

# First Sign™ Early Intervention



A First-of-its-Kind Early Intervention System



# Preventative by Design

Benchmark understands that both new and seasoned police officer careers have been jeopardized – even ended – because behavior in need of improvement had not been identified and corrected early enough to keep off-track officers out of harm’s way . . . and put on a path that gets them back on track.

**First Sign** is preventative by design: we know that intervention based upon simple, threshold-based triggers alone is not the right strategy — context, patterns of problematic behavior and officer history are what matter most.



# Beyond Simple Trigger Systems

It's important to note that most other early intervention systems available today for police departments:

- Flag behavior that doesn't necessarily signal a real problem requiring intervention
- Include review processes that are not only unnecessary and time-consuming — but can be extremely demoralizing to police officers doing a good job
- Feature systems that don't have the sophistication or research backing to differentiate what data truly points to problematic conduct

Powered by evidence-based research and advanced analytics, **First Sign** is a revolutionary management tool designed to raise the bar with a first-of-its-kind, preventative early intervention system.



# Driven by Research

## Center for Data Science & Public Policy



As part owner of Benchmark, the University of Chicago is the lead member of our diversified research consortium. Its Center for Data Science and Public Policy has played a key role by developing a series of predictive models and algorithms that identify patterns of officer conduct that lead to problematic behavior in policing.

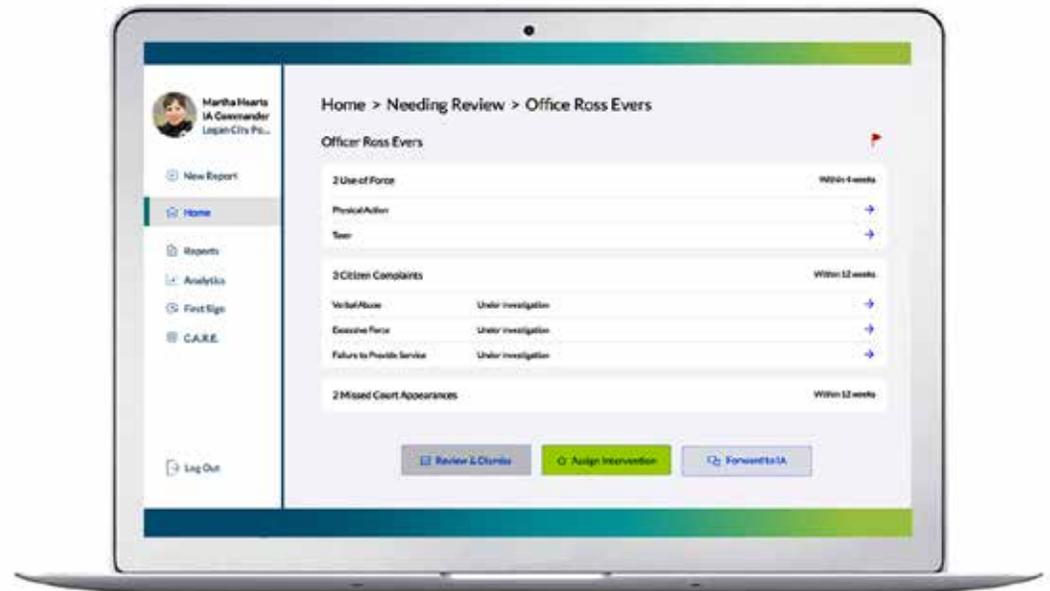
The University of Chicago has been instrumental in creating a revolutionary Early Intervention System based on longitudinal studies and analyses of officer conduct over time — in progressive police departments such as Charlotte-Mecklenburg, NC. This analytic tool pinpoints those data variables that truly matter in signaling off-track behavior. It is designed to limit false positives and flag intervention early on... in time to take preventative action before the behavior becomes a real problem.



# Why First Sign Works Better – For You and Your Team

Benchmark has created a more efficient, effective early intervention system that:

- Leverages the work we do in **BMS**, our police force management system, to capture the data most important to officer performance and behavior — supported by research into the relationships between critical data variables
- Takes into account total productivity relative to signs that an officer may be engaging in problematic behavior . . . which can result in fewer false positives
- Proactively notifies you at the “first signs” of a real need to intervene and help get an off-track officer back on track
- Transforms risk management in policing by significantly reducing your exposure to rising liability costs



# The First Sign Difference

With First Sign, there is no need for you to constantly query the system to understand when a real problem exists . . . no need to worry about when to intervene to make the most positive impact . . . and no need to be concerned that you are in compliance with the DOJ guidelines on officer conduct, CALEA body of standards and IACP best practices — as well as your agency policies and collective bargaining agreement.



First Sign is also unique in the way department supervisors and commanders can work with this innovative, analytic tool:

- ✓ Review and compare data for individual officers, units — even watches
- ✓ Evaluate data, analyses and progress over specified periods of time . . . from a week or several months, to a year or more
- ✓ Assign intervention actions for problematic behavior — and make recommendations for exceptional performance

What's more, the **First Sign** platform evolves and gets smarter over time as we uncover new insights, lessons learned, and technical advancements from our research consortia, technology group and collective partner base.



For more information:

Email request to [info@benchmarkanalytics.com](mailto:info@benchmarkanalytics.com)

To set up a meeting and system demo:

Call 888-40BENCH today — and visit us at

[www.benchmarkanalytics.com](http://www.benchmarkanalytics.com)