



Fulton County Sheriff's Office

March 12, 2026

Who is Benchmark Analytics?

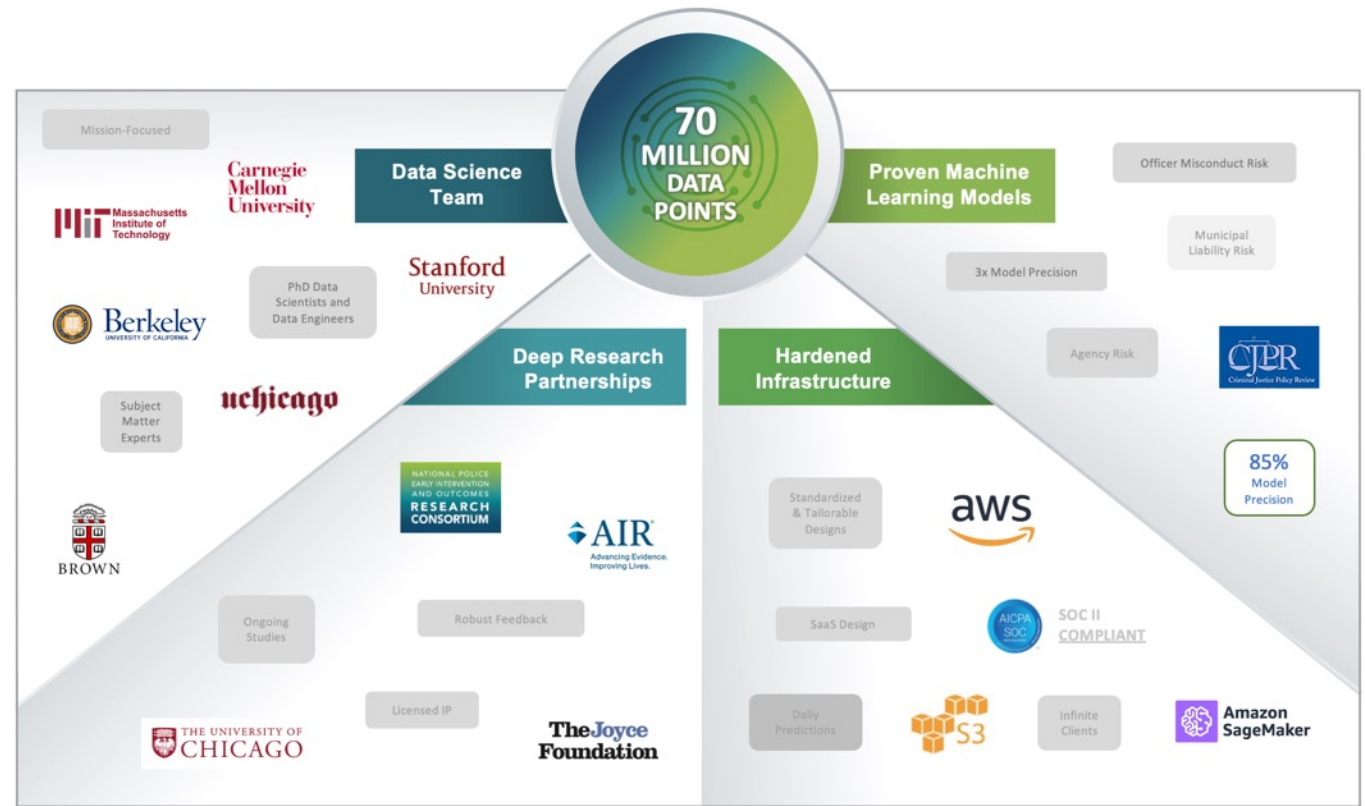
Benchmark was founded out of research from:



TheJoyceFoundation



Worlds Largest Multi-Jurisdictional Database Tracking Officer Performance



Benchmark's Large-Scale Implementations and Consent Decree Expertise

- We support more than 2500 law enforcement agencies in 42 states
- Because of our diverse partner base and our unique expertise in early intervention, we have become the de facto solution for Consent Decree compliance to ensure transparency, accountability and evidence-based early intervention
- Other installations of note
 - Florida Department of Corrections
 - Cook County Sheriff, IL
 - Brevard County Sheriff, FL
 - Miami Dade County Sheriff, FL
 - Richland County Sheriff, SC
 - Buncombe County Sheriff, NC
 - State of New Jersey Attorney General
 - VA Department of Criminal Justice Services



Consent Decree Compliance

Benchmark can support FCSO with 34 provisions across the Consent Decree

34

Total Provisions
Where Benchmark
Can Help

2

Substantial
Compliance

19

Partial
Compliance

13

Non-Compliant

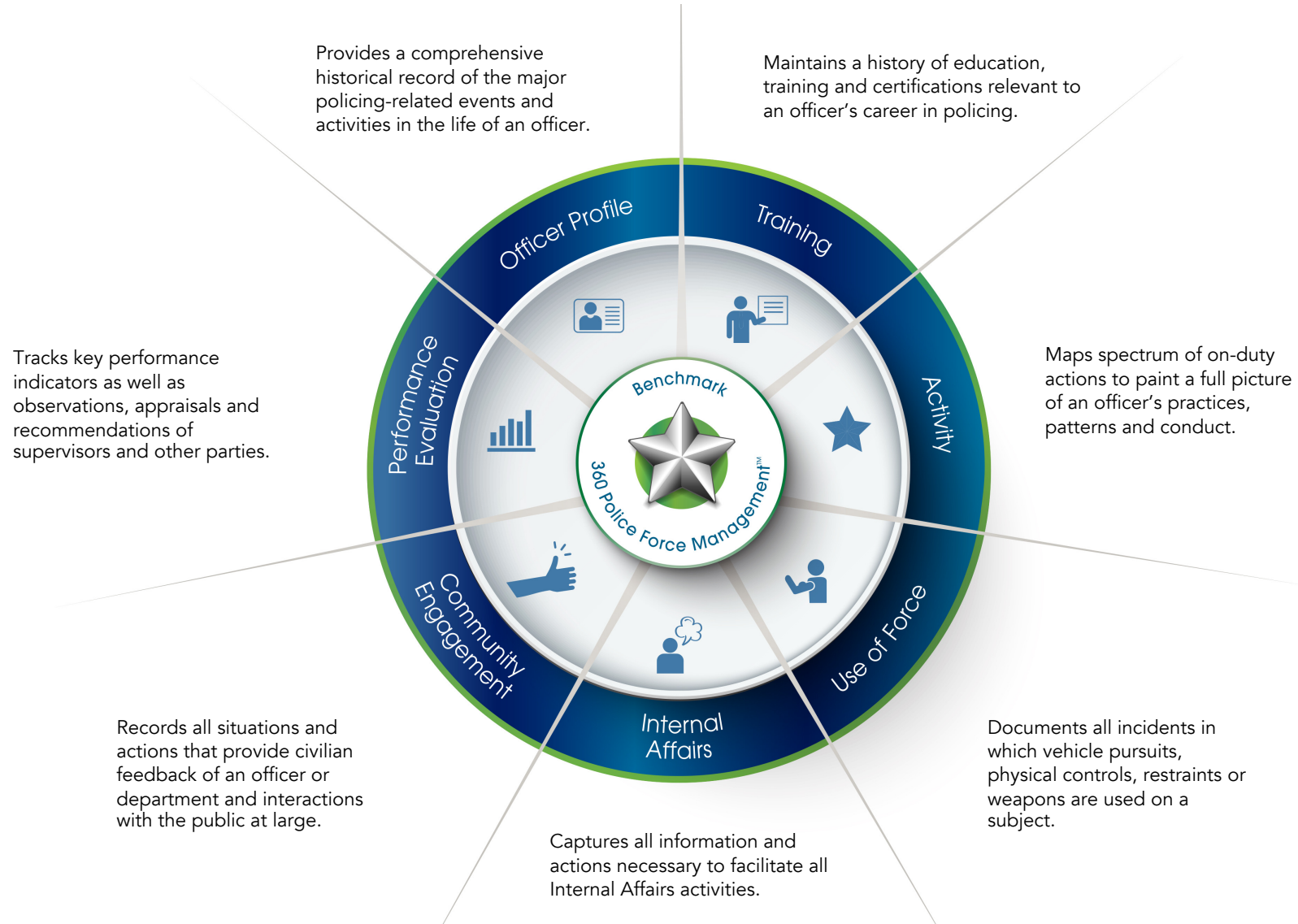
CONSENT DECREE REQUIREMENT ¶151

FCSO must maintain an effective Early Warning System that tracks all uses of force, complaints, and grievances by individual staff member — and flag those exhibiting concerning behavioral patterns. FCSO must provide the Monitor with a bi-annual list of flagged staff and must conduct regular use-of-force trend analysis by unit and supervisor.

MONITOR'S SECOND REPORT FINDING • PARTIAL COMPLIANCE

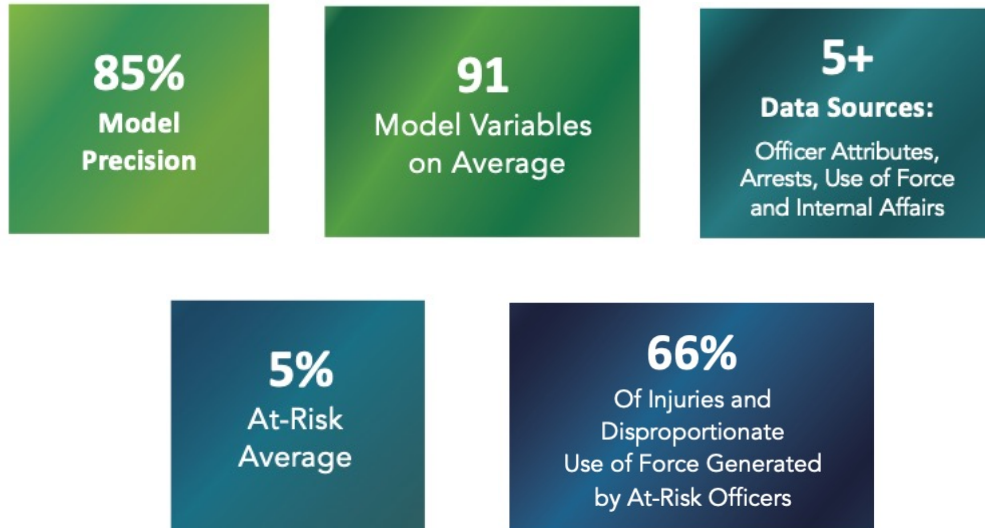
"The EWS doesn't include grievance allegations and complaints received from external sources." Monitor concluded the system "requires significant updates" and that full compliance "will not be completed during the next review period - likely to become a focus in late 2026."

BMS | Benchmark Management System



First Sign Research-Based Early Intervention

- 🌀 Identify and predict employee based adverse events
- 🌀 The only research-based early intervention solution, developed in partnership with the **University of Chicago**
- 🌀 Goes beyond simple, threshold-based triggers, to consider context and patterns of behavior



First Sign® is the only platform that integrates every data source ¶1151 requires — purpose-built for consent decree compliance.

- ✓ Use of Force
- ✓ Internal Complaints
- ✓ External Complaints
- ✓ Grievances
- ✓ Supervisor Performance & Unit Trends
- ✓ Sick Leave & Behavioral Patterns

Quality Assurance Program



MONITOR'S SECOND REPORT FINDINGS

¶293 (Partial): "The Monitoring Team has not received sufficient evidence demonstrating that an operational, sustainable QAP has been implemented."

¶294 (Non-Compliant): No corrective action process is in place. "Pattern analysis cannot occur without unified data infrastructure."

¶¶301–302 (Substantial): Compliance Coordinator hired — but team is "not sufficient." Monitor recommends at least 5 FTEs.

¶305 (Non-Compliant): Monthly reporting entirely manual. Monitor recommends revising Policy 700-28 to automate notifications.

First Sign® centralizes data from across FCSO's systems and surfaces the staff patterns the QAP requires

- ✓ Centralizes IA, HR, scheduling, and training
- ✓ Use of Force patterns by officer, unit, and shift
- ✓ Grievance and complaint trends
- ✓ Predictive of early signs of concerning behavior

Training Management System



MONITOR'S SECOND REPORT FINDINGS

¶37: (Partial) Training tracked via "manual process with handwritten forms." "No responsive records" for internal audits. Monitor recommends "an electronic method for tracking staff training."

¶38: (Partial) FCSO "did not have records responsive" to whether unsupervised staff had completed required training. No system links training status to assignment eligibility.

¶39: (Partial) "No responsive records exist" for supervisory training audits — the same response as ¶37 and ¶38.

¶¶131-133: (Partial) UoF training records use the same handwritten system. Curricula require substantial revision.

The Monitor explicitly recommends an electronic training record system. BMS is exactly that — purpose-built for correctional compliance.

- ✓ Electronic records per officer (replaces handwritten)
- ✓ Certify attendance + demonstrated competency
- ✓ Tiered tracking: line staff, supervisor, leadership
- ✓ Use of Force training: renewal dates and certificates
- ✓ Audit-ready compliance reports on demand