

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
OIS-2019-0002		9/13/19	AI, CU, ND	Improper Conduct	10/02/2020	Terminated	Not Available	Closed	Was off-duty and involved in an officer involved shooting incident. Did not immediately report to the local agency of involvement in an off-duty incident of discharging Department-issued firearm. Was not in compliance with Department General Order 5.01. Did not immediately report the discharge of a firearm to supervisor which is a reportable use of force. Left the scene and did not protect the scene or attempt to locate witnesses.
MCD-2020-0141		10/7/20	ND	Improper Conduct	10/07/2020	Incomplete Discipline	Exceptional circumstances	Closed	Unable to perform the essential job functions: Essential Job Function #9 and Essential Job Function #12 (prohibition from possessing a firearm) as required by the SFPD
MCD-2020-0012		2/13/20	ND	Improper Conduct	10/14/2020	PIP, Retraining, Suspension (1 day served, 1 day held in abeyance)	01/07/2021; 1/13/21	Closed	Failed to regularly tag body worn camera videos, in violation of DGO 10.11 (H)(2) Body Worn Cameras: Storage and Use of Recordings.
MCD-2020-0110		9/24/20	ND	Improper Conduct	10/14/2020	Admonishment, Retraining	11/19/2020	Closed	Failed to report an audible alarm, improperly used bypass door per SFO Rules and Regulations 7.3(C)(4) and 7.7(A)
MCD-2020-0110		9/24/20	ND	Improper Conduct	10/14/2020	Admonishment, Retraining	03/15/2021	Closed	Failed to report an audible alarm, improperly used bypass door per SFO Rules and Regulations 7.3(C)(4) and 7.7(A)
MCD-2020-0110		9/24/20	ND	Improper Conduct	10/14/2020	Admonishment, Retraining	11/11/2020	Closed	Failed to report an audible alarm, improperly used bypass door per SFO Rules and Regulations 7.3(C)(4) and 7.7(A)

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.

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MCDO-2019-0044	00044025-19	9/11/20	Inappropriate Behavior, ND, UA	Improper Conduct	10/14/2020	Retraining, Board Police Commission, Suspension (15 days served)	04/20/2022, 6/16/22-7/8/22	Closed	Failed to timely activate Body-Worn Camera, in violation of DGO 10.11 and DB 18-256. Conducted an improper search. Behaved inappropriately.
MCDO-2019-0045	00044053-19	9/14/20	Discourtesy	Improper Conduct	10/14/2020	Retraining, Written Reprimand	11/11/2020	Closed	Violated DGO 2.01, Rule 14 (Public Courtesy)
MCD-2018-0201	0535-18	10/31/18	CU, ND	Improper Conduct	10/22/2020	Incomplete Discipline	Resigned	Closed	Violated DGO 2.01 rule 9, violated DGO 2.01 rule 12, violated DGO 2.01 rule 13, violated DGO 2.01 rule 40
MCD-2019-0229		11/11/19	CU	Improper Conduct	10/22/2020	Open - Pending Police Commission	Pending	Open - Pending Police Commission	While off-duty, was intoxicated in a public place
MCD-2019-0238		11/22/19	ND	Improper Conduct	10/22/2020	Admonishment, Retraining	10/31/2020	Closed	Lost Department issued identification card in violation of DGO 10.02, Sec A, Rule 1, "Safekeeping and Use"
MCD-2020-0063		4/9/20	CU	Improper Conduct	10/22/2020	Incomplete Discipline	Resigned	Closed	Failed to notify the Department of Secondary employment, in violation of DGO 11.02. Failed to comply with an investigation, in violation of DGO 2.01, Rule 21.
MCDO-2019-0041	00044176-19	7/30/20	ND	Improper Conduct	10/22/2020	Retraining, Written Reprimand	12/13/2020	Closed	Failed to activate Body-Worn Camera, in violation of DGO 10.11.
MCDO-2019-0041	00044176-19	7/30/20	ND	Improper Conduct	10/22/2020	Retraining, Written Reprimand	12/09/2020	Closed	Failed to activate Body-Worn Camera, in violation of DGO 10.11.
OIS-2018-0003		3/21/18	ND	Improper Conduct	10/22/2020	Admonishment, Retraining	10/20/2021	Closed	DGO 10.02 Equipment (Having required equipment when non-uniform civilian attire)

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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.