EARLY INTERVENTION SYSTEM

4th Quarter 2022

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 potential 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 a 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.
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 officer's intentional discharge of a firearm to stop a threat — whether or not physical injury or death results — shall be investigated as an Officer-involved Shooting. A negligent discharge that results in the injury or the death of a person shall also be investigated as an officer-involved Shooting. Members involved in an OIS are automatically placed on an EIS Alert.
OID	Officer-Involved Discharge	The discharge of a firearm intended to kill an animal posing an imminent threat or an officer's unintended discharge of a firearm that does not cause injury or death to a person also falls into the classification of officer-involved discharge. 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.

Executive Summary

1. EIS Indicator Points

   - 4th Quarter 2021 – 629
   - 4th Quarter 2022 – 1,418
   An increase of 125.4%

2. EIS Alerts

   - 4th Quarter 2021 – 100
   - 4th Quarter 2022 – 695
   An increase of 595.0%

3. In the 4th Quarter of 2022, 443 sworn members generated a total of 695 alerts.

4. There were 1,942 active sworn members in 4th Quarter 2022; therefore, 22.8% (443) of active sworn members generated at least one alert.

5. This is an overall reduction of members generating alerts compared to Q3 of 2022.

3rd Quarter 2022 Alerts

4th Quarter 2022 Alerts	
OIS	0
OID	0
3+ UOF within 3 months	575
3+ DPA within 6 months	0
5+ indicators within 6 months	90
4+ DPA within 12 months	0
6+ indicators within 12 months	30
Total	**695**
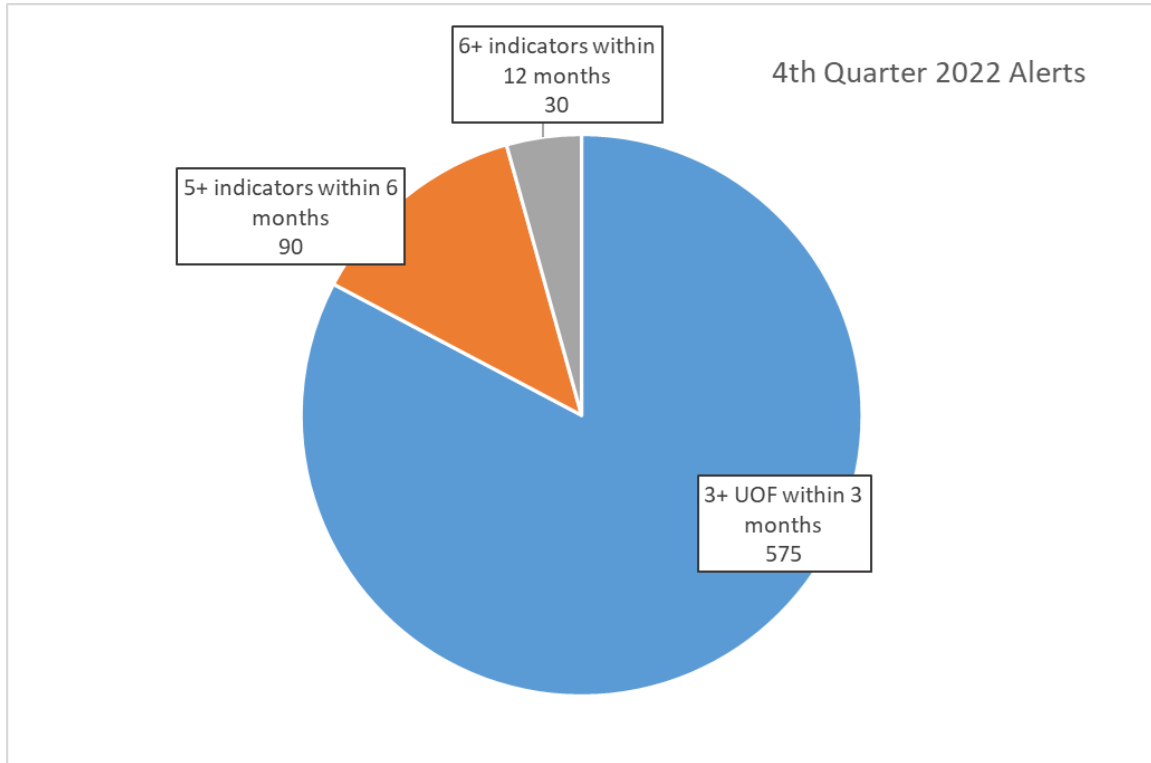
443 members (22.8% of total sworn members) generated at least one alert in Q4 2022.

Members Receiving Alerts		
233 Members	1 Alert	233 x 1 = 233 Alerts
168 Members	2 Alerts	168 x 2 = 336 Alerts
42 Members	3 Alerts	42 x 3 = 126 Alerts
443 Members	**At Least 1 Alert**	**695 Alerts**

4ᵗʰ Quarter 2022 Alerts

Disposition of 4ᵗʰ Quarter Alerts:	
415	Sent to the member's Commanding Officer for review
204	Administratively closed by EIS
76	*Merged with a paired month

*Alerts are generated every month and sent to out to stations during the following months: February, April, June, August, October, December. Only the most recent alert is sent to the officer's unit. Please note that the EIS Unit records all generated 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 Q4 Alerts 2022

*Merged with a Paired Month
76
11%

Administratively Closed by EIS Unit
204
29%

Sent to the Member's Commanding Officer for Review
415
60%
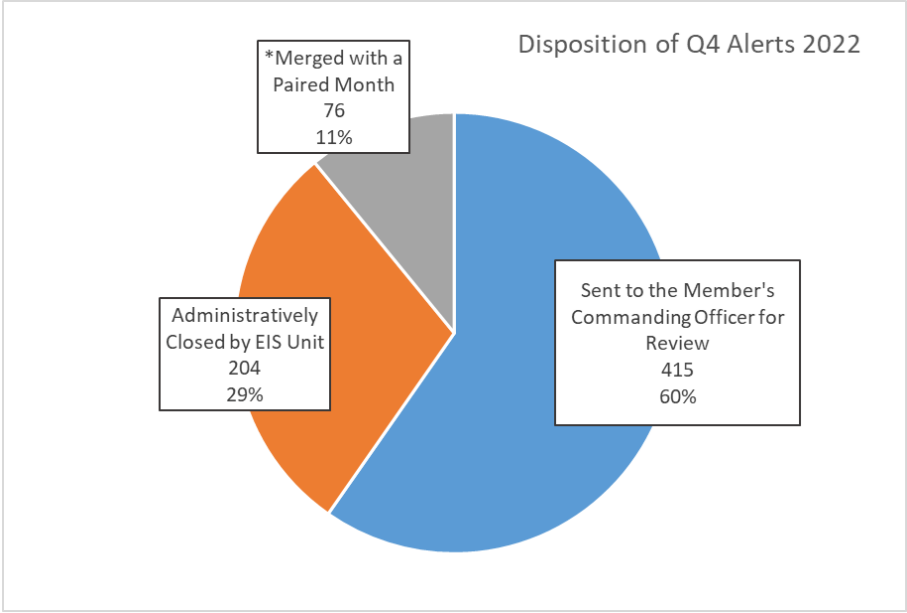
Criteria of Administrative Closures:

Administrative Closures are recommended by the EIS Sergeant and approved by the OIC of the Legal Division.

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 shows 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.)

EIS Alerts by Quarter										
		OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	Monthly Total	Quarterly Total
Q4 2021	Oct	0	1	15	3	5	0	14	38	100
	Nov	0	0	15	2	4	0	5	26	
	Dec	2	0	18	2	3	0	11	36	
Q1 2022	Jan	6	0	10	1	8	0	8	33	89
	Feb	0	0	12	1	7	0	4	24	
	Mar	0	1	13	4	5	0	9	32	
Q2 2022	Apr	1	0	9	0	3	0	5	18	471
	May	9	0	175	0	3	0	9	196	
	Jun	0	0	254	0	1	0	2	257	
Q3 2022	Jul	0	0	295	0	2	0	4	301	864
	Aug	4	0	260	0	10	0	10	284	
	Sept	0	0	249	0	25	0	5	279	
Q4 2022	Oct	0	0	247	0	21	0	0	268	695
	Nov	0	0	210	0	41	0	7	258	
	Dec	0	0	118	0	28	0	23	169	

There was a 19.6% decrease in the number of alerts generated in Q4 2022 compared to Q3 2022.

EIS Alerts by Quarter

EIS Alerts by Month
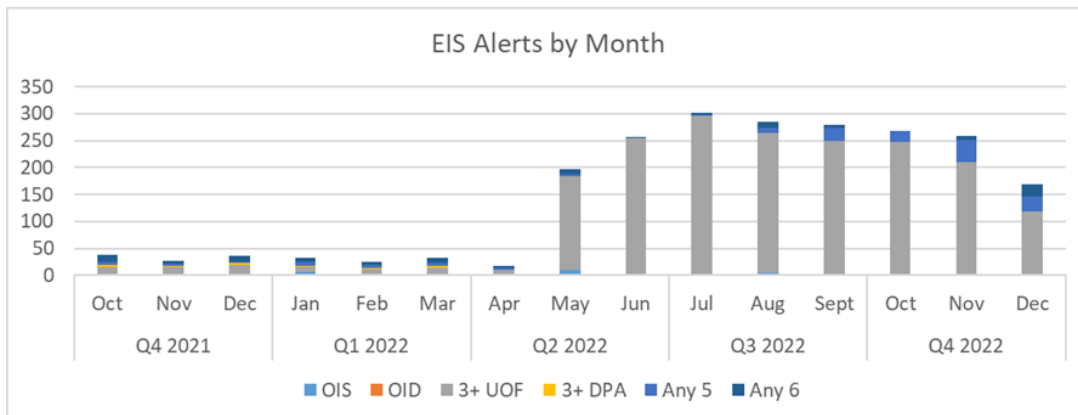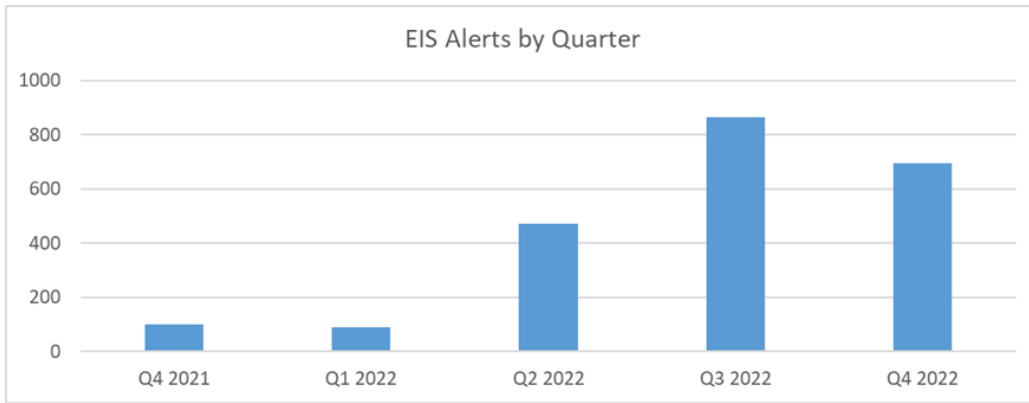
Interventions

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.

Active Interventions	Closed Interventions
1	0

Types of Interventions	
Counseling by an Immediate Supervisor	• 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
Training	• 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
Peer Officer Support Program	• 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

4th Quarter 2022	
	Total
Informal Counseling	147
Formal Counseling	1
Performance Improvement Plans	1

Supervisors routinely provide officers with counseling to educate and foster open lines of communication. 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 handled at the station-level, 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 of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	582
Part 1 Property Crimes	9,494
TOTAL	10,076

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	15%

Acting Captain Doug Farmer

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 2022	0	0	179	0	3	0	0	0	0	2	184
Q4 2022	0	0	165	0	1	0	2	3	0	0	171

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	117.5	0	6	0	2	125.5
Q4 2022	0	0	86.5	0	13.5	0	1	101

City and County of San Francisco
Central District
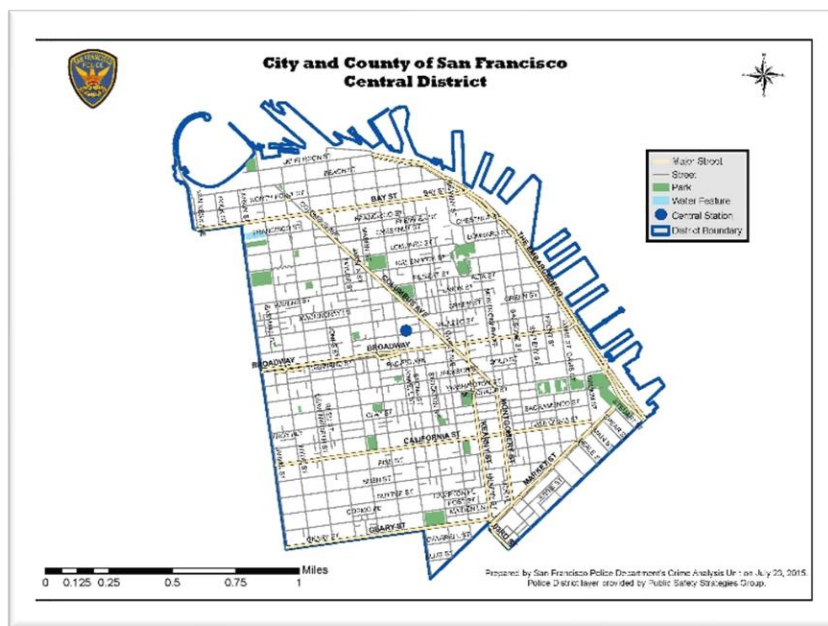
Central Station observed a 19.5% decrease in alerts from Q3 to Q4 2022.

[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 of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	636
Part 1 Property Crimes	5,071
TOTAL	5,707

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	9%

Captain Luke Martin

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 2022	0	0	132	0	0	1	0	3	0	2	138
Q4 2022	0	0	138	0	1	0	0	2	0	1	142

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	72.5	0	3.5	0	2.5	78.5
Q4 2022	0	0	62.5	0	5	0	7.33	74.83
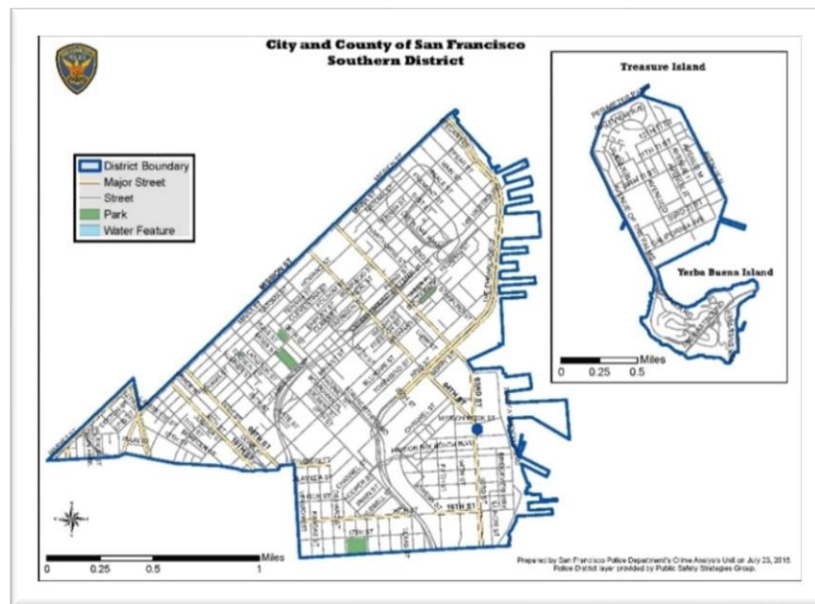
Southern Station observed a 4.7% decrease in alerts from Q3 to Q4 2022.

[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.

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Bayview Station

Community Demographic Data[2]

% Population of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	625
Part 1 Property Crimes	3,123
TOTAL	3,748

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	11%

Captain Dave Maron

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 2022	2	0	122	0	4	0	0	2	0	2	132
Q4 2022	0	0	125	0	1	0	0	2	0	0	128

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	2	0	71.5	0	3	0	1.5	78
Q4 2022	0	0	53	0	8	0	3	64
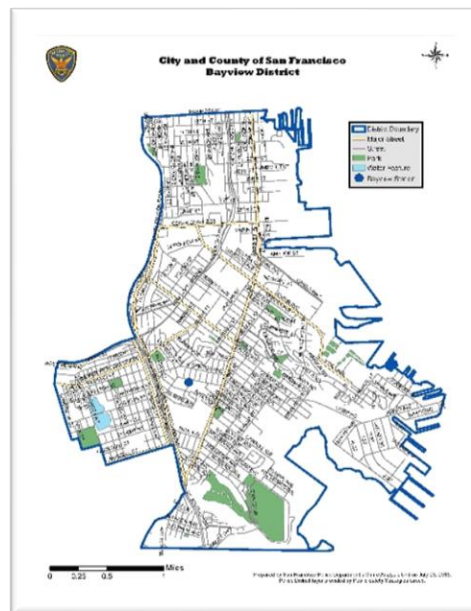
Bayview Station observed a 17.9% decrease in alerts from Q3 to Q4 2022.

[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 of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	820
Part 1 Property Crimes	4,966
TOTAL	5,786

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	14%

Captain Michael McEachern

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 2022	2	0	260	0	4	1	0	0	0	0	267
Q4 2022	0	0	192	0	1	0	0	0	0	1	194

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	2	0	144	0	5.5	0	2.33	153.83
Q4 2022	0	0	91	0	14.5	0	5	110.5
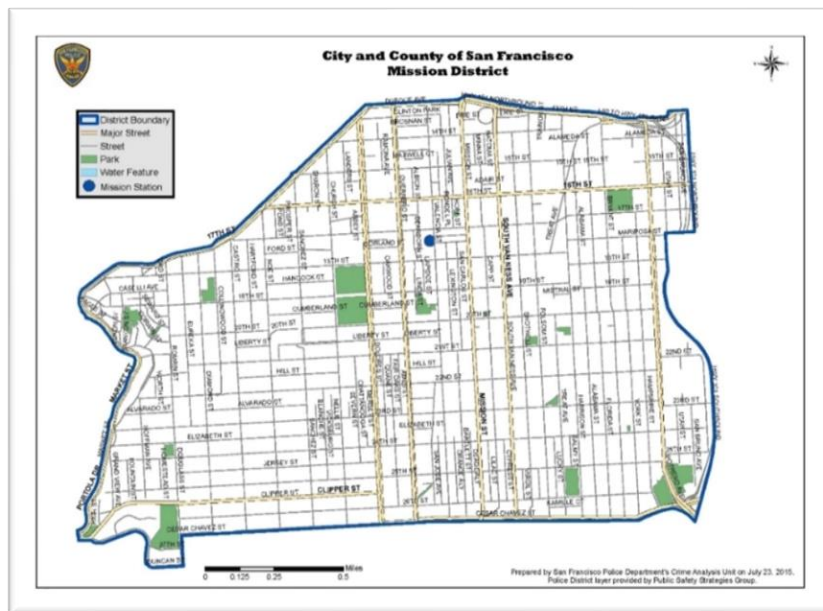
Mission Station observed a 28.2% decrease in alerts from Q3 to Q4 2022.

[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 of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	625
Part 1 Property Crimes	7,855
TOTAL	8,480

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	13%

Captain Derrick Jackson

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 2022	0	0	99	0	2	0	0	0	0	1	102
Q4 2022	0	0	108	0	5	0	1	4	0	1	119

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	63	0	5	0	0.5	68.5
Q4 2022	0	0	43	0	7.5	0	2.83	53.33
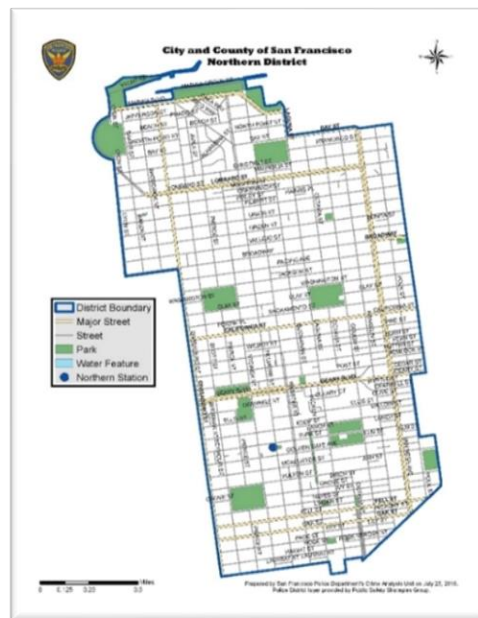
Northern Station observed a 22% decrease in alerts from Q3 to Q4 2022.

[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 of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	126
Part 1 Property Crimes	2,487
TOTAL	2,613

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	5%

Captain Jack Hart

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 2022	0	0	25	0	2	0	0	0	0	0	27
Q4 2022	0	0	23	0	4	0	0	2	0	0	29

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	3	0	1	0	1.83	5.83
Q4 2022	0	0	4.5	0	2.5	0	0	7
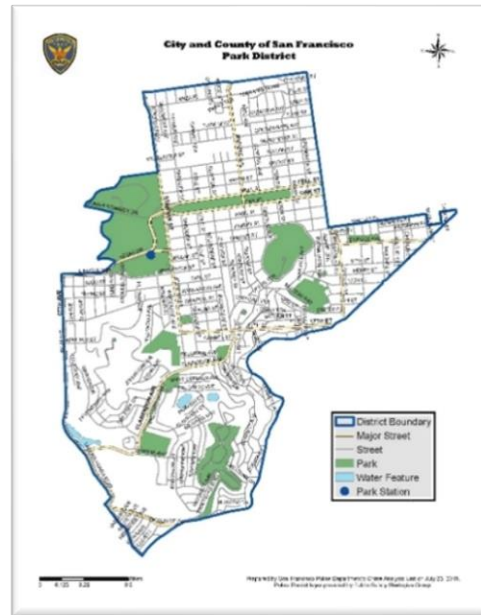
Park Station observed a 20% increase in alerts from Q3 to Q4 2022.

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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.

Richmond Station

Community Demographic Data[2]

% Population of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	177
Part 1 Property Crimes	4,100
TOTAL	4,277

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	6%

Captain Chris Canning

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 2022	0	0	43	0	0	1	0	0	0	0	44
Q4 2022	0	0	54	0	1	0	0	0	0	0	55

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	21	0	1.5	0	1	23.5
Q4 2022	0	0	21	0	2	0	1	24
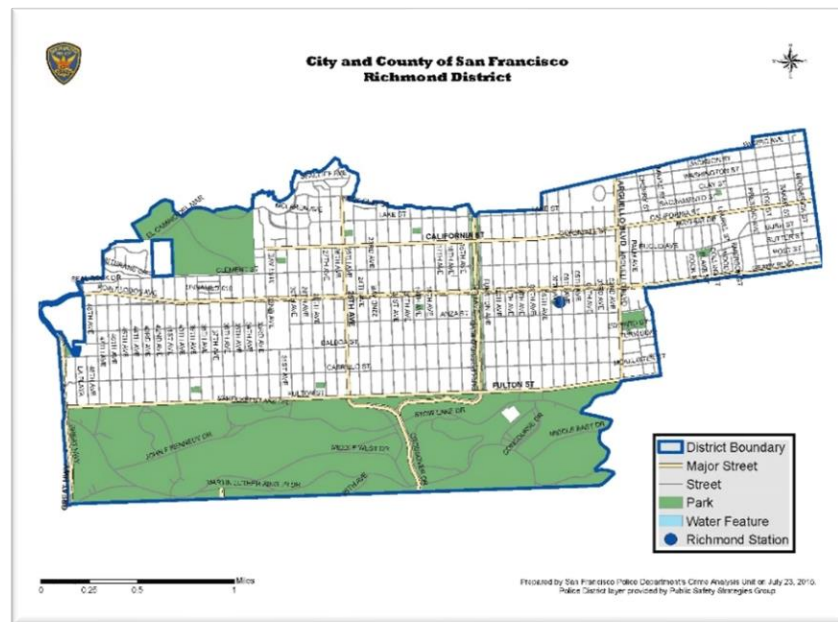
Richmond Station observed a 2% increase in alerts from Q3 to Q4 2022.

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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.

Ingleside Station

Community Demographic Data[2]

% Population of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	503
Part 1 Property Crimes	3,492
TOTAL	3,995

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	10%

Captain Derrick Lew

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 2022	0	0	121	0	6	0	0	0	0	0	127
Q4 2022	0	0	139	0	0	0	0	0	0	0	139

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	73	0	2.5	0	1	76.5
Q4 2022	0	0	60.5	0	11	0	3.5	75
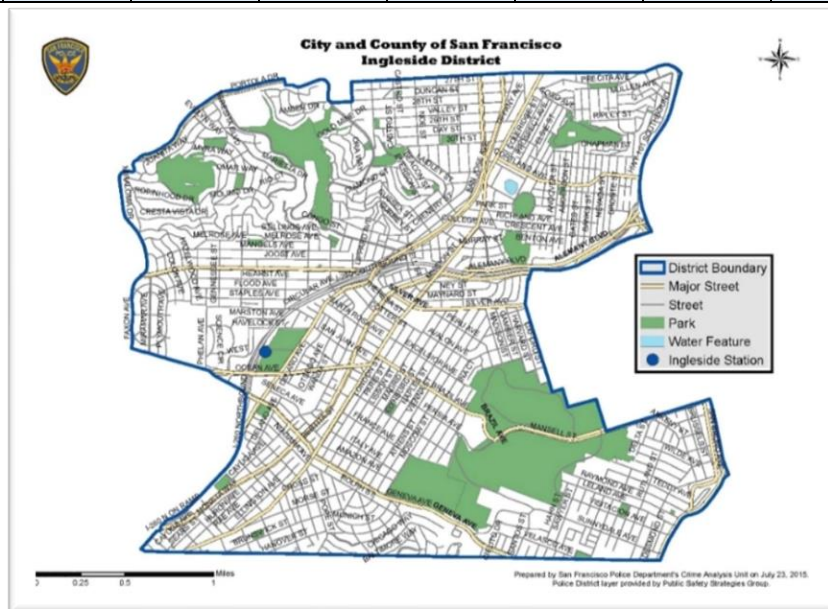
Ingleside Station observed a 2% decrease in alerts from Q3 to Q4 2022.

[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 of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	254
Part 1 Property Crimes	3,941
TOTAL	4,195

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	8%

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 2022	0	0	68	0	2	0	0	0	0	0	70
Q4 2022	0	0	56	0	0	0	0	1	0	0	57

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	38.5	0	1.5	0	0	40
Q4 2022	0	0	22	0	4	0	2	28

Taraval Station observed a 30% decrease in alerts from Q3 to Q4 2022.

[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 of SF	% 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 2022 – Dec 2022)

Part 1 Violent Crimes	866
Part 1 Property Crimes	2,139
TOTAL	3,005

Citywide Calls for Service (Jan 2022 – Dec 2022)

Calls for Service	10%

Captain Sergio Chin

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 2022	0	0	226	0	3	0	0	0	0	0	229
Q4 2022	0	0	249	0	1	0	0	2	0	1	253

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q3 2022	0	0	168	0	6	0	1	175
Q4 2022	0	0	107	0	16.5	0	1.83	125.33

Tenderloin Station observed a 19.5% decrease in alerts from Q3 to Q4 2022.

[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.

Airport Bureau

Captain Jason Sawyer
Patrol

Captain Alexa O'Brien
Traffic

Captain Timothy Falvey
Administration

AFOB	Airport Field Operations	Airport Field Operations works closely with San Mateo Sheriff's Office, United States Customs and Border Patrol, Federal Bureau of Investigations, United States 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 2022	0	0	67	0	0	0	0	0	0	1	68
Q4 2022	0	0	33	0	1	0	0	0	0	1	35

EIS Alerts – Generated 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 2022	0	0	10	0	0	0	0	10
Q4 2022	0	0	6	0	2	0	0	8

| **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. |

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 2022	0	0	0	0	0	1	0	0	0	0	1
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	1	0	0	1
Q4 2022	0	0	0	0	0	0	0	0

| **ADMN** | **Airport Administration** | The Airport Administration works closely with the San Francisco International Airport Administration, Transportation Security Administration, Federal Aviation Administration, 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 2022	0	0	0	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

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

Specialized Units/Details

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 2022	0	0	0	0	1	0	1	0	0	0	2
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0.5	0	0	0.5
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	0	0	0	0	0	1	0	0	1
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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.

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 2022	0	0	3	0	0	0	1	0	0	0	4
Q4 2022	0	0	4	0	0	0	0	0	0	0	4

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	1	0	0	0	0	1

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 2022	0	0	1	0	0	0	0	0	0	0	1
Q4 2022	0	0	5	0	0	1	0	0	0	1	7

EIS Alerts – Generated 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 2022	0	0	1	0	0	0	0	1
Q4 2022	0	0	1	0	0.5	0	0	1.5

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 2022	0	0	5	0	0	0	0	0	0	0	5
Q4 2022	0	0	2	0	0	0	0	0	0	0	2

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	2	0	0	0	0	2

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 2022	0	0	3	0	0	0	0	0	0	0	3
Q4 2022	0	0	0	0	0	0	1	0	0	0	1

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

CIS	**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 2022	0	0	0	0	1	0	0	0	0	0	1
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	1	0	0	0	0	0	0	0	1
Q4 2022	0	0	1	0	0	0	0	0	0	0	1

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

CVRT	**Community Violence Reduction Team**	The goal of CVRT is to reduce gun violence while reducing recidivism and building trust between the department and impacted communities. CVRT will focus on intelligence gathering, analysis and proactive investigations to prevent and reduce shootings. CVRT also collaborates with justice partners, intervention partners and community stakeholders.

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 2022	0	0	5	0	0	0	0	0	0	0	5
Q4 2022	0	0	2	0	0	0	1	0	0	0	3

EIS Alerts – Generated 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 2022	0	0	3	0	0	0	2	5
Q4 2022	0	0	0	0	0	0	0	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. |

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 2022	0	0	1	0	0	2	0	0	0	0	3
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	0	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0	0	1	1

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

| | FTO | Field Training Office | This office conducts a 16-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 16-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 2022	0	0	1	0	0	0	0	0	0	0	1
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

| | GENE | General Work | | This unit is responsible for the investigation of assaults, Estes robberies and felonious crimes against persons. |

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 2022	0	0	5	0	0	0	0	0	0	0	5
Q4 2022	0	0	1	0	0	0	0	0	0	0	1

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	0	0	1	0	0	0	0	0	1
Q4 2022	0	0	1	0	0	0	0	0	0	1	2

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

| | HSU | Homeland Security Unit | | The HSU enhances the Department's efforts to protect our city's critical infrastructure and key resources, prepares for natural and man-made disasters, and supports on-going efforts against terrorism. |

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 2022	0	0	1	0	0	0	0	1	0	0	2
Q4 2022	0	0	2	0	0	0	0	0	0	0	2

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	4	0	0	0	0	0	0	0	4
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	2	0	0	0	0	2
Q4 2022	0	0	0	0	0	0	0	0

| | INVE | Investigations | The Investigations Division is under the Bureau of Investigations and contains five separate units: General Crimes, Major Crimes, Special Investigations Division, Special Victims Unit, and Strategic 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 2022	0	0	0	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0.33	0.33
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	0	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	3	0	0	0	0	0	0	1	4
Q4 2022	0	0	3	0	0	0	0	1	0	1	5

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	21	0	0	0	0	0	0	0	21
Q4 2022	0	0	10	0	0	0	0	1	0	0	11

EIS Alerts – Generated 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 2022	0	0	12	0	0	0	1	13
Q4 2022	0	0	5	0	1	0	0	6

| | 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 2022	0	0	2	0	0	0	0	0	0	0	2
Q4 2022	0	0	3	0	0	0	0	0	0	0	3

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0.5	0.5

| | | PROF | | | Professional Standards | | This unit plays an important role in helping the Department increase transparency and accountability in order to better serve the community. Members of this unit work with the community stakeholders and City leaders in assembling ideas and assisting in implementing those ideas into police policy. |

PROF   **Professional Standards**

This unit plays an important role in helping the Department increase transparency and accountability in order to better serve the community. Members of this unit work with the community stakeholders and City leaders in assembling ideas and assisting in implementing those ideas into police policy.

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 2022	0	0	0	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	1	0	0	0	0	0	1

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

RISK   **Risk Management Office**

The Risk Management Office (RMO) consists of the Internal Affairs Division, Investigative Services Detail, the Legal Division, the EEO Unit in the SFPD, the BWC Unit, SB1421 Unit 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 2022	0	0	1	0	0	0	0	0	0	0	1
Q4 2022	0	0	1	0	0	0	0	0	0	0	1

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	0	0	1	0	0	0	0	0	1
Q4 2022	0	0	3	0	1	0	0	3	0	0	7

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

SEX   **Sexual Assault Unit**   This unit specializes in investigating sexual assault 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 2022	0	0	0	0	0	0	1	0	0	0	1
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	3	0	0	0	0	0	0	1	4
Q4 2022	0	0	2	0	0	0	0	0	0	0	2

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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, 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 2022	0	0	2	0	1	0	0	0	0	1	4
Q4 2022	0	0	2	0	0	0	0	0	0	0	2

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

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

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 2022	0	0	1	0	0	0	0	0	0	0	1
Q4 2022	0	0	0	0	1	0	0	0	0	0	1

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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. This unit also includes our Honda (motorcycles), Explosive Ordinance Disposal, and K-9 units.

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 2022	0	0	34	0	0	0	0	0	0	1	35
Q4 2022	0	0	38	0	0	0	0	0	0	0	38

EIS Alerts – Generated 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 2022	0	0	4	0	0	0	2	6
Q4 2022	0	0	9	0	2	0	1	12

TCI **Traffic Collision Investigation Unit** This unit is responsible for conducting extensive and thorough investigations of collisions resulting in a serious injury or fatality.

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 2022	0	0	1	0	0	0	0	0	0	0	1
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

| | **TECH** | | **Technology** | | | The Technology Division provides technical support to the Department. They provide services for digital infrastructure, communications, data tracking and processing to name a few. |

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 2022	0	0	0	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0	0	0	0

EIS Alerts – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	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 2022	0	0	0	0	0	1	0	0	0	0	1
Q4 2022	0	0	0	0	1	0	0	0	0	0	1

**EIS Alerts** – Generated 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 2022	0	0	0	0	0	0	0	0
Q4 2022	0	0	0	0	0	0	0	0

Comprehensive Data

Number of Indicator Points per Quarter					
Year	Q1	Q2	Q3	Q4	Total
2018	1,051	914	996	907	3,868
2019	802	740	858	726	3,126
2020	768	766	616	588	2,738
2021	638	528	486	642	2,294
2022	445	2,115	2,283	1,418	6,261

Number of Members		
Year	Quarter	Sworn Members
2017	1	2,275
	2	2,332
	3	2,320
	4	2,375
2018	1	2,307
	2	2,293
	3	2,328
	4	2,330
2019	1	2,318
	2	2,287
	3	2,282
	4	2,284
2020	1	2,296
	2	2,269
	3	2,250
	4	2,233
2021	1	2,211
	2	2,180
	3	2,119
	4	2,104
2022	1	2,047
	2	1,987
	3	1,959
	4	1,942

Number of Indicator Points per Quarter
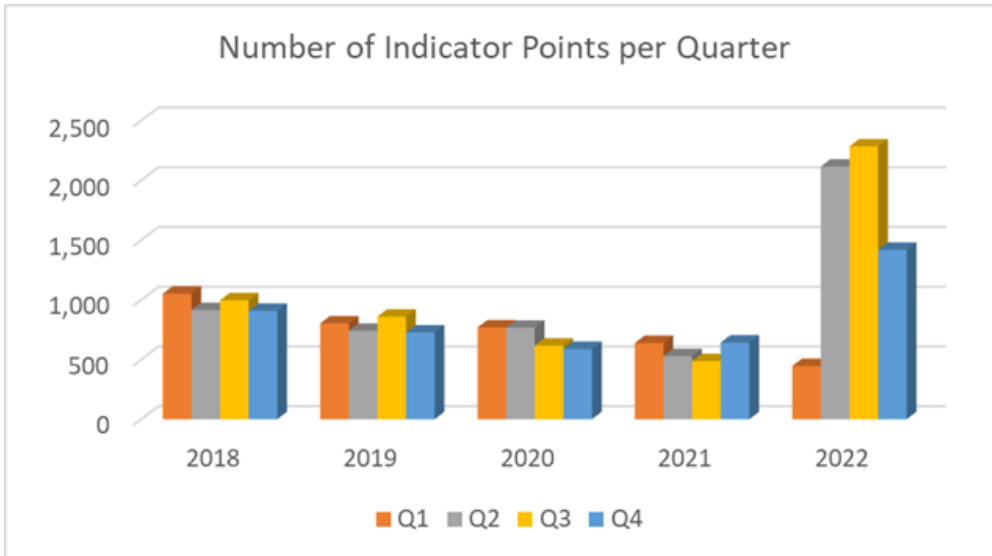
Alerts Sent to Supervisors								
Year/Q	Alerts	Administratively Closed	Merged	Sent to Sergeants	Returned "No Pattern"	Not with Dept.	Intervention	Outstanding
2022 Q1	89	17	17	55	48	2	0	5
2022 Q2	471	36	132	303	97	3	1	202
2022 Q3	864	78	315	471	5	2	0	464

Indicator Points per Member												
Year	Quarter	0	1	2	3	4	5	6	7	8	9+	Total Members with 1+ Indicator Points
2018	1	1666	396	157	49	18	12	3	4	2	0	641
2018	2	1714	355	148	52	17	4	2	1	0	0	579
2018	3	1713	381	145	52	23	8	5	1	0	0	615
2018	4	1742	389	129	42	14	10	2	1	0	1	588
2019	1	1787	358	106	51	9	3	1	2	1	0	531
2019	2	1799	321	112	31	20	3	0	1	0	0	488
2019	3	1731	362	113	47	19	7	3	0	0	0	551
2019	4	1791	336	107	33	10	5	2	0	0	0	493
2020	1	1773	366	102	38	11	2	0	3	0	1	523
2020	2	1785	321	106	29	15	7	3	0	0	3	484
2020	3	1801	349	67	22	5	2	3	0	0	1	449
2020	4	1840	273	82	22	9	5	1	0	0	1	393
2021	1	1792	287	90	29	10	0	2	1	0	0	419
2021	2	1797	286	66	27	2	1	1	0	0	0	383
2021	3	1752	273	74	17	3	0	0	0	0	0	367
2021	4	1600	409	69	17	4	3	2	0	0	0	504
2022	1	1731	229	63	13	7	2	1	1	0	0	316
2022	2	1165	343	159	129	68	41	37	19	13	13	822
2022	3	1122	312	182	129	81	48	32	15	16	22	837
2022	4	1262	306	170	87	63	34	9	1	1	2	673

Total Members with 1+ Indicator Points
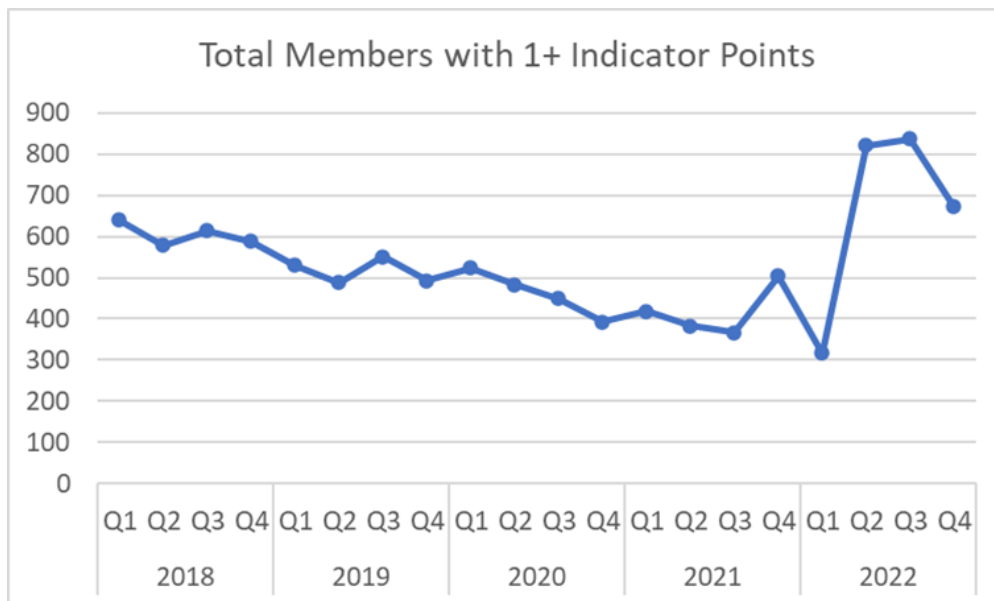
4th Quarter 2022 Indicator Points by Month										
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Oct 2022	0	0	620	0	8	0	4	11	0	5	**648**
Nov 2022	0	0	480	0	2	0	0	7	0	3	**492**
Dec 2022	0	0	262	0	10	1	1	3	0	1	**278**
Oct - Dec 2022	0	0	1,362	0	20	1	5	21	0	9	**1,418**
Oct - Dec 2021	2	0	328	2	240	2	5	17	18	28	**642**

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
4th Quarter 2022 Indicator Points by Station											
Tenderloin	0	0	249	0	1	0	0	2	0	1	**253**
Mission	0	0	192	0	1	0	0	0	0	1	**194**
Central	0	0	165	0	1	0	2	3	0	0	**171**
Southern	0	0	138	0	1	0	0	2	0	1	**142**
Ingleside	0	0	139	0	0	0	0	0	0	0	**139**
Bayview	0	0	125	0	1	0	0	2	0	0	**128**
Northern	0	0	108	0	5	0	1	4	0	1	**119**
Taraval	0	0	56	0	0	0	0	1	0	0	**57**
Richmond	0	0	54	0	1	0	0	0	0	0	**55**
Park	0	0	23	0	4	0	0	2	0	0	**29**
Total	**0**	**0**	**1,249**	**0**	**15**	**0**	**3**	**16**	**0**	**4**	**1,287**

4th Quarter Indicator Points by Station
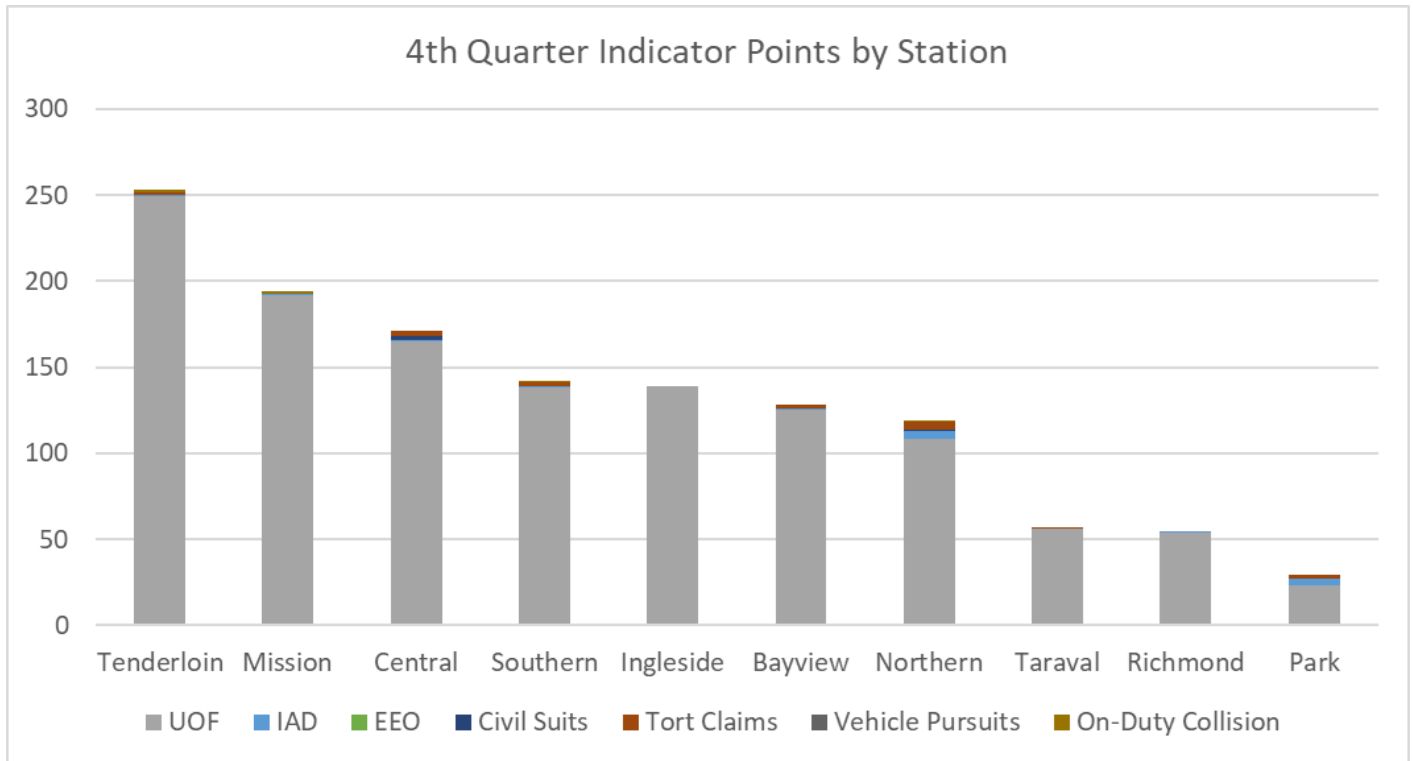
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
4th Quarter 2022 Indicator Points by Unit											
TACT	0	0	38	0	0	0	0	0	0	0	**38**
AFOB	0	0	33	0	1	0	0	0	0	1	**35**
NARC	0	0	10	0	0	0	0	1	0	0	**11**
ROBB	0	0	3	0	1	0	0	3	0	0	**7**
CED	0	0	5	0	0	1	0	0	0	1	**7**
MTA	0	0	3	0	0	0	0	1	0	1	**5**
BURG	0	0	4	0	0	0	0	0	0	0	**4**
CVRT	0	0	2	0	0	0	1	0	0	0	**3**
NIGH	0	0	3	0	0	0	0	0	0	0	**3**
SID	0	0	2	0	0	0	0	0	0	0	**2**
HSU	0	0	2	0	0	0	0	0	0	0	**2**
SVU	0	0	2	0	0	0	0	0	0	0	**2**
CGIC	0	0	2	0	0	0	0	0	0	0	**2**
HOMI	0	0	1	0	0	0	0	0	0	1	**2**
STAF	0	0	0	0	1	0	0	0	0	0	**1**
GENE	0	0	1	0	0	0	0	0	0	0	**1**
CSI	0	0	1	0	0	0	0	0	0	0	**1**
CHIE	0	0	0	0	0	0	1	0	0	0	**1**
UNK	0	0	0	0	1	0	0	0	0	0	**1**
RISK	0	0	1	0	0	0	0	0	0	0	**1**
FOB	0	0	0	0	0	0	0	0	0	1	**1**
PROF	0	0	0	0	1	0	0	0	0	0	**1**
Total	**0**	**0**	**113**	**0**	**5**	**1**	**2**	**5**	**0**	**5**	**131**

4th Quarter Indicator Points by Unit/Detail
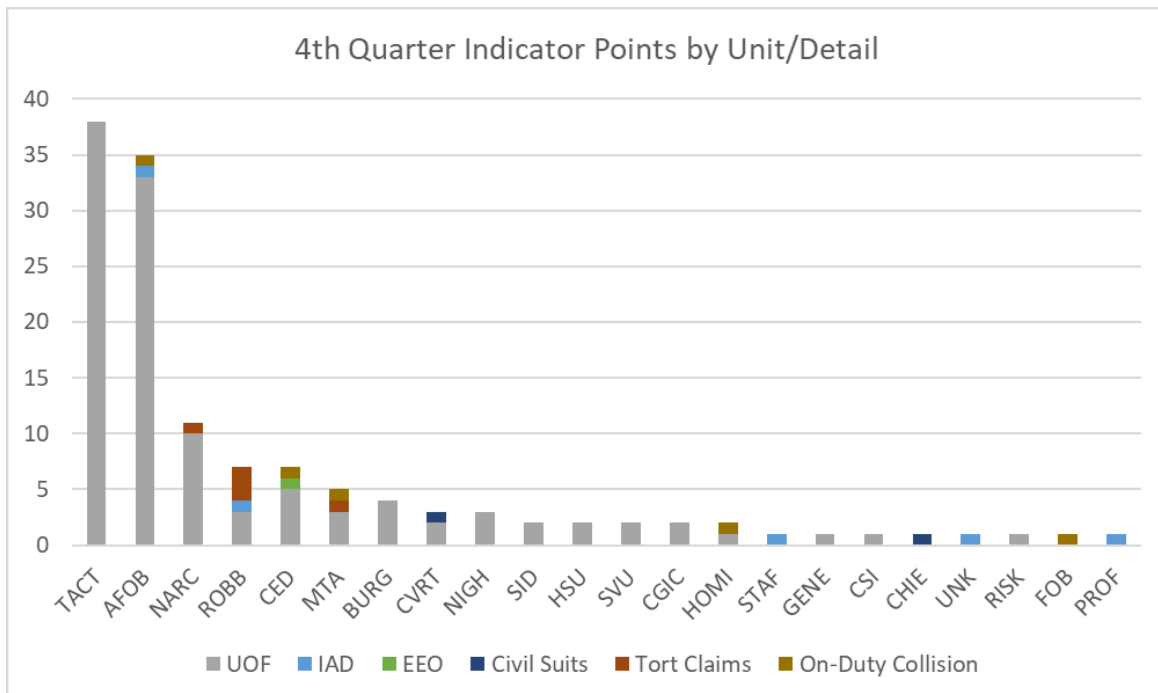
Addendum

AIM

> Technical setback with the current AIM program involving data from use of force incidents.
> IT, EIS and Benchmark have implemented solutions to prevent further data loss and recovery.
> Benchmark is currently investigating the root cause of this issue.

BMS (Benchmark Management System)

> Work on other projects (i.e. Personnel, STOP, UOF forms) have been temporarily put on hold until issues with AIM are resolved. SFPD is in regular communications with BMS.