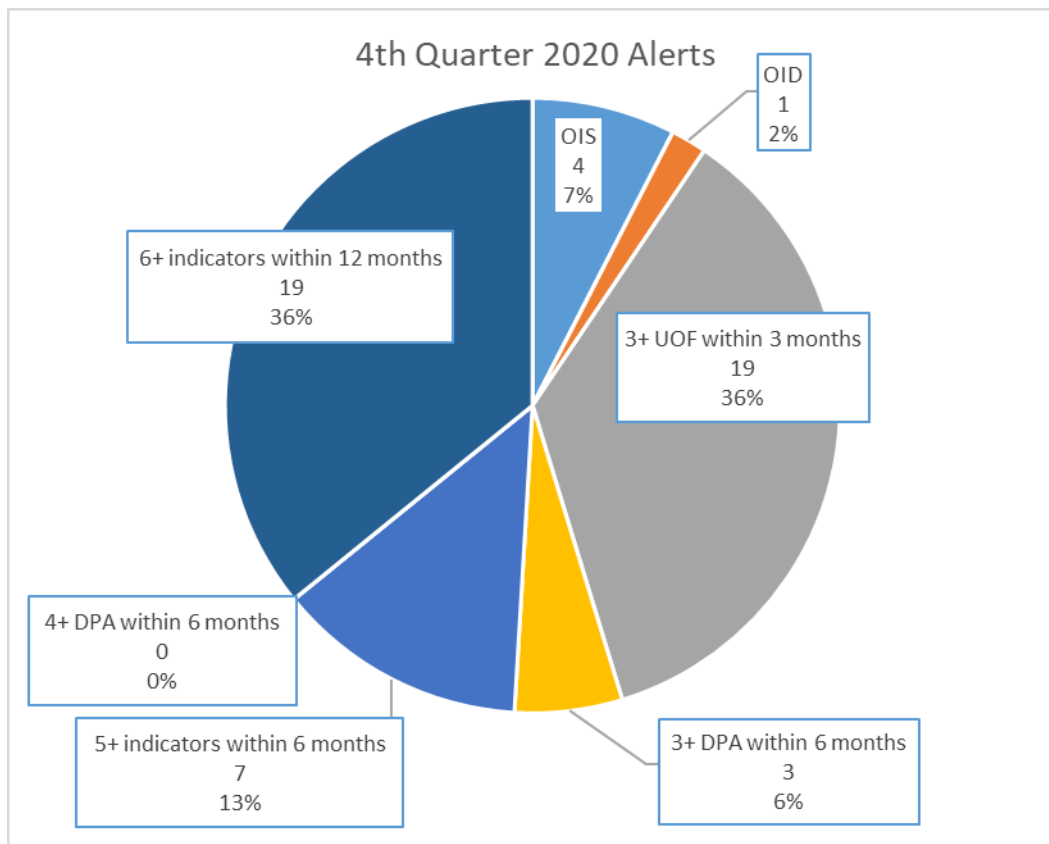
As of December 31, 2020, there were 2,233 sworn members in the San Francisco Police Department. This means that 2.1% (46) of the total members generated at least 1 alert.

Members Receiving Alerts		
39 members	1 alert	39 x 1 = 39 total alerts
7 members	2 alerts	7 x 2 = 14 total alerts
46 members	**At least 1 alert**	**53 total alerts**

Of the 53 4th Quarter Alerts:	
46	Sent to the member's captain or sergeant for review
6	Administratively closed by EIS
1	*Merged with a paired month

*Alerts are generated every month and then sent out to stations and units every two months. If an officer has alerts for both months in this two-month period, the EIS Unit does not send out a separate alert to that officer's Captain or Sergeant. Only the most recent alert is sent to the officer's unit. Please note that the EIS Unit records both 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 4th Q Alerts

- Administratively Closed by EIS 6 11%
- Merged 1 2%
- Sent for Review 46 87%
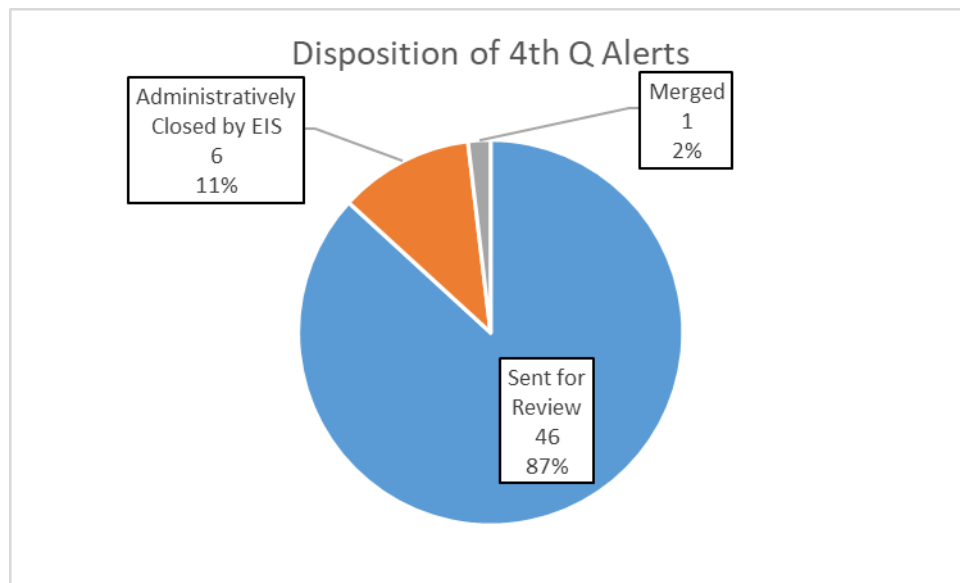
Criteria of Administrative Closures:

1. **A member received a recent EIS Alert Evaluation**
   (e.g. Nearly 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 show 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.)

		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
Q4 2019	**Oct**			17		5		7	29	**114**
	Nov			29		7		10	46	
	Dec	2		10	2	6	1	18	39	
Q1 2020	**Jan**			17	3	10		18	48	**134**
	Feb			25	3	10	2	17	57	
	Mar			14	2	5	2	6	29	
Q2 2020	**Apr**	2		23	1	5		17	48	**126**
	May			20	3	5	1	8	37	
	Jun			22	3	7	1	8	41	
Q3 2020	**Jul**			10	2	5		5	22	**66**
	Aug			11	2	4		6	23	
	Sep			7		4		10	21	
Q4 2020	**Oct**	2		11		3		6	22	**53**
	Nov	2		3	1	1		6	13	
	Dec		1	5	2	3		7	18	

There was a ***53.5% decrease*** in Alerts from 4th Quarter 2019 to 4th Quarter 2020.

EIS Alerts by Quarter (Previous 5 Quarters)

EIS Alerts by Month (Previous 5 Quarters)
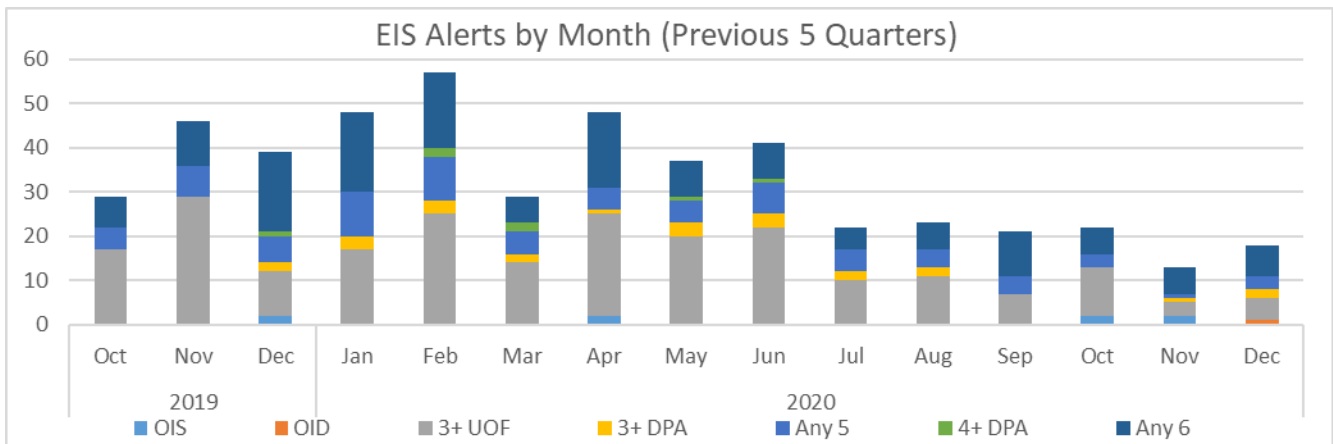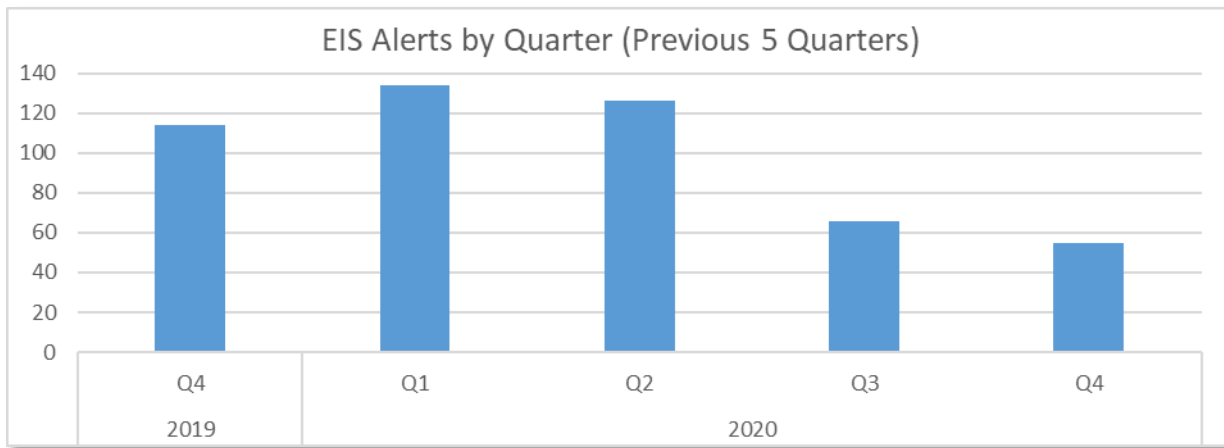
Interventions

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.

Open/In-Progress Interventions in the 1st Quarter of 2020	New Interventions Opened in 2020	Interventions Completed & Closed in 3rd Quarter 2020	Interventions That Remain Open/In-Progress
3	1	2	2

Types of Interventions	
Mentoring	• 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
Tactical Communications	• POST Learning Portal Class on Tactical Communication • Supervisor responds and monitors member on calls for service • One-on-one session with Defense Tactics Instructors at the Academy • One-on-one session with Academy instructors regarding de-escalation techniques
Referrals	• 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

Engagements Outside EIS

Year to Date Totals	
	2020
Informal Counseling	125
Formal Counseling	15
Performance Improvement Plans	33

Supervisors routinely provide officers with counseling to educate and foster open lines of communications. Informal counseling can consist of constructive critiques provided to officers by their supervisors in an informal setting that may occur throughout an officer's tour of duty. Formal counseling is a process in which a supervisor meets with a member in a non-punitive setting to discuss the member's performance and the supervisor documents the counseling session in some form (e.g. memo). A Performance Improvement Plan (PIP) is a formal, written plan specifically tailored for a member that clearly defines the supervisor's expectations and strategies to assist the member.

Formal tracking of **Engagements Outside EIS** was not uniformly reported or documented until the beginning of 2019. Commanding Officers are required to submit a monthly report to the EIS Unit documenting the number of officers formally and informally counseled, as well as how many were placed on a Performance Improvement Plan during the month. Department General Order 1.04 states *"Sergeants shall train and lead subordinates in the performance of their duties and set an example of efficiency and deportment."* The increased number of formal and informal counseling is an indication of sergeants being proactive in their duties as a supervisor.

Central Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
8.5%	46.7%	2.3%	44.1%	8.0%	7.0%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
9.8%	17.8%	$67,774.40	6.9%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	544
Part 1 Property Crimes	5397
TOTAL	5941

Citywide Calls for Service (2020)

Calls for Service	N/A

Captain Robert Yick

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			34	13	3		1	8		7	66
Q4 2020		1	35	8	3			2		2	51

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period. *

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020			3		3		6.5	12.5
Q4 2020		1	4		3		4	12
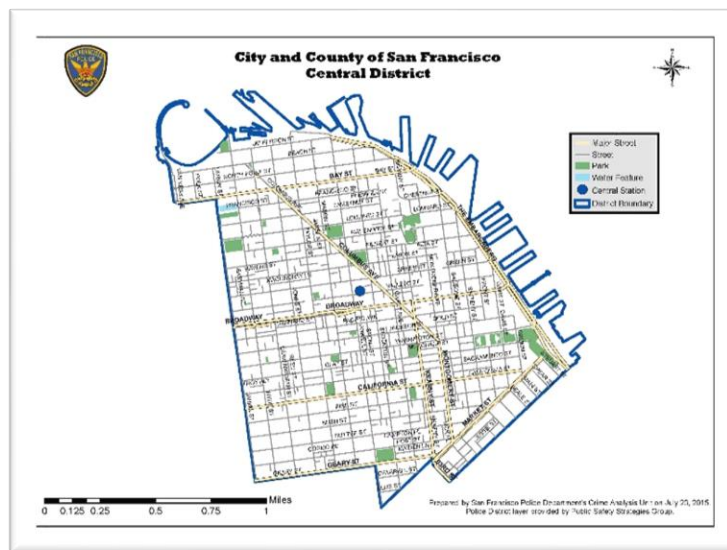
Central Station observed a ***22.7% decrease*** in total Indicator Points between 3rd Quarter 2020 and 4th Quarter 2020.

[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Southern Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
5.1%	46.5%	7.5%	35.3%	14.2%	10.7%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
8.7%	18.3%	$49,555.11	6.3%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	564
Part 1 Property Crimes	3818
TOTAL	4382

Citywide Calls for Service (2020)

Calls for Service	N/A

Captain Timothy Falvey

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			15	13	5			1		1	35
Q4 2020	2		37	13	1					2	55

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020			2.5				2.5	5
Q4 2020	2		2				1.5	5.5
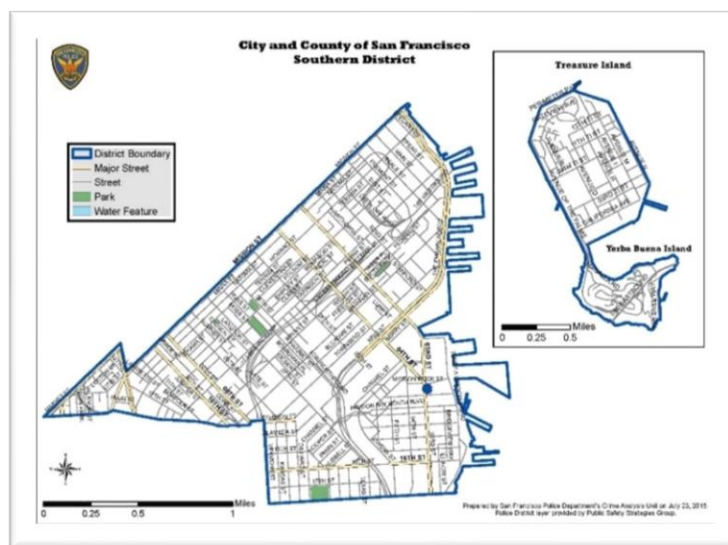
Southern Station observed a **57.1% increase** in total Indicator Points between 3rd Quarter 2020 and 4th Quarter 2020.

City and County of San Francisco
Southern District

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[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Bayview Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
7.9%	28.7%	20.1%	36.0%	19.8%	15.2%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
10.3%	16.8%	$68,858.45	10.4%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	648
Part 1 Property Crimes	3107
TOTAL	3755

Citywide Calls for Service (2020)

Calls for Service	N/A

Captain Troy Dangerfield

**Indicator Points** – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			30	17			1	1		2	51
Q4 2020			31	6	6					4	47

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020			3	2	2		2	9
Q4 2020					1		3	4
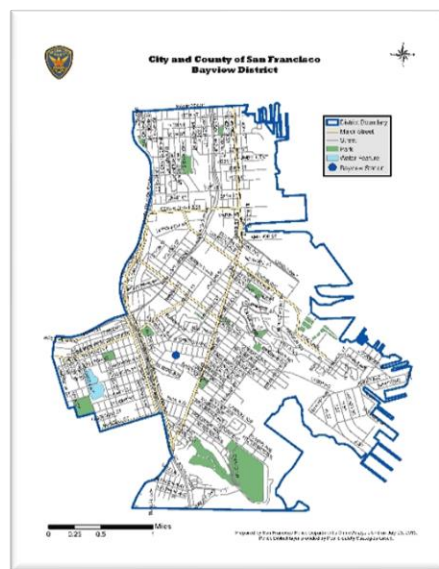
Bayview Station observed a *55.6% decrease* in total Alerts between 3rd Quarter 2020 and 4th Quarter 2020.

[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Mission Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
9.7%	67.4%	2.7%	12.1%	30.1%	17.9%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
7.9%	12.6%	$80,125.17	7.1%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	684
Part 1 Property Crimes	4355
TOTAL	5039

Citywide Calls for Service (2020)

Calls for Service	N/A

Captain Gaetano Caltagirone

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			67	28	2					3	100
Q4 2020			54	10	1					2	67

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020			12.5	0.5	3		4.5	20.5
Q4 2020			6	2	1.5		4	13.5
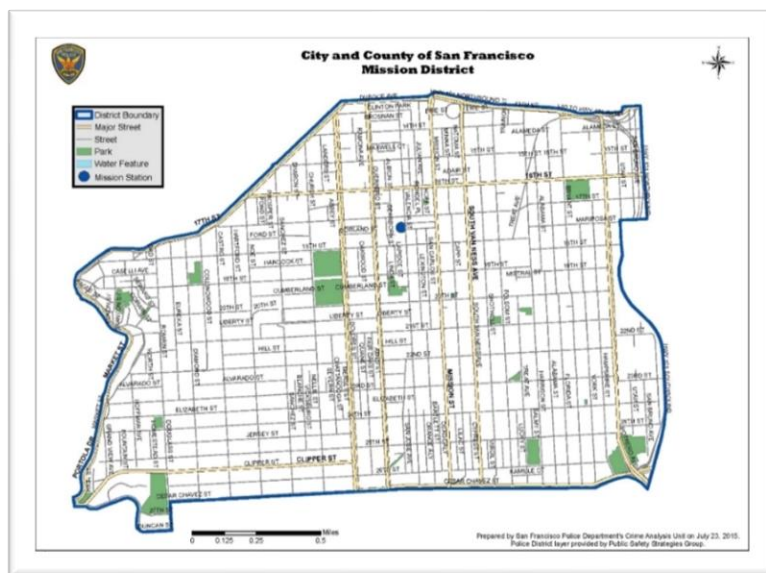
Mission Station observed an *34.1% decrease* in total Alerts between 3rd Quarter 2020 and 4th Quarter 2020.

[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Northern Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
11.7%	67.1%	7.7%	18.9%	8.5%	6.3%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
6.6%	12.3%	$98,697.32	5.6%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	574
Part 1 Property Crimes	7204
TOTAL	7778

Citywide Calls for Service (2020)

Calls for Service	N/A

Captain Paul Yep

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			17	5	2			2		3	29
Q4 2020			19	5	1					4	29

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020			1		1		3	5
Q4 2020							2	2
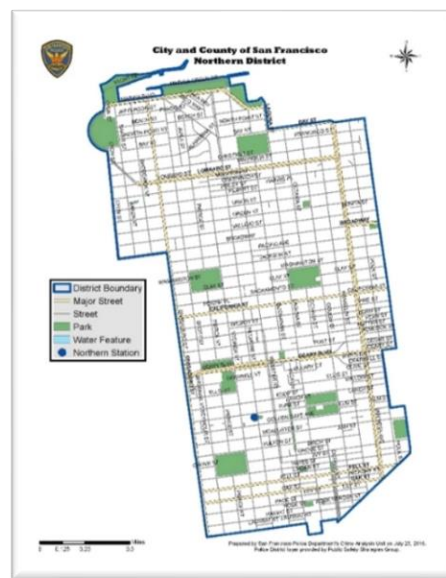
Northern Station observed a **60.0% decrease** in total Alerts between 3rd Quarter 2020 and 4th Quarter 2020.

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[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Park Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
7.5%	71.2%	5.6%	14.9%	9.9%	8.4%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
10.4%	9.5%	$75,841.30	6.0%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	118
Part 1 Property Crimes	2698
TOTAL	2816

Citywide Calls for Service (2020)

| Calls for Service	N/A

Captain Christopher Pedrini

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			6	13	2			1		1	23
Q4 2020			4	7						1	12

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020							0.5	0.5
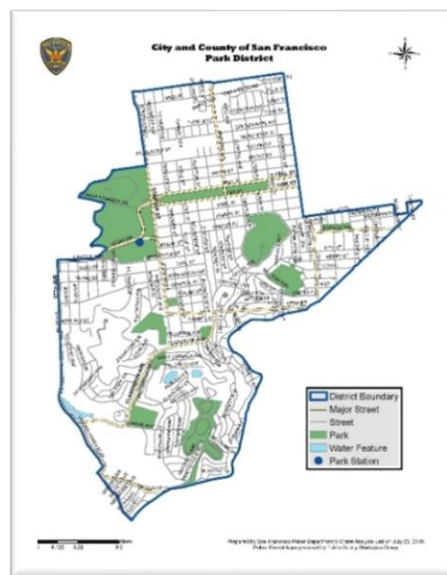
[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Richmond Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
10.4%	53.1%	1.9%	37.7%	7.8%	7.4%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
9.4%	10.9%	$98,911.69	6.2%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	184
Part 1 Property Crimes	3700
TOTAL	3884

Citywide Calls for Service (2020)

Calls for Service	N/A

Acting Captain William Conley

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			25	7	1		2			2	37
Q4 2020			4	5				1		1	11

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020			4					4
Q4 2020							0.5	0.5
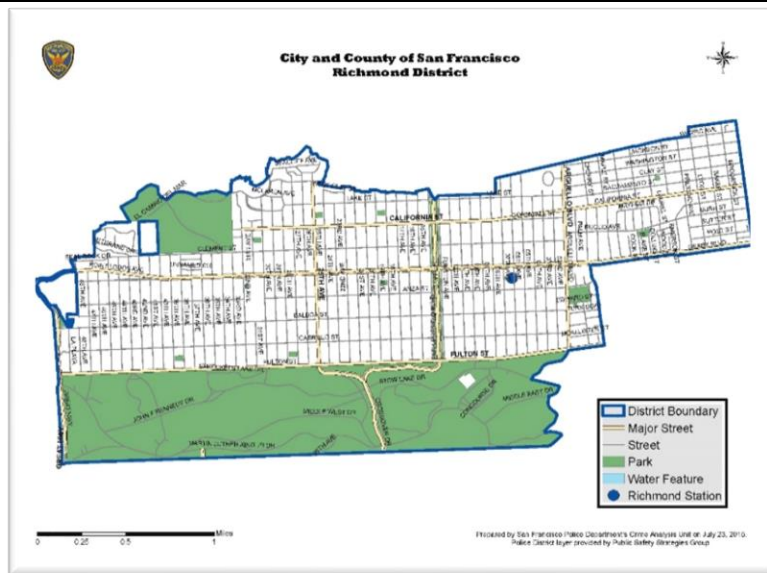
Richmond Station observed a ***70.3% decrease*** in total Alerts between 3rd Quarter 2020 and 4th Quarter 2020.

City and County of San Francisco
Richmond District

[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Ingleside Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
16.9%	41.3%	4.7%	37.4%	26.0%	16.6%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
9.7%	9.6%	$72,921.91	9.4%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	504
Part 1 Property Crimes	3313
TOTAL	3817

Citywide Calls for Service (2020)

Calls for Service	N/A

Captain Christopher Woon

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			18	10	1		4			2	35
Q4 2020			32	8						1	41

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020							1	1
Q4 2020			4					4
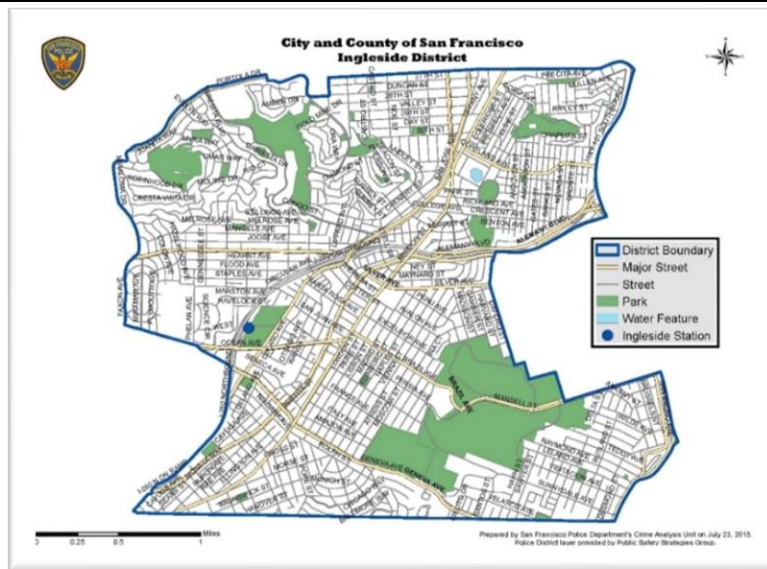
[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Taraval Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
19.4%	38.3%	3.7%	48.8%	9.8%	9.1%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
13.6%	11.7%	$92,319.89	8.4%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	206
Part 1 Property Crimes	3084
TOTAL	3290

Citywide Calls for Service (2020)

| Calls for Service	N/A

Acting Captain Aaron Lozada

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			18	10	1			3		2	34
Q4 2020			17	8							25

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020			2		1			3
Q4 2020			1		1			2

Taraval Station observed a ***26.5% decrease*** in total Alerts between 3rd Quarter 2020 and 4th Quarter 2020.

[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.
*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Tenderloin Station

Community Demographic Data[2]

% Population	% White	% African American	% Asian	% Hispanic	% Other
2.9%	36.3%	10.5%	37.6%	19.7%	15.6%

% Age 15-29	% Poverty	Mean Income	Unemployment Rate
7.8%	32.1%	$18,060.20	9.4%

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)

Part 1 Violent Crimes	744
Part 1 Property Crimes	1574
TOTAL	2318

Citywide Calls for Service (2020)

Calls for Service	N/A

Captain Carl Fabbri

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q3 2020			35	19	3		2	2		1	62
Q4 2020	2		34	31	2					1	70

EIS Alerts – Generated monthly when a member reaches a specific number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020				1	2		1.5	4.5
Q4 2020	2		2	1			3.5	8.5

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[2] DOJ report, Collaborative Reform Initiative, October 2016. Data from the 2010 American Community Survey compiled by the Census Bureau. Residents may have reported multiple races.

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Alerts are assigned according to where the officer was assigned when the incidents triggering the alert occurred. The EIS Unit assigns fractional alerts according to the number of stations in which the incidents occurred. For example, if the alert was triggered by incidents occurring when the officer was assigned at two different stations in a quarter, we assigned .5 alerts to each station. If an officer was assigned to three different stations in a quarter, we assigned .333 alerts to each station.

4th Quarter 2020 Alerts by Assigned Station at Time of Incident								
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Total
Mission			6	2	1.5		4	13.5
Central		1	4		3		4	12
Tenderloin	2		2	1			3.5	8.5
Southern	2		2				1.5	5.5
Ingleside			4					4
Bayview					1		3	4
Northern							2	2
Taraval			1		1			2
Park							0.5	0.5
Richmond							0.5	0.5
Total	4	1	19	3	6.5	0	19	52.5

4th Quarter 2020 Alerts by Assigned Station at Time of Incident
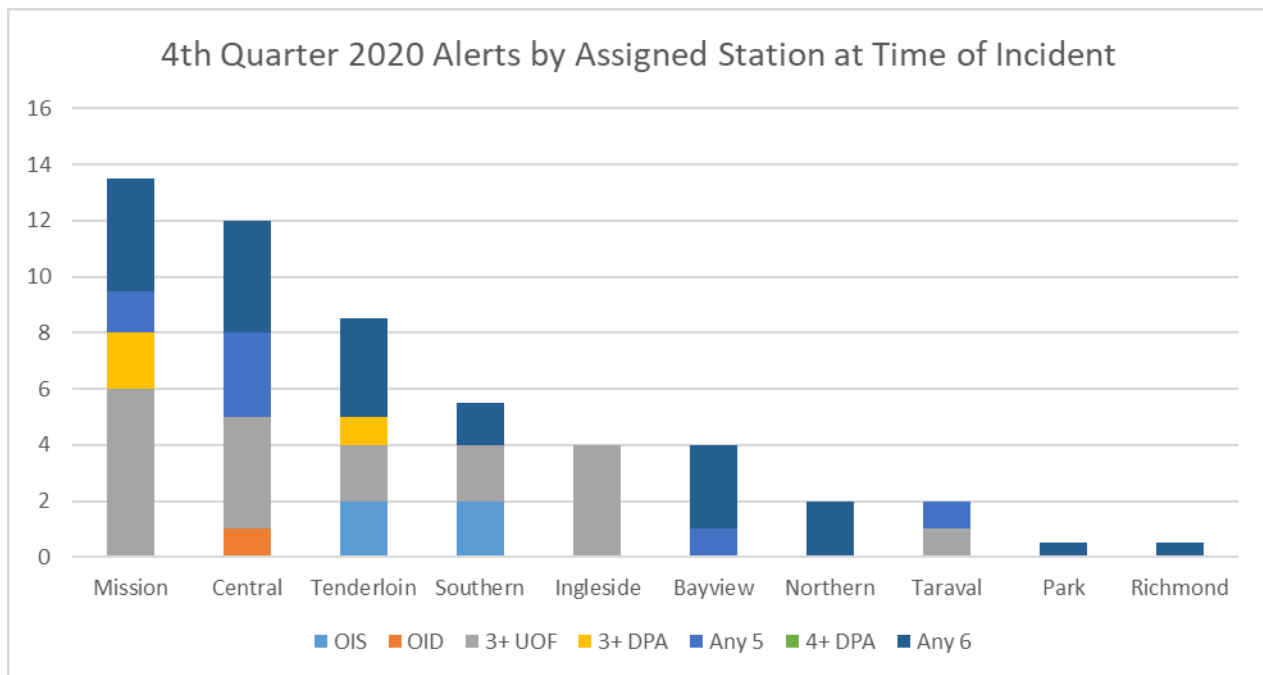
Airport Bureau

Captain Eric Vintero
Patrol

Captain Gregory Mar
Traffic

Acting Captain William Escobar
Administration

AFOB/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; and much more.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.*

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			2	2						1	5
Q4 2020				1	1						2

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.*

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

*Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			1								1
Q4 2020				2	2						4

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020					1						1
Q4 2020				1							1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

ADMN	Airport Administration	Established in 1997, the Airport Bureau works closely with the SFO Administration, San Mateo Sheriff's Office, TSA, FAA, US Customs and Border Patrol, FBI, Secret Service, US Federal Air Marshals and other regional, local, state, and federal law enforcement agencies.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				1							1
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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. All other burglaries will be handled by the Station Investigations Team.					

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			1	3							4
Q4 2020				5							5

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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.					

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			3								3
Q4 2020			2								2

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

CGIC		**Crime Gun Investigative Center**				Duties of an Investigator in this unit include: investigating firearms cases in partnership with the ATF for federal prosecution through the Triggerlock Program, present cases to the US Attorney's Office, testify before Federal grand jury, investigate NIBIN correlations, manage the Department's Gun Violence Restraining Order Program.					

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020			2								2

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a specific time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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).

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				2							2
Q4 2020										1	1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

CISU **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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020					1						1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020										1	1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | | 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. |

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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020					1						1
Q4 2020					2						2

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			2	5				1		1	9
Q4 2020				1	1						2

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020				0.5				0.5
Q4 2020								0

FTO — **Field Training Office**

This office conducts a 17-week field training program for recruit officers who have successfully completed the Academy portion of their training and are ready to begin an assignment in patrol. During this 17-week period, the recruits are assigned to three different FTO's who supervise, train, and evaluate the recruits during their application of practical field training.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			1		1						2
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | GTF | | Gang Task Force | This unit consists of highly trained and knowledgeable members who are responsible for the investigations of all crimes committed by gang members in San Francisco. Members of GTF attend numerous community and school meetings throughout the city to address the needs of the communities and schools with information on how to divert at-risk youth away from the gangs. GTF networks with Federal and State law enforcement agencies to combat criminal activities locally and organized crime syndicates from abroad. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			1				1			1	3
Q4 2020			2	1							3

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								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. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				1							1
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | HSU | | Homeland Security | This unit manages the Terrorism Liaison Officer Program, researches and writes grants, develops training exercises, assists in the development of emergency preparedness responses, and assists in the planning and management of special events. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				6						1	7
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a specific time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | 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. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				3							3
Q4 2020				1							1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| MEDI | **Medical Liaison** | This unit is part of the Staff Services Division and is in charge of managing all members who suffer an injury on-duty. The unit monitors the member's progress and shares that information with the Worker's Compensation Adjusters. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				1							1
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				1	1					2	4
Q4 2020				3	1						4

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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 provide security presence on SF MTA trains, LRVs and coaches.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020										1	1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

NARC   **Narcotics**   This unit proactively investigates and arrests narcotic traffickers and those involved in narcotic trafficking organizations. Members of this unit frequently interact with district station personnel, providing a forum for the citizens of San Francisco regarding their narcotic complaints.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			3								3
Q4 2020			4		1						5

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			1	2				1			4
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | PROP | | Property Control Division | | | | The primary responsibilities of the Property Control Division are to receive, store and maintain all evidence and found property in a secure facility. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020				1	1						2

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | RISK | | Risk Management Office | | | | The Risk Management Office (RMO) controls all Internal Affairs Units, the Legal Division, the EEO Unit in the SFPD, and the Early Intervention System. RMO investigates cases that involve officer misconduct and officer-involved shootings. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020										1	1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | 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. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			1								1
Q4 2020											0

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

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

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020											0
Q4 2020				1							1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								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, Sexual Assaults, Stalking & the Sex Offender Unit.

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				6	1			2		2	11
Q4 2020				1							1

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020								0

| | | 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. During these high-risk calls, Tactical/SWAT break down many doors and windows in their execution which leads to higher numbers of Tort Claims. |

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020			12		4						16
Q4 2020			1		2	1				3	7

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020					1			1
Q4 2020								0

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

Indicator Points – Factors tracked in EIS that are given a numerical value to allow for scoring.

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q3 2020				2							2
Q4 2020				2	1						3

EIS Alerts – Generated monthly when a member reaches a number of Indicator Points in a predefined time period.

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2020								0
Q4 2020					0.5			0.5

4th Quarter 2020 Alerts by Assigned Unit at Time of Incident								
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
UNKNOWN					0.5			**0.5**
Total					0.5			**0.5**

4th Quarter 2020 Alerts by Assigned Unit at Time of Incident
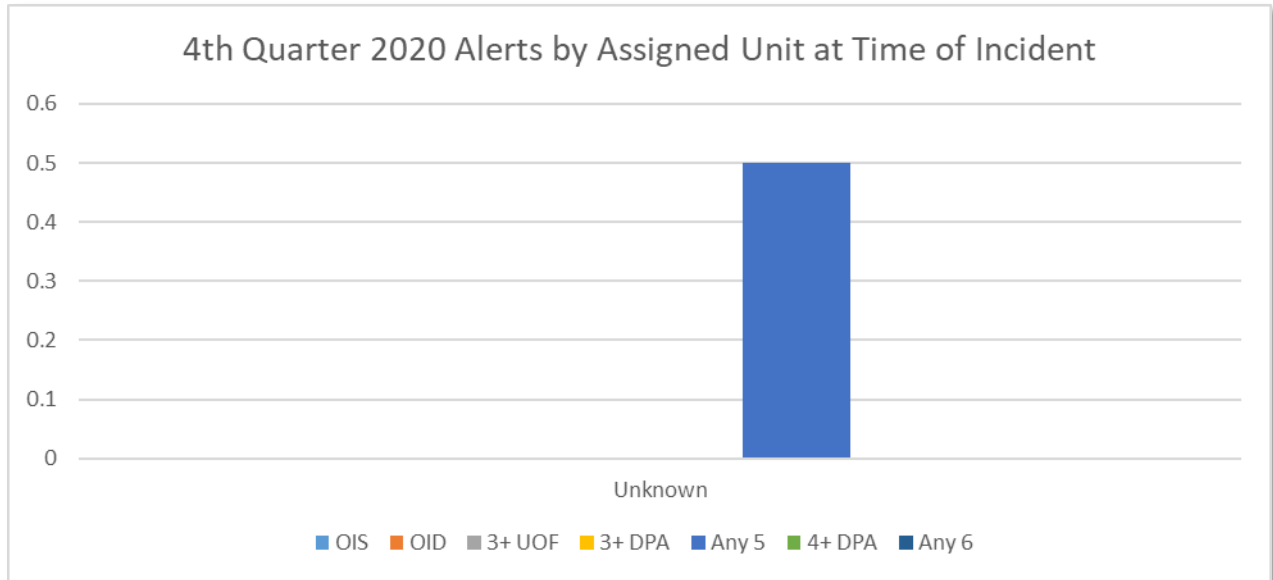
Specialized Units data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.

Comprehensive Data

Mission Station members received the highest number of EIS Alerts **10 out of the last 12 months**.

Alerts by Assigned Station Over 12 Months (Jan 2020 – Dec 2020)													
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Mission	15.333	14.5	8	14	7.5	9.5	5	7	8.5	5	4	4.5	**102.833**
Central	8.5	11.5	5.5	8.333	9.5	7.833	5	5.5	2	7	2	3	**75.666**
Tenderloin	5	10	5.5	7.5	3.5	5	1	2	1.5	1	3.5	4	**49.5**
Bayview	4	4	3	6.5	2	6	4	2	3	2	1	1	**38.5**
Northern	2.5	6	3.5	4.333	5.5	7.333	2	1	2			2	**36.166**
Southern	4	5	1	1	2	1.5	2	1	2	3	1.5	1	**25**
Ingleside	1.333	2.5	0.5	1	1.5	0.5			1	2		2	**12.333**
Richmond	3.5			0.333	1.5	1.333	2	1	1	0.5			**11.166**
Taraval	0.5	1.5	1	2			1	2		1	1		**10**
Park	1.833				1	1				0.5			**4.333**
Total	46.499	55	28	44.999	34	39.999	22	21.5	21	22	13	17.5	**365.497**

Alerts by Assigned Unit Over 12 Months (Jan 2020 – Dec 2020)													
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
TACT				2	2	1		1					**6**
UNKNOWN	1		0.5									0.5	**2**
NIGH				1	1								**2**
FOB		1						0.5					**1.5**
SVU	0.5		0.5										**1**
SID		1											**1**
Total	1.5	2	1	3	3	1	0	1.5	0	0	0	0.5	**13.5**

Number of Indicator Points per Quarter					
Year	Q1	Q2	Q3	Q4	Total
2016	1105	1104	1168	1228	4605
2017	1098	1024	949	959	4030
2018	1055	922	994	914	3885
2019	811	746	881	737	3175
2020	778	711	554	468	2511

There was a **20.9% decrease** in total number of indicators from 2019 to 2020.

Number 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
	2	2287
	3	2282
	4	2284
2020	1	2296
	2	2269
	3	2250
	4	2233

Count of Indicator Points per Quarter
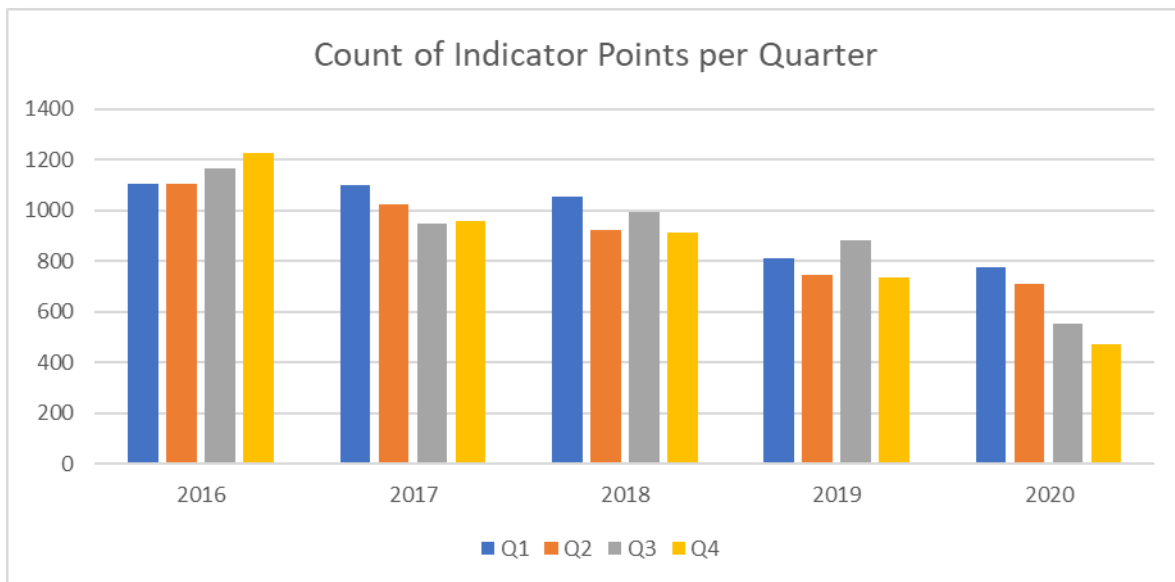
Indicator Points per Member												
Year	Quarter	0	1	2	3	4	5	6	7	8	9+	Total Members with 1+ Indicator Points
2016	1	1613	427	149	59	32	9	5				681
	2	1739	375	144	67	34	12	5	2			639
	3	1592	440	168	63	30	10	3	1	1		716
	4	1601	427	149	77	36	16	2	4	1		712
2017	1	1585	435	160	56	26	8	4	1			690
	2	1693	408	142	55	19	8	2	2	2	1	639
	3	1726	373	136	56	17	8	2		2		594
	4	1780	373	143	43	20	9	5	1		1	595
2018	1	1661	400	159	49	17	12	3	4	2		646
	2	1708	360	149	51	18	4	2	1			585
	3	1712	383	144	54	21	8	5	1			616
	4	1739	390	130	42	15	10	2	1		1	591
2019	1	1780	363	108	51	9	3	1	2	1		538
	2	1799	318	113	33	19	4		1			488
	3	1725	361	116	50	16	10	4				557
	4	1786	340	104	35	12	6	1				498
2020	1	1767	372	98	40	12	4	1	1		1	529
	2	1794	331	98	21	16	5	2		1	1	475
	3	1823	337	68	15	2	2	3				427
	4	1877	277	58	14	3	3	1				356
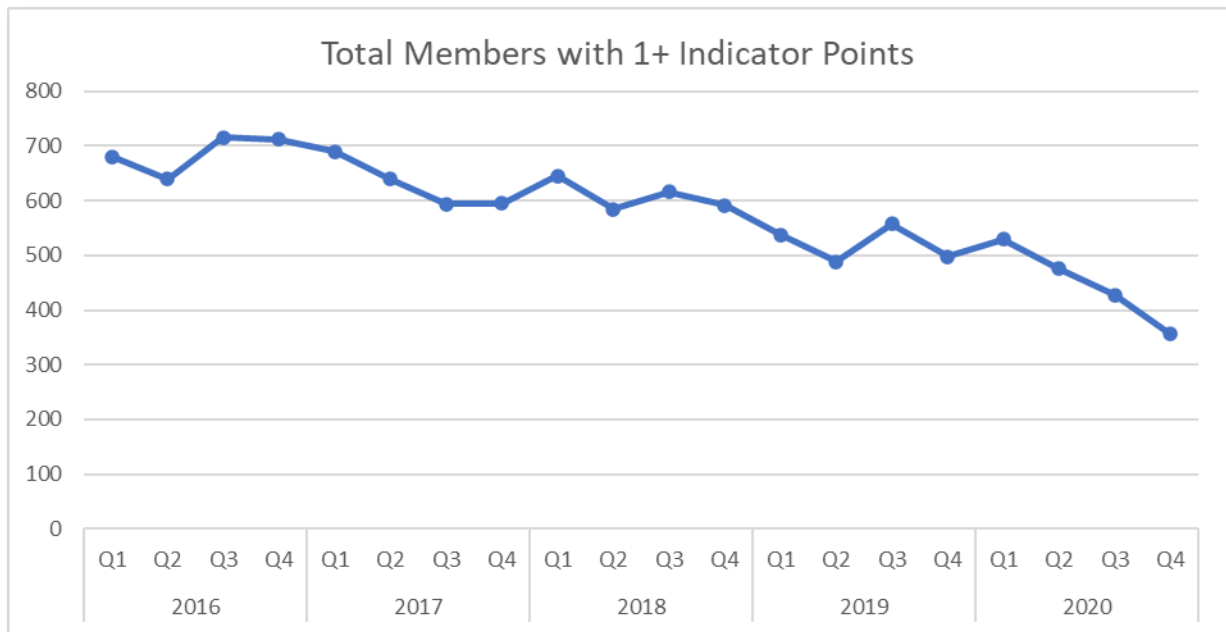
Total Members with 1+ Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits*	On-Duty Collision	Total
4th Quarter 2020 Indicator Points by Month											
Oct 2020	2		131	45	9			3		8	**198**
Nov 2020	2		72	38	13					15	**140**
Dec 2020		1	75	38	5	1				2	**122**
Oct - Dec 2020	4	1	278	121	27	1		3		25	**460**
Oct - Dec 2019	2		345	232	79		5	28	5	41	**737**

*Data on Vehicle Pursuits is incomplete and is currently being gathered and compiled and entered into the AIM database to bring our data up to date.
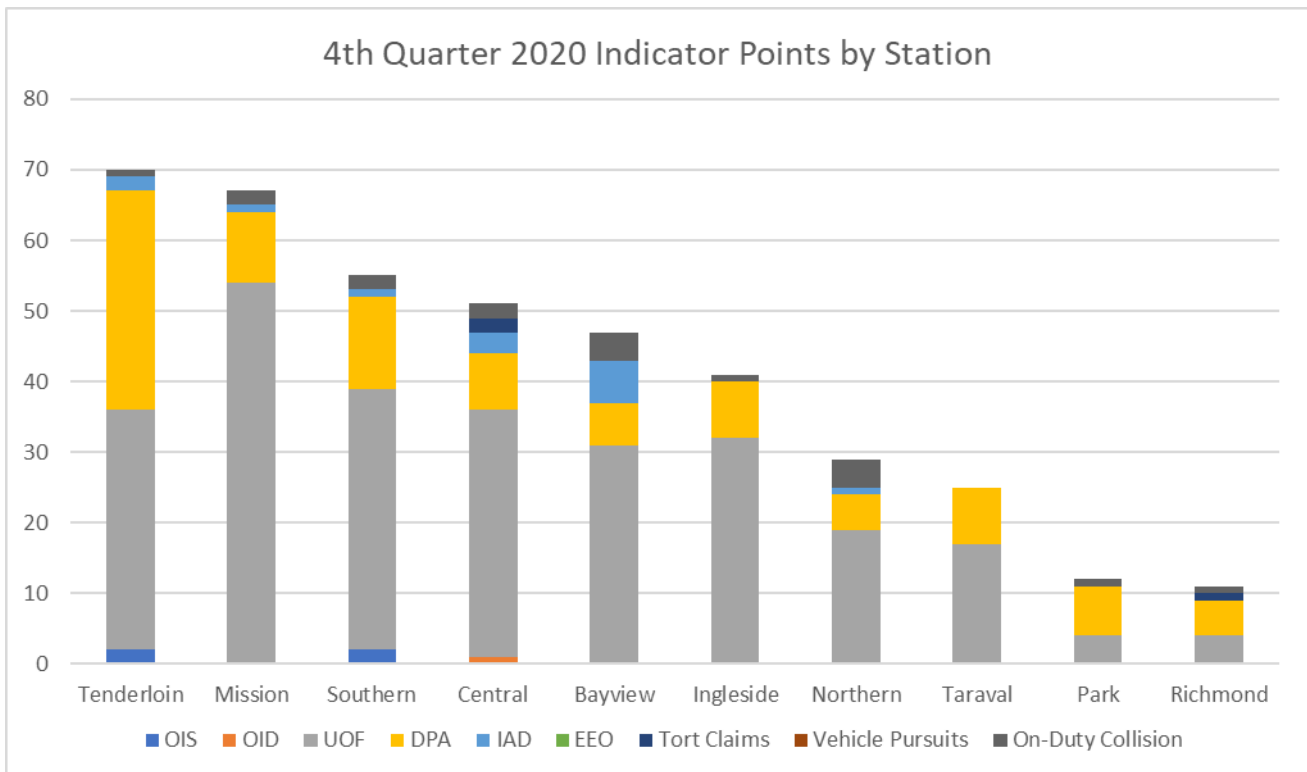
There was a **47.8% decrease** in DPA complaints from 4th Quarter 2019 to 4th Quarter 2020.

There was a **65.8% decrease** in IAD cases from 4th Quarter 2019 to 4th Quarter 2020.
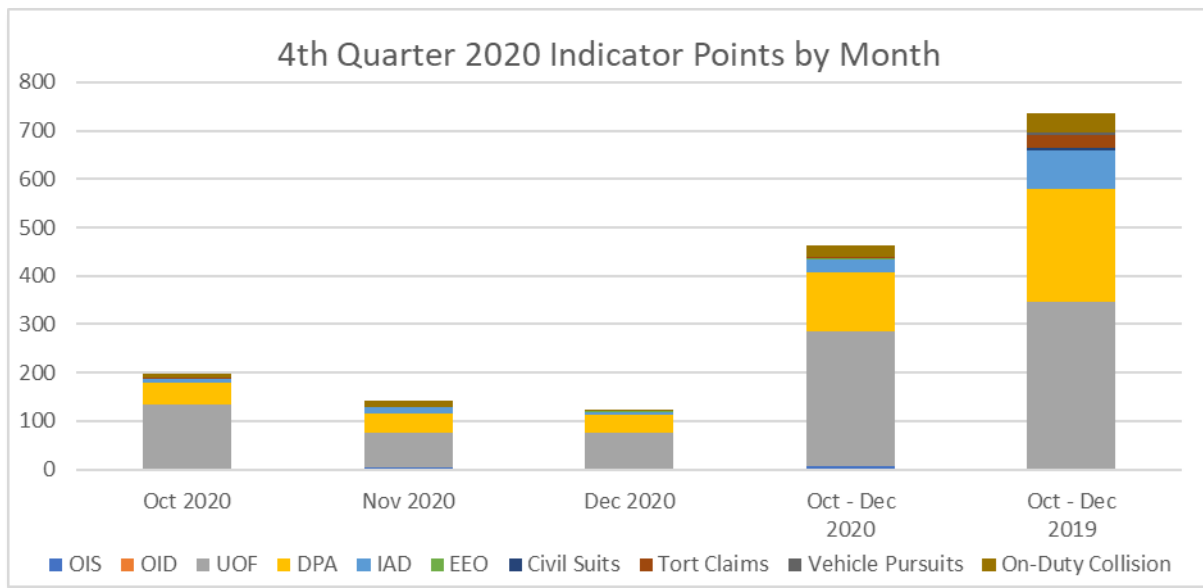
4th Quarter 2020 Indicator Points by Month

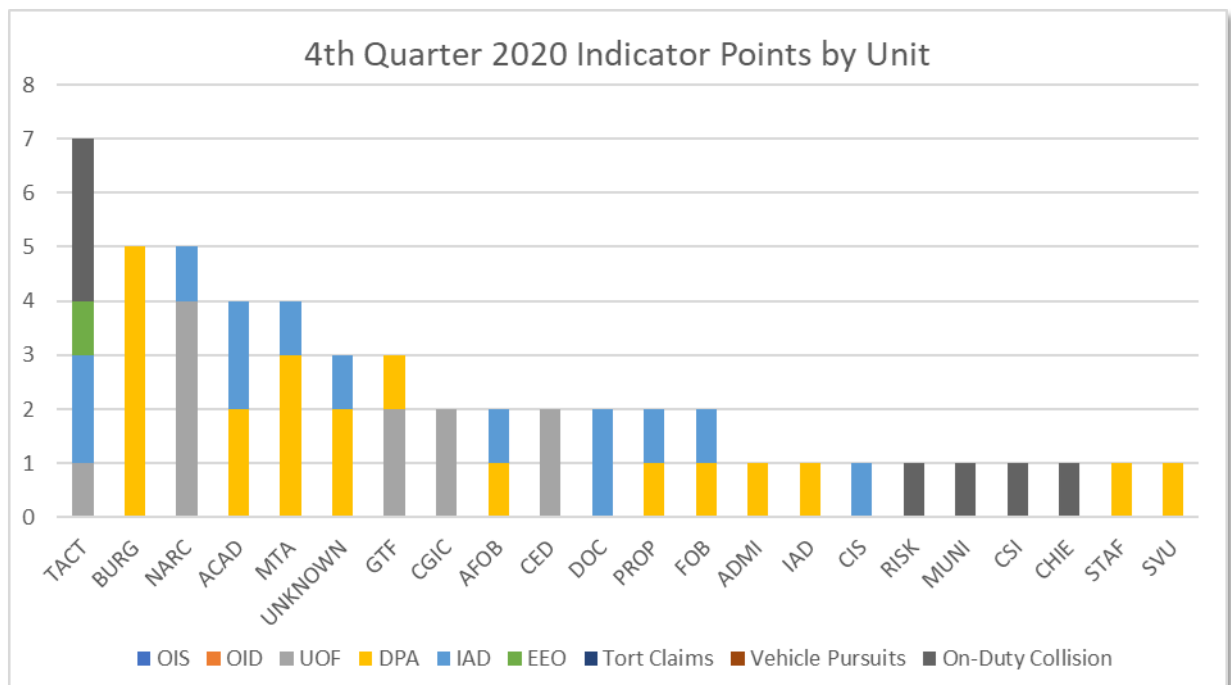|										
4th Quarter 2020 Indicator Points by Station										
	OIS	**OID**	**UOF**	**DPA**	**IAD**	**EEO**	**Civil Suits**	**Tort Claims**	**Vehicle Pursuits**	**On-Duty Collision**	**Total**
Tenderloin	2		34	31	2					1	**70**
Mission			54	10	1					2	**67**
Southern	2		37	13	1					2	**55**
Central		1	35	8	3			2		2	**51**
Bayview			31	6	6					4	**47**
Ingleside			32	8						1	**41**
Northern			19	5	1					4	**29**
Taraval			17	8							**25**
Park			4	7						1	**12**
Richmond			4	5				1		1	**11**
Total	**4**	**1**	**267**	**101**	**14**	**0**	**0**	**3**	**0**	**18**	**408**

4th Quarter 2020 Indicator Points by Station

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
TACT			1		2	1				3	**7**
BURG				5							**5**
NARC			4		1						**5**
ACAD				2	2						**4**
MTA				3	1						**4**
UNKNOWN				2	1						**3**
GTF			2	1							**3**
CGIC			2								**2**
AFOB				1	1						**2**
CED			2								**2**
DOC					2						**2**
PROP				1	1						**2**
FOB				1	1						**2**
ADMI				1							**1**
IAD				1							**1**
CIS					1						**1**
RISK										1	**1**
MUNI										1	**1**
CSI										1	**1**
CHIE										1	**1**
STAF				1							**1**
SVU				1							**1**
Total	**0**	**0**	**11**	**20**	**13**	**1**	**0**	**0**	**0**	**7**	**52**

Caption: 4th Quarter 2020 Indicator Points by Unit

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
4th Quarter Indicator Points by Year											
2016	2	2	736	161	113	4	29	130		51	**1228**
2017	3		602	140	114	9	9	30	6	46	**959**
2018			506	206	82	4	15	59		42	**914**
2019	2		345	232	79		5	28	5	41	**737**
2020	4	1	278	121	27	1		3		25	**460**

4th Quarter Indicator Points by Year

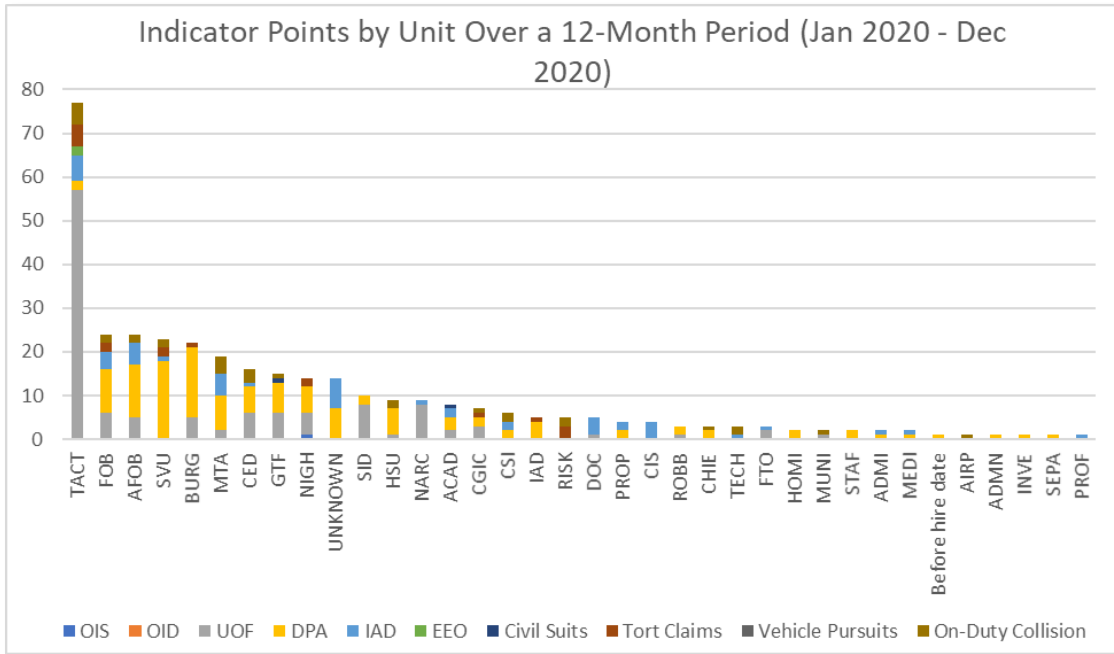|	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Indicator Points by Station Over a 12-Month Period (Jan 2020 – Dec 2020)											
Mission			295	103	10	2	2	4		14	**430**
Tenderloin	3		165	109	13	1	7	4		7	309
Central		1	158	76	13		1	18	1	16	**284**
Bayview			143	64	19		1	4	1	10	242
Southern	2		117	51	12		2	7		11	202
Northern			116	61	13			5		7	202
Ingleside			89	42	5		4			10	150
Taraval			76	33	26		5	5		4	149
Richmond			47	38	17		3	4		5	114
Park			29	32	6			7		3	77
Total	5	1	1235	609	134	3	25	58	2	87	2159

> SFPD District Stations averaged *215.9* Indicator Points over a 12-Month Period (Jan 2020 – Dec 2020).
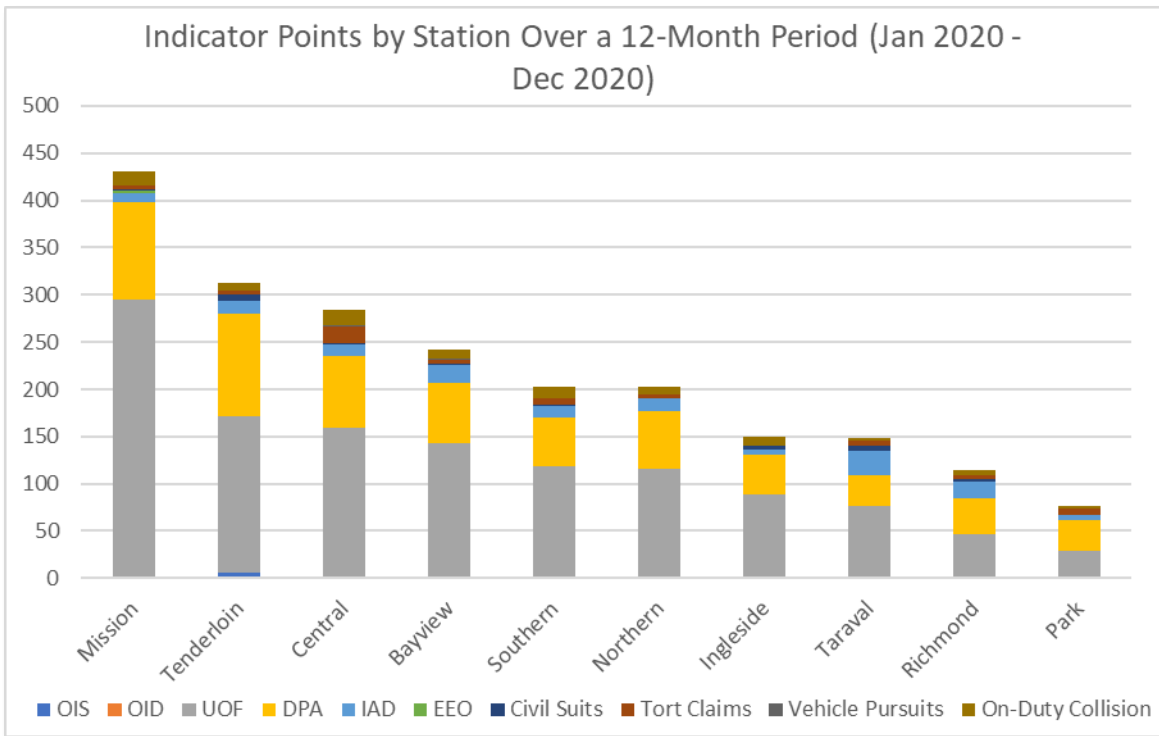

Indicator Points by Station Over a 12-Month Period (Jan 2020 - Dec 2020)

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Indicator Points by Unit Over a 12-Month Period (Jan 2020 – Dec 2020)											
TACT			57	2	6	2		5		5	**77**
FOB			6	10	4			2		2	**24**
AFOB			5	12	5					2	**24**
SVU				18	1			2		2	**23**
BURG			5	16				1			**22**
MTA			2	8	5					4	**19**
CED			6	6	1					3	**16**
GTF			6	7			1			1	**15**
NIGH	1		5	6				2			**14**
UNKNOWN				7	7						**14**
SID			8	2							**10**
HSU			1	6						2	**9**
NARC			8		1						**9**
ACAD			2	3	2		1				**8**
CGIC			3	2				1		1	**7**
CSI				2	2					2	**6**
IAD				4				1			**5**
RISK								3		2	**5**
DOC			1		4						**5**
PROP				2	2						**4**
CIS					4						**4**
ROBB			1	2							**3**
CHIE				2						1	**3**
TECH					1					2	**3**
FTO			2		1						**3**
HOMI				2							**2**
MUNI			1							1	**2**
STAF				2							**2**
ADMI				1	1						**2**
MEDI				1	1						**2**
Before Hire Date				1							**1**
AIRP										1	**1**
ADMN				1							**1**
INVE				1							**1**
SEPA				1							**1**
PROF					1						**1**
Total	**1**	**0**	**119**	**127**	**49**	**2**	**2**	**17**	**0**	**31**	**348**

Indicator Points by Unit Over a 12-Month Period (Jan 2020 - Dec 2020)

| Alerts Sent to Supervisors								
Year/Q	Alerts	Administratively Closed	Merged	Sent to Sergeants	Returned "No Pattern"	Not with Dept.	Intervention	Outstanding
2019 Q1	173	86	36	51	51	0	0	0
2019 Q2	175	78	23	74	64	1	0	9
2019 Q3	139	65	21	53	22	1	1	29
2019 Q4	114	50	10	54	44	0	1	9
2020 Q1	134	29	34	71	55	3	1	12
2020 Q2	126	36	16	74	35	0	0	39
2020 Q3	66	19	11	36	8	0	0	28

Alerts Sent to Supervisors
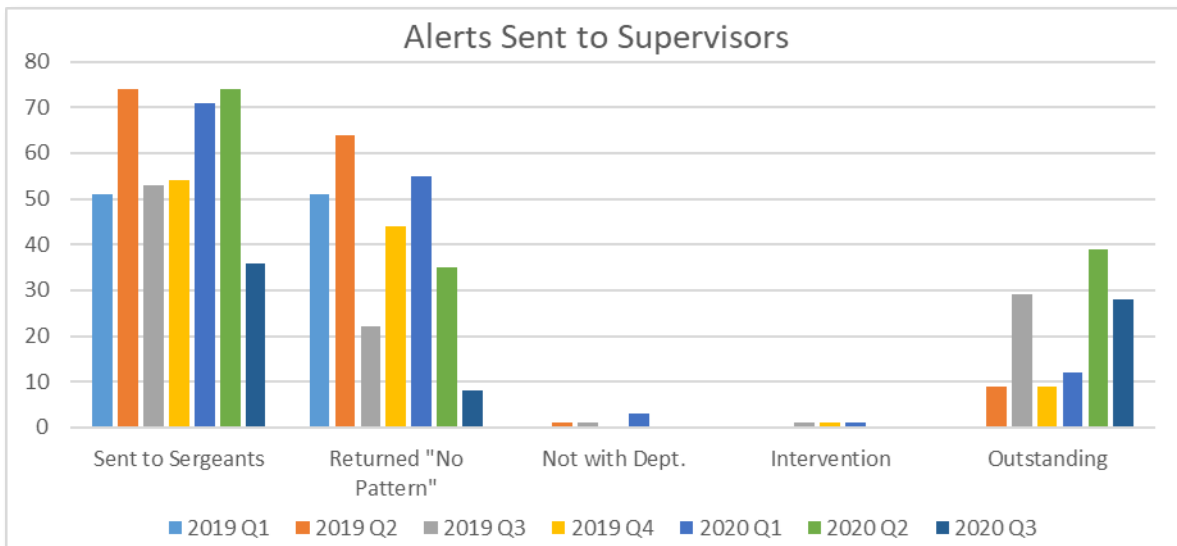
Part 1 Violent Crimes Trailing 12 Mo (Jan 2020 – Dec 2020)			
	Part 1 Violent Crimes	Alerts	Indicator Points
Mission	684	102.833	430
Tenderloin	744	49.5	309
Central	544	75.666	284
Bayview	648	38.5	242
Northern	574	36.166	202
Southern	564	25	202
Ingleside	504	12.333	150
Taraval	206	10	149
Richmond	184	11.166	114
Park	118	4.333	77
Total	4770	365.497	2159

In the last 12 months, Tenderloin accounted for *15.6%* of Part 1 Violent Crimes. Part 1 Violent Crimes consist of homicides, aggravated assaults, robbery, and sexual assaults.
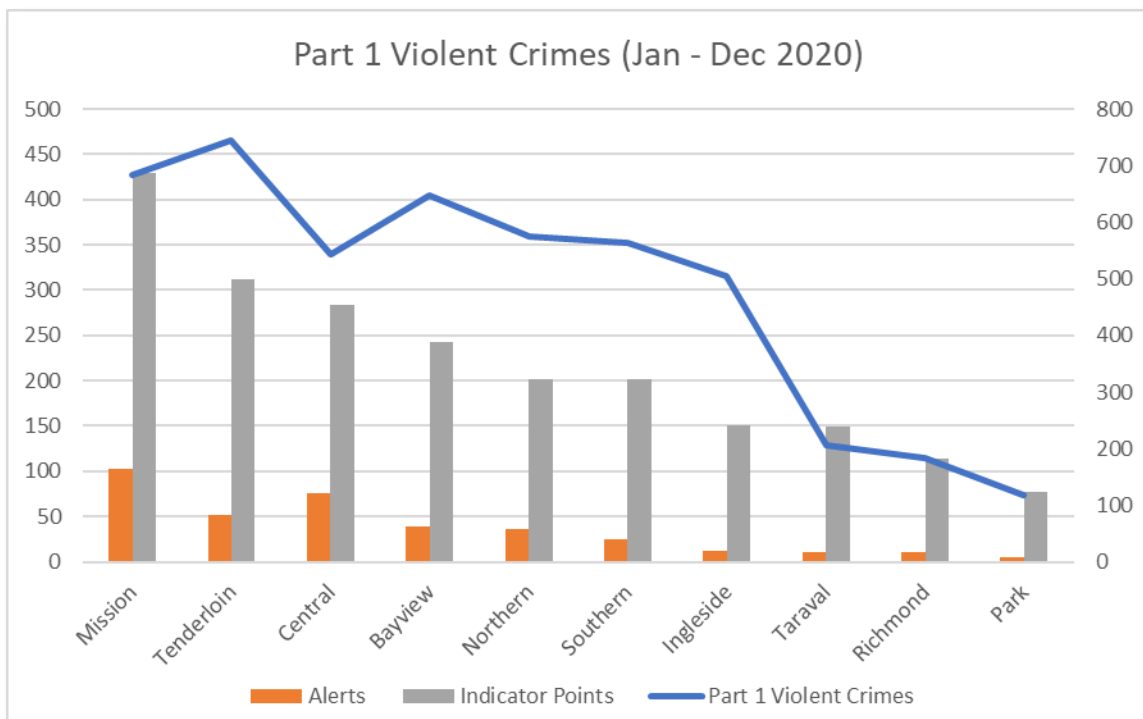
Personnel as of December 2020 Trailing 12 Mo of Alert/Indicator Data		
	Alerts	**Indicator Points**
Mission	102.833	430
Tenderloin	49.5	309
Central	75.666	284
Bayview	38.5	242
Northern	36.166	202
Southern	25	202
Ingleside	12.333	150
Taraval	10	149
Richmond	11.166	114
Park	4.333	77
Total	**365.497**	**2159**

Personnel as of Dec 2020, Alert/Indicator Data from Jan - Dec 2020
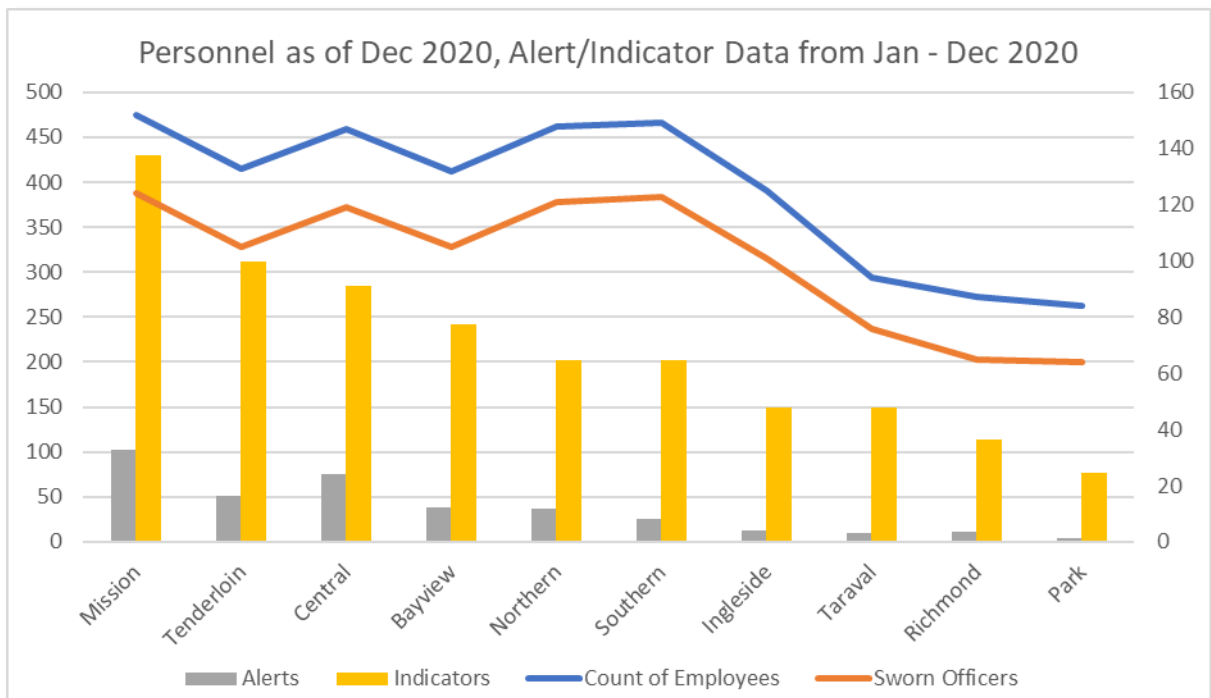
	Percentage of Calls for Service		
Percentage of Calls for Service **Trailing 12 Mo (Jan 2020 – Dec 2020)**			
	Percentage of Calls for Service	**Alerts**	**Indicator Points**
Mission	-	102.833	430
Tenderloin	-	49.5	309
Central	-	75.666	284
Bayview	-	38.5	242
Northern	-	36.166	202
Southern	-	25	202
Ingleside	-	12.333	150
Taraval	-	10	149
Richmond	-	11.166	114
Park	-	4.333	77
Total	**N/A**	**365.497**	**2159**

Calls for Service data from the Controller's Office was unavailble at the time this report was written.

Non-Reportable Use of Force

A non-reportable Use of Force occurs when a member utilizes a physical control on a subject to effect an arrest and the subject is not injured, does not complain of injury in the presence of officers, or does not complain of pain that persists beyond the use of a physical control hold. Other examples of non-reportable uses of force are: drawing of a firearm without intentionally pointing it at a subject; deployment of an ERIW without discharging a projectile; drawing your baton or OC without using them.

Reportable Use of Force

Type of Force	Description
Pointing of Firearms	When a member intentionally points a firearm at a subject. This includes handguns, shotguns, and/or rifles. (This does not include pointing of a ERIW or other less lethal option.)
Physical Control/Take Down	Physical controls, such as control holds or takedowns are designed to gain compliance of and/or control over uncooperative or resistive subjects. A takedown occurs when an officer moves a subject from an upright position to the ground by applying some amount of force. The force becomes reportable if subject is visibly injured or a complaint of pain persists beyond the use of the physical control made to officers.
Strike by Object/Fist	When an officer uses a body part, including but not limited to hand, foot, knee, elbow, shoulder, hip, arm, leg or head by means of high velocity kinetic energy transfer (impact) to gain control of a subject. This is a reportable use of force regardless of injury or complaint of pain by the subject.
Impact Weapon	Department issued and authorized impact weapons include the 26-inch straight wooden baton, the 36-inch straight wooden baton, the wooden or polymer Yawara stick, and the 21-inch and 29-inch telescopic metal baton. An impact weapon use of force occurs when an officer strikes a subject with that impact weapon.
OC	A chemical agent made of Oleoresin Capsicum designed to cause irritation to a subject's eyes and skin and temporarily incapacitate a subject. Any subject exposed to OC shall be medically assessed by emergency medical personnel. This is a reportable use of force regardless of injury or complaint of pain by the subject.
ERIW (Extended Range Impact Weapon)	Discharge of an Extended Range Impact Weapon (ERIW), such as a beanbag shotgun, at a subject. ERIW shotguns fire a bean bag or other less-lethal projectile designed to temporarily incapacitate a subject and gain compliance. This is a reportable use of force regardless of injury or complaint of pain by the subject.
Spike Strips	Spike strips are tire deflation devices laid in the path of a moving motor vehicle to disable the vehicle's tires. If the suspect vehicle makes contact with spike strip, this is a reportable use of force regardless of injury or complaint of pain by the subject(s).

Use of Force (Previous 4 Quarters)				
	UOF Incidents	Members	Subjects	Applications
Q1 2020	242	398	288	493
Q2 2020	238	383	322	467
Q3 2020	190	293	210	327
Q4 2020	174	281	202	337

Effects of Classifying the Pointing of a Firearm (POF) at a Subject as a Reportable Use of Force				
	UOF Incidents	Members	Subjects	Applications
Q1 - 4 2016	1417	2781	1873	3747
w/o POF	644	1052	661	1142
Q1 - 4 2017	1368	2527	1707	3172
w/o POF	618	1053	641	1114
Q1 - 4 2018	1305	2236	1536	2714
w/o POF	718	1128	753	1224
Q1 - 4 2019	1013	1616	1161	1990
w/o POF	627	927	652	1116
Q1 - 4 2020	843	1355	1022	1624
w/o POF	461	734	529	838

In 2016, Pointing of a Firearm (POF) became a reportable Use of Force. This created a substantial increase in the total number of reportable Use of Force incidents. The chart and graph illustrate that non-firearm Use of Force incidents have remained constant over time. Incidents involving pointing of a firearm have steadily decreased.

Effects of Classifying Pointing of Firearm (POF) as a Reportable UOF