

Internal Affairs Division

Annual
Report
2023



Safety with Respect

Internal Affairs Division (IAD) investigations include:

- On-duty employee misconduct referred to IAD from within the San Francisco Police Department (SFPD)
- Complaints of off-duty misconduct by (SFPD) Employees
- Referrals from other agencies (outside agencies; San Francisco Dept. of Human Resources/Equal Employment Opportunity; San Francisco Department of Police Accountability (DPA))
- “Whistleblower” complaints
- Officer Involved Shooting; In Custody Death; Use of Force resulting in serious bodily injury or hospitalization
- Bias determined from monitoring of department electronic communication devices
- Body-worn camera violations



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San Francisco Police Department Employee Demographics

Race/Ethnicity		
Asian	775	29.2%
Black	246	9.3%
Hispanic	470	17.7%
Other/Unknown	54	2.0%
White	1,112	41.9%
Total	2,657	100.0%

San Francisco Police Department Employee Demographics

Age Group		
18-29	164	6.2%
30-39	743	28.0%
40-49	756	28.5%
50-59	680	25.6%
60+	314	11.8%
Total	2,657	100.0%

Gender		
Male	2,059	77.5%
Female	598	22.5%
Total	2,657	100.0%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	385	14.5%
6-10	747	28.1%
11-15	335	12.6%
16-20	450	16.9%
21-25	323	12.2%
Over 25	417	15.7%
Total	2,657	100.0%

Member Status		
Professional Staff	737	27.7%
Sworn	1,920	72.3%
Total	2,657	100.0%

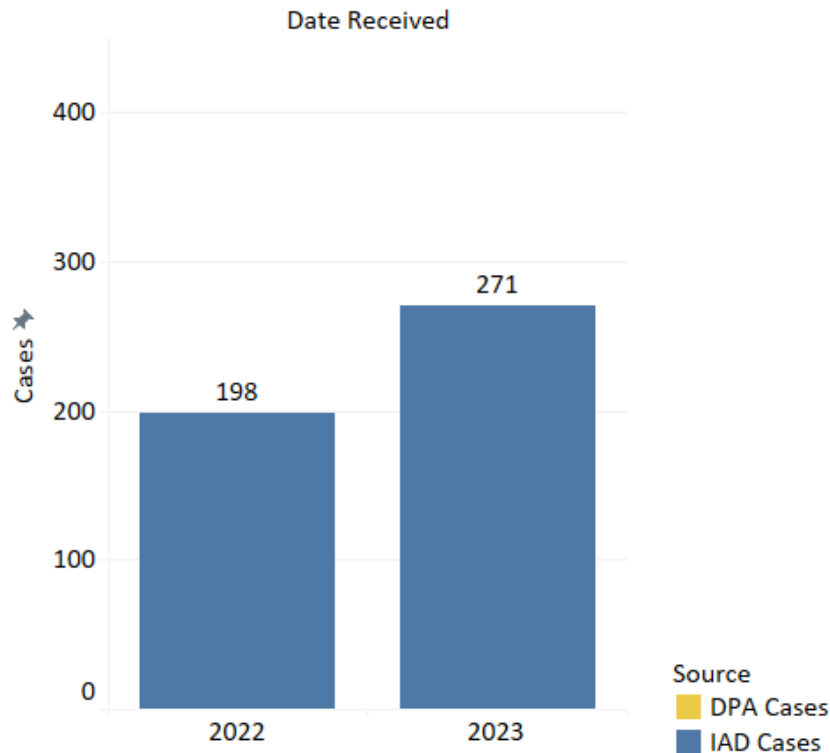
Opened Cases

		Date Received				Total
		Q1	Q2	Q3	Q4	
2022	IAD Cases	68	45	55	30	198
2023	IAD Cases	49	40	82	100	271

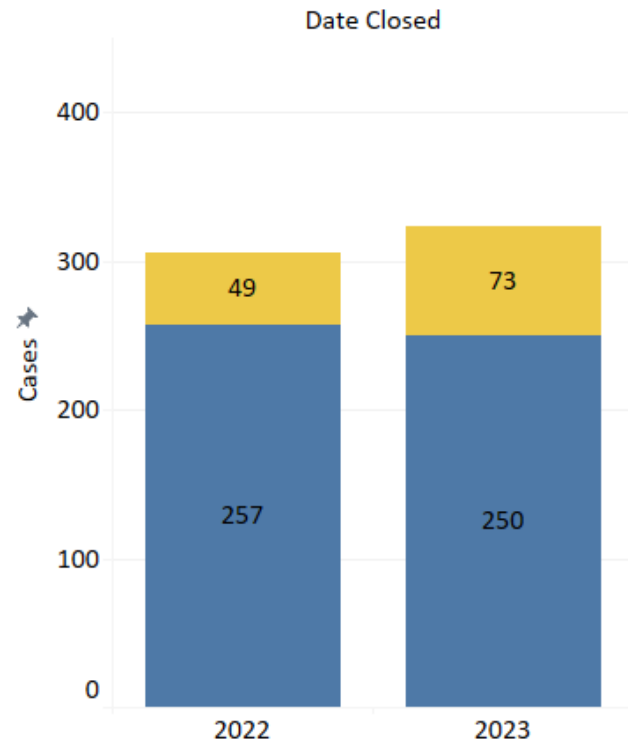
Closed Cases

		Date Closed				Total
		Q1	Q2	Q3	Q4	
2022	DPA Cases	11	9	16	13	49
	IAD Cases	35	41	139	42	257
	Total	46	50	155	55	306
2023	DPA Cases	14	25	16	18	73
	IAD Cases	81	58	58	53	250
	Total	95	83	74	71	323

Opened Cases



Closed Cases



*Counts in the above tables/charts are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions. Please note: DPA cases are opened by DPA and therefore not included in SFPD IAD's count of newly opened cases; however, cases referred to SFPD for discipline are included in closed cases counts.



OPENED CASES

(IAD Cases Only)

*San Francisco Police Department - Internal Affairs Division -
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Opened Cases - 2023

Number of Allegations

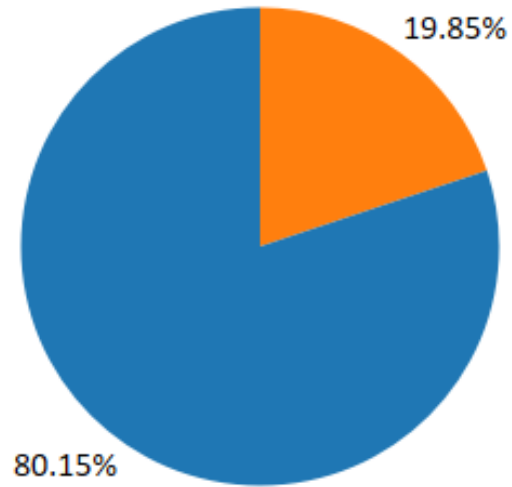
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	165	29.84%
Neglect Of Duty, General	133	24.05%
Neglect of Duty, Body Worn Camera	98	17.72%
Failure to Appear, Range	37	6.69%
Discourtesy	21	3.80%
Neglect of Duty, Lost Property	18	3.25%
Administrative Investigation	12	2.17%
Failure To Write An Incident Report	8	1.45%
Failure to Appear, DPA	8	1.45%
Unnecessary Force	6	1.08%
Inappropriate Comments	6	1.08%
Unwarranted Action	5	0.90%
Neglect of Duty, DPA Member Response Form	5	0.90%
Conduct Reflecting Discredit	5	0.90%
Failure To Properly Investigate	4	0.72%
DUI	4	0.72%
Domestic Violence	4	0.72%
Writing An Inaccurate Incident Report	3	0.54%
Sick Leave Abuse	3	0.54%
Weapon Discharge	2	0.36%
Inappropriate Behavior/Comments	2	0.36%
AWOL	2	0.36%
Neglect of Duty, LEP	1	0.18%
Issuing Citation	1	0.18%
Total Allegations	553	100.00%

Opened Cases - 2023

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	54
SWORN	218
Grand Total	272

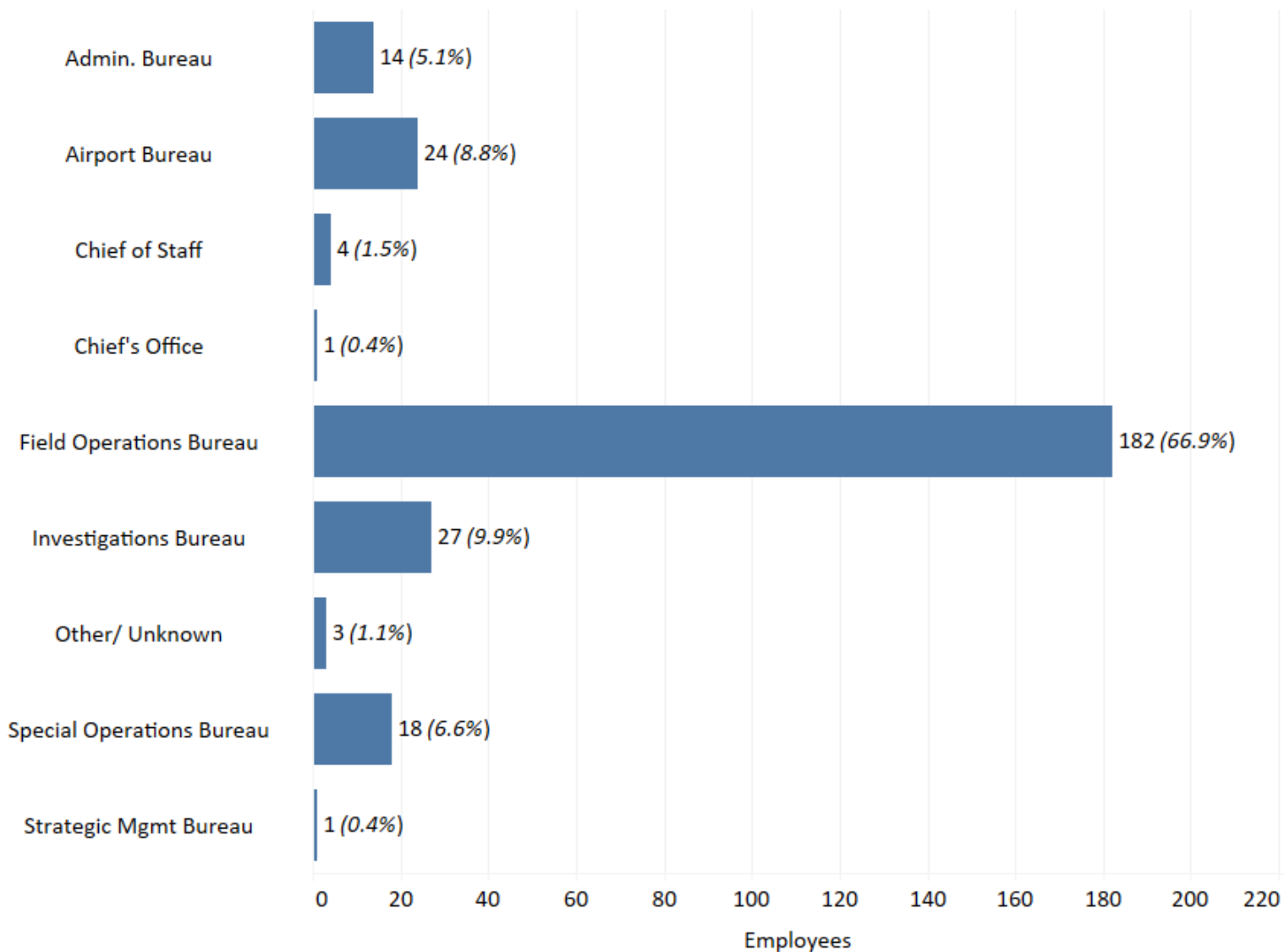
Member Status
PROFESSIONAL STAFF
SWORN



*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Opened Cases - 2023

Number of Employees by Bureau

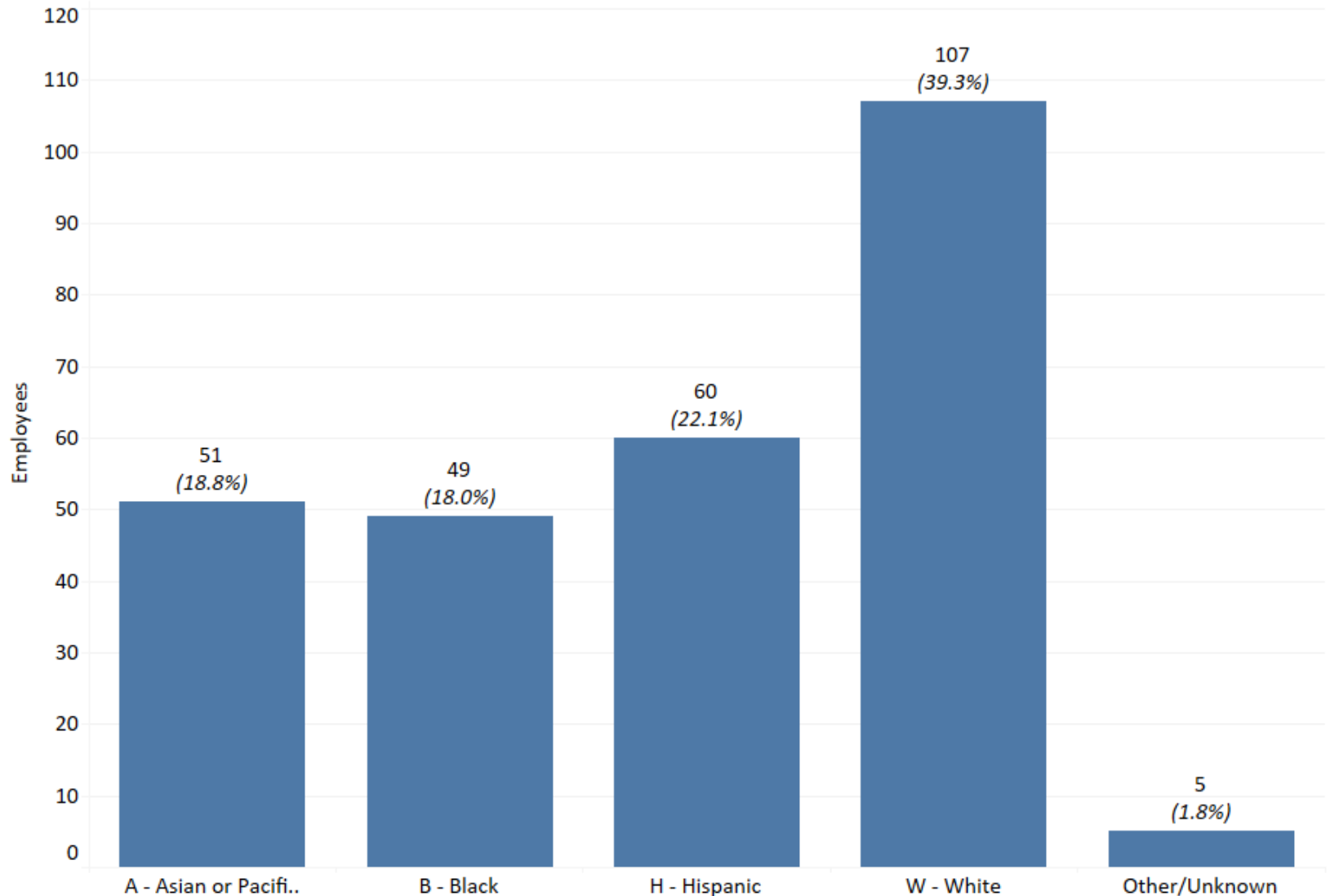


*Two employees were assigned to two different Bureaus during 2023.

*Percentages are rounded and may not sum to exactly 100%

Opened Cases - 2023

Number of Employees by Race

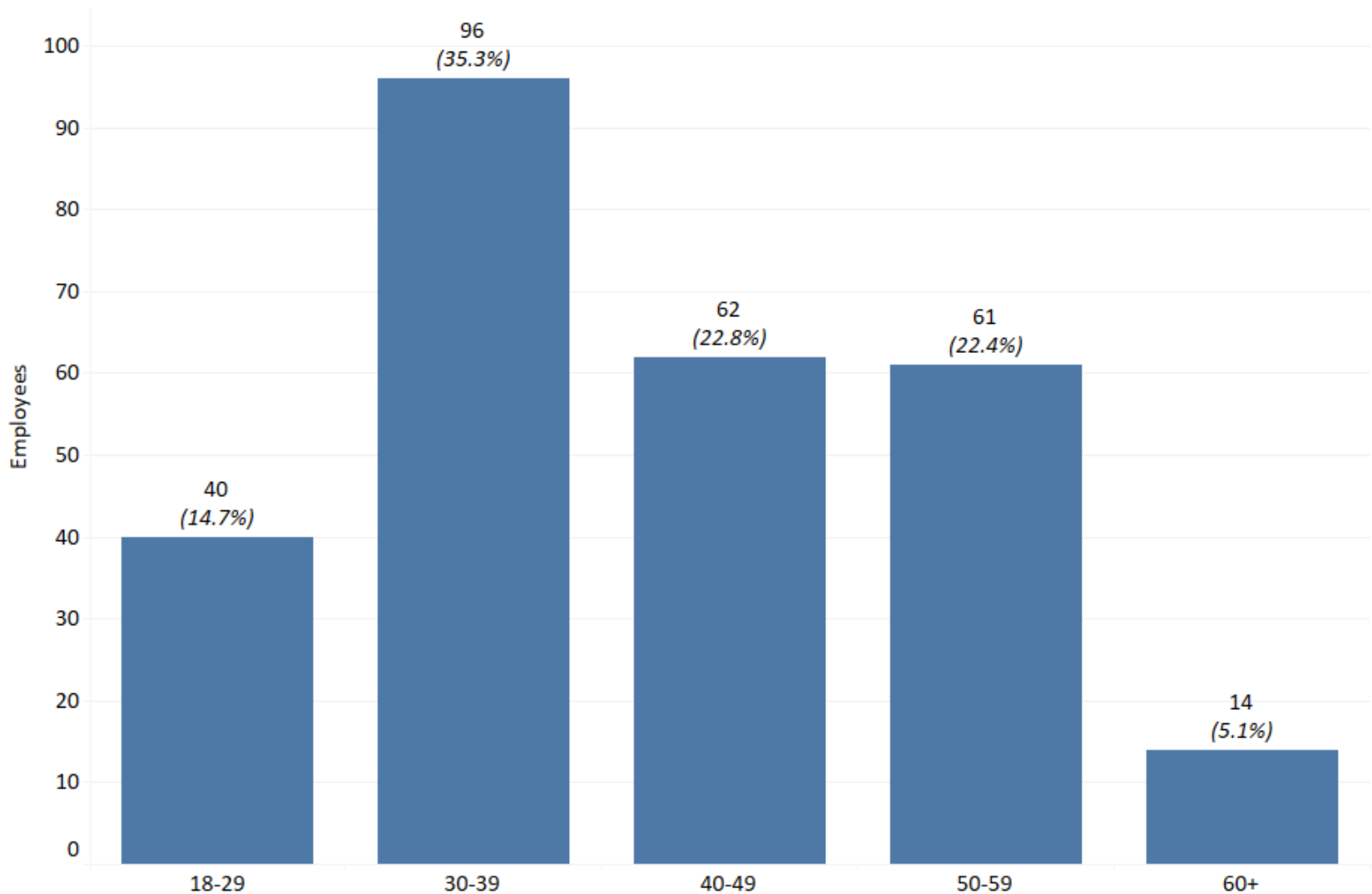


*The Other/Unknown category includes employees whose race does not fall within any other available category

*Percentages are rounded and may not sum to exactly 100%

Opened Cases - 2023

Number of Employees by Age Group

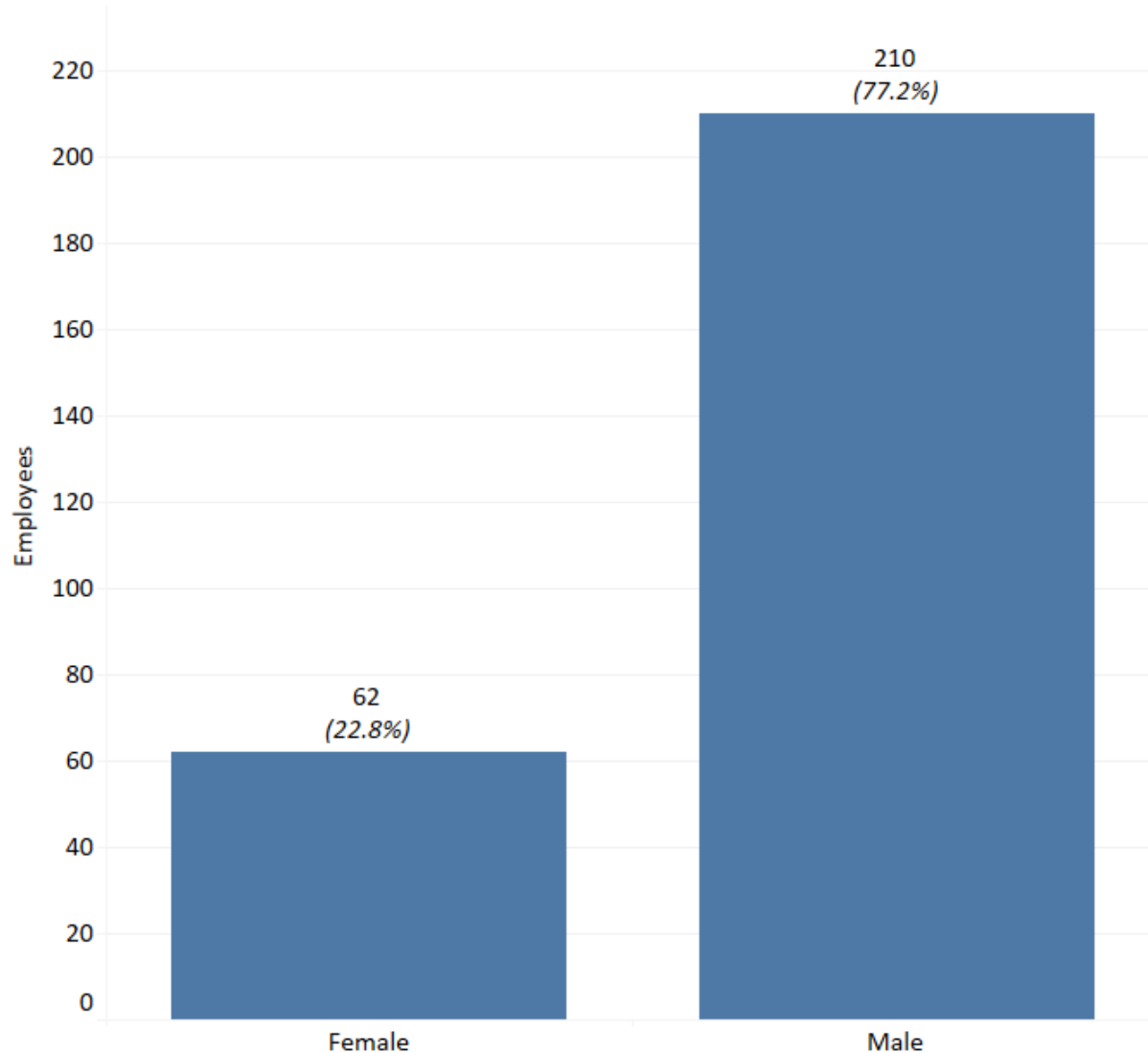


*One employee had more than one case, and is present in two age groups

*Percentages are rounded and may not sum to exactly 100%

Opened Cases - 2023

Number of Employees by Gender

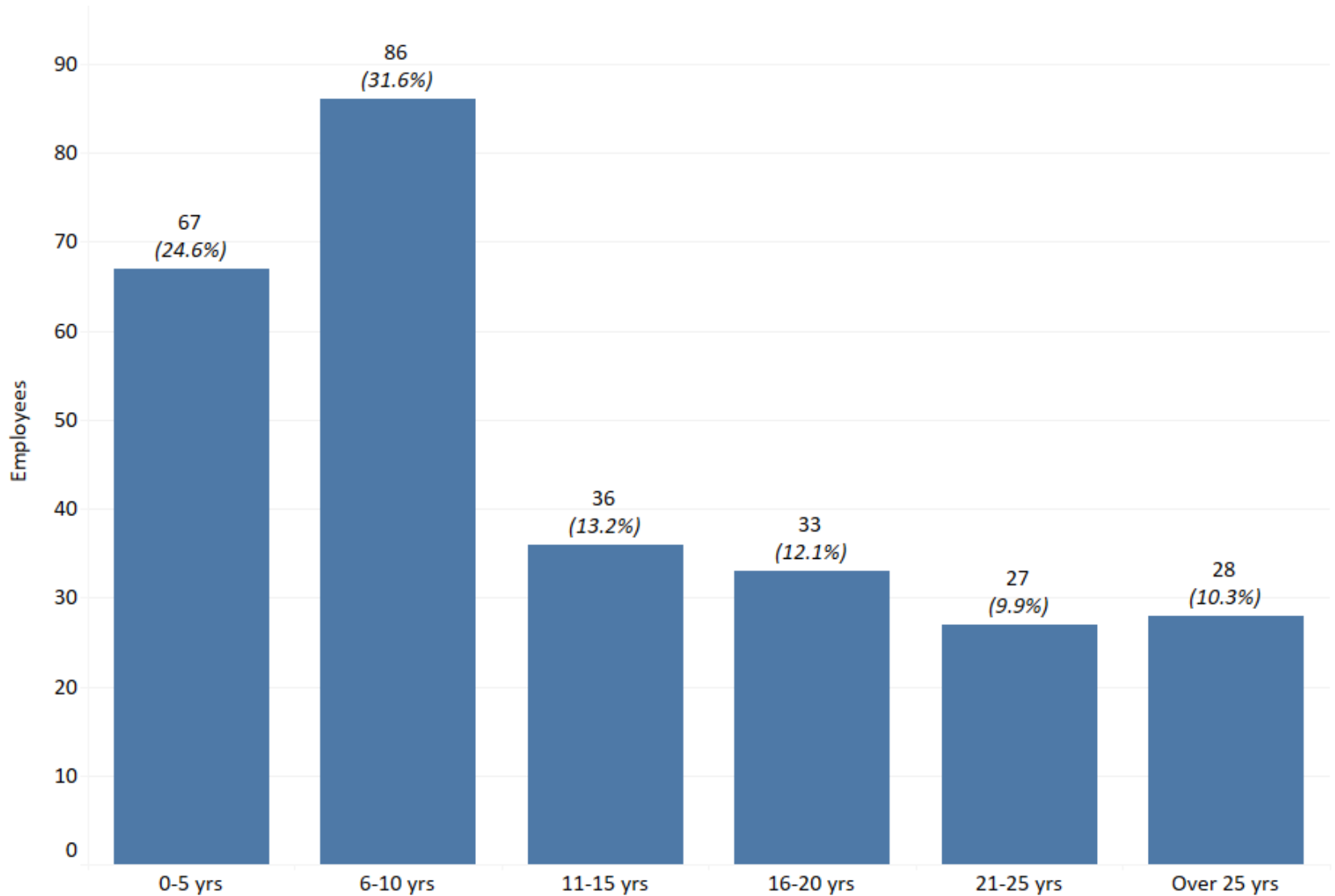


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of 2023

*Percentages are rounded and may not sum to exactly 100%

Opened Cases - 2023

Number of Employees by Tenure



*Five employees had more than one case, and are present in two tenure groups

*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - FINDINGS

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Closed Cases - 2023

Overall Breakdown of Findings

	Number of Findings	≡	% of Total Findings
Improper Conduct	500		57.47%
Insufficient Evidence	147		16.90%
Proper Conduct	88		10.11%
Unfounded	45		5.17%
Policy Failure	29		3.33%
Withdrawn	20		2.30%
In Policy	19		2.18%
Exceptional Clearance	7		0.80%
Not Sustained	5		0.57%
Training Failure	4		0.46%
Not In Policy	2		0.23%
No Further Action	2		0.23%
Allegation Dismissed	2		0.23%
Total Findings	870		100.00%

*Employees may have multiple allegations and findings, above table represents 365 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases - 2023

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Strategic Mgmt Bureau	Grand Total
Allegation Dismissed				2 (0.23%)					2 (0.23%)
Exceptional Clearance	1 (0.11%)			5 (0.57%)	1 (0.11%)				7 (0.80%)
Improper Conduct	42 (4.83%)	40 (4.60%)		340 (39.08%)	22 (2.53%)	16 (1.84%)	37 (4.25%)	3 (0.34%)	500 (57.47%)
In Policy	2 (0.23%)			12 (1.38%)	3 (0.34%)		2 (0.23%)		19 (2.18%)
Insufficient Evidence	11 (1.26%)	31 (3.56%)		73 (8.39%)	2 (0.23%)	1 (0.11%)	27 (3.10%)	2 (0.23%)	147 (16.90%)
No Further Action					2 (0.23%)				2 (0.23%)
Not In Policy				1 (0.11%)		1 (0.11%)			2 (0.23%)
Not Sustained		1 (0.11%)		2 (0.23%)		2 (0.23%)			5 (0.57%)
Policy Failure				27 (3.10%)	1 (0.11%)		1 (0.11%)		29 (3.33%)
Proper Conduct	8 (0.92%)	3 (0.34%)	1 (0.11%)	60 (6.90%)	5 (0.57%)	1 (0.11%)	10 (1.15%)		88 (10.11%)
Training Failure				3 (0.34%)	1 (0.11%)				4 (0.46%)
Unfounded	18 (2.07%)	1 (0.11%)		20 (2.30%)	2 (0.23%)		1 (0.11%)	3 (0.34%)	45 (5.17%)
Withdrawn	1 (0.11%)	3 (0.34%)		16 (1.84%)					20 (2.30%)
Grand Total	83 (9.54%)	79 (9.08%)	1 (0.11%)	561 (64.48%)	39 (4.48%)	21 (2.41%)	78 (8.97%)	8 (0.92%)	870 (100.00%)

*Other/Unknown indicates Employee has separated from SFPD, and assignment was not retained in the AIM database

*Employees may have multiple allegations and findings, above table represents 365 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases - 2023

Findings by Race

	Employee Race					Grand Total
	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Allegation Dismissed			2 (0.23%)			2 (0.23%)
Exceptional Clearance	2 (0.23%)	2 (0.23%)	1 (0.11%)	2 (0.23%)		7 (0.80%)
Improper Conduct	111 (12.76%)	83 (9.54%)	86 (9.89%)	210 (24.14%)	10 (1.15%)	500 (57.47%)
In Policy	3 (0.34%)	2 (0.23%)	5 (0.57%)	8 (0.92%)	1 (0.11%)	19 (2.18%)
Insufficient Evidence	46 (5.29%)	37 (4.25%)	20 (2.30%)	44 (5.06%)		147 (16.90%)
No Further Action					2 (0.23%)	2 (0.23%)
Not In Policy				2 (0.23%)		2 (0.23%)
Not Sustained	3 (0.34%)		1 (0.11%)	1 (0.11%)		5 (0.57%)
Policy Failure	3 (0.34%)	3 (0.34%)	8 (0.92%)	12 (1.38%)	3 (0.34%)	29 (3.33%)
Proper Conduct	16 (1.84%)	11 (1.26%)	25 (2.87%)	35 (4.02%)	1 (0.11%)	88 (10.11%)
Training Failure	1 (0.11%)		1 (0.11%)	2 (0.23%)		4 (0.46%)
Unfounded	9 (1.03%)	2 (0.23%)	11 (1.26%)	21 (2.41%)	2 (0.23%)	45 (5.17%)
Withdrawn	2 (0.23%)	1 (0.11%)	11 (1.26%)	5 (0.57%)	1 (0.11%)	20 (2.30%)
Grand Total	196 (22.53%)	141 (16.21%)	171 (19.66%)	342 (39.31%)	20 (2.30%)	870 (100.00%)

*Other/Unknown category includes employees whose race does not fall within any other available category

*Employees may have multiple allegations and findings, above table represents 365 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases - 2023

Findings by Age

	Employee Age At Incident					Grand Total
	18-29	30-39	40-49	50-59	60+	
Allegation Dismissed		2 (0.23%)				2 (0.23%)
Exceptional Clearance		5 (0.57%)		2 (0.23%)		7 (0.80%)
Improper Conduct	122 (14.02%)	202 (23.22%)	89 (10.23%)	78 (8.97%)	9 (1.03%)	500 (57.47%)
In Policy	5 (0.57%)	7 (0.80%)	2 (0.23%)	5 (0.57%)		19 (2.18%)
Insufficient Evidence	13 (1.49%)	44 (5.06%)	37 (4.25%)	40 (4.60%)	13 (1.49%)	147 (16.90%)
No Further Action			2 (0.23%)			2 (0.23%)
Not In Policy		1 (0.11%)	1 (0.11%)			2 (0.23%)
Not Sustained	1 (0.11%)		4 (0.46%)			5 (0.57%)
Policy Failure	10 (1.15%)	15 (1.72%)	4 (0.46%)			29 (3.33%)
Proper Conduct	13 (1.49%)	45 (5.17%)	11 (1.26%)	15 (1.72%)	4 (0.46%)	88 (10.11%)
Training Failure		3 (0.34%)	1 (0.11%)			4 (0.46%)
Unfounded	3 (0.34%)	13 (1.49%)	9 (1.03%)	16 (1.84%)	4 (0.46%)	45 (5.17%)
Withdrawn	1 (0.11%)	12 (1.38%)		7 (0.80%)		20 (2.30%)
Grand Total	168 (19.31%)	349 (40.11%)	160 (18.39%)	163 (18.74%)	30 (3.45%)	870 (100.00%)

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*Percentages are rounded and may not sum to exactly 100%

Closed Cases - 2023

Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Allegation Dismissed		2 (0.23%)	2 (0.23%)
Exceptional Clearance	2 (0.23%)	5 (0.57%)	7 (0.80%)
Improper Conduct	99 (11.38%)	401 (46.09%)	500 (57.47%)
In Policy	2 (0.23%)	17 (1.95%)	19 (2.18%)
Insufficient Evidence	47 (5.40%)	100 (11.49%)	147 (16.90%)
No Further Action	2 (0.23%)		2 (0.23%)
Not In Policy		2 (0.23%)	2 (0.23%)
Not Sustained		5 (0.57%)	5 (0.57%)
Policy Failure	1 (0.11%)	28 (3.22%)	29 (3.33%)
Proper Conduct	16 (1.84%)	72 (8.28%)	88 (10.11%)
Training Failure	1 (0.11%)	3 (0.34%)	4 (0.46%)
Unfounded	12 (1.38%)	33 (3.79%)	45 (5.17%)
Withdrawn	2 (0.23%)	18 (2.07%)	20 (2.30%)
Grand Total	184 (21.15%)	686 (78.85%)	870 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of 2023

*Employees may have multiple allegations and findings, above table represents 365 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases - 2023

Findings by Tenure

	Tenure at Incident						Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Allegation Dismissed	2 (0.23%)						2 (0.23%)
Exceptional Clearance	1 (0.11%)	4 (0.46%)	1 (0.11%)		1 (0.11%)		7 (0.80%)
Improper Conduct	221 (25.40%)	128 (14.71%)	54 (6.21%)	35 (4.02%)	36 (4.14%)	26 (2.99%)	500 (57.47%)
In Policy	6 (0.69%)	6 (0.69%)	1 (0.11%)	1 (0.11%)	3 (0.34%)	2 (0.23%)	19 (2.18%)
Insufficient Evidence	45 (5.17%)	32 (3.68%)	34 (3.91%)	4 (0.46%)	18 (2.07%)	14 (1.61%)	147 (16.90%)
No Further Action	2 (0.23%)						2 (0.23%)
Not In Policy	1 (0.11%)			1 (0.11%)			2 (0.23%)
Not Sustained	1 (0.11%)		2 (0.23%)	2 (0.23%)			5 (0.57%)
Policy Failure	15 (1.72%)	5 (0.57%)	5 (0.57%)	3 (0.34%)	1 (0.11%)		29 (3.33%)
Proper Conduct	39 (4.48%)	23 (2.64%)	10 (1.15%)	8 (0.92%)	3 (0.34%)	5 (0.57%)	88 (10.11%)
Training Failure	2 (0.23%)	1 (0.11%)	1 (0.11%)				4 (0.46%)
Unfounded	6 (0.69%)	9 (1.03%)	15 (1.72%)	3 (0.34%)	7 (0.80%)	5 (0.57%)	45 (5.17%)
Withdrawn	11 (1.26%)	2 (0.23%)	1 (0.11%)		5 (0.57%)	1 (0.11%)	20 (2.30%)
Grand Total	352 (40.46%)	210 (24.14%)	124 (14.25%)	57 (6.55%)	74 (8.51%)	53 (6.09%)	870 (100.00%)

*Employees may have multiple allegations and findings, above table represents 365 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases - 2023

Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
Allegation Dismissed		2 (0.23%)	2 (0.23%)
Exceptional Clearance	1 (0.11%)	6 (0.69%)	7 (0.80%)
Improper Conduct	44 (5.06%)	456 (52.41%)	500 (57.47%)
In Policy		19 (2.18%)	19 (2.18%)
Insufficient Evidence	63 (7.24%)	84 (9.66%)	147 (16.90%)
No Further Action	2 (0.23%)		2 (0.23%)
Not In Policy		2 (0.23%)	2 (0.23%)
Not Sustained		5 (0.57%)	5 (0.57%)
Policy Failure	2 (0.23%)	27 (3.10%)	29 (3.33%)
Proper Conduct	11 (1.26%)	77 (8.85%)	88 (10.11%)
Training Failure	2 (0.23%)	2 (0.23%)	4 (0.46%)
Unfounded	6 (0.69%)	39 (4.48%)	45 (5.17%)
Withdrawn	4 (0.46%)	16 (1.84%)	20 (2.30%)
Grand Total	135 (15.52%)	735 (84.48%)	870 (100.00%)

*Employees may have multiple allegations and findings, above table represents 365 employees

*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - ACTIONS

*San Francisco Police Department - Internal Affairs Division -
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Closed Cases - 2023

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	4	0.87%
	Admonishment	69	14.97%
	Resignation	32	6.94%
	Retirement	22	4.77%
	Retraining	176	38.18%
	Performance Improvement Plan	4	0.87%
	Total	307	66.59%
Disciplinary Action	Written Reprimand/ Written Warning	57	12.36%
	Suspension Held in Abeyance (10 or less days)	33	7.16%
	Suspension (10 or less days)	40	8.68%
	Suspension Held in Abeyance (11 or more days)	1	0.22%
	Suspension (11 or more days)	7	1.52%
	Termination held in Abeyance	4	0.87%
	Termination	12	2.60%
Total	154	33.41%	
Grand Total		461	100.00%

*Employees may receive multiple actions

*Table includes actions for employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Bureau

Action Type	Action and Suspension Days	Bureau At Incident						Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/ Unknown	Special Operations Bureau		Strategic Mgmt Bureau
Non-Disciplinary Action	11.11 Program		1 0.22%	1 0.22%	1 0.22%		1 0.22%	4 0.87%	
	Admonishment	3 0.65%	6 1.30%	50 10.85%	8 1.74%		2 0.43%	69 14.97%	
	Resignation	2 0.43%	1 0.22%	22 4.77%	1 0.22%	4 0.87%	2 0.43%	32 6.94%	
	Retirement	3 0.65%	4 0.87%	14 3.04%			1 0.22%	22 4.77%	
	Retraining	4 0.87%	12 2.60%	143 31.02%	12 2.60%		5 1.08%	1 0.22%	176 38.18%
	Performance Improvement Plan			4 0.87%					4 0.87%
	Total	12 2.60%	24 5.21%	234 50.76%	22 4.77%	4 0.87%	11 2.39%	1 0.22%	307 66.59%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.22%	5 1.08%	44 9.54%	3 0.65%		4 0.87%	1 0.22%	57 12.36%
	Suspension Held in Abeyance (10 or less days)		3 0.65%	24 5.21%	4 0.87%		2 0.43%		33 7.16%
	Suspension (10 or less days)		2 0.43%	34 7.38%	2 0.43%		2 0.43%		40 8.68%
	Suspension Held in Abeyance (11 or more days)			1 0.22%					1 0.22%
	Suspension (11 or more days)			5 1.08%			2 0.43%		7 1.52%
	Termination held in Abeyance			2 0.43%	1 0.22%		1 0.22%		4 0.87%
	Termination	2 0.43%		7 1.52%		2 0.43%	2 0.43%		12 2.60%
Total	3 0.65%	10 2.17%	117 25.38%	10 2.17%	2 0.43%	13 2.82%	1 0.22%	154 33.41%	
Grand Total	15 3.25%	34 7.38%	351 76.14%	32 6.94%	6 1.30%	24 5.21%	2 0.43%	461 100.00%	

*Employees may receive discipline for more than one incident – 3 employees were assigned to different bureaus during different incidents

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Race

Action Type	Action and Suspension Days	Employee Race					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Non-Disciplinary Action	11.11 Program		1 0.22%	1 0.22%	2 0.43%		4 0.87%
	Admonishment	10 2.17%	13 2.82%	14 3.04%	31 6.72%	1 0.22%	69 14.97%
	Resignation	4 0.87%	4 0.87%	7 1.52%	17 3.69%		32 6.94%
	Retirement	6 1.30%	3 0.65%	4 0.87%	8 1.74%	1 0.22%	22 4.77%
	Retraining	41 8.89%	27 5.86%	36 7.81%	68 14.75%	4 0.87%	176 38.18%
	Performance Improvement Plan			3 0.65%	1 0.22%		4 0.87%
	Total	61 13.23%	48 10.41%	65 14.10%	127 27.55%	6 1.30%	307 66.59%
Disciplinary Action	Written Reprimand/ Written Warning	12 2.60%	7 1.52%	11 2.39%	26 5.64%	1 0.22%	57 12.36%
	Suspension Held in Abeyance (10 or less days)	9 1.95%	7 1.52%	5 1.08%	11 2.39%	1 0.22%	33 7.16%
	Suspension (10 or less days)	13 2.82%	9 1.95%	9 1.95%	8 1.74%	1 0.22%	40 8.68%
	Suspension Held in Abeyance (11 or more days)		1 0.22%				1 0.22%
	Suspension (11 or more days)	2 0.43%	1 0.22%	1 0.22%	2 0.43%	1 0.22%	7 1.52%
	Termination held in Abeyance	1 0.22%		2 0.43%	1 0.22%		4 0.87%
	Termination	2 0.43%	3 0.65%		7 1.52%		12 2.60%
	Total	39 8.46%	28 6.07%	28 6.07%	55 11.93%	4 0.87%	154 33.41%
Grand Total	100 21.69%	76 16.49%	93 20.17%	182 39.48%	10 2.17%	461 100.00%	

*Other/Unknown category includes employees whose race does not fall within any other available category

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Age Group

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program	1 0.22%		1 0.22%	2 0.43%		4 0.87%
	Admonishment	11 2.39%	29 6.29%	18 3.90%	10 2.17%	1 0.22%	69 14.97%
	Resignation	11 2.39%	17 3.69%	3 0.65%	1 0.22%		32 6.94%
	Retirement	1 0.22%	2 0.43%	4 0.87%	14 3.04%	1 0.22%	22 4.77%
	Retraining	42 9.11%	70 15.18%	37 8.03%	24 5.21%	3 0.65%	176 38.18%
	Performance Improvement Plan		1 0.22%	1 0.22%	2 0.43%		4 0.87%
	Total	66 14.32%	119 25.81%	64 13.88%	53 11.50%	5 1.08%	307 66.59%
Disciplinary Action	Written Reprimand/ Written Warning	16 3.47%	20 4.34%	11 2.39%	10 2.17%		57 12.36%
	Suspension Held in Abeyance (10 or less days)	6 1.30%	14 3.04%	8 1.74%	4 0.87%	1 0.22%	33 7.16%
	Suspension (10 or less days)	11 2.39%	16 3.47%	7 1.52%	6 1.30%		40 8.68%
	Suspension Held in Abeyance (11 or more days)	1 0.22%					1 0.22%
	Suspension (11 or more days)	4 0.87%	1 0.22%	2 0.43%			7 1.52%
	Termination held in Abeyance	2 0.43%	1 0.22%	1 0.22%			4 0.87%
	Termination	2 0.43%	6 1.30%	4 0.87%	1 0.22%	1 0.22%	12 2.60%
Total	42 9.11%	58 12.58%	33 7.16%	21 4.56%	2 0.43%	154 33.41%	
Grand Total	108 23.43%	177 38.39%	97 21.04%	74 16.05%	7 1.52%	461 100.00%	

*Employees may receive discipline for more than one incident – two employees had more than one incident while they were in different age groups

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Gender

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.22%	3 0.65%	4 0.87%
	Admonishment	15 3.25%	54 11.71%	69 14.97%
	Resignation	3 0.65%	29 6.29%	32 6.94%
	Retirement	6 1.30%	16 3.47%	22 4.77%
	Retraining	30 6.51%	146 31.67%	176 38.18%
	Performance Improvement Plan	1 0.22%	3 0.65%	4 0.87%
	Total	56 12.15%	251 54.45%	307 66.59%
Disciplinary Action	Written Reprimand/ Written Warning	11 2.39%	46 9.98%	57 12.36%
	Suspension Held in Abeyance (10 or less days)	9 1.95%	24 5.21%	33 7.16%
	Suspension (10 or less days)	5 1.08%	35 7.59%	40 8.68%
	Suspension Held in Abeyance (11 or more days)	1 0.22%		1 0.22%
	Suspension (11 or more days)	2 0.43%	5 1.08%	7 1.52%
	Termination held in Abeyance	2 0.43%	2 0.43%	4 0.87%
	Termination	4 0.87%	8 1.74%	12 2.60%
Total	34 7.38%	120 26.03%	154 33.41%	
Grand Total	90 19.52%	371 80.48%	461 100.00%	

Closed Cases - 2023

Actions by Tenure

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	11.11 Program	1 0.22%	2 0.43%			1 0.22%		4 0.87%
	Admonishment	22 4.77%	16 3.47%	15 3.25%	6 1.30%	7 1.52%	3 0.65%	69 14.97%
	Resignation	17 3.69%	12 2.60%	2 0.43%			1 0.22%	32 6.94%
	Retirement	2 0.43%	2 0.43%	3 0.65%	3 0.65%	6 1.30%	6 1.30%	22 4.77%
	Retraining	69 14.97%	45 9.76%	30 6.51%	12 2.60%	14 3.04%	6 1.30%	176 38.18%
	Performance Improvement Plan	1 0.22%			3 0.65%			4 0.87%
	Total	112 24.30%	77 16.70%	50 10.85%	24 5.21%	28 6.07%	16 3.47%	307 66.59%
	Disciplinary Action	Written Reprimand/ Written Warning	21 4.56%	21 4.56%	7 1.52%	2 0.43%	5 1.08%	1 0.22%
	Suspension Held in Abeyance (10 or less days)	15 3.25%	6 1.30%	6 1.30%	2 0.43%	2 0.43%	2 0.43%	33 7.16%
	Suspension (10 or less days)	20 4.34%	7 1.52%	3 0.65%	6 1.30%	3 0.65%	1 0.22%	40 8.68%
	Suspension Held in Abeyance (11 or more days)	1 0.22%						1 0.22%
	Suspension (11 or more days)	4 0.87%	2 0.43%	1 0.22%				7 1.52%
	Termination held in Abeyance	3 0.65%		1 0.22%				4 0.87%
	Termination	6 1.30%	2 0.43%	1 0.22%	3 0.65%		2 0.43%	12 2.60%
	Total	70 15.18%	38 8.24%	19 4.12%	13 2.82%	10 2.17%	6 1.30%	154 33.41%
Grand Total		182 39.48%	115 24.95%	69 14.97%	37 8.03%	38 8.24%	22 4.77%	461 100.00%

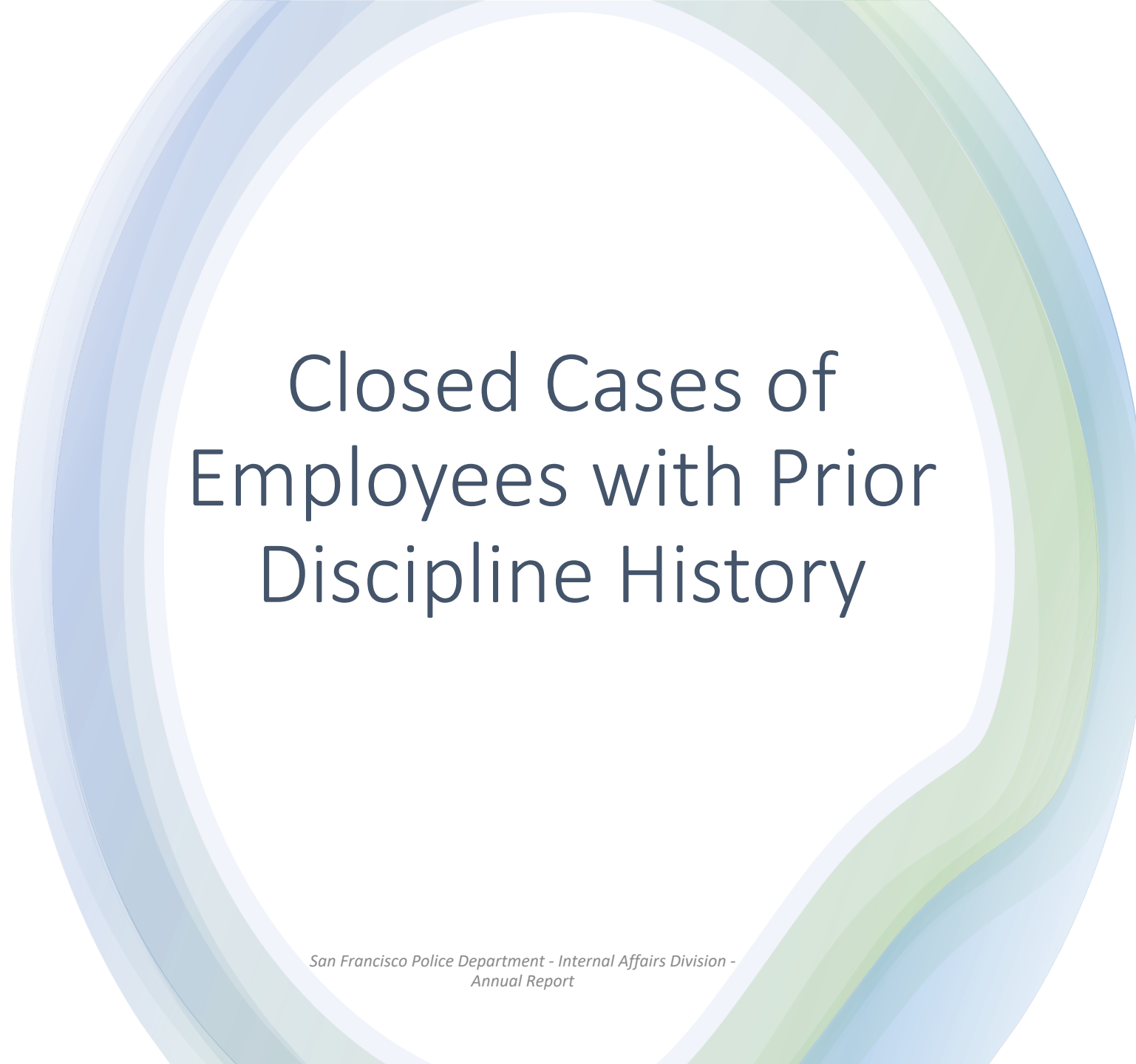
*Employees may receive discipline for more than one incident – two employees had more than one incident while they were in different tenure groups

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Member Status

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	11.11 Program		4 0.87%	4 0.87%
	Admonishment	6 1.30%	63 13.67%	69 14.97%
	Resignation	1 0.22%	31 6.72%	32 6.94%
	Retirement		22 4.77%	22 4.77%
	Retraining	15 3.25%	161 34.92%	176 38.18%
	Performance Improvement Plan		4 0.87%	4 0.87%
	Total		22 4.77%	285 61.82%
Disciplinary Action	Written Reprimand/ Written Warning	10 2.17%	47 10.20%	57 12.36%
	Suspension Held in Abeyance (10 or less days)	7 1.52%	26 5.64%	33 7.16%
	Suspension (10 or less days)		40 8.68%	40 8.68%
	Suspension Held in Abeyance (11 or more days)		1 0.22%	1 0.22%
	Suspension (11 or more days)		7 1.52%	7 1.52%
	Termination held in Abeyance	1 0.22%	3 0.65%	4 0.87%
	Termination	3 0.65%	9 1.95%	12 2.60%
Total		21 4.56%	133 28.85%	154 33.41%
Grand Total		43 9.33%	418 90.67%	461 100.00%



Closed Cases of Employees with Prior Discipline History

*San Francisco Police Department - Internal Affairs Division -
Annual Report*

Closed Cases - 2023

Actions for Employees with Discipline History (within past 7 years)

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	1	0.46%
	Admonishment	30	13.89%
	Resignation	13	6.02%
	Retirement	7	3.24%
	Retraining	87	40.28%
	Performance Improvement Plan	1	0.46%
Total		139	64.35%
Disciplinary Action	Written Reprimand/ Written Warning	29	13.43%
	Suspension Held in Abeyance (10 or less days)	16	7.41%
	Suspension (10 or less days)	23	10.65%
	Suspension (11 or more days)	5	2.31%
	Termination held in Abeyance	2	0.93%
	Termination	2	0.93%
Total		77	35.65%
Grand Total		216	100.00%

*Employees may receive multiple actions

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Bureau, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Bureau At Incident					Special Operations Bureau	Grand Total
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown		
Non-Disciplinary Action	11.11 Program						1 0.46%	1 0.46%
	Admonishment	2 0.93%	2 0.93%	24 11.11%	2 0.93%			30 13.89%
	Resignation		1 0.46%	10 4.63%		2 0.93%		13 6.02%
	Retirement	2 0.93%		4 1.85%			1 0.46%	7 3.24%
	Retraining	3 1.39%	5 2.31%	75 34.72%	3 1.39%		2 0.93%	87 40.28%
	Performance Improvement Plan			1 0.46%				1 0.46%
	Total	7 3.24%	8 3.70%	114 52.78%	5 2.31%	2 0.93%	4 1.85%	139 64.35%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.46%	4 1.85%	22 10.19%	1 0.46%		2 0.93%	29 13.43%
	Suspension Held in Abeyance (10 or less days)		1 0.46%	12 5.56%	2 0.93%		1 0.46%	16 7.41%
	Suspension (10 or less days)			21 9.72%	1 0.46%		1 0.46%	23 10.65%
	Suspension (11 or more days)			3 1.39%			2 0.93%	5 2.31%
	Termination held in Abeyance			1 0.46%			1 0.46%	2 0.93%
	Termination	1 0.46%		1 0.46%			1 0.46%	2 0.93%
	Total	2 0.93%	5 2.31%	60 27.78%	4 1.85%		8 3.70%	77 35.65%
Grand Total	9 4.17%	13 6.02%	174 80.56%	9 4.17%	2 0.93%	12 5.56%	216 100.00%	

*Employees may receive discipline for more than one incident – three employees were assigned to different bureaus during different incidents

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Race, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Race					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/ Unknown	
Non-Disciplinary Action	11.11 Program				1 0.46%		1 0.46%
	Admonishment	5 2.31%	8 3.70%	6 2.78%	11 5.09%		30 13.89%
	Resignation	2 0.93%	1 0.46%	1 0.46%	9 4.17%		13 6.02%
	Retirement	2 0.93%		1 0.46%	4 1.85%		7 3.24%
	Retraining	21 9.72%	17 7.87%	15 6.94%	32 14.81%	2 0.93%	87 40.28%
	Performance Improvement Plan			1 0.46%			1 0.46%
	Total		30 13.89%	26 12.04%	24 11.11%	57 26.39%	2 0.93%
Disciplinary Action	Written Reprimand/ Written Warning	6 2.78%	4 1.85%	3 1.39%	15 6.94%	1 0.46%	29 13.43%
	Suspension Held in Abeyance (10 or less days)	3 1.39%	6 2.78%	3 1.39%	4 1.85%		16 7.41%
	Suspension (10 or less days)	7 3.24%	6 2.78%	5 2.31%	4 1.85%	1 0.46%	23 10.65%
	Suspension (11 or more days)	2 0.93%		1 0.46%	2 0.93%		5 2.31%
	Termination held in Abeyance	1 0.46%		1 0.46%			2 0.93%
	Termination	1 0.46%			1 0.46%		2 0.93%
	Total		20 9.26%	16 7.41%	13 6.02%	26 12.04%	2 0.93%
Grand Total		50 23.15%	42 19.44%	37 17.13%	83 38.43%	4 1.85%	216 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Age Group, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program			1			1
				0.46%			0.46%
	Admonishment	5	13	8	3	1	30
		2.31%	6.02%	3.70%	1.39%	0.46%	13.89%
	Resignation	3	8	2			13
		1.39%	3.70%	0.93%			6.02%
	Retirement		2	2	3		7
		0.93%	0.93%	1.39%		3.24%	
Retraining	19	38	17	11	2	87	
	8.80%	17.59%	7.87%	5.09%	0.93%	40.28%	
Performance Improvement Plan				1		1	
				0.46%		0.46%	
Total		27	61	30	18	3	139
		12.50%	28.24%	13.89%	8.33%	1.39%	64.35%
Disciplinary Action	Written Reprimand/ Written Warning	6	12	5	6		29
		2.78%	5.56%	2.31%	2.78%		13.43%
	Suspension Held in Abeyance (10 or less days)	2	8	4	2		16
		0.93%	3.70%	1.85%	0.93%		7.41%
	Suspension (10 or less days)	6	9	5	3		23
		2.78%	4.17%	2.31%	1.39%		10.65%
	Suspension (11 or more days)	2	1	2			5
	0.93%	0.46%	0.93%			2.31%	
Termination held in Abeyance	1	1				2	
	0.46%	0.46%				0.93%	
Termination	1	2				2	
	0.46%	0.93%				0.93%	
Total		18	33	16	11		77
		8.33%	15.28%	7.41%	5.09%		35.65%
Grand Total		45	94	46	29	3	216
		20.83%	43.52%	21.30%	13.43%	1.39%	100.00%

*Employees may receive discipline for more than one incident – one employee was involved in more than one incident while in different age groups

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases - 2023

Actions by Gender, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.46%	1 0.46%
	Admonishment	5 2.31%	25 11.57%	30 13.89%
	Resignation	1 0.46%	12 5.56%	13 6.02%
	Retirement	3 1.39%	4 1.85%	7 3.24%
	Retraining	10 4.63%	77 35.65%	87 40.28%
	Performance Improvement Plan		1 0.46%	1 0.46%
	Total		19 8.80%	120 55.56%
Disciplinary Action	Written Reprimand/ Written Warning	4 1.85%	25 11.57%	29 13.43%
	Suspension Held in Abeyance (10 or less days)	3 1.39%	13 6.02%	16 7.41%
	Suspension (10 or less days)	3 1.39%	20 9.26%	23 10.65%
	Suspension (11 or more days)	1 0.46%	4 1.85%	5 2.31%
	Termination held in Abeyance	1 0.46%	1 0.46%	2 0.93%
	Termination		2 0.93%	2 0.93%
	Total		12 5.56%	65 30.09%
Grand Total		31 14.35%	185 85.65%	216 100.00%

Closed Cases - 2023

Actions by Tenure, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	11.11 Program		1 0.46%					1 0.46%
	Admonishment	9 4.17%	8 3.70%	8 3.70%	1 0.46%	3 1.39%	1 0.46%	30 13.89%
	Resignation	5 2.31%	6 2.78%	2 0.93%				13 6.02%
	Retirement	1 0.46%	2 0.93%		2 0.93%	1 0.46%	1 0.46%	7 3.24%
	Retraining	34 15.74%	24 11.11%	16 7.41%	4 1.85%	6 2.78%	3 1.39%	87 40.28%
	Performance Improvement Plan				1 0.46%			1 0.46%
	Total		49 22.69%	41 18.98%	26 12.04%	8 3.70%	10 4.63%	5 2.31%
Disciplinary Action	Written Reprimand/ Written Warning	10 4.63%	11 5.09%	3 1.39%	1 0.46%	3 1.39%	1 0.46%	29 13.43%
	Suspension Held in Abeyance (10 or less days)	8 3.70%	3 1.39%	3 1.39%	1 0.46%		1 0.46%	16 7.41%
	Suspension (10 or less days)	12 5.56%	3 1.39%	2 0.93%	4 1.85%	1 0.46%	1 0.46%	23 10.65%
	Suspension (11 or more days)	3 1.39%	1 0.46%	1 0.46%				5 2.31%
	Termination held in Abeyance	2 0.93%						2 0.93%
	Termination	2 0.93%						2 0.93%
	Total		37 17.13%	18 8.33%	9 4.17%	6 2.78%	4 1.85%	3 1.39%
Grand Total		86 39.81%	59 27.31%	35 16.20%	14 6.48%	14 6.48%	8 3.70%	216 100.00%

Closed Cases - 2023

Actions by Member Status, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	11.11 Program		1 0.46%	1 0.46%
	Admonishment	2 0.93%	28 12.96%	30 13.89%
	Resignation	1 0.46%	12 5.56%	13 6.02%
	Retirement		7 3.24%	7 3.24%
	Retraining	6 2.78%	81 37.50%	87 40.28%
	Performance Improvement Plan		1 0.46%	1 0.46%
	Total		9 4.17%	130 60.19%
Disciplinary Action	Written Reprimand/ Written Warning	5 2.31%	24 11.11%	29 13.43%
	Suspension Held in Abeyance (10 or less days)	3 1.39%	13 6.02%	16 7.41%
	Suspension (10 or less days)		23 10.65%	23 10.65%
	Suspension (11 or more days)		5 2.31%	5 2.31%
	Termination held in Abeyance		2 0.93%	2 0.93%
	Termination		2 0.93%	2 0.93%
	Total		8 3.70%	69 31.94%
Grand Total		17 7.87%	199 92.13%	216 100.00%

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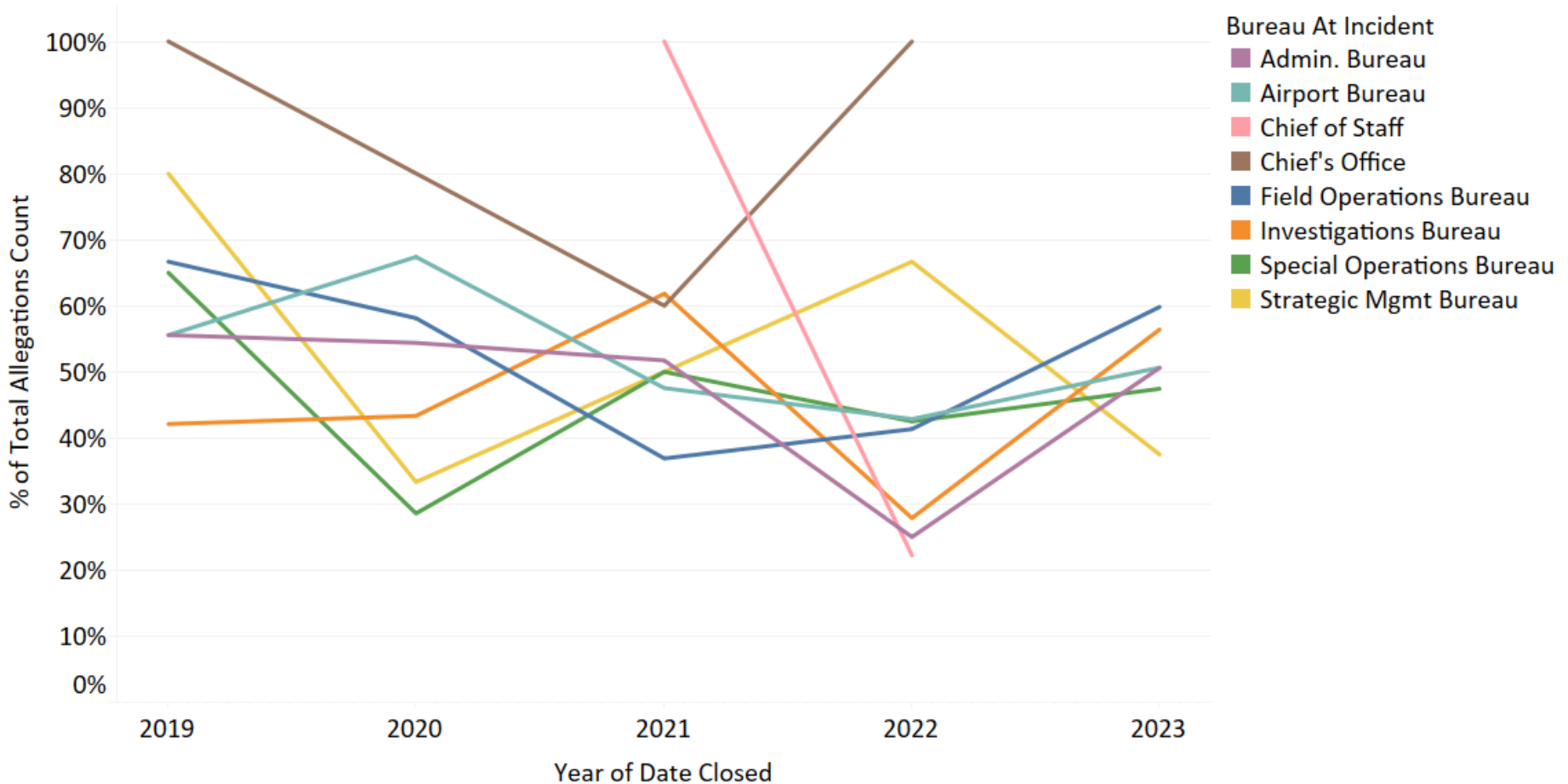
Five Year Trends

*San Francisco Police Department - Internal Affairs Division -
Annual Report*

Percentage of Sustained Allegations by Bureau

		Bureau At Incident								
		Admin. Bureau	Airport Bureau	Chief of Staff	Chief's Office	Field Operatio..	Investigati ons Bure..	Other/ Unknown	Special Operatio..	Strategic Mgmt Bu..
Not Sustained	2019	8 44.44%	12 44.44%	1 100.00%		142 33.33%	11 57.89%		14 35.00%	1 20.00%
	2020	26 45.61%	15 32.61%	2 100.00%		134 41.88%	17 56.67%	2 50.00%	40 71.43%	2 66.67%
	2021	14 48.28%	32 52.46%		2 40.00%	195 63.11%	21 38.18%	3 60.00%	24 50.00%	1 100.00%
	2022	90 75.00%	52 57.14%	14 77.78%		298 58.66%	44 72.13%	3 9.09%	46 57.50%	2 33.33%
	2023	41 49.40%	39 49.37%		1 100.00%	229 40.18%	17 43.59%	4 19.05%	41 52.56%	5 62.50%
Sustained	2019	10 55.56%	15 55.56%		2 100.00%	284 66.67%	8 42.11%	3 100.00%	26 65.00%	4 80.00%
	2020	31 54.39%	31 67.39%			186 58.13%	13 43.33%	2 50.00%	16 28.57%	1 33.33%
	2021	15 51.72%	29 47.54%	1 100.00%	3 60.00%	114 36.89%	34 61.82%	2 40.00%	24 50.00%	
	2022	30 25.00%	39 42.86%	4 22.22%	1 100.00%	210 41.34%	17 27.87%	30 90.91%	34 42.50%	4 66.67%
	2023	42 50.60%	40 50.63%			341 59.82%	22 56.41%	17 80.95%	37 47.44%	3 37.50%

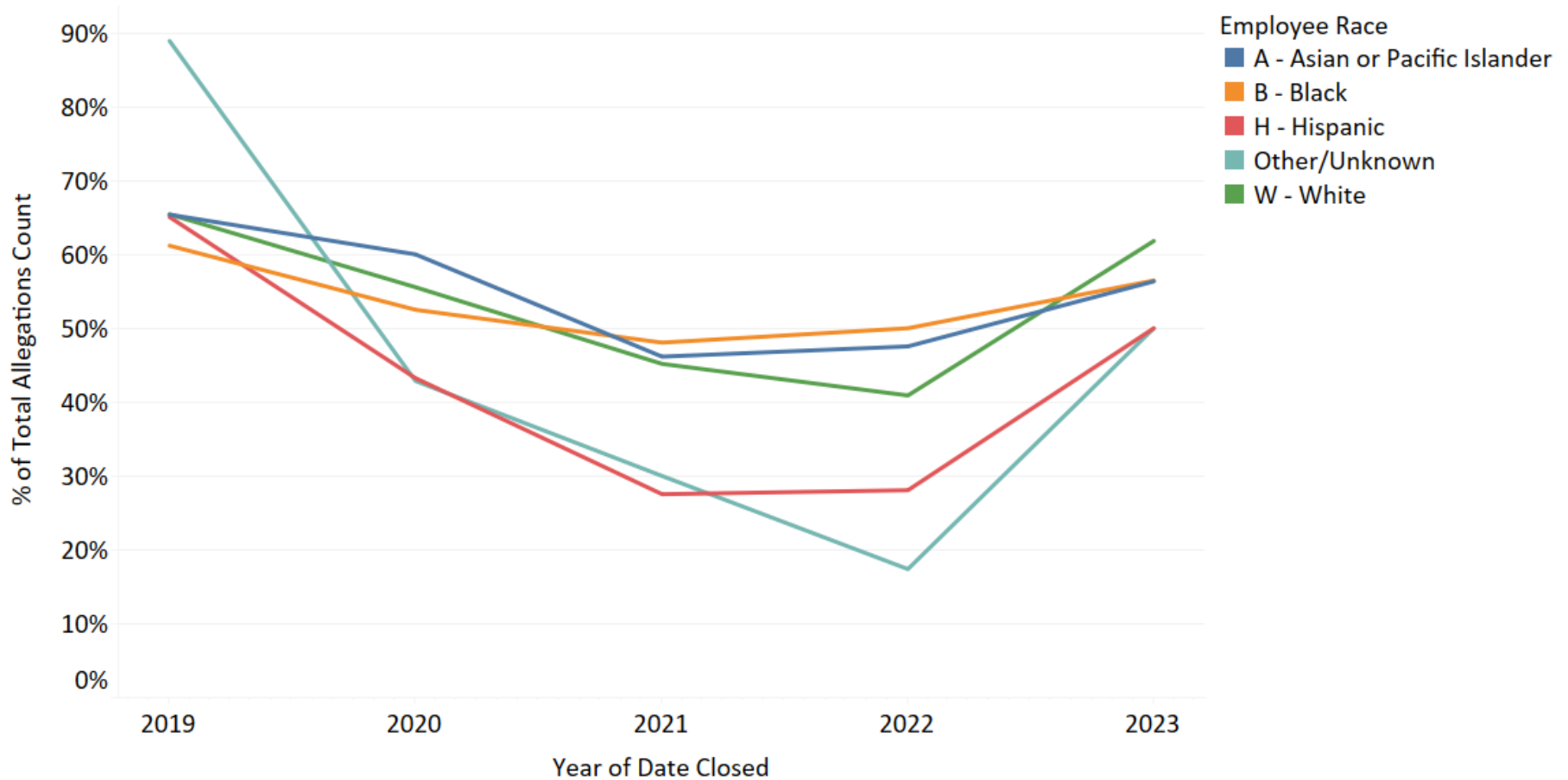
Percentage of Sustained Allegations by Bureau



Percentage of Sustained Allegations by Race

		Employee Race				
		A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White
Not Sustained	2019	36 34.62%	33 38.82%	36 34.95%	1 11.11%	83 34.58%
	2020	42 40.00%	38 47.50%	42 56.76%	4 57.14%	112 44.44%
	2021	70 53.85%	40 51.95%	50 72.46%	7 70.00%	125 54.82%
	2022	96 52.46%	48 50.00%	123 71.93%	19 82.61%	263 59.10%
	2023	86 43.65%	64 43.54%	86 50.00%	10 50.00%	131 38.19%
Sustained	2019	68 65.38%	52 61.18%	67 65.05%	8 88.89%	157 65.42%
	2020	63 60.00%	42 52.50%	32 43.24%	3 42.86%	140 55.56%
	2021	60 46.15%	37 48.05%	19 27.54%	3 30.00%	103 45.18%
	2022	87 47.54%	48 50.00%	48 28.07%	4 17.39%	182 40.90%
	2023	111 56.35%	83 56.46%	86 50.00%	10 50.00%	212 61.81%

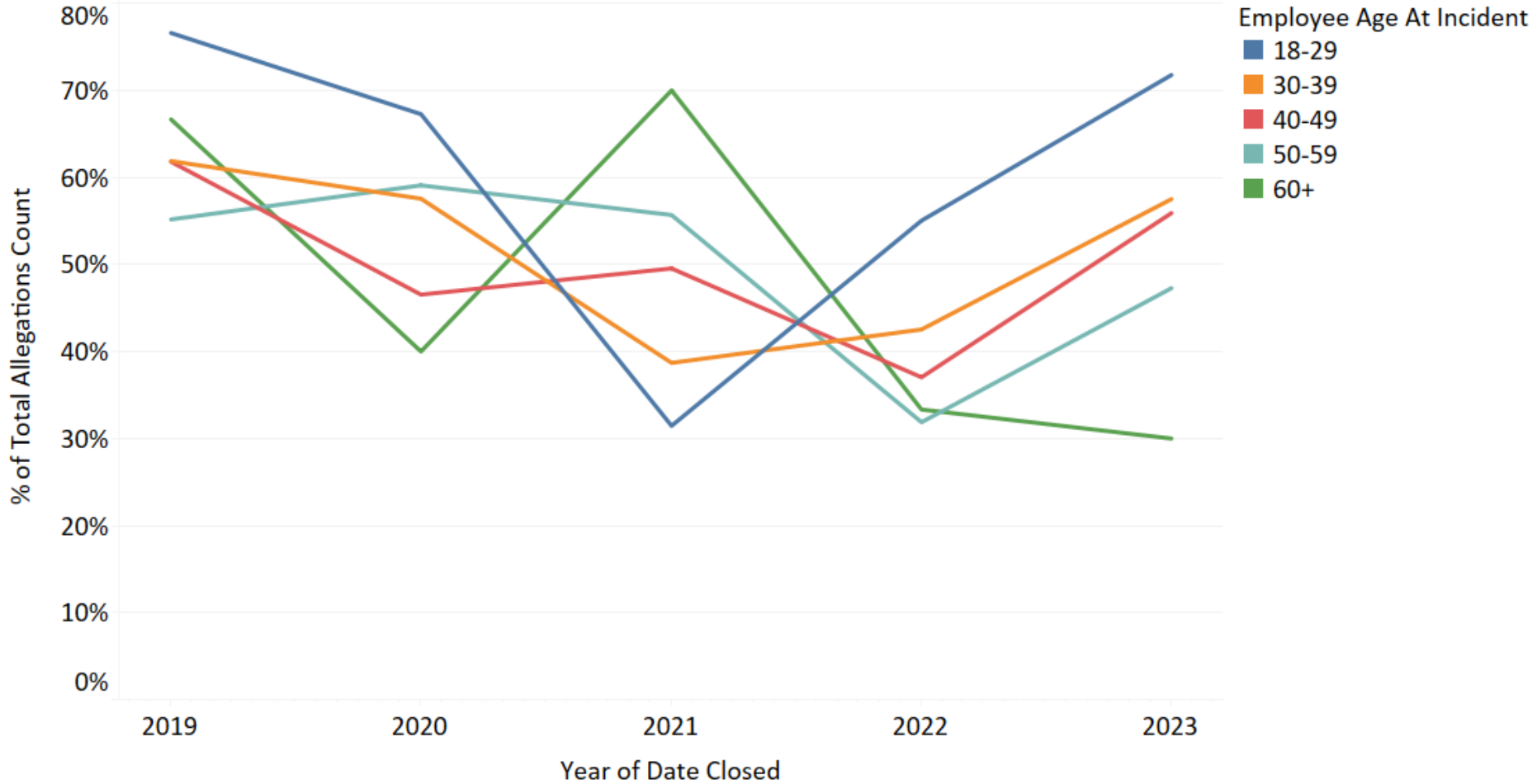
Percentage of Sustained Allegations by Race



Percentage of Sustained Allegations by Age

		Employee Age At Incident					
		18-29	30-39	40-49	50-59	60+	Unkno..
Not Sustained	2019	33 23.40%	69 38.12%	34 38.20%	39 44.83%	3 33.33%	11 32.35%
	2020	36 32.73%	73 42.44%	54 53.47%	27 40.91%	3 60.00%	45 70.31%
	2021	61 68.54%	103 61.31%	55 50.46%	39 44.32%	3 30.00%	31 62.00%
	2022	58 44.96%	177 57.47%	119 62.96%	109 68.12%	10 66.67%	76 64.96%
	2023	48 28.24%	150 42.49%	71 44.10%	87 52.73%	21 70.00%	
Sustained	2019	108 76.60%	112 61.88%	55 61.80%	48 55.17%	6 66.67%	23 67.65%
	2020	74 67.27%	99 57.56%	47 46.53%	39 59.09%	2 40.00%	19 29.69%
	2021	28 31.46%	65 38.69%	54 49.54%	49 55.68%	7 70.00%	19 38.00%
	2022	71 55.04%	131 42.53%	70 37.04%	51 31.87%	5 33.33%	41 35.04%
	2023	122 71.76%	203 57.51%	90 55.90%	78 47.27%	9 30.00%	

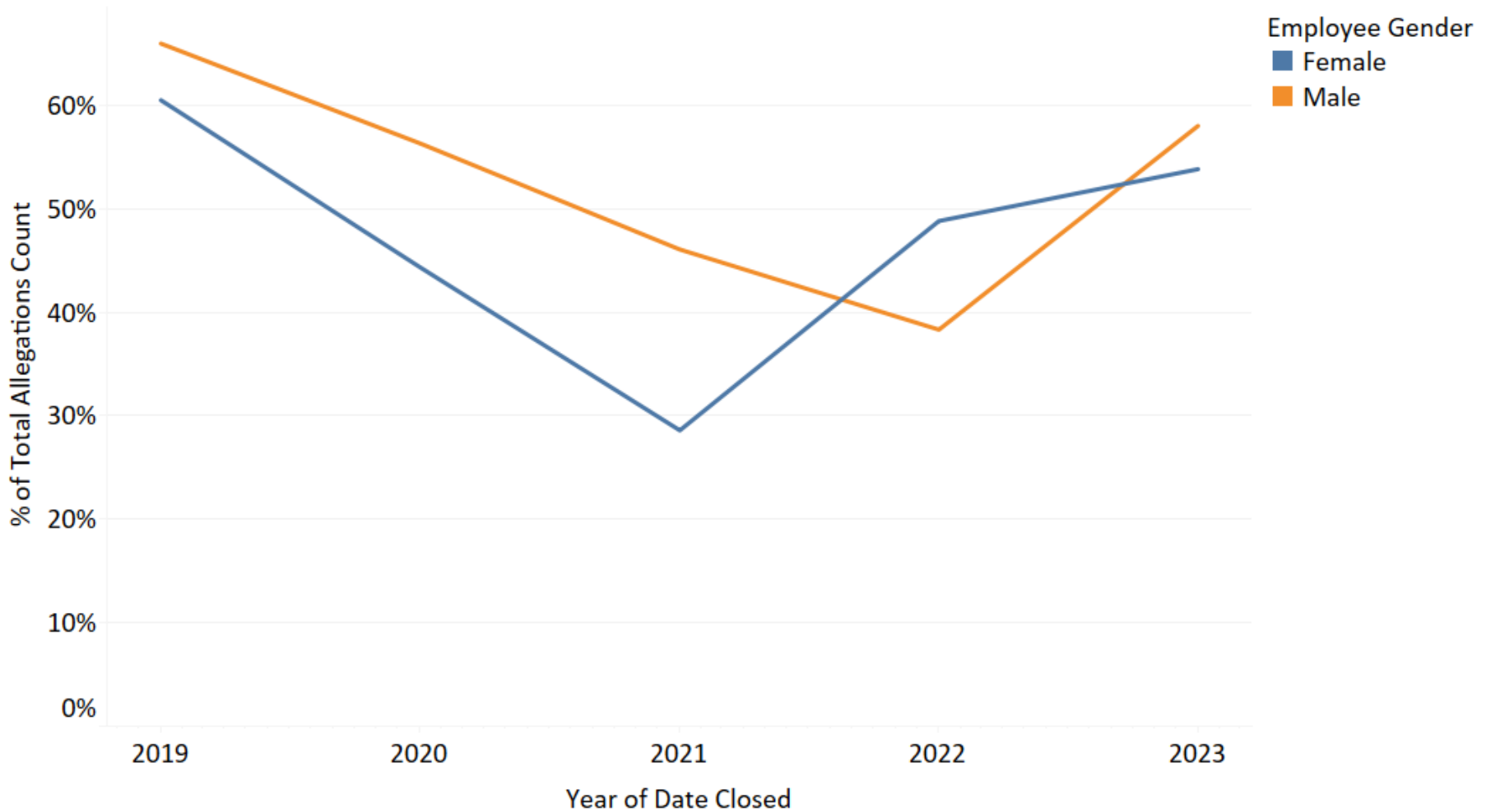
Percentage of Sustained Allegations by Age



Percentage of Sustained Allegations by Gender

		Employee Gender	
		Female	Male
Not Sustained	2019	34 39.53%	155 34.07%
	2020	54 55.67%	184 43.71%
	2021	60 71.43%	232 53.95%
	2022	85 51.20%	464 61.70%
	2023	85 46.20%	292 42.01%
Sustained	2019	52 60.47%	300 65.93%
	2020	43 44.33%	237 56.29%
	2021	24 28.57%	198 46.05%
	2022	81 48.80%	288 38.30%
	2023	99 53.80%	403 57.99%

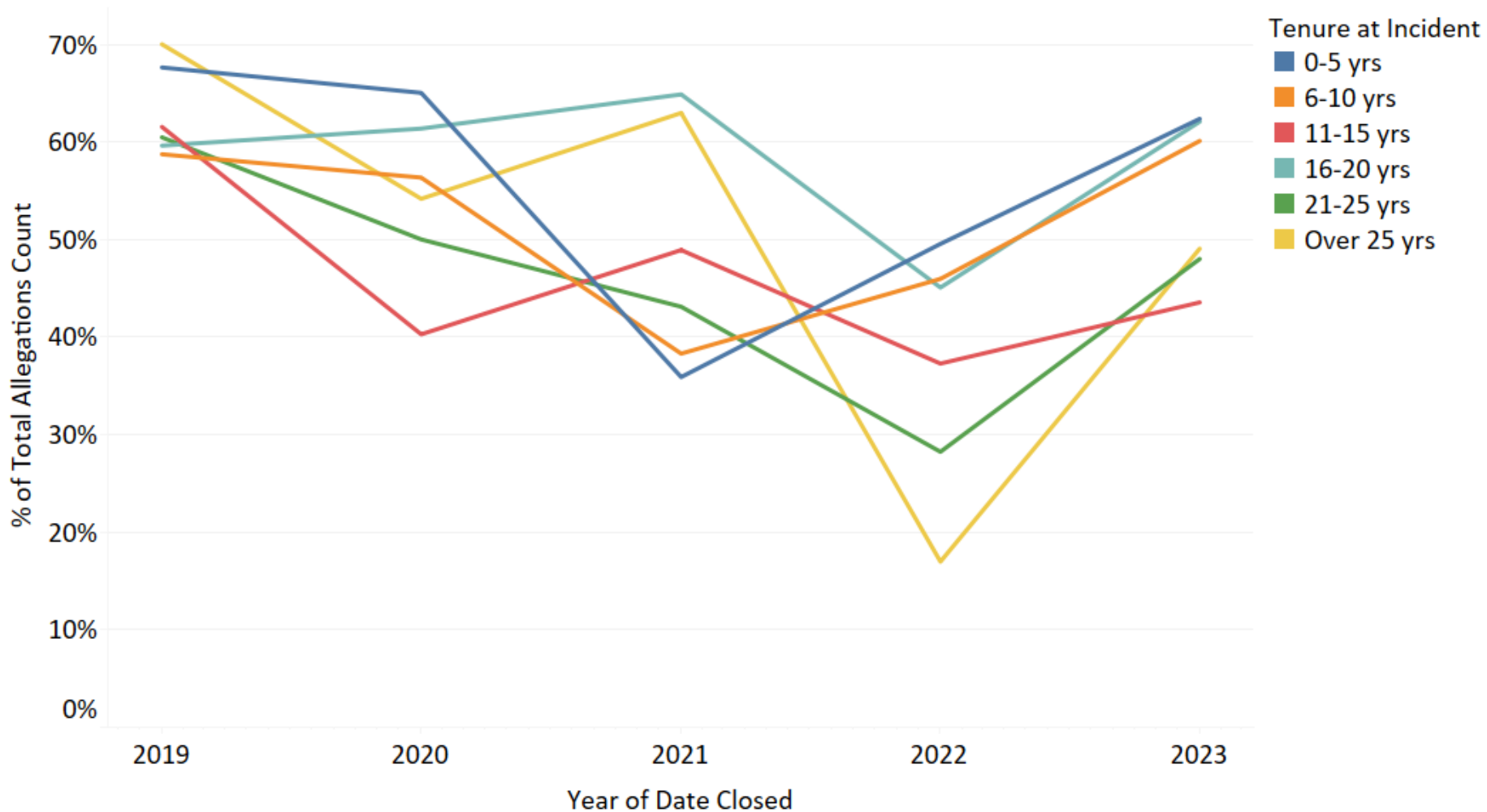
Percentage of Sustained Allegations by Gender



Percentage of Sustained Allegations by Tenure

		Tenure at Incident						Unkno..
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Not Sustained	2019	90 32.37%	26 41.27%	15 38.46%	21 40.38%	17 39.53%	9 30.00%	11 30.56%
	2020	71 34.98%	31 43.66%	43 59.72%	17 38.64%	19 50.00%	11 45.83%	46 69.70%
	2021	125 64.10%	29 61.70%	47 51.09%	13 35.14%	33 56.90%	10 37.04%	35 60.34%
	2022	111 50.45%	107 54.04%	106 62.72%	39 54.93%	61 71.76%	44 83.02%	81 66.39%
	2023	134 37.64%	85 39.91%	70 56.45%	22 37.93%	39 52.00%	27 50.94%	
Sustained	2019	188 67.63%	37 58.73%	24 61.54%	31 59.62%	26 60.47%	21 70.00%	25 69.44%
	2020	132 65.02%	40 56.34%	29 40.28%	27 61.36%	19 50.00%	13 54.17%	20 30.30%
	2021	70 35.90%	18 38.30%	45 48.91%	24 64.86%	25 43.10%	17 62.96%	23 39.66%
	2022	109 49.55%	91 45.96%	63 37.28%	32 45.07%	24 28.24%	9 16.98%	41 33.61%
	2023	222 62.36%	128 60.09%	54 43.55%	36 62.07%	36 48.00%	26 49.06%	

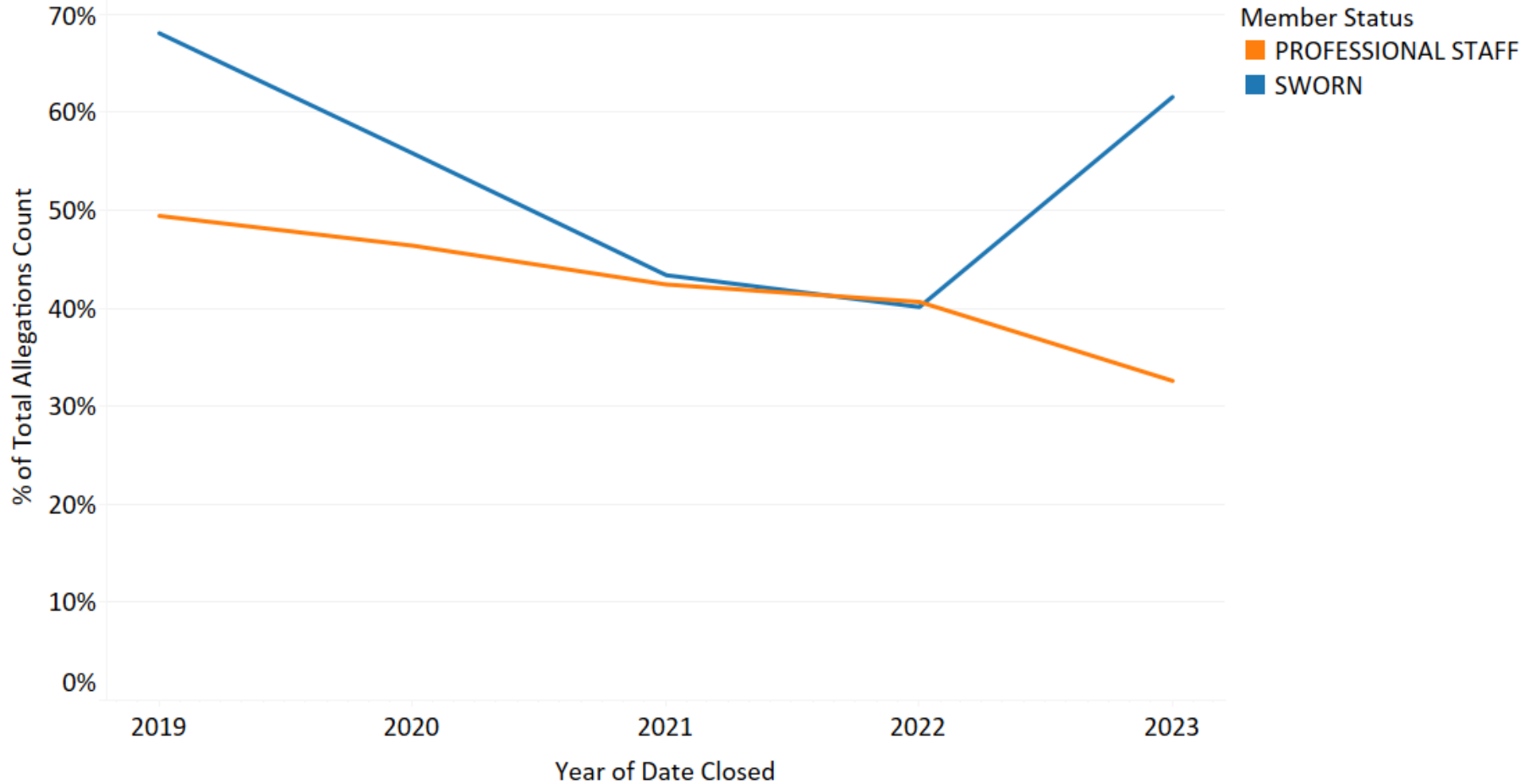
Percentage of Sustained Allegations by Tenure



Percentage of Sustained Allegations by Member Status

		Member Status	
		PROFESSIONAL STAFF	SWORN
Not Sustained	2019	44 50.57%	145 31.94%
	2020	52 53.61%	186 44.18%
	2021	57 57.58%	235 56.63%
	2022	73 59.35%	476 59.87%
	2023	91 67.41%	286 38.44%
Sustained	2019	43 49.43%	309 68.06%
	2020	45 46.39%	235 55.82%
	2021	42 42.42%	180 43.37%
	2022	50 40.65%	319 40.13%
	2023	44 32.59%	458 61.56%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2022-0180	Operated a Department vehicle (off-duty) while impaired. Failed to remain at the collision scene. Failed to request appropriate jurisdiction respond to the scene. Was involved in a solo vehicle collision while off-duty in a Department vehicle and failed to notify Commanding Officer. Failed to take proper care of Department vehicle.
MCD-2022-0183	Acted discourteously to a member of the public. Showed bias in traffic enforcement.
MCD-2022-0195	Engaged in harassing and threatening communication. Reflected discredit upon the department. Used employment and position within SFPD to secure personal privileges. Posted photos, videos, etc. of self in SFPD Uniform on social media.
MCD-2022-0197	Did not wear proper badge while on duty
MCD-2022-0198	Performed unwarranted action by issuing a citation without cause. Issued an inaccurate or incomplete citation.
MCD-2022-0200	Was driving and involved in an injury accident while intoxicated. Was hostile and verbally aggressive towards the other involved party of the accident at the traffic collision scene. Failed to notify supervisor.
MCD-2022-0202	Stole a firearm which belonged to SFPD
MCD-2022-0203	Unknown member was rude and unprofessional towards a member of the public
MCD-2023-0001	Used Department email account to send an inappropriate email
MCD-2023-0002	Failed to appear for a scheduled DPA interview. A 24-hour notice of interview rescheduling was not provided to DPA. DPA Investigator did not approve the rescheduling date.
MCD-2023-0003	Assisted guards with a combative individual at a bar and used excessive force
MCD-2023-0004	Made several inappropriate social media posts from an Instagram account. Displayed official Department ID on social media without authorization. Displayed a picture of another member that disclosed their affiliation with the Department.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0005	Failed to promptly respond to an assigned "A" priority call for service.
MCD-2023-0006	Authorized subordinate to attend doctor's appointments while on-duty
MCD-2023-0006	Left post to go home while on-duty. Attended doctor's appointments while on-duty.
MCD-2023-0007	Arrested for driving with a suspended license. Secured personal privileges as a police officer to avoid consequences of illegal conduct. Did not ensure verbal notification regarding arrest was made to Commanding Officer or Supervisor.
MCD-2023-0008	Failed to take care of Department Property
MCD-2023-0009	Was discourteous and rude to the complainant who came to the front counter of a District Station for assistance. Provided counter assistance in a biased manner.
MCD-2023-0010	Records contradict statements made, potential dishonesty.
MCD-2023-0011	Was discourteous and rude to the complainant who came to the front counter of a District Station. Refused to take a police report from the complainant. Was biased against the complainant for a perceived mental disorder.
MCD-2023-0012	Made false statements, omitted facts and/or inaccurately reported marijuana usage during hiring process
MCD-2023-0013	Frequently drives under the influence of alcohol. Frequently is under the influence of illegal narcotics/drugs. Made a verbal threat. Was under the influence of controlled substances while on duty.
MCD-2023-0014	Failed to include the suspect's name in a police report.
MCD-2023-0015	Failed to properly handle voice messages left by the complainant.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0016	Used an angry, hostile tone that interfered and/or disrupted work performance or work environment; Used an inappropriate and/or a derogatory word during a Teams meeting. Used abusive language while dealing with subordinates during a teams meeting
MCD-2023-0017	Did not notify supervisor of a use of force incident
MCD-2023-0018	Lost an SFPD police star
MCD-2023-0019	Failed to complete and return DPA documents
MCD-2023-0020	Was involved in a domestic incident while off-duty
MCD-2023-0021	Failed to complete and return DPA documents
MCD-2023-0022	Drivers License was suspended due to failure to obey a court order. Operated a police vehicle while having a suspended Drivers License. Failed to notify Commanding Officer in a timely manner regarding Drivers License suspension. While maintaining a restricted Drivers License, operated a department vehicle without proper documentation (DMV DL 923 Form).
MCD-2023-0023	Failed to properly care for Department issued body worn camera when it was lost
MCD-2023-0024	Failed to title multiple BWC videos
MCD-2023-0026	Failed to title multiple BWC videos
MCD-2023-0027	Failed to comply with multiple directives to title BWC videos
MCD-2023-0028	Failed to comply with multiple directives to title BWC videos

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0029	An unknown member of the Airport Bureau was discourteous to the complainant. An unknown member of the Airport Bureau threatened to cite the complainant.
MCD-2023-0030	Was discourteous and rude to the complainant who came to the front counter of District Station
MCD-2023-0031	Made a social media post displaying confidential information, which was retaliatory, and brought discredit to the Department
MCD-2023-0032	Failed to inspect assigned patrol vehicle, where a wallet was left behind
MCD-2023-0032	Failed to properly care for a prisoner's property by unintentionally leaving a wallet in the trunk of a patrol vehicle.
MCD-2023-0033	Failed to provide name and star number upon request. Made an inappropriate comment that is reasonably known to offend, belittle, or defame based on actual or perceived race or ethnicity.
MCD-2023-0034	Failed to complete and submit a DPA Member Response Form within 21 calendar days of notice.
MCD-2023-0035	Failed to properly care for a prisoner's property by losing the subject's property during a prison transportation.
MCD-2023-0036	Has incurred accusations of domestic and child abuse
MCD-2023-0037	Failed to appear at DPA interview and did not contact the assigned DPA investigator 24 hours prior to the scheduled interview as required
MCD-2023-0038	Failed to appear at DPA interview and did not contact the assigned DPA investigator 24 hours prior to the scheduled interview as required
MCD-2023-0039	Was sleeping in a patrol vehicle while on-duty

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0040	Transmitted an email demonstrating bias or discrimination against a protected group sent via Department email account. Sent an email from Department email account with no work-related purpose.
MCD-2023-0041	Failed to activate BWC while enroute and prior to arriving on scene. Failed to wear seatbelt while in a Department Vehicle while responding to a call for service.
MCD-2023-0041	Failed to notify the Department of Emergency Management of a Code 3 response while responding to a call for service that ended with an injury collision. Failed to activate Department Vehicle's forward facing red light and sound the siren as reasonably necessary. Failed to activate BWC while enroute and prior to arriving on scene. Failed to wear seatbelt while driving a Department Vehicle while responding to a call for service. Failed to take care of Department Property (Vehicle), when at fault of an injury collision. Was under the influence of a controlled substance while on-duty.
MCD-2023-0042	Failed to properly care for a Department issued BWC when it went missing from a charging station
MCD-2023-0043	Employee was discourteous by using inappropriate word/s to the complainant when they communicated over the phone
MCD-2023-0044	Failed to care for department property (police star)
MCD-2023-0045	Made inappropriate comments to a member of the public bringing discredit to the department
MCD-2023-0046	Failed to make all required written reports of incidents requiring police attention. Failed to provide Language Access Services for LEP Person.
MCD-2023-0047	Failed to complete and submit a DPA Member Response Form within 21 calendar days of notice and failed to notify the appropriate DPA investigator prior to the 21-day due date regarding not completing the DPA Member Response Form
MCD-2023-0048	Failed to take proper care of Department property (cell phone)
MCD-2023-0049	Sent threatening text messages which resulted in a Gun Violence Emergency Protective Order being granted by a judge. Additionally, a Domestic Violence Restraining Order was also granted by a judge against the employee.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0050	Failed to take proper care of the Department cell phone
MCD-2023-0051	Authored an inaccurate or incomplete police report.
MCD-2023-0052	Was discourteous towards a member of the public by saying to the member of the public, "If you cannot see, you shouldn't be driving"
MCD-2023-0053	Was discourteous to a member of the public
MCD-2023-0054	Wrote an inaccurate police report
MCD-2023-0055	Failed to prepare an incident report, was biased against the complainant, and refused to assist regarding a child custody order
MCD-2023-0056	Failed to activate body worn camera. Failed to wear seat belt. Did not comply with a Sergeant's orders regarding only one unit to respond Code 3.
MCD-2023-0056	Failed to activate BWC. Failed to wear seat belt.
MCD-2023-0056	Failed to notify DEM of Code 3 response and starting location. Did not activate body worn camera in a timely manner. Failed to wear seat belt. Did not comply with a Sergeant's orders regarding only one unit to respond Code 3.
MCD-2023-0056	Failed to notify DEM of Code 3 response and starting location. Did not activate body worn camera while on scene of a fight with weapon/officer involved accident. Failed to wear seat belt. Did not comply with a Sergeant's orders regarding only one unit to respond Code 3.
MCD-2023-0057	Did not properly care for department-issued property
MCD-2023-0058	Was discourteous to a member of the public while working traffic

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0059	Was unable to locate department cell phone; upon returning to work from vacation did not promptly report the loss of a department issued cell phone
MCD-2023-0060	Did not make proper notification regarding potential misconduct
MCD-2023-0060	Failed to make proper notifications in destruction of potential evidence relevant to Use of Force Administrative investigation. Produced an inaccurate Chronological Order of Investigation.
MCD-2023-0060	Withheld information from a member conducting a Use of Force investigation, shredded the information and stated the document was shredded.
MCD-2023-0061	Committed fraud by applying for and receiving a loan for a fictitious business; committed fraud when soliciting and collecting donations from the public
MCD-2023-0062	Involved in a romantic relationship within their chain of command and failed to report the alleged relationship to the department as required
MCD-2023-0063	Failed to write an incident report
MCD-2023-0064	Lost Department Property - Body Worn Camera
MCD-2023-0065	Was in possession of a loaded Sig Sauer magazine while at an SFO airport checkpoint
MCD-2023-0066	Failed to make all written reports of crimes or incidents requiring police attention
MCD-2023-0067	Failed to follow the BWC policy; Failed to report a Use of Force; was discourteous towards member/s of the public
MCD-2023-0068	Served a legal process document while engaged in secondary employment. Unlawfully evicted/seized a tenant's property by taking a key which was given to the tenant for using facilities. Signed up for a social media account with a name that gave appearance of a subtle threat to the tenant.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0069	Provided alcohol to unknown SFPD Cadets at an unknown time and location
MCD-2023-0069	Provided overtime privileges and favoritism to a subordinate employee while engaged in a romantic relationship
MCD-2023-0070	Failed to report for duty at a mandatory overtime assignment; Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives
MCD-2023-0071	Failed to report for duty at a mandatory overtime assignment; Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives
MCD-2023-0072	Failed to report for duty at a mandatory overtime assignment; Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives
MCD-2023-0073	Failed to report for duty at a mandatory overtime assignment; Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives
MCD-2023-0074	Failed to report for duty at a mandatory overtime assignment; Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives
MCD-2023-0075	Failed to conduct a proper booking counter search of a custody
MCD-2023-0076	Brought a loaded firearm inside a backpack to a checkpoint at SFO. The firearm was discovered by a security personnel utilizing an x-ray machine.
MCD-2023-0077	Was sleeping while on-duty, and has developed a pattern of sleeping while on-duty
MCD-2023-0078	Performed an unwarranted action when threatening a member of the public with a parking citation; Was discourteous to a member of the public while working traffic enforcement, by yelling and being rude to said member of the public.
MCD-2023-0079	Had an inappropriate relationship, divulged confidential information and impeded an active criminal investigation

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0080	Approached a subordinate regarding cancellation of a citation for reasons of personal friendship with the recipient.
MCD-2023-0081	Failed to report to duty at a mandatory overtime assignment; was notified through Department email of a mandatory overtime assignment and failed to follow the email directives
MCD-2023-0082	Failed to report to duty at a mandatory overtime assignment; was notified through Department email of a mandatory overtime assignment and failed to follow the email directives
MCD-2023-0083	Was impaired while on-duty
MCD-2023-0084	Failed to take proper care of a department issued cell phone
MCD-2023-0085	Lost an arrestee's cell phone after performing a search.
MCD-2023-0086	Failed to take proper care of Department property (SFPD ID CARD)
MCD-2023-0087	Left work early and failed to properly record the time entry in HRMS.
MCD-2023-0088	Was involved in a domestic incident.
MCD-2023-0089	Had complainant wait for an hour and a half, then left without receiving the complainant's report.
MCD-2023-0090	Interacted with a member of the public in a disrespectful and discourteous manner
MCD-2023-0091	Physically touched property of a member of the public without consent

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0092	Lost department-issued ID, which was taken during an auto burglary.
MCD-2023-0093	Entered a restricted area at SFO in an unofficial capacity, compromising security procedures
MCD-2023-0094	Failed to conduct an immediate investigation into alleged misconduct that required documentation
MCD-2023-0094	Mismanaged funds of a non-profit organization. Failed to report a romantic relationship with a supervisor. Made inappropriate statements regarding a member of the public while acting in an official capacity.
MCD-2023-0095	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0096	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0097	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0098	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0099	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0100	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0101	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0102	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0103	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0104	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0105	Failed to thoroughly investigate a Domestic Violence. Failed to make an arrest in a Domestic Violence incident. Failed to Failure to Supervise at the scene of a Domestic Violence incident.
MCD-2023-0105	Failed to thoroughly investigate a Domestic Violence. Failed to make an arrest in a Domestic Violence incident. Failed to write a complete incident report following a Domestic Violence incident.
MCD-2023-0105	Was involved in a domestic incident.
MCD-2023-0106	Was on preplanned vacation and used "Sick Pay" time. While on a "like work, like pay" submitted and was compensated for overtime. Submitted fraudulent overtime.
MCD-2023-0107	Failed to appear for mandatory range qualification.
MCD-2023-0108	Failed to appear for mandatory range qualification.
MCD-2023-0109	Failed to appear for mandatory range qualification.
MCD-2023-0110	Failed to appear for mandatory range qualification.
MCD-2023-0111	Failed to appear for mandatory range qualification.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0112	Failed to appear for mandatory range qualification.
MCD-2023-0113	Failed to appear for mandatory range qualification.
MCD-2023-0114	Failed to appear for mandatory range qualification.
MCD-2023-0115	Failed to appear for mandatory range qualification.
MCD-2023-0116	Was rude to complainant who was attempting to get an Emergency Protective Order
MCD-2023-0117	Was unhelpful, disrespectful and rude to a member of the public
MCD-2023-0118	Failed to take proper care of Department property (SFPD ID Card)
MCD-2023-0119	Failed to activate Body Worn Camera when advising complainants to discard open, alcoholic beverage containers. While on-duty, inappropriately contacted complainants for non-work related purposes. While off-duty, verbally insulted and followed complainants. Engaged in an alcohol related incident, and operated a motor vehicle while under the influence of alcohol.
MCD-2023-0120	Lost property of a subject in custody
MCD-2023-0121	Failed to appear for mandatory range qualification.
MCD-2023-0122	Failed to appear for mandatory range qualification.
MCD-2023-0123	Engaged in acts of retaliation against an employee

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0123	Failed to take action when informed of alleged misconduct by subordinates. Engaged in acts of retaliation.
MCD-2023-0123	Routinely arrived late and left early without supervisory approval
MCD-2023-0123	Was insubordinate and subverted the efficiency of the San Francisco Police Department
MCD-2023-0124	Engaged in personal business on duty on numerous occasions and without approval. Turned in overtime cards after designated work hours when not at work.
MCD-2023-0125	Was unprofessional towards subordinates
MCD-2023-0126	Was unprofessional when interacting with another Department member
MCD-2023-0127	Utilized Department equipment for personal and non-law enforcement related purpose. Interfered with other members' access to Dept. property and introduced potential network security vulnerability.
MCD-2023-0128	Committed a sexual battery and was extremely rude while issuing a citation
MCD-2023-0129	Transmitted an email potentially demonstrating bias or discrimination against a protected group
MCD-2023-0130	Failed to provide complainant with a police report in a timely manner
MCD-2023-0131	Was involved in a domestic incident.
MCD-2023-0132	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0133	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0134	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0135	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0136	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0137	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0138	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0139	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0140	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.
MCD-2023-0141	Failed to appear for mandatory range qualification.
MCD-2023-0143	Failed to appear for mandatory range qualification.
MCD-2023-0144	Failed to appear for mandatory range qualification.
MCD-2023-0145	Failed to appear for mandatory range qualification.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0148	Failed to appear for mandatory range qualification.
MCD-2023-0149	Failed to appear for mandatory range qualification.
MCD-2023-0150	Failed to appear for mandatory range qualification.
MCD-2023-0151	Failed to appear for mandatory range qualification.
MCD-2023-0152	Failed to appear for mandatory range qualification.
MCD-2023-0153	Failed to appear for mandatory range qualification.
MCD-2023-0154	Failed to appear for mandatory range qualification.
MCD-2023-0155	Failed to appear for mandatory range qualification.
MCD-2023-0156	Failed to appear for mandatory range qualification.
MCD-2023-0157	Failed to handle a firearm in accordance with Department-approved firearms training (cleaned a firearm outside of a designated cleaning area). Failed to use Department equipment (firearm) in a reasonable and prudent manner (walked around the office with firearm at port arms).
MCD-2023-0158	Did not adhere to department policies and procedures when issuing a citation
MCD-2023-0159	Failed to report for duty at the required time and place

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0160	Rude and discourteous while interacting with a member of the public
MCD-2023-0161	Was involved in a vehicle collision while under the influence of alcohol, which resulted in a DUI arrest
MCD-2023-0162	Failed to properly handle an ERIW, resulting in a negligent discharge
MCD-2023-0163	Failed to complete and return a Member Response Form (MRF) for a DPA case within 21 calendar days of the notice
MCD-2023-0164	Utilized Department issued cellphone for a non-work related purpose
MCD-2023-0165	Submitted several Like Work (LW) cards for swing shift when LW status does not apply for swing shift. Responded 4 hours late for a shift and did not accurately document tardiness in HRMS. Submitted an overtime card for an hour which was not worked.
MCD-2023-0166	Received a temporary restraining order for actions against a family member.
MCD-2023-0167	Wrote an inaccurate police report
MCD-2023-0168	Wrote an incomplete police report
MCD-2023-0169	Failed to comply with multiple directives to title BWC videos
MCD-2023-0170	Failed to comply with multiple directives to title BWC videos
MCD-2023-0171	Failed to comply with multiple directives to title BWC videos

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0172	Failed to comply with multiple directives to title BWC videos
MCD-2023-0173	Failed to comply with multiple directives to title BWC videos
MCD-2023-0174	Failed to comply with multiple directives to title BWC videos
MCD-2023-0175	Failed to comply with multiple directives to title BWC videos
MCD-2023-0176	Failed to comply with multiple directives to title BWC videos
MCD-2023-0177	Failed to comply with multiple directives to title BWC videos
MCD-2023-0178	Conducted personal business while on duty
MCD-2023-0178	Failed to conduct an immediate investigation in reference to alleged misconduct that required documentation on Department Memorandum.
MCD-2023-0179	Was involved in an off-duty incident. While personal vehicle was being towed, removed duty belt and vest from vehicle, identified self as a police officer and demanded release of the vehicle. Alleged to be intoxicated while in possession of a firearm which was located inside the holster of duty belt.
MCD-2023-0180	Was discourteous towards a member of the public. Issued a citation in error.
MCD-2023-0181	Inappropriate behavior or comments as a supervisor. Conduct as a supervisor affected the efficiency and discipline of the Department.
MCD-2023-0182	Failed to take proper care of Department property (cell phone)

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0183	Failed to comply with multiple directives to title BWC videos
MCD-2023-0184	Failed to comply with multiple directives to title BWC videos
MCD-2023-0185	Failed to comply with multiple directives to title BWC videos
MCD-2023-0186	Was discourteous to a member of the public. Prepared an incomplete incident report. Failed to collect or document evidence (photos of vehicle damage).
MCD-2023-0187	Was discourteous to a member of the public during a phone conversation. Failed to have a working knowledge of vehicle and or property release from a vehicle that was towed during a phone conversation.
MCD-2023-0188	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0189	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0190	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0191	Engaged in an unlawful detention. Used force in a manner that is unlawful or inconsistent with Department Policy when pointing a firearm. Discourteous act and statement towards an individual reasonably known to offend. Submitted inaccurate/incomplete report.
MCD-2023-0192	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0193	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0194	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0195	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0196	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0197	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0198	Failed to comply with multiple directives to upload BWC videos
MCD-2023-0199	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0200	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0201	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0202	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0203	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0204	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0205	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0206	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0207	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0208	Failed to provide name/rank when answering the telephone. Failed to provide name when requested by a citizen. Was discourteous by laughing at a citizen's concerns and placing the citizen on hold for an extended period of time.
MCD-2023-0209	Was discourteous, loud, and unhelpful to a member of the public.
MCD-2023-0210	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0211	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0212	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0213	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0214	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0215	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0216	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0217	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0218	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0219	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0220	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0221	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0222	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0223	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0224	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0225	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0226	While off-duty was driving under the influence of alcohol. Was armed with a handgun while under the influence of alcohol.
MCD-2023-0227	Failed to appear for mandatory range qualification
MCD-2023-0228	Failed to appear for mandatory range qualification
MCD-2023-0229	Failed to appear for mandatory range qualification
MCD-2023-0230	Failed to appear for mandatory range qualification

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0231	Failed to appear for mandatory range qualification
MCD-2023-0232	Hung up the telephone on a member of the public on multiple occasions
MCD-2023-0233	Improperly possessed a firearm in carry-on baggage at an SFO security checkpoint while off duty.
MCD-2023-0234	Was discourteous towards a member of the public. Was dishonest about star number when requested by a member of the public. Issued a citation without cause.
MCD-2023-0235	Failed to immediately notify dispatch when detaining a suspect in a trespassing incident. Failed to immediately update dispatch of status when conducting a trespassing investigation. Failed to file an incident report of a crime that required police attention. Failed to thoroughly investigate a trespassing call. Failed to arrest a person in possible psychological distress who had committed a crime. Failed to properly collect and process narcotics. Failed to conduct self in a manner that reflects favorably on the department.
MCD-2023-0235	Failed to immediately notify dispatch when detaining a suspect in a trespassing incident. Failed to immediately update dispatch of status when conducting a trespassing investigation. Failed to file an incident report of a crime that required police attention. Failed to thoroughly investigate a trespassing call. Failed to arrest a person in possible psychological distress who had committed a crime. Failed to properly collect and process narcotics. Failed to conduct self in a manner that reflects favorably on the department.
MCD-2023-0236	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0237	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0238	Failed to attend scheduled DPA interview
MCD-2023-0239	Failed to monitor overtime

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0239	Submitted overtime cards for hours not worked. Denied overtime pay to employees for overtime hours worked.
MCD-2023-0240	Failed to enforce a decision made in a Vicious and Dangerous Dog Unit (VDD) Hearing due to bias. Did not call back or respond to email correspondence from the complainant.
MCD-2023-0241	Made inappropriate sexual comments about superior officers. Made comments that are unprofessional and disrespectful. Actions have created an offensive environment. Has engaged in a pattern of misconduct.
MCD-2023-0242	Was discourteous to a member of the public
MCD-2023-0243	An unknown member disclosed confidential information online that may compromise an investigation.
MCD-2023-0244	Failed to remain at the scene and file a vehicle crash report involving a city-owned vehicle. Failed to timely notify the department regarding a vehicle crash involving a city-owned vehicle. Failed to update HRMS to reflect training attendance.
MCD-2023-0245	Arrived late to assignment though billed for an entire shift
MCD-2023-0245	Committed overtime fraud by covering another member's regular shift hours. Committed overtime fraud by removing another member's regular shift and reassigning self as an overtime shift. Committed time fraud by arriving late to an assignment while billed for the entire shift.
MCD-2023-0245	Committed time fraud when arriving 45 minutes late to assignment while billed for the entire shift.
MCD-2023-0245	Failed to accurately record absences. Wrote an inappropriate/retaliatory message directed against other employees who had called in sick.
MCD-2023-0245	Failed to supervise members committing time fraud. Committed time fraud by arriving and leaving duty station. Inappropriately brought a pet dog to work and let the dog roam around without a leash. Was not in proper uniform when addressing members.
MCD-2023-0245	Intentionally failed to report misconduct of time fraud

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0246	Refused to share custody of child in common
MCD-2023-0247	Was unnecessarily rude to a member of the public
MCD-2023-0248	Was in possession of a two high-capacity firearm magazines
MCD-2023-0249	Left a loaded personal firearm at a restaurant. Consumed an alcoholic beverage while being in possession of a firearm.
MCD-2023-0250	Committed time fraud, being paid for time that was not worked
MCD-2023-0251	Failed to take proper care of Department Property (police radio)
MCD-2023-0252	Failed to appear for mandatory range qualification
MCD-2023-0253	Failed to appear for mandatory range qualification
MCD-2023-0254	Failed to appear for mandatory range qualification
MCD-2023-0255	Failed to appear for mandatory range qualification
MCD-2023-0256	Failed to appear for mandatory range qualification
MCD-2023-0257	Failed to appear for mandatory range qualification

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0258	Failed to appear for mandatory range qualification
MCD-2023-0259	Failed to appear for mandatory range qualification
MCD-2023-0260	Did not appear for a Department of Police Accountability interview
MCD-2023-0261	Did not appear for a Department of Police Accountability interview
MCD-2023-0262	Off-duty, arrested for a DUI and Child Endangerment
MCD-2023-0263	Was intoxicated in public and identified self as a police officer to gain access to an area that was not currently open to the public. Was armed with a firearm while intoxicated.
MCD-2023-0264	Was discourteous and exhibited unacceptable behavior during a police commission meeting.
MCD-2024-0001	Failed to report to work and did not notify any supervisors of absence
MCD-2024-0003	Identified self as a police officer on social media, displayed unprofessional conduct via written messages, posted photographs in a police uniform and in a police vehicle without authorization from the Department.
OID-2023-0001	Negligent discharge of a firearm while off-duty
OID-2023-0002	Negligent discharge of a firearm while off-duty
OIS-2023-0001	Officer Involved Shooting Investigation

Complaint Summaries – 2023 Opened Cases

Case Number	Summary of Complaints
OIS-2023-0002	Officer Involved Shooting Investigation
OIS-2023-0003	Officer Involved Shooting Investigation
OIS-2023-0004	Officer Involved Shooting Investigation
OIS-2023-0005	Officer Involved Shooting Investigation
UOF 23-0001	Use of Force – Covered Incident Investigation
UOF 23-0001	Use of Force – Covered Incident Investigation
UOF 23-0002	Use of Force – Covered Incident Investigation

The page features decorative curved lines in shades of blue and green. One large curve is in the top right corner, and another is in the bottom left corner. The word "Appendices" is centered in a dark blue, sans-serif font.

Appendices

Glossary

- Improper Conduct – a preponderance of the evidence proves the alleged conduct occurred and that the conduct violated Department policy or procedure
- Insufficient Evidence – the evidence fails to prove or disprove that the alleged conduct occurred
- Proper Conduct – the evidence proves that the alleged conduct occurred; however, the conduct was justified, lawful, and proper
- Policy Failure – the evidence proves that the alleged conduct occurred but was justified by Department policy or procedures; however, the SFPD or DPA recommends that the policy or procedure be changed or modified
- Supervision Failure – the evidence proves that the alleged conduct occurred and was the result of inadequate supervision
- Training Failure – the evidence proves that the alleged conduct resulted from inadequate or inappropriate training
- Unfounded – the evidence proves that the alleged conduct did not occur or that the accused officer was not involved
- Withdrawal – the complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint
- Exceptional Clearance – factors beyond control of law enforcement agency prohibit disciplinary measures, i.e. employee death
- Held in Abeyance* – suspension days (all or a set amount) or termination will not be imposed and will be held for a period of time ("the abeyance term") which will expire if the time frame elapses
- 11.11 Program – Intervention and Resource Program, provides members with intervention and recovery resources for problematic and addictive behavioral issues to include but not limited to substance abuse, gambling, and anger/stress management
- Admonishment – verbal correction to rectify or caution to avoid repeating (non-disciplinary action)
- Government Code (GC) 3304 – Administrative investigations have a “statute of limitations” that requires IAD to complete its investigation and notify the accused officer of possible discipline within one year of the discovery of the underlying conduct
- DGO – Department General Order
- DN – Department Notice
- DB – Department Bulletin
- DPA – San Francisco Department of Police Accountability
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct
- DEM – San Francisco Department of Emergency Management

*Please note, definition of “Held in Abeyance” is a working definition and may be updated pending input from various internal and external stakeholders