



Sioux Falls Police Department

Partnering with the community to serve, protect, and promote quality of life!

Policy: Early Intervention Program	Related Policies:	Section #: 400 Risk Management
		Policy #: 408
		Effective: 3/2021
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<p><i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can be used as basis of a complaint by this department for nonjudicial administrative action in accordance with the laws governing employee discipline.</i></p>		
Policy Owner: ASD		
Reference:		
Sensitivity Level: <input checked="" type="checkbox"/> Public <input type="checkbox"/> Law Enforcement Eyes Only		

1. Purpose:

1.1. The members of the Sioux Falls Police Department are our most valuable asset. It is imperative that we as a department protect and cultivate our employees with proper oversight, assistance and training. The early intervention program is committed to promoting employee success through non-disciplinary methods. The major contribution of an EIP is its capacity to spot patterns of performance and to intervene before problems lead to serious incidents such as a lawsuit, a citizen complaint or some other crisis involving the department.

2. Policy:

2.1. The Early Intervention Program is a comprehensive program designed for early identification of potentially damaging patterns of behavior and to provide members and supervisors assistance throughout the process to ensure individual and organizational success. The EIP is designed to help assess and evaluate employee performance and quickly address any identified concerns, before disciplinary action is necessary. This program applies to all members of the Sioux Falls Police Department.

2.2. The Early Intervention Program will not be utilized for investigative purposes, but will be used for employee assistance only. Information that is determined to be a violation of policy will be investigated through the normal investigative process and not part of

the Early Intervention Program. An employee's participation in the Early Intervention Program will not be referenced in any Administrative Investigation.

3. Procedure:

3.1. The Early Intervention Program will provide or perform the following:

- 3.1.1. Provide an accurate record of the frequency of events measured by the Early Intervention Program for any given employee.
- 3.1.2. Identify, through the use of established thresholds, specific areas of employee performance that need supervisory assessment and potential intervention.
- 3.1.3. Assist supervisors in developing fair, appropriate, and timely interventions or post-intervention evaluations for any employee as needed.

3.2. Threshold Alerts

- 3.2.1. The department uses a software package called Blue Team for its administrative reporting. The software will create an "alert" when certain incident or overall thresholds are met. Each alert is reviewed taking into consideration the overall picture of the officer. If it is deemed that further action is necessary, the alert will be forwarded to the appropriate area commander for further review.

Alert Type	Threshold	Time Period
Citizen Complaint	3	12 months
Firearm Discharge	2	12 months
Forced Entry	3	12 months
Injury Other than Employee	2	6 months
Internal Complaint	3	12 months
Personal Injury	3	12 months
Use of Force	3	12 months
Vehicle Accident	3	12 months
Vehicle Pursuit	3	12 months

3.3. Early Intervention Program Options

- 3.3.1. Options are directed counseling, retraining or other interaction that the involved employee must complete to address any concerns noted as a result of supervisor or chain of command assessment.
- 3.3.2. Training options available for recommendations are:

- 3.3.2.1. Defensive tactics – training by qualified DT cadre instructor (sworn members only)
- 3.3.2.2. Communication skills – training that will help develop skills that can improve an employee’s interaction with members of the public and fellow staff members.
- 3.3.2.3. Supervisory counseling – the supervisor may review and discuss with the employee, for purposes of clarification and understanding, any applicable performance, safety or tactical standard. A supervisor may direct an employee to successfully complete any approved course of instruction or one on one training that will serve to improve his or her performance and address the concerns associated with the early intervention alert.