

INTERVENTION COUNSELING

CHAPTER 8

The Intervention Counseling Program is used as an “early warning system” to track police officers with complaint histories for the purpose of identifying potential problems and providing guidance.

INTERVENTION COUNSELING

Three or more Formal complaints within a 12-month period;

-or-

A combination of five or more complaints (of all types of complaints) within a 12-month period.

the subject officer,²² whether sustained or not, in a positive attempt to assist him/her. No formal record is made of the substance of the IC session.

The PSCU conducts a monthly review of its investigation files to ensure that subject officers meeting the IC criteria are identified in a timely manner.

When officers are identified as a result of this review, a memorandum is written by the PSCU Commander to the subject officer’s Bureau Chief requesting the scheduling and the completion of Intervention Counseling.

tween the 1995, 1996, 1997, 1998 and 1999 sessions. A longer time period from the IC date increases the possibility of having subsequent complaints.

In 1999, ten officers received no subsequent complaints from the date of their intervention counseling (IC). Two officers received one complaint and three officers received two subsequent complaints from the IC date. There were a total of 15 IC sessions.

Overall the five years time period, the year 1997 generated the most IC sessions.

During Intervention Counseling, the subject officer meets with the Deputy Chief of their bureau, the PSCU Commander, and their immediate supervisor for informal counseling. This informal counseling session involves a review of the complaint(s) against

Illustration 8A lists the number of IC sessions between January 1 and December 31 for the years 1995 through 1999. The number of subject officers with subsequent complaints from their IC date should not be compared due to the differences in time be-

In addition to Intervention Counseling, the SJPD has implemented other methods to address officers receiving multiple complaints. For example, subject officers and their supervisors may enter into a written agreement whereby certain steps

²² Subject officer refers to the sworn member of the San José Police Department (SJPD) against whom the complaint was made.

Illustration 8A: Intervention Counseling

Time Period of Intervention Counseling	Total Number of IC Sessions	Number of Subsequent Complaints from IC Date to December 31, 1999					
		0	1	2	3	4	5+
Jan. - Dec. 1995	18	1	2	7	1	5	2
Jan. - Dec. 1996	12	1	1	2	3	3	2
Jan. - Dec. 1997	21	4	7	3	3	3	1
Jan. - Dec. 1998	12	1	8	2	0	0	1
Jan. - Dec. 1999	15	10	2	3	0	0	0

are identified and followed in an effort to prevent the alleged misconduct from occurring in the future.