

**POLICE ACCOUNTABILITY BOARD
SUPPLEMENTAL MEETING PACKET
Wednesday, February 7, 2024¹
6:30 P.M.**

Board Members

John Moore III (Chair)
Kitty Calavita
Julie Leftwich
Joshua Cayetano

Leah Wilson (Vice-Chair)
Regina Harris
Brent Blackaby
Alexander Mozes

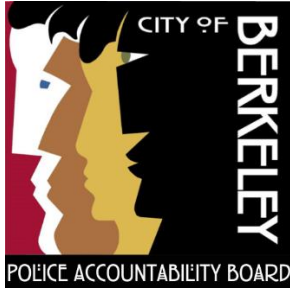
MEETING LOCATION

North Berkeley Senior Center
1901 Hearst Avenue
Berkeley, CA 94709
([Click here for Directions](#))

Item Number	Description	Page
11.c.	Materials for the review and approval of BPD Officer Commendations	1
11.d.	Materials for the discussion regarding the City Manager's implementation of the City Council's directive to revise the Early Intervention System (EWS) policy of the Berkeley Police Department.	24

¹ The PAB regular meeting originally scheduled for February 14th, 2024, was canceled and rescheduled for February 7, 2024, by the PAB at their January 24, 2024, Regular Meeting.

Materials for the review and approval of BPD Officer Commendations



MEMORANDUM

To: Honorable Members of the Police Accountability Board (PAB)
From: Commendations Subcommittee (Brent Blackaby, Regina Harris, Chip Moore)
Date: February 2, 2024
Subject: Recommended BPD Commendations & Notable Service Recognitions for approval

Background:

At our November 8, 2023 meeting, the Police Accountability Board formed a Commendations subcommittee “to review and recommend BPD commendations, for ratification and approval by the full Board on a quarterly basis.”

The Board further authorized:

- Subcommittee will review potential commendation submissions from multiple sources, including members of the public, the Department, and other Board members – already sorted and categorized by the Board Secretary
- Once per quarter, the subcommittee will recommend to the full Board a group of sworn officers of the Berkeley Police Department to receive official commendation, and a group of officers to be included in a “Notable Service” packet
- Board will receive recommendations from the subcommittee and vote to approve or reject each commendation

Additionally, according to Section L of the Police Accountability Board’s Standing Rules (ratified by City Council in December 2021),

...

4. *For the Board to issue a commendation or other honor, the BPD officer, employee, or group must be found to have performed an extraordinary service or performed in an extraordinary manner that meets one or more of the following criteria:*

- a) *Exceptional valor, bravery, or heroism;*
 - b) *Superior handling of a difficult situation;*
 - c) *An action or performance that is above and beyond typical duties;*
 - d) *Extraordinary compassion, empathy, or kindness.*
5. *A motion to commend or otherwise honor BPD personnel shall include the act or incident giving rise to the honor and describe how it meets the above criteria. The motion must receive a majority of affirmative votes of Board members present at the meeting to pass.*
6. *Following the meeting, the Board secretary shall communicate the Board's action in writing to the City Council, and shall also forward the commendation to the Chief of Police, with a request that the commendation or other honor be placed in the personnel file of each sworn officer or civilian employee commended.*

Recommended for Commendations:

- Officer Gasper and Officer Ludovico, for their superior handling of a difficult situation, preventing a Berkeley resident suffering a mental crisis from taking their own life (Commendation_136 in packet)
- Officer Cerletti, for exceptional bravery and superior handling of a difficult situation, apprehending two robbery suspects, who were possibly armed, without escalating into lethal or less-lethal uses of force (Commendation_148 in packet)

Recommended for Notable Service Recognition:

- Officers Schikore and Valle (Commendation_4)
- Sergeant Perkins (Commendation_14)
- Officer Lozier (Commendation_39)
- Officers Jacala, Maldonado, Collier, and Murray (Commendation_51)
- Officer Jacala (Commendation_87)
- Officer Futch (Commendation_117)
- Sergeant Parsons, Sergeant Grant, Sergeant Bejarano, Detective Tinney, Detective Villarroel, Detective Grover, and Officer Breaux (Commendation_125&126)
- Officer Yu & Officer Verrett (Commendation_140)
- Officer McBride (Commendation_143)
- BPD Dispatch Team (Commendation_145&146, 154&155)

Action:

- We request that the Board approve these Commendations and Notable Service Recognitions
- We will then work with ODPA staff to determine appropriate mode of recognizing each officer, while notifying City Council and Chief Louis



BERKELEY POLICE DEPARTMENT MEMORANDUM



To: Chief Louis C-1 Date: 08/04/2023
From: Sgt. Landrum S-1
Subject: Commendation for Officer Gasper and Officer Ludovico

I would like to recognize Officer Gasper and Ludovico for their actions and outstanding service to the community and saving a person's life.

On April 6, 2023 Officers were dispatched to the UA Homes at 1040 University Ave. regarding a report of a person in crisis who was threatening to jump out of the third story window of their apartment. It was further reported that the subject had broken the window, and that they were screaming and bleeding.

Officer Gasper and Officer Ludovico arrived shortly thereafter. At that time, the UA Homes was part of Ofc. Gasper's beat. Both he and Ofc. Ludovico know many of the people encountered in the west area of Berkeley and have established working relationships with many of those people which has allowed them to gain both trust and compliance in critical incidents.

April 6th was one of those days where that trust mattered the most. After Ofc. Gasper exited his car, he looked up, saw the subject who he immediately recognized from prior contacts and told the person to get back inside. That subject immediately went back into their apartment. Both Ofc. Gasper and Ludovico hurriedly made their way to that person's residence. Ofc. Gasper and Ofc. Ludovico were able to de-escalate and talk the subject into peacefully complying with them and detained the subject for medical treatment and mental health evaluation.

The Officer's quick actions, the relationships with the many people on their assigned areas, their care and compassion for others, and their extraordinary ability to de-escalate someone in crisis who came within a breath of taking their own life demonstrates the pride and professionalism of the Berkeley Police Department and our ultimate goal of saving people's lives.



**Berkeley Police Department
Memorandum**



To: Chief Jennifer Louis via Chain of Command
From: Sergeant Peter Lee #S-5
Date: September 27, 2023
RE: Commendation for Officer Cerletti #144, Officer Peters #148, Officer Pickett #81, Officer Michalczyk #9, Officer Stern #8, Officer Driscoll #71, Officer McBride #10, Officer Echeverria #24, Officer Tam # 109, Officer Verrett #80, Officer Montero #160, Officer, Valle #111, Officer Nabozny #111, Officer Armistead #4, Officer Piombo #49, Officer Sahota #1, Officer Thome #6, Officer Davis #52, Officer Garcia #44, Officer Guananja #121, CSO D. Lee #459, PSD Mariam #512, PSD Afsana #506

On September 21st, an attempted armed robbery victim flagged down Officer McBride and Officer Echeverria to report the crime. The officers immediately broadcasted the two suspects' descriptions to other officers. Officer Valle and Officer Montero arrived in the area on a separate call but saw one of the robbery suspects who fled on foot once he saw the officers. Both officers chased after the suspect as Officer Pickett arrived and joined the foot pursuit.

The suspect ran into the _____ responded to assist. Officers Driscoll, Stern, Michalczyk, Peters, Cerletti, Tam, Verrett, Nabozny, Armistead, Piombo, Thome, Sahota, Davis, Garcia, and Guananja responded and established a perimeter and search party.

The Suspect was spotted by Officer Cerletti as he popped out of the block and tried to walk away. Officer Cerletti bravely chased the suspect, who was possibly armed, as he tried to run into the block again. As Officer Cerletti was ordering the suspect to the ground at gunpoint, the suspect reached down to his waistband prompting Officer Cerletti to yell for him not to reach. However, for unknown reasons, the suspect _____ could have been a tragic situation, but because of Officer Cerletti's experience and confidence, the suspect was safely taken into custody. He was identified by the victim as one of the two robbery suspects.


Officers never saw the second suspect. The block was released, but a few minutes later a _____ and reported a male hiding on her property in an adjacent block. Officers responded and containment was set. A search party was established and conducted yard searches. After an hour the suspect ran out of the block and directly into Officer Cerletti. Officer Cerletti challenged this second suspect at gunpoint and took him into custody. This suspect was identified by the victim as the second robbery suspect.

**Options
Recovery
Services**

Choose Options for Life

To Whom it may Concern:

From: f

Hello, I wish to take the time to express my gratitude for your Officers, stressing Officers Schikore #13 and Officer Valle #111. 

On 05-17-2023 these Officers (along with 2 other unidentified Officers) responded to , , , , , to address several issues. This is an area where people temporarily congregate. Coupled with this there are compounding issues which include illicit drug use, sanitary/biohazard issues and the obstruction of a handy-capped ramp.

In-short your Officers were professional, efficient and followed a test book Community Policing Model. Officer Valle explained the issues at hand and extended options to the subject on scene. Officer Valle was patient, polite and understanding, as were all the responding Officers. The subject on scene and the Officers came to an agreement which was mutually acceptable. Officer Valle additionally contacted Berkeley Community Services to ensure the subject was extended applicable city services.

Officer Valle went further by informing another Officer of the Community Service Bureau to follow-up that same day. She responded and was accompanied by (2) Bike Patrol Officers. I found this follow-up response impressive. They visited in with the subject, checking on her well-being.

On 5-18-2023 Officer Valle returned to the location and the agreed upon solution was effected; with the assistance of DPW all the above mentioned issues were resolved.

I apologize to the Offices I could not mention by name.

This letter is to acknowledge all of your Officers attention to duty and the essential function they provide. They should be applauded for their professionalism, diligence, and the compassion with which they disseminate their duties.

From:
Sent: Tuesday, May 30, 2023 3:48 PM
To: Commendations; Berkeley Mayor's Office; All Council
Subject: Appreciation of Officer Sergeant Perkins Badge #S7

Follow Up Flag: Follow up
Flag Status: Flagged

WARNING: This is not a City of Berkeley email. Do not click links or attachments unless you trust the sender and know the content is safe.

Hello. My name is [REDACTED] On Sunday May 28th I was in vehicle about a little after 4 P.M. near Ashby and Sacramento St. As I was driving on Sacramento St nearing Russell St I had some car issues. My car had died and caused traffic to stop. There was an Berkeley Police Officer there on Russell St and Sacramento St at the time when car died.

This Police Officer put on her lights and came to control traffic. I got out the car and went to where my vehicles problem lay . She greeted me warmly and some my team baseball items rolled out my car and went everywhere ☹️. While I was picking up items she was directly traffic and when cars proceeded, she helped me retrieve items, bless her. She then proceeded to help me move vehicle to side out of danger. I told her I had someone coming she offered to wait but I explained to her my help was coming from few blocks away.

This Officer, I'm now finding out is a Sergeant. She did a few positive things, all in one occasion.

1. She greeted me kindly, didn't judge me for slowing traffic down.
2. She Represented BPD and City of Berkeley well with her services while providing great leadership.
3. She was approachable and made me feel comfortable as a citizen first but admittedly as a Black Man. She wasn't over aggressive or rushing me.

THE MOST POSITIVE PART OF THIS EXPERIENCE was the Sergeant's display of humanity!! Her willingness to help from the heart not just the job. For her I truly thank her!!

THIS GREAT SERGEANT IS SERGEANT PERKINS BADGE #S7. BPD SHOULD BE HONORED AND LUCKY TO HAVE HER.

Commendations External July - Sept 2023

From: BPD Webmail
Sent: Thursday, May 11, 2023 8:52 AM
To: Commendations
Subject: FW: So Grateful!

Follow Up Flag: Follow up
Flag Status: Flagged

Internal

Please process as a commendation.



Sergeant Kevin Kleppe
BERKELEY POLICE DEPARTMENT
Community Services Bureau / PIO
Special Response Team
(510) 981-5821

Follow us on:



From
Sent: Wednesday, May 10, 2023 7:43 PM
To: BPD Webmail <bpdwebmail@cityofberkeley.info>
Cc: Dozier II, Lionell F. <LDozier@cityofberkeley.info>
Subject: So Grateful!

WARNING: This is not a City of Berkeley email. Do not click links or attachments unless you trust the sender and know the content is safe.

I want to take a moment to thank our Berkeley Police Department. Every time I have asked for help from the Berkeley police department, there have been compassionate intelligent and patient officers that have helped me.

Today was no exception. Officer Lozier helped me navigate cyber bullying against my teenage son. Although my son had many mistakes that led him on this path, officer Lozier helped me navigate which ones to focus on with my son, which ones to really worry about, how to take correct protective actions and the best next steps. When asked about pressing charges, my son and I decided to proceed. However, it also gave a chance for my son and I to have a good discussion about how the judicial and prison system is important and the many ways it fails. If we find out it is another teen making bad decisions, we are likely to drop charges. If we find out it is someone bullying many naïve teens, then we will feel comfortable with actions to curb this behavior. If it all dissolves into the ether, we will also be happy. I am very grateful for Officer Lozier's patience while I sat and explained my situation as a clueless, worried and tearful parent. I know my son will be OK and supported with the help of the school, friends, family and the BPD. Thank you Officer Lozier for being outstanding.

Commendations External July - Sept 2023

From: Reece, Kevin A.
Sent: Wednesday, July 05, 2023 10:52 PM
To: Commendations
Cc: Okies, Joe
Subject: FW: External commendation: FW: Call From [redacted] Wed, Jun 28 11:52 AM for [redacted]
Attachments:
Follow Up Flag: Follow up
Flag Status: Flagged

Please route this commendation.

From: Wilson, Brian D.
Sent: Wednesday, July 5, 2023 10:45 PM
To: Reece, Kevin A. <KReece@berkeleyca.gov>
Subject: External commendation: FW: Call From [redacted] at Wed, Jun 28 11:52 AM for [redacted]

Internal

Hi Lt,

The above voicemail received by CSB is from [redacted] .om [redacted] . I listened to the voicemail and this is what she said in summary.

She wanted to commend the Officers that were sent to her home regarding her daughter's boyfriend, who was having a mental health crisis. [redacted] wanted to express her appreciation to the Officers who responded to the call she had to make. She further stated that she was so impressed with the temperament of the Officers who had to handcuff and put shoes on his feet. [redacted] said, "It was a difficult situation and it started well by the conduct and treatment by those fine 3 men."

I researched the call and it is from a call to BPD on [redacted] I watched the body camera footage and the Officers present during this call for service were Jacala, Maldonado, Collier, and Murray.

Can you route this email for a commendation for all of the above Officers? They all should be commended for their actions and treatment of the subject.

Thanks,
Wilson

From: Hunt, Beau
Sent: Wednesday, June 28, 2023 1:30 PM
To: Lindenau, Craig W. <CWLindenau@berkeleyca.gov>; Castle, Scott <SCastle@berkeleyca.gov>; Wilson, Brian D. <BWilson@berkeleyca.gov>; Coats, Jennifer R. <JRowland@berkeleyca.gov>
Subject: FW: Call From [redacted] at Wed, Jun 28 11:52 AM for [redacted]

Internal



BERKELEY POLICE DEPARTMENT MEMORANDUM



To Officer Ed Jacala Date August 8, 2023
From Captain Kevin Schofield, Acting Chief of Police
Subject COMMENDATION – AUTO BURGLARY INVESTIGATION

On August 4, I got a phone call from the Honorable _____ a Superior Court Judge in San Diego, California. He wanted to speak directly to me to praise you and your actions on a recent case. Judge _____ told me that he was in Berkeley on July 31st with his daughter who is attending UC Berkeley. They returned to their parked car to find you waiting for them and you informed them that they were victims of a window smash auto burglary. Numerous items were taken, including a backpack with electronics totaling more than \$6000 in value (Case _____)

While on the scene dealing with this, the Judge also watched you assist in contacting a bicyclist who was being stopped. He observed your calm demeanor, respectful words, and noted how you dealt the bicyclist by treating it as a teaching moment as you could have easily handled it as strictly an enforcement contact.

In the days following the auto burglary, you remained in contact with the daughter/victim with updates on the case. The Judge commented to me that he knew immediately that your level of service was above and beyond the norm adding, "Wow" and "He didn't have to do that". Despite the electronic tracking attempts by numerous officers, the high dollar items will likely not be recovered. However, it was great news for the victim that her passport was later recovered.

Judge _____ has many years of experience in the legal system as a Public Defender and Prosecutor, plus serving for the last 17 years as a Judge. He relayed that has seen range of good and bad behavior from people over the years, including good and bad police officers. As a result, the Judge felt it was extremely important that he point out what he saw as your excellent performance of duty.

Even though you have handled hundreds of auto burglary calls in your career and it is a regular occurrence, you still took the time to take care of the victims, recognizing it is not a normal occurrence for them. You treated them with empathy, respect and provided great follow up to keep them informed.

This very busy Judge in Southern California found your actions so exemplary that he took the time and energy to contact me and praise your work. I join the Judge in appreciation and admiration of your commitment to providing high quality service. Keep up the great work, Ed!

From: Louis, Jennifer A.
Sent: Monday, September 18, 2023 2:21 PM
To: Commendations
Subject: Fwd: Thank you to Officer Futch!

Follow Up Flag: Follow up
Flag Status: Flagged

Begin forwarded message:

From:
Date: September 18, 2023 at 2:16:23 PM PDT
To: "Louis, Jennifer A." <JLouis@berkeleyca.gov>
Cc:
Subject: Thank you to Officer Futch!

Chief Louis - so good to see you at the Fire Fest!

I'm writing to share with you that last week [redacted] had a productive neighborhood meeting with the folks in the Bateman neighborhood. After an [redacted] on one of their neighbors, the community gathered with 72 hours notice. By one count, there must have been upwards of 50 people gathered together to talk about safety in the neighborhood. Fortunately the [redacted] she was present at the gathering, but clearly the incident was a spark that brought to light fears about public safety among many in the area.

[redacted] of questions and provided updates on the work we've been doing on the council, but the real star was Officer Kajahna Futch. I have met Officer Futch several times since she became our new area coordinator, but I had not yet had the opportunity to see her in action and interacting with residents.

Facing a concerned crowd of Bateman neighborhood residents, Officer Futch was a brilliant communicator for the city. She described the work the city is doing to address violent crime, addressed misconceptions about policing, provided safety advice, and most importantly, was a kind and understanding representative of the department.

Thank you Chief Louis, for your leadership of our team. While the neighbors we spoke to were clearly frightened and worried, I think they left the meeting feeling reassured that the city has such excellent people watching out for them.

All the best,



**Berkeley Police Department
Memorandum**



July 3rd, 2023

To: Chief Louis
Via Chain of Command

From: Sergeant Bonaventure S-10

Re: **Commendation for Alameda PD Sgt. Stofle S3, Sgt. Parsons S35, Sgt. Grant S27, Sgt. Bejarano S11, Det. Tinney #63, Det. Villarroel #11, Det. Grover #67, Ofc. Breaux #15 (2023-27893)**

On 6/9/23, approximately 1610 hours, a robbery via firearm was reported at the
The victim was working in the truck when the suspect handed her a note and brandished a firearm. The note was written in Spanish and read in summary:

Put all the money in the bag, we know what you have in the register, careful calling the police, we are watching you.

Fearing for her safety, the victim put approximately \$2,000 in the bag provided by the suspect and handed it back to him. The suspect then fled on foot northbound on

Within just a couple of minutes, Officers arrived on scene and began to investigate. Officer Breaux #15 saw that there were video cameras in the area and was able to obtain surveillance footage that captured the suspect arriving and leaving in a

Sergeant Bejarano S11 reviewed the video footage of the suspect vehicle and determined the rear license plate was
Sergeant Bejarano had a felony stop placed on the vehicle and then distributed a police bulletin with photos of the car and suspect to surrounding agencies.

Officers from Albany PD and Emeryville PD also sent out police bulletins with photos of the same robbery suspect. The same suspect had robbed a food truck in Albany and attempted to rob a food truck in Emeryville.

Over the next few days, Alameda Police Sergeant Rob Stofle S3 contacted me and advised that the vehicle had been captured on their ALPR at Harbor Bay Parkway and Ron Cowan Expressway on several occasions. The ALPR hits gave a consistent time frame and location for us to search for suspect vehicle. This information was extremely useful because I was unable to locate the vehicle at any associated addresses.

Based on Alameda PD's consistent ALPR hits, I set up an operation to attempt to detain the driver of the vehicle.

Officers assigned to the operation were as follows:

Scene Supervisor – Sergeant Bonaventure S10

Stop Team 1 - Sergeant Grant S27/Detective Tinney #63

Stop Team 2 - Detective Villarroel #11/Detective Grover #67

Plainclothes – Sergeant Parsons S35

On 6/13/23, approximately 0856 hours, we were staging our vehicles in Alameda when Sergeant Stofle advised that the suspect vehicle had just been captured on and I immediately broadcast the suspect vehicle location when Detective Tinney stated he had already spotted the vehicle and was beginning to conduct an enforcement stop.

The driver (later identified as) stopped and was detained without incident. I arrived on scene and immediately recognized that resembled the robbery suspect from surveillance photos in this case, the Albany robbery, and the attempted robbery in Emeryville. also wearing the same shoes that he wore during the Berkeley Robbery.

was arrested for the Berkeley robbery and transported to the Berkeley Police Department by Detectives Villarroel and Grover.

primarily spoke Spanish, so Detective Villarroel offered to take the lead on the interview. Initially robbery, however, Detective Villarroel continued to confront him with the surveillance photos and he eventually confessed to the Berkeley robbery. Detective Villarroel was also able to get the Albany robbery and the attempted robbery in Emeryville. At the end of the interview, in all of the surveillance photos and wrote an apology letter to the Berkeley robbery victim.

a was later charged by the Alameda County District Attorney's Office with the Berkeley robbery, Albany robbery, and the attempted robbery in Emeryville.

I would like to commend all of the Officers who participated on this case for their outstanding effort. This case highlights how department-wide teamwork, technology, and positive working relationships with our allied agencies can help everyone achieve successful outcomes.



Berkeley Police Department Memorandum



To: Chief Louis & Acting Chief Schofield, Date 08/04/2023
 Via Captain Okies,
 Via Lt. Speelman,
 Via Lt. Cummings

From: Sgt. Donovan Edwards #532

Subject: Officers Commendation in regards to

On 06/03/2023 at approximately 1457 hours, Ofc. Yu (#28) responded to a report of a sexual battery at a business located at [redacted] CA. Ofc. Yu learned an unknown suspect hugged the victim from behind, reached under her skirt, and touched her buttocks. Ofc. Yu was able to obtain surveillance video of this incident. The surveillance video showed the suspect waited inside the business until the victim was alone (no other customers present) and proceeded assault the victim. Ofc. Yu later created a crime bulletin that included a photo of the unknown suspect.

On 06/04/2023 at approximately 1947 hours, Ofc. Verrett (#80) was responding to an unrelated disturbance in Downtown Berkeley. Ofc. Verrett located Lamonte Campbell, who matched the description of the sexual battery suspect from Boba Panda. Ofc. Verrett contacted Campbell and detained him in handcuffs.

Ofc. Tran (#29) contacted the victim and brought her to the detention location. During an In-Field Show-Up, the victim [redacted] battery suspect. Ofc. Garcia (#44) assisted on this investigation, by transporting [redacted] Jail, and collecting his clothing as evidence.

During his investigation, Ofc. Verrett learned [redacted] on CDCR Parole for [redacted]. Ofc. Verrett determined [redacted] nearby and conducted a parole search at [redacted] residence. Ofc. Verrett located evidence that furthered linked [redacted] the sexual battery.

Ofc. Verrett would later conduct a Post-Miranda Interview with [redacted] lengthy interview, Ofc. Verrett obtained several admissions from [redacted] regards to this incident. Based on Ofc. Verrett's investigation, coupled with [redacted] statement, Ofc. Verrett arrested and had [redacted] booked into the BPD Jail for [redacted]. [redacted] Alameda County District Attorney's Office later filed charges on [redacted] for this incident.



Berkeley Police Department Memorandum



To: Chief Louis, Date 08/25/2023
 Via Captain Okies,
 Via. Lt. Cummings

From: Sgt. Donovan Edwards #532

Subject: Officer McBride CHP 10851 Award

On 07/27/2023, Officer Brandon McBride received his CHP 10851 Pin Award. This award is given to uniformed officers who, during a 12-month period, achieve six (6) CVC 10851 arrests (In-custody) and/or recover twelve (12) stolen vehicles, three (3) of which must be cleared by arrest.

Ofc. McBride made three (3) CVC 10851 arrests and recovered nine (9) stolen vehicles within a five-month period (January to May-See Cases Below).

Ofc. McBride's achievement is a testament to his proactive mindset, coupled with the great assistance of his teammates on Patrol Team 7.

In-Custody

-
-
-

Recoveries (Un-Occupied):

-
-
-
-
-
-
-
-
-



I would like to commend Ofc. McBride for his outstanding effort in locating several stolen vehicles and helping return stolen vehicles in the City of Berkeley to their rightful owners.

Commendations Internal July - Sept 2023

From: Louis, Jennifer A.
Sent: Sunday, August 27, 2023 11:11 PM
To: Johnson, Rayna T.
Cc: Schofield, Kevin M.; Jasper, Shelba; Edwards, Valentina; Lockhart, Dawn M.; Commendations; Durbin, Michael R.; Okies, Joe; Tate, Jen
Subject: Re: Dispatcher Commendation - Emeryville Bay Street Incident Case #23-41716

Follow Up Flag: Follow up
Flag Status: Flagged

Thank you very much Rayna for your work to lead the team with this incident. I'm sure your calm and composure positively impacted the team. I am happy to accept and process this commendation.

On Aug 27, 2023, at 10:07 PM, Johnson, Rayna T. <RTJohnson@berkeleyca.gov> wrote:

Internal

Dear Chief Louis,

I would like to formally commend all of the Dispatchers on duty during the Emeryville Bay Street Incident 8/27/23.

SUMMARY:

At 1753 hours, Emeryville PD's Dispatch called our Communication Center requesting code 3 cover with a rally point at Barnes & Noble. Amber Paulisich-Poon took the initial report of 100 juveniles fighting on Bay Street with only 8 Emeryville officers on scene. There was also an initial report of a subject with a screwdriver that was ultimately GOA. I broadcasted the information on Channel 1 and Berkeley Officers started towards Emeryville. The information was spotty and chaotic and by 1806 hours, there were reports of 400 juveniles in a full on brawl inside the AMC Theater, on the elevators and in the garage. At 1819 hours, there were Shots Fired which ultimately resulted in an 1199.

ACTIONS:

Call Taker: Amber Paulisich-Poon took the initial call and entered the information quickly. She assisted in agency notifications during the 1199 all while continuing to answer the phones and monitor/respond to the radios.

Fire Dispatcher: Taylor Sproul assisted by documenting what was being relayed on Emeryville's radio channel to assist with Berkeley's response. She also collected numerous names and phone numbers for Emeryville's PIO contact while working the Fire Desk and answering phone calls.

RB1 Operator: Lizzy Rosenlicht monitored Emeryville's radio and called Emeryville's Dispatch to offer resources. During the 1199, she made agency notifications and notified Oakland Police of updates. Lizzy did this while working RB1 and answering phones.

Call Taker: Cheryl Lindenau monitored Channel 1 with me as well as Emeryville's radio. She also assisted with agency notifications during the 1199 while continuing to answer phones and monitoring our secondary radio channel.

Commendations Internal July - Sept 2023

Call Taker/Comm 2: Myriam Duncan took over Channel 2 (Comm 2) in order to run the rest of the City during this incident. She monitored Channel 1 and was my back up. Myriam also passed along media inquiries while continuing to work Comm 2 for the city's remaining calls for service.

TEAM SIDE NOTE:

Most of these Dispatchers were working an extended shift.

1. Amber Paulisich-Poon 14.5 hour shift
2. Taylor Sproul 10 hour shift
3. Lizzy Rosenlicht 14.5 hour shift
4. Cheryl Lindenau 12 hour shift
5. Myriam Duncan 16 hour shift
6. Rayna Johnson 14.5 hour shift

CONCLUSION:

This event lasted almost 2 hours and our Dispatchers did an amazing job. We have been working long hours over an extended period of time and yet, when we had a true emergency, everyone immediately stepped up and worked cohesively as a team. When the 1199 came in, every single one of them shifted seamlessly into "Dispatch" mode. They took initiative, did what was needed and took direction when given. All of their hard work and quick actions assisted our officers in getting the information and resources they needed and helped keep them safe. I am proud of this team and I believe they should be recognized.

With respect,

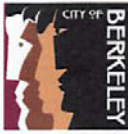
Rayna Johnson

Rayna Taylor Johnson #550
Communications Supervisor
Berkeley Police & Fire Department

rtjohnson@cityofberkeley.info

Office: 510-981-4835

Cell: 510-981-9119



Berkeley Police Department Memorandum



To: Chief Jennifer Louis, C-1
Via Shelba Jasper, Supervisor

Date:

From: Sergeant D. Quezada S-24



Subject: Commendation, Public Safety Dispatchers

Public Safety Dispatch Supervisor Rayna Johnson 550
Public Safety Dispatcher Taylor Sproul 500
Public Safety Dispatcher Amber Paulisich-Poon 530
Public Safety Dispatcher Elizabeth Rosenlicht 527
Public Safety Dispatcher Cheryl Lindenau 509
Public Safety Dispatcher Myriam Duncan 512

On _____ at approximately _____ hours, Emeryville PD Officers requested "Code-3" assistance from BPD Officers in regards to _____ fighting near the

_____ PSD R. Johnson was working Channel 1 and broadcasted the information on Channel 1. Numerous BPD Officers _____ arrived on scene, assisting Emeryville PD Officers with crowd management. The information provided to BPD via EPD was not clear, and chaotic.

By _____ hours, BPD officers were on scene and advised it was a full brawl with reports of fighting inside the AMC Theater and parking garage.

By _____ ours, a fight broke out between two groups and BPD Officers observed one suspect armed with a black semi-automatic firearm. A struggle occurred with the armed suspect and another person from the opposing group, where a gunshot was fired. Officers were already on scene and on-viewed the altercation. Officers then broadcasted, "Shots fired! Shots fired!" This resulted in PSD R. Johnson calling an, "11-99." PSD R. Johnson then facilitated the coordination in calling CHP, ACSO, Albany PD, UCPD, and OPD.

While on a post, additional fights broke out between different groups. BPD Officers located a victim with a stab wound to the back. BPD officers quickly jumped in and providing life-saving medical attention while PSD R. Johnson coordinated with EPD by calling Alameda County Fire and FALCK.

I would like to formally commend all dispatchers on duty during this incident. In my career in law enforcement, I considered this incident as one of the most chaotic, stressful and dangerous situations I've been involved in.

During the incident, BPD Dispatch was the heart, soul, and anchor for our officers. Their professionalism, calmness, and ability to multi-task is what helped BPD officers control the scene and assist EPD.

The following dispatchers should be commended for their actions:

Rayna Johnson was primary on Channel 1. PSD Johnson did an excellent job coordinating and facilitating BPD response. Many officers are not familiar with Emeryville, but PSD Johnson made it clear to make sure BPD officers were safe, calm, and were given all the adequate resources to help assist EPD.

Amber Paulisich-Poon was the call taker that initially took the call. She quickly entered the information and it was given to PSD Johnson to dispatch. She assisted in agency notifications during the 11-99 all while continuing to answer the phones and monitor/dispatch and respond to the radios for the City of Berkeley on Channel 2.

Taylor Sproul was working the fire desk and she assisted by documenting what was being relayed on Emeryville's radio channel to assist with Berkeley's response in Emeryville. She also collected numerous names and phone numbers for Emeryville's PIO contact while working the Fire Desk and answered phone calls.

Lizzy Rosenlicht was working the RB1 desk. She monitored Emeryville's radio and called Emeryville's Dispatch to offer additional resources. During the 11-99, she made agency notifications and notified Oakland Police of updates. PSD Rosenlicht managed to do all of this while working RB1 and answering phones.

Cheryl Lindenau monitored Channel 1 with PSD Johnson and also monitored Emeryville PD's radio. She assisted with agency notifications during the 11-99 while continuing to answer phones and monitoring Channel 2.

Myriam Duncan took over Channel 2 (Comm 2) in order to run the rest of the City during this incident. She monitored Channel 1 and was PSD Johnson's back up. Myriam also passed along media inquiries while continuing to work Comm 2 for the city's remaining calls for service.

This incident was a collaborate effort between BPD Dispatch and BPD Officers. Officers remained in Emeryville until about 2030 hours. BPD Dispatchers went above and beyond to the officers meanwhile also providing their service to the City of Berkeley and our neighboring agencies. Officers are aware that BPD Dispatchers have been working long hours, which can result in fatigue, but when the emergency came, everyone stepped up and made sure the officers made it home safe.

BPD Dispatchers played a critical role in today's incident. BPD officers and dispatchers held a Critical Incident Debrief. Their hard work does not go unnoticed. It should be noted that during the debrief, officers wanted to formally acknowledge BPD Dispatchers for their outstanding work.

Cc: Personnel and Training
Captain K. Schofield
Chief J. Louis

Public

● Exceptional valor, bravery, or he...	1
● Superior handling of a difficult s...	13
● An action or performance that is...	6
● Extraordinary compassion, emp...	25
● Other	16



Date of Commendation	No. of Officers	Officer(s) being commended	Commendation Categories	Page	Additional Notes
8/4/2023	1	Officer Ed Jacala	An action or performance that is above and beyond typical duties;	87	
8/25/2023	1	Ofc. Brandon McBride # 10	An action or performance that is above and beyond typical duties;	143	Outstanding effort in locating several stolen vehicles and helping return stolen vehicles in the City of Berkeley to their rightful owners: made 3 CVC 10851 arrests and recovered 9 stolen vehicles within a 5-month period.
7/2/2023	1	Officer Ramsey	An action or performance that is above and beyond typical duties;	55	One additional officer is noted but not mentioned by name. Commendation has the BPD report number.
8/8/2023	1	Ofc. Ed Jacala	An action or performance that is above and beyond typical duties;Extraordinary compassion, empathy, or kindness;	134	Victim of an auto burglary (a Judge from San Diego) called BPD to praise Ofc. Ofc. Jacala's empathy and respect and actions above and beyond the norm.
9/18/2023	1	Ofc. Futch	Brilliant communication with community members at a neighborhood safety meeting.;	116	Emails from 2 community members to Chief Louis commending Ofc. Futch
9/27/2023	1	Ofc. Cerletti #144	Exceptional valor, bravery, or heroism;Superior handling of a difficult situation;	148	Ofc. Cerletti bravely chased and safely apprehended a possibly armed attempted robbery suspect.
7/29/2023	2	Donovan Edwards, Daniel Quezada	Extraordinary compassion, empathy, or kindness;	81	There were supposedly three officers on scene - all of whom she thanked but only two were forwarded in the email
8/6/2023	4	Officer Parker, Officer Valle, Officer Schikore, Sergeant Landrum	Extraordinary compassion, empathy, or kindness;	85	
9/16/2023	1	Lieutenant Rashawn Cummings	Extraordinary compassion, empathy, or kindness;	91	
	1	Officer Breaux	Extraordinary compassion, empathy, or kindness;	113	Kept citizen up to date with investigation/case pending. Also helped them look for Spanish speaking lawyer pro bono
8/4/2023	2	Ofc. Gasper; Ofc. Ludovico	Extraordinary compassion, empathy, or kindness;	136	Talked potentially suicidal individual into peacefully complying with them and detained the individual. for a mental health evaluation.
9/27/2023	2	Ofc. McBride; Ofc. Echeverria	Extraordinary compassion, empathy, or kindness;	148	Officers McBride & Echeverria spent several hours with the victim of an attempted armed robbery because the understood the importance of the inevitable infield show-ups. They fed the victim their own food and kept him occupied as the block search took place. See separate commendations for Officers McBride, Echeverria and multiple other officers for establishing a perimeter and search party in this case.
4/18/2023	1	Chief Jennifer Louis	Extraordinary compassion, empathy, or kindness;	1	Nominator left blank
6/21/2023	20	Chief Louis; Captain Durbin; Captain Tate; Captain Okies; Lieutenant Reece; Sergeant Kleppe; Sergeant Grant; Officer Harston; Officer Baker; Officer Cole; Officer Villarroi; Officer Martinez; Officer Dozier; Officer Shivas; Officer Yee; Officer Perry; Officer Schikore; Officer Valle; Officer Turney; Officer Bustamante	Extraordinary compassion, empathy, or kindness;	33	
5/10/2023	1	Officer Lozier	Extraordinary compassion, empathy, or kindness;	39	

6/28/2023	4	Officer Jacala; Officer Maldonado; Officer Collier; Officer Murray	Extraordinary compassion, empathy, or kindness;	51	
7/23/2023	1	Officer Breaux	Extraordinary compassion, empathy, or kindness;	73	
6/15/2023	2	Officer Anderson; Sgt. Rego	Extraordinary compassion, empathy, or kindness;	9	
5/30/2023		Sgt. Perkins	Extraordinary compassion, empathy, or kindness;	14	
5/16/2023	2	Sgt. Ryan Anderson; Officer Jessica Perry	Extraordinary compassion, empathy, or kindness;	20	
6/20/2023	2	Chief Louis; Lt. Turner	Extraordinary compassion, empathy, or kindness;	22	
	2	Officer Dave Harston and Officer Jason Baker	Extraordinary compassion, empathy, or kindness;An action or performance that is above and beyond typical duties;	89	Helped search for a missing dog.
9/4/2023	1	Officer Taryn Sahota	Extraordinary compassion, empathy, or kindness;An action or performance that is above and beyond typical duties;	96	Helped recover stolen bicycle
9/12/2023	1	Officer R Jackson	Extraordinary compassion, empathy, or kindness;Professionalism;	98	Responded to hit-and-run and ensured safety of victim and followed up to start insurance claim. Demonstrated courteousness, kindness, professionalism.
8/16/2023	1	Officer Kasia Kirkbride	Extraordinary compassion, empathy, or kindness;Professionalism;	100	Responded to prowler, apprehended the suspect, treated resident with professionalism and built a very human connection
5/18/2023	1	Ofc. Bally #73	Extraordinary compassion, empathy, or kindness;Superior handling of a difficult situation;	138	
		All comm center	Helpful and Professional;	6	No clearly identifiable officer
	1	Officer Popke	Helpful and Professional;	11	
9/27/2023	19	Officers Peters, Pickett, Michalczyk, Stern, Driscoll, McBride, Echeverria, Tam, Verrett, Montero, Valle, Nabozny, Armistead, Piombo, Sahota, Thome, David, Garcia, Guanajia	Officers established a perimeter and search party for an attempted armed robbery suspect. who was successfully apprehended by Ofc. Cerletti (separate commendation);	147	Separate commendation listed for Ofc. Cerletti
6/25/2023	2	Officer Bally; Officer DeGuzman	Professionalism	44	
6/9/2023	1	Ofc. Armistead	Professionalism	18	
5/17/2023	1	Officer Jacala	Professionalism ;	48	
5/13/2023	1	Sergeant Frankel	Professionalism ;	57	
5/14/2023	1	Officer Shivas	Professionalism ;	60	
7/12/2023	1	Officer Moore	Professionalism ;	64	
7/10/2023	1	Officer Bustamante	Professionalism ;	71	
7/27/2023	2	Officer Yurovsky	Professionalism ;	77	One officer is not specifically identified.
7/3/2023	7	Sgt. Stofie S-3; Sgt. Parsons S-35; Sgt. Grant S-27; Sgt. Bejano S-11; Det. Triney #63; Det. Villarreal #11; Det. Grover #67; Ofc. Breaux #15	Superior handling of a difficult situation;	125	Excellent investigation and team effort resulting in the arrest of a suspect in the robbery of a food truck.
8/29/2023	Unknown	Unknown	Superior handling of a difficult situation;	110	Quickly apprehended suspect driving stolen car and was able to identify the suspect and return all property promptly, in conjunction with Oakland PD.

4/9/2023	1	Officer Lewis	Superior handling of a difficult situation;	42	
6/30/2023	1	Officer Coria	Superior handling of a difficult situation;	46	
6/27/2023			Superior handling of a difficult situation;	66	No specific officers are mentioned.
6/27/2023			Superior handling of a difficult situation;	68	No specific officers mentioned.
8/4/2023	4	Ofc. Vu #28; Ofc. Verrett #80; Ofc. Tran #29; Ofc. Garcia #44;	Superior handling of a difficult situation;Effective investigation of a sexual battery;	140	
9/16/2023	1	Unknown	Superior handling of a difficult situation;Extraordinary compassion, empathy, or kindness;	94	Responded to house where drunk individual broke in and assaulted someone.
9/23/2023		All officers present for stabbing at Overlook & Middlefield Rd.	Superior handling of a difficult situation;Extraordinary compassion, empathy, or kindness;	103	"not only did they all act with great competency, efficiency and compassion, they did so under great duress"
9/21/2023	1	Detective Samantha Martinez	Superior handling of a difficult situation;Extraordinary compassion, empathy, or kindness;	105	"...professional, empathetic and dedicated to the safety of all Berkeley residents."
5/17/2023	4	Officer Valle; Officer Schikore; unidentified	Superior handling of a difficult situation;Extraordinary compassion, empathy, or kindness;	4	
9/20/2023	1	Officer J. Baker, Badge No. 112	Told driver to drive more carefully;	108	advice was appreciated
7/12/2023	2	Ofc. Perry; Ofc. Yee		130	Unclear what commendation is for, something related to the BPD Transparency Hub and a Traffic Safety Operation. Email from Sgt. Klappe says "Plese process this as a commendation for Ofc. Perry and Ofc. Yee." It's possible that an attachment to one of the emails is missing: 7/12/23 email from Sgt. Andrew Frankel to Sgt. Klappe and Lt. McGee seems to refer to some sort of media article.
3/28/2023	None	Dispatchers		7	
	6	Sgt. Kleppe; Det. Villarreal; Det. Turney; Det. Dozier; Ofc. Mitchell; Ofc. Yee		15	
				23	Ineligible

Materials for the discussion regarding the City Manager's implementation of the City Council's directive to revise the Early Intervention System (EWS) policy of the Berkeley Police Department.



MEMORANDUM

To: Honorable Members of the Police Accountability Board (PAB)
From: Board Member Joshua Cayetano
Date: February 4, 2024
Subject: Establishing an Effective Early Intervention System as Directed by the City Council

To: Police Accountability Board
From: Board Member Joshua Cayetano
Date: February 4, 2024
Re: Establishing an Effective Early Intervention System as Directed by the City Council

Dear Board Members,

On February 1, 2024, I met with Chief Louis to discuss Berkeley Police Department's (BPD) continued efforts to establish an effective Early Intervention System (EIS) as directed by the City Council nearly three years ago. It is my understanding that Chief Louis and BPD have made substantial progress in building the technological infrastructure to host an effective EIS, but the specifics of the new EIS are yet to be determined. As Berkeley's civilian oversight body tasked with overseeing BPD's practices, policies, and procedures, we have an important role to play in ensuring the new EIS is effective, equitable, and tailored to the community's interests. To that end, Chief Louis has suggested that the Police Accountability Board collaborate with the Department in several key areas. This memo details the Council's directive to establish an effective EIS and formally requests that the PAB collaborate with BPD to implement the necessary changes.

A. Berkeley Police Department must transition to an effective Early Intervention System as directed by the City Council nearly three years ago.

Three years ago, on February 23, 2021, the Berkeley City Council unanimously voted to overhaul BPD's Early Warning System (EWS) and "establish a truly effective Early Intervention System."¹ Law enforcement experts have widely considered early intervention systems to be a best practice for decades.² An EIS is a data-driven tool designed to proactively identify, support, and redirect police officers who exhibit a pattern of potential at-risk behaviors.³ By "flagging" potentially problematic behavior and intervening before it rises to the level of misconduct, an effective EIS prevents police misconduct, limits the financial liability of the City, and promotes both racial justice and public safety. It also provides officers with an opportunity to improve their

¹ Report and Recommendations From Mayor's Fair and Impartial Policing Working Group (February 23, 2021), <https://berkeleyca.gov/sites/default/files/documents/2021-02-23%20Special%20Item%2001%20Report%20and%20Recommendations.pdf>, at 13. The City Council accepted the report and recommendation. Berkeley City Council, Annotated Agenda, February 23, 2021, <https://berkeleyca.gov/sites/default/files/city-council-meetings/02-23-Special-Annotated-Agenda.pdf>, at 3. The Council then unanimously voted to refer to the City Manager to implement the procedural justice reforms contained in the FIP report, including "the creation of an Early Intervention System." *Id.* at 4-5.

² "Enhancing Cultures of Integrity: Building Law Enforcement Early Intervention Systems," San Diego Police Department (January 2011), <https://portal.cops.usdoj.gov/resourcecenter/content.ashx/cops-p052-pub.pdf>, at 13.

³ Zoe Russek and Dylan Fitzpatrick, "Early Intervention Systems," University of Chicago Crime Lab (January 2021), <https://urbanlabs.uchicago.edu/attachments/32d00780dcf1082f6b49c678f2afa838c9105f0c/store/b551dd26ecaa556d96398cc4b4d2ca48ce57165a1c8187b5fc0d0a2f87b0/EIS.pdf>, at 1.

policing practices through mentorship and counseling rather than through formal disciplinary mechanisms.⁴

Berkeley Police Department’s Early Warning System—established in 2004, revised in 2008, and still in effect today—relies on discretionary review by supervisors and a quarterly randomizer that selects five officers to be audited.⁵ That first-generation system was popular in the 1980s and 1990s, but is no longer accepted by law enforcement experts as an effective model.⁶ The vast majority of large police departments across America employ a second-generation, “threshold” model that flags outlier officers once they exhibit risky behaviors a certain standard deviation from their peers⁷; some innovative departments have adopted a third-generation, data-driven EIS that uses machine learning to better predict where intervention is necessary.⁸

The Council and the Mayor’s Fair and Impartial Policing Working Group (FIP) agreed that a revamped Early Intervention System should (a) incorporate Racial and Identity Profiling Act data (b) flag “outlier” officers who exhibit at-risk tendencies, and (c) include a member of the PAB in the intervention process as an “outside observer.”⁹ The Council directed the City Manager to implement these changes.

To date, the formal Early Warning Policy (Policy 1041) does not reflect every change required by the City Council’s directive. BPD agreed to incorporate RIPA data in February 2021 when Council approved the agenda item. The current Policy reflects this revision. However, the Policy does not specify by what system the Department will identify outliers nor does it capture a formal relationship between the PAB and the BPD. The FIP Working Group was clear that the incorporation of RIPA data alone “does not meet the two core components of an EIS system: 1) identify potential individual or group red flag behavior (as early as possible), and 2) intervene to redirect performance and behaviors toward organizational goals.”¹⁰ The FIP Working Group explicitly named the recommendation for an effective EIS among its top priorities, and it is this recommendation that the Council approved and adopted.¹¹

⁴ See Item 25, Referral \$100,000 to June 2023 Budget, <https://berkeleyca.gov/sites/default/files/documents/2023-04-11%20Item%2025%20Referral%20100%2C000%20to%20the%20June%2C%202023.pdf>, at 1-2.

⁵ See Berkeley Police Department Law Enforcement Services Manual, Policy 1041, “Early Warning System.” The randomized audit was instituted in June 2022. See *infra* note 13.

⁶ See “Best Practices in Early Intervention System,” National Police Foundation (Nov. 2018), at 5-7.

⁷ Russek and Fitzpatrick, *supra* note 3, at 3; see Carton, et al., “Identifying Police Officers at Risk of Adverse Events,” 22nd ACM SIGKDD International Conference (Aug. 2016).

⁸ The Charlotte-Mecklenburg Police Department adopted the first data-driven, third-generation software in November 2017. It received widespread praise and awards from the International Association of Chiefs of Police and Laura and John Arnold Foundation. See “Early Intervention System for Reducing Adverse Police Incidents,” Data Science and Public Policy, Carnegie Mellon University, at <http://www.datasciencepublicpolicy.org/portfolio-items/early-intervention-system-for-reducing-adverse-police-incidents/>.

⁹ See FIP Report, *supra* note 1, at 16; Berkeley City Council, Annotated Agenda, February 23, 2021, at 3-4 (unanimously approving those recommendations).

¹⁰ FIP Report, *supra* note 1, at 30.

¹¹ *Id.*

On April 11, 2023, the Council recognized that their directive had not yet been implemented, and allocated \$100,000 to pay a consultant to help implement a new EIS.¹² My understanding is that BPD has been internally developing technology that will host the revamped Early Intervention System.

Even though the development of an effective Early Intervention System is still underway and Policy 1041 does not reflect the new system, the City Manager via the Department regularly reports that the progress on implementing the Council's directives is "complete."¹³ By complete, the Department means that it has modified its Early Warning System to include RIPA and stop data, in addition to randomly auditing five officers every quarter.

I maintain that the Council's directive to establish an effective Early Intervention System is not complete until the Berkeley Police Department has transitioned from an Early Warning System that randomly audits five officers to a data-driven Early Intervention System that employs a flagging-and-intervening system. Besides the fact that I could not find a Department of Justice-approved EIS that relies on random auditing, the concept of random auditing is fundamentally at odds with the purpose of an EIS, which is to identify problematic trends and intervene where necessary to prevent future adverse actions. The California Department of Water Resources does not randomly inspect five dams per quarter; it uses all the instruments at its disposal to identify (or flag) dams that need structural improvement, and then intervenes where necessary. Similarly, the Department cannot rely on a randomizer or even supervisor discretion to discover risky behavior before it becomes a disciplinary issue. It must use a data-driven method.

From my conversation with the Chief, I concluded that she agrees BPD must transition and, in fact, has been trying to for some time. The Police Accountability Board must play an essential role in that transition.

B. The Police Accountability Board must collaborate with Berkeley Police Department to develop an effective Early Intervention System.

Consistent with the Council's directive, the Board must collaborate with the Department in four key areas:

- 1) Assisting in identifying and defining the parameters, factors, and thresholds which would trigger early intervention.
- 2) Reviewing and revising Policy 1041 to reflect a data-driven system.
- 3) Nominating a Board Member to serve as an EIS observer.
- 4) Promoting the institutional adoption of an EIS as a non-disciplinary accountability measure.

Identifying and defining the parameters. The PAB should undoubtedly be interested in what factors and parameters would trigger early intervention. If thresholds are set too high or low, the system will lose its predictive power and frustrate its risk-management purpose.

¹² See Item 25, Referral \$100,000 to June 2023 Budget, *supra* note 4, at 3.

¹³ See Berkeley City Council Agenda Packet, June 14, 2022, <https://berkeleyca.gov/sites/default/files/city-council-meetings/2022-06-14%20Agenda%20Packet%20-%20Council%20-%20WEB.pdf>, at 978.

Including or eliminating certain factors can hurt or help the risk analysis. Baselines that use historic data can reproduce racial discrimination.

As a first step, I suggest that the PAB and BPD look to models in other jurisdictions to understand what works and what does not. The Department of Justice regularly requires departments subject to consent decrees to implement early intervention systems and track their effectiveness, which can provide helpful evidence:

- In 2015, the U.S. Department of Justice’s Office of Justice Programs’ Diagnostic Center released a year-long assessment of the Minneapolis Police Department’s EIS.¹⁴ It found that MPD’s EIS’ lack of automation prevented electronic tracking and flagging of behaviors of concern in a systemic manner, among other systemic deficiencies.¹⁵
- In 2017, the Department of Justice found that the Chicago Police Department was systematically violating people’s civil rights. The DOJ specifically identified that the Department lacked a meaningful early intervention system, which “exist[ed] in name only and [did] not assist supervisors in identifying or correcting problematic behavior.”¹⁶ Like BPD, the Chicago Police Department relied on an electronic dashboard and supervisors’ discretion to interpret that dashboard and determine when to intervene. The entire report regarding Chicago’s inadequate EIS is attached to this memo.
- Pursuant to a consent decree, the Seattle Police Department annually reports the findings of an independent monitor regarding the effectiveness of their EIS.¹⁷
- Pursuant to a consent decree, the Oakland Police Department administers a Personnel Assessment System (PAS) and produces regular compliance reports.¹⁸

The third-generation models implemented by the Charlotte-Mecklenburg Police Department, Metro Nashville Police Department, and even the San Francisco Police Department can serve as positive examples. A study of the third-generation model employed by CMPD showed that the new system provides a 20% reduction in false positives and a 75% increase in true positives among officers identified by the system.¹⁹ San Francisco provides a public quarterly report of its EIS that details (1) the review process by the EIS Unit, (2) what indicators are considered, (3) the aggregate number of EIS alerts by district, and (4) the aggregate number of interventions and their dispositions.²⁰

I recommend that the PAB or the Office of Department of Police Accountability investigate whether Benchmark Analytics would be a good partner in Berkeley’s development of

¹⁴ See “Department of Justice Diagnostic Center Provides Final Assessment to Minneapolis Police Department to Help Build Trust Between Police and the Community,” Press Release, U.S. Department of Justice (Jan. 28, 2015).

¹⁵ See Diagnostic Analysis of Minneapolis Police Department, MN (Jan. 2015), https://mn.gov/mdhr/assets/2015.01%20OJP%20Minneapolis%20Police%20Report_tcm1061-457047.pdf, at 20.

¹⁶ “Investigation of the Chicago Police Department,” U.S. Department of Justice (Jan. 13, 2017), at 111.

¹⁷ See “Eighth Systemic Assessment: Early Intervention System,” Seattle Police Monitor (March 2017), available at https://www.seattle.gov/Documents/Departments/Police/Compliance/Eighth_Systemic_Assessment--EIS.pdf.

¹⁸ See <https://cao-94612.s3.us-west-2.amazonaws.com/documents/OPD81Report042622.pdf>, at 24-29.

¹⁹ See Helsby, et al, “Early intervention systems: Predicting adverse interactions between police and the public,” 29 Criminal Justice Policy Review 190 (2018); Russek and Fitzpatrick, *supra* note 3, at 5.

²⁰ See <https://www.sanfranciscopolice.org/sites/default/files/2023-11/SFPDQ1EISReport20231102.pdf>.

its EIS. CMPD, SFPD, the Minneapolis Police Department, San Jose Police Department, Dallas Police Department, and the State of New Jersey all have partnered with Benchmark Analytics, a company that developed its software in partnership with University of Chicago researchers, law enforcement officials, and data scientists.²¹

These are merely suggestions. From my preliminary research, it is clear that all early intervention systems must be sufficiently localized to be effective. The PAB and the Department or Berkeley Police Association might disagree about which indicators, thresholds, and comparators should be used. What is important is that (a) the PAB develop a clear understanding of its policy priorities and (b) both sides engage in a good faith negotiation regarding the development of an effective program.

Review and Revise Policy 1041. The Policy must, at minimum, reflect the implementation of a “flagging” system that would trigger intervention. It should also institutionalize the relationship between the Board and the Department with respect to the EIS, particularly including PAB as an independent observer of the EWS. These policy changes were approved by the Council. The Policy should also capture a yearly audit—to be conducted by the Department in conjunction with the assistance of an external contractor—in order to ensure that the EIS can remain fine-tuned and effective.

Nominate a Board Member to serve as an EIS observer. The Chief suggested that the PAB nominate a board member to serve as an EIS observer. The EIS observer would be able to view an anonymized version of the EIS dashboard, and make recommendations based on their observations.

Promote the institutional adoption of EIS as a non-disciplinary accountability measure. Studies show that EIS is only effective if it gains organizational acceptance by the Department. Those studies suggest that the best way to achieve organizational acceptance is by emphasizing that the EIS is a preventative, risk-management mechanism instead of a disciplinary mechanism. The Board should be clear in its promotion of EIS that the intent of an effective EIS is to prevent misconduct from happening rather than catch officers who are engaged in misconduct. Of course, the EIS cannot and should not replace the formal disciplinary mechanisms that currently exist.

Following this report, I respectfully request that the Board:

1. Adopt a resolution acknowledging that the Council’s directive to create an Early Intervention System is not complete until (a) BPD implements a data-driven system that “flags” risky policing patterns and effectively intervenes in those instances before they rise to the level of misconduct, (b) a member of the PAB sits as an outside EIS observer, and (c) Policy 1041 is updated to reflect these changes.
2. Direct ODPA staff to create a report either affirming, modifying, or rejecting this report’s recommendation that BPA engage Benchmark Analytics to assist with the design of their

²¹ <https://www.benchmarkanalytics.com/>.

EIS. ODPAs should prepare a supplemental report that details the financial impact of their recommendation.

3. Create a working group with representatives of BPA, BPD, and PAB to revise Policy 1041 to reflect the Council's directive.
4. Nominate a PAB board member at the next meeting to serve as EIS observer and liaison, who will coordinate with BPD to establish their responsibilities and set a timeline for EIS implementation.

An ineffective EIS can be just as detrimental as a nonexistent one, putting both officers and the public at risk. The Police Accountability Board should ensure that the Early Intervention System implemented by the Berkeley Police Department conforms to best practice standards and employs a data-driven model that is effective, equitable, and Berkeley-specific.

Sincerely,
Joshua Cayetano
Board Member, Police Accountability Board

Appendix to Memo from Board Member Cayetano Dated February 4, 2024.

Document 1: Policy 1041, Early Warning System

Document 2: Excerpt from Fair and Impartial Policing Report (Feb. 23, 2021)

Document 3: Excerpt from Berkeley City Council Special Meeting Annotated Agenda (Feb. 23, 2021)

Document 4: Department of Justice Report on Chicago Police Department's Early Intervention System

Document 5: San Francisco Police Department's Quarterly Early Intervention System Report

Document 6: Benchmark Analytics First Sign Early Intervention System

EARLY WARNING SYSTEM

1041.1 PURPOSE

The purpose of this Order is to establish policy and procedures for an informal performance review and intervention program, the “Early Warning System” (EWS). The program monitors employee performance that may be inconsistent with professional police conduct and cooperatively engages employees to resolve areas of concern. The goal of EWS is early identification of employee performance issues and correction of these issues through constructive counseling sessions rather than the formal disciplinary process.

1041.2 POLICY

All employees shall participate in the EWS program and comply with the guidelines set forth in this Order.

Participation in the EWS program shall not be deemed punitive, nor a formal disciplinary process.

- (a) Notwithstanding the initiation of the EWS process, the Department retains its right and responsibilities with regard to investigation of policy violation and enforcement of employee discipline.

1041.3 PROCEDURES

Employee behavior or performance that is subject to EWS review includes, but is not limited to:

- (a) Poor attendance and/or abusive use of leave;
- (b) Multiple formal sustained or not sustained complaints;
- (c) Multiple informal complaint inquiries;
- (d) Multiple use of force incidents;
- (e) Multiple obstructing/resisting arrest incidents;
- (f) Multiple vehicle collisions; and,
- (g) Substandard conduct/performance concerns observed by a superior officer.
- (h) Irregular demographic stop data on pedestrian, bike, and vehicle enforcement, while considering the factors of the assignment (geographical area of the city the officer is working, the specific detail/assignment, and the nature of enforcement).

The Racial and Identify Protection Act (RIPA) data will be available to supervisors in the form of an electronic data dashboard. This will provide supervisors and commanders with the ability to review stop data created by officers assigned under their span of control. The individual stop data for individual officers should be considered a personnel record as it may provide supervisory guidance for specific officer stop data, if necessary. The public release of any RIPA data will remain anonymized as previously agreed upon Meet and Confer with the Berkeley Police Association and provisions of Government Code 3300 et.al.

Berkeley Police Department

Law Enforcement Services Manual

EARLY WARNING SYSTEM

Supervisors, commanders and managers shall monitor the activity of their subordinate employees to identify actual or perceived unprofessional behavior and/or substandard performance that is subject to EWS review, and if identified, communicate such information to the Chief of Police via the Chain of Command.

Personnel assigned to the Internal Affairs Bureau (IAB) shall monitor all formal and informal allegations of employee misconduct received by their office for behavior or performance that is subject to EWS review, and if identified, communicate such information to the Chief of Police.

Personnel assigned to the Support Services Division Report Review Detail shall forward to the Chief of Police copies of all reports pertaining to:

- (a) Obstruction/resisting arrests cases (i.e., Penal Code §§148, 69, etc.)

Administrative reports regarding use of force shall be forwarded to the Chief of Police as directed in Policy 300.

1041.4 MANAGEMENT OF PROGRAM RECORDS

The Office of the Chief of Police shall be responsible for aggregation and administrative management of information, data and records associated with the EWS program.

- (a) The administrative assistant assigned to the Office of the Chief of Police shall be responsible for preparing a quarterly report summarizing information and activities associated with the EWS program for use in administrative review.

Information, data and records associated with the EWS program are used for personnel purposes.

Accordingly, they are confidential personnel files and not public records.

Documents, data and records shall be maintained by the Office of the Chief of Police for a period of two (2) years.

Access to EWS records shall be restricted to the supervisor, commander and/or manager involved in the monitoring of a particular employee, subject to the approval of the Chief of Police.

- (a) An individual employee may be granted access to EWS records that pertain to him/her.

1041.5 ADMINISTRATIVE REVIEW BOARD

The Chief of Police will convene a quarterly Review Board comprised of all Division Commanders to review program records to determine if initiation of the EWS Program is recommended.

Upon consideration of the Review Board's recommendation, the Chief of Police may direct an employee to participate in the EWS program.

1041.6 INITIATION OF EWS PROGRAM

Upon the direction of the Chief of Police, an informal counseling meeting will be held that may include:

- (a) The subject employee;

Berkeley Police Department

Law Enforcement Services Manual

EARLY WARNING SYSTEM

- (b) The employee's supervisor;
- (c) An Internal Affairs Bureau sergeant;
- (d) The employee's Lieutenant; and,
- (e) The employee's Division Commander, who shall preside over the meeting.

Unless impractical, the counseling meeting shall be held during the employee's regularly scheduled working hours.

- (a) If the meeting cannot be scheduled during the employee's regularly scheduled working hours, personnel participating while off-duty shall be compensated with compensatory time (minimum time as may be authorized by the employee's MOU) or, with Division Commander approval, allowed to flex an equal amount of time within that same work week.

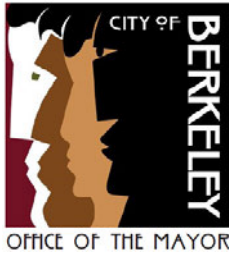
The subject employee may have one fellow employee accompany him/her to the counseling meeting.

- (a) The accompanying employee's presence is allowed to offer general support to the subject employee, not to be an active participant in the counseling meeting.

As in general supervisor counseling meetings, the employee shall be informed of the behavioral and/or performance concern(s) at issue, and he/she shall be allowed an opportunity to offer a response.

The subject employee may be given information regarding the City of Berkeley Employee Assistance Program.

No formal document will be generated referencing this meeting, and the meeting shall not be deemed a punitive or disciplinary proceeding against the employee. There shall be no permanent record of the meeting.



To: Members of the City Council

From: Mayor Jesse Arreguín and Councilmember Kate Harrison

Subject: Report and Recommendations From Mayor's Fair and Impartial Policing Working Group

RECOMMENDATIONS

1. Accept and acknowledge the report from the Fair and Impartial Working Group (Attachment 1)
2. Direct the City Manager to implement the following recommendations summarized below and detailed in full in Attachment 1, with at minimum, quarterly progress updates to the Police Accountability Board (PAB) and/or the Working Group
 - Focus traffic stops on safety
 - Use a clear, evidence-based definition for stops of criminal suspects
 - Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria
 - Eliminate stops for low-level offenses
 - Implement an Early Intervention System (EIS) and a risk-management structure
 - Immediately release stop, arrest, calls for service and use of force data from 2012 to present to the Working Group
 - Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole
 - Require written consent for all consent searches
 - Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)
 - Fire racist police officers identified through social media and other media screens
 - Address Profiling by Proxy (Council develop & pass CAREN policy)
 - Require regular analysis of BPD stop, search, and use of force data
 - Make resources on police-civilian encounters more publicly available such as RAHEEM.org

The Mayor's Working Group on Fair and Impartial Policing Policy Proposals

Developing and implementing reforms that will effectively reduce existing racial disparities requires changes at several levels. The following recommendations include setting new policy, updating institutional structures, and mandating individual accountability. Their implementation and ongoing effectiveness require supportive leadership, transparency and police accountability.

Executive Summary. Mayor's Working Group on Fair and Impartial Policing (hereafter, "the working group") focused on reducing racial disparities in stops and searches and improving community relationships damaged by the racially disparate practices in stops and searches.

This report advances the following recommendations for BPD practices:

- Focus on public safety and eliminate stops for low-level offenses not directly impacting public safety.
- Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria.
- Institute annual implicit bias training and scenario-based training for California Penal Code 13519.4, prohibiting racial or identity profiling.
- Establish a truly effective Early Intervention System and risk management process to ensure department accountability and identify officers who are outliers in stops, searches, dispositions, and outcomes.
- Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole.
- Require written consent for consent searches.
- Include evaluations of cultural competence in hiring and promotion, and fire officers who have expressed racist attitudes and/or are identified as members of racist groups.

The report also advances these recommendations for the Berkeley City Council and/or the City of Berkeley:

- Hire a consultant to create a plan for monitoring and reporting on the implementation of these recommendations.
- Ensure the creation of a Specialized Care Unit with crisis-response field workers, as included in the recent contract for a community-process to establish an SCU.
- Ensure a robust community engagement process, including annual surveys and community forums
- Require quarterly analysis of stop, search, and use of force data by City Auditor and/or the PRC.
- Adopt and carry out the compliance and accountability system outlined in this document.

Proposed Actions

Table 1 provides a proposed action for each recommendation in the body and appendices of this draft report.

Action	Recommendations
<p>Direct the City Manager to implement key recommendations, with at minimum, quarterly progress reports to the PAB and/or the Working Group</p>	<ul style="list-style-type: none"> • Focus traffic stops on safety • Use a clear, evidence-based definition for stops of criminal suspects • Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria • Eliminate stops for low-level offenses • Implement an Early Intervention System (EIS) and a risk-management structure • Immediately release stop, arrest, calls for service and use of force data from 2012 to present to the Working Group • Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole • Require written consent for all consent searches • Address Profiling by Proxy (PAB Policy Development, Dispatcher Training) • Fire racist police officers identified through social media and other media screens • Address Profiling by Proxy (Council develop & pass CAREN policy) • Require regular analysis of BPD stop, search, and use of force data • Make resources on police-civilian encounters more publicly available such as RAHEEM.org • Adopt Compliance and Accountability Mechanisms <ul style="list-style-type: none"> a. Hire consultant to develop implementation plan • For any individual detained, BPD officers shall provide a business card with info on a website similar to RAHEEM and info on complain process with PAB
<p>Refer to be included in the process to reimagine public safety</p>	<ul style="list-style-type: none"> • The City should create a formalized feedback system to gauge community response to ongoing reforms and ensure this constructive input system is institutionalized and includes a basic report card and quarterly neighborhood check-ins • Conduct a baseline community survey.
<p>Refer to the Police Accountability Board</p>	<ul style="list-style-type: none"> • Include a scenario-based training component in the existing officer training required by California Penal Code 13519.4 • Require enhanced annual implicit bias training for police • Accelerate Crisis Intervention Team (CIT) activity
<p>Follow-up with PAB and/or Fair and Impartial Working Group</p>	<ul style="list-style-type: none"> • Evaluate the impact of these proposals on racial disparities in stops and searches, using regular updates to stop and search data • Conduct a regular community survey and annual community forums on Police and Public Safety
<p>Recommendations already underway</p>	<ul style="list-style-type: none"> • Fund and implement a specialized care unit for mental health crises • Conduct a Capacity Study of police calls and responses and use of officer time outside of case work
<p>Outstanding - No Action Recommended</p>	<ul style="list-style-type: none"> • Include community member participation and feedback in the hiring process • Include the following for Performance Appraisal Reports

Reducing Disparities in Vehicle, Pedestrian, and Bicycle Stops & Searches:

1. Focus traffic stops on safety

According to Dr. Frank Baumgartner's 2018 book, *Suspect Citizens*, "Safety stops are those aimed at enforcing the rules of the road to decrease the likelihood of an accident" (pg. 191). The types of stops falling into this traffic safety category may include:

- Excessive speeding¹
- Running a stop sign or stop light
- Unsafe movement
- Driving while intoxicated

2. Use a clear, evidence-based definition for stops of criminal suspects

Dr. Baumgartner's analysis² reveals that "investigatory stops" (stops that use a minor infraction as a pretext for investigating rather than to prevent or reduce dangerous behavior pgs. 53-55) allow for the most officer discretion and open the possibility of implicit bias or "reliance on cultural heuristics" (pg. 191). Based on analyses of more than 9 million stops, Baumgartner's team found that 47% were investigatory and that they added substantially to the racial disparity statistics. Thus, investigatory stops and stops of criminal suspects shall be restricted to those made because the person and/or vehicle fits a description in relation to a specific crime.³⁴

Since the Oakland Police Department (OPD) has implemented evidence-based methods, the number of African American civilians stopped by the OPD has declined. Since Oakland Police Department has implemented evidence-based methods, the number of African American civilians stopped has declined from 19,185 in 2017 to 7,346 in 2019, a drop of 62% and a stop disparity rate reduction of almost 60%,⁵ with no corresponding increase in crime (Captain Chris Bolton presentation, 7/15/2020).

3. Use race and ethnicity as relevant factors when determining law enforcement action only when provided as part of a description of a crime and suspect that is credible and relevant to the locality and timeframe of the crime and only in combination with other specific descriptive and physical characteristics.^{6,7}

Specific descriptive and physical characteristics may include, for example: the gender, age, height, weight, clothing, tattoos and piercings of the suspect, the make and model of the car, and the time and location of the crime. Simple race and ethnicity alone are not

¹ <https://www.idrivesafely.com/dmv/california/laws/traffic-tickets-and-violations/>,

<https://www.martenslawfirm.com/blog/2015/november/what-is-excessive-speeding-/>

² *Suspect Citizens*, pp. 190-192

³ Eberhardt, J. L. (2016). *Strategies for change: Research initiatives and recommendations to improve police-community relations in Oakland, Calif.* Stanford University

⁴ This definition was created by Dr. Jennifer Eberhardt in collaboration with the Oakland Police Department.

⁵ This is the percentage of African American stops within all discretionary non-intel led stops made by Police Area 2 officers fell from 76% in September 2017 to 31% in September 2018

⁶ Southern Poverty Law Center, 10 Best Practices for Writing Policies Against Racial Profiling

⁷ CA Penal Code

satisfactory as bases for reasonable suspicion under the law, and amount to racial profiling.

4. Eliminate stops for low-level offenses

According to the presentation to the Working Group by Captain Bolton of the OPD, Oakland significantly reduced stops for these low-level, non-public safety related offenses, resulting in a reduction in the number of African Americans being stopped and a reduced stop-disparity rate, with no effect on crime rates (homicides and injury shootings went down during the same period). There is often overlap between “investigatory stops” and “stops for low-level offenses,” as the latter may be used as a pretext for investigation. The types of stops falling into these categories may include:

- Equipment violations
- Not wearing a seat belt
- Improper use of high beams
- Violating a regulation (e.g. expired license tags)
- Stop purposes recorded as “other”

5. Implement an Early Intervention System (EIS) and a risk-management structure

These measures to ensure individual accountability have operated successfully in Oakland and many other localities for some time. They involve identifying officer outliers in stops, searches, and use of force and their outcomes and examining the reasons for racial disparities. Existing software programs to assist BPD in implementing an EIS could be utilized or BPD can build its own system.

These programs operate to identify officers who are a danger either to themselves or to the public. They are referred to as “risk management” systems because they help limit the financial liability of the City and hence its taxpayers. They may address a broad range of concerns, but in this document, we only consider their use with regard to racial disparities. Elements of this process include the following steps:

- a. Evaluate and assess stop incidents for legality and enforcement yield.
- b. Analyze data to determine whether racial disparities are generalized across the force or are concentrated in a smaller subset of outlier officers or squads/groups of officers. To the extent that the problem is generalized across the department, supervisors as well as line officers should be re-trained and monitored, and department recruitment, training, and structure should be reviewed. In addition, department policy should be examined for their impacts.
- c. Where disparities are concentrated in an individual or a group of officers, with no race-neutral legitimate evidence for this behavior in specific cases, initiate an investigation to determine the cause for the disparity. Evaluate whether there are identifiable causes contributing to racially disparate stop rates and high or low rates of resulting enforcement actions exhibited by outlying officers. Determine and address any trends and patterns among officers with disparate stop rates. In the risk management process, the responsible personnel in the chain of

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command reviews and discusses the available information about the subject officer and the officer's current behavior.

- d. Absent a satisfactory explanation for racially disparate behavior, monitor the officer.. Options for the supervisor in these cases include reviewing additional body-worn camera footage, supervisor ride-alongs, and other forms of monitoring. Further escalation to intervention, if necessary, may include a higher form of supervision, with even closer oversight. If performance fails to improve, command should consider other options including breaking up departmental units, transfer of officers to other responsibilities, etc. The goal of this process is to achieve trust and better community relations between the department as a whole and all the people in Berkeley. Formal discipline is always a last resort unless there are violations of Department General Orders, in which case this becomes an IAB matter.
- e. Identify officers who may have problems affecting their ability to make appropriate judgments, and monitor and reduce time pressures, stress and fatigue on officers.
- f. An outside observer from the PRC shall sit in on the risk management and/or EIS program. Reports from these meetings, or other accurate statistical summary, can be given to the commission without identifying any officers' names.
- g. Report the results of this data analysis quarterly.

6. Immediately release the following data to the Working Group:

- a. All data given to the Center for Policing Equity (CPE) - This data includes:
 - i. Calls for Service (January 1, 2012 - December 2016)
 - ii. Use of Force Data (January 1, 2012 - December 31, 2016)
 - iii. Crime Report Data (January 1, 2012 - December 31, 2016)
- b. STOP DATA - this data shall include information on "call type," similar to the data used by the Center for Policing Equity. The timeframe would be January 1, 2012 to present.
- c. USE OF FORCE DATA - This data was used in the analysis presented in the CPE report. Along with the CPE data, it would be helpful to have more recent Use of Force data. The timeframe would be January 1, 2012 to present.
- d. DEIDENTIFIED STOP & ARREST DATA - To determine if there are any problematic patterns among certain officers, or perhaps pairs of officers, data that we can be attached to anonymized individuals. The timeframe for this data would be January 1, 2012 to present.
- e. ADDITIONAL ARREST DATA - Currently, the Open Data Portal posts arrest data from January 1, 2015. The timeframe for this data would be January 1, 2012 to present day.
- f. ADDITIONAL CALLS FOR SERVICE - Currently, Calls for Service data are posted for the last 180 days. The timeframe for this data would be January 1, 2012 to present.

ANNOTATED AGENDA SPECIAL MEETING OF THE BERKELEY CITY COUNCIL

Tuesday, February 23, 2021

4:00 P.M.

JESSE ARREGUIN, MAYOR

Councilmembers:

DISTRICT 1 – RASHI KESARWANI
DISTRICT 2 – TERRY TAPLIN
DISTRICT 3 – BEN BARTLETT
DISTRICT 4 – KATE HARRISON

DISTRICT 5 – SOPHIE HAHN
DISTRICT 6 – SUSAN WENGRAF
DISTRICT 7 – RIGEL ROBINSON
DISTRICT 8 – LORI DROSTE

PUBLIC ADVISORY: THIS MEETING WILL BE CONDUCTED EXCLUSIVELY THROUGH VIDEOCONFERENCE AND TELECONFERENCE

Pursuant to Section 3 of Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, this meeting of the City Council will be conducted exclusively through teleconference and Zoom videoconference. Please be advised that pursuant to the Executive Order and the Shelter-in-Place Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, there will not be a physical meeting location available.

Live audio is available on KPFB Radio 89.3. Live captioned broadcasts of Council Meetings are available on Cable B-TV (Channel 33) and via internet accessible video stream at <http://www.cityofberkeley.info/CalendarEventWebcastMain.aspx>.

To access the meeting remotely: Join from a PC, Mac, iPad, iPhone, or Android device: Please use this URL <https://us02web.zoom.us/j/81676274736>. If you do not wish for your name to appear on the screen, then use the drop down menu and click on "rename" to rename yourself to be anonymous. To request to speak, use the "raise hand" icon by rolling over the bottom of the screen.

*To join by phone: Dial 1-669-900-9128 or 1-877-853-5257 (Toll Free) and enter Meeting ID: 816 7627 4736. If you wish to comment during the public comment portion of the agenda, Press *9 and wait to be recognized by the Chair.*

To submit an e-mail comment during the meeting to be read aloud during public comment, email clerk@cityofberkeley.info with the Subject Line in this format: "PUBLIC COMMENT ITEM ##." Please observe a 150 word limit. Time limits on public comments will apply. Written comments will be entered into the public record.

Please be mindful that the teleconference will be recorded as any Council meeting is recorded, and all other rules of procedure and decorum will apply for Council meetings conducted by teleconference or videoconference.

This meeting will be conducted in accordance with the Brown Act, Government Code Section 54953. Any member of the public may attend this meeting. Questions regarding this matter may be addressed to Mark Numainville, City Clerk, (510) 981-6900. The City Council may take action related to any subject listed on the Agenda. Meetings will adjourn at 11:00 p.m. - any items outstanding at that time will be carried over to a date/time to be specified.

Preliminary Matters

Roll Call: 4:06 p.m.

Present: Taplin, Bartlett, Harrison, Hahn, Wengraf, Robinson, Droste, Arreguin

Absent: Kesarwani

Councilmember Kesarwani present at 4:13 p.m.

Action: M/S/C (Arreguin/Wengraf) to adopt a special rule for this meeting to limit public comment to one minute per speaker, with the option to yield time up to a total of four minutes.

Vote: Ayes – Taplin, Bartlett, Harrison, Hahn, Wengraf, Robinson, Droste, Arreguin; Noes – None; Abstain – None; Absent - Kesarwani

Action Calendar – New Business

1. **Report and Recommendations From Mayor’s Fair and Impartial Policing Working Group**
From: Mayor Arreguin (Author), Councilmember Harrison (Author)
Recommendation:
 1. Accept and acknowledge the report from the Fair and Impartial Working Group (Attachment 1).
 2. Direct the City Manager to implement the following recommendations summarized below and detailed in full in Attachment 1, with at minimum, quarterly progress updates to the Police Accountability Board (PAB) and/or the Working Group.
 - Focus traffic stops on safety
 - Use a clear, evidence-based definition for stops of criminal suspects
 - Use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria
 - Eliminate stops for low-level offenses
 - Implement an Early Intervention System (EIS) and a risk-management structure
 - Immediately release stop, arrest, calls for service and use of force data from 2012 to present to the Working Group
 - Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole
 - Require written consent for all consent searches
 - Address Profiling by Proxy (PAB Policy Development, Dispatcher Training)
 - Fire racist police officers identified through social media and other media screens
 - Address Profiling by Proxy (Council develop & pass CAREN policy)
 - Require regular analysis of BPD stop, search, and use of force data
 - Make resources on police-civilian encounters more publicly available such as RAHEEM.org
 - Adopt Compliance and Accountability Mechanisms; -Hire consultant to develop implementation plan
 - For any individual detained, BPD officers shall provide a business card with info on a website similar to RAHEEM and info on complaint process with PAB
 3. Refer the following recommendations summarized below and detailed in full in Attachment 1 to be included in the process to reimagine public safety:

Action Calendar – New Business

-Create a formalized feedback system to gauge community response to ongoing reforms and ensure this constructive input system is institutionalized with the Police Review Commission or its successor and includes a basic report card and quarterly neighborhood check-ins

-Conduct a baseline community survey

4. Refer the following recommendations summarized below and detailed in full in Attachment 1 to the Police Review Commission, to be taken up by the Police Accountability Board when it is established

-Include a scenario-based training component in the existing officer training required by California Penal Code 13519.4

-Require enhanced annual implicit bias training for police

-Accelerate Crisis Intervention Team (CIT) activity

5. Acknowledge and reaffirm the following recommendations summarized below and detailed in full in Attachment 1 that are already underway:

-Fund and implement a specialized care unit for mental health crises

-Conduct a Capacity Study of police calls and responses and use of officer time outside of case work

6. Refer \$50,000 to the FY 2022 budget process for a consultant to develop an implementation plan as described in Attachment 1 and other minor costs the Department may confer

Financial Implications: See report

Contact: Jesse Arreguin, Mayor, (510) 981-7100

Action: 40 speakers. M/S/C (Arreguin/Harrison) to:

1. Accept and acknowledge the report from the Mayor's Fair and Impartial Policing Working Group;
2. Acknowledge and appreciate the work already completed or underway by the City Manager's Office and Police Department to implement policing reforms including:
 - Adoption and implementation of Policy 401, Fair and Impartial Policing
 - Public reporting of stop data on the BPD Open Data Portal
 - Initiation of the Center for Policing Equity study
 - Implementation of the Body Worn Camera Program
 - Early adoption of Racial and Identity Profiling Act (RIPA) data collection and reporting
 - Updates to the Use of Force Policy, Policy 300
 - Development and passage of Measure II to create a new Police Accountability Board
 - Launching of the Public Safety Reimagining process
3. Refer to the City Manager to implement the following recommendations summarized below, with quarterly progress updates to the City Council and Police Review Commission/Police Accountability Board (when established):

Implement a new evidence-based Traffic Enforcement Model

 - Focusing the basis for traffic stops on safety and not low-level offenses;
 - Reaffirming and clarifying that the Berkeley Police Department will use a clear, evidence-based definition for stops of criminal suspects;
 - Reaffirming and clarifying that the Berkeley Police Department will use race and ethnicity as determining factors in stops only when paired with clear, evidence-based criteria
 - Minimize or de-emphasize as a lowest priority stops for low-level offenses.

Action Calendar – New Business

Implement Procedural Justice Reforms

- Refer amendments to existing BPD policy and the creation of an Early Intervention System (EIS) related to traffic, bike and pedestrian stops;
- Adopt a policy to require written consent for all vehicle and residence searches and update the consent search form in alignment with best practice and community feedback;
- Limit warrantless searches of individuals on supervised release status such as Post Release Community Supervision (PRCS), probation, or parole;
- Address Profiling by Proxy (PAB Policy Development, Dispatcher Training);
- Fire racist police officers identified through social media and other media screens;
- Require regular analysis of BPD stop, search, and use of force data;
- Make resources on police-civilian encounters publicly available such as through RAHEEM.org;
- For any individual detained, BPD officers shall provide a business card with info on the commendation and complaint process with PAB and Berkeley Police Department.

Request that the City Manager report back at a Council Work Session in three months with budget estimates for implementation (to be considered along with the FY 22 budget process), information on legal and operational considerations, and a short-term action plan of recommendations which can be implemented without the hiring of a consultant, and those that will require the assistance of a consultant and additional resources.

Compliance and Accountability Mechanisms

- The City Manager will create an implementation plan with the assistance of a consultant that includes a timeline to monitor, assess, and report on the implementation of the items outlined in the Working Group's policy proposal. Long-term monitoring and assessments will be the responsibility of the police oversight body (the PRC or its successor the Police Accountability Board).
 - The implementation plan will be presented to the Berkeley City Council for approval. Once the plan is approved by the City Council, the consultant's work is finished. Long-term monitoring and assessment will be the responsibility of the police oversight body (the PRC or its successor the Police Accountability Board).
4. Refer the following recommendations summarized below to the Reimagine Public Safety process:
 - Create a formalized feedback system to gauge community response to ongoing reforms and ensure this constructive input system is institutionalized with the Police Review Commission or its successor and includes a basic report card and quarterly neighborhood check-ins
 - Conduct a baseline community survey.
 5. Refer the following training recommendations summarized below to the Police Review Commission, to be taken up by the Police Accountability Board when it is established, and consider the resources required to implement this expanded training:
 - Include a scenario-based training component in the existing officer training required by California Penal Code 13519.4
 - Require enhanced annual implicit bias training for police
 - Accelerate Crisis Intervention Team (CIT) activity

Action Calendar – New Business

- Refer to the PRC/PAB to consider a departmental policy on requiring written consent for person searches and report back in 6 months.
6. Acknowledge and reaffirm the following recommendations summarized below and detailed in full in Attachment 1 that are already underway and have been completed:
 - BPD released stop, arrest, calls for service and use of force data from 2012 to present to the Working Group;
 - Fund and implement a specialized care unit for mental health crises;
 - Conduct a Capacity Study of police calls and responses and use of officer time outside of case work.
 7. Refer \$50,000 to the FY 2022 budget process for a consultant to assist the City Manager/Police Department in the implementation of these recommendations and other minor costs the Department may confer; and also refer to the FY 2022 budget process a line item for police training for the new evidence-based stop program (costs to be determined by BPD).

Vote: All Ayes.

Adjournment

Action: M/S/C (Robinson/Taplin) to adjourn the meeting.

Vote: All Ayes.

Adjourned at 7:07 p.m.

Communications

- None

Supplemental Communications and Reports 1

- None

Supplemental Communications and Reports 2

Item #1: Report and Recommendations From Mayor's Fair and Impartial Policing Working Group

1. Elizabeth Ferguson

Supplemental Communications and Reports 3

Item #1: Report and Recommendations From Mayor's Fair and Impartial Policing Working Group

2. Material, submitted by Mayor Arreguin
3. Presentation, submitted by the Police Department
4. Janice Schroeder
5. Thomas Luce
6. Ben Gerhardstein, on behalf of Walk Bike Berkeley
7. Diana Bohn
8. Sivan Orr
9. Ali Lafferty

10. Allegra Mayer
11. Chimey Lee
12. Moni Law

Investigation of the Chicago Police Department



United States Department of Justice
Civil Rights Division
and
United States Attorney's Office
Northern District of Illinois

January 13, 2017

face, and threatened to blow up the boy's house. The sergeant refused to report the complaint to IPRA as required. The mothers filed a complaint directly with IPRA, and the officer involved in the misconduct was eventually disciplined; IPRA did not, however, sustain allegations against the sergeant for failing to report the officer's misconduct. In another IPRA investigation, a complainant said that she asked a desk sergeant how she could file a complaint of officer abuse and was told to "get the fuck out of the station." This allegation in her complaint was never investigated by IPRA. In yet another file we reviewed, the complainant stated that CPD officers pulled him over, abused him, and stole his car keys, leaving him stranded. The complainant told IPRA that he went to a district to file his complaint, but the sergeant he spoke with refused to take it down.

This evidence and the statements from officers at all ranks within CPD are consistent with the findings of the 2014 Safer Report, which noted that "discovering and addressing misconduct is too often viewed as the responsibility of IPRA and BIA, and not of the offending officer's immediate supervisor and chain of command . . . this attitude is misguided and must be changed." The Mayor's Police Accountability Task Force (PATF) report two years later found the same, explaining that "CPD has fostered a culture in which supervisors turn a blind eye to misconduct and do not provide sufficient oversight to ensure that officers perform their duties with integrity." The City's recently proposed changes to CPD's accountability system do not adequately address this important facet of CPD's culture and supervision structure. More changes are necessary to ensure that supervisors hold their subordinates accountable for misconduct, and if they fail to do so, that they will be held accountable themselves.

4. CPD's "early intervention system" exists in name only and does not assist supervisors in identifying or correcting problematic behavior

Compounding CPD's supervision problems, the Department does not use long-available supervisory tools, such as a comprehensive early intervention system (EIS), to identify patterns of concerning officer behavior and prevent patterns of misconduct and poor policing from developing or persisting. A well-designed EIS would allow CPD to track officer conduct, proactively assess risk for future problematic behavior, and intervene when necessary to improve behavior through non-disciplinary corrective action, such as additional training, counseling, or other supportive programs. Currently, despite having spent significant time and resources building an EIS, CPD does not have a functioning system. Instead, there are several semi-connected data-collection, intervention, and counseling programs, each of which suffers from inefficiencies that render them essentially useless. In a positive development, the City recently began an initiative to revamp and revise its EIS once again. However, for this initiative to have the best chance of success, the City and police unions must negotiate collective bargaining agreements that enable an EIS that is accurate, complete, and that allows for meaningful support of officers by redirecting problematic behavior.

a. *Performance Recognition System*

One CPD system, an electronic "dashboard" referred to as the Performance Recognition System (PRS), is a computer data-tracking program designed to "assist[] Department Supervisors in recognizing exceptional or adverse behavior related to job performance of members under their command." Data is entered into the system by Human Resources, and supervisors are

obligated by policy to “monitor and track, on a continual basis,” the information contained in the PRS dashboard.

During conversations with district command staff, we learned that CPD supervisors do not understand how the PRS works or how to use the information it presents. In particular, supervisors do not understand what they are supposed to do when the dashboard shows that “early performance indicators” are present for an officer assigned to their district. For each officer, the various indicators are marked in the dashboard as green, yellow, or red. These indicators include data points such as the number of Summary Punishment Action Reports (SPARs) and complaints filed against the officer; the officer’s arrest and TRR numbers; the officer’s use of medical leave; and more. The dashboard also provides two ratios: the ratio of complaints to arrests, and the ratio of TRRs to arrests. The thresholds used to determine if an indicator is green versus yellow or red is apparently set by CPD’s Human Resources Office. For the TRR ratio, for example, officers with more than a certain percentage of arrests involving force are marked in red. However, at least one commander responsible for using the dashboard did not know the threshold that would turn a TRR ratio from green to yellow or red, including whether the threshold is static or relational (i.e., whether it varies, depending upon, for example, officer assignment). He opined that a straight comparison of number of arrests to number of arrests involving force would be problematic, in that it would mark in red an officer who was involved in only one arrest, but that arrest happened to involve force. Indeed, the commander showed us one officer’s record in the PRS dashboard that marked the officer in red; the officer had been involved in two arrests, one of which involved force, meaning that the officer had used force in 50% of his arrests. The commander agreed that the ratio was artificially high because the officer had been involved in so few arrests, and intervention in that case was probably inappropriate. Yet, he noted that there is no meaningful guidance given to supervisors about when “red” indicators should trigger a response. Nor does policy dictate what that response should be. Instead, the PRS policy gives examples of potential supervisory responses to “early performance indicators” in vague terms, such as “coaching,” “counseling,” “reviewing Department training tools,” and “field monitoring,” and provides little to no guidance regarding the circumstances in which each different form of response should be adopted.

The dashboard is also underused. The command staff we spoke with reported that they rarely use the PRS. Supervisors also question whether data that they enter into the PRS is actually saved. Although supervisors are supposed to review the system regularly, most do not, and CPD does not audit supervisor adherence to this or any other aspect of the PRS policy. The problems with the PRS become cyclical: supervisors do not use it because it is inaccurate, and it is inaccurate because CPD does not use it properly or consistently. As we were told by one supervisor, “the info in the PRS is not accurate[;] . . . you got garbage going in so you got garbage going out.”

b. Non-disciplinary intervention, Behavioral Intervention System, and Personnel Concerns Program

CPD also offers three separate intervention programs to which officers can be referred on the basis of certain behavioral criteria, but each of these programs suffers from shortcomings that prevent appropriate enrollment and undermine effectiveness.

First, officers may be subject to “non-disciplinary interventions” when they engage in less-serious transgressions, such as using foul language or being disrespectful. This program triggers intervention by a supervisor after multiple incidents, and the interventions available are limited. They include, among other things, speaking with the officer, reminding the officer of available counseling programs, and instructing the officer to review training videos on courtesy and demeanor. Subsequent incidents trigger increasing interventions, including additional conversations and involvement of rank further up the chain of command.

If there are four or more incidents that would otherwise qualify for non-disciplinary intervention, or if the officer is involved in more serious allegations of misconduct, CPD can refer the officer to the Behavioral Intervention System (BIS) or Personnel Concerns Program (PCP). By policy, Human Resources recommends enrollment in BIS based on the existence of several “performance data,” including sustained misconduct charges, low performance grade, or a pre-set number of instances of other misbehaviors such as tardiness, being absent without permission, or medical roll misuse. The ultimate decision of whether to enroll a member in BIS generally rests with the member’s commander, although Human Resources may override a commander’s decision not to enroll his or her subordinate. Employees enrolled in BIS undergo a physical examination, including drug testing, but are not required to undergo a psychological evaluation. Once placed in BIS, CPD may give employees counseling services or an individual performance plan.

The final option available is the PCP. CPD places Department members into PCP when they are involved in more serious transgressions, such as sustained excessive force charges, domestic violence, or five or more sustained misconduct investigations in the last five years. CPD members who fail to comply with an individualized performance plan under BIS can also be placed in PCP. PCP is essentially the “last stop” for officers exhibiting problematic behavior to correct that behavior and remain on the force.

The BIS and PCP programs are ineffective methods for identifying and remedying patterns of negative behavior. First, policy and officers’ collective bargaining agreements prevent these systems from considering the full range of behaviors that could be indicative of a problem. Policy prohibits maintaining misconduct allegations older than five years in PRS, or in some circumstances, considering them at all. With one exception, investigations of misconduct complaints that result in a “not sustained” finding are not considered, no matter how recent, even though a finding of “not sustained” indicates that the incident could neither be proven *nor* disproven.⁴³ Given the historical failures of CPD and IPRA to properly investigate and sustain allegations of misconduct, the universe of complaint and disciplinary data entered into PRS is egregiously incomplete.

In addition to the fact that policy restrictively limits eligibility for intervention, CPD also does not consistently refer for intervention the individuals who *are* identified as eligible. Pursuant to CPD policy, an officer’s chain of command, BIA, or IPRA may refer the officer for BIS. However, there are no quality checks to ensure that the appropriate officers are actually

⁴³ The one exception is that officers with three “not sustained” excessive force complaints in one 12-month period may be referred to BIS.

being referred. A high-level official in Human Resources told us that, “if a recommendation [for intervention] is not made up the chain to HR, it falls through the cracks” and an otherwise eligible officer will never be enrolled. Another official told us that the BIS program is not getting the appropriate amount of referrals. Leadership at CPD does not enforce the BIS and PCP policies; consequently, BIA, IPRA, and the chain of command do not take seriously their obligation to identify and refer problematic officers.

Our review of CPD’s data confirms that the Department enrolls very few officers in its interventional programs, especially for a department of its size. Between January 2010 and July 2016, CPD enrolled only 38 officers in BIS. An additional 60 members were referred for enrollment, but never enrolled. Notably, 56 of those members were referred to BIS because of their alleged involvement in a domestic incident. An additional nine officers were flagged as eligible for BIS, but their command staff declined to recommend them. 28 officers were referred for enrollment, but removed from the program; the data that CPD provided us did not explain why. Finally, between March and June 2016, after the start of our investigation, CPD identified an additional 50 officers as eligible for the program, but as of mid-July, their status in the program was still listed as “pending.” In 2015, only seven officers were enrolled in BIS all year, most for having too many SPARs in a single year.

Review of CPD’s complaint data compared to the BIS enrollment program also confirms that there are a significant number of Department members with lengthy complaint histories who were never referred to or enrolled in BIS. Between January 1, 2010 and March 2016, 1,627 CPD members were the subject of five or more misconduct complaints; 350 of those had 10 or more complaints. While there may be innocuous explanations for such complaint numbers for some of these officers, these numbers are high enough to indicate that substantially more than 38 officers should have been enrolled in BIS during this time period.

CPD leadership is aware that these programs are grossly underused. As noted recently by the PATF, CPD “does not use any metrics to measure or assess the effectiveness of the programs.” CPD must commit to fixing this broken system with a solution that is well thought out, capable of easy and robust implementation, and supported by all stakeholders.

c. The lack of a functioning early intervention system, coupled with inadequate supervision, has placed officers and members of the public at risk

These longstanding, systemic deficiencies in CPD’s early intervention systems have prevented CPD from taking two steps that are crucial to ensuring officer safety and wellness, as well as ensuring policing that is effective and lawful. First, CPD does not adequately and accurately identify officers who are in need of corrective action; and second, CPD does not consistently or sufficiently address officer behavior even where CPD identifies negative patterns. Because of these failures, CPD officers are able to engage in problematic behaviors with impunity, which can—and do—escalate into serious misconduct. This has dramatic consequences for the public. It also impacts the health and safety of officers, who either do not get the support and services they need, or are forced to work alongside individuals who are not receiving such support.

In particular, we found that the current EIS does not adequately identify patterns or trends of misconduct related to force and domestic violence. One officer, for example, was the subject of several complaints of domestic violence over the course of just a few years that CPD did not detect or act upon for a significant period of time. After the officer's ex-wife brought four separate allegations of domestic violence and harassment between 2007 and 2008, many of which were closed for no affidavit or deemed not sustained, IPRA finally disciplined the officer for domestic violence, and gave the officer a 15-day suspension. The officer then went on to engage in domestic violence on two more occasions, which resulted in serious injuries to the officer's victims.⁴⁴ Likewise, Officer Giraldo Sierra, who killed Flint Farmer in June of 2011, was involved in *three* shootings *within one year*, and three domestic violence allegations in the years prior—yet he was not listed by CPD as an individual who was even considered for enrollment in BIS at any point in 2010-2011. Our review of use-of-force files also found two egregious examples of excessive force where, in each incident, the officers involved had extensive histories of complaints of excessive force but were not on the BIS roster. *See* Report, Section [II.B.2](#). (discussing incident involving officers who used a baton and Taser on a girl at school, and incident involving the forcible removal of 12-year-old boy from his bike). One of the officers involved in the first incident had five separate complaints involving excessive force in the year prior to the incident described; the officer involved in the second incident had ten.

We also reviewed media reports describing a sergeant who was recently involved in his second fatal shooting in three years. This sergeant allegedly was the subject of a BIA investigation in 2004, prior to his promotion, for violating a rule prohibiting CPD employees from owning businesses that sell alcohol. Per CPD policy, this is a rule infraction that could potentially result in termination. *See* Employee Resource E01-11, Secondary Employment, at IV.G (noting that Department members are prohibited from engaging “directly or indirectly in the ownership . . . or operation of a tavern or retail liquor establishment,” and that “violation of this policy will result in discipline, up to and including separation.”). According to media reports, the individual went on disability leave shortly after that investigation was initiated, and the investigation went dormant as a result. The officer came off disability seven years later in 2011, but the investigation remained stagnant. CPD officials learned of the open investigation after the officer was involved in a fatal shooting of an unarmed man in 2013, but still, the original complaint remained open.⁴⁵ The officer was then promoted to sergeant through the

⁴⁴ Following the fifth and sixth separate incidents of this nature, which involved physical abuse of the officer's wife and children, CPD and IPRA sustained the complainant's allegations of domestic violence. To CPD's credit, given the severity of the misconduct, the Superintendent recommended termination from the Department. However, the Police Board reversed this recommendation and instead suspended the officer for a period of days, during which the officer was required to attend counseling and evaluation through the Employee Assistance Program. *See In re Edward Feliciano*, No. 12 PB 2824, available at https://policeboard-production.s3.amazonaws.com/uploads/case/files/12PB2824_Decision.pdf. As noted elsewhere in this Report, the counselors who work in that program have no specialized training in domestic violence, and are ill-equipped to address these issues. *See* Report, [Section IV.C](#). The Police Board's ability to overturn the recommendation of the Superintendent in this case is also illustrative of how Chicago's Police Board can undermine accountability more generally. *See* Report, [Section III.H](#).

⁴⁵ According to CPD's chief spokesman, in response to this revelation the Superintendent ordered an audit of why the 2004 complaint was never investigated to completion. However, the spokesman noted that the audit would be conducted by Internal Affairs—the same agency that lost track of the complaint. *See* Jeremy Gorner, *Discipline of cop involved in 2 fatal shootings fell through the cracks*, CHI. TRIB., Dec. 12, 2016, available at

merit promotion process, despite the open investigation, and later was involved in his second fatal shooting of an unarmed man. Had there been a functioning, effective EIS system in place, the open investigation could have been caught much earlier—before the officer received a merit promotion, and perhaps before he was involved in his second lethal shooting of an unarmed man.

Finally, we reviewed one investigative file that is emblematic of both supervisors' unwillingness to directly supervise their officers *and* CPD's failure to have a comprehensive EIS. In this incident, a young man was stopped by a CPD officer when he was walking through an alley. After questioning the individual, the CPD officer handcuffed the individual and placed him against the officer's vehicle. In cell-phone video capturing the incident, the officer is seen pushing the individual against the vehicle, as the individual complains repeatedly, in a calm voice, that the handcuffs are too tight and causing pain. The officer repeatedly calls the individual "motherfucker," curses at him, and threatens him, saying "make a move like that at me again, I will fucking show you exactly what I can do." The officer appears to be deliberately provoking the man to "make a move" to give the officer an excuse to use more force. When the individual says that he was not moving, that he had been previously injured in the arm, and the handcuffs were digging into his bones, the officer appears to deliberately push down on the handcuffs, causing additional pain, and continues to repeatedly use profanity while speaking to the man. The individual sought medical attention for injuries he sustained as a result of the incident. An unknown individual eventually filed a complaint with IPRA, and the cell-phone footage of this interaction was posted on Facebook. When the officer involved in the incident saw the Facebook footage, he alerted his lieutenant of the incident and the existence of the video. The lieutenant reviewed the video and, despite the aggressive nature of the interaction and overtly hostile attitude of the officer, sent a letter to his commander saying that he thought the appropriate response would be non-disciplinary intervention. The lieutenant justified this recommendation by saying that the incident did not involve "racially offensive or otherwise inflammatory language" and that the "subject makes no known complaints which are visible in the video"—two statements that are patently false.

This is a clear example of a CPD supervisor neglecting to hold an officer accountable for obvious misconduct. Moreover, if CPD had a functioning EIS at the time of this incident, the supervisor would have seen that the officer had three prior excessive force complaints, some involving similar allegations of the use of profanity and threats, in the prior year-and-a-half. The officer was a clear candidate for BIS, yet no referral was ever made. The IPRA investigation remains ongoing.

d. The City's past reform efforts have been unsuccessful and more is needed to ensure the success of present efforts

The City needs to take a new approach to reforming its EIS system. The City is currently making another attempt to establish a functional EIS system; this effort is described below. But without a focused, determined plan that builds on lessons learned from past unsuccessful reform attempts, it will be difficult for this new effort to succeed.

<http://www.chicagotribune.com/news/local/breaking/ct-chicago-police-shootings-john-poulos-met-20161212-story.html>.

Previous efforts to create a data-informed, well-structured EIS within CPD have been unsuccessful. For example, in 1994, the City purchased a promising EIS software program called BrainMaker, designed to analyze data points and pick out patterns indicative of problematic behavior and identify officers at risk of being fired from the Department. Use of this program would have put CPD on the cutting edge of EIS technology nationwide. Union leadership felt this system unfairly targeted officers and subjected them to unfair, adversarial questioning from Internal Affairs. The City stopped using BrainMaker after only two years and all the data and reports it produced “went missing.”

The City chose instead to rely on the system that CPD still uses today, despite repeated warnings of its shortcomings. The current system came about following the 1997 Report of the Mayor’s Commission on Police Integrity. In that report, the Commission urged CPD to implement a meaningful EIS, noting that “small problems become big ones if left unattended.” The Commission also recommended that CPD look at unit-wide trends, rather than analyzing only individual officers, and analyzing civil liability judgments in addition to misconduct complaints. At the time, the Commission was hopeful that expanding the behavioral intervention programs would result in more officers being involved in the programs and improved outcomes. According to the PATF’s final report, following a grievance filed by the Fraternal Order of Police challenging the inclusion of certain officers in the BIS program, the City agreed to remove them from BIS, and the program was never expanded as suggested.

More recent studies of CPD’s systems reaffirmed the need for reform. A 2007 study noted that nearly 90% of individuals with multiple complaints were never flagged by the EIS, including officers who amassed more than 50 abuse complaints within five years. This study also discussed how, of the 33 officers with 30 or more complaints between 2001-2006, fewer than half had been flagged for intervention. Seven years later, the City was again informed, via the Safer Report, that CPD needed to revise its BIS and PCP programs, including updating the data collection systems to make them more user friendly. In particular, the Safer Report recommended integrating the command staff PRS with systems used by investigative agencies into a single, streamlined case management system. Doing so, according to the study’s authors, would eliminate a significant shortcoming of the current system: “the inability to track an officer’s conduct throughout her career.” Despite these repeated criticisms, the City has not successfully made the changes necessary to improve supervision and accountability in the Department. The PATF Report also highlighted these deficiencies, recommending that CPD develop a structured, tiered EIS system that utilizes appropriate data, supports supervisor training on its use, and provides for evaluation of the program’s efficacy.

The City is currently engaging in a promising effort to study and reform the system, but, despite the best intentions of all involved, there are indications that this attempt may not be any more fruitful than past attempts, unless the City lays the necessary groundwork and stays focused until the EIS is fully integrated into CPD culture. The new project is managed by researchers from the University of Chicago, who successfully developed a new EIS system for the Charlotte-Mecklenburg Police Department in North Carolina,⁴⁶ and the University of Chicago Crime Lab.

⁴⁶ University of Chicago, Center for Data Science and Public Policy, *Building Data-Driven Early Intervention Systems for Police Officers*, available at <http://dsapp.uchicago.edu/public-safety/police-eis>.

The City launched this partnership in the spring of 2016 to study CPD’s data systems and develop a comprehensive EIS tool based on predictive data unique to Chicago. The effort represents an ambitious and potentially transformative approach for the Department. However, CPD has not fully addressed concerns that prevented the success of prior reform efforts. For example, there are plans to involve union representation in the development of the system, but the project managers are taking guidance from the City on how and when to do so—and union involvement has not yet occurred. There is no evidence that the City or CPD engaged with the unions early on, before beginning this new effort, to determine whether CPD’s unions will support the new effort.

The City should commit itself to improving its supervision efforts on all fronts: in the systems and management that supports direct, front-line supervisors, and in the data collection and intervention programs that give CPD a high-level view of potential negative behavior patterns. Until both of these areas are meaningfully and permanently addressed, officer morale and efficacy will continue to suffer, and a culture of constitutional policing will never take root.

C. Officer Wellness and Safety

Policing is a high-stress profession. Law enforcement officers often are called upon to deal with violence or crises as problem solvers, and they often are witnesses to human tragedy. In Chicago, this stress is particularly acute for several reasons. CPD officers are confronted with increasing levels of gun violence in some of the neighborhoods they police. Gun violence and neighborhood conditions take their toll on both residents and officers alike. At the same time, the relationship between CPD officers and the communities they serve is strained; officers on the street are expected to prevent crime, yet they must also be the face of the Department in communities that have lost trust in the police. This makes it particularly difficult to police effectively. These stresses animate the interactions officers have with the communities that they serve—both positively and negatively. As one CPD counselor explained, it is the “stress of the job that’s the precursor to the crisis.” The President’s Task Force on 21st Century Policing put it well, noting that “the ‘bulletproof cop’ does not exist. The officers who protect us must also be protected—against incapacitating physical, mental, and emotional health problems as well as against the hazards of their job. Their wellness and safety are crucial for them, their colleagues, and their agencies, as well as the well-being of the communities they serve.”⁴⁷

All of these stressors can, and do, play out in harmful ways for CPD officers. CPD officers grapple with alcoholism and suicide, and some engage in domestic violence. And as explained elsewhere in this Report, CPD officers are part of a Department that engages in a pattern or practice of using force that is unjustified, disproportionate, and otherwise excessive. Although the pressure CPD officers are under is not an excuse for violating the constitutional rights of the citizens they serve, high levels of unaddressed stress can compromise officer well-being and impact an officer’s demeanor and judgment, which in turn impacts how that officer interacts with the public. Some officers are able to manage the stress by shifting their focus to working even harder to do their jobs well. For others, it is more difficult. As these officers

⁴⁷ FINAL REPORT OF THE PRESIDENT’S TASK FORCE ON 21ST CENTURY POLICING 62 (Office of Community Oriented Policing Services, May 2015).



EARLY INTERVENTION SYSTEM

1st 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 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 & The Review Process by The EIS Unit	4
Indicator Points	5
Executive Summary	6
1st Quarter 2023 EIS Alerts	7
Interventions/Engagements Outside EIS	10
Central Station	11
Southern Station	12
Bayview Station	13
Mission Station	14
Northern Station	15
Park Station	16
Richmond Station	17
Ingleside Station	18
Taraval Station	19
Tenderloin Station	20
Airport Bureau	21
Specialized Units	23
Comprehensive Data	31



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	<ul style="list-style-type: none"> • 3 or more documented Use of Force incidents
Within a 6-Month Period	<ul style="list-style-type: none"> • 5 or more Indicator Points • 3 or more Department of Police Accountability (DPA) complaints
Within a 1-Year Period	<ul style="list-style-type: none"> • 6 or more Indicator Points • 4 or more Department of Police Accountability (DPA) complaints
Automatic Alert	<ul style="list-style-type: none"> • 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 <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.
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 Points¹ 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

- a. 1st Quarter 2022: 447
- b. 1st Quarter 2023: 544

An increase of 21.7%.

2. EIS Alerts

- a. 1st Quarter 2022: 89
- b. 1st Quarter 2023: 301

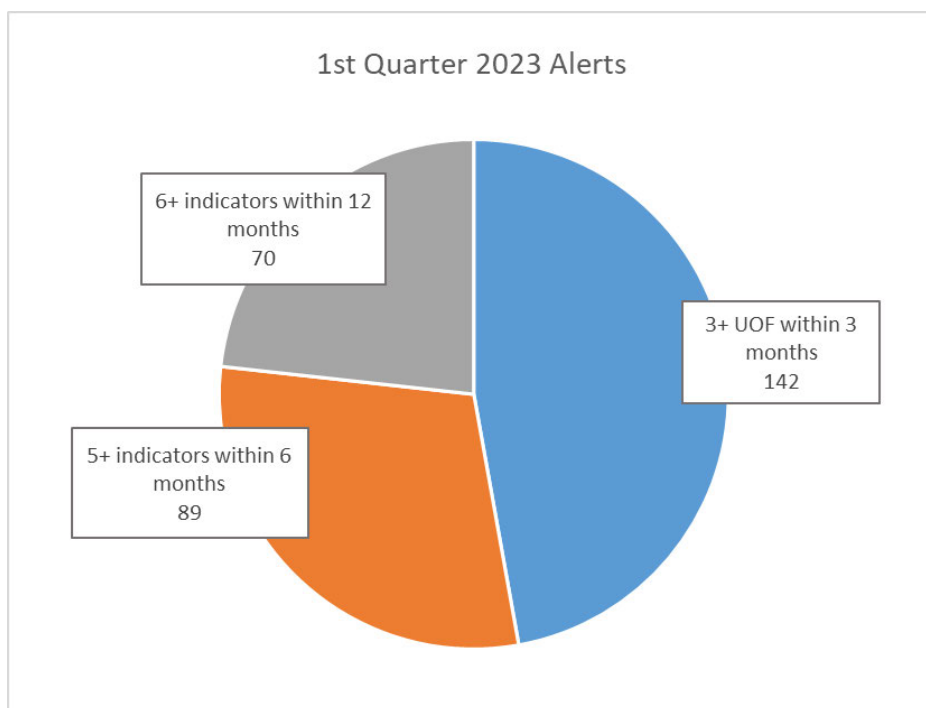
An increase of 238.2%.

- 3. In the 1st Quarter of 2023, 227 officers generated 301 alerts.
- 4. There were 1909 active sworn officers in the 1st Quarter of 2023; therefore, 12% of active sworn officers generated alerts.
- 5. This is an overall reduction of the number of members generating alerts from the 4th Quarter of 2022.
- 6. Data from the previous quarter has been updated and may not be the same as listed in the previous quarter's report.



1st Quarter 2023 Alerts

1 st Quarter 2023 Alerts	
OIS	0
OID	0
3+ UOF within 3 months	142
3+ DPA within 6 months	0
5+ indicators within 6 months	89
4+ DPA within 12 months	0
6+ indicators within 12 months	70
Total	301



227 members (11.8% of active sworn officers) generated at least one alert in Q1 2023.

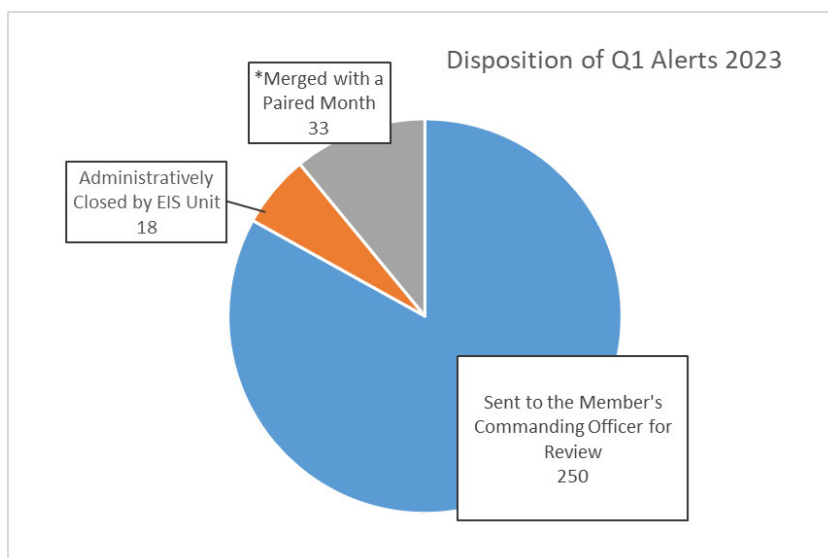
Members Receiving Alerts		
164 Members	1 Alert	164 x 1 = 164 Alerts
52 Members	2 Alerts	52 x 2 = 104 Alerts
11 Members	3 Alerts	11 x 3 = 33 Alerts
227 Members	At Least 1 Alert	301 Alerts



1st Quarter 2023 Alerts

Disposition of 1 st Quarter Alerts:	
250	Sent to the member's Commanding Officer for review
18	Administratively closed by EIS
33	*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:

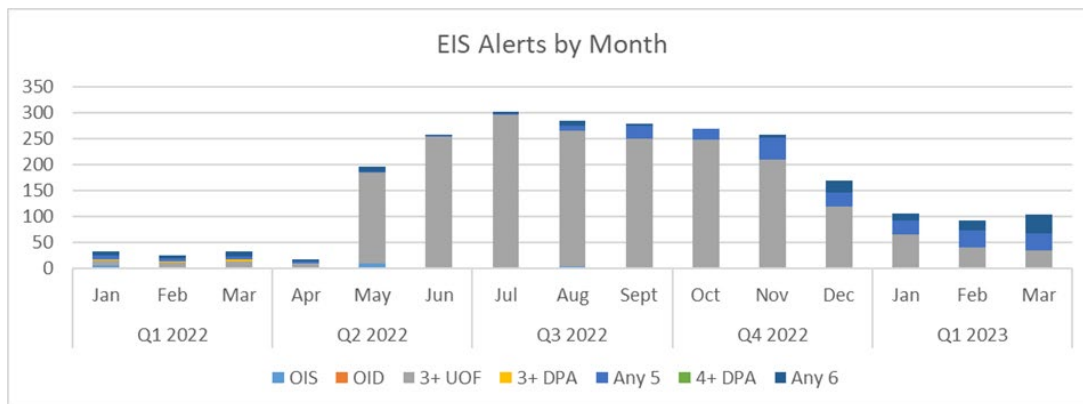
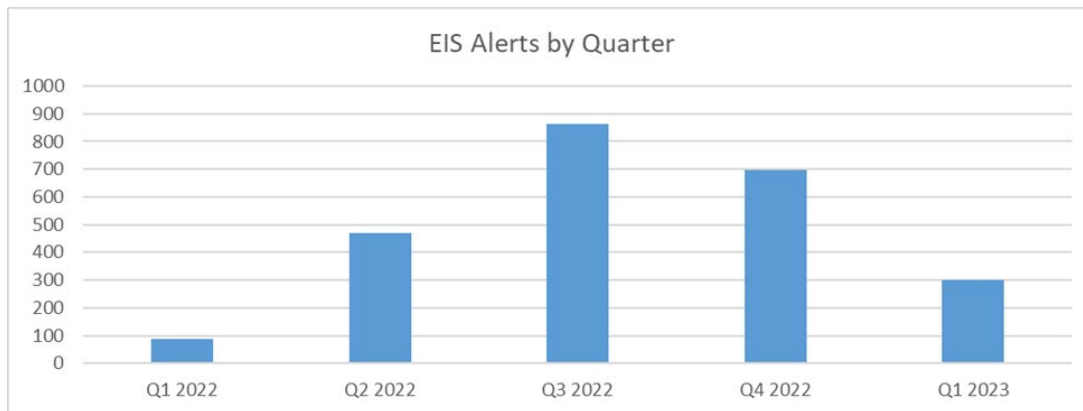
Administrative Closures are recommended by the EIS Sergeant and approved by the OIC of the Legal Division.

- 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
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	
Q1 2023	Jan	0	0	66	0	26	0	14	106	301
	Feb	0	0	41	0	31	0	20	92	
	Mar	0	0	35	0	32	0	36	103	

There was a 56.7% decrease in number of alerts generated from Q4 2022 to Q1 2023.





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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Supervisory or self-initiated referrals to Employee Assistance Program (EAP) or Behavioral Science Unit (BSU)
Reassignment	<ul style="list-style-type: none"> 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

1 st Quarter 2023	
	Total
Informal Counseling	125
Formal Counseling	1
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 (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	578
Part 1 Property Crimes	9,803
TOTAL	10,381

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	14.4%
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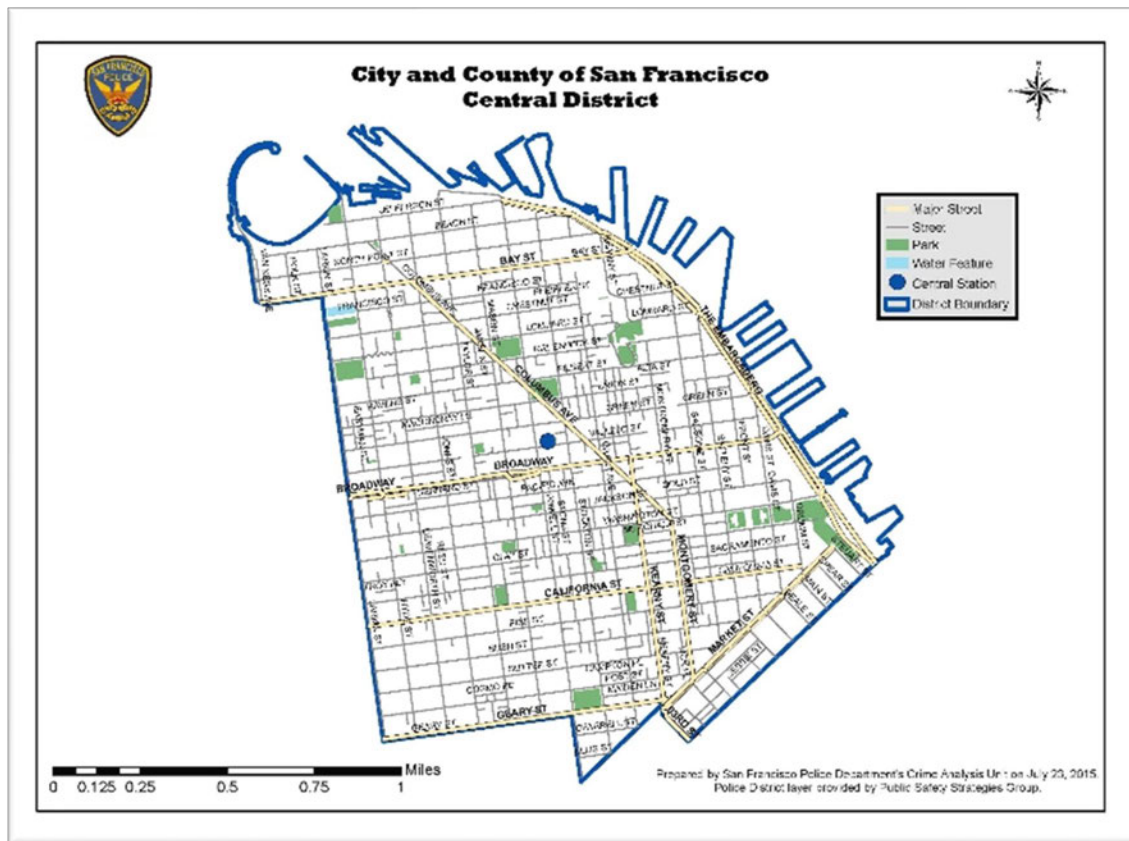
Acting Captain Doug Farmer

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	86.5	0	13.5	0	1	101
Q1 2023	0	0	10	0	11.5	0	5.5	27

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	165	0	1	0	2	3	0	0	171
Q1 2023	0	0	33	0	2	0	0	0	0	0	35





Southern Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	672
Part 1 Property Crimes	4,525
TOTAL	5,197

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	10.3%
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EIS Alerts

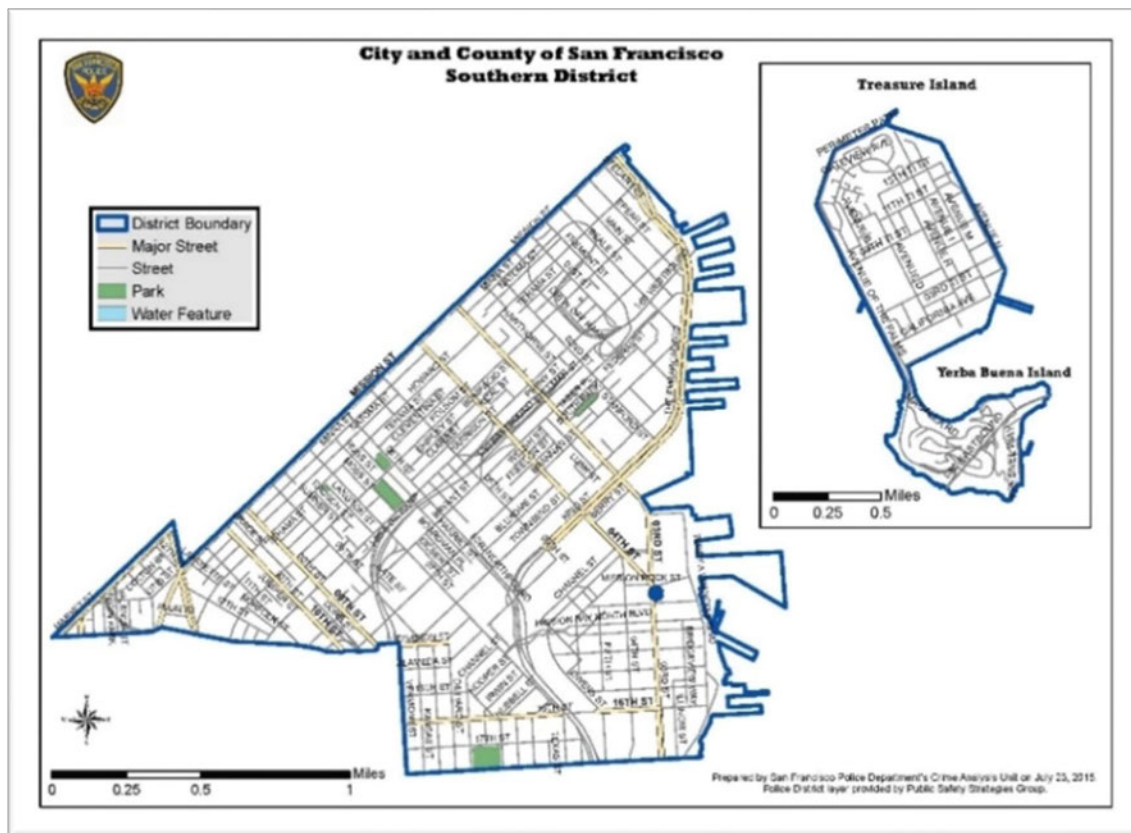
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	62.5	0	5	0	7.33	74.83
Q1 2023	0	0	28.5	0	10.5	0	8.5	47.5



Captain Luke Martin

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	138	0	1	0	0	2	0	1	142
Q1 2023	0	0	64	0	9	0	0	1	0	0	74





Bayview Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

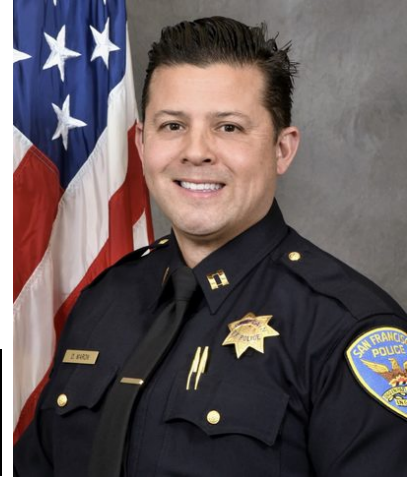
Part 1 Violent Crimes	649
Part 1 Property Crimes	3,294
TOTAL	3,943

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	10.4%
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EIS Alerts

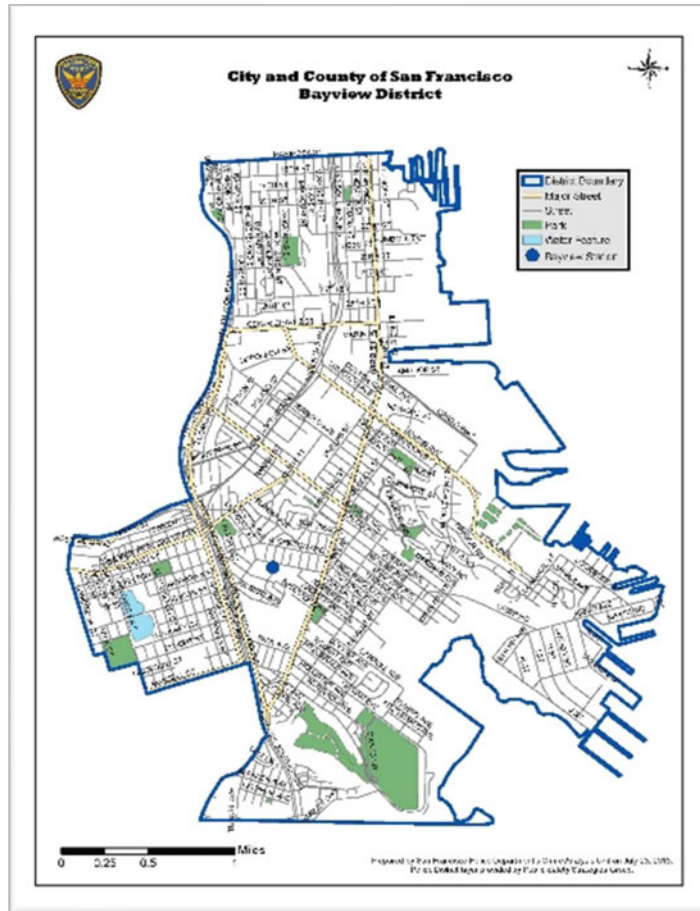
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	53	0	8	0	3	64
Q1 2023	0	0	17.5	0	7	0	5	29.5



Captain Dave Maron

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	125	0	1	0	0	2	0	0	128
Q1 2023	0	0	54	0	5	0	0	1	0	0	60





Mission Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	649
Part 1 Property Crimes	3,294
TOTAL	3,943

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	13.4%
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EIS Alerts

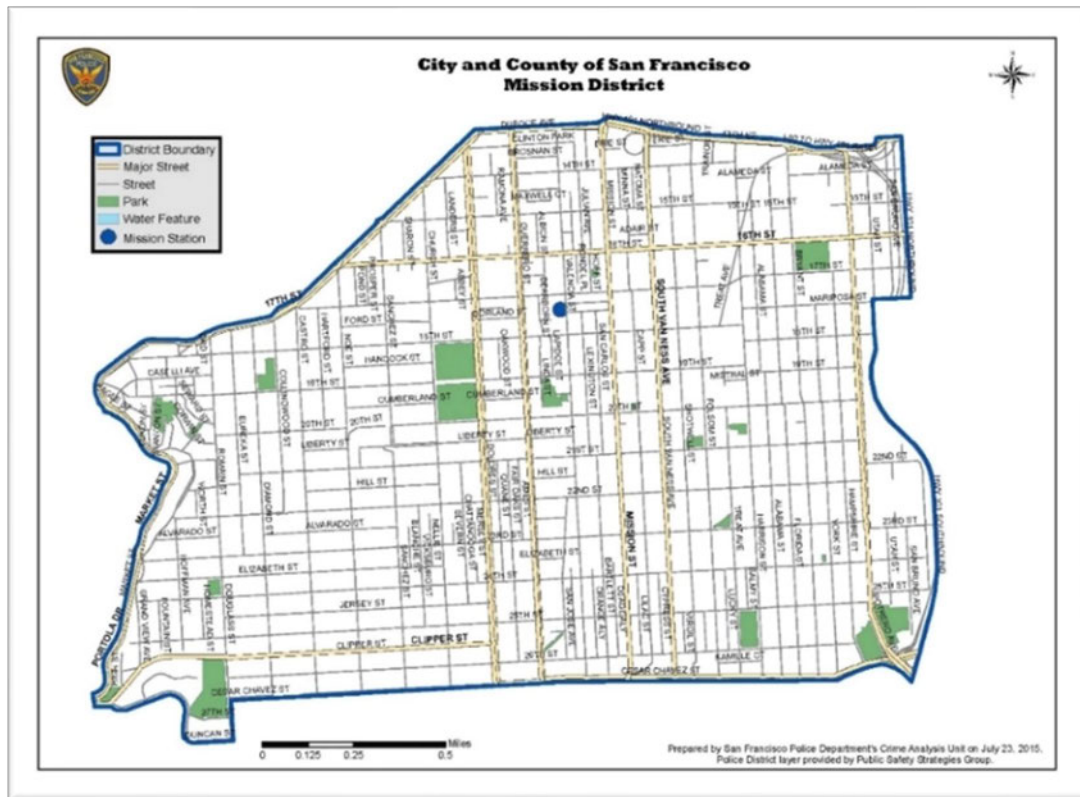
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	91	0	14.5	0	5	110.5
Q1 2023	0	0	21.5	0	27	0	7	55.5



Captain Thomas Harvey

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	192	0	1	0	0	0	0	1	194
Q1 2023	0	0	87	0	1	0	0	2	0	0	90





Northern Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	619
Part 1 Property Crimes	6,945
TOTAL	7,564

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	11.6%
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EIS Alerts

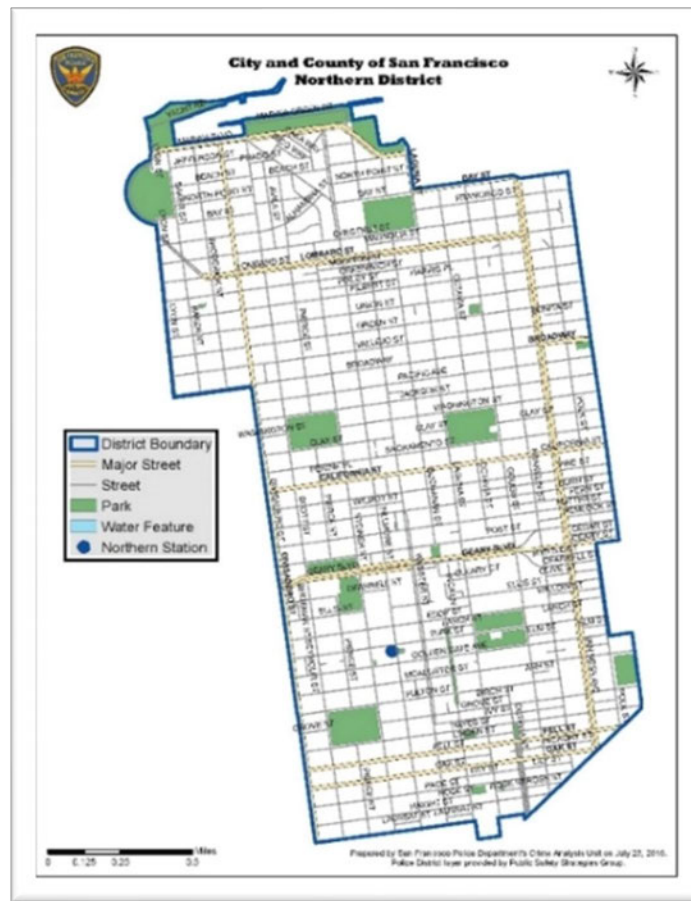
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	43	0	7.5	0	2.83	53.33
Q1 2023	0	0	4	0	5	0	8	17



Captain Derrick Jackson

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	108	0	5	0	1	4	0	1	119
Q1 2023	0	0	35	0	3	0	0	0	0	0	38





Park Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	135
Part 1 Property Crimes	2,441
TOTAL	2,576



Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	4.2%
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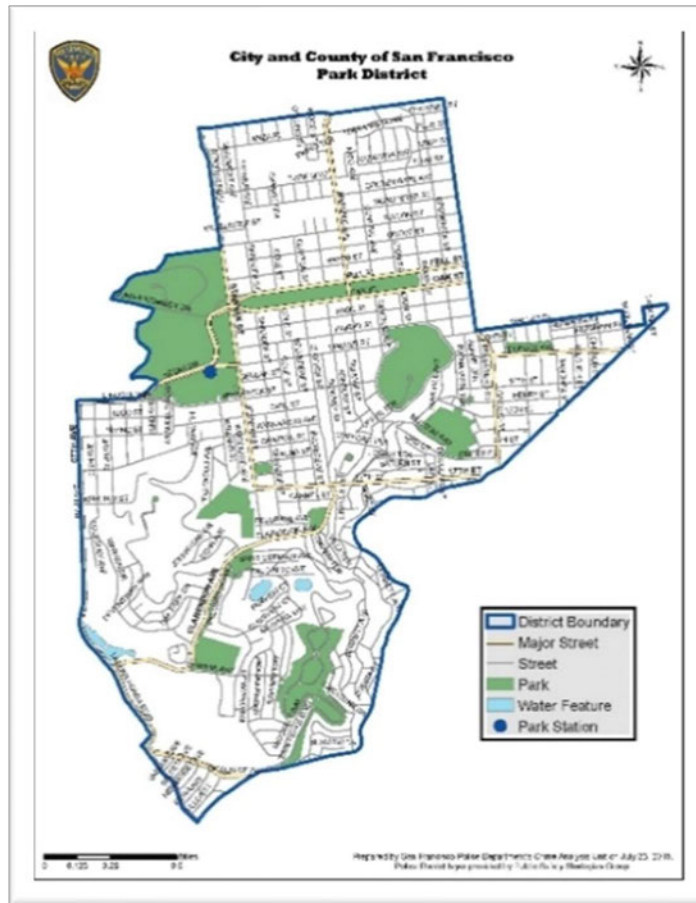
EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	4.5	0	2.5	0	0	7
Q1 2023	0	0	0.5	0	0.5	0	2	3

Captain Jack Hart

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	23	0	4	0	0	2	0	0	29
Q1 2023	0	0	10	0	1	0	0	0	0	0	11





Richmond Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	199
Part 1 Property Crimes	4,066
TOTAL	4,265

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	6.0%
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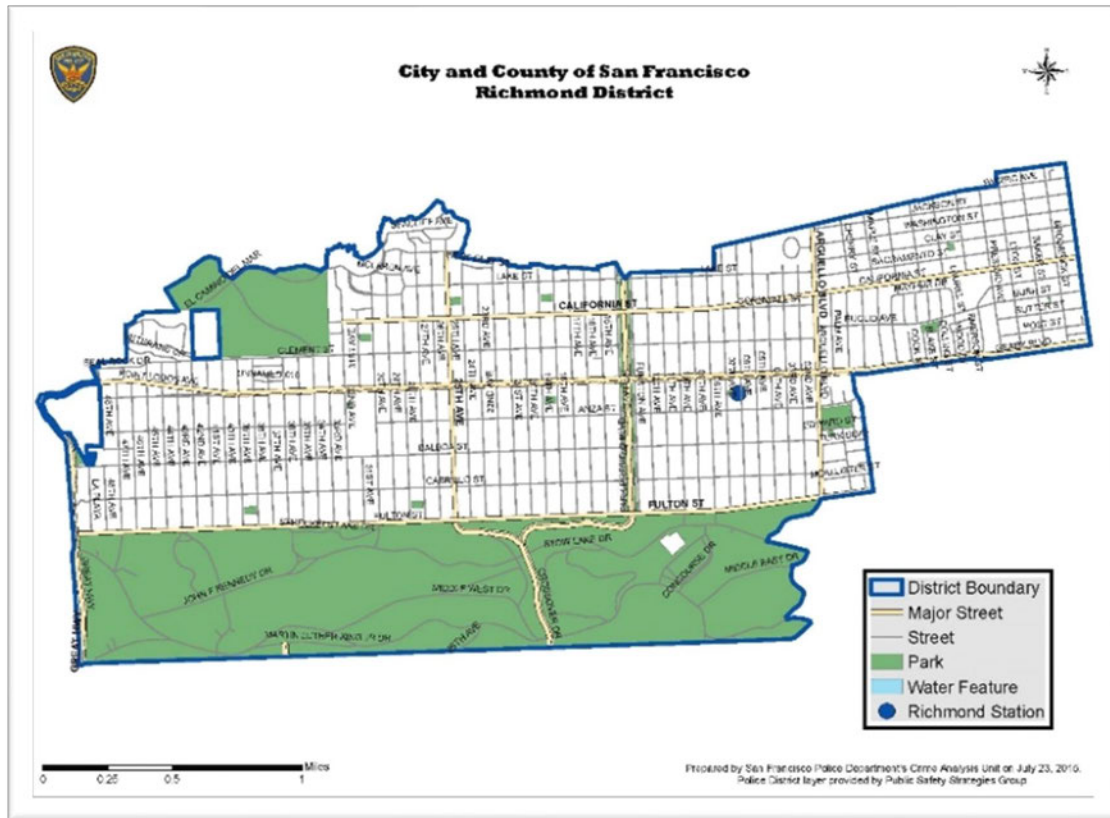
Captain Chris Canning

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	21	0	2	0	1	24
Q1 2023	0	0	8	0	0.5	0	3.5	12

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	54	0	1	0	0	0	0	0	55
Q1 2023	0	0	24	0	0	0	0	0	0	0	24





Ingleside Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	540
Part 1 Property Crimes	3,542
TOTAL	4,082

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	8.7%
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EIS Alerts

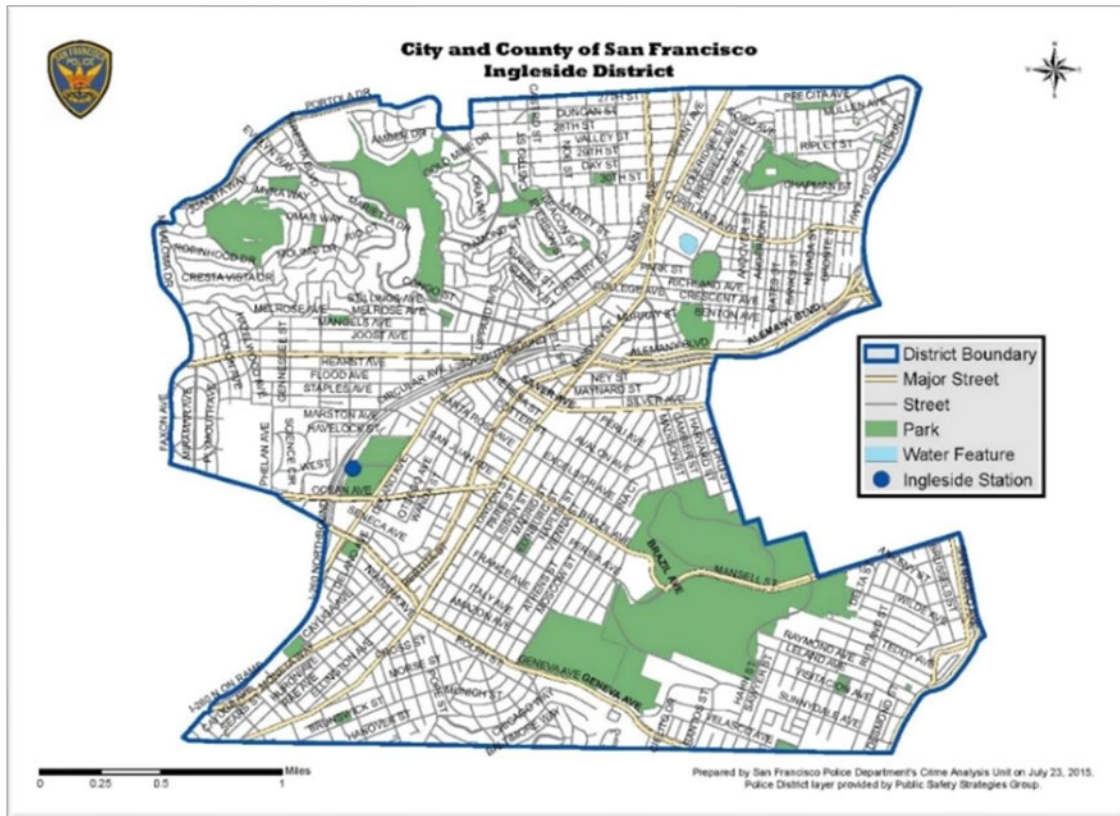
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	60.5	0	11	0	3.5	75
Q1 2023	0	0	10.5	0	7	0	7	24.5



Captain Derrick Lew

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	139	0	0	0	0	0	0	0	139
Q1 2023	0	0	36	0	4	0	0	1	0	0	41





Taraval Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	267
Part 1 Property Crimes	3,883
TOTAL	4,150

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	7.9%
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EIS Alerts

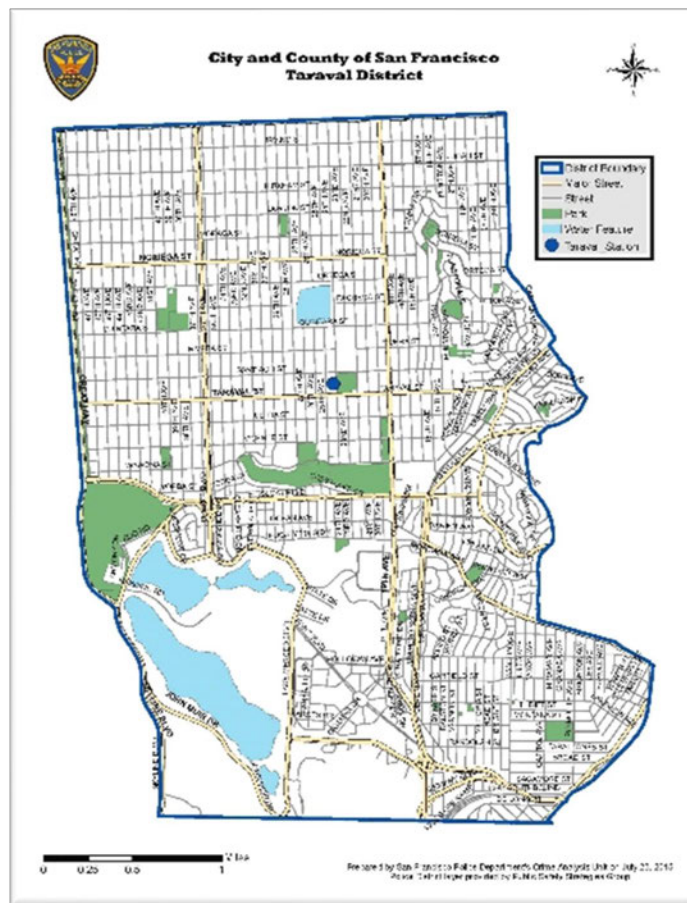
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	22	0	4	0	2	28
Q1 2023	0	0	4	0	3.5	0	2	9.5



Captain Robert Yick

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	56	0	0	0	0	1	0	0	57
Q1 2023	0	0	15	0	1	0	0	0	0	0	16





Tenderloin Station

Part 1 Violent Crimes & Part 1 Property Crimes Trailing 12 Mo (Apr 2022 – Mar 2023)

Part 1 Violent Crimes	864
Part 1 Property Crimes	2,268
TOTAL	3,132

Citywide Calls for Service (Apr 2022 – Mar 2023)

Calls for Service	13.3%
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EIS Alerts

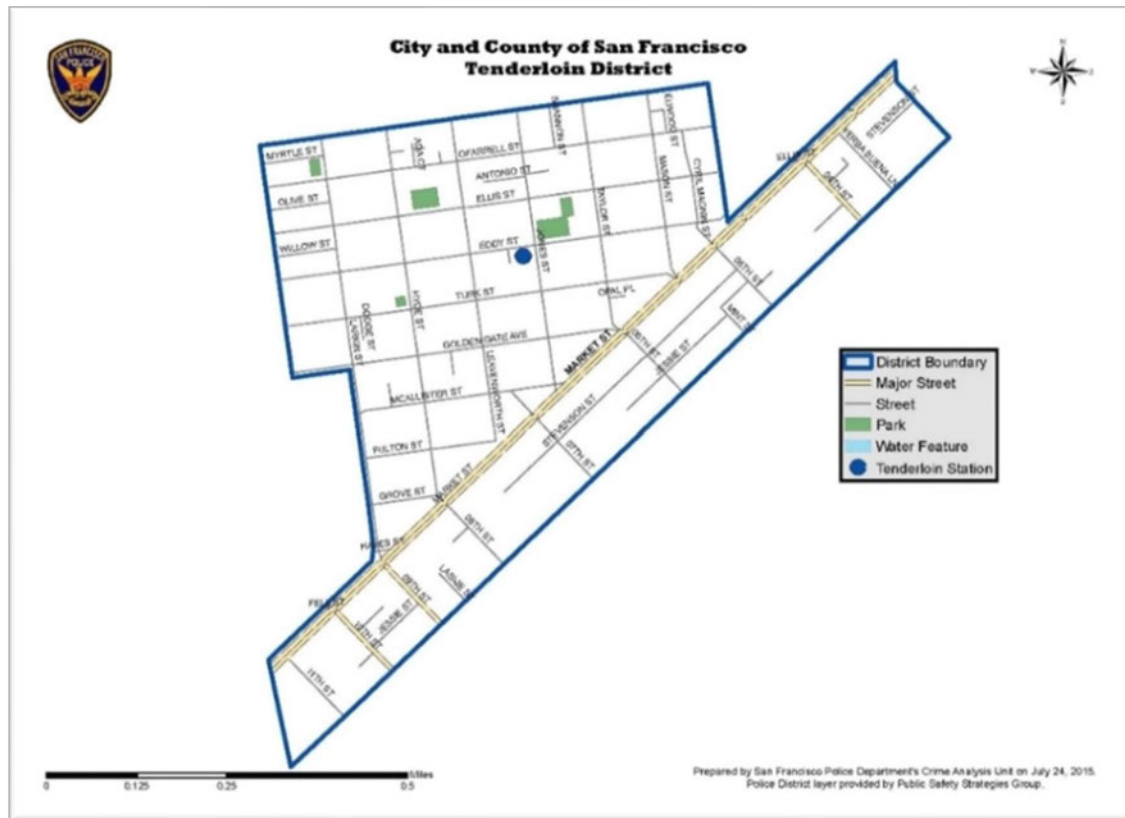
	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	107	0	16.5	0	1.83	125.33
Q1 2023	0	0	30	0	13.5	0	19.5	63



Captain Sergio Chin

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On Duty Collision	TOTAL
Q4 2022	0	0	249	0	1	0	0	2	0	1	253
Q1 2023	0	0	82	0	6	0	0	4	0	1	93





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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	6	0	2	0	0	8
Q1 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
Q4 2022	0	0	33	0	1	0	0	0	0	1	35
Q1 2023	0	0	3	0	0	0	0	0	0	1	4



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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	0	0	0	0	0	0	0	0	0
Q1 2023	0	0	1	0	0	0	0	0	0	0	1

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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	0	0	0	0	0	0	0	0	0
Q1 2023	0	0	0	0	0	0	0	0	0	0	0



Specialized Units/Details

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.
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EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	1	0	0	0	0	1
Q1 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
Q4 2022	0	0	4	0	0	0	0	0	0	0	4
Q1 2023	0	0	0	0	0	0	0	0	0	0	0

CED	Community Engagement Division	Officers assigned to CED proactively engage with the community through relationship building, events, forums, panel discussions, community events, and leading a variety of programs to benefit local youth. This unit also promotes community policing and community engagement in support of District Station activities.
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EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	1	0	0.5	0	0	1.5
Q1 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
Q4 2022	0	0	5	0	0	1	0	0	0	1	7
Q1 2023	0	0	0	0	0	0	0	0	0	0	0

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

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	2	0	0	0	0	2
Q1 2023	0	0	1.5	0	2	0	1	4.5

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q4 2022	0	0	2	0	0	0	0	0	0	0	2
Q1 2023	0	0	14	0	0	0	0	0	0	0	14



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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	0	0	0	0	1	0	0	0	1
Q1 2023	0	0	0	0	0	0	1	0	0	0	1

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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	0	0	0	0	0	0	0	0	0
Q1 2023	0	0	0	0	0	2	0	0	0	0	2

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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	1	0	0	0	0	0	0	0	1
Q1 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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	2	0	0	0	1	0	0	0	3
Q1 2023	0	0	3	0	0	0	1	0	0	0	4

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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	0	0	0	0	0	0	0	1	1
Q1 2023	0	0	1	0	2	0	0	0	0	0	3

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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	1	0	0	0	0	0	0	0	1
Q1 2023	0	0	1	0	0	0	0	0	0	0	1



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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	1	0	0	0	0	0	0	1	2
Q1 2023	0	0	0	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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	2	0	0	0	0	0	0	0	2
Q1 2023	0	0	0	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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	3	0	0	0	0	1	0	1	5
Q1 2023	0	0	3	0	1	0	0	2	0	0	6



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
Q4 2022	0	0	5	0	1	0	0	6
Q1 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
Q4 2022	0	0	5	0	1	0	0	6	0	0	11
Q1 2023	0	0	0	0	1	0	0	1	0	0	3

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
Q4 2022	0	0	0	0	0	0	0.5	0.5
Q1 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
Q4 2022	0	0	3	0	0	0	0	0	0	0	3
Q1 2023	0	0	0	0	0	0	0	0	0	0	0

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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	0	0	1	0	0	0	0	0	1
Q1 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.
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EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	1	0	0	0	0	0	0	0	1
Q1 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.
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EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	3	0	1	0	0	3	0	0	7
Q1 2023	0	0	1	0	0	0	0	1	0	0	2

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.
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EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	2	0	0	0	0	0	0	0	2
Q1 2023	0	0	2	0	0	0	0	0	0	0	2



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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	2	0	0	0	0	0	0	0	2
Q1 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
Q4 2022	0	0	0	0	0	0	0	0
Q1 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
Q4 2022	0	0	0	0	1	0	0	0	0	0	1
Q1 2023	0	0	0	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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	9	0	2	0	1	12
Q1 2023	0	0	5	0	0	0	0	5

Indicator Points

	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q4 2022	0	0	38	0	0	0	0	0	0	0	38
Q1 2023	0	0	13	0	0	0	0	1	0	0	14

**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.

EIS Alerts

	OIS	OID	3+ UOF	3+ DPA	Any 5	4+ DPA	Any 6	TOTAL
Q4 2022	0	0	0	0	0	0	0	0
Q1 2023	0	0	0	0	0	0	0	0

Indicator Points

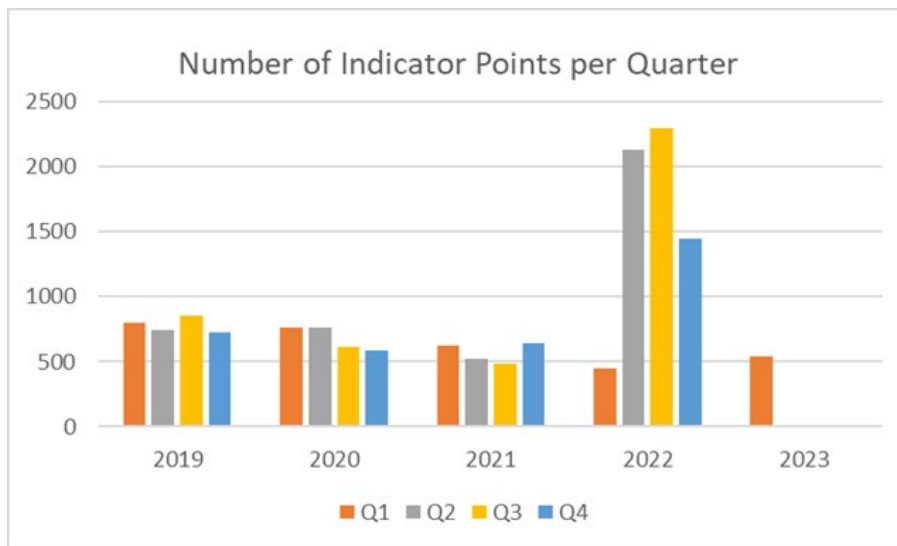
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	TOTAL
Q4 2022	0	0	0	0	1	0	0	0	0	0	1
Q1 2023	0	0	0	0	4	0	0	0	0	0	4



Comprehensive Data

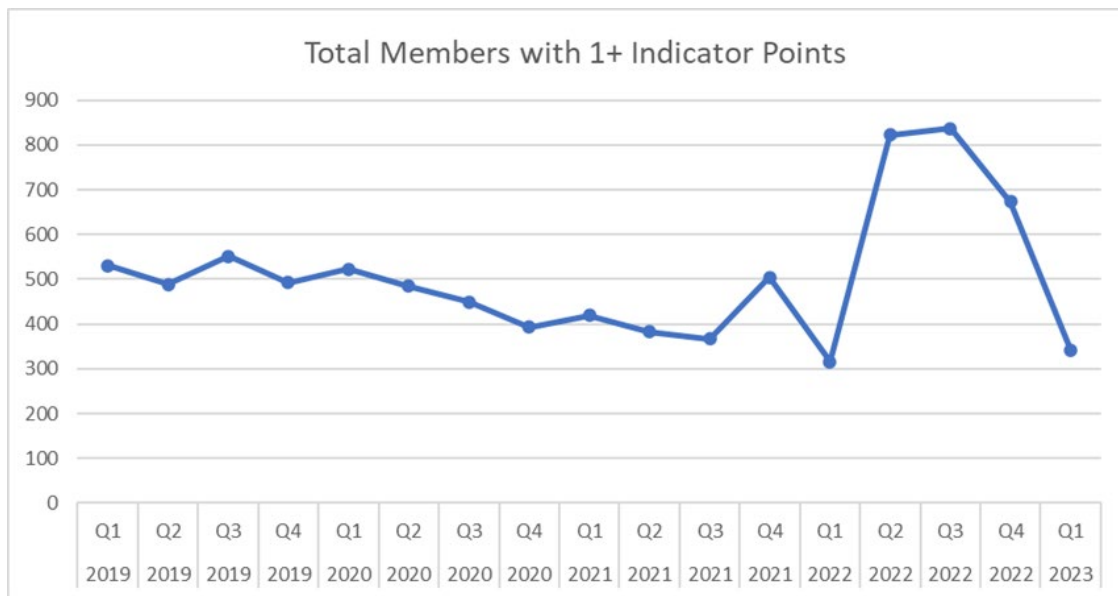
Number of Indicator Points per Quarter					
Year	Q1	Q2	Q3	Q4	Total
2019	802	740	858	726	3,126
2020	767	764	612	586	2,729
2021	626	522	482	641	2,271
2022	447	2,131	2,299	1,447	6,324
2023	544	-	-	-	544

Number of Members		
Year	Quarter	Sworn Members
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
2023	1	1,909



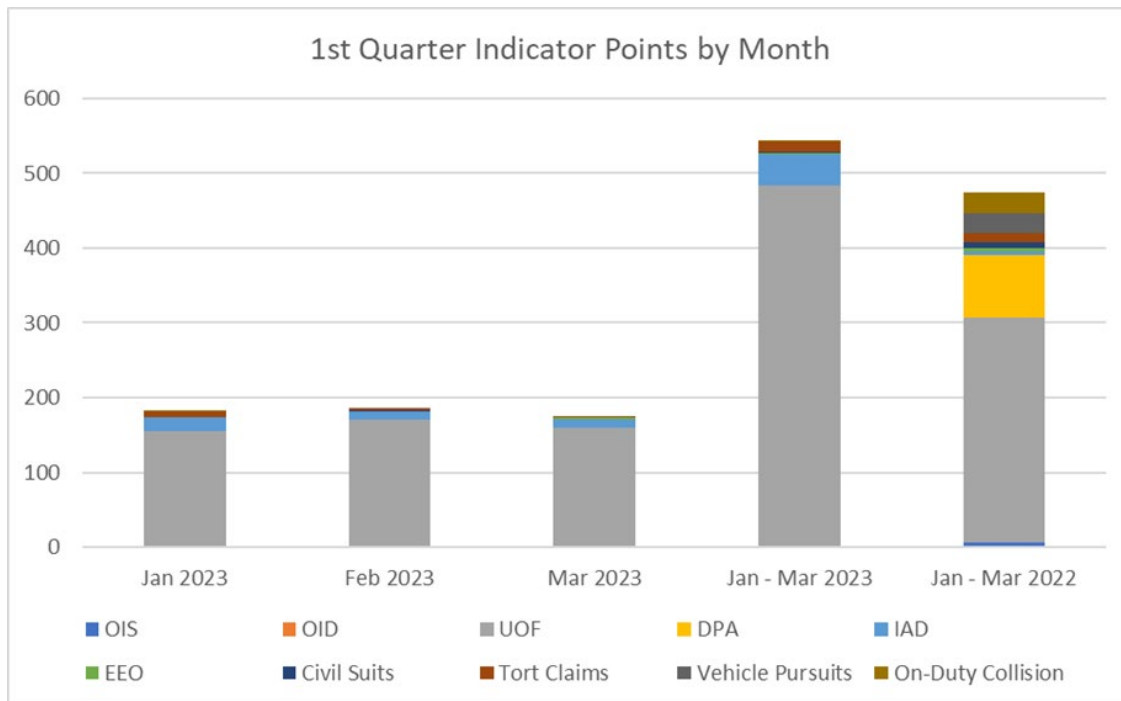


Indicator Points per Member												
Year	Quarter	0	1	2	3	4	5	6	7	8	9+	Total Members with 1+ Indicator Points
2019	1	1787	358	106	51	9	3	1	2	1	0	531
	2	1799	321	112	31	20	3	0	1	0	0	488
	3	1731	362	113	47	19	7	3	0	0	0	551
	4	1791	336	107	33	10	5	2	0	0	0	493
2020	1	1773	366	102	38	11	2	0	3	0	1	523
	2	1785	321	106	29	15	7	3	0	0	3	484
	3	1801	349	67	22	5	2	3	0	0	1	449
	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
	2	1797	286	66	27	2	1	1	0	0	0	383
	3	1752	273	74	17	3	0	0	0	0	0	367
	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
	2	1165	343	159	129	68	41	37	19	13	13	822
	3	1122	312	182	129	81	48	32	15	16	22	837
	4	1262	306	170	87	63	34	9	1	1	2	673
2023	1	1568	212	83	29	11	2	3	1	0	0	341
	2											
	3											
	4											





1 st Quarter 2023 Indicator Points by Month											
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Jan 2023	0	0	155	0	18	0	0	8	0	2	183
Feb 2023	0	0	170	0	11	0	2	3	0	0	186
Mar 2023	0	0	159	0	12	2	0	2	0	0	175
Jan - Mar 2023	0	0	484	0	41	2	2	13	0	2	544
Jan - Mar 2022	6	1	300	84	4	5	7	13	27	28	475

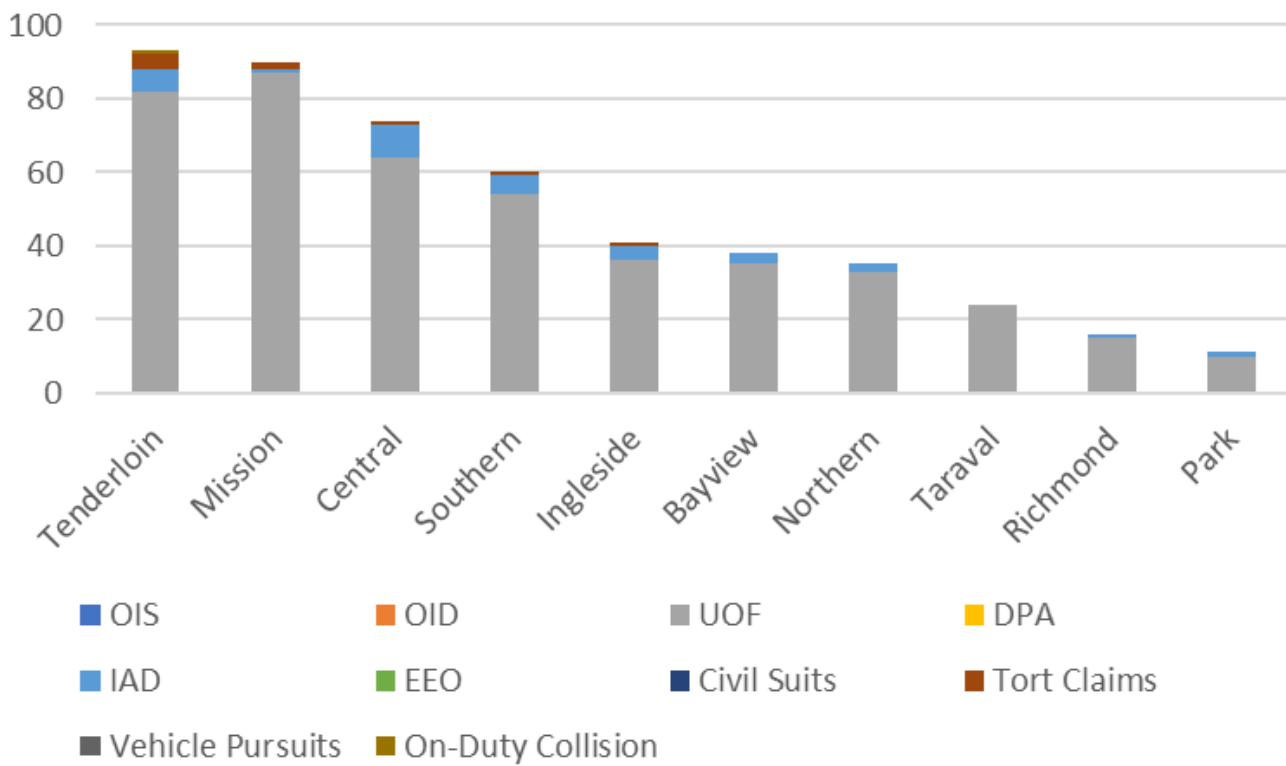




1st Quarter 2023 Indicator Points by Station

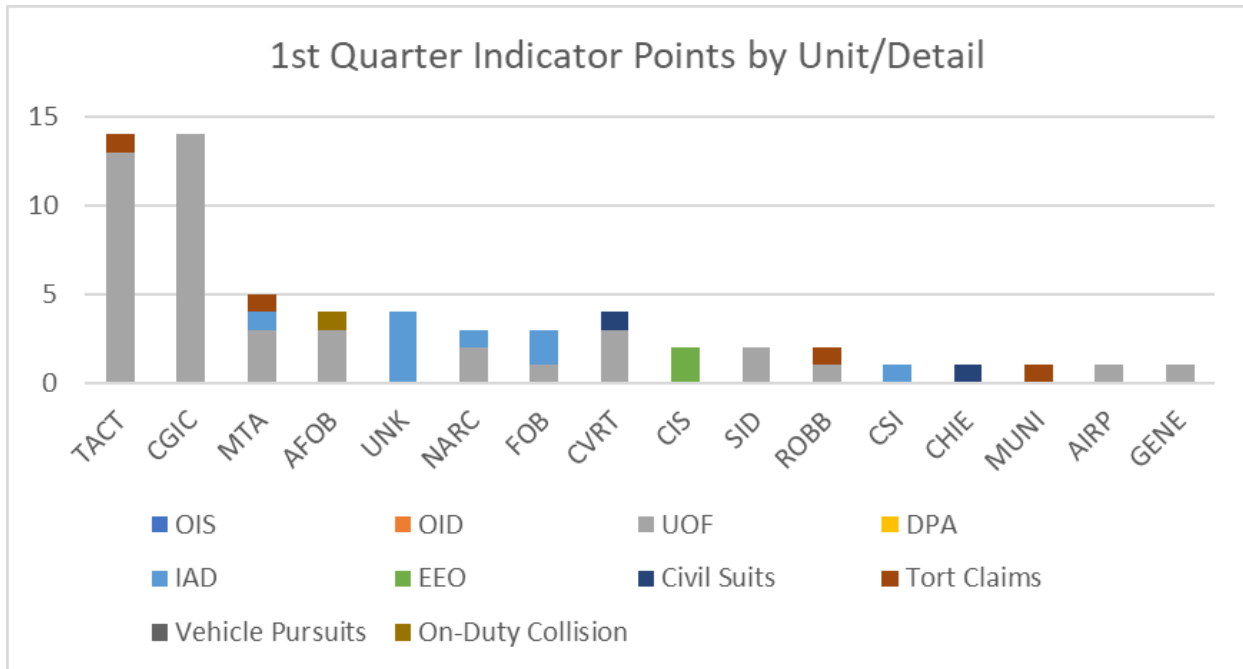
	OIS	OID	UOF	DPA	IAD	EEO	Civil Suits	Tort Claims	Vehicle Pursuits	On-Duty Collision	Total
Tenderloin	0	0	82	0	6	0	0	4	0	1	93
Mission	0	0	87	0	1	0	0	2	0	0	90
Central	0	0	64	0	9	0	0	1	0	0	74
Southern	0	0	54	0	5	0	0	1	0	0	60
Ingleside	0	0	36	0	4	0	0	1	0	0	41
Bayview	0	0	35	0	3	0	0	0	0	0	38
Northern	0	0	33	0	2	0	0	0	0	0	35
Taraval	0	0	24	0	0	0	0	0	0	0	24
Richmond	0	0	15	0	1	0	0	0	0	0	16
Park	0	0	10	0	1	0	0	0	0	0	11
Total	0	0	440	0	32	0	0	9	0	1	482

1st Quarter Indicator Points by Station





1 st 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	13	0	0	0	0	1	0	0	14
CGIC	0	0	14	0	0	0	0	0	0	0	14
MTA	0	0	3	0	1	0	0	1	0	0	5
AFOB	0	0	3	0	0	0	0	0	0	1	4
UNK	0	0	0	0	4	0	0	0	0	0	4
NARC	0	0	2	0	1	0	0	0	0	0	3
FOB	0	0	1	0	2	0	0	0	0	0	3
CVRT	0	0	3	0	0	0	1	0	0	0	4
CIS	0	0	0	0	0	2	0	0	0	0	2
SID	0	0	2	0	0	0	0	0	0	0	2
ROBB	0	0	1	0	0	0	0	1	0	0	2
CSI	0	0	0	0	1	0	0	0	0	0	1
CHIE	0	0	0	0	0	0	1	0	0	0	1
MUNI	0	0	0	0	0	0	0	1	0	0	1
AIRP	0	0	1	0	0	0	0	0	0	0	1
GENE	0	0	1	0	0	0	0	0	0	0	1
Total	0	0	44	0	9	2	2	4	0	1	62



First Sign® Early Intervention

Incomparable in Design.
Profound in Impact.



What if your early warning system could predict 85% of all major adverse investigations before they even happen?

Now is the time to make a fundamental shift in how you manage police force accountability and support officer wellness.

Welcome to **Benchmark Analytics** . . . a Data Science company focused exclusively on police force management.

First Sign® Early Intervention is our advanced, research based EIS platform — developed to deliver the most effective, accurate tool to identify off-track officer behavior based on your agency’s size and structure. This solution goes well beyond standard early warning systems by establishing benchmarks that more accurately identify levels of at-risk behavior — alerting you to the real need of intervention and officer support.

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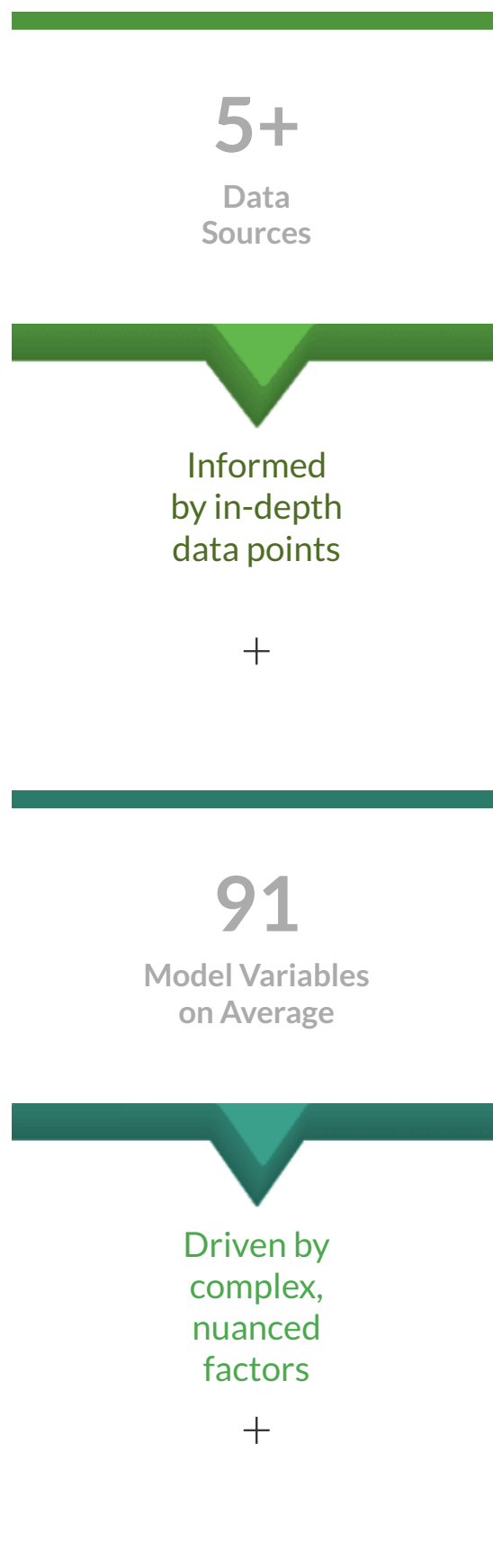
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The First Sign Difference – It’s in the Numbers

Traditional EIS offerings employ threshold-based triggers to alert agencies to off-track officer behavior. However, these standard systems often flag officers not actually exhibiting at-risk behavior – resulting in inefficient use of resources, time and funds . . . not to mention poor officer morale.

Our groundbreaking **First Sign** solution draws upon decades of evidence-based research, robust information sources and sophisticated analytics to **identify officers truly in need of intervention**.



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Model
Precision



Greater
accuracy than
any other EIS

+



5%
At-Risk
Average



Police officers
truly in need
of intervention

+



66%
Incident
Rate



Perpetuated
by 5% at-risk
officers

+

What Does This Mean to Your Agency?

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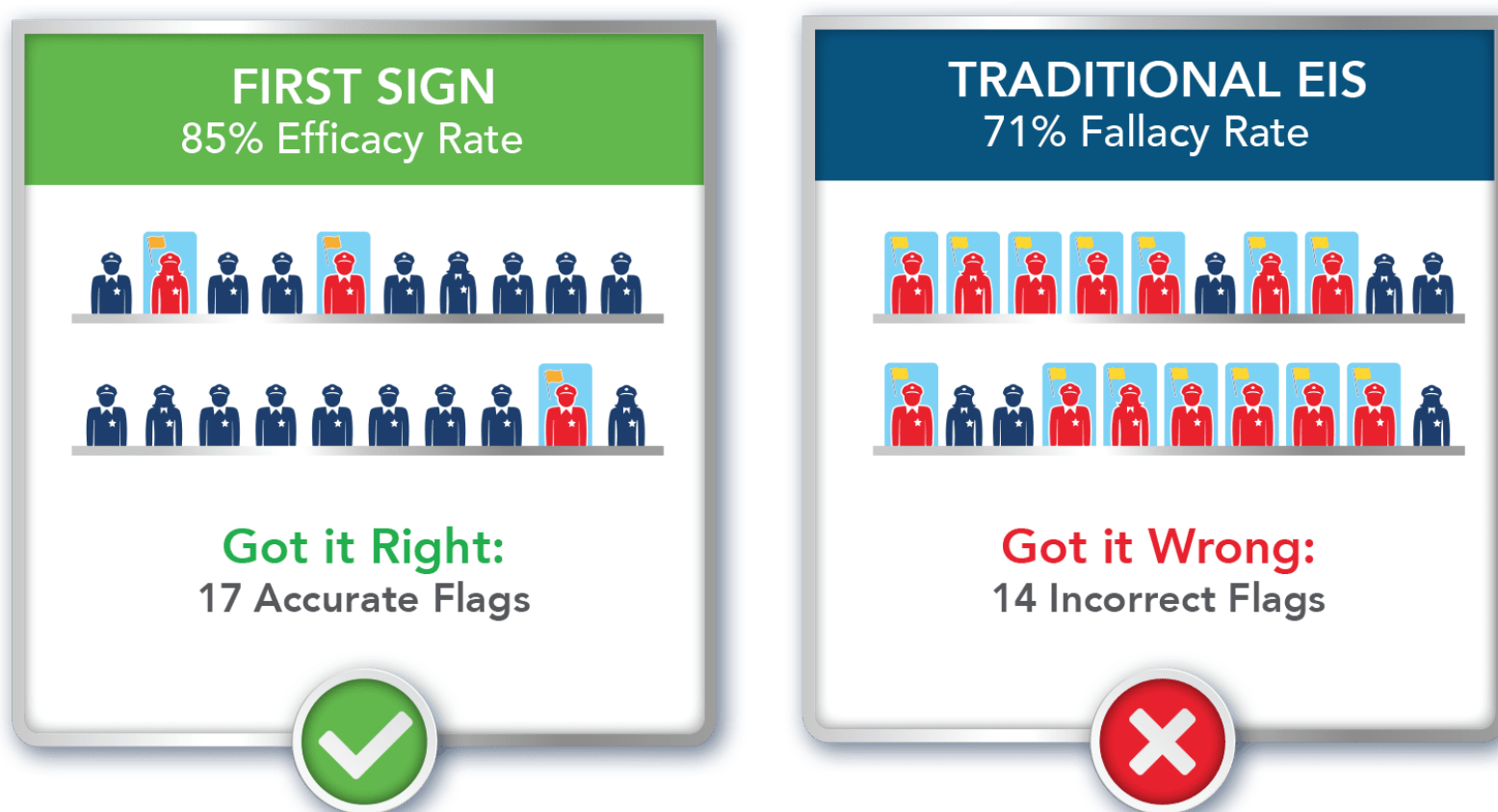
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And How Do We Know This?

Benchmark has the world's largest database on officer performance — and we've validated all predictive analytics through a standardized national model developed in partnership with the **University of Chicago**.

The First Sign Impact — a More Powerful EIS Tool

When comparing **First Sign** to traditional EIS platforms using threshold-based triggers – in an example of **20 Officers Flagged** for off-track behavior – here's what research illustrates:



Sign for First Sign Early Intervention System by Benchmark Analytics: 85% efficiency rate, 17 accurate flags

What this example clearly shows is that traditional EIS platforms **incorrectly flag officers “at-risk” nearly five times more often** than our advanced, research-based **First Sign** solution — a profound difference that can make a massive impact in the way you manage accountability and officer support.

First Sign is your clear choice for a transformative EIS designed to:

- Differentiate those officers creating the greatest challenges for your department
- Boost morale and increase retention of police officers doing their jobs right
- Improve community relations and regain public trust in law enforcement
- Reduce resource needs, administrative time and EIS implementation costs
- Significantly lower your exposure to escalating liability claims from increasing litigations

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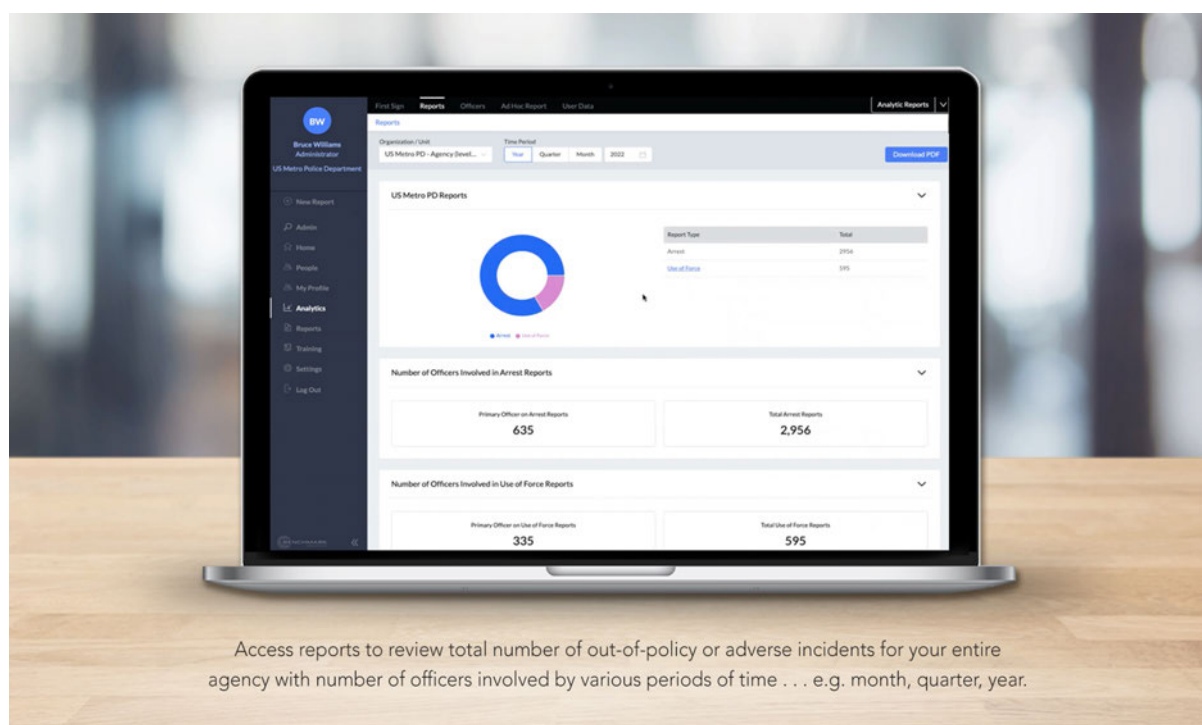
A Multi-Dimensional EIS Built on Six Key Pillars of Success

- 1 Research Legacy
- 2 Academic Credibility
- 3 Scientific Legitimacy
- 4 Iterative Learning
- 5 Compliance Ready
- 6 Reciprocal Officer Support

The First Sign 24/7 Analytic Machine

First Sign is *preventative by design*: our platform analyzes cumulative officer data collected in the **Benchmark Management System**® and other sources. It's **the only research-based, data-driven EIS that tracks over 20 event markers** shown to lead to truly at-risk, off-track behavior.

Specified supervisors receive real-time alerts as out-of-policy, adverse and at-risk events occur by officers on their team. And from the **First Sign** dashboard, they can manage and review all aspects of the platform configured to work most effectively at meeting the needs of your organization.



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