Sierra Systems’ Early Intervention Systems team, together with our US affiliate Sierra-Cedar, worked with the LAPD to plan, design, develop and implement TEAMs II, a sophisticated EIS that was instrumental to the Federal Court lifting LA’s landmark Consent Decree.

**CHALLENGE**

Law enforcement agencies recognize that Early Intervention Systems (EIS) can be invaluable tools for improving the effectiveness of supervisors, identifying at-risk officers and building public trust. An EIS combines data about at-risk events such as complaints and uses of force with operational data to allow agencies to provide early identification of at-risk officers and supervisors; manage corresponding early intervention activities; and ultimately preserve officers’ careers.

Implementing an EIS presents many challenges. Transparency is essential to achieve buy-in from officers, command staff and the plethora of interested external stakeholders. The EIS must be easy to use and contain accurate data.

**OUR SOLUTION**

Our EIS approach goes beyond the traditional EIS functionality of gathering relevant data, creation of EIS reports and identification of employees exceeding statistical thresholds. The solution leverages existing operational databases in your organization, thereby eliminating redundant data entry. We utilize modern Business Intelligence (BI) tools to deliver accountability and advanced analytical capabilities to your department.

**Culture**

Many agencies implement EIS solutions only to serve the Internal Affairs, Professional Standards or Risk Management sections. While these solutions can be effective, their impact on overall operations of the law enforcement agency is limited.

Sierra’s EIS approach directly involves all aspects of your law enforcement agency. EIS threshold activations are routed electronically through the chain of command who review and approve supervisor prepared intervention action plans. All employees have transparent access to the information in the EIS pertaining to themselves. This inclusive approach to EIS ensures that risk management becomes a part of your regular operations and ultimately your agency’s culture.

Learn More

To learn more about how Sierra’s Early Intervention Systems tools can help increase the efficiency and effectiveness of your organization, contact us:

contact@sierrasystems.com
1-877-688-1371
sierrasystems.com
Technology
Sierra’s highly configurable approach to EIS allows your agency to dynamically establish peer groups; specify threshold levels; and define workflow and timelines.

OUR SERVICES
Sierra’s EIS Fast Start Solution Framework is more than an approach to developing Early Intervention Systems, it includes a suite of tools that have evolved from Sierra’s initial work at the Los Angeles Police Department, through our engagement at the Oakland Police Department and our current work with the New Orleans Police Department. The EIS Fast Start Solution Framework includes well-defined models for each component of an EIS and structured methods for gathering specific parameters and variations. This framework allows us to rapidly deploy enhanced reporting and analytical capabilities specifically targeted towards achieving compliance with common terms found in Consent Decrees and associated Independent Monitoring agreements.

Our Experience in EIS and Law Enforcement
Los Angeles Police Department: Sierra developed LAPD’s TEAMS II Early Intervention System, commonly cited as the nation’s most advanced and extensive Early Intervention System. The completion of TEAMS II was key milestone for the lifting of LAPD’s Consent Decree by US District Court Judge Gary Feess in May 2013.

Oakland Police Department: Specific to the City of Oakland’s project, the City selected Sierra to prepare the requirements, define the architecture and manage the selection of a technology vendor for the new Early Intervention System. The City further retained Sierra to manage the project and provide EIS experience during the current development phase because of Sierra’s unique experience in EIS and its demonstrated rigorous project management skills.

New Orleans Police Department (NOPD): The US-DOJ conducted an investigation of alleged patterns of civil rights violations and other misconduct by the NOPD. The results of this investigation led to a Consent Decree approved by the U.S. District Court. The City of New Orleans selected Sierra to design, develop and implement its EIS, using our Fast Start Solution Framework and Methodology.