

# First Sign® Early Intervention | Documented Early Impact

A Large County Corrections Agency | Results from the First Six Months of Production

A large county corrections agency adopted First Sign® Early Intervention to proactively identify correctional officers exhibiting behavioral patterns associated with elevated risk. In the first six months of production, the agency flagged 50 officers across 6 monthly alert cycles. Leadership responded with a course of action for 86% of flagged officers, with a 2 day median response time and 97.7% completed within the 30 day benchmark. Early impact analysis of the initial cohort shows meaningful reductions across every measured category.



## Key Findings

<p><b>Use of Force</b></p> <ul style="list-style-type: none"> <li><b>-21%</b> mean incidents per officer (6.20 to 4.90)</li> <li><b>-15.5%</b> total force actions (989 to 836)</li> <li><b>13 of 20</b> officers reduced their force actions</li> <li><b>9 of 10</b> force types showed post-alert reductions</li> </ul>	<p><b>Discipline &amp; Suspensions</b></p> <ul style="list-style-type: none"> <li><b>-83%</b> discipline incidents (12 to 2)</li> <li><b>66 to 0</b> assigned suspension days</li> <li><b>9 to 0</b> suspension events</li> <li><b>0</b> officers received a new suspension</li> </ul>
<p><b>Infractions</b></p> <ul style="list-style-type: none"> <li><b>-53%</b> total infractions (17 to 8)</li> <li><b>6 of 10</b> infraction types fully eliminated</li> <li><b>Zero</b> post-alert attendance and insubordination infractions</li> </ul>	<p><b>Officer Safety</b></p> <ul style="list-style-type: none"> <li><b>-14.8%</b> unique officer injury events (27 to 23)</li> <li><b>6</b> officers had fewer injury events post-alert</li> <li><b>2</b> previously injured officers had zero injuries</li> </ul>

## Relevance to Fulton County Consent Decree Compliance

The January 2025 DOJ consent decree with Fulton County and the Fulton County Sheriff's Office requires systemic reforms across use of force, training, supervision, staffing, and accountability. The federal monitor's initial report cited staffing vacancies exceeding 50%, creating "serious safety risks for residents and staff." First Sign directly addresses multiple consent decree requirements:

Consent Decree Requirement	Documented First Sign Impact
Eliminate pattern of excessive force; require constitutional use of force standards	21% reduction in use of force incidents; 15.5% reduction in total force actions; 9 of 10 force types reduced
Implement de-escalation training, supervision, and force reporting requirements	86% of flagged officers received a formal course of action; 2 day median leadership response time
Address staffing crisis and "serious safety risks for residents and staff" (Monitor Report)	14.8% reduction in officer injuries; net improvement in officer safety outcomes across the cohort
Staff accountability, competency certification, and documented training records	97.7% of courses of action completed within 30 day benchmark; 83% reduction in discipline incidents
Demonstrate sustained, measurable compliance to independent monitor	53% infraction reduction; 66 to 0 suspension days; 6 of 10 infraction types eliminated entirely

These results were achieved within six months of deployment at a comparable large county corrections agency. First Sign provides the proactive, evidence-based intervention framework that Fulton County's consent decree demands, with built-in accountability tracking and measurable outcomes for federal monitor reporting.