

Miami-Dade Police Department's Early Identification System

Independent Review Panel Report

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A summary of MDPD's Early Warning System, used by the Professional Compliance Bureau to identify police officers who may show patterns of misconduct or job stress.

Background

The late 1970's and early 1980's were tumultuous times for Miami-Dade County. The unrest and distrust of local policing came to a head during the 1980 McDuffie riots. As a result, the Board of County Commissioners passed an ordinance, Article XII Sec. 2-92.2, requiring the Miami-Dade Police Department to institute and maintain an Employee Profile System. The Employee Profile of each officer would include the nature and frequency of all complaints and their dispositions, any corrective action taken as well as any commendations received. All of these profiles are subject to the State of Florida's Public Record Law as described in State Statute 119.07. Eventually, the Employee Profile System morphed into the Early Identification System (EIS) in October of 1982. The EIS is used today to uncover which officers have an unusually high rate of use of force, and any signs of job related stress that could adversely impact their performance.

Early Identification System (EIS) Summarized

The Employee Profile System serves as the backbone to the EIS. The system is wholly controlled by MDPD's Professional Compliance Bureau (PCB). A report is generated when an officer receives 2 or more complaints within a sixty day period, or when two or more Supervisor's Report of Response to Resistance (SRRR) are reported to the PCB. This Monthly Report contains the officer's badge number, complainant's name, the nature of the complaint and the complaint status.

Quarterly Reports are created when an officer receives two or more complaints within the previous three months or three SRRR within the same time period. The report includes the same identifying information as the Monthly Reports but if a complaint has been investigated, it would also include its disposition. Finally, an Annual Report is made when an officer receives four or more complaints in the past year, or seven or more SRRR, or two or more shooting incidents within the past year. The reports would also

contain the same information as the Quarterly Reports. In addition, SRRR profiles are created and include the employee's name badge number, subject's name, date and nature of the incident and the extent of injury.

Reports are sent to the Director's Office and then on down through the involved employee's chain-of-command. The data is disseminated to the appropriate supervisors for review. The Quarterly and Annual Reports require the supervisor to submit a summary of supervisory findings to be sent to PCB. The concerned commander, or designee, and the supervisor make a joint determination based on the assessment of the report data and other criteria. Once the information is reviewed and a determination is made, there are several courses of action that can occur. Firstly, it can be determined that no problem exists thus terminating any further action against the officer. The employee could be referred to the Psychological Services Program for counseling or referral assistance. The officer could be required to participate in the Stress Abatement Program, a forty hour training session. Finally, corrective action could be taken against the officer which may include counseling, discipline and ultimately, termination.

The EIS reports make no conclusions concerning job stress or performance problems. They are designed as a resource for supervisory personnel to make informed evaluations of employee performance. This system, if used objectively, can be a tool in combating officer misconduct, and on the job stress, that can ultimately be beneficial to both the department and the community.