



# EARLY INTERVENTION SYSTEM

## 4<sup>th</sup> Quarter 2023

San Francisco Police Department

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San Francisco, Ca 94158

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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 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. 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. 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.



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## EIS Alert

An **EIS Alert** is generated when a member reaches a specific number of 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.

|                                |  |
|--------------------------------|--|
| <b>Within a 3-Month Period</b> | <ul style="list-style-type: none"> <li>• 3 or more documented Use of Force incidents</li> </ul>  |
| <b>Within a 6-Month Period</b> | <ul style="list-style-type: none"> <li>• 5 or more Indicator Points</li> <li>• 3 or more Department of Police Accountability (DPA) complaints</li> </ul> |
| <b>Within a 1-Year Period</b>  | <ul style="list-style-type: none"> <li>• 6 or more Indicator Points</li> <li>• 4 or more Department of Police Accountability (DPA) complaints</li> </ul> |
| <b>Automatic Alert</b>         | <ul style="list-style-type: none"> <li>• A principal in an Officer-Involved Shooting (OIS) or Officer-Involved Discharge (OID)</li> </ul>                |

### Review Process by EIS Unit

| Step          | Process  |
|---------------|--|
| <b>Step 1</b> | 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.  |
| <b>Step 2</b> | <p>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.)</p> <p>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.</p> |
| <b>Step 3</b> | 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.  |
| <b>Step 4</b> | 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.   |
| <b>Step 5</b> | 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 <i>did</i> 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.  |
| <b>Step 6</b> | 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.   |
| <b>Step 7</b> | 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**<sup>1</sup> 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.   |

<sup>1</sup> 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.



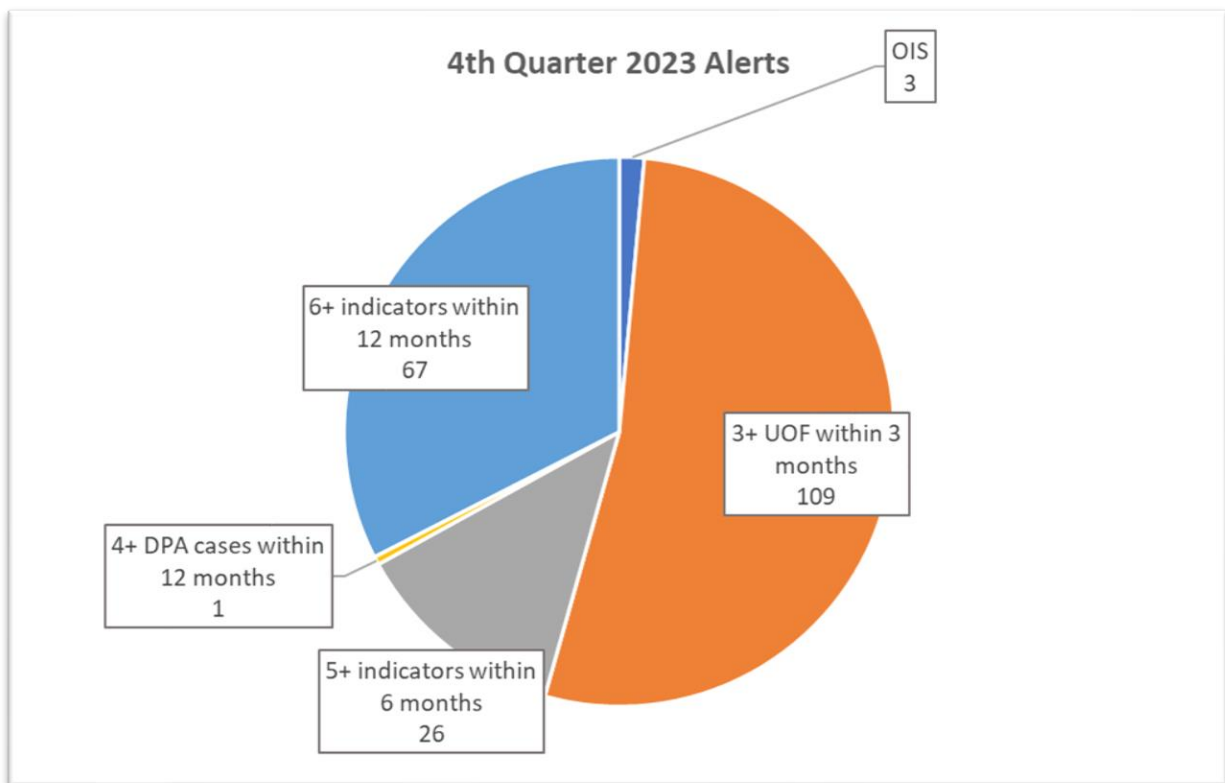
## Executive Summary

- EIS Alerts
  - 4<sup>th</sup> Quarter 2022: 695
  - 4<sup>th</sup> Quarter 2023: 206  
*A decrease of 70.1%*
- EIS Indicator Points
  - 4<sup>th</sup> Quarter 2022: 1,733
  - 4<sup>th</sup> Quarter 2023: 699  
*A decrease of 59.7%*
- 148 sworn members generated at least one EIS Alert in the 4<sup>th</sup> Quarter of 2023.



## 4<sup>th</sup> Quarter 2023 Alerts

| 4 <sup>th</sup> Quarter 2023 Alerts |            |
|-------------------------------------|------------|
| OIS                                 | 3          |
| OID                                 | 0          |
| 3+ UOF within 3 months              | 108.5      |
| 3+ DPA within 6 months              | 0          |
| 5+ indicators within 6 months       | 26         |
| 4+ DPA within 12 months             | 1          |
| 6+ indicators within 12 months      | 67.5       |
| <b>Total</b>                        | <b>206</b> |



148 members (8% of sworn members) generated at least one alert in Q4 2023.

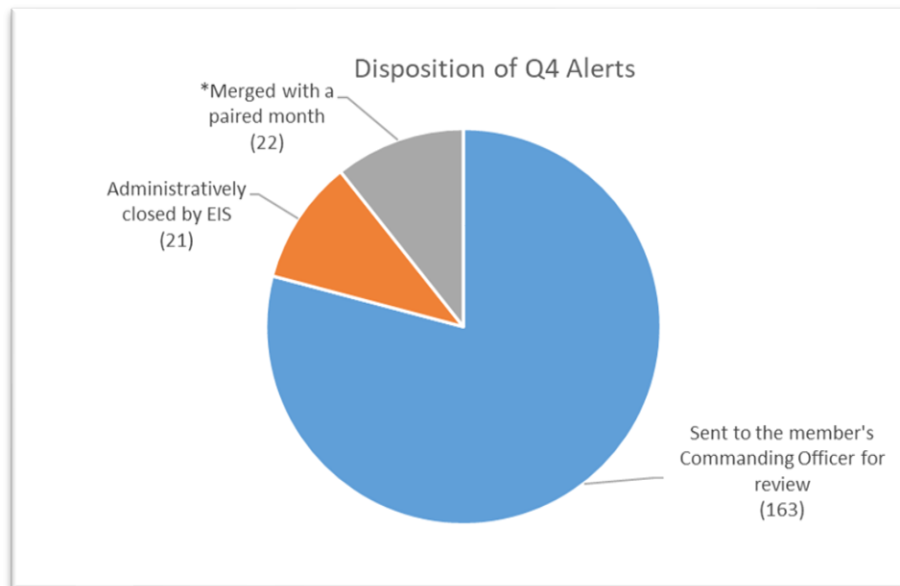
| Members Receiving Alerts |                         |                     |
|--------------------------|-------------------------|---------------------|
| 98 Members               | 1 Alert                 | 168 x 1 = 98 Alerts |
| 42 Members               | 2 Alerts                | 42 x 2 = 84 Alerts  |
| 8 Members                | 3 Alerts                | 8 x 3 = 24 Alerts   |
| <b>148 Members</b>       | <b>At Least 1 Alert</b> | <b>206 Alerts</b>   |



## 4<sup>th</sup> Quarter 2023 Alerts

| Disposition of 4 <sup>th</sup> Quarter Alerts: |  |
|--|--|
| 163  | Sent to the member's Commanding Officer for review |
| 21   | Administratively closed by EIS                     |
| 22   | *Merged with a paired month                        |

\*Alerts are generated every month and sent 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.)



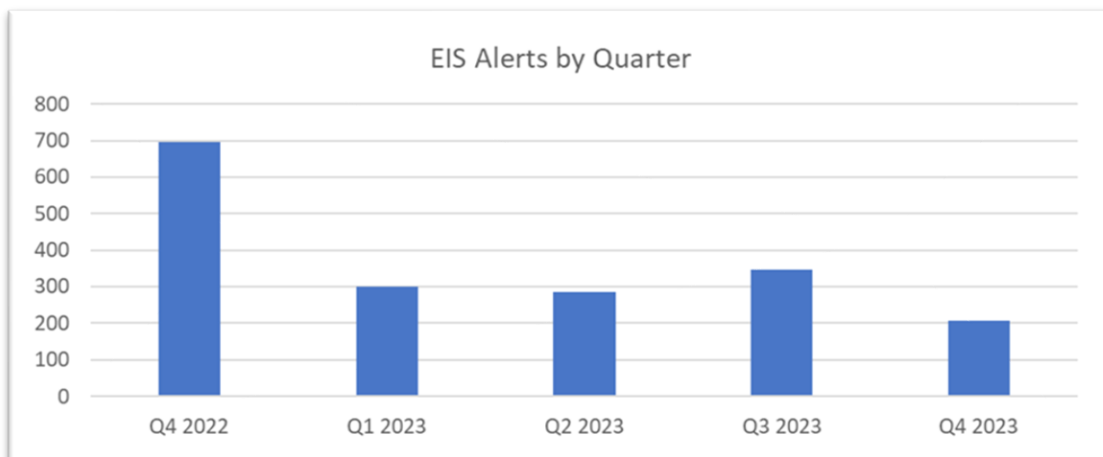
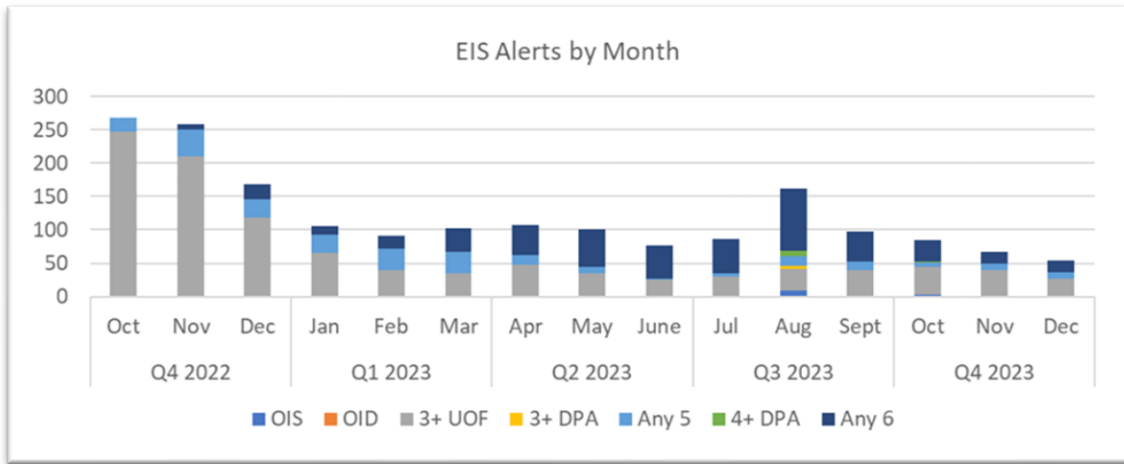
### Criteria of Administrative Closures:

- 1. A member received a recent EIS Alert Evaluation**  
(e.g. 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 Month |     |     |     |        |        |       |        |       |               |                 |
|---------------------|-----|-----|-----|--------|--------|-------|--------|-------|---------------|-----------------|
|                     |     | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | Monthly Total | Quarterly Total |
| 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           |                 |
| Q1 2023             | Jan | 0   | 0   | 66     | 0      | 26    | 0      | 14    | 106           | 300             |
|                     | Feb | 0   | 0   | 40     | 0      | 31    | 0      | 20    | 91            |                 |
|                     | Mar | 0   | 0   | 35     | 0      | 32    | 0      | 36    | 103           |                 |
| Q2 2023             | Apr | 0   | 0   | 47     | 0      | 15    | 0      | 46    | 108           | 285             |
|                     | May | 0   | 0   | 35     | 0      | 10    | 0      | 56    | 101           |                 |
|                     | Jun | 0   | 0   | 25     | 0      | 1     | 0      | 50    | 76            |                 |
| Q3 2023             | Jul | 0   | 1   | 29     | 0      | 4     | 0      | 52    | 86            | 346             |
|                     | Aug | 9   | 0   | 32     | 5      | 15    | 7      | 94.5  | 162.5         |                 |
|                     | Sep | 0   | 0   | 40     | 0      | 12    | 0      | 45.5  | 97.5          |                 |
| Q4 2023             | Oct | 3   | 0   | 42     | 0      | 6     | 1      | 33    | 85            | 206             |
|                     | Nov | 0   | 0   | 40     | 0      | 10    | 0      | 17    | 67            |                 |
|                     | Dec | 0   | 0   | 27     | 0      | 10    | 0      | 17    | 54            |                 |





## 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 |
|----------------------|----------------------|
| 3                    | 0                    |

| Types of Interventions                |   |
|---------------------------------------|---|
| Counseling by an Immediate Supervisor | <ul style="list-style-type: none"> <li>• Creating a physical and/or electronic calendar to improve time management</li> <li>• Scheduling in-service training offered by the Academy or outside agency</li> <li>• Reviewing DGOs and Department Bulletins with member</li> </ul> |
| Training                              | <ul style="list-style-type: none"> <li>• POST Learning Portal</li> <li>• Supervisor responds and monitors member on calls for service</li> <li>• One-on-one session with Instructors at the Academy</li> </ul>  |
| Peer Officer Support Program          | <ul style="list-style-type: none"> <li>• Supervisory or self-initiated referrals to Employee Assistance Program (EAP) or Behavioral Science Unit (BSU)</li> </ul>   |
| Reassignment                          | <ul style="list-style-type: none"> <li>• Reassignment to another station or unit will be used only when absolutely necessary for the welfare of the member and the Department</li> </ul>  |

## Engagements Outside EIS

| 4 <sup>th</sup> Quarter 2023  |       |
|-------------------------------|-------|
|                               | Total |
| Informal Counseling           | 51    |
| Formal Counseling             | 2     |
| Performance Improvement Plans | 0     |

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

## Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 599          |
| Part 1 Property Crimes | 8,613        |
| <b>TOTAL</b>           | <b>9,212</b> |

Central Station observed a 62% decrease in the number of alerts from Q3 2023 to Q4 2023.



Captain Ja Han Kim

## Citywide Calls for Service (Jan 2023 – Dec 2023)

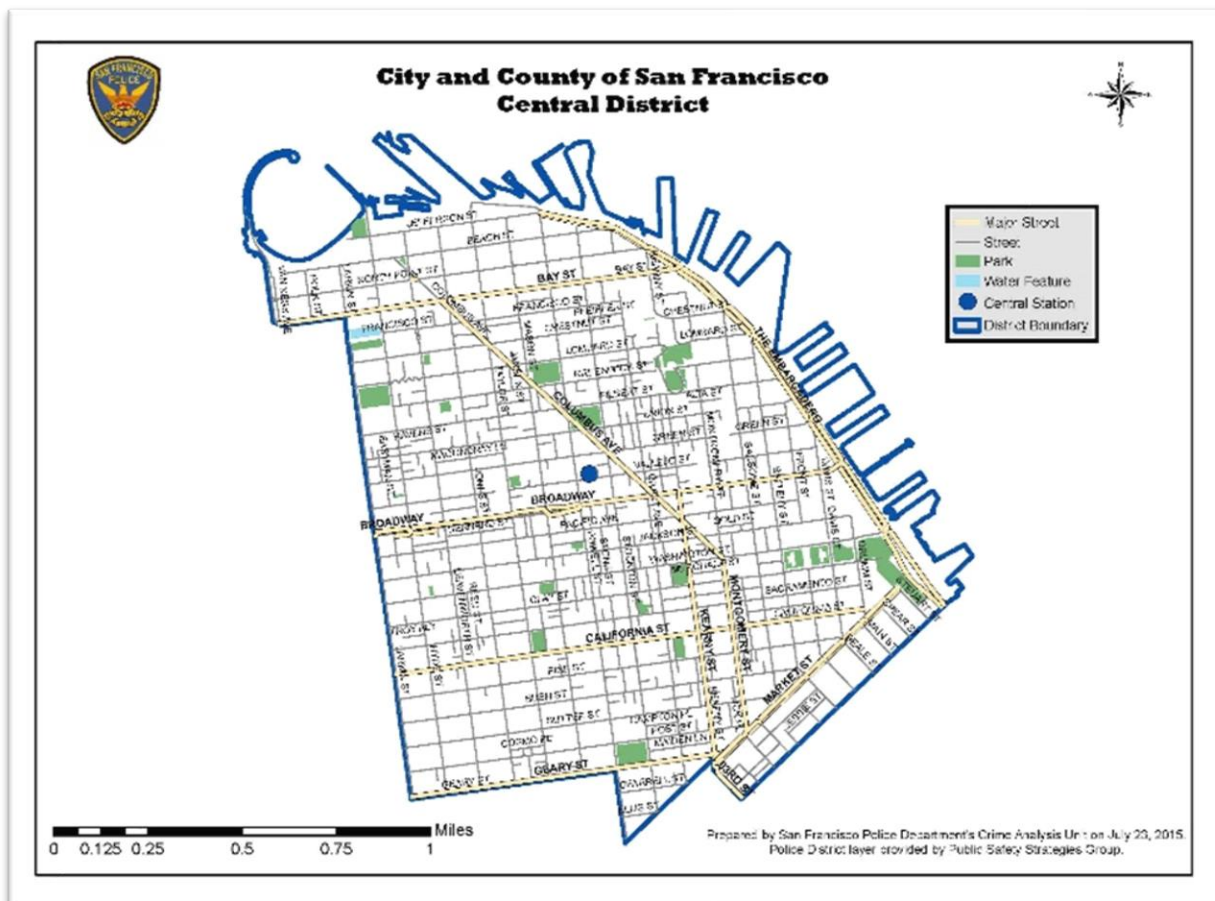
|                   |       |
|-------------------|-------|
| Calls for Service | 13.6% |
|-------------------|-------|

## EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 4.5    | 0      | 1     | 0      | 26    | 31.5  |
| Q4 2023 | 0   | 0   | 5      | 0      | 0.5   | 0      | 6.5   | 12    |

## Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 44  | 15  | 9   | 0   | 3           | 0           | 0                | 3                 | 74    |
| Q4 2023 | 0   | 0   | 47  | 15  | 3   | 0   | 0           | 0           | 0                | 1                 | 66    |





## Southern Station

### Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 692          |
| Part 1 Property Crimes | 3,663        |
| <b>TOTAL</b>           | <b>4,355</b> |

Southern Station observed a 44% decrease in the number of alerts from Q3 2023 to Q4



Captain Luke Martin

### Citywide Calls for Service (Jan 2023 – Dec 2023)

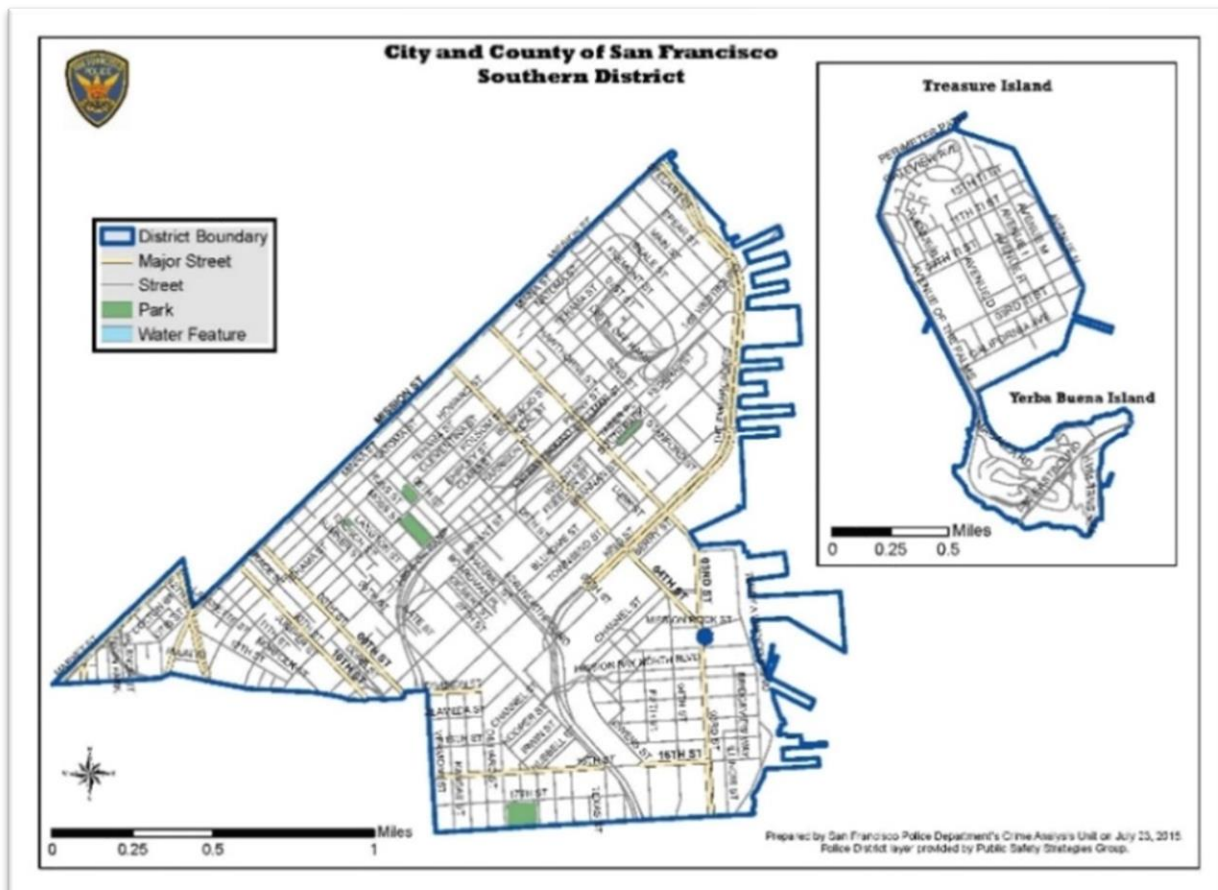
|                   |       |
|-------------------|-------|
| Calls for Service | 10.3% |
|-------------------|-------|

### EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 9      | 0      | 8.5   | 0      | 28    | 45.5  |
| Q4 2023 | 0   | 0   | 9      | 0      | 5     | 0      | 11.5  | 25.5  |

### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 57  | 13  | 13  | 0   | 0           | 1           | 0                | 3                 | 87    |
| Q4 2023 | 0   | 0   | 27  | 13  | 1   | 0   | 0           | 1           | 0                | 2                 | 44    |





# Bayview Station

## Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 589          |
| Part 1 Property Crimes | 3,091        |
| <b>TOTAL</b>           | <b>3,680</b> |

Bayview Station observed a 79% decrease in alerts from Q3 2023 to Q4 2023.

## Citywide Calls for Service (Jan 2023 – Dec 2023)

|                   |       |
|-------------------|-------|
| Calls for Service | 10.2% |
|-------------------|-------|

## EIS Alerts

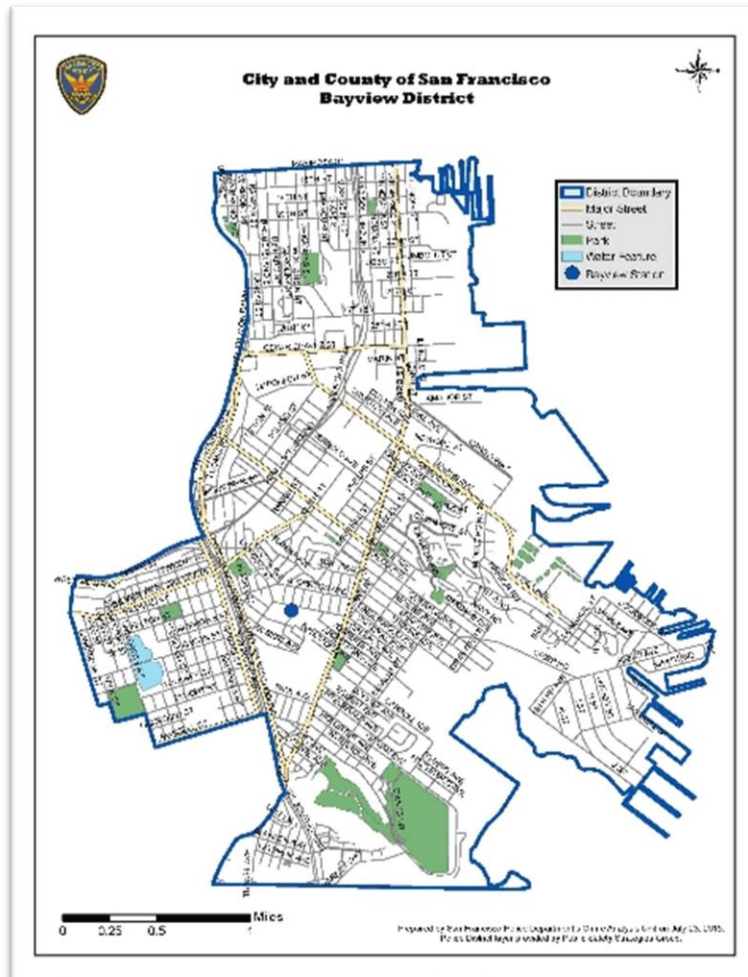
|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 2   | 0   | 6.5    | 0      | 0.5   | 2.5    | 17    | 28.5  |
| Q4 2023 | 0   | 0   | 3      | 0      | 1.5   | 0      | 1.5   | 6     |



Captain Dave Maron

## Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 2   | 0   | 34  | 12  | 6   | 0   | 0           | 1           | 0                | 1                 | 56    |
| Q4 2023 | 0   | 0   | 16  | 12  | 2   | 1   | 0           | 0           | 0                | 1                 | 32    |





## Mission Station

### Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 877          |
| Part 1 Property Crimes | 4,490        |
| <b>TOTAL</b>           | <b>5,367</b> |

Mission Station observed a 31% decrease in alerts from Q3 2023 to Q4 2023.

### Citywide Calls for Service (Jan 2023 – Dec 2023)

|                   |       |
|-------------------|-------|
| Calls for Service | 13.2% |
|-------------------|-------|

### EIS Alerts

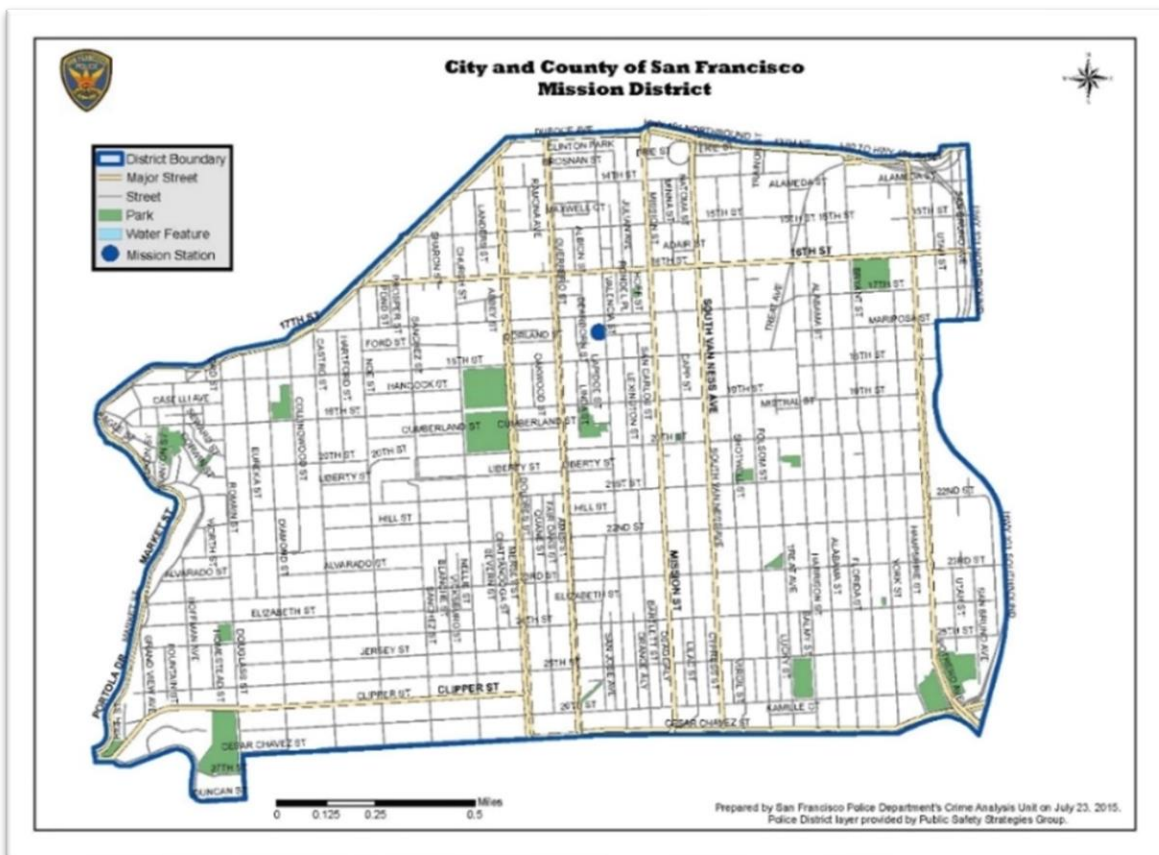
|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 27     | 2      | 7.5   | 1      | 27    | 64.5  |
| Q4 2023 | 0   | 0   | 28     | 0      | 4     | 0      | 12.5  | 44.5  |



Captain Thomas Harvey

### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 83  | 25  | 7   | 0   | 0           | 2           | 0                | 3                 | 120   |
| Q4 2023 | 0   | 0   | 77  | 27  | 5   | 0   | 0           | 1           | 0                | 1                 | 111   |





## Northern Station

### Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 607          |
| Part 1 Property Crimes | 6,632        |
| <b>TOTAL</b>           | <b>7,239</b> |

Northern Station observed a 20.7% decrease in alerts from Q3 2023 to Q4 2023.



### Citywide Calls for Service (Jan 2023 – Dec 2023)

|                   |       |
|-------------------|-------|
| Calls for Service | 11.7% |
|-------------------|-------|

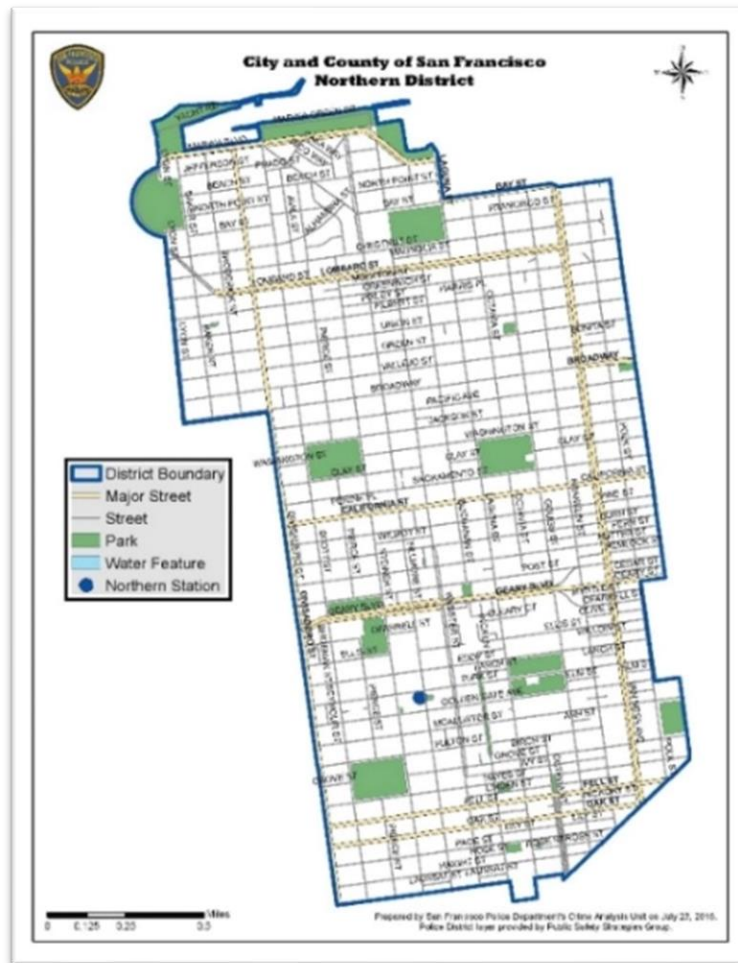
### EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 2   | 0   | 8      | 0      | 2     | 0      | 17    | 29    |
| Q4 2023 | 2   | 0   | 13     | 0      | 3     | 0      | 5     | 23    |

Captain Jason Sawyer

### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 58  | 16  | 6   | 0   | 3           | 2           | 0                | 1                 | 86    |
| Q4 2023 | 1   | 0   | 58  | 15  | 4   | 0   | 0           | 0           | 0                | 0                 | 78    |





## Park Station

### Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 149          |
| Part 1 Property Crimes | 2,230        |
| <b>TOTAL</b>           | <b>2,379</b> |

Park Station observed a 53.3% decrease in alerts from Q3 2023 to Q4 2023.



### Citywide Calls for Service (Jan 2023 – Dec 2023)

|                   |      |
|-------------------|------|
| Calls for Service | 4.5% |
|-------------------|------|

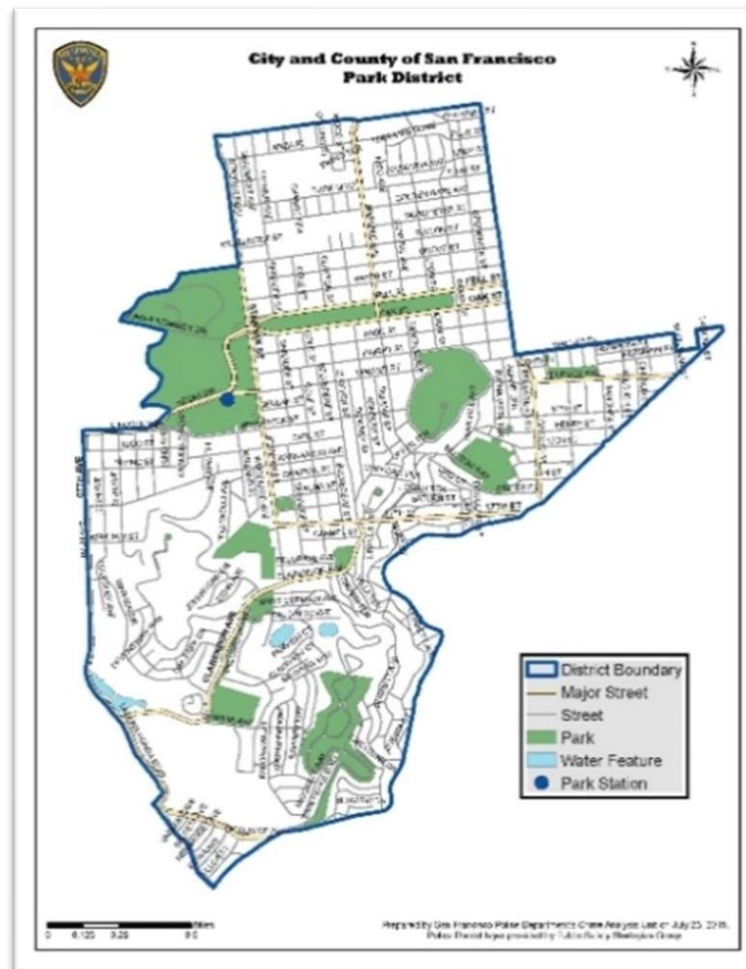
### EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 1   | 1   | 1      | 0      | 0     | 0      | 4.5   | 7.5   |
| Q4 2023 | 0   | 0   | 2      | 0      | 0     | 0      | 1.5   | 3.5   |

Captain Jack Hart

### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 1   | 13  | 8   | 3   | 1   | 0           | 3           | 0                | 4                 | 33    |
| Q4 2023 | 0   | 0   | 21  | 8   | 3   | 1   | 0           | 0           | 0                | 0                 | 33    |







# Richmond Station

## Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 202          |
| Part 1 Property Crimes | 3,986        |
| <b>TOTAL</b>           | <b>4,188</b> |

Richmond Station observed an 84.6% decrease in alerts from Q3 2023 to Q4 2023.



Captain Chris Canning

## Citywide Calls for Service (Jan 2023 – Dec 2023)

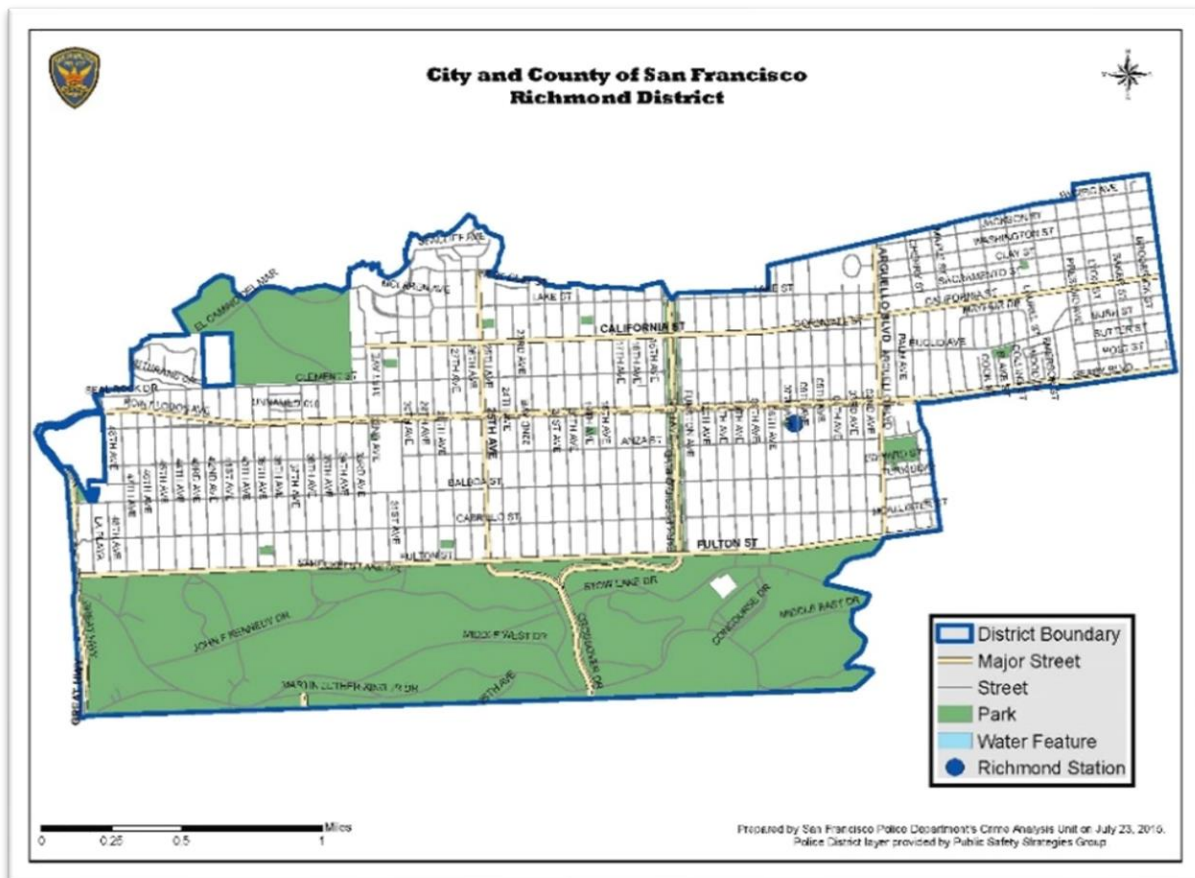
|                   |      |
|-------------------|------|
| Calls for Service | 6.1% |
|-------------------|------|

## EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 1      | 0      | 0.5   | 1      | 4     | 6.5   |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 1     | 1     |

## Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 4   | 12  | 7   | 0   | 0           | 0           | 0                | 1                 | 24    |
| Q4 2023 | 0   | 0   | 12  | 9   | 0   | 0   | 0           | 0           | 0                | 0                 | 21    |





# Ingleside Station

## Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 574          |
| Part 1 Property Crimes | 3,496        |
| <b>TOTAL</b>           | <b>4,070</b> |

Ingleside Station observed a 40.4% decrease in alerts from Q3 2023 to Q4 2023.



Captain Amy Hurwitz

## Citywide Calls for Service (Jan 2023 – Dec 2023)

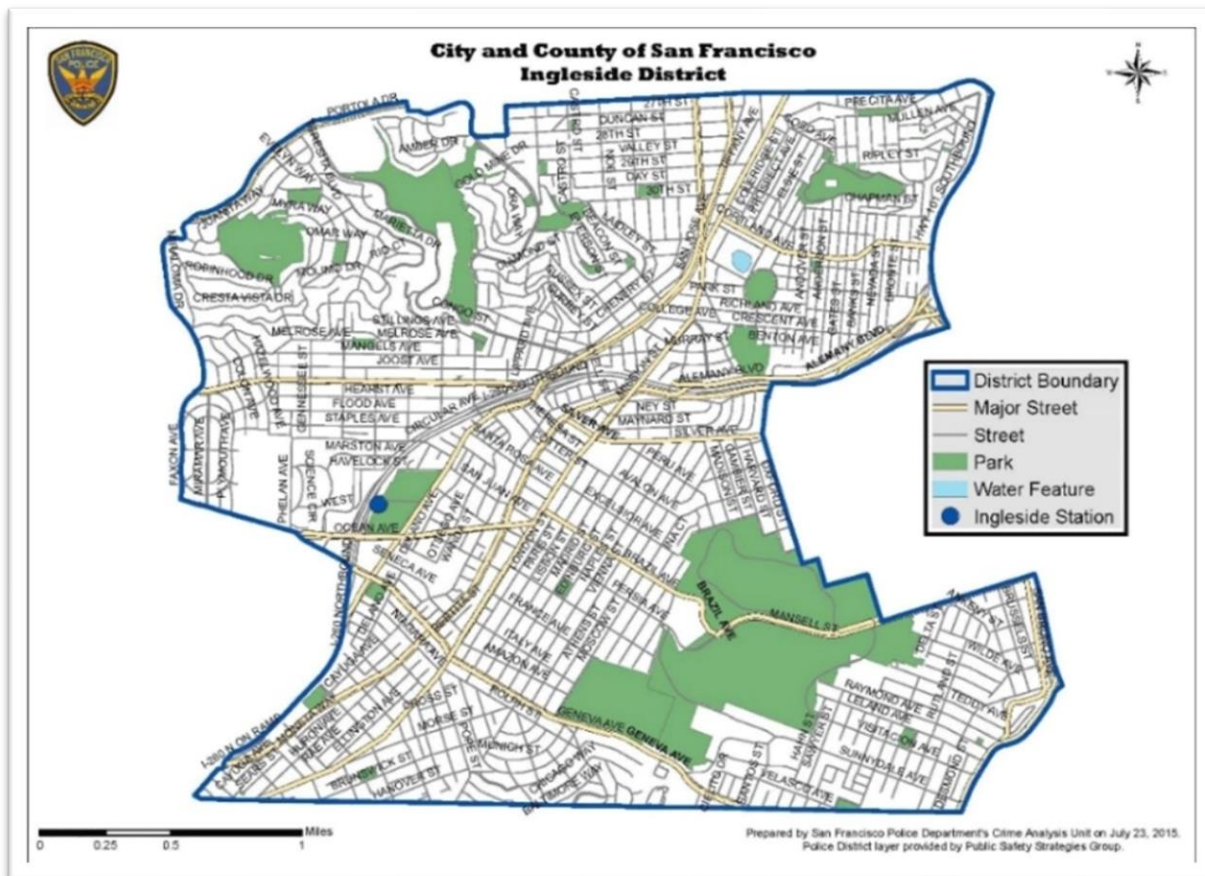
|                   |      |
|-------------------|------|
| Calls for Service | 9.4% |
|-------------------|------|

## EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 9      | 0      | 1.5   | 0      | 15.5  | 26    |
| Q4 2023 | 0   | 0   | 9      | 0      | 1.5   | 0      | 5     | 15.5  |

## Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 52  | 4   | 12  | 0   | 0           | 0           | 0                | 1                 | 69    |
| Q4 2023 | 0   | 0   | 32  | 3   | 2   | 0   | 0           | 0           | 0                | 0                 | 37    |





# Taraval Station

## Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 274          |
| Part 1 Property Crimes | 3,923        |
| <b>TOTAL</b>           | <b>4,197</b> |

Taraval Station observed a 48.3% decrease in alerts from Q3 2023 to Q4 2023.



## Citywide Calls for Service (Jan 2023 – Dec 2023)

|                   |      |
|-------------------|------|
| Calls for Service | 7.8% |
|-------------------|------|

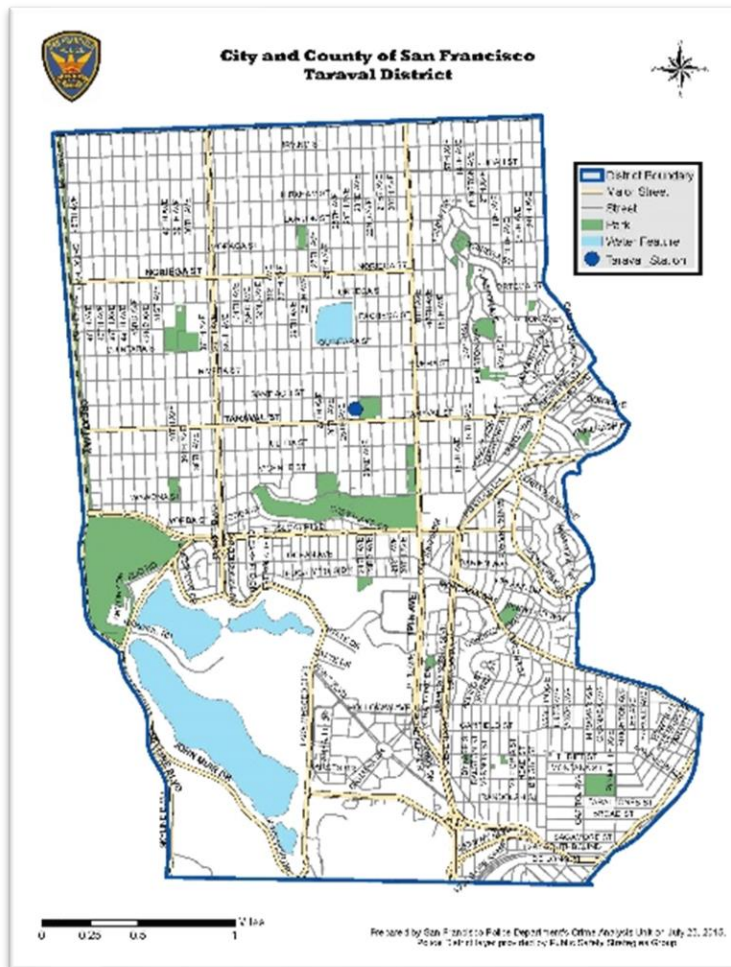
## EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 2      | 2      | 0.5   | 0      | 10    | 14.5  |
| Q4 2023 | 0   | 0   | 3.5    | 0      | 0     | 0      | 4     | 7.5   |

Captain Brien Hoo

## Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 20  | 12  | 4   | 3   | 0           | 0           | 0                | 3                 | 42    |
| Q4 2023 | 0   | 0   | 27  | 11  | 4   | 1   | 0           | 1           | 0                | 0                 | 44    |





# Tenderloin Station

## Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Jan 2023 – Dec 2023)

|                        |              |
|------------------------|--------------|
| Part 1 Violent Crimes  | 852          |
| Part 1 Property Crimes | 1,905        |
| <b>TOTAL</b>           | <b>2,757</b> |

Tenderloin Station observed a 23.2% decrease in alerts from Q3 2023 to Q4 2023.



## Citywide Calls for Service (Jan 2023 – Dec 2023)

|                   |       |
|-------------------|-------|
| Calls for Service | 13.1% |
|-------------------|-------|

## EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 4   | 0   | 24     | 0      | 6     | 0      | 30.5  | 64.5  |
| Q4 2023 | 1   | 0   | 28     | 0      | 6     | 0      | 14.5  | 49.5  |

Captain Sergio Chin

## Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 4   | 0   | 110 | 17  | 12  | 0   | 3           | 0           | 0                | 1                 | 147   |
| Q4 2023 | 0   | 0   | 95  | 16  | 7   | 0   | 0           | 2           | 0                | 1                 | 121   |





## Airport Bureau



Captain Christopher Schaffer  
Patrol



Captain Carlos Gutierrez  
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.

### EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 1     | 0      | 0     | 1     |

### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 16  | 3   | 0   | 0   | 0           | 0           | 0                | 1                 | 20    |
| Q4 2023 | 0   | 0   | 10  | 2   | 1   | 0   | 0           | 0           | 0                | 0                 | 13    |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 1   | 2   | 1   | 0   | 0           | 0           | 0                | 0                 | 4     |
| Q4 2023 | 0   | 0   | 0   | 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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 0     |
| Q4 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 0     |



## 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.

#### EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0.5   | 0.5   |

#### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 1   | 1   | 0   | 0   | 0           | 0           | 0                | 0                 | 2     |
| Q4 2023 | 0   | 0   | 0   | 1   | 1   | 0   | 0           | 0           | 0                | 0                 | 2     |

### 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.

#### EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

#### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 1   | 3   | 1   | 0   | 0           | 0           | 0                | 0                 | 5     |
| Q4 2023 | 0   | 0   | 0   | 3   | 0   | 0   | 0           | 0           | 0                | 0                 | 3     |

### 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.

#### EIS Alerts

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

#### Indicator Points

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 4   | 2   | 0           | 0           | 0                | 2                 | 8     |
| Q4 2023 | 0   | 0   | 0   | 0   | 1   | 0   | 0           | 0           | 0                | 0                 | 1     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 1      | 0      | 0.5   | 1      | 1.5   | 4     |
| Q4 2023 | 0   | 0   | 3      | 0      | 1     | 1      | 1.5   | 6.5   |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 6   | 4   | 0   | 0   | 0           | 0           | 0                | 0                 | 10    |
| Q4 2023 | 0   | 0   | 4   | 1   | 0   | 0   | 0           | 0           | 0                | 0                 | 5     |

**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).

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 1   | 1   | 0   | 0           | 0           | 0                | 0                 | 2     |
| Q4 2023 | 0   | 0   | 0   | 2   | 0   | 0   | 0           | 0           | 0                | 0                 | 2     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 1   | 0   | 0           | 0           | 0                | 1                 | 2     |
| Q4 2023 | 0   | 0   | 0   | 0   | 0   | 3   | 0           | 0           | 0                | 0                 | 3     |





**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 1                 | 1     |
| Q4 2023 | 0   | 0   | 0   | 0   | 1   | 0   | 0           | 0           | 0                | 0                 | 1     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 1   | 3   | 1   | 0   | 0           | 0           | 0                | 1                 | 6     |
| Q4 2023 | 0   | 0   | 5   | 3   | 0   | 0   | 0           | 0           | 0                | 0                 | 8     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 1     | 0      | 2     | 3     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 2   | 0   | 0           | 0           | 0                | 0                 | 2     |
| Q4 2023 | 0   | 0   | 0   | 0   | 0   | 1   | 0           | 0           | 0                | 0                 | 1     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0.5   | 1      | 1.5   | 3     |
| Q4 2023 | 0   | 0   | 0.5    | 0      | 0     | 0      | 0.5   | 1     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 5   | 2   | 4   | 0   | 0           | 0           | 0                | 1                 | 12    |
| Q4 2023 | 0   | 0   | 9   | 5   | 0   | 0   | 0           | 0           | 0                | 0                 | 14    |

**GENE General Work**

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

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 2   | 0   | 0   | 0           | 0           | 0                | 0                 | 2     |
| Q4 2023 | 0   | 0   | 0   | 2   | 0   | 0   | 0           | 0           | 0                | 0                 | 2     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 0     |
| Q4 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 1                 | 1     |



**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 1     | 1     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0.5   | 0      | 0.5   | 1     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 2   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 2     |
| Q4 2023 | 0   | 0   | 3   | 1   | 3   | 0   | 0           | 0           | 0                | 1                 | 8     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 3   | 0   | 0   | 0           | 0           | 0                | 0                 | 3     |
| Q4 2023 | 0   | 0   | 0   | 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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 1   | 0   | 0   | 0           | 0           | 0                | 1                 | 2     |
| Q4 2023 | 0   | 0   | 0   | 0   | 1   | 0   | 0           | 0           | 0                | 0                 | 1     |

**LEGA****Legal Division**

The mission of the Legal Division is to efficiently manage our day-to-day responsibilities pertaining to complying with the various legal mandates imposed upon the Department.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 0     |
| Q4 2023 | 0   | 0   | 0   | 1   | 0   | 0   | 0           | 0           | 0                | 0                 | 1     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 1     | 1     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 1   | 2   | 0   | 0           | 0           | 0                | 0                 | 3     |
| Q4 2023 | 0   | 0   | 0   | 1   | 0   | 0   | 0           | 0           | 0                | 0                 | 1     |

**MTA****Traffic Enforcement**

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

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 4   | 2   | 0   | 0           | 0           | 0                | 2                 | 8     |
| Q4 2023 | 0   | 0   | 0   | 2   | 0   | 1   | 0           | 0           | 0                | 0                 | 3     |

**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 provides a security presence on SF MTA trains, LRVs and coaches.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 0     |
| Q4 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 1                 | 1     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0.5   | 0.5   |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 1     | 1     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 0     |
| Q4 2023 | 0   | 0   | 0   | 0   | 1   | 0   | 0           | 0           | 0                | 0                 | 1     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 4   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 4     |
| Q4 2023 | 0   | 0   | 0   | 2   | 0   | 0   | 0           | 0           | 0                | 0                 | 2     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 0     |
| Q4 2023 | 0   | 0   | 1   | 0   | 0   | 0   | 0           | 0           | 0                | 0                 | 1     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 1   | 0   | 0           | 0           | 0                | 0                 | 1     |
| Q4 2023 | 0   | 0   | 0   | 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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 1   | 2   | 1   | 0   | 0           | 0           | 0                | 0                 | 4     |
| Q4 2023 | 0   | 0   | 0   | 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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 2   | 1   | 0   | 0           | 0           | 0                | 0                 | 3     |
| Q4 2023 | 0   | 0   | 1   | 0   | 2   | 0   | 0           | 0           | 0                | 0                 | 3     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 1      | 0      | 0     | 0      | 0     | 1     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 7   | 0   | 1   | 0   | 0           | 0           | 0                | 1                 | 9     |
| Q4 2023 | 0   | 0   | 1   | 2   | 0   | 0   | 0           | 1           | 0                | 0                 | 4     |

**SOB**

**Special Operations Bureau**

The Special Operations Bureau supports the other units of the Department by providing specialized expertise and equipment when needed.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 0   | 2   | 0   | 0           | 0           | 0                | 0                 | 2     |
| Q4 2023 | 0   | 0   | 0   | 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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 1   | 1   | 1   | 0   | 0           | 0           | 0                | 0                 | 3     |
| Q4 2023 | 0   | 0   | 0   | 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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 1      | 0     | 0.5    | 0     | 1.5   |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 6   | 1   | 1   | 0           | 0           | 0                | 1                 | 9     |
| Q4 2023 | 0   | 0   | 0   | 5   | 0   | 0   | 0           | 0           | 0                | 0                 | 5     |

**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.

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 8      | 0      | 1     | 0      | 3.5   | 12.5  |
| Q4 2023 | 0   | 0   | 4      | 0      | 2     | 0      | 0.5   | 6.5   |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 21  | 3   | 1   | 0   | 0           | 0           | 0                | 0                 | 25    |
| Q4 2023 | 0   | 0   | 21  | 0   | 1   | 0   | 0           | 1           | 0                | 1                 | 24    |



**UNKNOWN****Unknown**

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

**EIS Alerts**

|         | OIS | OID | 3+ UOF | 3+ DPA | Any 5 | 4+ DPA | Any 6 | TOTAL |
|---------|-----|-----|--------|--------|-------|--------|-------|-------|
| Q3 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 1     | 1     |
| Q4 2023 | 0   | 0   | 0      | 0      | 0     | 0      | 0     | 0     |

**Indicator Points**

|         | OIS | OID | UOF | DPA | IAD | EEO | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | TOTAL |
|---------|-----|-----|-----|-----|-----|-----|-------------|-------------|------------------|-------------------|-------|
| Q3 2023 | 0   | 0   | 0   | 3   | 0   | 0   | 0           | 0           | 0                | 0                 | 3     |
| Q4 2023 | 0   | 0   | 0   | 1   | 0   | 0   | 0           | 0           | 0                | 0                 | 1     |

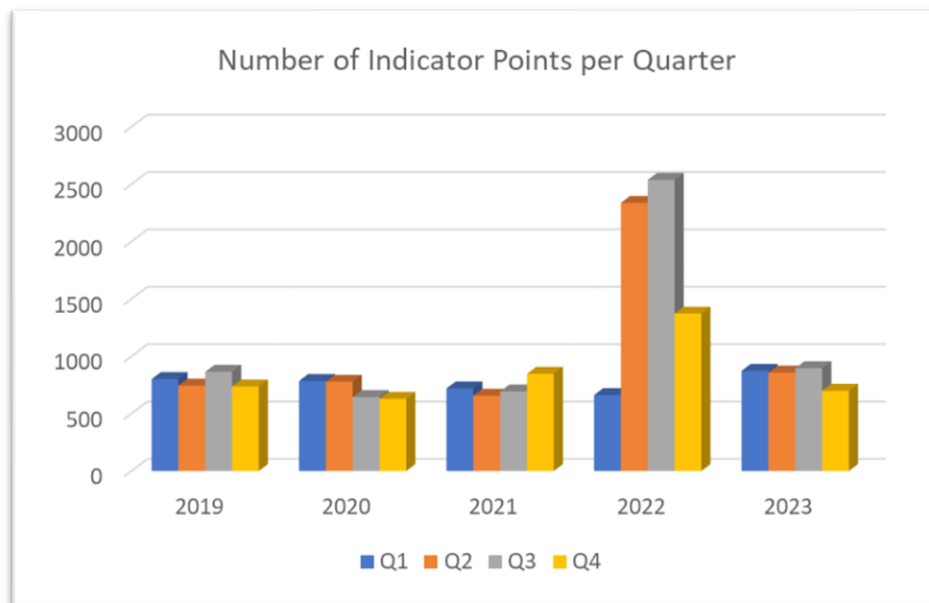


## Comprehensive Data

| Number of Indicator Points per Quarter |     |       |       |       |       |
|--|-----|-------|-------|-------|-------|
| Year                                   | Q1  | Q2    | Q3    | Q4    | Total |
| 2019                                   | 801 | 744   | 864   | 737   | 3,146 |
| 2020                                   | 785 | 779   | 645   | 629   | 2,838 |
| 2021                                   | 695 | 646   | 690   | 846   | 2,877 |
| 2022                                   | 662 | 2,337 | 2,537 | 1,371 | 6,907 |
| 2023                                   | 873 | 859   | 896   | 699   | 3,327 |

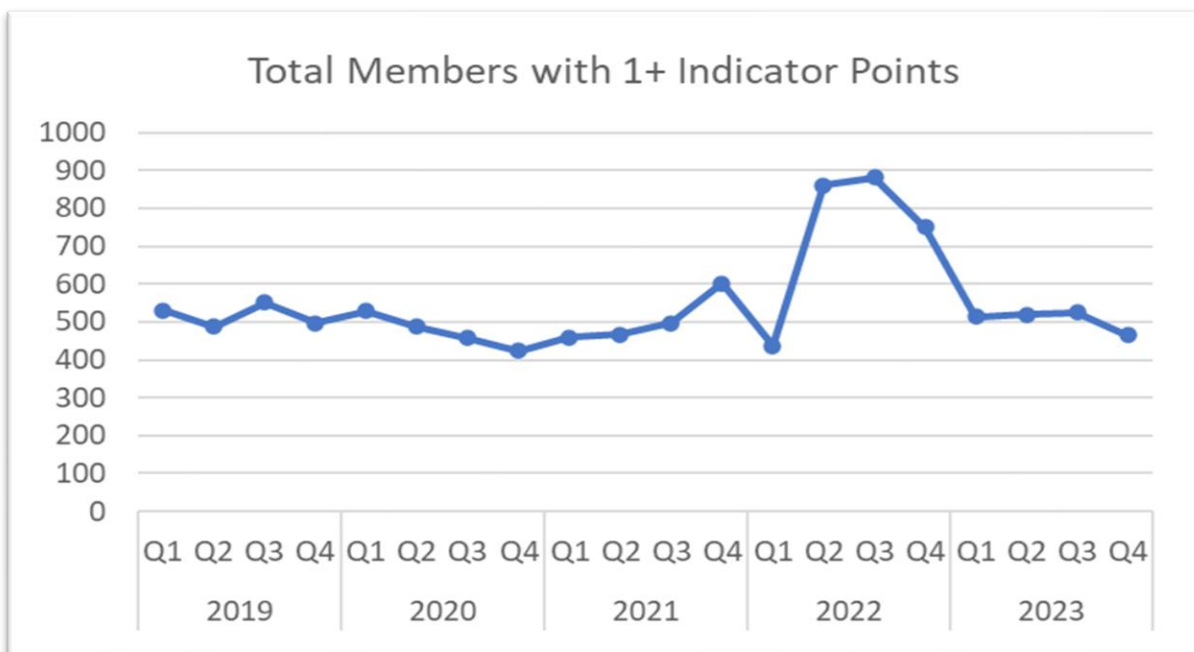
Total Indicator Points decreased 28% from Q3 to Q4 2023.

| Number of Active Sworn Members |         |               |
|--------------------------------|---------|---------------|
| Year                           | Quarter | Sworn Members |
| 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         |
| 2023                           | 1       | 1,909         |
|                                | 2       | 1,906         |
|                                | 3       | 1,880         |
|                                | 4       | 1,867         |





| Indicator Points per Member |         |      |     |     |     |    |    |    |    |    |    |  |
|-----------------------------|---------|------|-----|-----|-----|----|----|----|----|----|----|--|
| Year                        | Quarter | 0    | 1   | 2   | 3   | 4  | 5  | 6  | 7  | 8  | 9+ | Total Members with 1+ Indicator Points |
| 2019                        | 1       | 1788 | 357 | 106 | 51  | 9  | 3  | 1  | 2  | 1  | 0  | 530                                    |
|                             | 2       | 1800 | 320 | 111 | 32  | 19 | 4  | 0  | 1  | 0  | 0  | 487                                    |
|                             | 3       | 1731 | 360 | 112 | 50  | 18 | 8  | 3  | 0  | 0  | 0  | 551                                    |
|                             | 4       | 1791 | 333 | 104 | 37  | 12 | 5  | 2  | 0  | 0  | 0  | 493                                    |
| 2020                        | 1       | 1766 | 368 | 105 | 38  | 12 | 3  | 0  | 3  | 0  | 1  | 530                                    |
|                             | 2       | 1783 | 323 | 106 | 30  | 16 | 5  | 2  | 1  | 0  | 3  | 486                                    |
|                             | 3       | 1792 | 344 | 76  | 26  | 6  | 2  | 3  | 0  | 0  | 1  | 458                                    |
|                             | 4       | 1810 | 297 | 84  | 26  | 9  | 4  | 2  | 0  | 0  | 1  | 423                                    |
| 2021                        | 1       | 1753 | 301 | 103 | 37  | 13 | 1  | 2  | 0  | 1  | 0  | 458                                    |
|                             | 2       | 1714 | 343 | 83  | 28  | 9  | 1  | 2  | 0  | 0  | 0  | 466                                    |
|                             | 3       | 1625 | 366 | 79  | 33  | 13 | 3  | 0  | 0  | 0  | 0  | 494                                    |
|                             | 4       | 1502 | 446 | 105 | 29  | 14 | 4  | 3  | 0  | 0  | 1  | 602                                    |
| 2022                        | 1       | 1610 | 301 | 80  | 38  | 11 | 3  | 2  | 0  | 2  | 0  | 437                                    |
|                             | 2       | 1116 | 344 | 171 | 133 | 85 | 44 | 37 | 23 | 16 | 18 | 871                                    |
|                             | 3       | 1076 | 322 | 172 | 137 | 90 | 56 | 42 | 18 | 19 | 27 | 883                                    |
|                             | 4       | 1185 | 323 | 191 | 109 | 61 | 37 | 17 | 5  | 4  | 3  | 750                                    |
| 2023                        | 1       | 1391 | 313 | 119 | 50  | 21 | 7  | 4  | 3  | 1  | 0  | 518                                    |
|                             | 2       | 1381 | 330 | 117 | 45  | 21 | 5  | 4  | 1  | 1  | 1  | 525                                    |
|                             | 3       | 1333 | 349 | 108 | 55  | 20 | 10 | 3  | 1  | 0  | 1  | 547                                    |
|                             | 4       | 1403 | 323 | 86  | 35  | 11 | 3  | 4  | 1  | 0  | 1  | 464                                    |

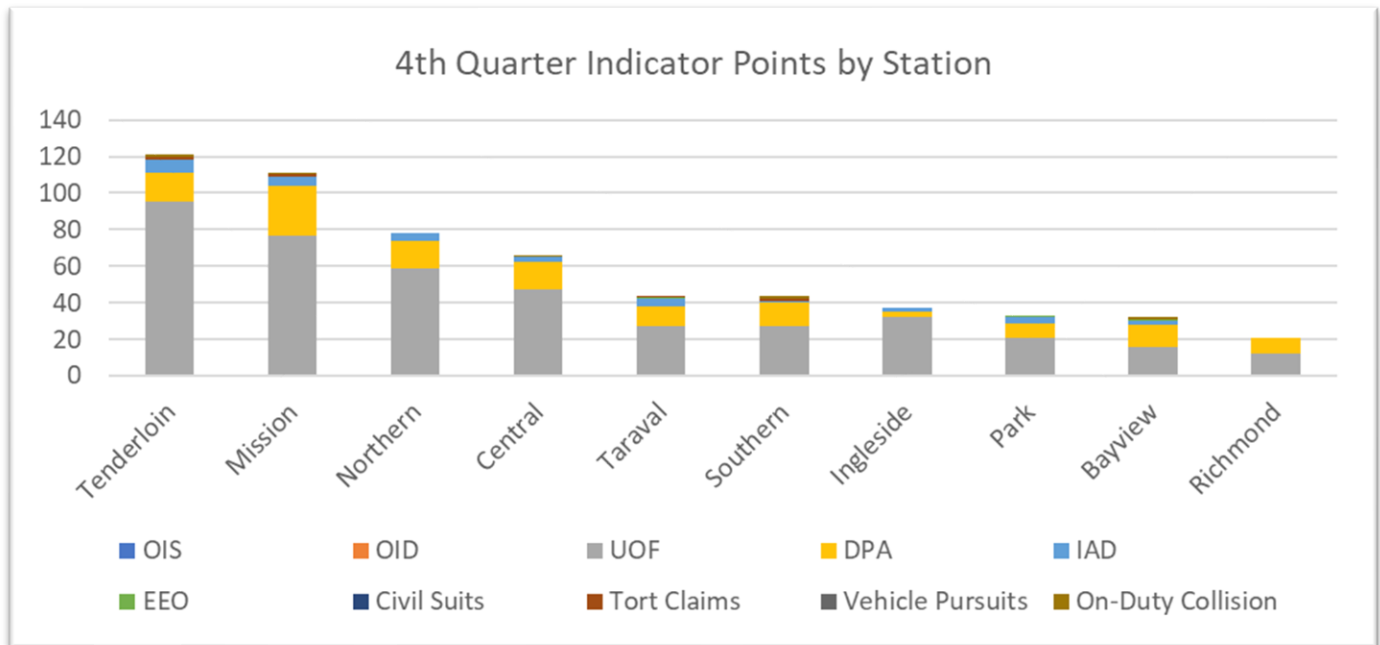




### 4<sup>th</sup> Quarter 2023 Indicator Points by Station

|                   | OIS      | OID      | UOF        | DPA        | IAD       | EEO      | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | Total      |
|-------------------|----------|----------|------------|------------|-----------|----------|-------------|-------------|------------------|-------------------|------------|
| <b>Tenderloin</b> | 0        | 0        | 95         | 16         | 7         | 0        | 0           | 2           | 0                | 1                 | <b>121</b> |
| <b>Mission</b>    | 0        | 0        | 77         | 27         | 5         | 0        | 0           | 1           | 0                | 1                 | <b>111</b> |
| <b>Northern</b>   | 1        | 0        | 58         | 15         | 4         | 0        | 0           | 0           | 0                | 0                 | <b>78</b>  |
| <b>Central</b>    | 0        | 0        | 47         | 15         | 3         | 0        | 0           | 0           | 0                | 1                 | <b>66</b>  |
| <b>Taraval</b>    | 0        | 0        | 27         | 11         | 4         | 1        | 0           | 1           | 0                | 0                 | <b>44</b>  |
| <b>Southern</b>   | 0        | 0        | 27         | 13         | 1         | 0        | 0           | 1           | 0                | 2                 | <b>44</b>  |
| <b>Ingleside</b>  | 0        | 0        | 32         | 3          | 2         | 0        | 0           | 0           | 0                | 0                 | <b>37</b>  |
| <b>Park</b>       | 0        | 0        | 21         | 8          | 3         | 1        | 0           | 0           | 0                | 0                 | <b>33</b>  |
| <b>Bayview</b>    | 0        | 0        | 16         | 12         | 2         | 1        | 0           | 0           | 0                | 1                 | <b>32</b>  |
| <b>Richmond</b>   | 0        | 0        | 12         | 9          | 0         | 0        | 0           | 0           | 0                | 0                 | <b>21</b>  |
| <b>Total</b>      | <b>1</b> | <b>0</b> | <b>412</b> | <b>129</b> | <b>31</b> | <b>3</b> | <b>0</b>    | <b>5</b>    | <b>0</b>         | <b>6</b>          | <b>587</b> |

### 4<sup>th</sup> Quarter Indicator Points by Station





### 4th Quarter 2023 Indicator Points by Unit

|              | OIS      | OID      | UOF       | DPA       | IAD       | EEO      | Civil Suits | Tort Claims | Vehicle Pursuits | On-Duty Collision | Total      |
|--------------|----------|----------|-----------|-----------|-----------|----------|-------------|-------------|------------------|-------------------|------------|
| TACT         | 0        | 0        | 21        | 0         | 1         | 0        | 0           | 1           | 0                | 1                 | 24         |
| FOB          | 0        | 0        | 9         | 5         | 0         | 0        | 0           | 0           | 0                | 0                 | 14         |
| AFOB         | 0        | 0        | 10        | 2         | 1         | 0        | 0           | 0           | 0                | 0                 | 13         |
| CVRT         | 0        | 0        | 5         | 3         | 0         | 0        | 0           | 0           | 0                | 1                 | 9          |
| HSU          | 0        | 0        | 3         | 1         | 3         | 0        | 0           | 0           | 0                | 0                 | 7          |
| SVU          | 0        | 0        | 0         | 5         | 0         | 0        | 0           | 0           | 0                | 0                 | 5          |
| CGIC         | 0        | 0        | 4         | 1         | 0         | 0        | 0           | 0           | 0                | 0                 | 5          |
| SID          | 0        | 0        | 1         | 2         | 0         | 0        | 0           | 1           | 0                | 0                 | 4          |
| BURG         | 0        | 0        | 0         | 3         | 0         | 0        | 0           | 0           | 0                | 0                 | 3          |
| ROBB         | 0        | 0        | 1         | 0         | 2         | 0        | 0           | 0           | 0                | 0                 | 3          |
| CIS          | 0        | 0        | 0         | 0         | 0         | 3        | 0           | 0           | 0                | 0                 | 3          |
| MTA          | 0        | 0        | 0         | 2         | 0         | 1        | 0           | 0           | 0                | 0                 | 3          |
| NIGH         | 0        | 0        | 0         | 2         | 0         | 0        | 0           | 0           | 0                | 0                 | 2          |
| GENE         | 0        | 0        | 0         | 2         | 0         | 0        | 0           | 0           | 0                | 0                 | 2          |
| ACAD         | 0        | 0        | 0         | 1         | 1         | 0        | 0           | 0           | 0                | 0                 | 2          |
| CHIE         | 0        | 0        | 0         | 2         | 0         | 0        | 0           | 0           | 0                | 0                 | 2          |
| DOC          | 0        | 0        | 0         | 0         | 0         | 1        | 0           | 0           | 0                | 0                 | 1          |
| PROF         | 0        | 0        | 1         | 0         | 0         | 0        | 0           | 0           | 0                | 0                 | 1          |
| UNK          | 0        | 0        | 0         | 1         | 0         | 0        | 0           | 0           | 0                | 0                 | 1          |
| CED          | 0        | 0        | 0         | 0         | 1         | 0        | 0           | 0           | 0                | 0                 | 1          |
| HOMI         | 0        | 0        | 0         | 0         | 0         | 0        | 0           | 0           | 0                | 1                 | 1          |
| MUNI         | 0        | 0        | 0         | 0         | 0         | 0        | 0           | 0           | 0                | 1                 | 1          |
| INVE         | 0        | 0        | 0         | 0         | 1         | 0        | 0           | 0           | 0                | 0                 | 1          |
| NARC         | 0        | 0        | 0         | 0         | 1         | 0        | 0           | 0           | 0                | 0                 | 1          |
| MEDI         | 0        | 0        | 0         | 1         | 0         | 0        | 0           | 0           | 0                | 0                 | 1          |
| CSI          | 0        | 0        | 0         | 0         | 1         | 0        | 0           | 0           | 0                | 0                 | 1          |
| LEGA         | 0        | 0        | 0         | 1         | 0         | 0        | 0           | 0           | 0                | 0                 | 1          |
| <b>Total</b> | <b>0</b> | <b>0</b> | <b>55</b> | <b>34</b> | <b>12</b> | <b>5</b> | <b>0</b>    | <b>2</b>    | <b>0</b>         | <b>4</b>          | <b>112</b> |

