

# EARLY INTERVENTION PROGRAM

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## 2025 ANNUAL PUBLIC PROGRESS REPORT



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## Early Intervention Program Summary

The NYPD's Early Intervention Program (EIP) is designed to intervene at the earliest possible opportunity in order to support employee wellness and professional development. This is accomplished by identifying and mitigating factors that may lead to negative performance issues, employee discipline, or negative interactions with the public. EIP is a non-disciplinary program and is not punitive in nature. At its core, it is designed to mentor and coach officers by providing support to ensure each officer performs their duties in a manner that adheres to the mission and values of the Department.

### EIP Review Process

EIP aims to identify at-risk officers based on a list of thresholds, which are outlined below. Upon crossing an EIP threshold, a comprehensive review of the member of service (MOS) is conducted by the Professional Standards Division. Although the threshold is what triggers review, EIP is intended to address any area of the MOS' performance that may benefit from intervention. Therefore, the review extends beyond the threshold incident(s) and encompasses a holistic review of the MOS' tenure with the Department, including past and current assignments, any history of civilian complaints, internal investigations, arrest history, performance evaluations, public interactions as seen on BWC video, and any prior interventions, among other factors. The MOS' Commanding Officer (CO) will also be asked to make a recommendation regarding what interventions, if any, may be appropriate. The CO's recommendation and Professional Standards' analysis is then presented to the Early Intervention Committee (EIC), who will make a final determination as to what interventions, if any, will be implemented.

### Early Intervention Committee

The Early Intervention Committee is chaired by the Deputy Commissioner of Legal Matters and consists of executives representing the Chief of Department, Chief of Detectives, Chief of Patrol, Chief of Housing, Chief of Transit, Commanding Officer Professional Standards Division, Assistant Commissioner of Equal Employment Opportunity, and Chief of Personnel. The EIC convenes monthly<sup>1</sup> to review MOS from different boroughs who have crossed an EIP threshold. EIC decisions are communicated to the MOS' CO, Borough Adjutants and other relevant stakeholders.

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<sup>1</sup> The monthly meeting cadence commenced in May 2025. Prior to that date, the Committee met quarterly.

## Thresholds

The following are thresholds that may trigger review by EIP<sup>2</sup>:

1. Three or more declinations to prosecute (DPs) that fall within thirteen defined categories,<sup>3</sup> on three or more separate dates, in a 12-month period;
2. A judicial decision to suppress evidence as a result of an allegation of an unlawful stop, frisk, or search or racial profiling, including the use of racial slurs;
3. An adverse credibility finding;
4. A declination by the Law Department to represent or indemnify the MOS in a lawsuit;
5. A judgment or settlement against the MOS in a lawsuit alleging an unconstitutional stop or trespass enforcement or racial profiling, including the use of racial slurs, where there exists evidence that the MOS violated a Department rule or regulation;
6. A profiling complaint or racial slur allegation;
7. A referral from a command, borough, bureau, or other internal division or unit;
8. A referral from a District Attorney's Office or the Department of Investigation.
9. Three or more CCRB complaints in a twelve-month period;
10. Five or more TRI's, five or more CCRB complaints, and an arrest or summons for P.L. §195.05, 205.30, and 240.20;
11. Involvement in a vehicle pursuit or collision, based upon a referral pursuant to PG 221-15 or 217-06;
12. An arrest made by an MOS where the defendant is charged with P.L. §§ 195.05, 205.30, and 240.20.

## Interventions

Interventions may include, but are not limited to, the following:

- Training (e.g. Legal Refresher, Tactical Communication, BLASTT)
- Command-Level Mentoring
- Command-Level Instructions
- Enhanced BWC Supervision
- Coaching Session with Zone/Borough/Bureau-Level Executive
- Coaching Session with Professional Standards Bureau Executive
- Change of assignment
- Referral to Health and Wellness Section

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<sup>2</sup> Thresholds derive from a combination of Local Law 68-2020/Administrative Code section 14-190, EIS Court Order, and internal policies and procedures. This list is not exhaustive of the information that is collected and utilized in the Early Intervention Program. Although crossing a threshold triggers review by EIP, an intervention will not be deemed necessary in every instance.

<sup>3</sup> The thirteen DP categories include (1) complainant or witness failed to positively identify defendant; (2) incorrect or missing paperwork; (3) insufficient evidence; (4) lack of element of crime; (5) lack of jurisdiction; (6) lack of nexus between defendant and crime; (7) mere presence of defendant at location; (8) no personal observation of violation by arresting officer; (9) potential search and seizure issues; (10) unavailability of arresting officer; (11) prosecutorial discretion; (12) summonsable offense; and (13) potential stop and question issues.

- Referral to Performance Analysis Section
- Referral to an internal unit or external agency for further investigation

For those UMOS ordered to undergo training, the length of the training ordered is case-specific but can vary from approximately one hour to two full days. UMOS ordered to undergo enhanced BWC supervision require their supervisor(s) view a greater number of their videos. This is generally monitored by reviewing the 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 also 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 an executive will generally participate in a one-on-one session with the executive for up to one hour. UMOS may also be referred for 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.

## EIP Reporting

The Professional Standards Division maintains records of UMOS who have been screened and evaluated in EIP. The Division tracks whether UMOS reviewed have subsequently received CCRB complaints, become the subject of an internal investigation, been placed on monitoring, placed on dismissal probation, or terminated.

Local Law 68-2020<sup>4</sup> requires that the Department submit a report to the Mayor and the Speaker of the City Council by January 31 of each year on the Department’s use of early intervention during the previous year. In addition to the information collected pursuant to Local Law 68-2020, the Department’s Early Intervention Program also collects information regarding certain declinations to prosecute as well as Law Department declinations to indemnify or represent officers in civil lawsuits alleging an unconstitutional stop, unconstitutional trespass enforcement, or racial profiling or slurs<sup>5</sup>. This report covers the year 2025.

## 2025 Annual Overview

The Early Intervention Committee (EIC) met eight<sup>6</sup> times throughout the year for candidates screened in the Early Intervention Program (EIP) (see Figure 1). The Professional Standards Division reviewed 447 candidates in total; of those candidates 82, were previously assessed in the EIP.

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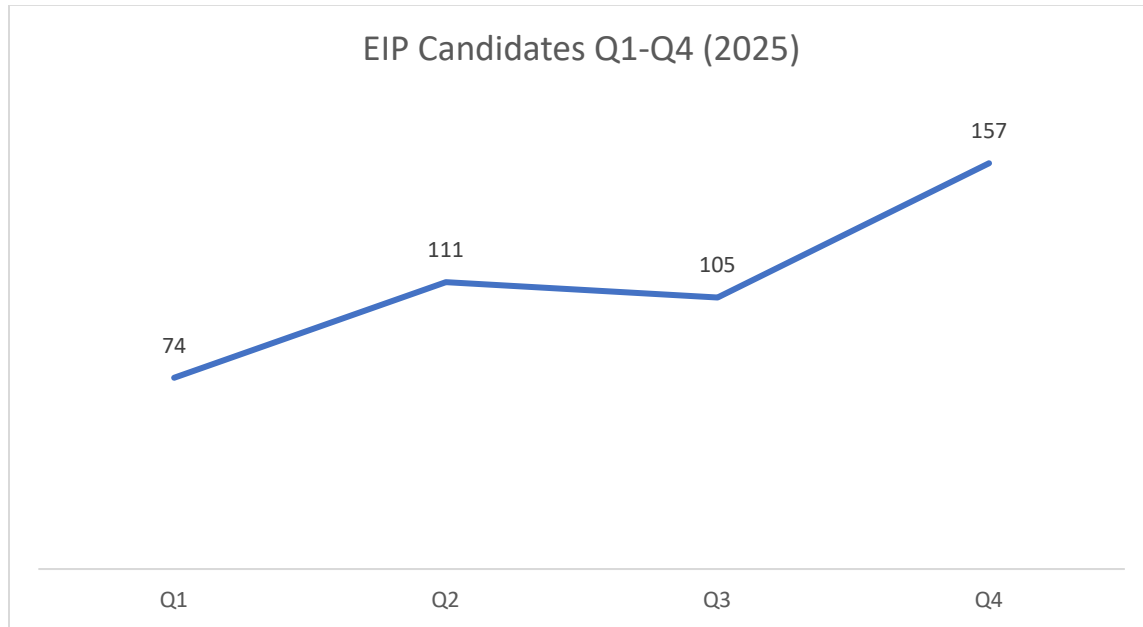
<sup>4</sup> See NYC Administrative Code section 14-190 Early Intervention System.

<sup>5</sup> See *Floyd v. City of New York*, 08-cv-1034 (AT), Dkt. 767, Order at 2-5 (S.D.N.Y. June 2, 2020).

<sup>6</sup> This includes one meeting in 1Q 2025, followed by monthly meetings starting in May 2025. Additionally, there was no meeting held in July.

## EIP Candidates by Quarter

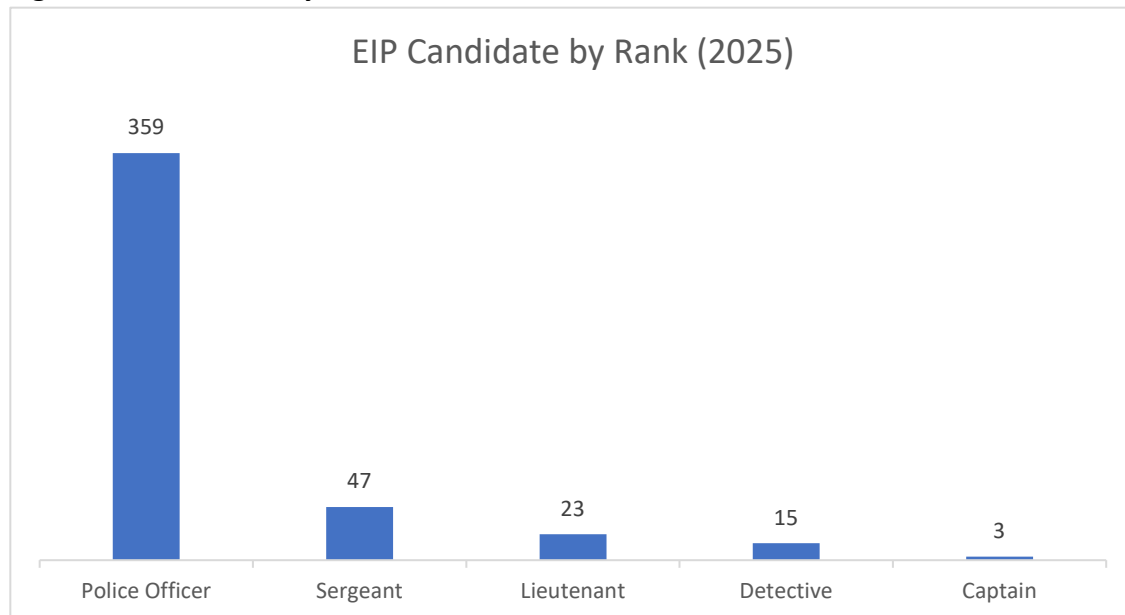
**Figure 1: Candidates Reviewed per Quarter**



## EIP Candidates by Rank

For the year 2025, the rank of Police Officer remained the majority of the candidates in the program at 80% (see Figure 2).

**Figure 2: Candidates by Rank**



### EIP Candidates by Threshold

In 2025, 447 candidates met one or more of the threshold categories collectively comprising 482 threshold triggers (see Table 1).

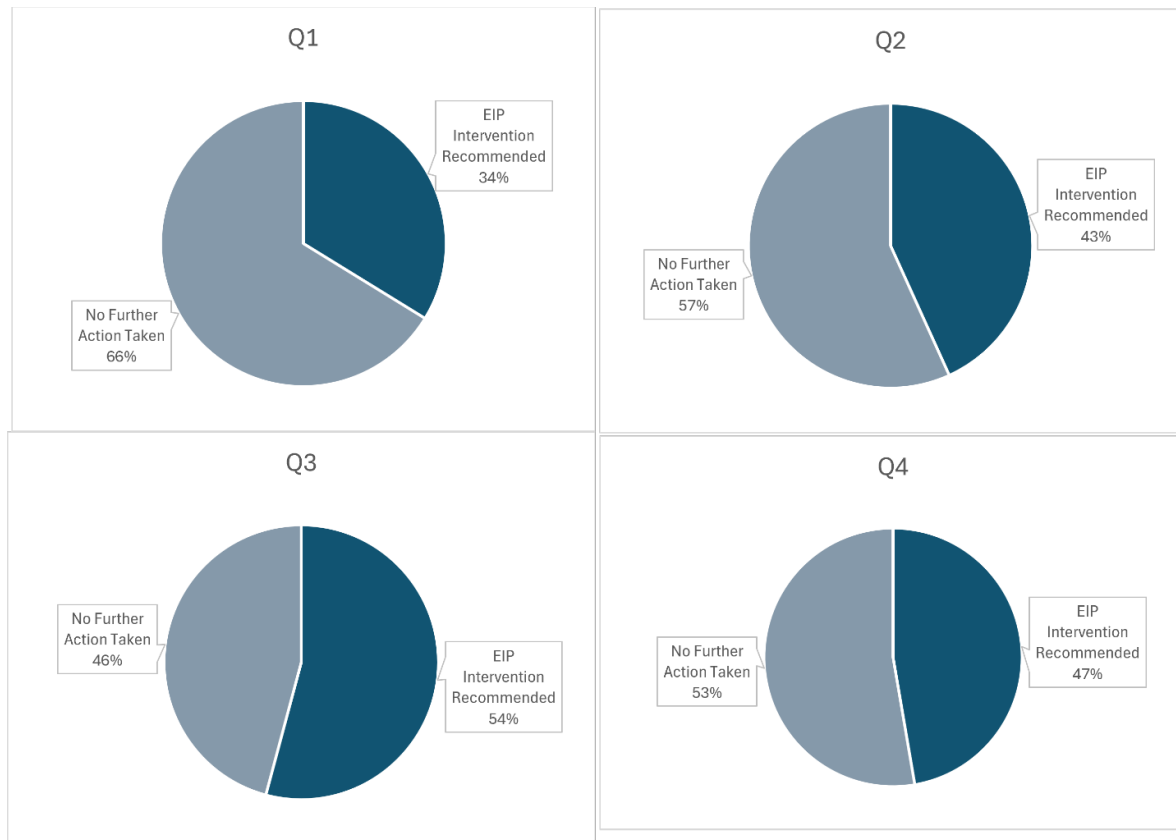
**Table 1: Triggered Thresholds per Quarter (2025)**

Thresholds	Q1	Q2	Q3	Q4
Adverse Credibility Finding	0	0	0	2
Biased Policing Allegation	34	78	82	132
CCRB	1	2	12	4
Declination to Represent/Indemnify	2	2	2	3
Decline Prosecution	36	35	18	18
Force	0	0	0	0
Judgement/Settlement in Civil Litigation	0	0	0	0
OGA/Resisting Arrest/Disorderly Conduct	0	0	0	0
Referral	0	1	2	8
Suppression	4	0	1	0
Vehicle Pursuit	0	0	0	0
<b>Totals</b>	<b>77</b>	<b>118</b>	<b>120</b>	<b>167</b>

### EIP Candidates with Interventions

In 2025, of the 447 candidates reviewed, 193 (43%) were recommended for intervention and 254 (57%) had no intervention recommended (see Figure 3).

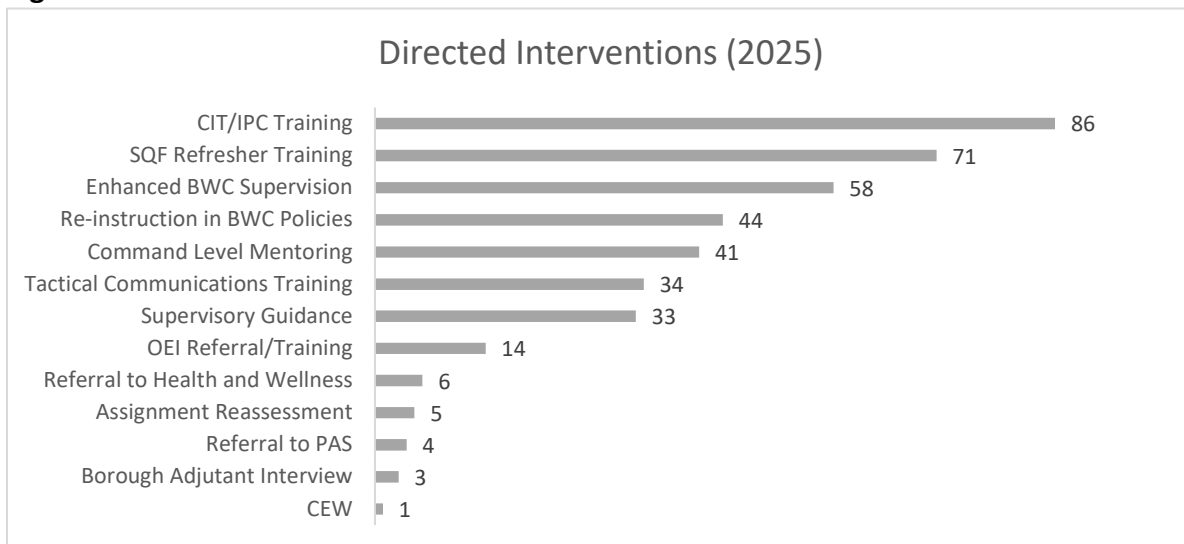
**Figure 3: Candidates Relative to Intervention per Quarter (2025)**



### EIP Candidates by Directed Intervention

The Early Intervention Committee directed candidates to receive 400 interventions in 2025 with CIT/IPC Training (86) and SQF Refresher Training (71) as the most frequent(see Figure 4).

**Figure 4: Directed Interventions**



## Intervention Status of EIP Candidates

For the year 2025, 133 or 70% of the candidates have one or more completed interventions. This amount does not reflect the pending candidates who have interventions that have yet to be completed. The Professional Standards Division continues to proactively monitor and follow up each candidate undergoing intervention(s) to ensure they complete the full process of the Early Intervention Program (see Table 2).

**Table 2: Candidates by Intervention Completion Status per Quarter (2025)**

Quarter	# of Candidates for Intervention	# of Candidates w/One or More Completed Interventions	% of Candidates with Completions
Q1	22	22	100%
Q2	47	45	96%
Q3	50	44	88%
Q4	70	22	31%

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## Conclusion

The Early Intervention Program will continue to evolve as the Professional Standards Division gathers feedback and gains more insight into the risk factors and the effectiveness of the various interventions. The goal is to establish a robust review and restorative process to ensure at-risk members are identified and provided with proper guidance and support to effectively perform their duties.