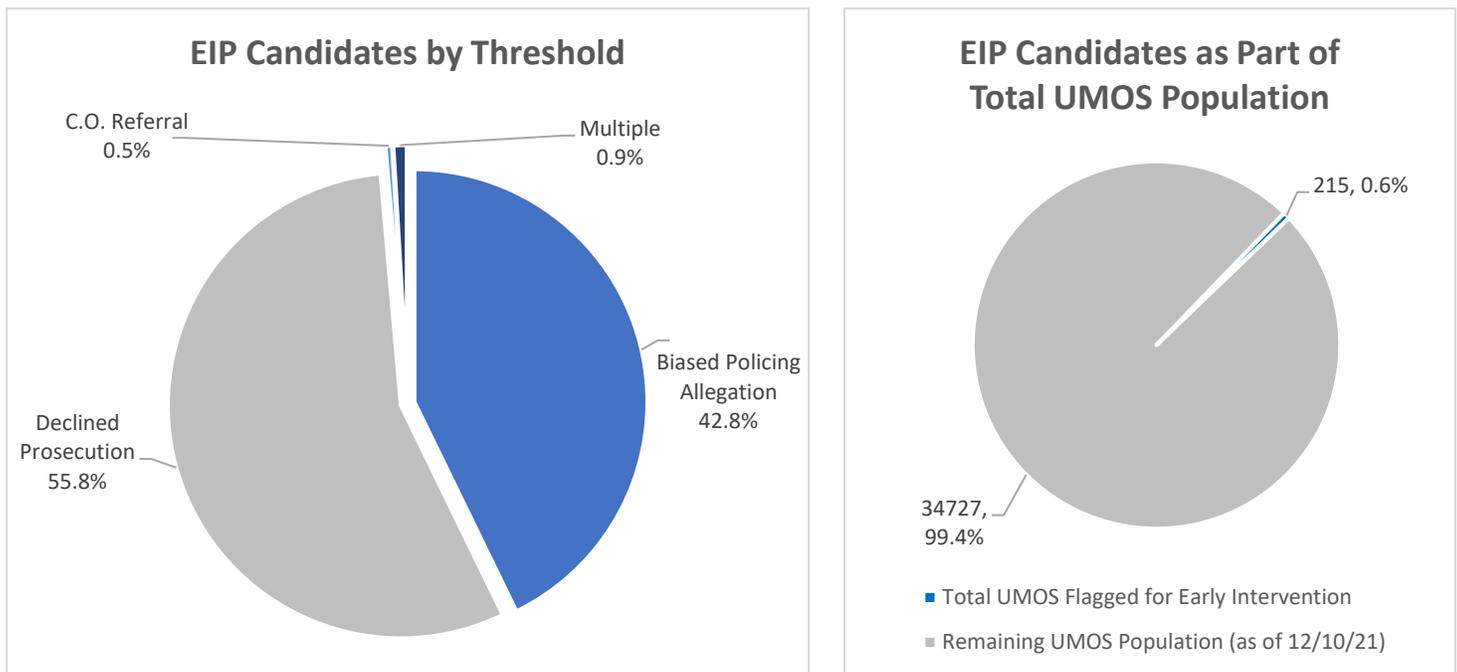


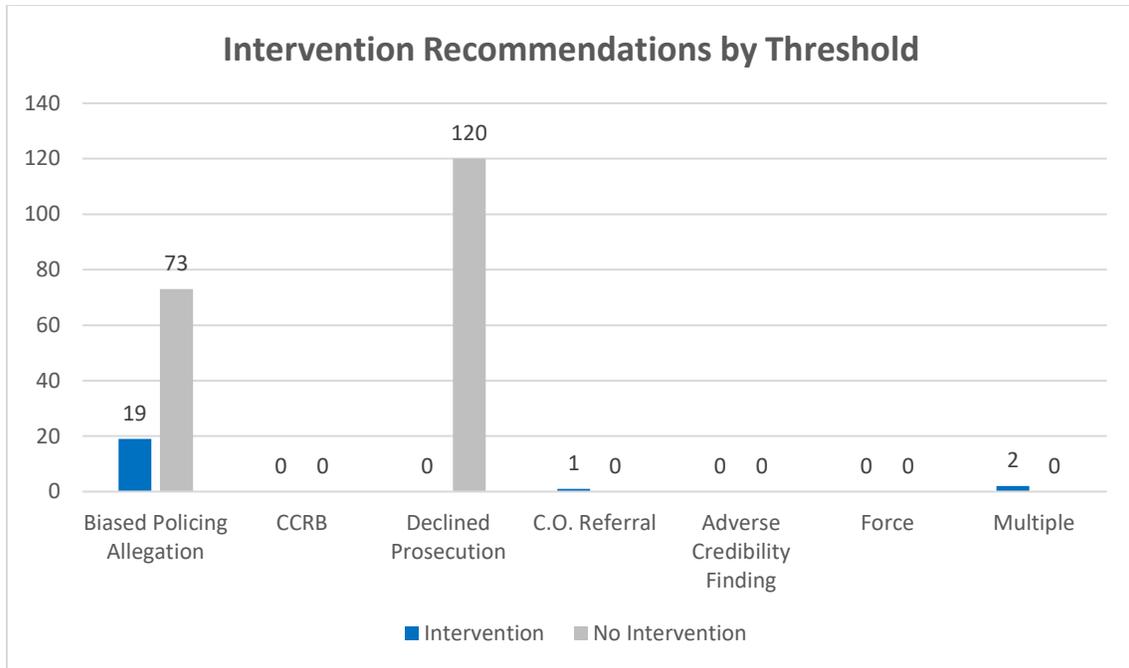
Under the Department’s Early Intervention Program (“EIP”), when a designated threshold<sup>1</sup> is triggered, Risk Management Bureau staff prepare an overview of the officer’s entire history with the Department and their commanding officer is asked to make a recommendation regarding potential intervention 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 October and December 2021.

During that period, 215 UMOS were assessed for potential early intervention (34 of whom had previously been assessed by EIP), broken down by triggering threshold as follows:

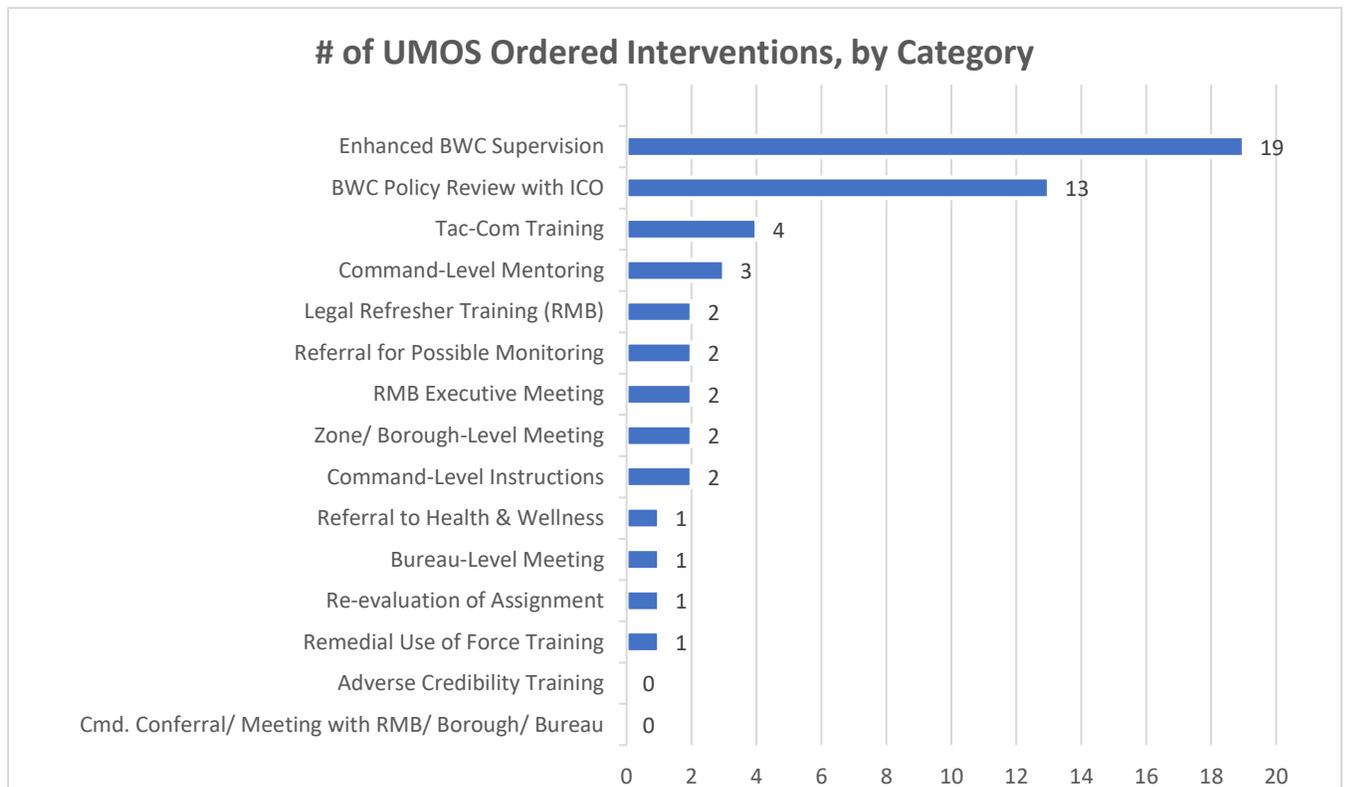


The assessment of these 215 UMOS, first by their commanding officers, then by the Early Intervention Committee, resulted in intervention being recommended as follows:

<sup>1</sup> Designated thresholds include but are not limited to three or more declinations to prosecute in 12-month period in certain specified categories, a suppression decision in a case involving stops, trespass enforcement or racial profiling or slurs, 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 involving racial profiling or a racial slur.



The 22 UMOS recommended for intervention can be broken down as follows (it should be noted that multiple interventions can be ordered for a single UMOS, when warranted):



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. Two UMOS were referred for possible monitoring, which lasts for a minimum of one year. It should be noted that multiple interventions can be ordered for a single UMOS, when warranted. Nineteen UMOS for whom intervention was ordered have completed their interventions, and three UMOS are in the process of completing their interventions.

The Department is also tracking what happens to officers following their EIP assessment. Out of the 215 UMOS that were assessed for potential early intervention in the fourth quarter of 2021, 12 have since received CCRB complaints subsequent to being assessed (intervention had been ordered for seven of these 12 UMOS); and 13 have since become the subject of internal investigations (intervention had been ordered for six of these 13 UMOS). Two UMOS have been named in a lawsuit (intervention was not ordered for either UMOS), zero 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.