BENCHMARK
ANALYTICS®

Elevating Police Officer Performance Through Data Science

The Benchmark Impact —
Tackling Your Most Complex People Management Challenges

Today, more is expected from leadership in policing than ever before . . . from transparency and accountability to a better understanding of your agency's performance. To meet these expectations, you need an advanced police force management solution — one that's empowered by Data Science.

At **Benchmark Analytics**®, we marry a team of seasoned data scientists with world-class technology to engage our law enforcement roots and deep expertise in all facets of the public safety domain. Our data-centric solutions help you make more insightful and well-informed decisions about the way you manage, support and elevate the people in your charge.

Enhance your technical infrastructure with a personnel management system that's separate from your CAD and RMS systems — as well as one that advances professional standards within your agency.

Benchmark Compliance Shield™

All Benchmark platforms can be configured to comply with state law enforcement mandates, consent decrees, specific policies of your department and collective bargaining agreement. What's more, they also support agencies seeking accreditation by the Commission on Accreditation for Law Enforcement Agencies (**CALEA**) . . . incorporate the best practices and elements of the ethics toolkit developed by the International Association of Chiefs of Police (**IACP**) . . . and surpass the performance guidelines on officer conduct recommended by the Department of Justice (**DOJ**).

Our Data-Driven Focus Helps You Do Your Job Better — And Get It Done Right

At Benchmark, we know that personnel management within law enforcement is hard . . . and harder now more than ever before with rising crime rates across the country and greater public scrutiny of police practices. We also know that solutions without the benefit of Data Science will never deliver the intelligence, insights and impact you need.

Here's how we're moving the profession forward and what differentiates us from other personnel management providers:

We collaborate with world-class police departments, academic institutions and PhD holders in the development and evolution of our offerings.

We maintain the world's largest multi-jurisdictional database on officer performance with **over 20 million records**.

We study decades of extensive, evidence-based research findings in partnership with the *National Police Early Intervention and Outcomes Research Consortium*.

We analyze data covering every aspect of police agency operations — including organizational structure, training, intervention, compliance and more.

We deliver an outstanding 85%+ validation of predictive modeling into officer misconduct that truly leads to at-risk behavior in need of intervention.

A Police Force Management Tool That Does It All

The **Benchmark Management System**® captures critical performance data, facilitating proactive police force management and generating ad hoc departmental reports. What's more, **BMS** is convenient for your officers and staff to enter all essential data, chain-of-command reviews and more.

With **BMS**, we close the current knowledge gaps in the field by tracking, organizing and analyzing all data points associated with your department's human capital. We work with you to develop a comprehensive, top-to-bottom management system that:

- Serves as a single-source solution with full management capabilities, or can be integrated with your existing systems — no need to buy separate Use of Force, Internal Affairs, Performance Evaluation or other systems

- Identifies what data is important to ensure the integrity and safety of all police officers, units and supervisors

- Delivers an efficient, effective platform created to provide a holistic view of every officer in your department

Our Holistic, Seven-Module Management Lens

Provides a comprehensive historical record of the key personnel data, events and activities in an officer's career.

Features an up-to-date training management system for training history, education/learning sessions, assessments and certifications.

Tracks key performance indicators as well as observations, appraisals and recommendations of supervisors and other parties.

Maps spectrum of on-duty actions to paint a full picture of an officer's practices, patterns and conduct.

Benchmark
360 Police Force Management™

Officer Profile

Training

Activity

Performance Evaluation

Use of Force

Community Engagement

Internal Affairs

Facilitates community-police relationships by fostering and tracking public feedback — as well as effective engagement at the individual and department levels.

Documents use-of-force incidents, events, types of force, de-escalation processes, reports and alerts.

Delivers a full case management system to perform a detailed investigation of an officer — including command-chain review.

A Dynamic Dashboard for Data Retrieval, Review and Analysis

BMS features an instant-access dashboard that is easy to view and navigate. It provides a graphic overview of select officer performance data in your configured platform, providing valuable intelligence and insights — including:

- Incident-based data for individual officers

- Comparative stats for every unit

- Data analyses for your entire department

BMS allows designated administrators, supervisors and commanders to review data, analyses and progress over designated periods of time . . . from a week to a year or more.

And through the advanced analytics built into our system, BMS gets smarter over time — uncovering new insights that will help make your department even more efficient, effective and valuable to the community you serve.

For illustrative purposes only

Incomparable in Design. Profound in Impact.

What if your early warning system could predict 85% of all major adverse investigations before they even happen?

Now is the time to make a fundamental shift in how you manage police force accountability and support officer wellness. Welcome to **Benchmark Analytics**, a Data Science company focused exclusively on policing.

First Sign® Early Intervention is our advanced, research-based EIS platform – leveraging the world's largest officer performance database with over 20 million records – and developed in collaboration with the **University of Chicago** to deliver the most effective tool to identify off-track officer behavior. This solution goes well beyond standard early warning systems by establishing benchmarks that more accurately identify levels of at-risk behavior — alerting you to the real need of intervention and officer support.

Additionally, **First Sign** is supported by the work of the *National Police Early Intervention and Outcomes Research Consortium* and **The Joyce Foundation** — along with our partnership with the **American Institutes for Research**.

THE UNIVERSITY OF **CHICAGO**

The Only Research-Based, Data-Driven EIS in Policing

The First Sign Difference — It's in the Numbers

Traditional EIS offerings employ threshold-based triggers to alert agencies to off-track officer behavior. However, these standard systems often flag officers not actually exhibiting at-risk behavior — resulting in inefficient use of resources, time and funds . . . not to mention poor officer morale.

Our groundbreaking **First Sign** solution draws upon decades of evidence-based research, robust information sources and sophisticated analytics to **identify officers truly in need of intervention**.

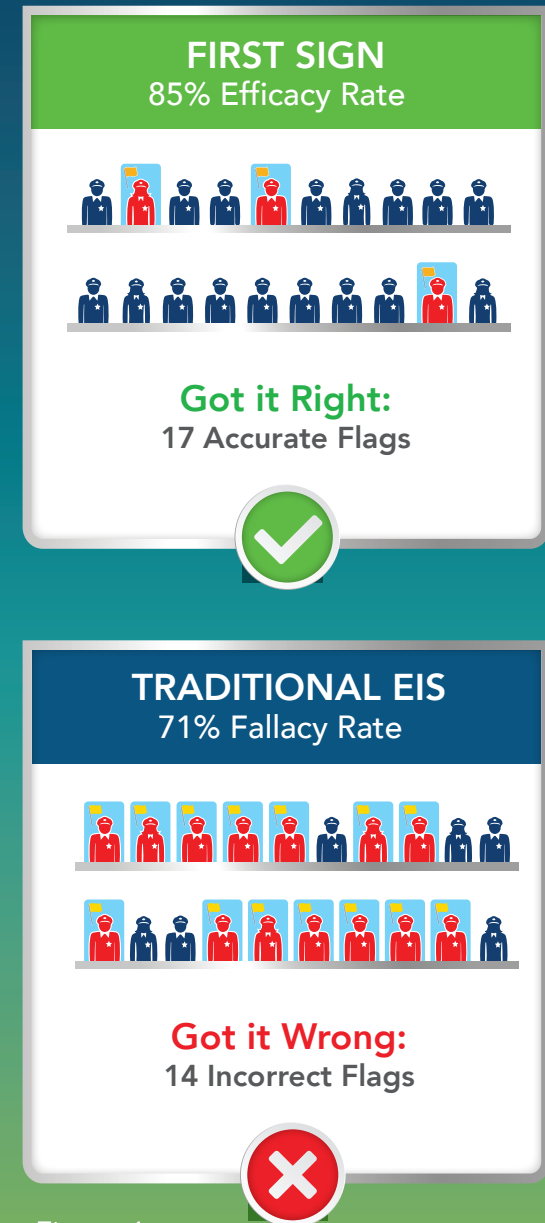|	
5+ Data Sources	Informed by in-depth data points including officer attributes, arrest history, Use of Force, CAD/RMS — as well as data from the **Benchmark Management System**.
91 Model Variables on Average	Driven by complex, nuanced factors such as context of adverse incidents, sequence of events and patterns of behavior.
85% Model Precision	Provides greater accuracy than any other EIS . . . **First Sign** engages advanced research methodologies and predictive modeling proven to be 3X more precise than most systems.
5% At-Risk Average	Findings show no more than 5% of officers exhibit at-risk behavior truly in need of intervention . . . clearing officers incorrectly flagged by most systems.
66% Incident Rate	Perpetuated by 5% of at-risk officers who inflict most injuries on the job and are most likely to use disproportionate force.

The First Sign Effect —
a More Powerful Early Intervention Tool

When comparing **First Sign** to traditional EIS platforms using threshold-based triggers – in an example of **20 Officers Flagged** for off-track behavior – here's what research reveals (see Figure 1).

What this example shows is that traditional EIS platforms *incorrectly flag officers "at-risk" nearly five time more often* than our advanced, research-based **First Sign** solution — a profound difference that can make a massive impact in the way you manage accountability and officer support.

First Sign is your clear choice for a transformative EIS designed to:

- Differentiate those officers creating the greatest challenges for your department

- Boost morale and increase retention of police officers doing their jobs right

- Improve community relations and regain public trust in law enforcement

- Reduce resource needs, administrative time and EIS implementation costs

- Help protect you from exposure to rising police liability claims

FIRST SIGN
85% Efficacy Rate

Got it Right:
17 Accurate Flags

TRADITIONAL EIS
71% Fallacy Rate

Got it Wrong:
14 Incorrect Flags

Figure 1

A Proactive Program to Support At-Risk Officers One Case at a Time

Any EIS platform is only as good as your department's ability to facilitate an effective, well-managed early intervention program for officers who have engaged in off-track, at-risk behavior. Once at-risk behavior has been identified in **First Sign**, our innovative **C.A.R.E.** (Case Action Response Engine) platform:

- Features research-based, analytics-driven case management modules for officer-specific interventions

- Provides "benchmarks" of best practices that have proven to be most effective for different levels of intervention

- Facilitates the planning process with a template of actionable steps, guidelines, goals and follow-up

- Allows supervisors to develop a meaningful plan of action for individual officers — compliant with the collective bargaining agreement of your department
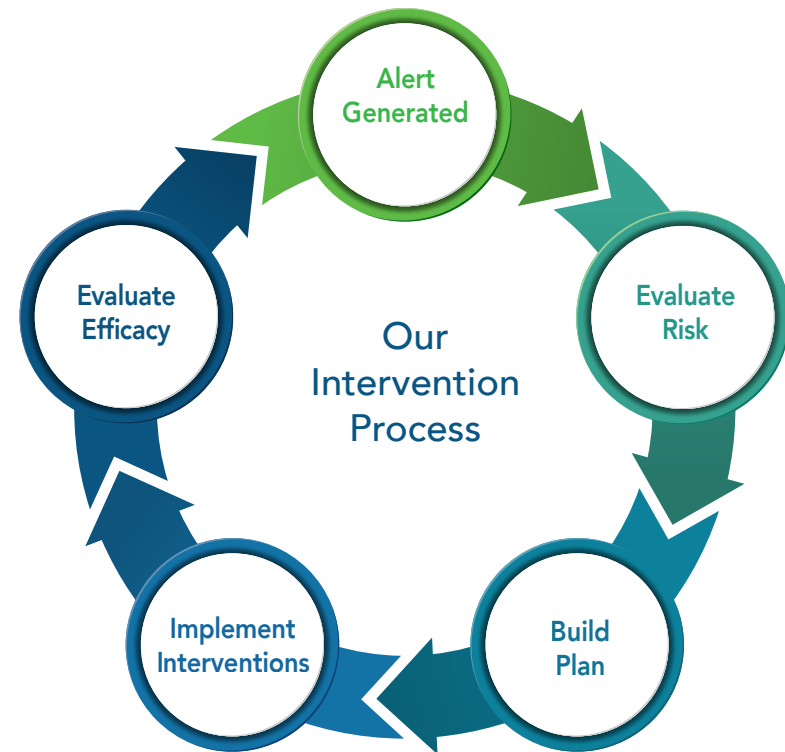

Ultimately, the goal of **C.A.R.E.** is to help supervisors develop a well thought out, meaningful plan of action to help officers who have fallen off track get back on track — and out of **C.A.R.E.**

The C.A.R.E. Approach to Officer Wellness and Support

C.A.R.E. is designed to make sure that no at-risk officers are falling through the cracks. It supports you with an indispensable tool that helps ensure you are doing what you're supposed to be doing — as well as the steps to take for making it happen.

Our proactive approach begins when you are initially alerted to off-track behavior in **First Sign**. From there you can evaluate the level of risk – and if warranted – build, implement, track and evaluate an officer-specific plan by engaging the comprehensive **C.A.R.E.** platform.

At Benchmark, we are on a quest to reclaim public trust — and uphold the honor of the badge.

Our Intervention Process

- Alert Generated
- Evaluate Risk
- Build Plan
- Implement Interventions
- Evaluate Efficacy

> The problem we have in many police departments is the variety of systems being used to capture important data . . . and the ability to store it all in one place to avoid information silos.
>
> One-stop shopping that can pull all these pieces together can save valuable time and resources, help understand the relationship between data points — and better serve not just police, but the citizens we serve as well.
>
> And importantly, in today's world, police leaders need to be more proactive in terms of having a holistic approach in dealing with management and early intervention.

Charles H. Ramsey

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Chief of Police in Washington, D.C. 1998-2006

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Police Commissioner of Philadelphia 2008-2016

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Co-Chair of the Task Force on 21st Century Policing

Discover the Power of Data Science
for Police Force Management and Early Intervention

For more information:

Email request to **info@benchmarkanalytics.com**

To set up a meeting and system demo:

Call 888-40BENCH today — and visit us at

www.benchmarkanalytics.com