EARLY WARNING SYSTEM

The Early Warning System is Designed to:

- Assist the department in identifying individual and collective employee patterns of misconduct
- Be a tool to reduce misconduct
- Reduce department liability
- Identify training needs

Semi-Annual Evaluation by Professional Standards Unit

- 18 categories of data
- Takes less than 2hours every 6 months
- Report is generated by Professional Standards Unit Commander to the Commander of the subject employee
- Chief of Police also receives a copy of the report
- Supervisor of the subject employee receives a copy of the report

Supervisor Actions Upon Receipt of Report

- Meet with the employee and provide (if needed)
  - Additional guidance
  - Additional supervision
  - Counseling (internal)
  - Counseling (external)
- May be part of a fitness for duty evaluation in severe cases

Allegations of Misconduct

- Number of internal affairs complaints and type/severity
- Is there a pattern; is further investigation warranted
- Number of sustained complaints
- Includes incidents of misconduct off-duty

Categories of Review
Use of Force

- Is the number of use of force incidents high as compared to other members of the officer's shift

- Year to year comparison

- Analyze type of force being used

Categories of Review
Preventable Vehicle Accidents

- Number of preventable vehicle accidents
- Seriousness of preventable vehicle accidents
- Type of violation causing the accident
- Scope of remedial training attended

Categories of Review
Civil Litigation

- Number and type of lawsuits
- Findings in recent lawsuits
- Media attention surrounding lawsuits

Categories of Review
Notices of Intent to Sue

- Number and type of letters of intent to sue
- Findings in other recent litigation
- Media attention surrounding these types of incidents

Categories of Review
Abuse of Sick Leave

- Number of sick days
- Number of sick days taken in conjunction with regular days off
- Types of illness
- Balance of sick hours

Categories of Review Habitual Tardiness

- Number of times tardy
- Reasons for tardiness
- Number of times informally counseled for tardiness

Categories of Review
On-Going Poor Performance

- Nature of poor performance
- Severity of poor performance
- Attitude issues
- Is there a performance plan in place

Categories of Review
Inabililty to work with others

- Nature of complaints
- Type of attitude displayed (i.e. openly hostile)
- Fitness for duty considerations

Categories of Review
Unusual Behavior

- Taking unnecessary risks
- Endangering co-workers or self
- Inappropriate verbalization or conduct
- Not necessarily inappropriate behavior but out of character behavior

Categories of Review
Injured Time

- Excessive number of injured on-duty events
- Injured during what kind of events
- Type of injuries (i.e., hard to detect that could lead to a medical disability)

Categories of Review Discretionary Arrests

- A high number of "contempt of cop" arrests
- A high number of "resisting arrest" cases
- Allegations of "gratuitous" remarks

Categories of Review
Incidents of Workplace Violence

- Review of workplace violence incidents involving the subject officer
- Review should include all unusual behavior at work involving the subject officer

Categories of Review
Being Subject of Criminal Investigation

- Review any criminal investigations the subject officer has been involved in as a suspect, witness or victim
- As a suspect in a criminal investigation, reassignment away from operations or placement on paid Administration Leave may be appropriate
- If an officer is arrested:
  - For a felony, suspend without pay
  - For a misdemeanor, suspend with pay or reassign depending on the charge(s)

Category of Review Garnishment of Wages

- Review of the circumstances of the garnishment
- Review of the officer's assignment should also occur (i.e., should a narcotics detective stay in the assignment if his/her wages are being garnished)

Categories of Review Restraining Orders

- Review of the circumstances surrounding the issuance of a restraining order
- Being the subject of a restraining order may result in a transfer to an assignment that does not require a weapon

Categories of Review
Prisoner Problems, Reports, Complaints

- Investigate thoroughly
- Ensure policy was followed

Categories of Review
Traffic and Pedestrian Stop Data

- Review if there is a suspicion of unusual behavior
- Review on an as needed basis
- Look for patterns that fit complaint(s)

Goal of Early Warning System

- Correct current problems with identified employees
- Eliminate future problems with identified employees

QUESTIONS ?

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