

If I could choose only one accountability mechanism, it would be an early intervention system

Bob Stewart, former police chief- Ormond Florida

“There is no way the consent decree can expire at this point,” as TEAMS II is “the heart and soul” of changes needed in the department.

District Judge Gary A. Feess in his decision to extend the LAPD consent decree for at least two more years based in part on LAPD’s inability to develop their TEAMS II Early Intervention System (2006)

Early Intervention Systems



**What are
EI systems?**

**EPS
Case Study**

***Presentation
Overview***



Questions?



What are EI Systems?

Early Intervention systems are **non-disciplinary** data-driven management tools used to assist police agencies in identifying and assisting sworn and non sworn members with performance problems.

What are EI Systems?

Although EI systems are non-disciplinary, they often operate side by side with formal disciplinary systems.

What are EI Systems?

Main Difference: EI systems identify and address demonstrated **patterns** of behaviour, not individual **acts** of behaviour.

How does it work?



What do EI systems do?

- They help identify problematic behaviors that could lead to employee failure.
- They help improve employee success by providing *non-disciplinary* performance improvement options.
- They ensure supervisory accountability.
- They reduce liability and future risk to the supervisor and the employer.

How does it help?

- It provides supervisors with information.
- It provides supervisors a resource to assist with performance improvement.
- It provides continuity of information and allow effective knowledge transfer.
- It creates transparency and accountability





Case Study

Edmonton Police Service

Early Intervention system



The EIS program

EPS has developed two Early intervention systems:

- Member EIS program
- Supervisor Intervention Program



How does it work?

There are two parts to each EI system:
Identification & Intervention.

1. Identification: the EIS system is based on thresholds.

- If a member has reached a specific number of entries in the IAPro database, an alert is generated.
- If a supervisor allows a specific number of complaints to be generated by his employees, an alert is generated.



How does it work?

2. Intervention: The supervisor will be provided an information package with intervention options such as:

- » Coaching, mentoring, or counselling,
- » referral to the Employee Assistance Program,
- » referral to the peer support group,
- » supplemental training,
- » direction to take a specific course,
- » recommend reassignment, or a
- » performance contract