



SERGIO G DIAZ
CHIEF OF POLICE

Riverside Police Department

Early Warning System

Policy 4.55

Effective Date: 5/3/2000
Revision 1 Date: 4/2/2002
Revision 2 Date: 3/16/07

Approval:

Russ Leach
Chief of Police

4.55 EARLY WARNING SYSTEM (EWS):

A. POLICY:

The Department will review all allegations involving personnel complaints, violations of department policy and other incidents described within this policy. The Early Warning System shall not be used as a disciplinary measure. The EWS shall not prevent the Department from administering discipline.

Lieutenant Bruce Loftus

Training Bureau



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Background

The Riverside Police Department's Early Warning System policy was a requirement of the Stipulated Judgment.

Stipulated Judgment

On March 5, 2001, the City of Riverside and the Attorney General for the State of California entered into a Stipulated Judgment in Riverside County Superior Court. The judgment set forth specific duties and responsibilities dealing with reforms of the Riverside Police Department, and a list of tasks to be completed at intervals of three, six, and twelve months beginning at the time of the court filing.



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PURPOSE

- Track and Review reportable incidents to identify patterns of behavior that warrant intervention.
- Provide an array of timely non-disciplinary, corrective measures to remedy any incipient problems or deficiencies in:
 - Performance
 - Policy
 - Strategy
 - Tactics



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Intent of the Policy

The **E**ARLY **W**ARNING **S**YSTEM (EWS) is a pro-active, Non-Disciplinary system intended to enhance awareness by employees, supervisors and managers of potential problems before they become so serious that they require discipline or cause liability to the City of Riverside.



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Application of EWS

- Employees who are involved in **(4)** or more reportable incidents within a **(12)** month period are entered into the Early Warning System.
- An employee may also be entered into the EWS program, regardless of the number of reportable incidents, if the employee will benefit from participation.



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Reportable EWS entry:

1. Sustained or Not Sustained Personnel Complaints
2. Sustained violations of Department Policy
3. Officer Involved Fatal Incident (in-custody death)
4. Police K9 bite
5. UOF is determined to be in violation of policy
6. Use of Force Incidents under the following criteria:
 1. Force caused injury or required medical aid.
 2. Force involved use of Chemical Irritant, Taser or application of the Carotid Restraint, Baton or Firearm.
 3. Force rendered the suspect unconscious.



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Multi-level Process

The **E**arly **W**arning **S**ystem process is monitored by each Division Command, Office of Internal Affairs and the Office of the Chief of Police to resolve employee performance problems, negative trends and patterns.



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Actions

- Internal Affairs Office compiles statistical data of EWS incidents, which is given to the Command Staff on a quarterly basis.
- Division Commander is required to make recommendations:
 - **Retraining and/or remedial training**
 - **Modify employee's working condition or assignment**
 - **Referral to the Employee Assistance Program (EAP), Peer Support Counseling Program**
 - **Other intervening action that is appropriate**



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Actions

The actions taken will be documented and a memorandum is submitted to the Chief of Police and the Internal Affairs Unit. The memorandum includes:

- 1. Discussion with employee**
- 2. Training or actions that occurred**
- 3. Remedial action taken, scheduled or planned**
- 4. Follow-up review**



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Thank you



"The Best of the Best"

