

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-2021-0299		10/14/21	Insubordination, ND	Improper Conduct	03/02/2022	Incomplete Discipline	Resigned	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco COVID-19 vaccination mandate. Demonstrated insubordination by knowingly failing to follow Department directives. Failed to meet essential job functions.
MCD-2021-0058		4/16/21	ND	Improper Conduct	03/09/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to properly investigate a battery. Failed to obtain witness information and properly furnish descriptions of suspects. Failed to provide language access services while performing law enforcement function.
MCD-2021-0148		9/29/21	ND	Improper Conduct	03/09/2022	Incomplete Discipline	Retired	Closed	Did not comply with DGO 2.01, Rule 10 "Written Orders" when vaccine status was not updated as required in DB 21-107.
MCD-2021-0179		10/14/21	ND	Improper Conduct	03/09/2022	Terminated	03/09/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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-2021-0206		10/14/21	ND	Improper Conduct	03/09/2022	Terminated	03/09/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0289		10/14/21	ND	Improper Conduct	03/09/2022	Terminated	03/09/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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-2021-0150		10/14/21	ND	Improper Conduct	03/10/2022	Terminated	03/10/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCDO-2021-0023	00046014-21	2/18/22	ND, UA	Improper Conduct	03/10/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Made an arrest without cause. Conducted an improper search or seizure. Conducted an impermissible traffic stop as a non-uniform officer, in violation of DGO 5.08. Failed to enter Stop Data Collection System (SDCS) data, in violation of DN 20-141. Failed to wear a mask while in contact with a suspect in a crime, in violation of DN 20-094.
MCD-2021-0061		4/23/21	ND	Improper Conduct	03/14/2022	Incomplete Discipline	Retired	Closed	Illegally accessed digital communication on an electronic device without consent. On-duty in full police uniform and driving a marked SFPD but left assigned district to conduct personal business. Failed to notify the Personnel Sergeant regarding traveling out of the country.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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-2021-0166		10/14/21	ND	Improper Conduct	03/16/2022	Terminated	03/16/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0258		10/14/21	ND	Improper Conduct	03/16/2022	Terminated	03/16/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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-2021-0259		10/14/21	ND	Improper Conduct	03/16/2022	Terminated	03/16/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0285		10/14/21	ND	Improper Conduct	03/16/2022	Terminated	03/16/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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-2021-0310		10/14/21	ND	Improper Conduct	03/16/2022	Terminated	03/16/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0056		4/7/21	ND	Improper Conduct	03/21/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Improperly used Department cell phone for personal use. Used a bias term in a text stream on department issued cell phone with a person that was not a Department member.
MCD-2021-0057		4/19/21	ND	Improper Conduct	03/21/2022	Retraining, Written Reprimand	04/17/2023	Closed	Failed to provide proper medical assessment for a use of force on a custody in violation of DGO 5.01 (Use of Force). Failed to activate body worn camera in violation DGO 10.11.
MCD-2021-0097		9/16/21	ND	Improper Conduct	03/21/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to inspect PIC Radio prior to shift; Failed to maintain PIC radio in a serviceable manner. Failed to ensure PIC radio was functioning properly. Failed to remain in constant radio contact.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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-2021-0353		11/3/21	CU	Improper Conduct	03/21/2022	Incomplete Discipline	Resigned	Closed	Engaged in sexual activities in the work place, a violation DGO 2.01, rule 9 Misconduct. Had sexual relations in public, a violation DGO 2.01, Rule 9 - Misconduct.
MCDO-2021-0021	00046208-21	2/4/22	ND	Improper Conduct	03/21/2022	Retraining, Written Reprimand	11/12/2022	Closed	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCD-2021-0069		5/13/21	Failure to Write an Incident Report, ND	Improper Conduct	03/28/2022	Retraining, Suspension (5 days served)	07/11/2022, 7/23/22-7/27/22	Closed	Failed to take a police report from an elderly individual. Failed to activate Body Worn Camera (BWC)
MCD-2021-0069		5/13/21	Failure to Write an Incident Report, ND	Improper Conduct	03/28/2022	Retraining, Suspension (7 days served)	06/26/2023, 7/25/23-8/30/23	Closed	Failed to take a police report from an elderly individual. Failed to activate BWC.
MCD-2021-0075		5/25/21	Failure to Write an Incident Report, ND	Improper Conduct	03/28/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Responded to an A priority call, but failed to document the incident in an incident report. Failed to activate BWC and capture the entire incident. Responded to an A priority call, however, failed to properly communicate with the Reporting Party by utilizing the language access services for LEP persons. Responded to an A priority call, however, failed to identify and or seize surveillance footage photo/video evidence.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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-2021-0075		5/25/21	Failure to Write an Incident Report, ND	Improper Conduct	03/28/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Responded to an A priority call, but failed to document the incident in an incident report. Failed to activate BWC and capture the entire incident. Responded to an A priority call, however, failed to properly communicate with the Reporting Party by utilizing the language access services for LEP persons. Responded to an A priority call, however, failed to identify and or seize surveillance footage photo/video evidence.
MCD-2021-0080		5/19/21	ND	Improper Conduct	03/28/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Was unprofessional when interacting with a subordinate on-duty. Ignored a subordinate who requested training related to the performance of duties. Did not have immediate control and supervision of assigned members.
MCDO-2021-0012	00046451-21	12/16/21	ND	Improper Conduct	03/28/2022	Retraining, Written Reprimand	05/10/2022, 5/25/22	Closed	Failed to activate Body-Worn Camera, DGO 10.11 and DB 20-175.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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.