

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Closed Date	Complaint Summary
MCD-2019-0165	8/29/19			CU	Exceptional Clearance	6/11/25	No Further Action	06/11/2025	Closed	06/20/2025	Violated CLETS procedures.
MCD-2023-0235	10/31/23			Failure To Properly Investigate, Failure to Write an Incident Report, ND (x3), ND (BWC)	Improper Conduct	10/16/2024	Retraining, Suspension (3 days and 2 held in abeyance)	04/23/2025; 05/23/2025; 04/07/2026	Closed	06/17/2025	Failed to immediately notify dispatch when detaining a suspect in a trespassing incident, in violation of DGO 1.03(A)(1)(a), Radio Contact and Notification. Failed to file an incident report of a crime that required police attention, in violation of DGO 2.01, Rule 9, Written Reports. Failed to thoroughly investigate a trespassing call, in violation of DGO 2.01, Rule 16, Investigative Responsibility. Failed to properly collect and process narcotics, in violation of DGO 6.15(I)(A), Property Processing. Failed cooperate with the investigation, in violation of DGO 2.01.03, Rule 17. Terminated recordings on body worn camera, in violation of DGO 10.11.03.E.
MCD-2023-0235	10/31/23			ND	Insufficient Evidence	10/16/2024	No Further Action	10/16/2024	Closed	06/17/2025	Failed to arrest a person in possible psychological distress who had committed a crime, in violation of DGO 6.14.II(3), Psychological Evaluation of Adults.

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MCD-2023-0235	10/31/23			Failure To Properly Investigate, Failure to Write an Incident Report, ND (x2), ND (BWC)	Improper Conduct	10/16/2024	Retraining, Suspension (2 days and 1 held in abeyance)	01/23/2025; 02/27/2025; 01/16/2026	Closed	06/17/2025	Failed to immediately notify dispatch when detaining a suspect in a trespassing incident, in violation of DGO 1.03(A)(1)(a), Radio Contact and Notification. Failed to file an incident report of a crime that required police attention, in violation of DGO 2.01, Rule 9, Written Reports. Failed to thoroughly investigate a trespassing call, in violation of DGO 2.01, Rule 16, Investigative Responsibility. Failed to properly collect and process narcotics, in violation of DGO 6.15(I)(A), Property Processing. Terminated recordings on body worn camera, in violation of DGO 10.11.03.E.
MCD-2023-0235	10/31/23			ND	Insufficient Evidence	10/16/2024	No Further Action	10/16/2024	Closed	06/17/2025	Failed to arrest a person in possible psychological distress who had committed a crime, in violation of DGO 6.14.II(3), Psychological Evaluation of Adults.
MCD-2023-0236	11/2/23			ND (BWC) (x2)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	05/23/2025	Closed	06/17/2025	Failed to comply with multiple directives to upload BWC videos within 72 hours, in violation of DGO 10.11.03.H.1. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0020	1/29/24			CU	Improper Conduct	09/03/2024	Admonishment, Retraining	05/14/2025	Closed	06/17/2025	Was not professional or respectful towards a subordinate, in violation of DGO 2.01, Rule 7.
MCD-2024-0020	1/29/24			CU	Insufficient Evidence	03/31/2025	No Further Action	03/31/2025	Closed	06/17/2025	Was in violation of the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2024-0029	2/5/24			ND (BWC)	Improper Conduct	11/25/2024	PIP, Retraining, Suspension (1 day)	05/15/2025; 06/04/2025	Closed	06/02/2025	Failed to properly tag BWC videos on multiple occasions, in violation of DGO 10.11.03.H.2.

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MCD-2024-0081	4/8/24			ND (BWC) (x2)	Improper Conduct	02/10/2025	PIP, Retraining, Written Reprimand	06/11/2025	Closed	06/20/2025	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2024-0088	4/23/24			ND	Insufficient Evidence	06/02/2025	No Further Action	06/02/2025	Closed	06/03/2025	Made HRMS entries for employee outside of their command, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0088	4/23/24			ND	Proper Conduct	06/02/2025	No Further Action	06/02/2025	Closed	06/03/2025	Failed to follow directives regarding HRMS scheduling, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0095	4/10/24			FTA (Range)	Improper Conduct	03/27/2025	Retraining, Written Reprimand	05/27/2025	Closed	06/17/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states, "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0114	5/20/24			Inappropriate Comments	Improper Conduct	04/07/2025	Retraining, Suspension (1 day)	05/19/2025; 04/30/2026	Closed	06/02/2025	Made an inappropriate comment in front of subordinates, in violation of DGO 2.01, Rule 1 - Misconduct.

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MCD-2024-0149	7/2/24			CU (x4), ND (x2)	Insufficient Evidence/ Proper Conduct	06/02/2025	No Further Action	06/02/2025	Closed	06/03/2025	Regularly arrives to work late and leaves early, in violation of DGO 2.01.03, Rule 4. Accepted gifts while attending special events, in violation of DGO 2.01.03, Rule 27 and the San Francisco Police Commission and Police Department Statement of Incompatible Activities. Doesn't wear proper uniform, in violation of DGO 2.01.03, Rule 1. Is in a romantic relationship with a supervisor, in violation of DN 23-155. Is compensated for like work pay but does not perform any of the associated duties. Had to be told multiple times over multiple months to wear proper uniform, in violation of DGO 2.01.03, Rule 14.
MCD-2024-0149	7/2/24			ND	Insufficient Evidence	06/02/2025	No Further Action	06/02/2025	Closed	06/03/2025	Failed to perform duties as a supervisor upon being notified of a member's violation of the General Orders, in violation of DGO 1.06.
MCD-2024-0155	7/9/24	00060029-24		ND	Proper Conduct	06/23/2025	No Further Action	06/23/2025	Closed	06/23/2025	Failed to assign a case to be investigated, in violation of DGO 2.01.03, Rule 1 (e) Neglect of Duty.
MCD-2024-0185	8/13/24			ND (BWC)	Improper Conduct	03/03/2025	PIP, Retraining, Written Reprimand	06/11/2025	Closed	06/25/2025	Failed to properly tag BWC videos, in violation of DGO 10.11.03.H.2 (BWC Procedures - Storage and Use of Recordings).

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MCD-2024-0236	11/12/24			FTA (Range)	Improper Conduct	05/19/2025	Admonishment, Retraining	05/29/2025	Closed	06/02/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualifications is a violation of DGO 2.01 Rule 5, Performing Duties (Written Orders).
MCD-2024-0237	11/12/24			FTA (Range)	Improper Conduct	05/19/2025	Admonishment, Retraining	05/27/2025	Closed	06/20/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualifications is a violation of DGO 2.01 Rule 5, Performing Duties (Written Orders).
MCD-2024-0257	12/26/24			FTA (Range)	Improper Conduct	05/19/2025	Admonishment, Retraining	01/15/2025	Closed	06/20/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualifications is a violation of DGO 2.01 Rule 5, Performing Duties (Written Orders).
MCD-2025-0004	1/7/25			ND (BWC)	Proper Conduct	06/04/2025	No Further Action	06/04/2025	Closed	06/25/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.

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MCD-2025-0023	1/16/25			FTA (Range)	Unfounded	06/16/2025	No Further Action	06/16/2025	Closed	06/16/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualifications is a violation of DGO 2.01 Rule 5, Performing Duties (Written Orders).
MCD-2025-0043	2/3/25			ND	Proper Conduct	06/02/2025	No Further Action	06/02/2025	Closed	06/03/2025	Did not respond to a citizen who inquired via email on how to file a complaint, in violation of DGO 2.05 - Citizen Complaints Against Non-Sworn Members.
MCD-2025-0053	2/19/25			ND	Proper Conduct	06/16/2025	No Further Action	06/16/2025	Closed	06/16/2025	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0054	2/19/25			ND	Proper Conduct	06/16/2025	No Further Action	06/16/2025	Closed	06/16/2025	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0063	3/3/25			FTA (Range)	Unfounded	06/12/2025	No Further Action	06/12/2025	Closed	06/16/2025	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5, Performing Duties.
MCDO-2020-0052	5/26/22	00045272-20	11/17/20	ND	Improper Conduct	08/25/2022	Retraining	05/30/2025	Closed	06/18/2025	Failed to utilize de-escalation techniques such as time and distance, which resulted in an Officer-Involved Shooting. Failed to issue warnings before deploying ERIW, DGO 5.01.

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MCDO-2020-0052	5/26/22	00045272-20	11/17/20	ND, ND (BWC)	Proper Conduct	08/25/2022	Retraining	09/02/2022	Closed	06/18/2025	Failed to utilize de-escalation techniques such as time and distance, which resulted in an Officer-Involved Shooting. Deactivated Body-worn camera during the incident, DGO 10.11, as modified by DB 18-256.
MCDO-2020-0052	5/26/22	00045272-20	11/17/20	ND, ND (BWC)	Improper Conduct	08/25/2022	Retraining, Written Reprimand	09/04/2024	Closed	06/18/2025	Failed to issue the ERIW warning, DGO 5.01. Activated Body-worn camera long after becoming involved in the incident, DGO 10.11, as modified by DB 18-256.
MCDO-2020-0052	5/26/22	00045272-20	11/17/20	ND, UOF	Proper Conduct	08/25/2022	Retraining	09/02/2022	Closed	06/18/2025	Failed to utilize de-escalation techniques such as time and distance, which resulted in an Officer-Involved Shooting, DGO 5.01. Discharged firearm without reasonable care for the public, DGO 5.01.
MCDO-2020-0052	5/26/22	00045272-20	11/17/20	ND	Proper Conduct	08/25/2022	Retraining	09/02/2022	Closed	06/18/2025	Failed to utilize de-escalation techniques such as time and distance, which resulted in an Officer-Involved Shooting, DGO 5.01.
MCDO-2020-0052	5/26/22	00045272-20	11/17/20	ND (BWC)	Improper Conduct	08/25/2022	Retirement	04/25/2022	Closed	06/18/2025	Failed to activate body-worn camera, DGO 10.11, as modified by DB 18-256.
MCDO-2021-0024	3/9/22	00045797-21	2/24/21	ND, UA (x2)	Policy Failure/ Insufficient Evidence	05/11/2022	No Further Action	05/11/2022	Closed	06/20/2025	Conducted an improper search or seizure. Made an arrest without cause. Failed to comply with SFPD DGO 5.08 Non-Uniformed Officers.
MCDO-2021-0024	3/9/22	00045797-21	2/24/21	ND, Searching a Vehicle, UA (x3)	Dismissed	05/17/2023	Board Police Commission	05/17/2023	Closed	06/20/2025	Detained a person without justification. Searched a person without justification. Searched a vehicle without justification. Made an arrest without cause. Failed to comply with DGO 5.08 when conducting a traffic stop as a non -uniformed officer without justification.

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MCDO-2021-0024	3/9/22	00045797-21	2/24/21	ND (SDCS), Writing an Inaccurate/ Incomplete Incident Report	Improper Conduct	05/11/2022	Board Police Commission, Retraining, Written Reprimand	05/17/2023; 05/29/2025	Closed	06/20/2025	Submitted an inaccurate or negligently prepared report. Failed to enter stop data into the Stop Data Collection System (SDCS) in violation of DN 20-141.
MCDO-2021-0024	3/9/22	00045797-21	2/24/21	ND, UA (x2)	Policy Failure/ Insufficient Evidence	05/11/2022	No Further Action	05/11/2022	Closed	06/20/2025	Conducted an improper search or seizure. Made an arrest without cause. Failed to comply with SFPD DGO 5.08 Non-Uniformed Officers.
MCDO-2021-0024	3/9/22	00045797-21	2/24/21	ND, Searching a Vehicle, UA (x3)	Dismissed	05/17/2023	Board Police Commission	05/17/2023	Closed	06/20/2025	Detained a person without justification. Searched a person without justification. Searched a vehicle without justification. Made an arrest without cause. Failed to comply with DGO 5.08 when conducting a traffic stop as a non-uniformed officer without justification.
MCDO-2021-0024	3/9/22	00045797-21	2/24/21	ND (SDCS)	Improper Conduct	05/11/2022	Board Police Commission, Retraining, Written Reprimand	05/17/2023; 05/28/2025	Closed	06/20/2025	Failed to enter stop data into the Stop Data Collection System (SDCS) in violation of DN 20-141.
MCDO-2022-0060	3/19/24	00051895-22	8/17/22	Computer/CAD/CLETS Misuse	Proper Conduct	05/20/2025	No Further Action	05/20/2025	Closed	06/18/2025	Inappropriately accessed a database or confidential information (DGO 2.01, Rules 9, 10, 48 & 49).
MCDO-2023-0023	1/23/24	00054110-23	2/22/23	Failure To Write An Incident Report	Improper Conduct	02/15/2024	Retraining, Written Reprimand	10/14/2024	Closed	06/20/2025	Failure to prepare an incident report (DGO 2.01, Rule 25).
MCDO-2023-0023	1/23/24	00054110-23	2/22/23	Failure To Write An Incident Report	Improper Conduct	02/15/2024	Retraining, Written Reprimand	10/12/2024	Closed	06/20/2025	Failure to prepare an incident report (DGO 2.01, Rule 25).



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MCDO-2023-0023	1/23/24	00054110-23	2/22/23	Failure To Write An Incident Report	Improper Conduct	02/15/2024	Admonishment, Retraining	02/27/2024	Closed	06/20/2025	Failure to prepare an incident report (DGO 2.01, Rule 25).
MCDO-2023-0023	1/23/24	00054110-23	2/22/23	Failure To Write An Incident Report	Improper Conduct	02/15/2024	Retraining, Written Reprimand	10/01/2024	Closed	06/20/2025	Failure to prepare an incident report (DGO 2.01, Rule 25).
MCDO-2023-0023	1/23/24	00054110-23	2/22/23	ND, Use of Profanity	Improper Conduct	02/15/2024	PIP, Retraining, Suspension (1 day)	02/29/2024; 04/11/2024	Closed	06/20/2025	Use of profanity (DGO 2.01, Rule 14). Failure to comply with Stop Data Collection Requirements (DB 21-062).
MCDO-2023-0026	1/29/24	00054312-23	3/28/23	CU, UA	Improper Conduct	03/18/2024	Retraining, Suspension (1 day and 1 held in abeyance)	06/07/2025; 06/25/2025; 05/28/2026	Closed	06/18/2025	Engaged in an Improper Search or Seizure of a Person, Property, Vehicle, or Location; Improper Entry (DGO 5.03). Behaved or spoke inappropriately and failed to promptly provide name and star number (DGO 2.01, Rule 9 & 14).
MCDO-2023-0026	1/29/24	00054312-23	3/28/23	Failure To Properly Supervise, UOF	Proper Conduct	05/20/2025	No Further Action	05/20/2025	Closed	06/18/2025	Failed to properly supervise as an FTO (DGO 1.04). Unauthorized use of force (DGO 5.01).
MCDO-2023-0042	8/25/23	00056495-23	8/25/23	Failure To Take Required Action	Improper Conduct	07/08/2024	Admonishment, Retraining	04/24/2025	Closed	06/25/2025	Failed to take required action (DN 22-122).
MCDO-2023-0044	5/2/24	00055921-23	7/14/23	Failure To Properly Investigate	Improper Conduct	06/17/2024	Resignation	01/26/2025	Closed	06/17/2025	Failure to properly investigate (DGO 2.01, Rule 9).
MCDO-2023-0044	5/2/24	00055921-23	7/14/23	UA	Proper Conduct	03/04/2025	Resignation	01/26/2025	Closed	06/17/2025	Towing without cause (DGO 9.06).
MCDO-2023-0048	5/28/24	00056644-23	9/8/23	ND (BWC)	Proper Conduct	04/08/2025	No Further Action	04/08/2025	Closed	06/17/2025	Failed to activate body-worn camera as required (DGO 10.11 & DN 23-045).
MCDO-2023-0048	5/28/24	00056644-23	9/8/23	ND (BWC)	Improper Conduct	08/05/2024	Admonishment, Retraining	05/15/2025	Closed	06/17/2025	Failed to activate body-worn camera as required (DGO 10.11 & DN 23-045).
MCDO-2024-0019	3/25/25	00060272-24	6/29/24	CU	Proper Conduct	04/28/2025	Counseling	06/11/2025	Closed	06/20/2025	Displayed threatening, intimidating or harassing behavior (DGO 2.01).

## Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

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

CVC – California Vehicle Code

DB – Department Bulletin

DGO – Department General Order

DM – Department Manual

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

MOU – Memorandum of Understanding

MRF – Member Response Form

ND – Neglect of Duty

ICD – In Custody Death

OC – Oleoresin Capsicum (pepper spray)

OID – Officer Involved Discharge (of Firearm)

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney’s Office

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/Excessive or Unnecessary Force