

Internal Affairs Division

Quarterly
Report
Q2 2025



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




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San Francisco Police Department Employee Demographics

| Bureau | | |
|-----------------------------|-------|--------|
| Administration Bureau | 432 | 15.3% |
| Airport Bureau | 385 | 13.6% |
| Bureau of Investigations | 351 | 12.4% |
| Chief of Staff | 93 | 3.3% |
| Chief's Office | 41 | 1.5% |
| Field Operations Bureau | 1,256 | 44.5% |
| Special Operations Bureau | 168 | 6.0% |
| Strategic Management Bureau | 95 | 3.4% |
| Total | 2,821 | 100.0% |

| Race/Ethnicity | | |
|----------------|-------|--------|
| Asian | 840 | 29.8% |
| Black | 248 | 8.8% |
| Hispanic | 518 | 18.4% |
| Other/Unknown | 59 | 2.1% |
| White | 1,156 | 41.0% |
| Total | 2,821 | 100.0% |

San Francisco Police Department Employee Demographics

| Age Group | | |
|-----------|-------|--------|
| 18-29 | 212 | 7.5% |
| 30-39 | 764 | 27.1% |
| 40-49 | 789 | 28.0% |
| 50-59 | 659 | 23.4% |
| 60+ | 397 | 14.1% |
| Total | 2,821 | 100.0% |

| Gender | | |
|--------|-------|--------|
| Male | 2,158 | 76.5% |
| Female | 663 | 23.5% |
| Total | 2,821 | 100.0% |

San Francisco Police Department Employee Demographics

| Tenure Group | | |
|--------------|-------|--------|
| 0-5 | 506 | 17.9% |
| 6-10 | 718 | 25.5% |
| 11-15 | 335 | 11.9% |
| 16-20 | 496 | 17.6% |
| 21-25 | 297 | 10.5% |
| Over 25 | 469 | 16.6% |
| Total | 2,821 | 100.0% |

| Member Status | | |
|--------------------|-------|--------|
| Sworn | 1,868 | 66.2% |
| Professional Staff | 953 | 33.8% |
| Total | 2,821 | 100.0% |

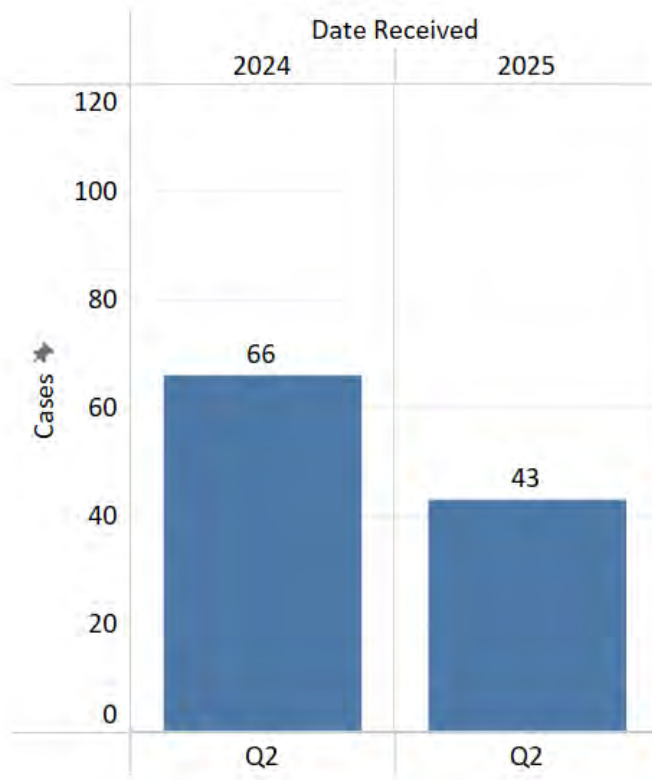
Opened Cases

| | | Date Received |
|------|-----------|---------------|
| | | Q2 |
| 2024 | IAD Cases | 66 |
| 2025 | IAD Cases | 43 |

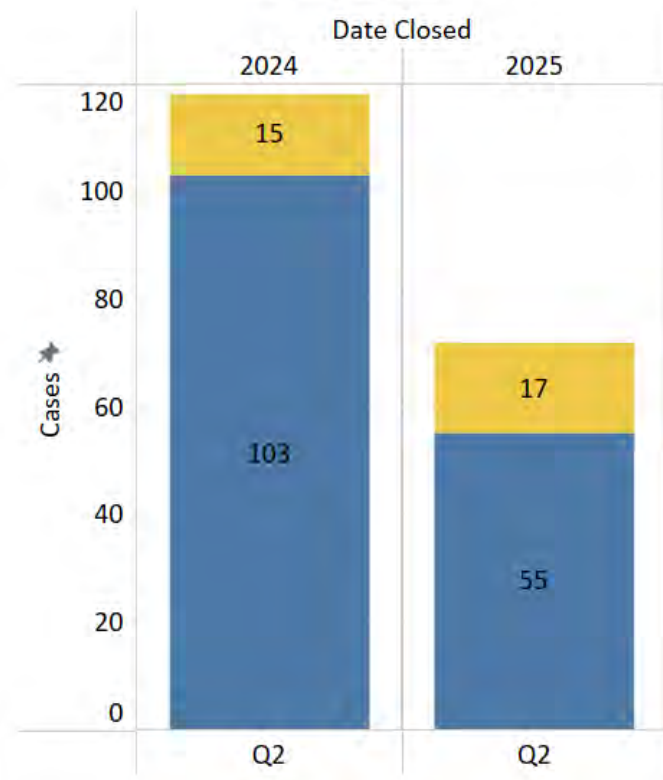
Closed Cases

| | | Date Closed |
|------|-----------|-------------|
| | | Q2 |
| 2024 | DPA Cases | 15 |
| | IAD Cases | 103 |
| | Total | 118 |
| 2025 | DPA Cases | 17 |
| | IAD Cases | 55 |
| | Total | 72 |

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

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

Opened Cases – Q2 2025

Number of Allegations

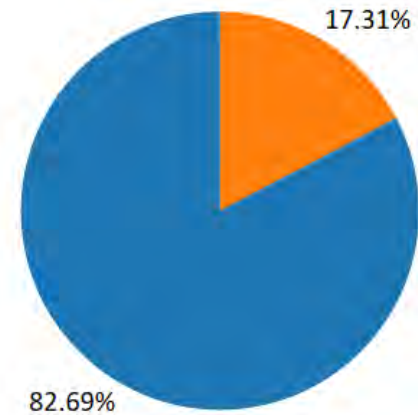
| Allegation Type | Number of Allegations | % of Total Allegations |
|---|-----------------------|------------------------|
| Conduct Unbecoming an Officer/Member | 19 | 28.36% |
| Failure to Appear, Range | 16 | 23.88% |
| Neglect Of Duty, General | 15 | 22.39% |
| Neglect of Duty, Body Worn Camera | 6 | 8.96% |
| Neglect of Duty, Lost Property | 5 | 7.46% |
| DUI | 3 | 4.48% |
| Unwarranted Action | 1 | 1.49% |
| Failure To Write An Incident Report | 1 | 1.49% |
| Failure To Follow Proper Procedures As Detailed | 1 | 1.49% |
| Total Allegations | 67 | 100.00% |

Opened Cases – Q2 2025

Number of Employees by Member Status

| Member Status | |
|--------------------|----|
| PROFESSIONAL STAFF | 9 |
| SWORN | 43 |
| Grand Total | 52 |

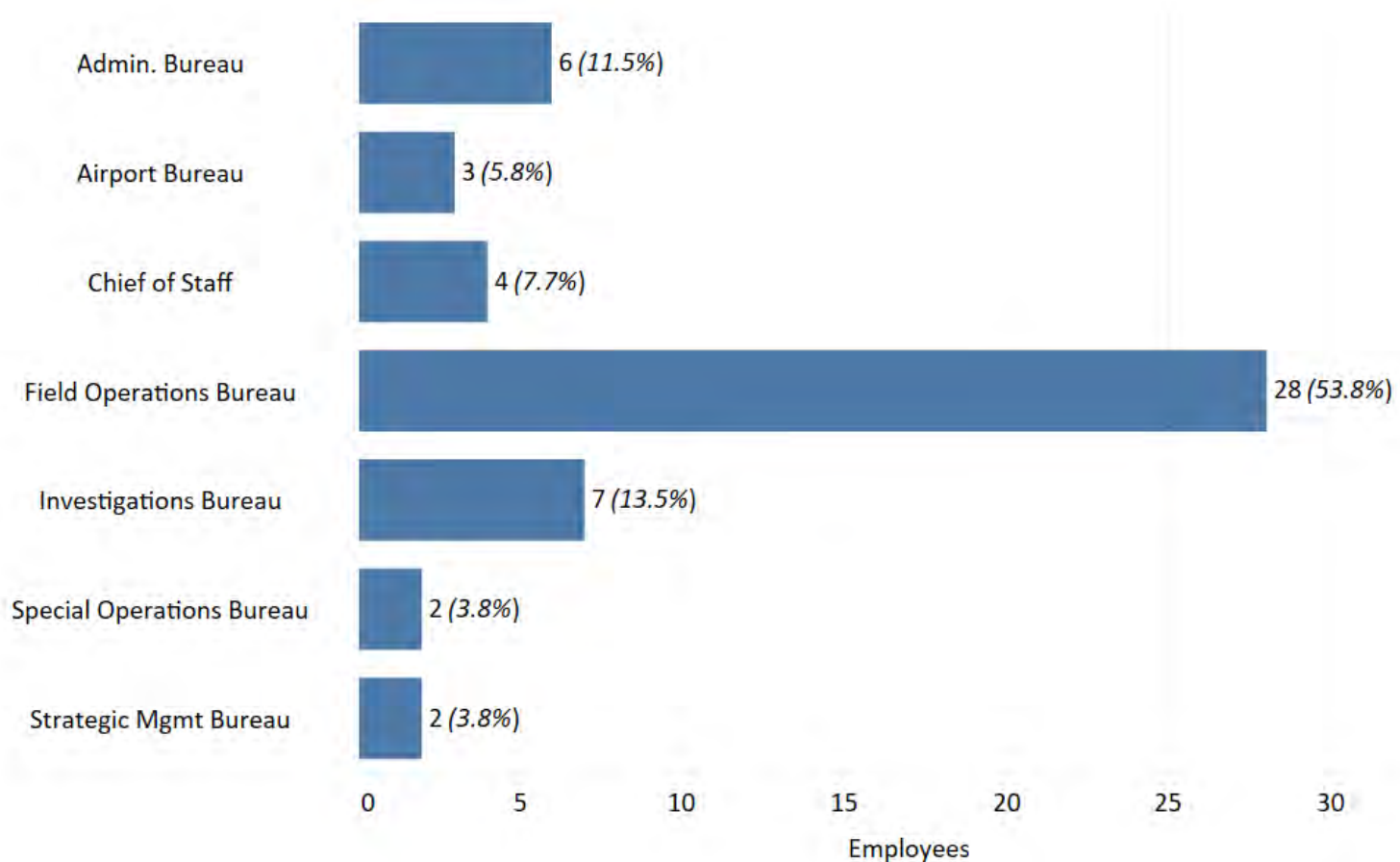
Member Status
PROFESSIONAL STAFF
SWORN



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

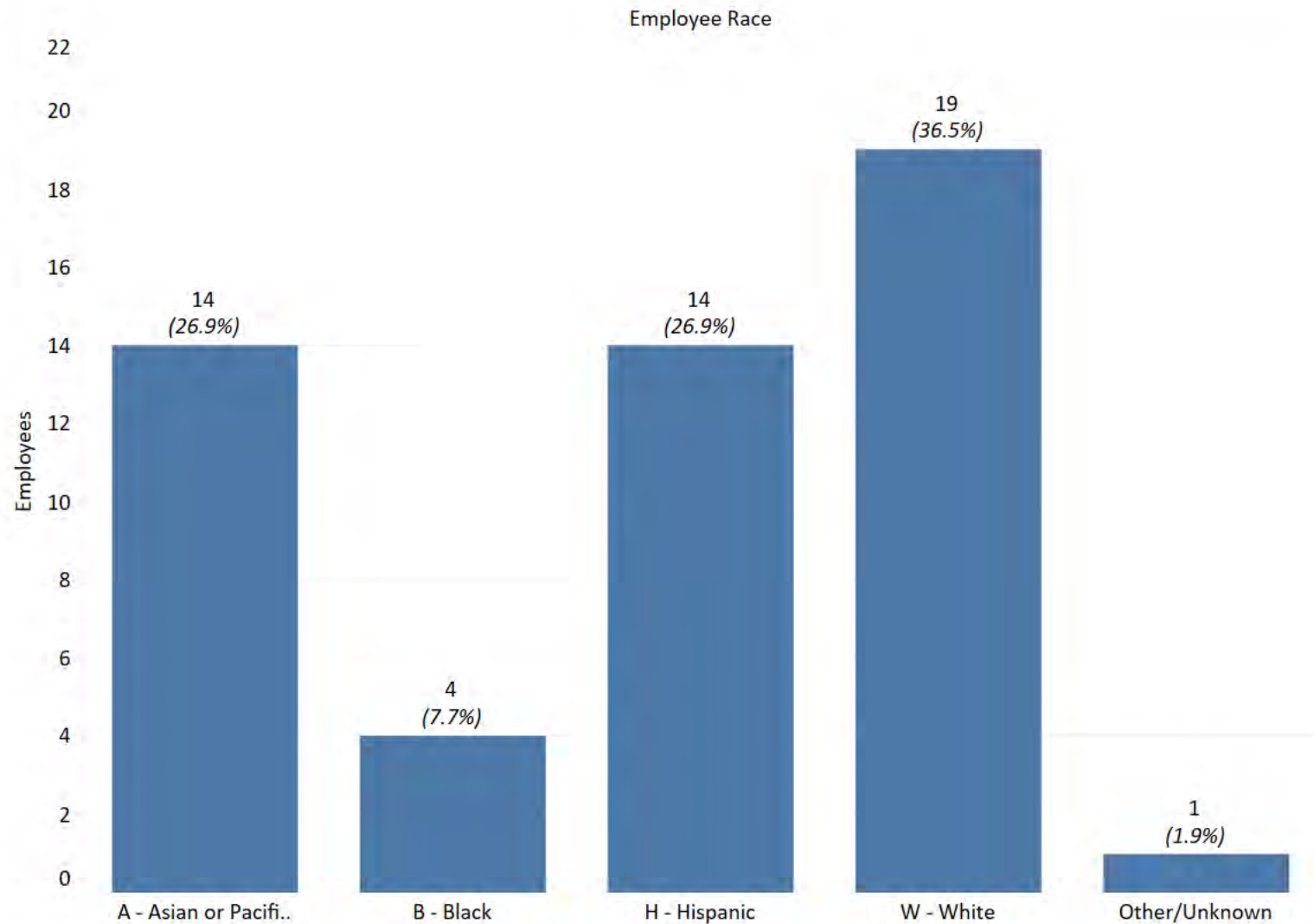
Opened Cases – Q2 2025

Number of Employees by Bureau



Opened Cases – Q2 2025

Number of Employees by Race

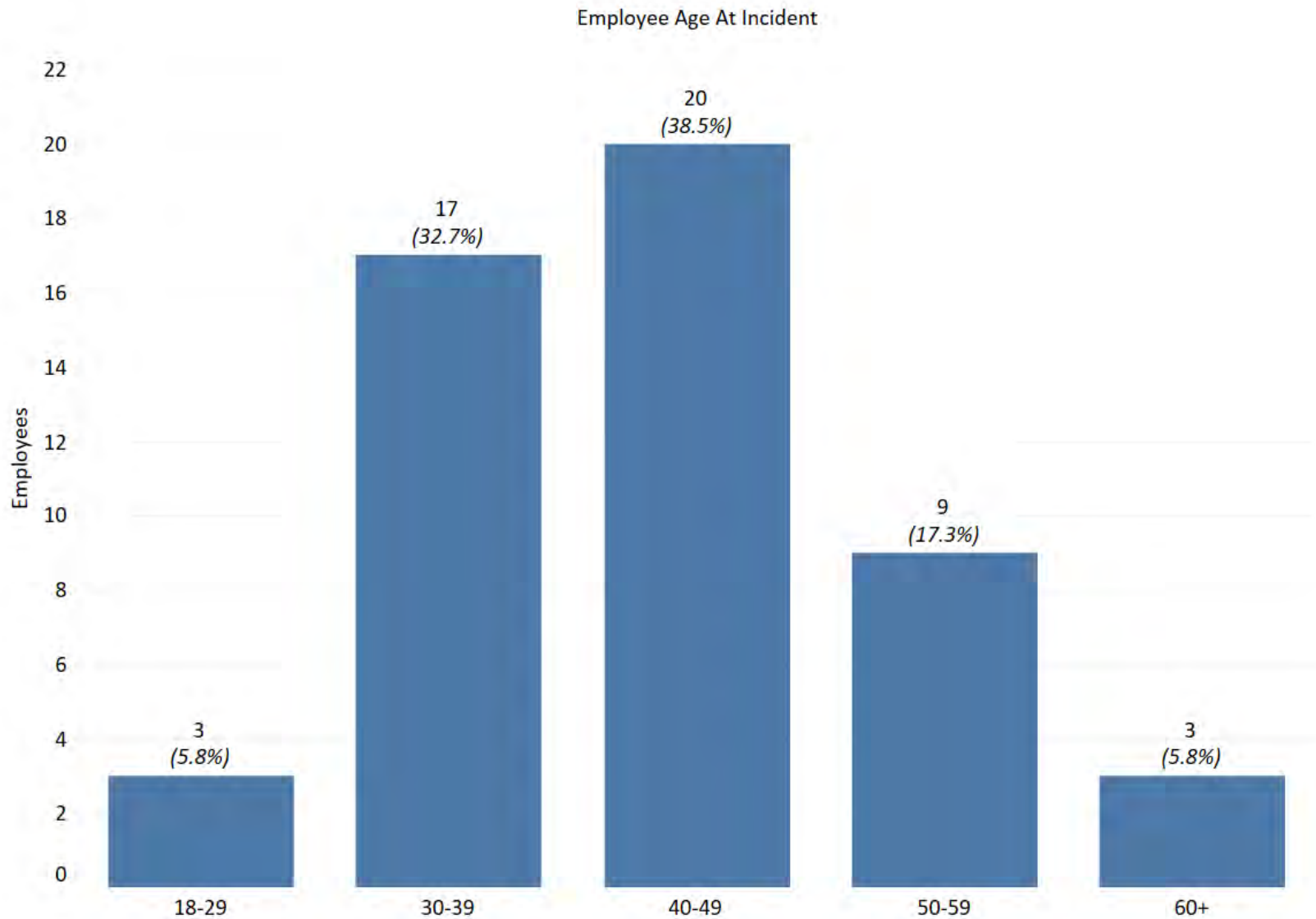


*The Other/Unknown category includes employees whose race does not fall within any other available category

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

Opened Cases – Q2 2025

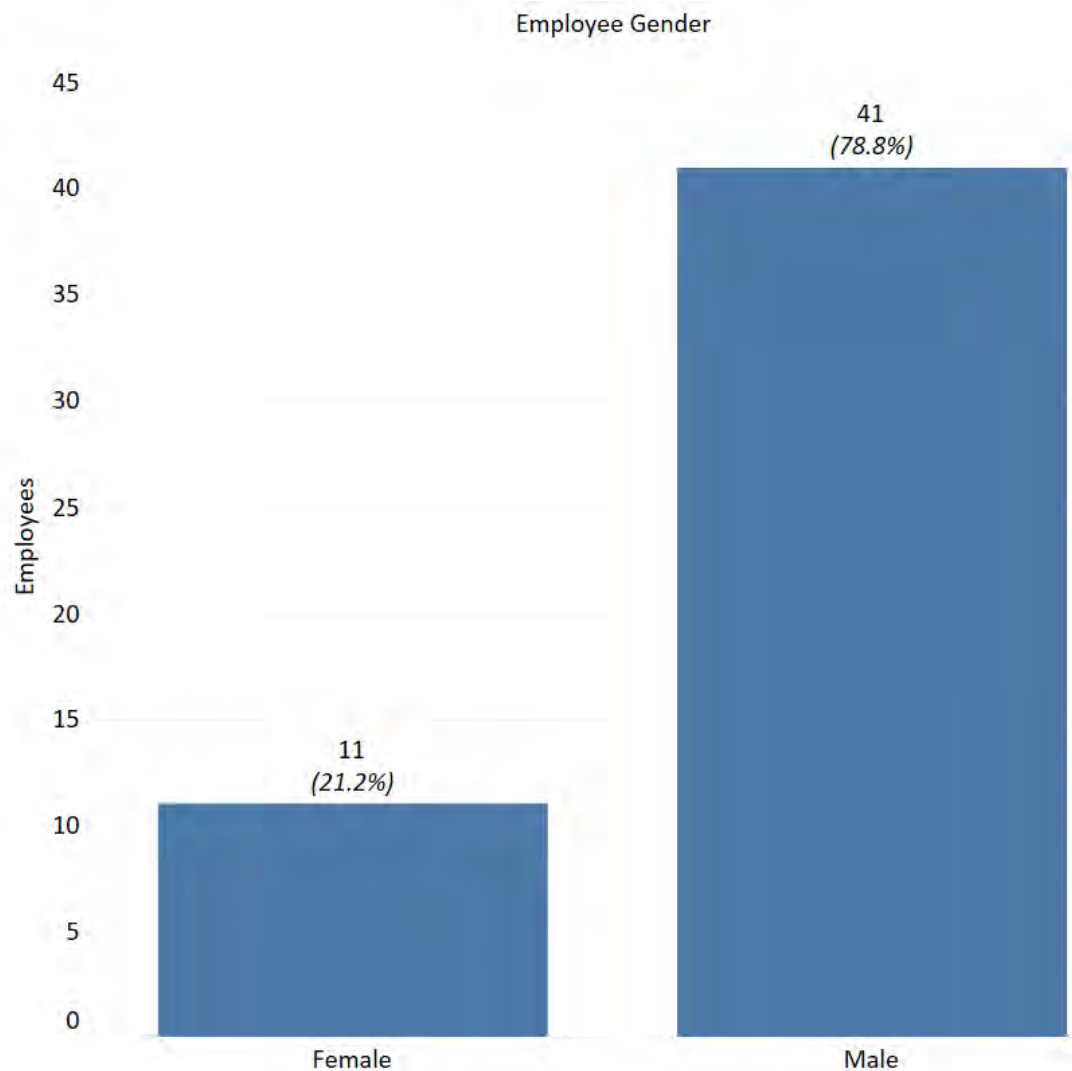
Number of Employees by Age Group



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

Opened Cases – Q2 2025

Number of Employees by Gender

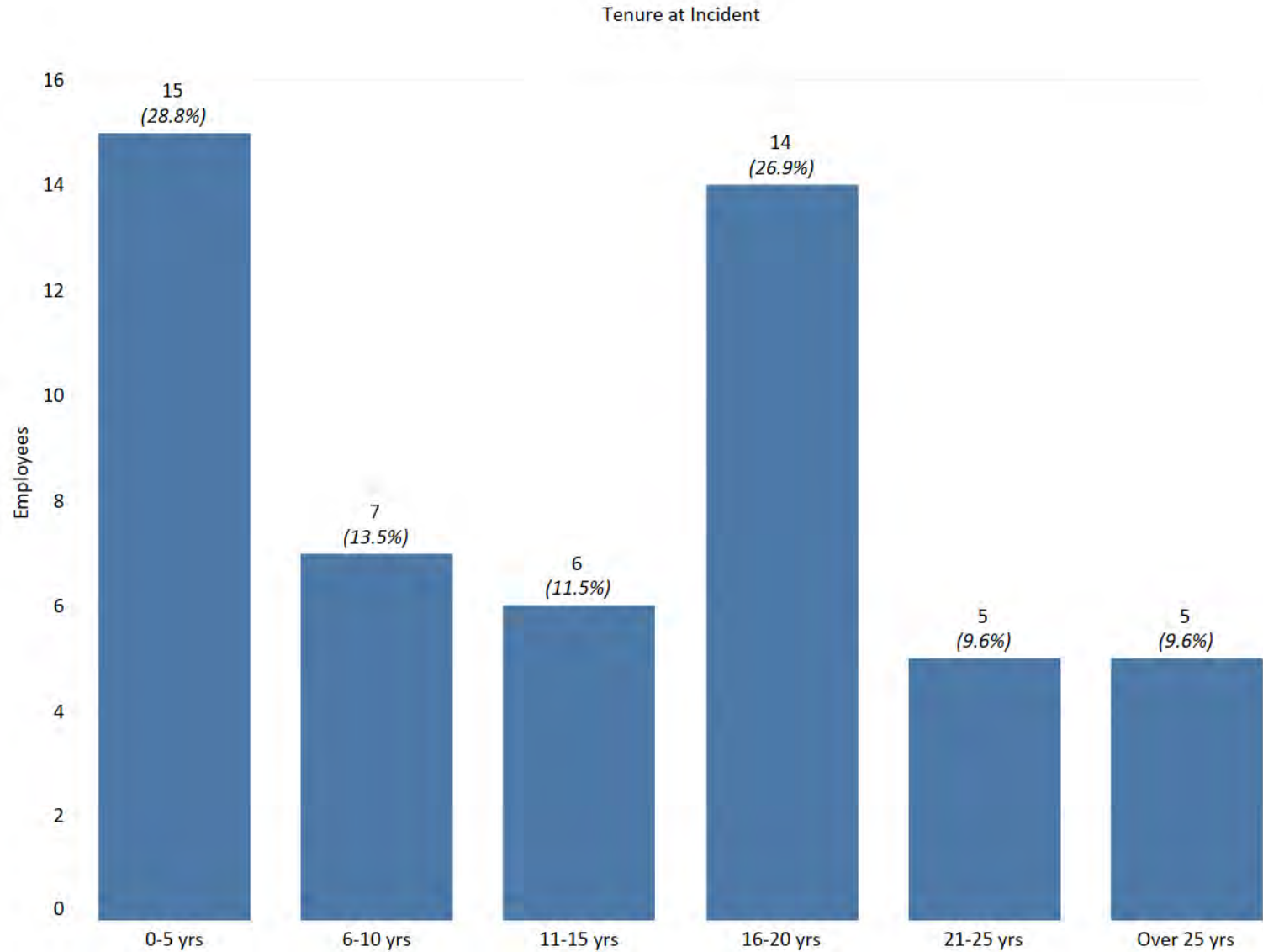


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q2 2025

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

Opened Cases – Q2 2025

Number of Employees by Tenure



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



CLOSED CASES - FINDINGS

*San Francisco Police Department - Internal Affairs Division -
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Closed Cases – Q2 2025

Overall Breakdown of Findings

| | Number of Findings | % of Total Findings |
|-----------------------|--------------------|---------------------|
| Proper Conduct | 131 | 47.99% |
| Improper Conduct | 83 | 30.40% |
| Insufficient Evidence | 28 | 10.26% |
| Allegation Dismissed | 13 | 4.76% |
| Unfounded | 7 | 2.56% |
| Policy Failure | 7 | 2.56% |
| Training Failure | 2 | 0.73% |
| Exceptional Clearance | 2 | 0.73% |
| Total Findings | 273 | 100.00% |

*Employees may have multiple allegations and findings, above table represents 106 employees

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

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – Q2 2025

Findings by Bureau

| | Admin. Bureau | Airport Bureau | Chief of Staff | Field Operations Bureau | Investigations Bureau | Other/Unknown | Special Operations Bureau | Strategic Mgmt Bureau | Grand Total |
|-----------------------|---------------|----------------|----------------|-------------------------|-----------------------|---------------|---------------------------|-----------------------|---------------|
| Allegation Dismissed | | | | 13 (4.76%) | | | | | 13 (4.76%) |
| Exceptional Clearance | | | | 1 (0.37%) | | | 1 (0.37%) | | 2 (0.73%) |
| Improper Conduct | 3 (1.10%) | 2 (0.73%) | | 69 (25.27%) | 7 (2.56%) | 1 (0.37%) | 1 (0.37%) | | 83 (30.40%) |
| Insufficient Evidence | | | | 23 (8.42%) | | 1 (0.37%) | 4 (1.47%) | | 28 (10.26%) |
| Policy Failure | | | | 7 (2.56%) | | | | | 7 (2.56%) |
| Proper Conduct | 2 (0.73%) | 12 (4.40%) | 2 (0.73%) | 109 (39.93%) | 1 (0.37%) | | 4 (1.47%) | 1 (0.37%) | 131 (47.99%) |
| Training Failure | | | | 2 (0.73%) | | | | | 2 (0.73%) |
| Unfounded | 1 (0.37%) | 1 (0.37%) | 1 (0.37%) | 3 (1.10%) | 1 (0.37%) | | | | 7 (2.56%) |
| Grand Total | 6 (2.20%) | 15 (5.49%) | 3 (1.10%) | 227 (83.15%) | 9 (3.30%) | 2 (0.73%) | 10 (3.66%) | 1 (0.37%) | 273 (100.00%) |

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

*Employees may have multiple allegations and findings, above table represents 106 employees

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

Closed Cases – Q2 2025

Findings by Race

| | A - Asian or Pacific Islander | B - Black | H - Hispanic | Other/Unkno.. | W - White | Grand Total |
|-----------------------|----------------------------------|------------|--------------|---------------|--------------|---------------|
| Allegation Dismissed | | | | | 13 (4.76%) | 13 (4.76%) |
| Exceptional Clearance | | 1 (0.37%) | | | 1 (0.37%) | 2 (0.73%) |
| Improper Conduct | 17 (6.23%) | 4 (1.47%) | 15 (5.49%) | 3 (1.10%) | 44 (16.12%) | 83 (30.40%) |
| Insufficient Evidence | 3 (1.10%) | 2 (0.73%) | 3 (1.10%) | | 20 (7.33%) | 28 (10.26%) |
| Policy Failure | 1 (0.37%) | | 2 (0.73%) | 1 (0.37%) | 3 (1.10%) | 7 (2.56%) |
| Proper Conduct | 45 (16.48%) | 4 (1.47%) | 22 (8.06%) | | 60 (21.98%) | 131 (47.99%) |
| Training Failure | | | | 1 (0.37%) | 1 (0.37%) | 2 (0.73%) |
| Unfounded | 2 (0.73%) | | 2 (0.73%) | | 3 (1.10%) | 7 (2.56%) |
| Grand Total | 68 (24.91%) | 11 (4.03%) | 44 (16.12%) | 5 (1.83%) | 145 (53.11%) | 273 (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 106 employees

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

Closed Cases – Q2 2025

Findings by Age

| | 18-29 | 30-39 | 40-49 | 50-59 | 60+ | Grand Total |
|-----------------------|-------------|-------------|-------------|-------------|-----------|---------------|
| Allegation Dismissed | 5 (1.83%) | 8 (2.93%) | | | | 13 (4.76%) |
| Exceptional Clearance | 1 (0.37%) | 1 (0.37%) | | | | 2 (0.73%) |
| Improper Conduct | 21 (7.69%) | 34 (12.45%) | 18 (6.59%) | 9 (3.30%) | 1 (0.37%) | 83 (30.40%) |
| Insufficient Evidence | 3 (1.10%) | 8 (2.93%) | 8 (2.93%) | 6 (2.20%) | 3 (1.10%) | 28 (10.26%) |
| Policy Failure | 1 (0.37%) | 3 (1.10%) | 3 (1.10%) | | | 7 (2.56%) |
| Proper Conduct | 35 (12.82%) | 42 (15.38%) | 10 (3.66%) | 42 (15.38%) | 2 (0.73%) | 131 (47.99%) |
| Training Failure | | 2 (0.73%) | | | | 2 (0.73%) |
| Unfounded | | | 3 (1.10%) | 3 (1.10%) | 1 (0.37%) | 7 (2.56%) |
| Grand Total | 66 (24.18%) | 98 (35.90%) | 42 (15.38%) | 60 (21.98%) | 7 (2.56%) | 273 (100.00%) |

*Employees may have multiple allegations and findings, above table represents 106 employees

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

Closed Cases – Q2 2025

Findings by Gender

| | Employee Gender | | Grand Total |
|-----------------------|-----------------|--------------|---------------|
| | Female | Male | |
| Allegation Dismissed | | 13 (4.76%) | 13 (4.76%) |
| Exceptional Clearance | | 2 (0.73%) | 2 (0.73%) |
| Improper Conduct | 5 (1.83%) | 78 (28.57%) | 83 (30.40%) |
| Insufficient Evidence | 6 (2.20%) | 22 (8.06%) | 28 (10.26%) |
| Policy Failure | | 7 (2.56%) | 7 (2.56%) |
| Proper Conduct | 11 (4.03%) | 120 (43.96%) | 131 (47.99%) |
| Training Failure | | 2 (0.73%) | 2 (0.73%) |
| Unfounded | 3 (1.10%) | 4 (1.47%) | 7 (2.56%) |
| Grand Total | 25 (9.16%) | 248 (90.84%) | 273 (100.00%) |

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q2 2025

*Employees may have multiple allegations and findings, above table represents 106 employees

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

Closed Cases – Q2 2025

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 | 13 (4.76%) | | | | | | 13 (4.76%) |
| Exceptional Clearance | 1 (0.37%) | | 1 (0.37%) | | | | 2 (0.73%) |
| Improper Conduct | 28 (10.26%) | 35 (12.82%) | 7 (2.56%) | 8 (2.93%) | 3 (1.10%) | 2 (0.73%) | 83 (30.40%) |
| Insufficient Evidence | 5 (1.83%) | 2 (0.73%) | 11 (4.03%) | 6 (2.20%) | 3 (1.10%) | 1 (0.37%) | 28 (10.26%) |
| Policy Failure | 2 (0.73%) | 4 (1.47%) | 1 (0.37%) | | | | 7 (2.56%) |
| Proper Conduct | 48 (17.58%) | 13 (4.76%) | 28 (10.26%) | 27 (9.89%) | 14 (5.13%) | 1 (0.37%) | 131 (47.99%) |
| Training Failure | | 2 (0.73%) | | | | | 2 (0.73%) |
| Unfounded | 1 (0.37%) | | 1 (0.37%) | 1 (0.37%) | 1 (0.37%) | 3 (1.10%) | 7 (2.56%) |
| Grand Total | 98 (35.90%) | 56 (20.51%) | 49 (17.95%) | 42 (15.38%) | 21 (7.69%) | 7 (2.56%) | 273 (100.00%) |

*Employees may have multiple allegations and findings, above table represents 106 employees

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

Closed Cases – Q2 2025

Findings by Member Status

| | Member Status | | Grand Total |
|-----------------------|-----------------------|--------------|---------------|
| | PROFESSIONAL STAFF | SWORN | |
| Allegation Dismissed | | 13 (4.76%) | 13 (4.76%) |
| Exceptional Clearance | | 2 (0.73%) | 2 (0.73%) |
| Improper Conduct | 2 (0.73%) | 81 (29.67%) | 83 (30.40%) |
| Insufficient Evidence | 4 (1.47%) | 24 (8.79%) | 28 (10.26%) |
| Policy Failure | | 7 (2.56%) | 7 (2.56%) |
| Proper Conduct | 6 (2.20%) | 125 (45.79%) | 131 (47.99%) |
| Training Failure | | 2 (0.73%) | 2 (0.73%) |
| Unfounded | 3 (1.10%) | 4 (1.47%) | 7 (2.56%) |
| Grand Total | 15 (5.49%) | 258 (94.51%) | 273 (100.00%) |

*Employees may have multiple allegations and findings, above table represents 106 employees

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



CLOSED CASES - ACTIONS

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

Closed Cases – Q2 2025

Actions

| | | Actions | % of Total Actions |
|----------------------------|------------------------------------|---------|-----------------------|
| Non-Disciplinary Action | 11.11 Program | 4 | 3.10% |
| | Admonishment | 14 | 10.85% |
| | Performance Improvement Plan | 13 | 10.08% |
| | Resignation | 2 | 1.55% |
| | Retirement | 1 | 0.78% |
| | Retraining | 51 | 39.53% |
| | Total | 85 | 65.89% |
| Disciplinary Action | Written Reprimand/ Written Warning | 21 | 16.28% |
| | Suspension Held in Abeyance | 12 | 9.30% |
| | Suspension (10 or less days) | 10 | 7.75% |
| | Termination | 1 | 0.78% |
| | Total | 44 | 34.11% |
| Grand Total | | 129 | 100.00% |

*Employees may receive multiple actions, above table represents 55 employees

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

*There was one case closed in Q2 2025 which had an expired 3304 GC date. This case had an Improper Conduct finding involving Neglect of Duty, Body Worn Camera (MCD-2023-0202).

Closed Cases – Q2 2025

Actions by Bureau

| | | Bureau At Incident | | | | | | |
|----------------------------|---------------------------------------|--------------------|-------------------|-------------------------------|---------------------------|---------------------------------|-------------------|----------------|
| Action Type | Action and Suspension Days | Admin. Bureau | Airport Bureau | Field Operations Bureau | Investigation s Bureau | Special Operations Bureau | Other/ Unknown | Grand Total |
| Non-Disciplinary Action | 11.11 Program | | | 4 3.10% | | | | 4 3.10% |
| | Admonishment | | 2 1.55% | 10 7.75% | 2 1.55% | | | 14 10.85% |
| | Performance Improvement Plan | | | 12 9.30% | 1 0.78% | | | 13 10.08% |
| | Resignation | | | 2 1.55% | | | | 2 1.55% |
| | Retirement | | | | | | 1 0.78% | 1 0.78% |
| | Retraining | 1 0.78% | 2 1.55% | 41 31.78% | 6 4.65% | 1 0.78% | | 51 39.53% |
| | Total | 1 0.78% | 4 3.10% | 69 53.49% | 9 6.98% | 1 0.78% | 1 0.78% | 85 65.89% |
| Disciplinary Action | Written Reprimand/ Written Warning | 1 0.78% | | 18 13.95% | 2 1.55% | | | 21 16.28% |
| | Suspension Held in Abeyance | | | 11 8.53% | | 1 0.78% | | 12 9.30% |
| | Suspension (10 or less days) | | | 8 6.20% | 2 1.55% | | | 10 7.75% |
| | Termination | 1 0.78% | | | | | | 1 0.78% |
| | Total | 2 1.55% | | 37 28.68% | 4 3.10% | 1 0.78% | | 44 34.11% |
| Grand Total | | 3 2.33% | 4 3.10% | 106 82.17% | 13 10.08% | 2 1.55% | 1 0.78% | 129 100.00% |

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

Closed Cases – Q2 2025

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 | | | | 3 2.33% | 1 0.78% | 4 3.10% |
| | Admonishment | 3 2.33% | 1 0.78% | 4 3.10% | 5 3.88% | 1 0.78% | 14 10.85% |
| | Performance Improvement Plan | 2 1.55% | | 5 3.88% | 5 3.88% | 1 0.78% | 13 10.08% |
| | Resignation | | | | 2 1.55% | | 2 1.55% |
| | Retirement | | | | 1 0.78% | | 1 0.78% |
| | Retraining | 9 6.98% | 3 2.33% | 10 7.75% | 26 20.16% | 3 2.33% | 51 39.53% |
| | Total | 14 10.85% | 4 3.10% | 19 14.73% | 42 32.56% | 6 4.65% | 85 65.89% |
| Disciplinary Action | Written Reprimand/ Written Warning | 2 1.55% | 1 0.78% | 5 3.88% | 13 10.08% | | 21 16.28% |
| | Suspension Held in Abeyance | 4 3.10% | 1 0.78% | 1 0.78% | 6 4.65% | | 12 9.30% |
| | Suspension (10 or less days) | 2 1.55% | 1 0.78% | | 5 3.88% | 2 1.55% | 10 7.75% |
| | Termination | | | 1 0.78% | | | 1 0.78% |
| | Total | 8 6.20% | 3 2.33% | 7 5.43% | 24 18.60% | 2 1.55% | 44 34.11% |
| Grand Total | | 22 17.05% | 7 5.43% | 26 20.16% | 66 51.16% | 8 6.20% | 129 100.00% |

*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 – Q2 2025

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 | 3 2.33% | | 1 0.78% | | | 4 3.10% |
| | Admonishment | 1 0.78% | 5 3.88% | 3 2.33% | 4 3.10% | 1 0.78% | 14 10.85% |
| | Performance Improvement Plan | 4 3.10% | 4 3.10% | 3 2.33% | 2 1.55% | | 13 10.08% |
| | Resignation | | 1 0.78% | 1 0.78% | | | 2 1.55% |
| | Retirement | | | 1 0.78% | | | 1 0.78% |
| | Retraining | 11 8.53% | 21 16.28% | 11 8.53% | 7 5.43% | 1 0.78% | 51 39.53% |
| | Total | 19 14.73% | 31 24.03% | 20 15.50% | 13 10.08% | 2 1.55% | 85 65.89% |
| Disciplinary Action | Written Reprimand/ Written Warning | 7 5.43% | 9 6.98% | 3 2.33% | 2 1.55% | | 21 16.28% |
| | Suspension Held in Abeyance | 1 0.78% | 7 5.43% | 3 2.33% | 1 0.78% | | 12 9.30% |
| | Suspension (10 or less days) | 3 2.33% | 2 1.55% | 5 3.88% | | | 10 7.75% |
| | Termination | 1 0.78% | | | | | 1 0.78% |
| | Total | 12 9.30% | 18 13.95% | 11 8.53% | 3 2.33% | | 44 34.11% |
| Grand Total | | 31 24.03% | 49 37.98% | 31 24.03% | 16 12.40% | 2 1.55% | 129 100.00% |

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

Closed Cases – Q2 2025

Actions by Gender

| Action Type | Action and Suspension Days | Employee Gender | | |
|-------------------------|------------------------------------|-----------------|---------------|----------------|
| | | Female | Male | Grand Total |
| Non-Disciplinary Action | 11.11 Program | | 4 3.10% | 4 3.10% |
| | Admonishment | | 14 10.85% | 14 10.85% |
| | Performance Improvement Plan | 1 0.78% | 12 9.30% | 13 10.08% |
| | Resignation | | 2 1.55% | 2 1.55% |
| | Retirement | | 1 0.78% | 1 0.78% |
| | Retraining | 3 2.33% | 48 37.21% | 51 39.53% |
| | Total | 4 3.10% | 81 62.79% | 85 65.89% |
| Disciplinary Action | Written Reprimand/ Written Warning | 2 1.55% | 19 14.73% | 21 16.28% |
| | Suspension Held in Abeyance | 1 0.78% | 11 8.53% | 12 9.30% |
| | Suspension (10 or less days) | | 10 7.75% | 10 7.75% |
| | Termination | | 1 0.78% | 1 0.78% |
| | Total | 3 2.33% | 41 31.78% | 44 34.11% |
| Grand Total | | 7 5.43% | 122 94.57% | 129 100.00% |

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

Closed Cases – Q2 2025

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 | 2 1.55% | 1 0.78% | | 1 0.78% | | | 4 3.10% |
| | Admonishment | 4 3.10% | 3 2.33% | 2 1.55% | 2 1.55% | 1 0.78% | 2 1.55% | 14 10.85% |
| | Performance Improvement Plan | 5 3.88% | 4 3.10% | 2 1.55% | 2 1.55% | | | 13 10.08% |
| | Resignation | | 2 1.55% | | | | | 2 1.55% |
| | Retirement | | | | | 1 0.78% | | 1 0.78% |
| | Retraining | 16 12.40% | 19 14.73% | 6 4.65% | 6 4.65% | 2 1.55% | 2 1.55% | 51 39.53% |
| | Total | 27 20.93% | 29 22.48% | 10 7.75% | 11 8.53% | 4 3.10% | 4 3.10% | 85 65.89% |
| Disciplinary Action | Written Reprimand/ Written Warning | 9 6.98% | 8 6.20% | 1 0.78% | 3 2.33% | | | 21 16.28% |
| | Suspension Held in Abeyance | 2 1.55% | 7 5.43% | 1 0.78% | 1 0.78% | 1 0.78% | | 12 9.30% |
| | Suspension (10 or less days) | 2 1.55% | 5 3.88% | 2 1.55% | 1 0.78% | | | 10 7.75% |
| | Termination | 1 0.78% | | | | | | 1 0.78% |
| | Total | 14 10.85% | 20 15.50% | 4 3.10% | 5 3.88% | 1 0.78% | | 44 34.11% |
| Grand Total | | 41 31.78% | 49 37.98% | 14 10.85% | 16 12.40% | 5 3.88% | 4 3.10% | 129 100.00% |

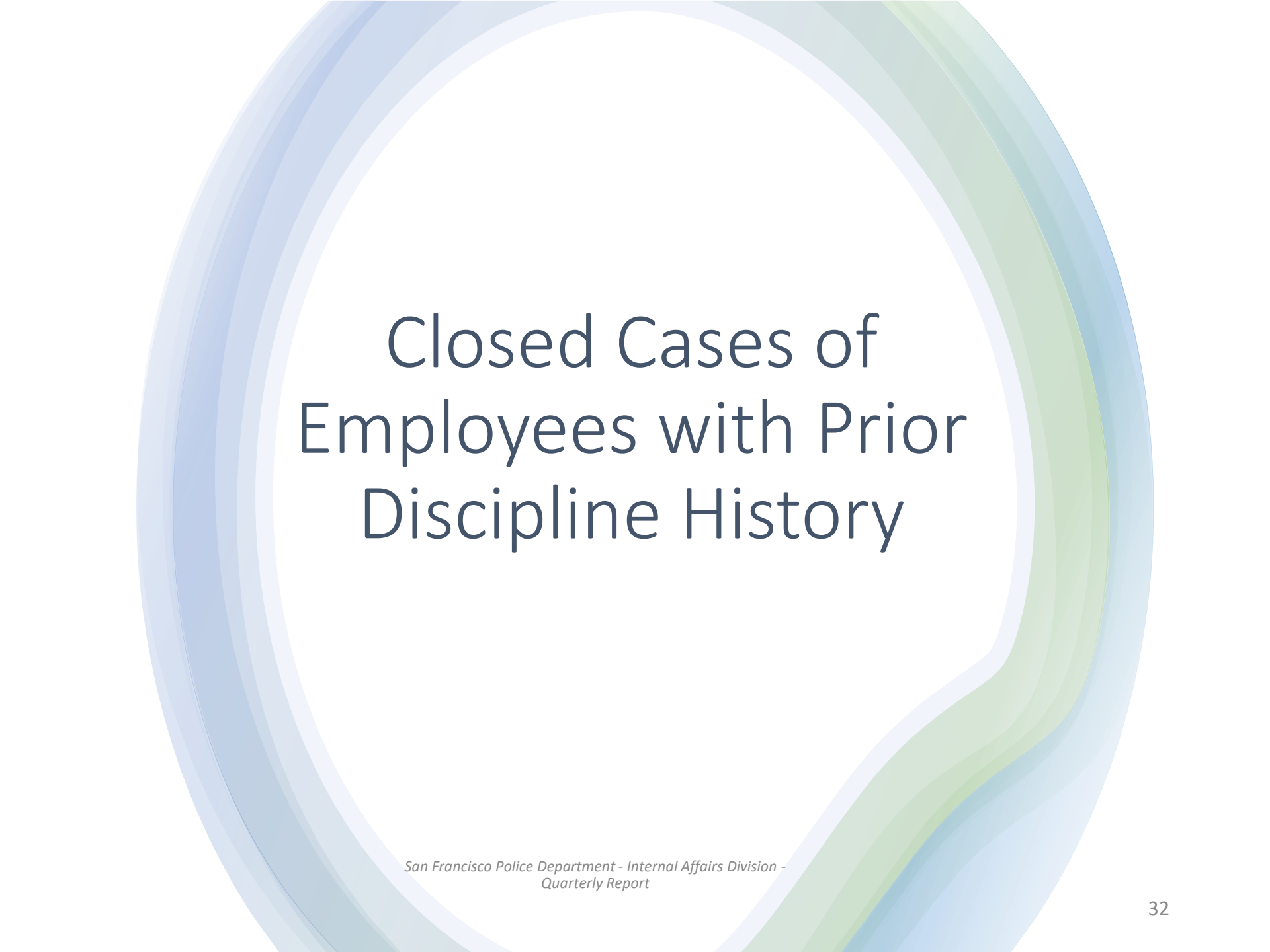
*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2025

Actions by Member Status

| Action Type | Action and Suspension Days | Member Status | | |
|----------------------------|------------------------------------|-----------------------|---------------|----------------|
| | | PROFESSIONAL STAFF | SWORN | Grand Total |
| Non-Disciplinary Action | 11.11 Program | 1 0.78% | 3 2.33% | 4 3.10% |
| | Admonishment | 1 0.78% | 13 10.08% | 14 10.85% |
| | Performance Improvement Plan | | 13 10.08% | 13 10.08% |
| | Resignation | | 2 1.55% | 2 1.55% |
| | Retirement | | 1 0.78% | 1 0.78% |
| | Retraining | 2 1.55% | 49 37.98% | 51 39.53% |
| | Total | 4 3.10% | 81 62.79% | 85 65.89% |
| Disciplinary Action | Written Reprimand/ Written Warning | | 21 16.28% | 21 16.28% |
| | Suspension Held in Abeyance | | 12 9.30% | 12 9.30% |
| | Suspension (10 or less days) | 1 0.78% | 9 6.98% | 10 7.75% |
| | Termination | | 1 0.78% | 1 0.78% |
| | Total | 1 0.78% | 43 33.33% | 44 34.11% |
| Grand Total | | 5 3.88% | 124 96.12% | 129 100.00% |

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



Closed Cases of Employees with Prior Discipline History

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

Closed Cases – Q2 2025

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

| | | Actions | % of Total Actions |
|----------------------------|------------------------------------|---------|-----------------------|
| Non-Disciplinary Action | 11.11 Program | 2 | 2.74% |
| | Admonishment | 6 | 8.22% |
| | Performance Improvement Plan | 8 | 10.96% |
| | Resignation | 2 | 2.74% |
| | Retirement | 1 | 1.37% |
| | Retraining | 28 | 38.36% |
| | Total | 47 | 64.38% |
| Disciplinary Action | Written Reprimand/ Written Warning | 12 | 16.44% |
| | Suspension Held in Abeyance | 8 | 10.96% |
| | Suspension (10 or less days) | 6 | 8.22% |
| | Total | 26 | 35.62% |
| Grand Total | | 73 | 100.00% |

*Employees may receive multiple actions – above table represents 31 employees

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

Closed Cases – Q2 2025

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

| Action Type | Action and Suspension Days | Bureau At Incident | | | | | Grand Total |
|----------------------------|------------------------------------|--------------------|-------------------------------|--------------------------|---------------------------------|-------------------|---------------|
| | | Admin. Bureau | Field Operations Bureau | Investigations Bureau | Special Operations Bureau | Other/ Unknown | |
| Non-Disciplinary Action | 11.11 Program | | 2 2.74% | | | | 2 2.74% |
| | Admonishment | | 4 5.48% | 2 2.74% | | | 6 8.22% |
| | Performance Improvement Plan | | 7 9.59% | 1 1.37% | | | 8 10.96% |
| | Resignation | | 2 2.74% | | | | 2 2.74% |
| | Retirement | | | | | 1 1.37% | 1 1.37% |
| | Retraining | 1 1.37% | 21 28.77% | 5 6.85% | 1 1.37% | | 28 38.36% |
| | Total | 1 1.37% | 36 49.32% | 8 10.96% | 1 1.37% | 1 1.37% | 47 64.38% |
| Disciplinary Action | Written Reprimand/ Written Warning | 1 1.37% | 9 12.33% | 2 2.74% | | | 12 16.44% |
| | Suspension Held in Abeyance | | 7 9.59% | | 1 1.37% | | 8 10.96% |
| | Suspension (10 or less days) | | 5 6.85% | 1 1.37% | | | 6 8.22% |
| | Total | 1 1.37% | 21 28.77% | 3 4.11% | 1 1.37% | | 26 35.62% |
| Grand Total | | 2 2.74% | 57 78.08% | 11 15.07% | 2 2.74% | 1 1.37% | 73 100.00% |

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

Closed Cases – Q2 2025

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 | | | | 2 2.74% | | 2 2.74% |
| | Admonishment | 1 1.37% | 1 1.37% | 1 1.37% | 3 4.11% | | 6 8.22% |
| | Performance Improvement Plan | | | 4 5.48% | 3 4.11% | 1 1.37% | 8 10.96% |
| | Resignation | | | | 2 2.74% | | 2 2.74% |
| | Retirement | | | | 1 1.37% | | 1 1.37% |
| | Retraining | 4 5.48% | 3 4.11% | 5 6.85% | 15 20.55% | 1 1.37% | 28 38.36% |
| | Total | 5 6.85% | 4 5.48% | 10 13.70% | 26 35.62% | 2 2.74% | 47 64.38% |
| Disciplinary Action | Written Reprimand/ Written Warning | | 1 1.37% | 3 4.11% | 8 10.96% | | 12 16.44% |
| | Suspension Held in Abeyance | 3 4.11% | 1 1.37% | 1 1.37% | 3 4.11% | | 8 10.96% |
| | Suspension (10 or less days) | 2 2.74% | 1 1.37% | | 2 2.74% | 1 1.37% | 6 8.22% |
| | Total | 5 6.85% | 3 4.11% | 4 5.48% | 13 17.81% | 1 1.37% | 26 35.62% |
| Grand Total | | 10 13.70% | 7 9.59% | 14 19.18% | 39 53.42% | 3 4.11% | 73 100.00% |

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

Closed Cases – Q2 2025

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 | |
| Non-Disciplinary Action | 11.11 Program | 2 2.74% | | | | 2 2.74% |
| | Admonishment | | 2 2.74% | 2 2.74% | 2 2.74% | 6 8.22% |
| | Performance Improvement Plan | 1 1.37% | 3 4.11% | 3 4.11% | 1 1.37% | 8 10.96% |
| | Resignation | | 1 1.37% | 1 1.37% | | 2 2.74% |
| | Retirement | | | 1 1.37% | | 1 1.37% |
| | Retraining | 5 6.85% | 13 17.81% | 7 9.59% | 3 4.11% | 28 38.36% |
| | Total | 8 10.96% | 19 26.03% | 14 19.18% | 6 8.22% | 47 64.38% |
| Disciplinary Action | Written Reprimand/ Written Warning | 3 4.11% | 6 8.22% | 2 2.74% | 1 1.37% | 12 16.44% |
| | Suspension Held in Abeyance | 1 1.37% | 5 6.85% | 2 2.74% | | 8 10.96% |
| | Suspension (10 or less days) | 2 2.74% | 1 1.37% | 3 4.11% | | 6 8.22% |
| | Total | 6 8.22% | 12 16.44% | 7 9.59% | 1 1.37% | 26 35.62% |
| Grand Total | | 14 19.18% | 31 42.47% | 21 28.77% | 7 9.59% | 73 100.00% |

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

Closed Cases – Q2 2025

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

| Action Type | Action and Suspension Days | Employee Gender | |
|-------------------------|------------------------------------|-----------------|---------------|
| | | Male | Grand Total |
| Non-Disciplinary Action | 11.11 Program | 2 2.74% | 2 2.74% |
| | Admonishment | 6 8.22% | 6 8.22% |
| | Performance Improvement Plan | 8 10.96% | 8 10.96% |
| | Resignation | 2 2.74% | 2 2.74% |
| | Retirement | 1 1.37% | 1 1.37% |
| | Retraining | 28 38.36% | 28 38.36% |
| | Total | 47 64.38% | 47 64.38% |
| Disciplinary Action | Written Reprimand/ Written Warning | 12 16.44% | 12 16.44% |
| | Suspension Held in Abeyance | 8 10.96% | 8 10.96% |
| | Suspension (10 or less days) | 6 8.22% | 6 8.22% |
| | Total | 26 35.62% | 26 35.62% |
| Grand Total | | 73 100.00% | 73 100.00% |

*Table includes actions for those employees with findings of Improper Conduct. **There were no female employees with improper conduct findings and discipline history in the closed cases of Q2 2025.

Closed Cases – Q2 2025

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 | 2 2.74% | | | | | | 2 2.74% |
| | Admonishment | 1 1.37% | 2 2.74% | 1 1.37% | 1 1.37% | | 1 1.37% | 6 8.22% |
| | Performance Improvement Plan | 2 2.74% | 3 4.11% | 2 2.74% | 1 1.37% | | | 8 10.96% |
| | Resignation | | 2 2.74% | | | | | 2 2.74% |
| | Retirement | | | | | 1 1.37% | | 1 1.37% |
| | Retraining | 7 9.59% | 14 19.18% | 4 5.48% | 2 2.74% | | 1 1.37% | 28 38.36% |
| | Total | 12 16.44% | 21 28.77% | 7 9.59% | 4 5.48% | 1 1.37% | 2 2.74% | 47 64.38% |
| Disciplinary Action | Written Reprimand/ Written Warning | 4 5.48% | 6 8.22% | 1 1.37% | 1 1.37% | | | 12 16.44% |
| | Suspension Held in Abeyance | 1 1.37% | 6 8.22% | 1 1.37% | | | | 8 10.96% |
| | Suspension (10 or less days) | 2 2.74% | 3 4.11% | 1 1.37% | | | | 6 8.22% |
| | Total | 7 9.59% | 15 20.55% | 3 4.11% | 1 1.37% | | | 26 35.62% |
| Grand Total | | 19 26.03% | 36 49.32% | 10 13.70% | 5 6.85% | 1 1.37% | 2 2.74% | 73 100.00% |

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

Closed Cases – Q2 2025

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

| | | Member Status | |
|-------------------------|------------------------------------|---------------|---------------|
| Action Type | Action and Suspension Days | SWORN | Grand Total |
| Non-Disciplinary Action | 11.11 Program | 2 2.74% | 2 2.74% |
| | Admonishment | 6 8.22% | 6 8.22% |
| | Performance Improvement Plan | 8 10.96% | 8 10.96% |
| | Resignation | 2 2.74% | 2 2.74% |
| | Retirement | 1 1.37% | 1 1.37% |
| | Retraining | 28 38.36% | 28 38.36% |
| | Total | 47 64.38% | 47 64.38% |
| Disciplinary Action | Written Reprimand/ Written Warning | 12 16.44% | 12 16.44% |
| | Suspension Held in Abeyance | 8 10.96% | 8 10.96% |
| | Suspension (10 or less days) | 6 8.22% | 6 8.22% |
| | Total | 26 35.62% | 26 35.62% |
| Grand Total | | 73 100.00% | 73 100.00% |

*Table includes actions for those employees with findings of Improper Conduct. **There were no Professional Staff employees with improper conduct findings and discipline history in the closed cases of Q2 2025.



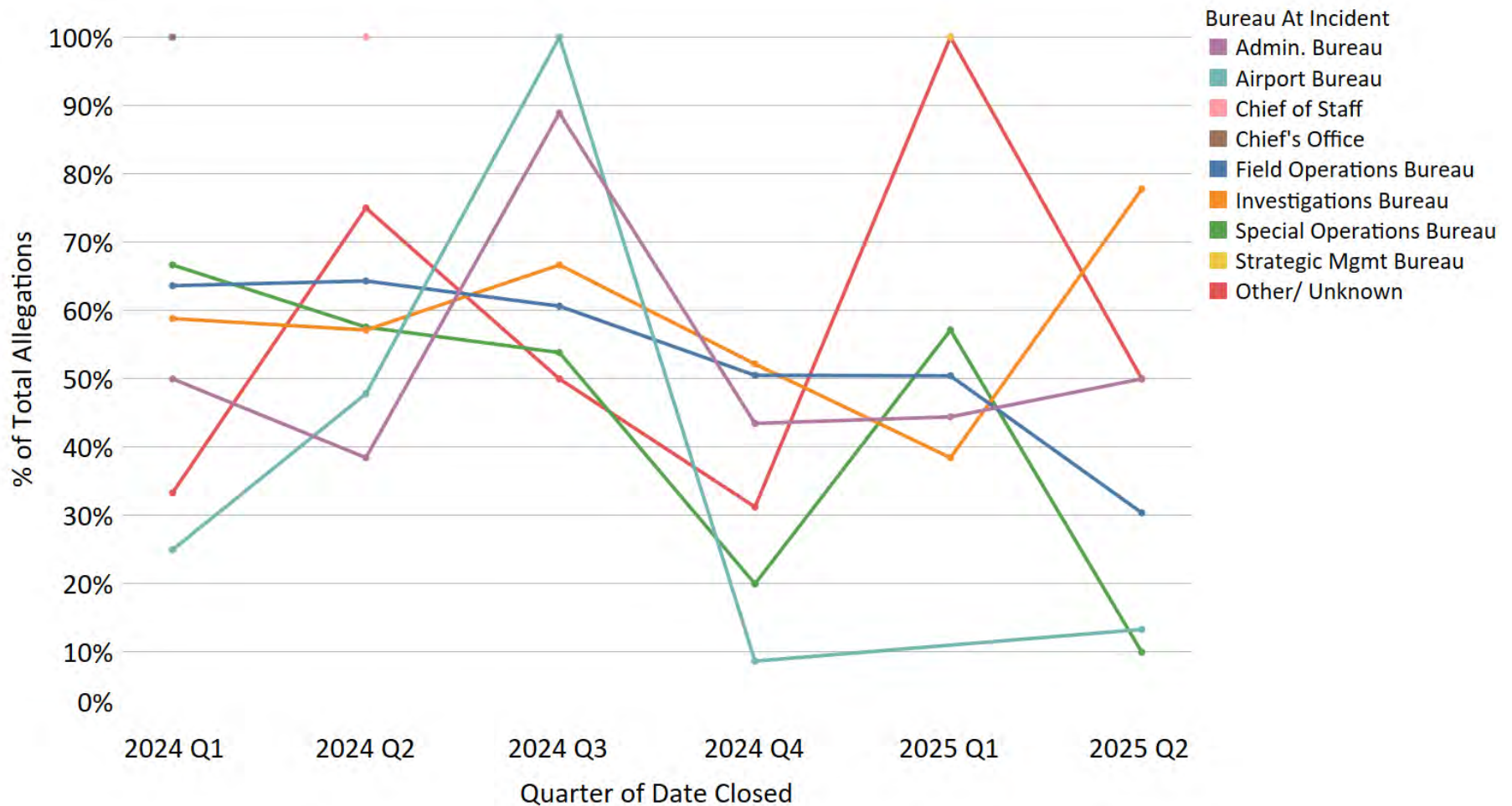
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

| | | | Bureau At Incident | | | | | | | |
|------|----|---------------|--------------------|-------------------|-------------------|-------------------------------|---------------------------|---------------------------------|-----------------------------|-------------------|
| | | | Admin. Bureau | Airport Bureau | Chief of Staff | Field Operations Bureau | Investigatio ns Bureau | Special Operations Bureau | Strategic Mgmt Bureau | Other/ Unknown |
| 2024 | Q2 | Not Sustained | 8 61.54% | 12 52.17% | | 71 35.68% | 6 42.86% | 14 42.42% | | 1 25.00% |
| | | Sustained | 5 38.46% | 11 47.83% | 3 100.00% | 128 64.32% | 8 57.14% | 19 57.58% | | 3 75.00% |
| 2025 | Q2 | Not Sustained | 3 50.00% | 13 86.67% | 3 100.00% | 158 69.60% | 2 22.22% | 9 90.00% | 1 100.00% | 1 50.00% |
| | | Sustained | 3 50.00% | 2 13.33% | | 69 30.40% | 7 77.78% | 1 10.00% | | 1 50.00% |

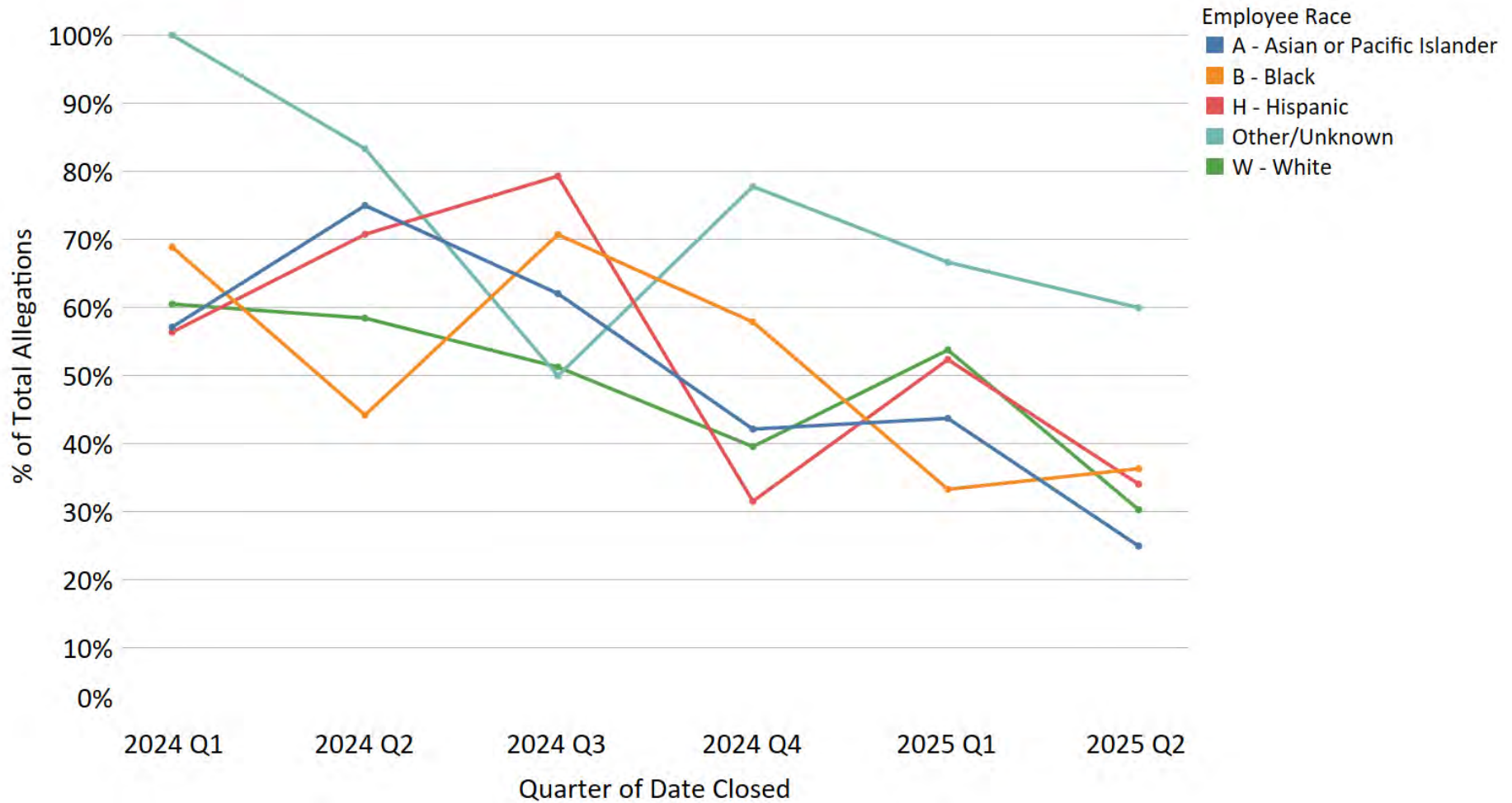
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

| | | | Employee Race | | | | |
|------|----|-----------|----------------------------------|-----------|--------------|---------------|-----------|
| | | | A - Asian or Pacific Islander | B - Black | H - Hispanic | Other/Unknown | W - White |
| 2024 | Q2 | Not | 9 | 29 | 19 | 1 | 54 |
| | | Sustained | 25.00% | 55.77% | 29.23% | 16.67% | 41.54% |
| | | Sustained | 27 | 23 | 46 | 5 | 76 |
| | | | 75.00% | 44.23% | 70.77% | 83.33% | 58.46% |
| 2025 | Q2 | Not | 51 | 7 | 29 | 2 | 101 |
| | | Sustained | 75.00% | 63.64% | 65.91% | 40.00% | 69.66% |
| | | Sustained | 17 | 4 | 15 | 3 | 44 |
| | | | 25.00% | 36.36% | 34.09% | 60.00% | 30.34% |

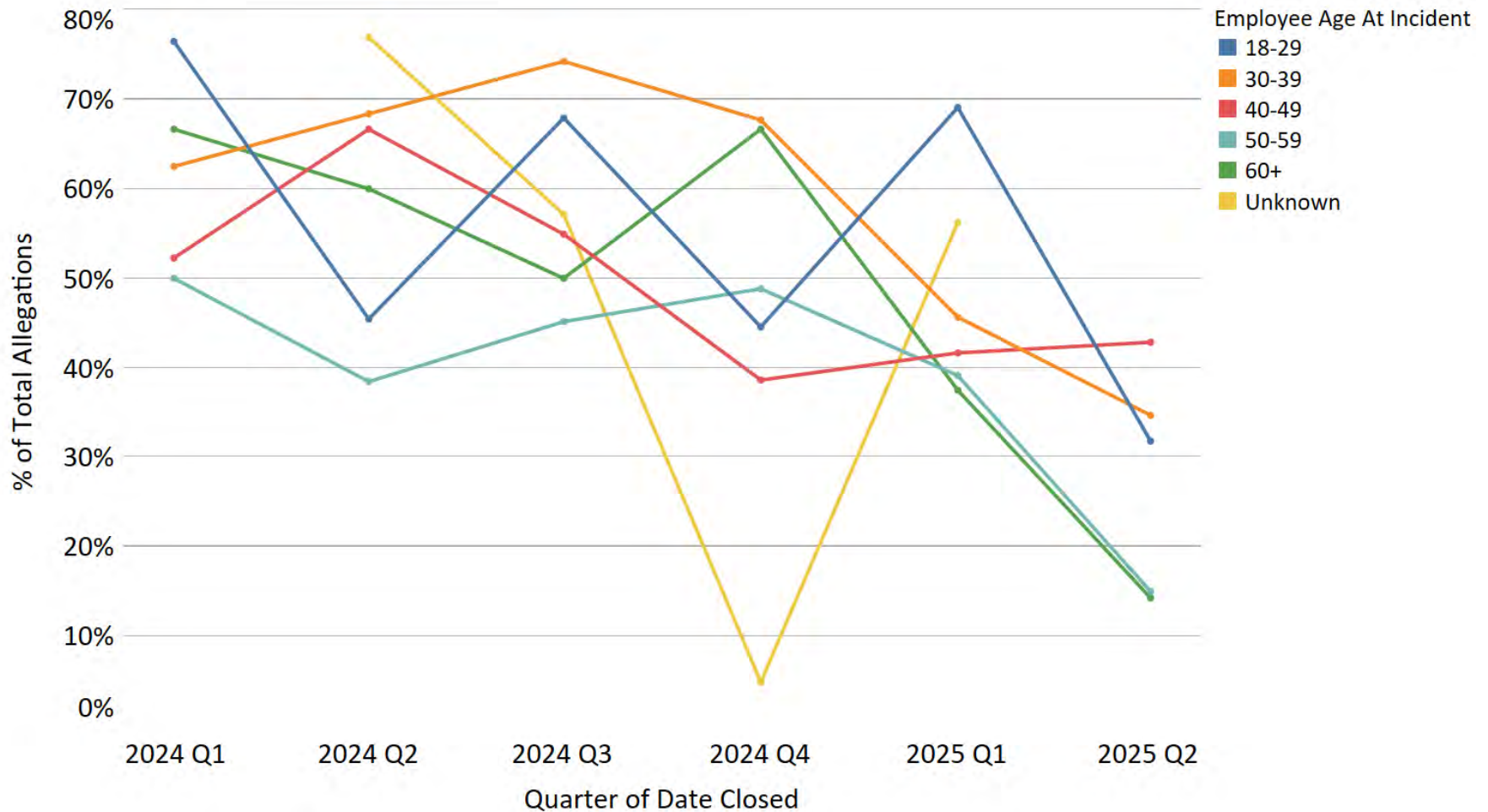
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

| | | | Employee Age At Incident | | | | | |
|------|----|---------------|--------------------------|--------|--------|--------|--------|---------|
| | | | 18-29 | 30-39 | 40-49 | 50-59 | 60+ | Unknown |
| 2024 | Q2 | Not Sustained | 30 | 43 | 18 | 16 | 2 | 3 |
| | | | 54.55% | 31.62% | 33.33% | 61.54% | 40.00% | 23.08% |
| | | Sustained | 25 | 93 | 36 | 10 | 3 | 10 |
| | | | 45.45% | 68.38% | 66.67% | 38.46% | 60.00% | 76.92% |
| 2025 | Q2 | Not Sustained | 45 | 64 | 24 | 51 | 6 | |
| | | | 68.18% | 65.31% | 57.14% | 85.00% | 85.71% | |
| | | Sustained | 21 | 34 | 18 | 9 | 1 | |
| | | | 31.82% | 34.69% | 42.86% | 15.00% | 14.29% | |

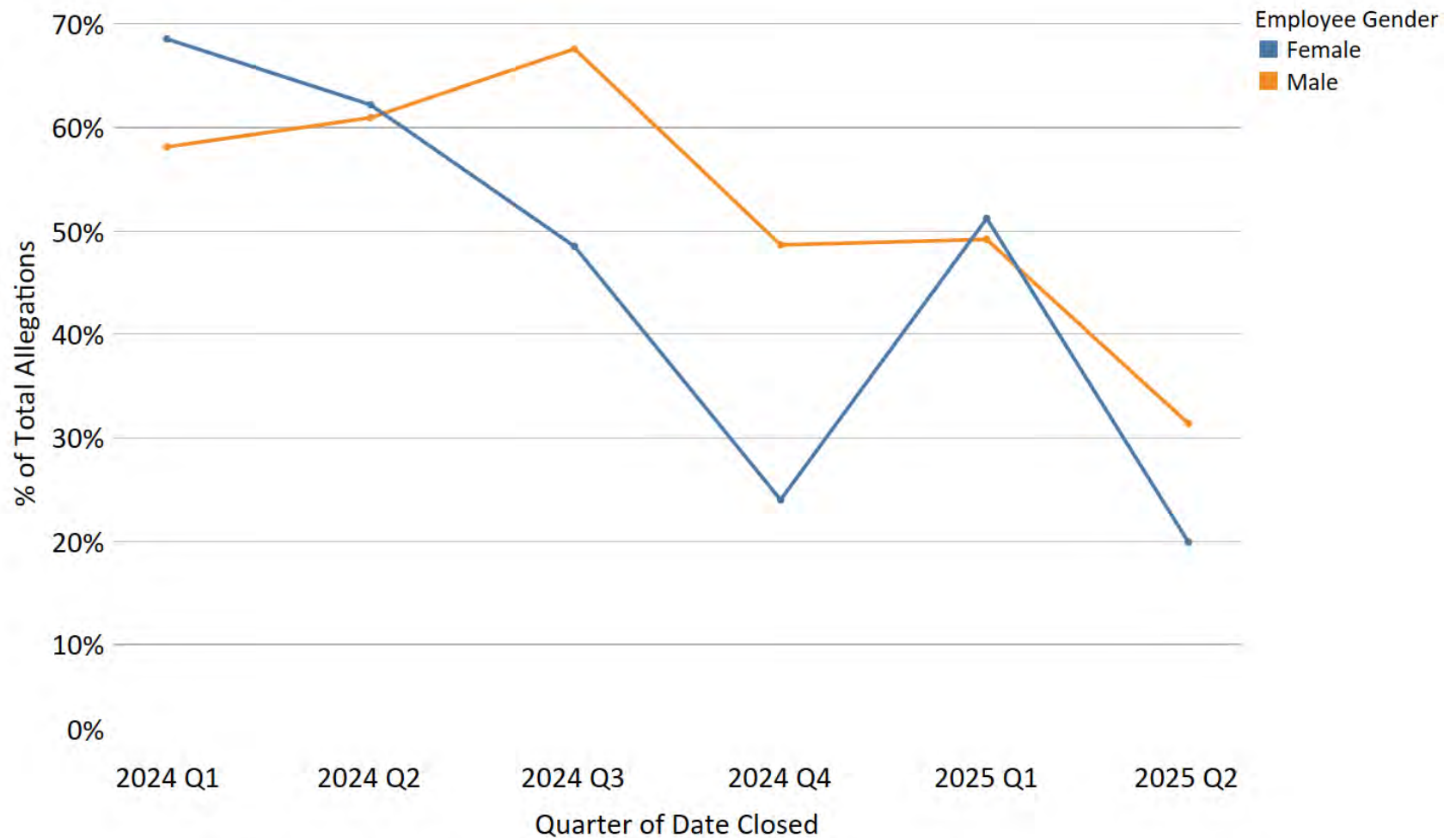
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

| | | | Employee Gender | |
|------|----|---------------|-----------------|---------------|
| | | | Female | Male |
| 2024 | Q2 | Not Sustained | 20 37.74% | 92 38.98% |
| | | Sustained | 33 62.26% | 144 61.02% |
| 2025 | Q2 | Not Sustained | 20 80.00% | 170 68.55% |
| | | Sustained | 5 20.00% | 78 31.45% |

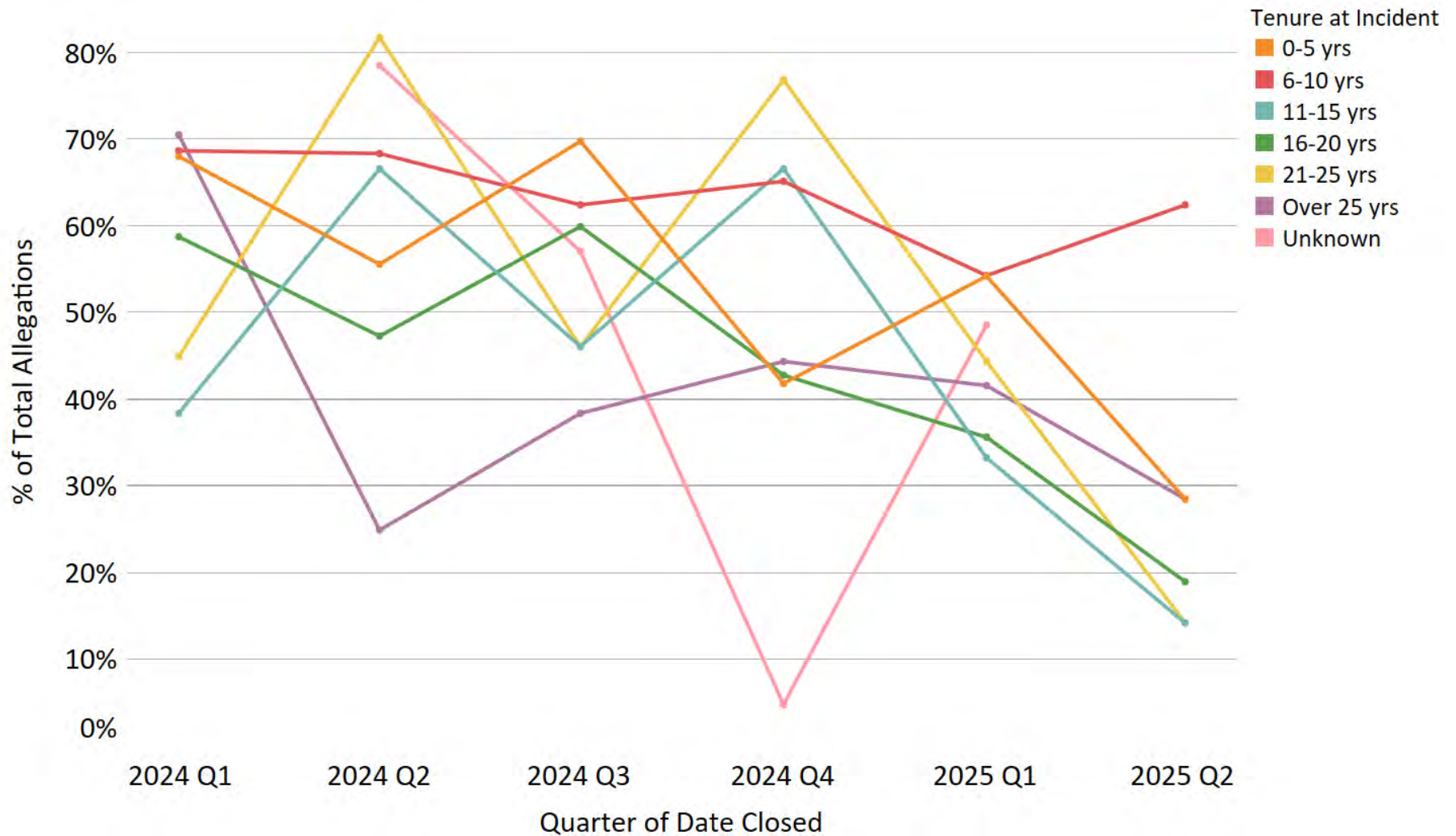
Percentage of Sustained Allegations by Gender



Percentage of Sustained and Not Sustained Allegations by Tenure

| | | | Tenure at Incident | | | | | | |
|------|----|---------------|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | | 0-5 yrs | 6-10 yrs | 11-15 yrs | 16-20 yrs | 21-25 yrs | Over 25 yrs | Unknown |
| 2024 | Q2 | Not Sustained | 47 44.34% | 24 31.58% | 12 33.33% | 10 52.63% | 4 18.18% | 12 75.00% | 3 21.43% |
| | | Sustained | 59 55.66% | 52 68.42% | 24 66.67% | 9 47.37% | 18 81.82% | 4 25.00% | 11 78.57% |
| 2025 | Q2 | Not Sustained | 70 71.43% | 21 37.50% | 42 85.71% | 34 80.95% | 18 85.71% | 5 71.43% | |
| | | Sustained | 28 28.57% | 35 62.50% | 7 14.29% | 8 19.05% | 3 14.29% | 2 28.57% | |

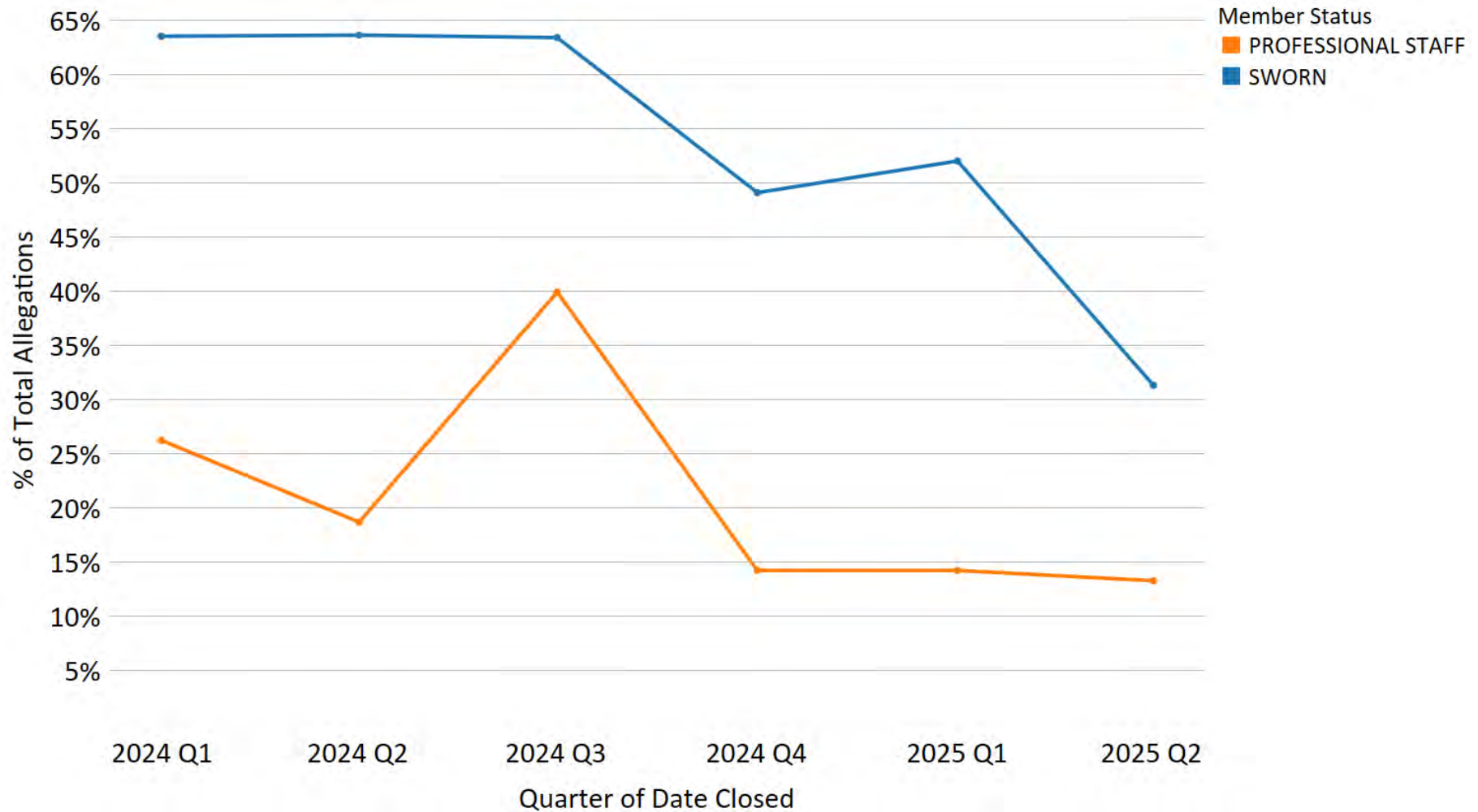
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

| | | | Member Status | |
|------|----|---------------|---------------|--------|
| | | | PROFESSIONAL | |
| | | | STAFF | SWORN |
| 2024 | Q2 | Not Sustained | 13 | 99 |
| | | | 81.25% | 36.26% |
| | | Sustained | 3 | 174 |
| | | | 18.75% | 63.74% |
| 2025 | Q2 | Not Sustained | 13 | 177 |
| | | | 86.67% | 68.60% |
| | | Sustained | 2 | 81 |
| | | | 13.33% | 31.40% |

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

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

Complaint Summaries – Q2 2025 Opened Cases

| Case Number | Allegation Type | Summary |
|---------------|-----------------|---|
| MCD-2025-0073 | ND (BWC) | 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. |
| MCD-2025-0074 | ND (BWC) | 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. |
| MCD-2025-0079 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0080 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0081 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0082 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0083 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0084 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0086 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0087 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0088 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0089 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |

Complaint Summaries – Q2 2025 Opened Cases

| Case Number | Allegation Type | Summary |
|---------------|---|--|
| MCD-2025-0090 | CU (x2), Failure to Follow Proper Procedures as Detailed, ND, ND (BWC) (x2) | Failed to activate BWC during a detention or arrest, in violation of DGO 10.11.03, C. - (BWC) Authorized Use. Allowed an unauthorized person to ride in a marked police vehicle while on-duty without approval, in violation of DGO 2.01.03, Rule 1- Misconduct. Failed to follow all procedures for members involved in vehicle crashes (e.g. remaining on scene until a supervisor arrives, notify DEM & investigating the collision), in violation of DGO 2.06.04- Vehicle Crashes Involving Members. Wrote a materially incomplete incident report, in violation DGO 2.01.03, Rule 9-Written Reports. Allowed an unauthorized person, a non-SFPD member, to use a Department Police Radio, in violation of DGO 10.02.01, 1- Equipment-Safekeeping and Use. |
| MCD-2025-0091 | CU | Transmitted a text message via Department cell phone, demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03 Rule 1 - Misconduct. |
| MCD-2025-0093 | DUI | Was off-duty and arrested for driving under the influence, in violation of DGO 2.01.03 Rule 1 - Misconduct. |
| MCD-2025-0094 | CU, ND | While off-duty, purchased a vintage automobile at a price well below its current market value from an elder victim, in violation of DGO 2.01.03, Rule 1, Misconduct. Was cited for a misdemeanor violation and failed to notify a Commanding Officer of the arrest, in violation of DGO 2.01.03.g, Department Member's Notification Responsibilities. |
| MCD-2025-0095 | ND | Lost a subject in custody's wallet while transporting them, in violation of DGO 2.01.03, Rule 1. |
| MCD-2025-0096 | ND (Lost Property) | Failed to take proper care of Department Property (cell phone), in violation of DGO 2.01.03, Rule 23, Department Property. |
| MCD-2025-0097 | CU, ND | Spoke in a disrespectful manner, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Spends social time with a coworker by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty. |

Complaint Summaries – Q2 2025 Opened Cases

| Case Number | Allegation Type | Summary |
|---------------|-----------------|---|
| MCD-2025-0097 | ND | Arrives late to work, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. |
| MCD-2025-0097 | ND | Uses the Department gym for two hours or more, in violation of DGO 2.01.03, Rule 23 - Attention to Duty. |
| MCD-2025-0097 | ND | Leaves assigned work location to spend social time with a coworker by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty. |
| MCD-2025-0098 | CU | Exceeded the maximum overtime hours allowed, in violation of the City and County of San Francisco's overtime ordinance pursuant to Administrative Code 18.13.1. |
| MCD-2025-0098 | CU | Engaged in an undisclosed romantic relationship with a subordinate, in violation of DN 23-155, requiring disclosure to the SFPD Human Resources Manager. |
| MCD-2025-0098 | CU (x3) | Engaged in an undisclosed romantic relationship with a subordinate, in violation of DN 23-155, requiring disclosure to the SFPD Human Resources Manager. Displayed favoritism and failed to treat subordinates fairly, in violation of DGO 2.01.03, Rule 1. Engaged in the unfair distribution of overtime, in violation of DGO 2.01.03, Rule 1. |
| MCD-2025-0098 | CU, ND | Engaged in the unfair distribution of overtime, in violation of DGO 2.01.03, Rule 1. Failed to properly supervise by allowing a subordinate to violate the overtime policy, in violation of DGO 1.04(I)(A)(1)(c). |
| MCD-2025-0098 | ND | Failed to properly supervise by allowing a subordinate to violate the overtime policy, in violation of DGO 1.04(I)(A)(1)(c). |
| MCD-2025-0099 | DUI | Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. |
| MCD-2025-0099 | DUI | Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. |

Complaint Summaries – Q2 2025 Opened Cases

| Case Number | Allegation Type | Summary |
|---------------|--------------------|--|
| MCD-2025-0101 | CU, ND (x2) | Consistently arrived late for work, in violation of DGO 2.01.03, Rule 4, Reporting for Duty. Failed to complete assigned work assigned, in violation of DGO 2.01.03, Rule 5, Performing Duties. Behaved in a rude and unprofessional manner to Department members, in violation of DGO 2.01.03, Rule 1(a), Conduct Unbecoming an Employee. |
| MCD-2025-0102 | CU (x2), ND | Operated a motor vehicle and involved in a vehicle collision resulting in the death of an individual, in violation of Department General Order 2.01.03, Rule #1 - Misconduct. Was charged for misdemeanor 192(c)(2)PC - Vehicular Manslaughter w/o Gross Negligence, in violation of Department General Order 2.01.03, Rule #1 - Misconduct. Failed to properly notify the Department in a timely manner, in violation of Department General Order 2.01.01, Rule #2 - Department Member's Notification Responsibilities. |
| MCD-2025-0103 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0104 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0105 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0106 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0107 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0108 | FTA (Range) | Failed to participate in the range qualification course during the range qualification schedule. |
| MCD-2025-0109 | ND (Lost Property) | Lost department issued identification card in, violation of DGO 2.01.03 Rule 23 - Deputy Property. |
| MCD-2025-0110 | ND (BWC) | Failed to follow BWC policy on many untitled videos, in violation of DGO 10.01.03, H,2 - Storage and Use of Recordings. |

Complaint Summaries – Q2 2025 Opened Cases

| Case Number | Allegation Type | Summary |
|---------------|-------------------------------------|---|
| MCD-2025-0111 | ND (Lost Property) | Lost an SFPD Star, in violation of DGO 2.01.03 Rule 23. |
| MCD-2025-0112 | ND (Lost Property) | While off duty, lost a wallet containing a department issued identification card, in violation of DGO 2.01.03 Rule 23, Department Property. |
| MCD-2025-0113 | ND (Lost Property) | Lost multiple Department keys while on duty, in violation of DGO 2.01.03 Rule 23 - Care of Department Property. |
| MCD-2025-0114 | Failure To Write An Incident Report | Refused to take an incident report in violation of DGO 2.01.03, Rule 9, Written Reports |
| MCD-2025-0115 | ND | Failed to verify the amount of US Currency booked, in violation of DGO 6.15(III)(A)(3)(d). |
| MCD-2025-0115 | ND | Failed to properly count and book US Currency, in violation of DGO 6.15(III)(A)(3)(d). |
| MCD-2025-0116 | CU | Ordered employees to provide rides to work, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming. |
| MCD-2025-0117 | ND | Instructed a training course with their family member, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work. Attended a conference, but did not accurately report the training in HRMS, in violation of DN 23-050, Timekeeping Responsibilities and Inadequate Balance in HRMS. |
| MCD-2025-0117 | CU | Instructed a training course with their family member, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work. |
| MCD-2025-0118 | CU | Accessed HRMS while off duty from a department computer to change work status without supervisory approval, and in violation of orders prohibiting the changing of work status. Violated DGO 2.01.03, Rule 1 - Misconduct, Rule 5 - Performing Duties, Rule 14 - Insubordination, and DGO 10.08.II.D - Unauthorized Use of Office Technology, |
| MCD-2025-0119 | CU | Sent and received an email from a department issued email address with no reference to a work-related purpose, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Officer Technologies. |

Complaint Summaries – Q2 2025 Opened Cases

| Case Number | Allegation Type | Summary |
|---------------|-----------------|---|
| MCD-2025-0120 | CU | Sent an unprofessional text message to a group chat, purchased alcohol while in uniform and on duty, and has shown a pattern of rudeness and hostility, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming. |
| MCD-2025-0121 | UA | Attempted to use a Department issued ID badge to enter a secure area within the San Francisco International Airport but was denied entry because the badge had expired. Contacted another employee who allowed entry to the area. Entry into this area without a current ID badge is a violation of DGO 2.01.03, Rule 5 - Performance of Duties in accordance with department policies and procedures and Code of Federal Regulations 1540.105(a)91) - Circumvention of Federal Security Procedure. |
| MCD-2025-0122 | ND (BWC) | Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03(H)(1) - BWC Procedures. |

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
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

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

Guide to Acronyms

- AI – Administrative Investigation
- AWOL – Absent Without Leave
- BWC – Body Worn Camera
- CAD – Computer Aided Dispatch
- CIT – Crisis Intervention Team
- CRD – Conduct Reflecting Discredit
- CU – Conduct Unbecoming
- CVC – California Vehicle Code
- DB – Department Bulletin
- DEM – San Francisco Department of Emergency Management
- DGO – Department General Order
- DM – Department Manual
- DN – Department Notice
- 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
- MRF – Member Response Form
- ND – Neglect of Duty
- ICD – In Custody Death
- OID – Officer Involved Discharge (of Firearm)
- OIS – Officer Involved Shooting
- PIP – Performance Improvement Plan
- UA – Unwarranted Action
- UOF – Use of Force/Excessive or Unnecessary Force