



EIS:

The Tacoma Police  
Department's Early  
Intervention System

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# Overview

- ▶ The Early Intervention System and Program has been established to provide an objective, systematic review of defined intervention criteria. It is designed to identify certain behavior indicators that may otherwise be insignificant when examined individually and, in so doing, allows the Department to support and assist the employee in addressing identified behavior patterns.

<b>Indicator Criteria</b>	<b>Threshold Levels</b>
<b>A. Use of Force</b>	<b>7 or more within 6 months</b>
<b>Low Level Physical Force</b>	<b>15 or more within 6 months</b>
<b>Intermediate Physical Force</b>	<b>4 or more within 6 months</b>
<b>B. City Vehicle Accidents</b>	<b>3 accidents within 24 months</b>
<b>C. Receipt of a Blue Team, Department or EEO Complaint</b>	<b>3 or more within 12 months</b>
<b>D. Pursuits</b>	<b>4 or more within 6 months</b>
<b>E. Receipt of commendations and awards</b>	<b>Reviewed by the Chief's Office for consideration of additional recognition</b>
<b>F. Supervisory Recommendation</b>	<b>Each will be reviewed</b>

*\*Note: threshold incidents are counted regardless of policy compliance, fault, or complaint findings.*

# EIS Thresholds

# EIS Process

- ▶ What happens when an employee meets or exceeds defined thresholds?
  - ▶ The Early Intervention System Coordinator reviews incidents
  - ▶ The employee's immediate supervisor is notified
  - ▶ A review is conducted with the employee within 30 days
  - ▶ The immediate supervisor and next two levels in the chain of command analyze the review
  - ▶ If an intervention is warranted, the EIS Intervention Team will convene
  - ▶ The intervention will occur

# EIS Review

- ▶ What happens during an EIS review?
  - ▶ The supervisor will:
    - ▶ Explain the purpose and process of an EIS review
    - ▶ Discuss the factors leading to the review
    - ▶ Attempt to identify any causes that may have led to the review

# EIS Review

- ▶ The review *may* include, if appropriate, a discussion regarding:
  - ▶ Assignments during and immediately prior to the identified period
  - ▶ Any performance evaluations during that period and/or interviews with present and prior supervisors
  - ▶ Commendations, letters of appreciation, and awards
  - ▶ All complaints and findings
  - ▶ On-duty vehicle collisions and off-duty vehicle collisions, if operating a city vehicle
  - ▶ Use of force
  - ▶ Absenteeism and other leave usage
  - ▶ Any other information that may prove helpful to the overall review

# EIS post-review

- ▶ The supervisor will document the review and their recommendations in a report through the chain of command.
- ▶ The supervisor and the next two levels in the chain of command will provide a recommendation regarding the initiation of an intervention
- ▶ If an intervention is recommended, the EIS coordinator will convene the EIS Intervention Team.

# EIS Intervention

- ▶ Who is on the EIS Intervention Team?
  - ▶ The EIS Coordinator
  - ▶ The HR Director
  - ▶ The Department Legal Advisor
  - ▶ The Support Services Division (SSD) Captain
  - ▶ The Bureau Commander of the affected employee
  - ▶ A designated union representative
  - ▶ Ad hoc participants, as appropriate



# EIS Intervention

- ▶ The Early Intervention System employs intervention strategies that are not punitive or disciplinary in nature and are separate from the complaint investigation and discipline processes. The consideration of complaints in determining intervention strategies does not imply that these complaints have been or will be sustained.

# EIS Intervention

- ▶ Intervention strategies may include, but are not limited to:
  - ▶ Review of related departmental policies
  - ▶ Coaching
  - ▶ Career development activities, including training (e.g., individual training, complaint avoidance, verbal de-escalation, EVOG, defensive tactics, cultural diversity, human behavior, stress management, conflict management) and potential assignment options (subject to collective bargaining agreement)
  - ▶ Referral to identified counseling or therapy program through the City's Employee Assistance Program (EAP)
  - ▶ Referral to the Peer Support Team.

# EIS Intervention

- ▶ Intervention strategies will be carried out in a reasonable amount of time, typically within 30 days
- ▶ Intervention strategies will be monitored and the employee's supervisor will provide periodic progress reports
- ▶ Once the strategies are completed, the employee's supervisor will notify the Bureau Commander through the chain of command, who will in turn notify the EIS coordinator.

EIS

▶ Questions?