



Proposal for the Fulton County Sheriff's Office



Submitted: February 26, 2026

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Michael Shoates

Chief of Staff
Fulton County Sheriff's Office

Dear Michael,

Enclosed please find our updated proposal for the Fulton County Sheriff's Office (FCSO). We are delighted to present you with an integrated tracking, analysis, and reporting software solution for personnel management and predictive analytics. Benchmark Analytics is uniquely qualified to assist the department in meeting the requirements of the Consent Decree in several fundamental ways:

- 1. Proven Data-Driven, Research-Based Early Warning/Early Intervention System.** Benchmark Analytics is both a software provider and a research organization, combining evidence-based practices with easy-to-use applications that embed those practices into daily operations. We founded the National Police Early Intervention and Outcomes Research Consortium to support agencies in evaluating, monitoring, and delivering interventions that help struggling officers get back on track. Through our partnerships with the University of Chicago and American Institutes for Research, we conduct national studies on officer performance, misconduct prevention, and intervention strategies directly addressing the challenges outlined in FCSO's Consent Decree.
- 2. Configurable Platform Increases Delivery Speed and Reduces Risk.** Our configurable off-the-shelf system has a proven track record of success in major city and county law enforcement agencies across the United States. The Benchmark Early Intervention System is being delivered in Baltimore, Cleveland, and more. Avoiding a custom-build deployment will be essential for FCSO to deliver results in a timely manner. First Sign® is already built and configurable to FCSO's needs – meaning a more rapid deployment and a faster path to full compliance.
- 3. Specialists in Consent Decree Compliance.** The Monitor's Second Report identifies 30+ consent decree provisions directly relevant to Benchmark's platform spanning early intervention, use-of-force data tracking, staffing oversight, investigations, officer wellness, and grievance management. While FCSO's current technology partnerships address some of these areas, the Monitor's findings reveal significant Non-Compliant and Partial Compliance ratings in areas that general-purpose platforms cannot adequately resolve. Most critically, while ¶151's explicit Early Warning System mandate is in Partial Compliance, **it is our experience working with agencies under active consent decrees that FCSO will not reach full EIS compliance without a purpose-built, research-based early intervention system. And First Sign® is the only such system on the market.**

Thank you for the opportunity to submit this proposal.

Sincerely,



Ron Huberman

Chief Executive Officer

A Message from Our Partner

Having had the privilege of leading both the Baltimore and New Orleans Police Departments, I understand the pivotal role Early Intervention Systems (EIS) play in reform, especially for agencies under Consent Decree.

In 2023, Benchmark won Baltimore's competitively bid RFP for a predictive, research-based EIS that met our compliance needs. After consulting with the Department of Justice and the monitoring team, it was clear Benchmark was the right choice.

Their proven track record and deep research base make them the most cost-effective and time-efficient option. Benchmark's system is pre-built and configurable, offering FCSO a faster path to compliance. Their expertise will ensure a successful, timely implementation.



Commissioner (Ret.) Michael Harrison

Former Superintendent, New Orleans PD | Former Commissioner, Baltimore PD

Baltimore PD

Benchmark won competitive RFP for research-based EIS under active DOJ consent decree. DOJ and monitoring team endorsed the selection.

Cleveland PD

Implemented First Sign® under active DOJ consent decree and achieved measurable compliance milestones after a decade of non-compliance

NYC DOC

The largest jail system in the country, currently under active federal consent decree. From the most recent monitoring report: "The Department participated in a demonstration of [Benchmark] for the purpose of risk management... and would like to pilot the technology in 2026."

Benchmark Overview

Benchmark Analytics was founded by a group of dedicated professionals with decades of experience in public safety. We understand both the complexity of the existing technology and political landscape as well as the power of data and analytics in advancing risk management and administration of a large, dynamic law enforcement agency.

As part owner of Benchmark, the University of Chicago is the lead member of our diversified research consortium – the National Public Safety Early Intervention and Outcomes Research Consortium. The University of Chicago and The Joyce Foundation have developed a series of predictive models and algorithms that identify patterns of officer conduct that may lead to problematic behavior.

Because of our diverse partner base and unique expertise in early intervention, Benchmark has become the de facto solution for Consent Decree compliance – ensuring transparency, accountability, and evidence-based early intervention for agencies under federal oversight. Our platform facilitates appropriate data sharing with civilian oversight agencies and monitoring teams through an unlimited system of roles and permissions.

BMS | Benchmark Management System®

With BMS, you get a comprehensive police force management system that:

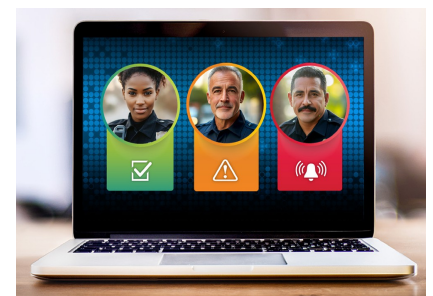
- Serves as your single-source solution or integrates with existing systems
- Identifies what data is important to ensure the integrity and safety of all police officers, units, and supervisors
- Complies with DOJ guidelines on officer conduct and CALEA accreditation standards



First Sign® Early Intervention System

By leveraging the data captured across FCSO systems, we activate the power of advanced analytics in a first-of-its-kind management tool that:

- Captures the data most important to officer performance and behavior, as well as the relationships between critical data variables
- Considers total productivity relative to signs that an officer’s behavior may be problematic
- Proactively notifies you at the “first signs” of a real need to intervene and help an off-track officer back on track
- Transforms risk management in policing by reducing exposure to rising liability costs



Embedded Data Science Team

Benchmark provides an embedded team of data scientists who work directly with agencies to pull data across systems, build compliance dashboards, and run the analyses that matter most for consent decree compliance – EIS behavioral pattern detection, use-of-force trend analysis, and the reporting packages the Monitor expects. **For agencies that have been considering a dedicated analyst hire to support this work, the Benchmark partnership is worth factoring into that conversation – you get focused EIS and use-of-force analytical support built into the subscription, without the ramp-up time.**

Pricing

Benchmark Analytics® is a SaaS provider. The annual subscription is all-inclusive covering implementation, integration, training, data migration, ongoing support, algorithm updates, and all future platform enhancements. There are no change orders, no per-seat overage fees, and no additional costs for training refreshes as staff turns over.

| Product | Annual |
|---------------------------------------|------------------|
| First Sign® Early Intervention | \$260,000/yr |
| BMS – Training Module | \$52,000/yr |
| Annual Integration Fees | Included |
| Project Management and Implementation | Included |
| Training and Go-Live Plan | Included |
| Ongoing Support | Included |
| Total | \$312,000 |

Note on the Data Analyst Budget: Many agencies in FCSO’s position have budgeted for a dedicated data analyst to support consent decree compliance work. As part of the partnership, Benchmark’s team works closely with FCSO staff on exactly those areas building the analytical fluency your team needs to engage confidently with the Monitor. **Redirecting that budget toward Benchmark provides more capability and analytical support that’s already purpose-built for the work the Monitor is watching.**