

# EARLY INTERVENTION PROGRAM

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FOURTH QUARTER SUMMARY 2022

**NYPD**

**New York City Police Department**

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**April 3, 2023**

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### Early Intervention Program Description

The NYPD's Early Intervention Program ("EIP") is designed to utilize risk management strategies to intervene at the earliest possible opportunity in order to support employee wellness and professional development by attempting to identify and mitigate 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, providing support to ensure that each officer is performing his or her job in a way that scrupulously adheres to the legal, moral, and ethical principles to which the Department subscribes by remedying issues as soon as they are identified.

### EIP Review Process

EIP aims to identify potentially at-risk officers based on a list of thresholds, which are outlined below. Upon crossing an EIP threshold, the uniformed member of service ("UMOS") undergoes review by the Professional Standards Bureau, and, although the threshold is what triggered review, EIP is intended to address any area of the UMOS's performance that may benefit from intervention. Therefore, review extends beyond the threshold incident(s) and encompasses a holistic review of the UMOS's tenure with the Department, including past and current assignments, any history of CCRB or IAB investigations, arrest history, performance evaluations, public interactions as seen on BWC videos, and any prior interventions, among other factors. The UMOS's 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 will then be presented to the Early Intervention Committee ("EIC"), who will make a final determination as to what interventions, if any, need to be implemented. The EIC is chaired by the Chief of Professional Standards and consists of executives representing the Chief of Department, Chief of Detectives, Chief of Patrol, Chief of Housing, Chief of Transit, Deputy Commissioner of Legal Matters, Deputy Commissioner of Equity and Inclusion, and Chief of Personnel. The EIC convenes quarterly to review UMOS who have crossed an EIP threshold. The EIC's decisions will then be communicated to the UMOS's CO and relevant stakeholders, which may include Borough Adjutants and other bureaus or units.

## Early Intervention Program Summary

### Thresholds

The following are thresholds that currently trigger review by EIP<sup>1</sup>:

1. Three or more declinations to prosecute (“DPs”) that fall within twelve defined categories,<sup>2</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 UMOS in a lawsuit;
5. A judgment or settlement against the UMOS 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 UMOS 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 12-month period;
10. Five or more TRIs, five or more CCRB complaints, and an arrest or summons for P.L. §§ 195.05, 205.30, or 240.20; and
11. Involvement in a vehicle pursuit or collision.

### 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 Executive
- Change of assignment
- Referral to Health and Wellness
- 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

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<sup>1</sup> Although crossing a threshold triggers review by EIP, intervention will not be deemed necessary in every instance. In fact, a majority of UMOS who are reviewed by EIP are not recommended any intervention.

<sup>2</sup> The twelve 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; and (12) summonsable offense.

## Early Intervention Program Summary

BWC 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. UMOS may also be 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.

## EIP Reporting

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

Local Law 68-2020 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. Further, a court order in *Floyd v. City of New York*<sup>3</sup> requires quarterly reporting on a number of metrics including:

- a. Number of UMOS assessed by threshold triggered;
- b. Number of UMOS triggered more than once;
- c. Number of interventions or remedies directed, categorized by type and duration;
- d. Number of UMOS completed the program;
- e. Number of UMOS subject to early intervention who continued to be flagged for monitoring once the recommended intervention was complete;
- f. Number of UMOS who become the subject of Civilian Complaint Review Board or NYPD investigations, or lawsuits, after entry into the program; and
- g. Number of UMOS terminated or placed on dismissal probation after entry into the program.

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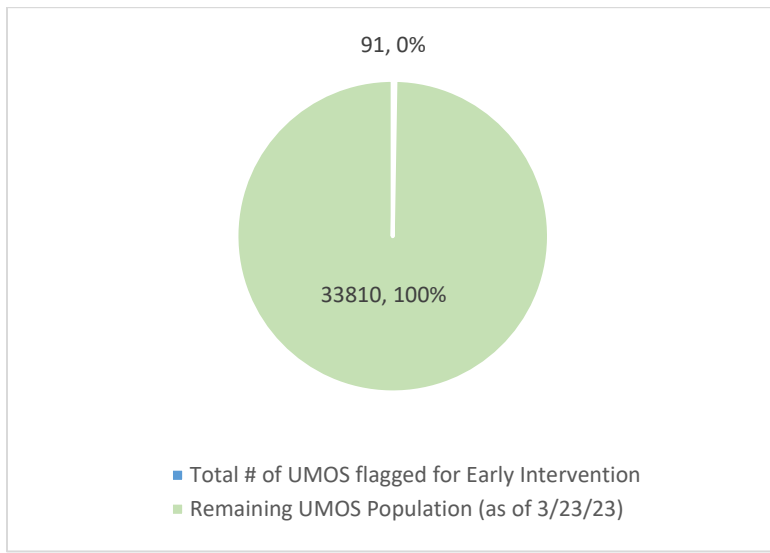
<sup>3</sup> See *Floyd v. City of New York*, 08-cv-1034 (AT), Dkt. 767, Order at 2-5 (S.D.N.Y. June 2, 2020).

## Early Intervention Program Summary

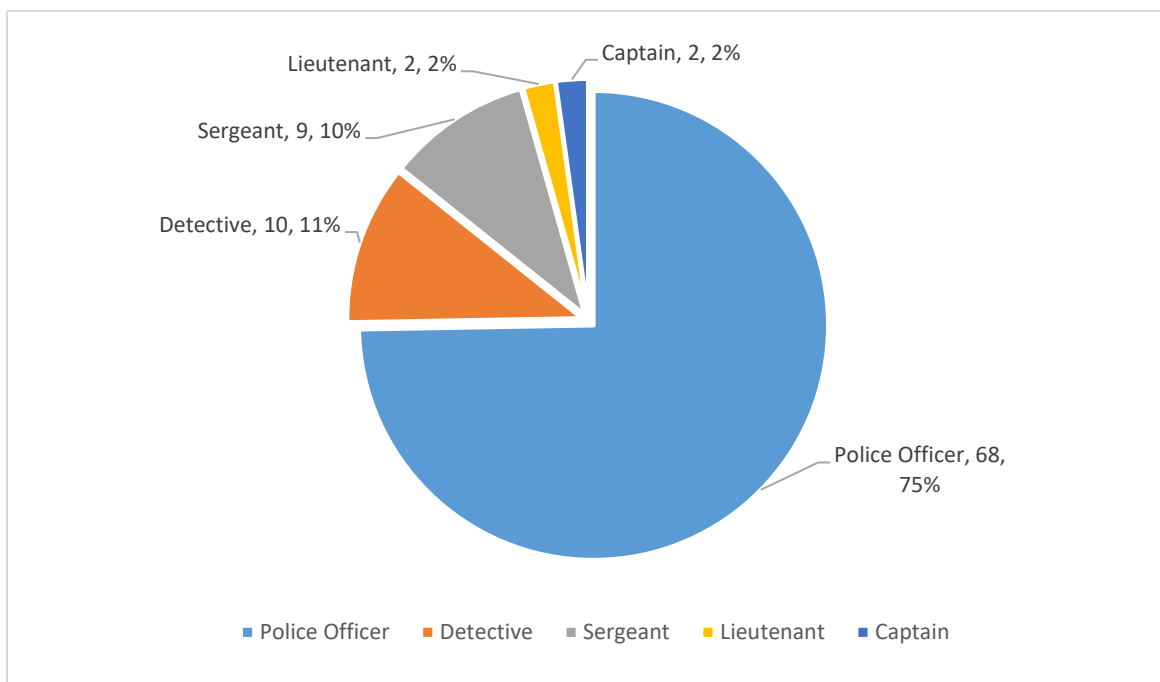
### Fourth Quarter 2022 Summary

In the fourth quarter of 2022, the Professional Standards Bureau reviewed 91 candidates, 19 of whom were previously assessed by EIP. Of the 91 candidates, 37 (or 41%) were recommended for intervention and 54 (or 59%) had no intervention recommended.

#### EIP Candidates relative to Total UMOS Population

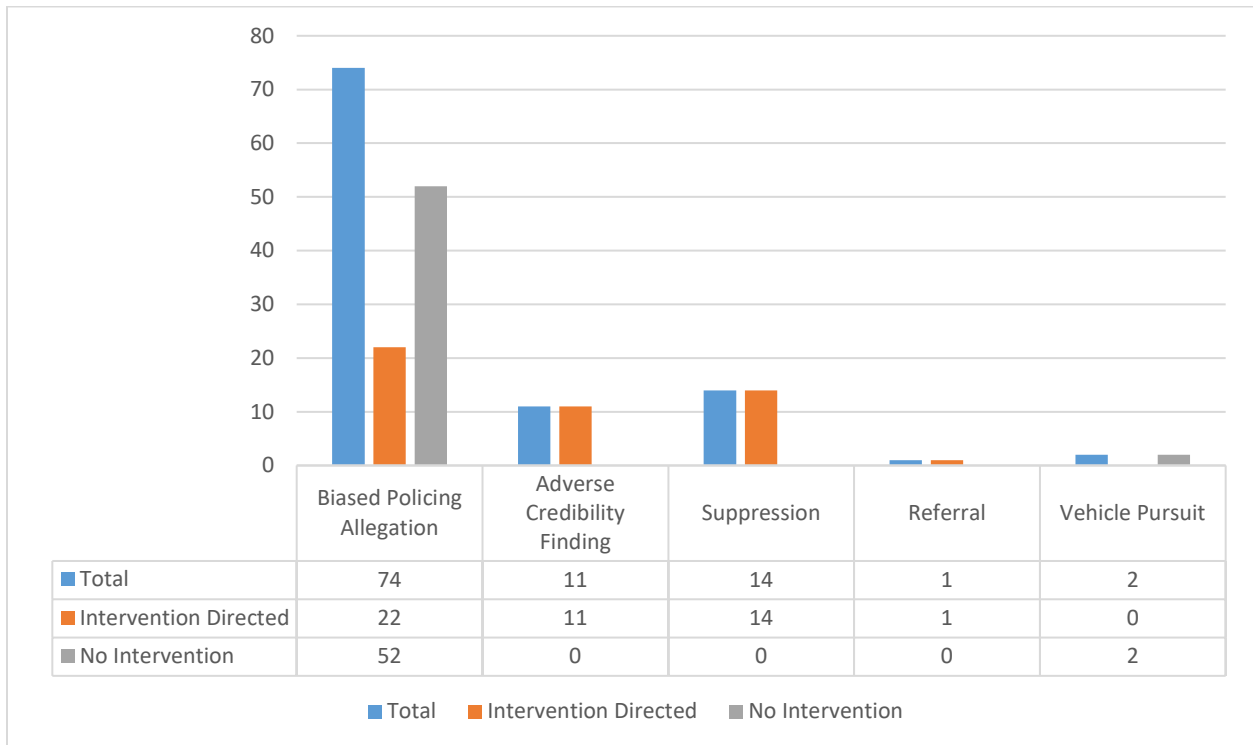


#### EIP Candidates by Rank



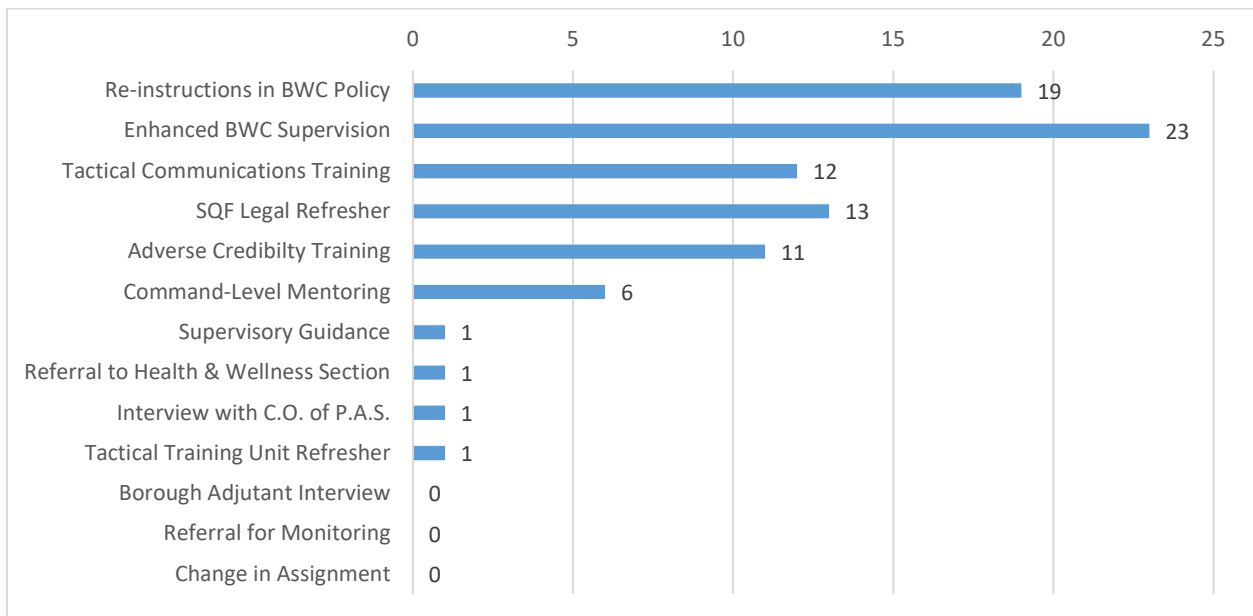
## Early Intervention Program Summary

### EIP Candidates by Threshold



Note: Eleven candidates crossed two thresholds in 4Q22.

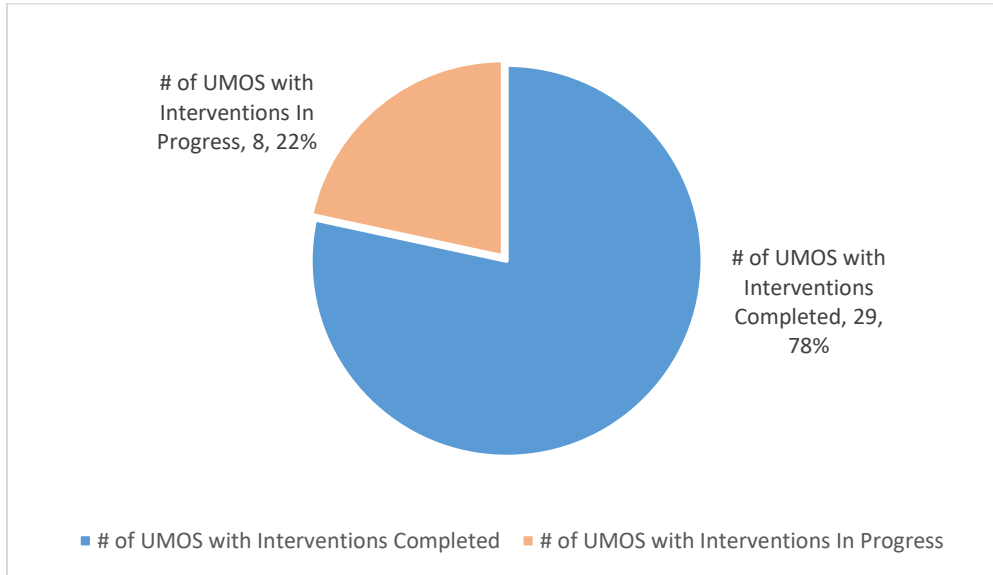
### EIP Candidates by Interventions Directed



Note: Some candidates were directed to complete multiple interventions.

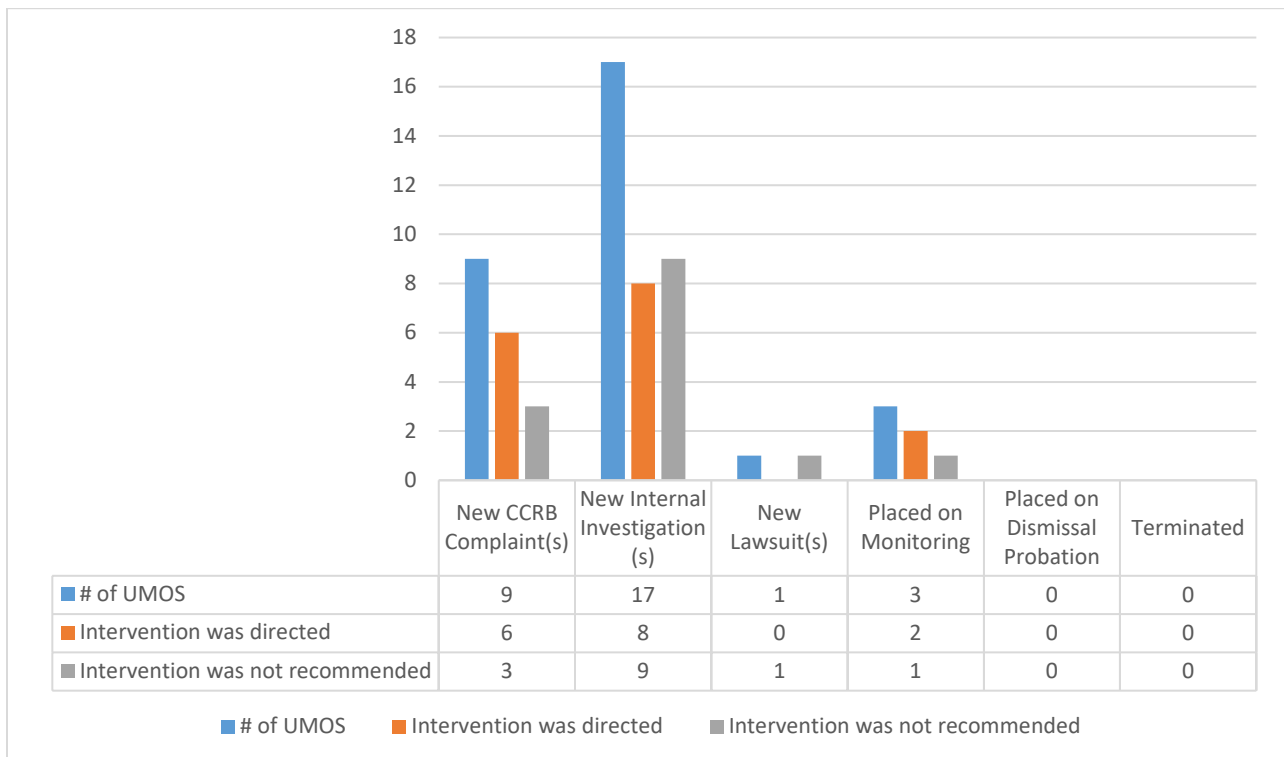
## Early Intervention Program Summary

### Completion Statuses of EIP Candidates Directed Intervention



### Statuses of EIP Candidates Post-Assessment

Out of the 91 candidates reviewed, the following number of candidates became the subject of a CCRB complaint, internal investigation, and/or lawsuit, were placed on monitoring or dismissal probation, or were terminated following their EIP assessment:





## Early Intervention Program Summary

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.