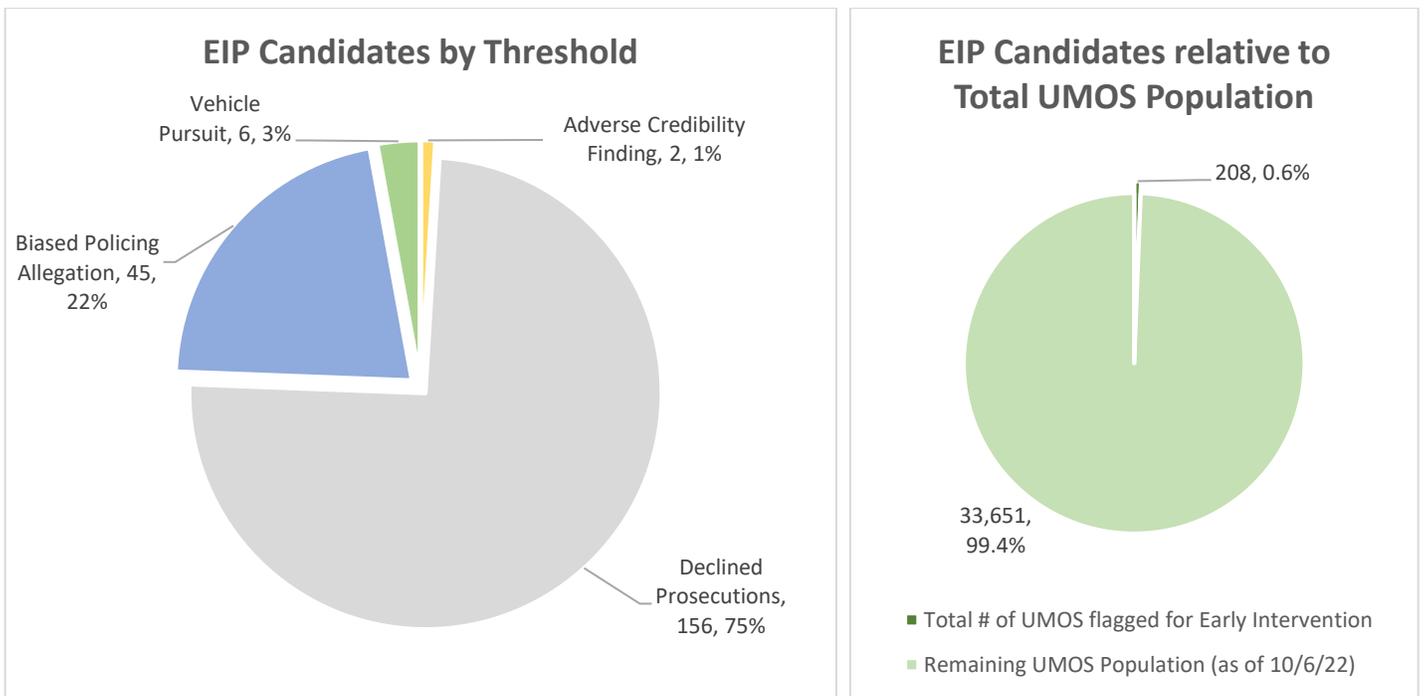


Under the Department’s Early Intervention Program (“EIP”), when a designated threshold<sup>1</sup> is triggered, Risk Management Bureau staff prepare an overview of the officer’s entire history with the Department, and their commanding officer is asked to make a recommendation regarding potential intervention to the Early Intervention Committee. The Early Intervention Committee then makes a final decision for the commanding officer to implement. The data presented in this report reflects all of the uniformed members of the service (“UMOS”) who were reviewed for potential intervention between April and June of 2022.

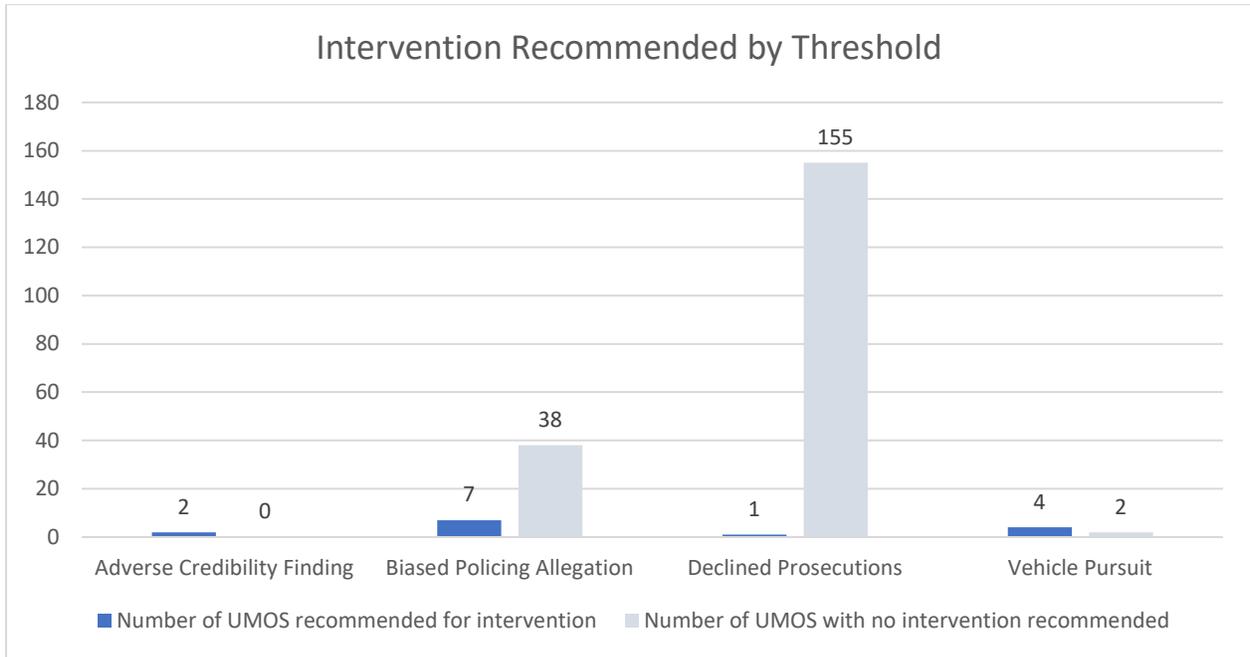
During that period, 208 UMOS were assessed for potential early intervention—49 of whom had previously been assessed by EIP, largely due to declined prosecutions as a result of prosecutorial discretion. The triggering thresholds for the 208 UMOS<sup>2</sup> were broken down as follows:



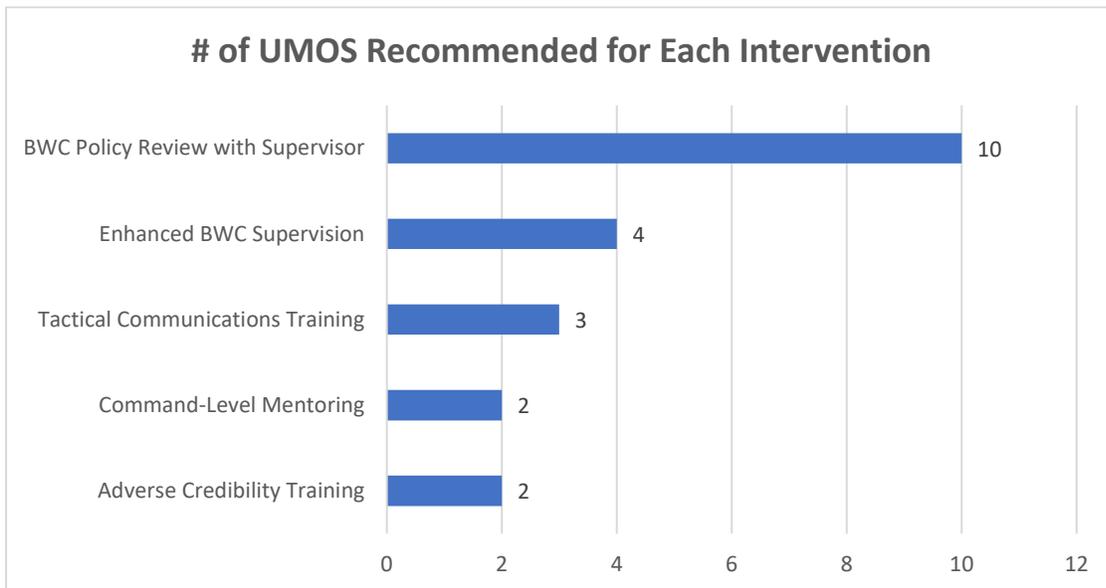
<sup>1</sup> Designated thresholds include, but are not limited to, three or more declinations to prosecute in a 12-month period in certain specified categories, a suppression decision in a case involving a stop, trespass enforcement, or racial profiling or slur, a court finding of incredible testimony, a declination by the Law Department to represent or indemnify the officer in a lawsuit, and any complaint against the officer alleging racial profiling or the use of a racial slur.

<sup>2</sup> One of the UMOS was assessed for potential early intervention as a result of crossing the declined prosecution threshold and the profiling allegation threshold.

The assessment of these 208 UMOS,<sup>3</sup> first by their commanding officers, then by the Early Intervention Committee, resulted in intervention being recommended as follows:



Fourteen UMOS were recommended for intervention. Interventions recommended were as follows:<sup>4</sup>



<sup>3</sup> One of the UMOS was assessed for potential early intervention as a result of crossing the declined prosecution threshold and the profiling allegation threshold.

<sup>4</sup> Some UMOS were recommended multiple interventions.

For those UMOS ordered to undergo training, the length of the training ordered is case-specific but can vary from approximately an hour to two full days. UMOS ordered to undergo enhanced supervision requires their supervisor to review a greater number of their subordinate's body-worn camera videos than what is usually required. This is generally done by number of videos viewed over a 30-day period. For those UMOS ordered to undergo some form of command-level mentoring, the length of that monitoring varies and is again case-specific. Command-level re-instruction in Department policy is handled by an appropriate supervisor of the UMOS—for example, an immediate supervisor, training sergeant, integrity control officer, executive officer, or commanding officer. UMOS ordered to meet with a high-ranking executive either within or outside their command will generally participate in a one-on-one session with the executive for up to one hour. None of the UMOS reviewed were referred for possible monitoring, which would last for a minimum of one year. It should be noted that multiple interventions can be ordered for a single UMOS when warranted. Thirteen of the 14 UMOS who were recommended for intervention have completed their interventions; one UMOS is in the process of completing the recommended interventions.

The Department is also tracking what happens to officers following their EIP assessment. Out of the 208 UMOS who were assessed for potential early intervention in the second quarter of 2022, two have since received CCRB complaints subsequent to being assessed (intervention was not ordered for either UMOS); two UMOS have become the subject of an internal investigation (intervention was not ordered for either UMOS); none of the UMOS have since been named in a lawsuit; and two UMOS have been placed on monitoring (intervention was ordered for one of the UMOS). None of the UMOS have been terminated or placed on dismissal probation after their EIP assessment.

The Department's Early Intervention Program will continue to evolve going forward. The Department will continue to improve the process as it gains more data on what non-disciplinary interventions work best to mentor and support members of the service, effectively serve the public better, and prevent officers from engaging in conduct that would merit discipline.