

SFPD Sustained Complaints Report
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2021-0012		12/2/20	CU, ND	Improper Conduct	12/01/2021	Incomplete Discipline	Retired	Closed	Used Department cell phone for unofficial police business. Sent inappropriate text messages on Department cell phone.
MCD-2021-0051		4/13/21	CU	Improper Conduct	12/06/2021	Incomplete Discipline	Retired	Closed	While going through the TSA screening process at SFO, had two loaded magazines inside of a backpack (Violation of DB 18-061).
MCDO-2020-0037	00044553-20	6/7/21	ND	Improper Conduct	12/06/2021	Retraining, Written Reprimand	06/19/2022	Closed	Failed to activate BWC during a crucial part of an incident, DGO 10.11.
MCDO-2021-0004	00045942-21	9/22/21	Failure to Provide Name or Star#	Improper Conduct	12/06/2021	Admonishment, Retraining	08/10/2023	Closed	Failed to provide Name and Star Number, DGO 2.01, Rule 14.
OIS-2018-0002		3/6/18	ND	Not In Policy	12/06/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	1. DGO 5.01 Use of Force (OIS) 2. DGO 8.11 Investigations of OISs 3. DGO 10.11 Body Worn Cameras 4. FTO Manual Officer Safety, Cover and Concealment.
OIS-2018-0002		3/6/18	Administrative Investigation, ND	Not In Policy	12/06/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	1. DGO 5.01 Use of Force (OIS) 2. DGO 8.11 Investigations of OISs 3. DGO 10.11 Body Worn Cameras 4. FTO Manual Officer Safety, Cover and Concealment.
OIS-2018-0002		3/6/18	Administrative Investigation, ND	Not In Policy	12/06/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	1. DGO 5.01 Use of Force (OIS) 2. DGO 8.11 Investigations of OISs 3. DGO 10.11 Body Worn Cameras 4. FTO Manual Officer Safety, Cover and Concealment.
OIS-2018-0002		3/6/18	Administrative Investigation, ND	Not In Policy	12/06/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	1. DGO 5.01 Use of Force (OIS) 2. DGO 8.11 Investigations of OISs 3. DGO 10.11 Body Worn Cameras 4. FTO Manual Officer Safety, Cover and Concealment.

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OIS-2018-0002		3/6/18	ND	Not In Policy	12/06/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	1. DGO 5.01 Use of Force (OIS) 2. DGO 8.11 Investigations of OISs 3. DGO 10.11 Body Worn Cameras 4. FTO Manual Officer Safety, Cover and Concealment.
MCD-2018-0103		6/14/18	ND	Improper Conduct	12/13/2021	Retraining, Written Reprimand	01/04/2022	Closed	DGO 2.01, Rule 9, failure to notify chain of command. DGO 2.01, Rule 5, failure to respond to burglary investigation.
MCD-2020-0151		12/10/20	CU, ND	Improper Conduct	12/13/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Was involved in a possible domestic incident while off-duty. Failed to report an off-duty incident. Abandoned an intoxicated person who was unable to care for themselves.
MCD-2020-0155		12/17/20	CU	Improper Conduct	12/14/2021	Retraining, Written Reprimand	01/21/2022	Closed	Made a written material statement within the scope of his employment, which they knew or should have known was false.
MCD-2021-0002		1/5/21	CU	Improper Conduct	12/14/2021	Incomplete Discipline	Retired	Closed	Was disrespectful and unprofessional towards a Department member in violation of DN 20-132 (Rumors and Bullying in the Workplace).
MCD-2021-0018	00045547	1/21/21	ND	Improper Conduct	12/14/2021	Retraining, Suspension (1 day held in abeyance)	02/10/2021	Closed	Responded in police uniform and marked patrol vehicle to their own residence for parking-related concerns on several occasions and double-parked patrol vehicle.
MCD-2021-0065		5/7/21	ND	Improper Conduct	12/14/2021	Incomplete Discipline	Resigned	Closed	Failed to notify Department of secondary employment, a violation of DGO 11.02 (Secondary Employment).
MCDO-2020-0049	00045553-21	10/13/21	ND, Failure to Make an Arrest	Improper Conduct	12/14/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to make an arrest. Violated DGO 2.01, Rule 10.

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MCDO-2020-0049	00045553-21	10/13/21	ND, Failure to Make an Arrest	Improper Conduct	12/14/2021	Incomplete Discipline	Resigned	Open - Pending Chiefs Hearing	Failed to make an arrest. Violated DGO 2.01, Rule 10.
MCD-2021-0017		1/7/21	CU	Improper Conduct	12/23/2021	Open - Pending Police Commission	Pending	Open - Pending Police Commission	While off-duty, identified self as an SFPD officer and attempted to dissuade other agency officers from arresting a friend for a DUI. Acted in an unprofessional manner while interacting with another Police Department. Allowed a subordinate to leave work early and failed to enter absence in HRMS. While on-duty, was unprofessional and used profane language while interacting with a member of the public. Failed to cooperate with this investigation by being evasive and not answering questions truthfully.

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MCD-2021-0017		1/7/21	ND	Improper Conduct	12/23/2021	Open - Pending Police Commission	Pending	Open - Pending Police Commission	While off-duty, identified self as an SFPD officer and attempted to dissuade other agency officers from arresting a friend for a DUI. Acted in an unprofessional manner while interacting with another Police Department. Allowed a subordinate to leave work early and failed to enter absence in HRMS. While on-duty, was unprofessional and used profane language while interacting with a member of the public. Failed to cooperate with this investigation by being evasive and not answering questions truthfully.
MCD-2021-0020		2/5/21	ND	Improper Conduct	12/23/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to comply with Department Policy regarding Body Worn Camera at a call for service.
MCD-2021-0020		2/5/21	ND	Improper Conduct	12/23/2021	Retraining, Suspension (2 days served)	7/25/23, 8/28/23-8/29/23	Open - Pending Chiefs Hearing	Failed to ensure that an investigation was completed and all department policies and procedures were adhered to in violation of DGO 1.07.
MCD-2021-0020		2/5/21	CU	Improper Conduct	12/23/2021	11.11 Program, Retraining, Suspension (1 day served, 1 day held in abeyance)	4/19/23	Open - Pending Chiefs Hearing	Carrying a weapon while off-duty and impaired due to alcohol intoxication
MCD-2021-0020		2/5/21	ND	Improper Conduct	12/23/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to comply with Department Policy regarding Body Worn Camera at a call for service.

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MCD-2021-0020		2/5/21	ND	Improper Conduct	12/23/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to investigate off duty misconduct of a member that was under the influence of alcohol while in possession of gun and star.
MCD-2020-0048	00045527-20	9/28/21	ND, Writing an Inaccurate Incident Report	Improper Conduct	12/23/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Used unnecessary force, failed to report the use of force, failed to activate Body-Worn Camera, wrote an inaccurate incident report.
MCD-2020-0068		3/23/20	ND	Improper Conduct	12/30/2021	Admonishment, Retraining, Written Reprimand	1/21/22, 03/02/2022	Closed	Made a remark or communication to personnel that is inconsistent with Department Policy when asking another SFPD member to be untruthful, in violation of DGO 2.01, Rule 9. Failure to notify Department of secondary employment.
MCD-2020-0081		5/29/20	CU	Improper Conduct	12/30/2021	Incomplete Discipline	Exceptional circumstances	Closed	Domestic incident and bought, possessed, supplied to others, and/or consumed illegal drugs, in violation of DGO 2.03.
MCD-2020-0088		3/23/20	ND	Improper Conduct	12/30/2021	Admonishment, Retraining	12/20/2022	Closed	Provided inconsistent and conflicting statements during a civil litigation, a violation of DGO 2.01, Rule 9.
MCD-2021-0032		3/5/21	ND	Improper Conduct	12/30/2021	Admonishment, Retraining	05/19/2022	Closed	Failed to take proper care of Department issued star when they lost it while off-duty, in violation of DGO 2.01, Rule 22. Failed to promptly report the loss of Department issued star, in violation of DGO 2.01, rule 24 (Loss or Damage to Department Property).

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MCD-2021-0042		2/18/21	Insubordination, ND	Improper Conduct	12/30/2021	PIP, Retraining, Written Warning	08/18/2022	Closed	Failed to adhere to written orders in Performance Improvement Plan (PIP), in violation of DGO 2.01 Rule # 10 (Written Orders). Raised voice toward a supervisor during second Performance Improvement Plan (PIP) review, in violation of DGO 2.01 Rule #13 (Respectfulness). Failed to complete projects that were assigned during Performance Improvement Plan, in violation of DGO 2.01 Rule # 5 (Performing Duties).

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Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

ATF – Bureau of Alcohol, Tobacco, Firearms and Explosives

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

DB – Department Bulletin

DGO – Department General Order

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

ND – Neglect of Duty

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

PLES – Police Law Enforcement Services

SDCS – Stop Data Collection System

SFO – San Francisco International Airport

SF SPCA – San Francisco Society for the Prevention of Cruelty to Animals

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force

Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on September 12, 2023. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.