

# Internal Affairs Division


Quarterly  
Report  
Q3 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	530	19.0%
Airport Bureau	374	13.4%
Bureau of Investigations	347	12.4%
Chief's Office	216	7.7%
Field Operations Bureau	1,152	41.3%
Special Operations Bureau	169	6.1%
Total	2,788	100.0%

Race/Ethnicity		
Asian	830	29.8%
Black	240	8.6%
Hispanic	518	18.6%
Other/Unknown	66	2.4%
White	1,134	40.7%
Total	2,788	100.0%

\*Demographics as of August 28, 2025

\*Bureau of Assignment data in this report reflects an SFPD organizational restructure per DN 25-085 (August 18, 2025)

# San Francisco Police Department Employee Demographics

Age Group		
18-29	209	7.5%
30-39	755	27.1%
40-49	797	28.6%
50-59	634	22.7%
60+	393	14.1%
Total	2,788	100.0%

Gender		
Male	2,134	76.5%
Female	654	23.5%
Total	2,788	100.0%

# San Francisco Police Department Employee Demographics

Tenure Group		
0-5	513	18.4%
6-10	684	24.5%
11-15	380	13.6%
16-20	497	17.8%
21-25	261	9.4%
Over 25	453	16.2%
Total	2,788	100.0%

Member Status		
Sworn	1,856	66.6%
Professional Staff	932	33.4%
Total	2,788	100.0%

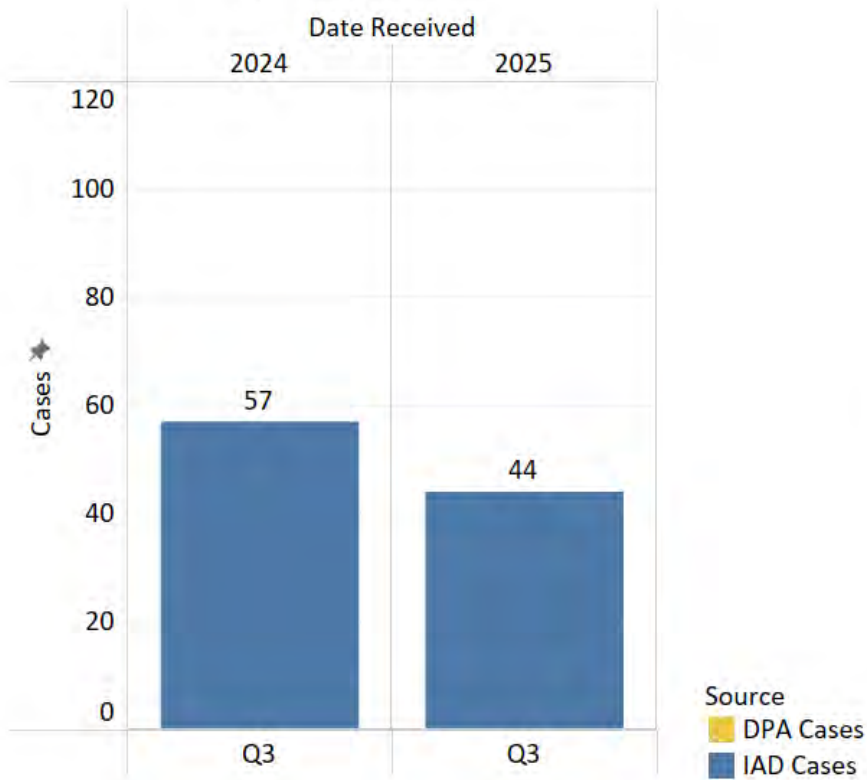
### Opened Cases

		Date Received
		Q3
2024	IAD Cases	57
2025	IAD Cases	44

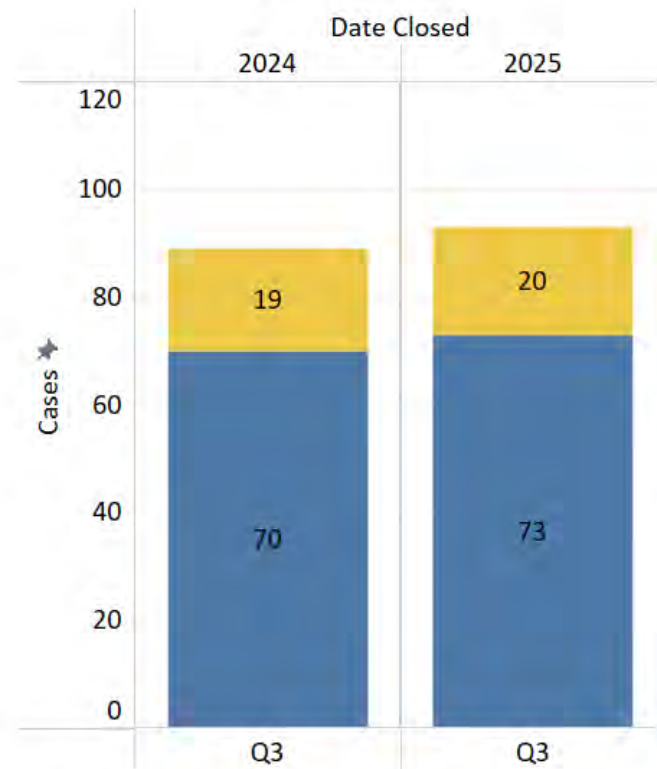
### Closed Cases

		Date Closed
		Q3
2024	DPA Cases	19
	IAD Cases	70
	Total	89
2025	DPA Cases	20
	IAD Cases	73
	Total	93

### 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

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# Opened Cases – Q3 2025

## Number of Allegations

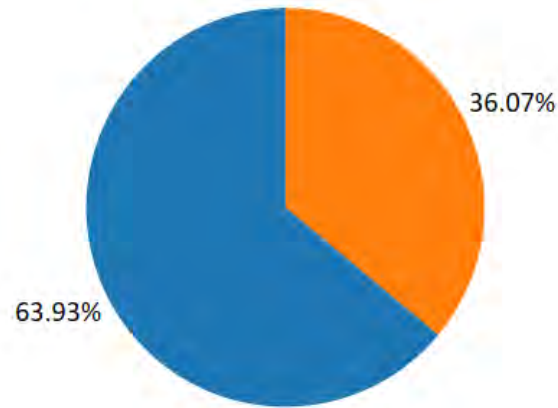
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	20	27.78%
Neglect Of Duty, General	19	26.39%
Failure to Appear, Range	17	23.61%
Unnecessary Force	3	4.17%
Failure To Properly Investigate	2	2.78%
Domestic Violence	2	2.78%
Conduct Reflecting Discredit	2	2.78%
Administrative Investigation	2	2.78%
Weapon Discharge	1	1.39%
Neglect of Duty, Lost Property	1	1.39%
Neglect of Duty, Body Worn Camera	1	1.39%
Failure To Write An Incident Report	1	1.39%
DUI	1	1.39%
Total Allegations	72	100.00%

# Opened Cases – Q3 2025

## Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	22
SWORN	39
Grand Total	61

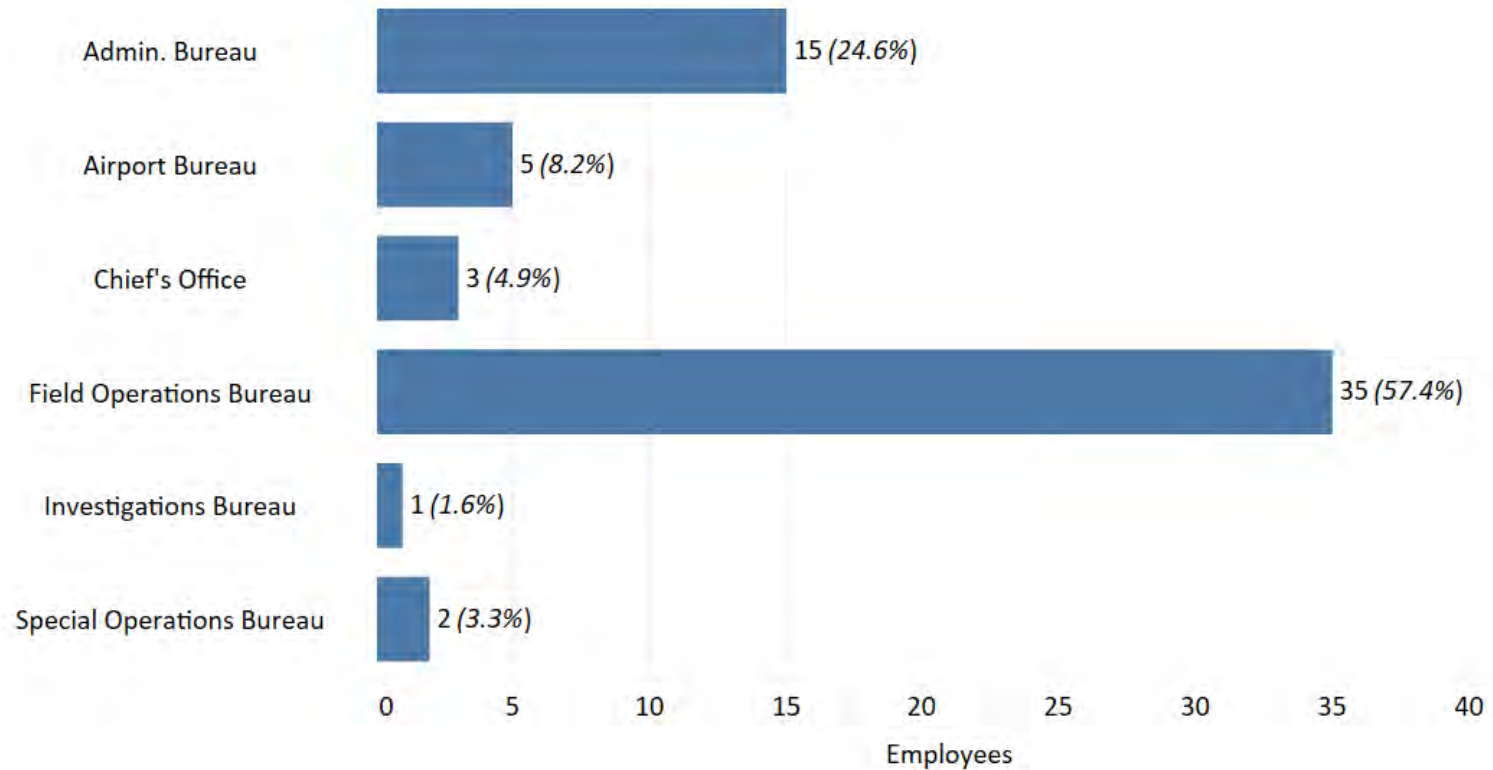
Member Status  
PROFESSIONAL STAFF  
SWORN



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

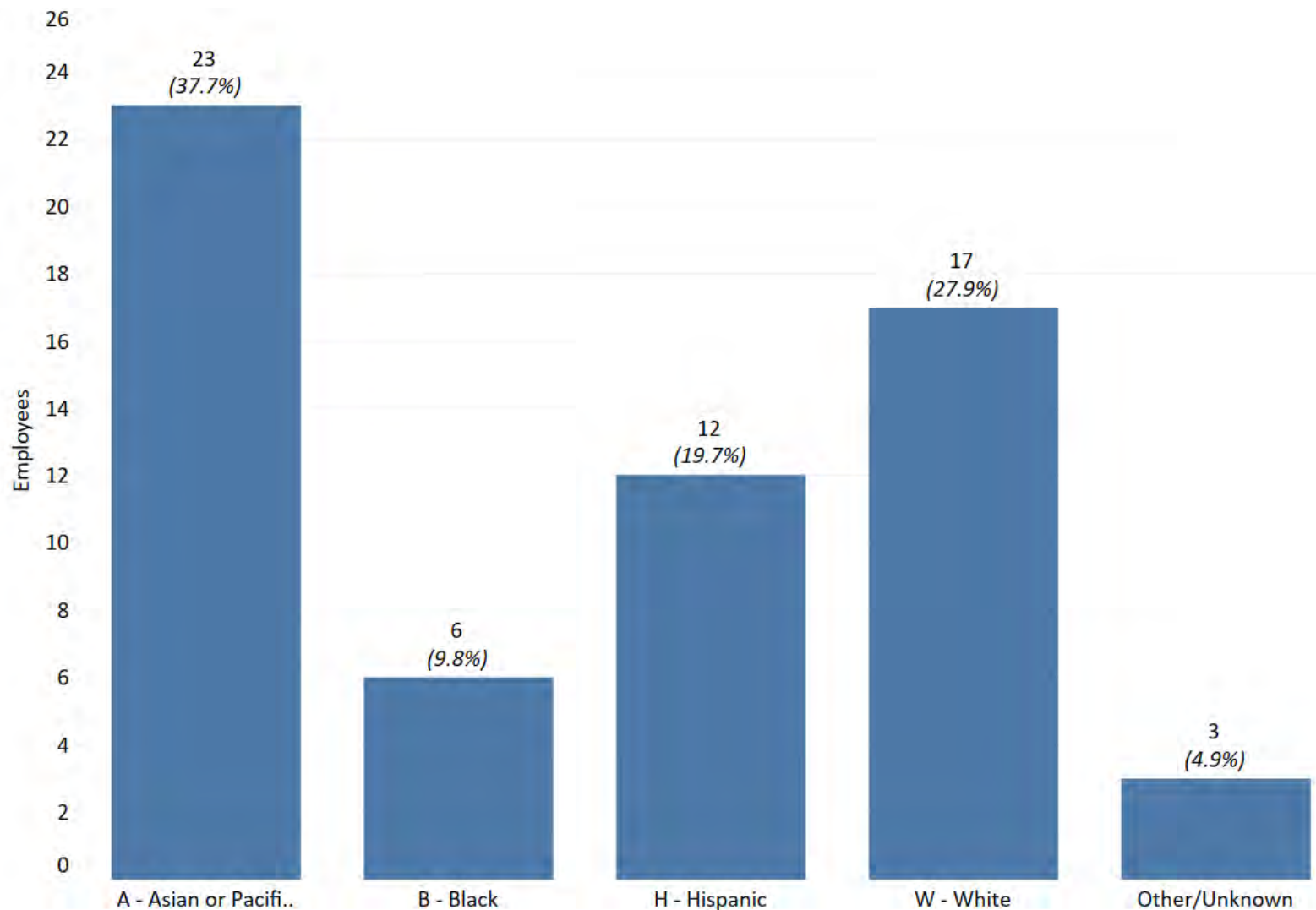
# Opened Cases – Q3 2025

## Number of Employees by Bureau



# Opened Cases – Q3 2025

## Number of Employees by Race

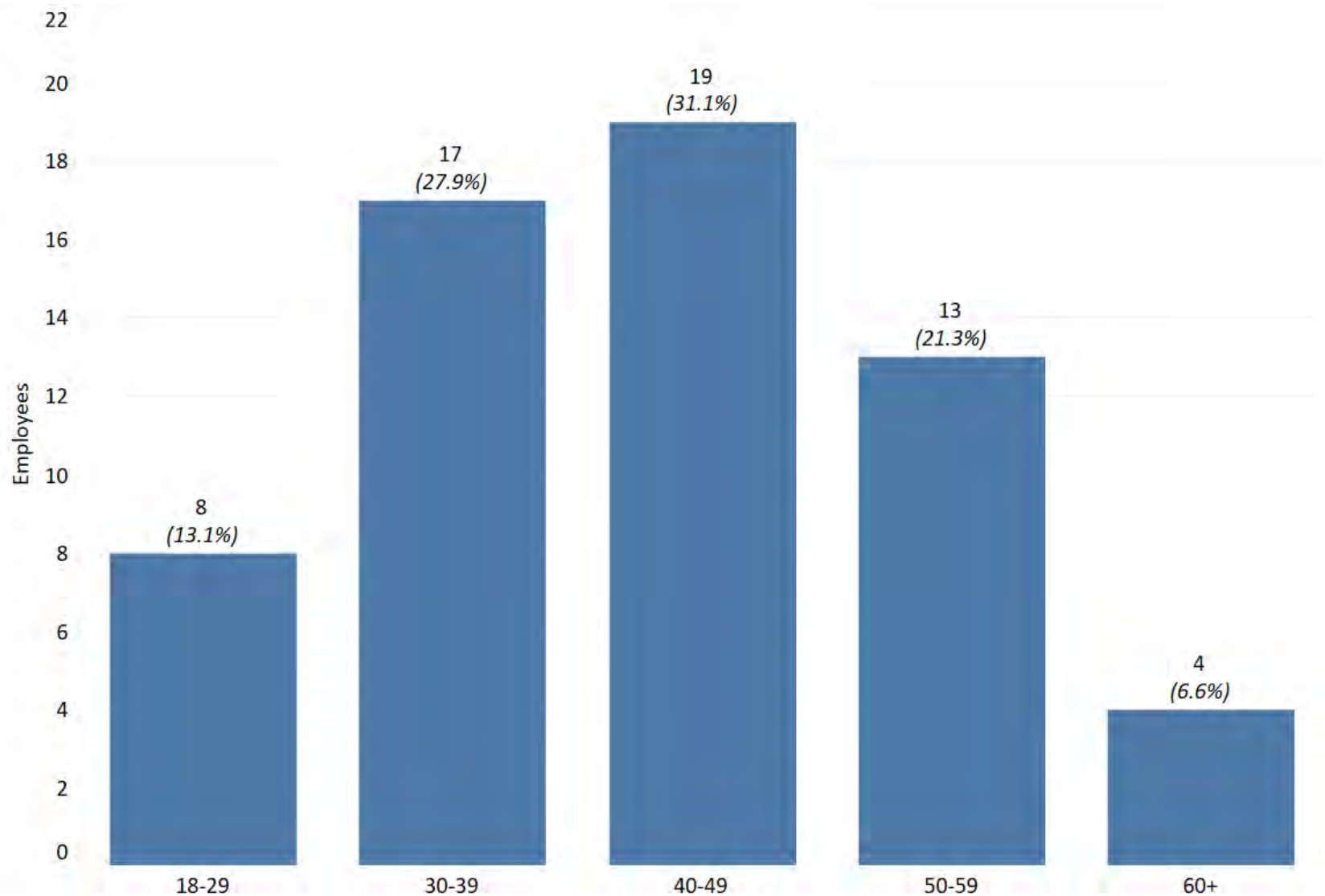


\*The Other/Unknown category includes employees whose race does not fall within any other available category

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

# Opened Cases – Q3 2025

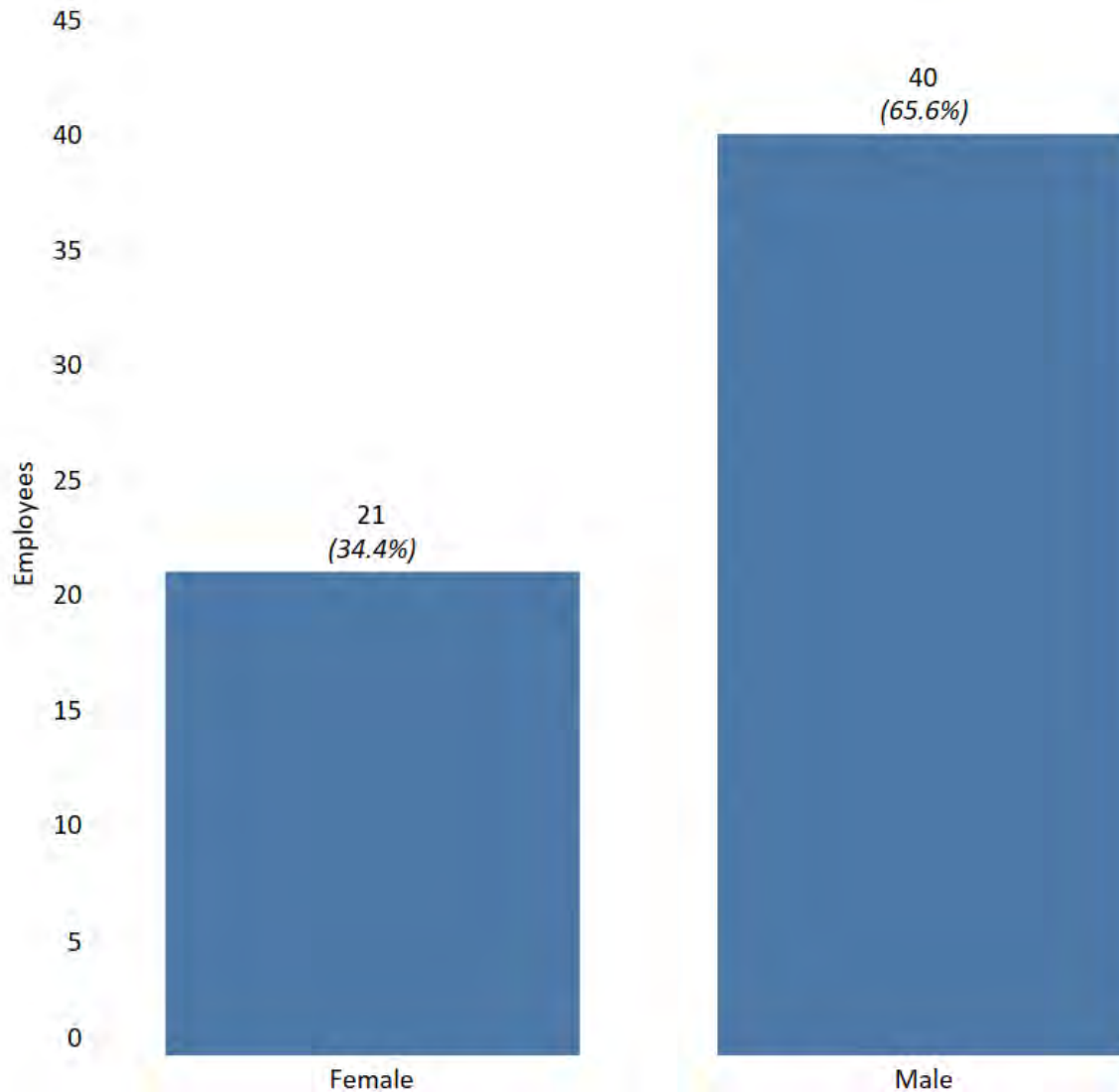
## Number of Employees by Age Group



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

# Opened Cases – Q3 2025

## Number of Employees by Gender

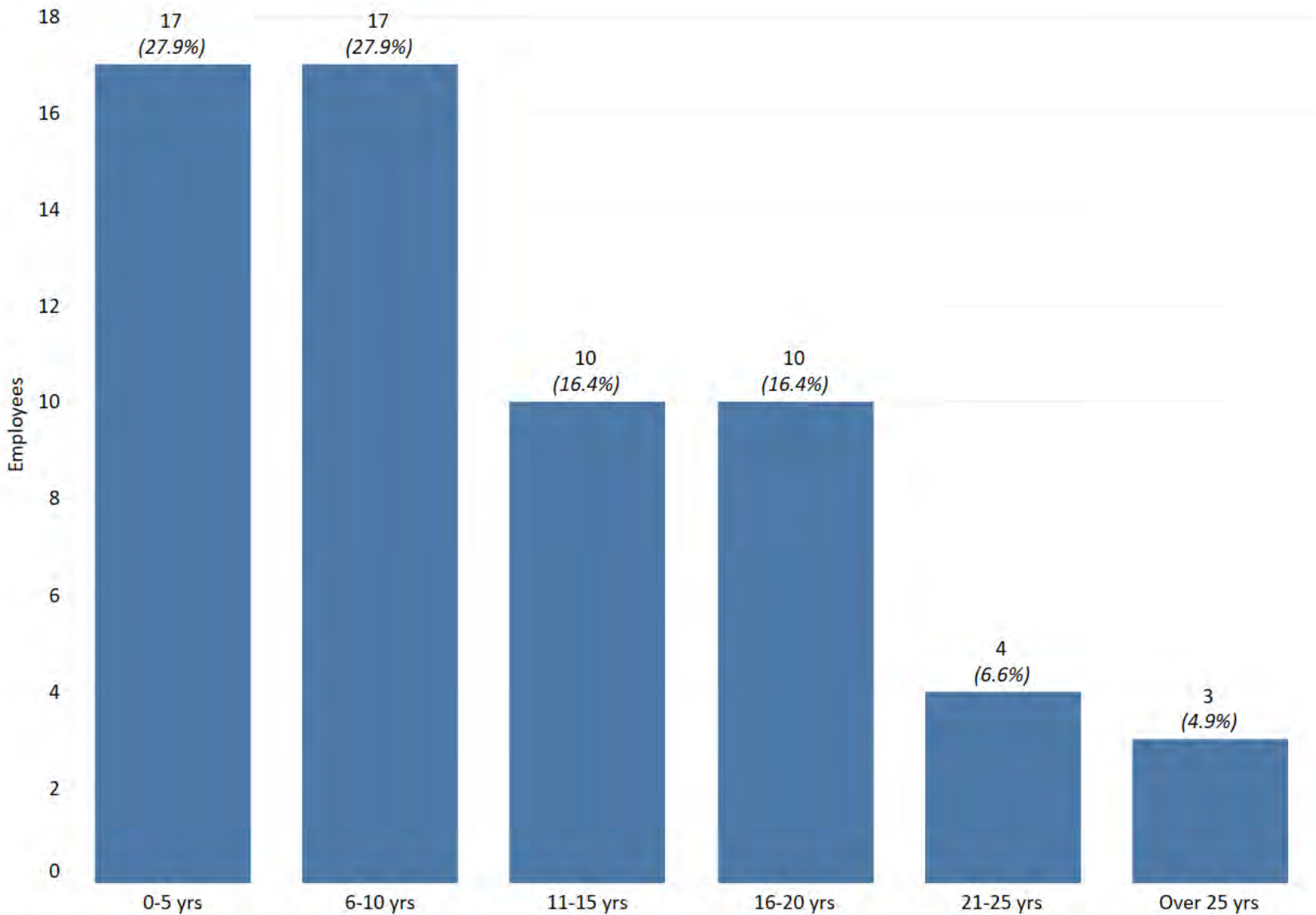


\*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q3 2025

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

# Opened Cases – Q3 2025

## Number of Employees by Tenure



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



# CLOSED CASES - FINDINGS

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# Closed Cases – Q3 2025

## Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Proper Conduct	174	52.89%
Improper Conduct	118	35.87%
Insufficient Evidence	21	6.38%
Unfounded	8	2.43%
Policy Failure	7	2.13%
Exceptional Clearance	1	0.30%
Total Findings	329	100.00%

\*Employees may have multiple allegations and findings, above table represents 126 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 – Q3 2025

## Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Grand Total
Exceptional Clearance				1 (0.30%)			1 (0.30%)
Improper Conduct	7 (2.13%)	3 (0.91%)	1 (0.30%)	87 (26.44%)	3 (0.91%)	17 (5.17%)	118 (35.87%)
Insufficient Evidence	5 (1.52%)	3 (0.91%)		9 (2.74%)	3 (0.91%)	1 (0.30%)	21 (6.38%)
Policy Failure				5 (1.52%)	1 (0.30%)	1 (0.30%)	7 (2.13%)
Proper Conduct	2 (0.61%)	1 (0.30%)		171 (51.98%)			174 (52.89%)
Unfounded				8 (2.43%)			8 (2.43%)
Grand Total	14 (4.26%)	7 (2.13%)	1 (0.30%)	281 (85.41%)	7 (2.13%)	19 (5.78%)	329 (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 126 employees

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

# Closed Cases – Q3 2025

## Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unkno..	Grand Total
Exceptional Clearance				1 (0.30%)		1 (0.30%)
Improper Conduct	20 (6.08%)	24 (7.29%)	28 (8.51%)	46 (13.98%)		118 (35.87%)
Insufficient Evidence	7 (2.13%)	5 (1.52%)	3 (0.91%)	5 (1.52%)	1 (0.30%)	21 (6.38%)
Policy Failure		1 (0.30%)	2 (0.61%)	4 (1.22%)		7 (2.13%)
Proper Conduct	24 (7.29%)	3 (0.91%)	56 (17.02%)	88 (26.75%)	3 (0.91%)	174 (52.89%)
Unfounded		2 (0.61%)	1 (0.30%)	5 (1.52%)		8 (2.43%)
Grand Total	51 (15.50%)	35 (10.64%)	90 (27.36%)	149 (45.29%)	4 (1.22%)	329 (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 126 employees

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

# Closed Cases – Q3 2025

## Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Exceptional Clearance		1 (0.30%)				1 (0.30%)
Improper Conduct	24 (7.29%)	46 (13.98%)	25 (7.60%)	17 (5.17%)	6 (1.82%)	118 (35.87%)
Insufficient Evidence	2 (0.61%)	5 (1.52%)	7 (2.13%)	6 (1.82%)	1 (0.30%)	21 (6.38%)
Policy Failure	3 (0.91%)	2 (0.61%)	2 (0.61%)			7 (2.13%)
Proper Conduct	48 (14.59%)	103 (31.31%)	20 (6.08%)	3 (0.91%)		174 (52.89%)
Unfounded	2 (0.61%)	1 (0.30%)	2 (0.61%)	3 (0.91%)		8 (2.43%)
Grand Total	79 (24.01%)	158 (48.02%)	56 (17.02%)	29 (8.81%)	7 (2.13%)	329 (100.00%)

\*Employees may have multiple allegations and findings, above table represents 126 employees

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

# Closed Cases – Q3 2025

## Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Exceptional Clearance		1 (0.30%)	1 (0.30%)
Improper Conduct	15 (4.56%)	103 (31.31%)	118 (35.87%)
Insufficient Evidence	6 (1.82%)	15 (4.56%)	21 (6.38%)
Policy Failure		7 (2.13%)	7 (2.13%)
Proper Conduct	22 (6.69%)	152 (46.20%)	174 (52.89%)
Unfounded	4 (1.22%)	4 (1.22%)	8 (2.43%)
Grand Total	47 (14.29%)	282 (85.71%)	329 (100.00%)

\*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q3 2025

\*Employees may have multiple allegations and findings, above table represents 126 employees

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

# Closed Cases – Q3 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	
Exceptional Clearance		1 (0.30%)					1 (0.30%)
Improper Conduct	43 (13.07%)	32 (9.73%)	13 (3.95%)	9 (2.74%)	10 (3.04%)	11 (3.34%)	118 (35.87%)
Insufficient Evidence	6 (1.82%)	5 (1.52%)	1 (0.30%)	6 (1.82%)	3 (0.91%)		21 (6.38%)
Policy Failure	3 (0.91%)	2 (0.61%)		1 (0.30%)		1 (0.30%)	7 (2.13%)
Proper Conduct	94 (28.57%)	73 (22.19%)	4 (1.22%)	2 (0.61%)	1 (0.30%)		174 (52.89%)
Unfounded	3 (0.91%)			2 (0.61%)	2 (0.61%)	1 (0.30%)	8 (2.43%)
Grand Total	149 (45.29%)	113 (34.35%)	18 (5.47%)	20 (6.08%)	16 (4.86%)	13 (3.95%)	329 (100.00%)

\*Employees may have multiple allegations and findings, above table represents 126 employees

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

# Closed Cases – Q3 2025

## Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
Exceptional Clearance		1 (0.30%)	1 (0.30%)
Improper Conduct	6 (1.82%)	112 (34.04%)	118 (35.87%)
Insufficient Evidence	7 (2.13%)	14 (4.26%)	21 (6.38%)
Policy Failure		7 (2.13%)	7 (2.13%)
Proper Conduct	3 (0.91%)	171 (51.98%)	174 (52.89%)
Unfounded		8 (2.43%)	8 (2.43%)
Grand Total	16 (4.86%)	313 (95.14%)	329 (100.00%)

\*Employees may have multiple allegations and findings, above table represents 126 employees

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



# CLOSED CASES - ACTIONS

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# Closed Cases – Q3 2025

## Actions

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	44	28.03%
	Resignation	3	1.91%
	Retirement	4	2.55%
	Retraining	70	44.59%
	Total	121	77.07%
Disciplinary Action	Written Reprimand/ Written Warning	19	12.10%
	Suspension Held in Abeyance	8	5.10%
	Suspension (10 or less days)	4	2.55%
	Suspension (11 or more days)	1	0.64%
	Termination	4	2.55%
	Total	36	22.93%
Grand Total		157	100.00%

\*Employees may receive multiple actions, above table represents 81 employees

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

# Closed Cases – Q3 2025

## Actions by Bureau

Action Type	Action and Suspension Days	Bureau At Incident						Grand Total
		Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigation s Bureau	Special Operations Bureau	
Non-Disciplinary Action	Admonishment	4 2.55%	2 1.27%	1 0.64%	33 21.02%	2 1.27%	2 1.27%	44 28.03%
	Resignation				3 1.91%			3 1.91%
	Retirement				3 1.91%		1 0.64%	4 2.55%
	Retraining	4 2.55%	3 1.91%	1 0.64%	55 35.03%	3 1.91%	4 2.55%	70 44.59%
	Total	8 5.10%	5 3.18%	2 1.27%	94 59.87%	5 3.18%	7 4.46%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning		1 0.64%		17 10.83%	1 0.64%		19 12.10%
	Suspension Held in Abeyance				6 3.82%		2 1.27%	8 5.10%
	Suspension (10 or less days)				3 1.91%		1 0.64%	4 2.55%
	Suspension (11 or more days)				1 0.64%			1 0.64%
	Termination	1 0.64%			2 1.27%		1 0.64%	4 2.55%
	Total	1 0.64%	1 0.64%		29 18.47%	1 0.64%	4 2.55%	36 22.93%
Grand Total		9 5.73%	6 3.82%	2 1.27%	123 78.34%	6 3.82%	11 7.01%	157 100.00%

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

# Closed Cases – Q3 2025

## Actions by Race

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Grand Total
Non-Disciplinary Action	Admonishment	10 6.37%	8 5.10%	9 5.73%	17 10.83%	44 28.03%
	Resignation	1 0.64%			2 1.27%	3 1.91%
	Retirement			3 1.91%	1 0.64%	4 2.55%
	Retraining	15 9.55%	12 7.64%	16 10.19%	27 17.20%	70 44.59%
	Total	26 16.56%	20 12.74%	28 17.83%	47 29.94%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	4 2.55%	3 1.91%	6 3.82%	6 3.82%	19 12.10%
	Suspension Held in Abeyance	2 1.27%	1 0.64%		5 3.18%	8 5.10%
	Suspension (10 or less days)	1 0.64%			3 1.91%	4 2.55%
	Suspension (11 or more days)			1 0.64%		1 0.64%
	Termination		1 0.64%	1 0.64%	2 1.27%	4 2.55%
	Total	7 4.46%	5 3.18%	8 5.10%	16 10.19%	36 22.93%
Grand Total		33 21.02%	25 15.92%	36 22.93%	63 40.13%	157 100.00%

\*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 – Q3 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	Admonishment	10 6.37%	18 11.46%	10 6.37%	5 3.18%	1 0.64%	44 28.03%
	Resignation	1 0.64%	2 1.27%				3 1.91%
	Retirement		1 0.64%		3 1.91%	1 0.64%	4 2.55%
	Retraining	17 10.83%	30 19.11%	13 8.28%	8 5.10%	2 1.27%	70 44.59%
	Total	28 17.83%	51 32.48%	23 14.65%	16 10.19%	4 2.55%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	4 2.55%	9 5.73%	3 1.91%	2 1.27%	1 0.64%	19 12.10%
	Suspension Held in Abeyance	2 1.27%	4 2.55%	1 0.64%	1 0.64%		8 5.10%
	Suspension (10 or less days)		4 2.55%				4 2.55%
	Suspension (11 or more days)		1 0.64%				1 0.64%
	Termination	1 0.64%		2 1.27%		1 0.64%	4 2.55%
	Total	7 4.46%	18 11.46%	6 3.82%	3 1.91%	2 1.27%	36 22.93%
Grand Total		35 22.29%	69 43.95%	29 18.47%	19 12.10%	6 3.82%	157 100.00%

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



# Closed Cases – Q3 2025

## Actions by Gender

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	12 7.64%	32 20.38%	44 28.03%
	Resignation		3 1.91%	3 1.91%
	Retirement		4 2.55%	4 2.55%
	Retraining	13 8.28%	57 36.31%	70 44.59%
	Total	25 15.92%	96 61.15%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.27%	17 10.83%	19 12.10%
	Suspension Held in Abeyance		8 5.10%	8 5.10%
	Suspension (10 or less days)		4 2.55%	4 2.55%
	Suspension (11 or more days)		1 0.64%	1 0.64%
	Termination		4 2.55%	4 2.55%
	Total	2 1.27%	34 21.66%	36 22.93%
Grand Total		27 17.20%	130 82.80%	157 100.00%

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

# Closed Cases – Q3 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	Admonishment	20 12.74%	9 5.73%	5 3.18%	7 4.46%	1 0.64%	2 1.27%	44 28.03%
	Resignation	1 0.64%	2 1.27%					3 1.91%
	Retirement		1 0.64%			2 1.27%	1 0.64%	4 2.55%
	Retraining	33 21.02%	17 10.83%	6 3.82%	8 5.10%	3 1.91%	3 1.91%	70 44.59%
	Total	54 34.39%	29 18.47%	11 7.01%	15 9.55%	6 3.82%	6 3.82%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	11 7.01%	4 2.55%	1 0.64%	1 0.64%	1 0.64%	1 0.64%	19 12.10%
	Suspension Held in Abeyance	4 2.55%	3 1.91%			1 0.64%		8 5.10%
	Suspension (10 or less days)	1 0.64%	3 1.91%					4 2.55%
	Suspension (11 or more days)		1 0.64%					1 0.64%
	Termination	1 0.64%		1 0.64%			2 1.27%	4 2.55%
	Total	17 10.83%	11 7.01%	2 1.27%	1 0.64%	2 1.27%	3 1.91%	36 22.93%
Grand Total		71 45.22%	40 25.48%	13 8.28%	16 10.19%	8 5.10%	9 5.73%	157 100.00%

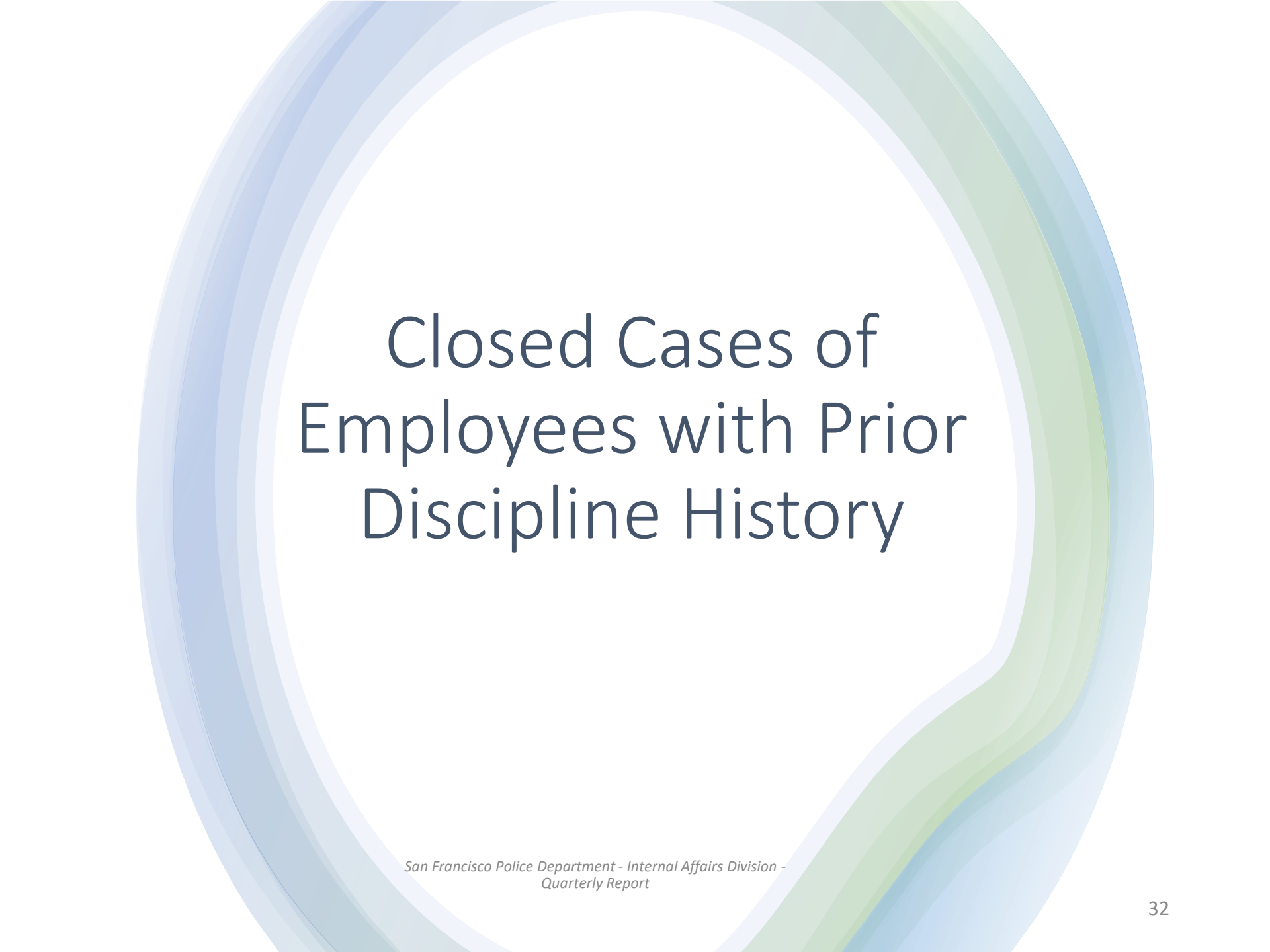
\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q3 2025

## Actions by Member Status

Action Type	Action and Suspension Days	Member Status		
		PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	3 1.91%	41 26.11%	44 28.03%
	Resignation		3 1.91%	3 1.91%
	Retirement		4 2.55%	4 2.55%
	Retraining	4 2.55%	66 42.04%	70 44.59%
	Total	7 4.46%	114 72.61%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.64%	18 11.46%	19 12.10%
	Suspension Held in Abeyance		8 5.10%	8 5.10%
	Suspension (10 or less days)		4 2.55%	4 2.55%
	Suspension (11 or more days)		1 0.64%	1 0.64%
	Termination	1 0.64%	3 1.91%	4 2.55%
	Total	2 1.27%	34 21.66%	36 22.93%
Grand Total		9 5.73%	148 94.27%	157 100.00%

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



# Closed Cases of Employees with Prior Discipline History

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# Closed Cases – Q3 2025

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

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	24	25.26%
	Resignation	2	2.11%
	Retirement	2	2.11%
	Retraining	42	44.21%
	Total	70	73.68%
Disciplinary Action	Written Reprimand/ Written Warning	14	14.74%
	Suspension Held in Abeyance	6	6.32%
	Suspension (10 or less days)	3	3.16%
	Termination	2	2.11%
	Total	25	26.32%
Grand Total		95	100.00%

\*Employees may receive multiple actions – above table represents 47 employees

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

# Closed Cases – Q3 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	Airport Bureau	Chief's Office	
Non-Disciplinary Action	Admonishment	1 1.05%	17 17.89%	1 1.05%	2 2.11%	2 2.11%	1 1.05%	24 25.26%
	Resignation		2 2.11%					2 2.11%
	Retirement		2 2.11%					2 2.11%
	Retraining	1 1.05%	34 35.79%	1 1.05%	3 3.16%	2 2.11%	1 1.05%	42 44.21%
	Total	2 2.11%	55 57.89%	2 2.11%	5 5.26%	4 4.21%	2 2.11%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning		14 14.74%					14 14.74%
	Suspension Held in Abeyance		5 5.26%		1 1.05%			6 6.32%
	Suspension (10 or less days)		3 3.16%					3 3.16%
	Termination		1 1.05%		1 1.05%			2 2.11%
	Total		23 24.21%		2 2.11%			25 26.32%
Grand Total		2 2.11%	78 82.11%	2 2.11%	7 7.37%	4 4.21%	2 2.11%	95 100.00%

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

# Closed Cases – Q3 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	
Non-Disciplinary Action	Admonishment	2 2.11%	5 5.26%	7 7.37%	10 10.53%	24 25.26%
	Resignation				2 2.11%	2 2.11%
	Retirement			2 2.11%		2 2.11%
	Retraining	5 5.26%	8 8.42%	11 11.58%	18 18.95%	42 44.21%
	Total	7 7.37%	13 13.68%	20 21.05%	30 31.58%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	3 3.16%	2 2.11%	4 4.21%	5 5.26%	14 14.74%
	Suspension Held in Abeyance	1 1.05%	1 1.05%		4 4.21%	6 6.32%
	Suspension (10 or less days)	1 1.05%			2 2.11%	3 3.16%
	Termination		1 1.05%		1 1.05%	2 2.11%
	Total	5 5.26%	4 4.21%	4 4.21%	12 12.63%	25 26.32%
Grand Total		12 12.63%	17 17.89%	24 25.26%	42 44.21%	95 100.00%

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

# Closed Cases – Q3 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	60+	
Non-Disciplinary Action	Admonishment	4 4.21%	12 12.63%	4 4.21%	3 3.16%	1 1.05%	24 25.26%
	Resignation		2 2.11%				2 2.11%
	Retirement				2 2.11%	1 1.05%	2 2.11%
	Retraining	8 8.42%	22 23.16%	6 6.32%	5 5.26%	1 1.05%	42 44.21%
	Total	12 12.63%	36 37.89%	10 10.53%	10 10.53%	3 3.16%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	3 3.16%	8 8.42%	2 2.11%	1 1.05%		14 14.74%
	Suspension Held in Abeyance	1 1.05%	3 3.16%	1 1.05%	1 1.05%		6 6.32%
	Suspension (10 or less days)		3 3.16%				3 3.16%
	Termination			2 2.11%			2 2.11%
	Total	4 4.21%	14 14.74%	5 5.26%	2 2.11%		25 26.32%
Grand Total		16 16.84%	50 52.63%	15 15.79%	12 12.63%	3 3.16%	95 100.00%

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

# Closed Cases – Q3 2025

## 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	Admonishment	7 7.37%	17 17.89%	24 25.26%
	Resignation		2 2.11%	2 2.11%
	Retirement		2 2.11%	2 2.11%
	Retraining	9 9.47%	33 34.74%	42 44.21%
	Total	16 16.84%	54 56.84%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.11%	12 12.63%	14 14.74%
	Suspension Held in Abeyance		6 6.32%	6 6.32%
	Suspension (10 or less days)		3 3.16%	3 3.16%
	Termination		2 2.11%	2 2.11%
	Total	2 2.11%	23 24.21%	25 26.32%
Grand Total		18 18.95%	77 81.05%	95 100.00%

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



# Closed Cases – Q3 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	Admonishment	8 8.42%	6 6.32%	3 3.16%	5 5.26%		2 2.11%	24 25.26%
	Resignation		2 2.11%					2 2.11%
	Retirement					1 1.05%	1 1.05%	2 2.11%
	Retraining	18 18.95%	11 11.58%	4 4.21%	5 5.26%	2 2.11%	2 2.11%	42 44.21%
	Total	26 27.37%	19 20.00%	7 7.37%	10 10.53%	3 3.16%	5 5.26%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	8 8.42%	4 4.21%	1 1.05%		1 1.05%		14 14.74%
	Suspension Held in Abeyance	3 3.16%	2 2.11%			1 1.05%		6 6.32%
	Suspension (10 or less days)	1 1.05%	2 2.11%					3 3.16%
	Termination			1 1.05%			1 1.05%	2 2.11%
	Total	12 12.63%	8 8.42%	2 2.11%		2 2.11%	1 1.05%	25 26.32%
Grand Total		38 40.00%	27 28.42%	9 9.47%	10 10.53%	5 5.26%	6 6.32%	95 100.00%

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

# Closed Cases – Q3 2025

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

Action Type	Action and Suspension Days	Member Status		
		PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	1 1.05%	23 24.21%	24 25.26%
	Resignation		2 2.11%	2 2.11%
	Retirement		2 2.11%	2 2.11%
	Retraining	1 1.05%	41 43.16%	42 44.21%
	Total	2 2.11%	68 71.58%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning		14 14.74%	14 14.74%
	Suspension Held in Abeyance		6 6.32%	6 6.32%
	Suspension (10 or less days)		3 3.16%	3 3.16%
	Termination		2 2.11%	2 2.11%
	Total		25 26.32%	25 26.32%
Grand Total		2 2.11%	93 97.89%	95 100.00%

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



# Trends

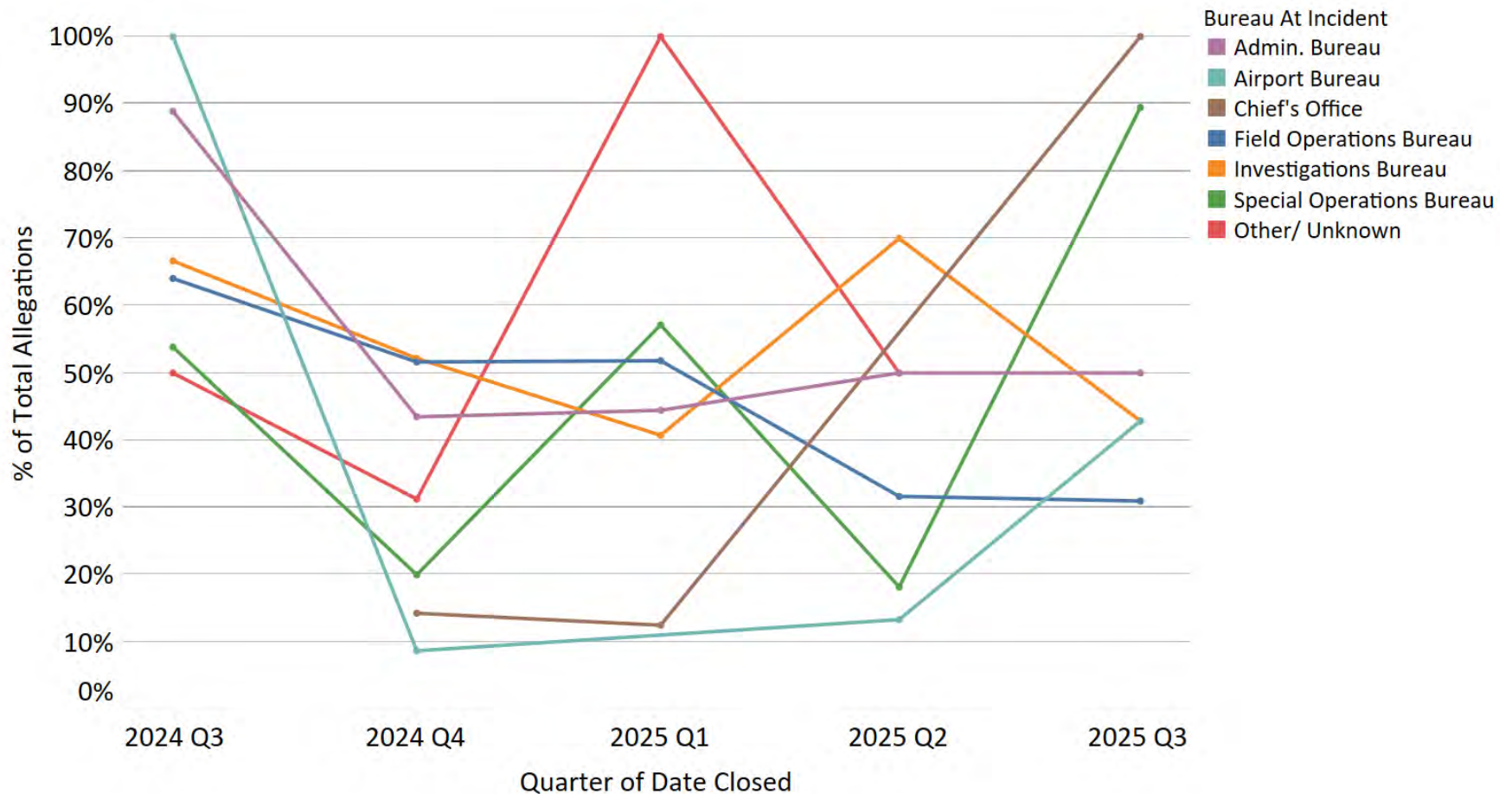
*San Francisco Police Department - Internal Affairs Division -  
Quarterly Report*



# Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident						
			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigatio ns Bureau	Special Operations Bureau	Other/ Unknown
2024	Q3	Not Sustained	1 11.11%		12 100.00%	64 35.96%	6 33.33%	6 46.15%	1 50.00%
		Sustained	8 88.89%	5 100.00%		114 64.04%	12 66.67%	7 53.85%	1 50.00%
2025	Q3	Not Sustained	7 50.00%	4 57.14%		194 69.04%	4 57.14%	2 10.53%	
		Sustained	7 50.00%	3 42.86%	1 100.00%	87 30.96%	3 42.86%	17 89.47%	

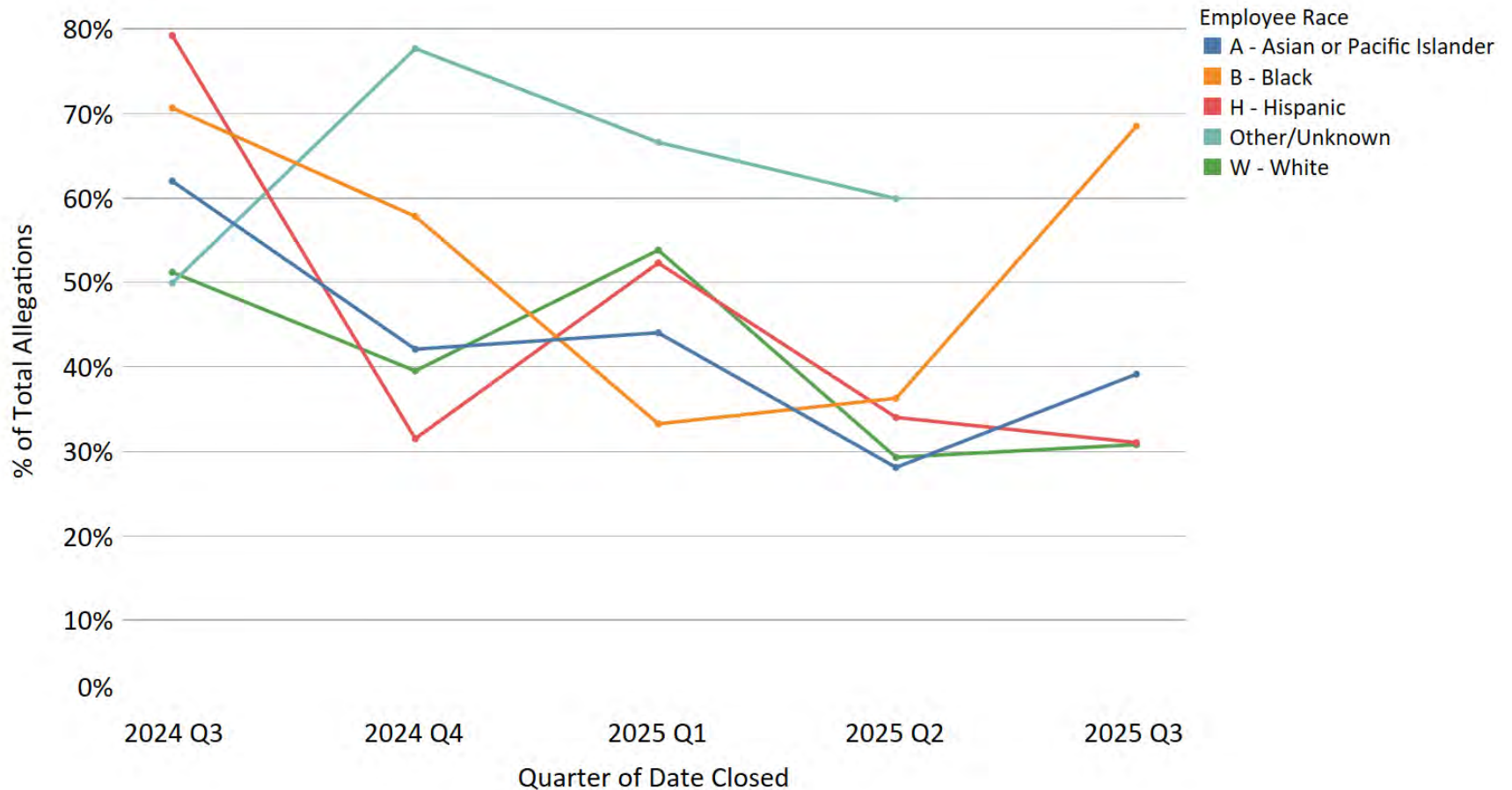
# Percentage of Sustained Allegations by Bureau



# Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2024	Q3	Not Sustained	33	12	6	38	1
			37.93%	29.27%	20.69%	48.72%	50.00%
	Sustained		54	29	23	40	1
			62.07%	70.73%	79.31%	51.28%	50.00%
2025	Q3	Not Sustained	31	11	62	103	4
			60.78%	31.43%	68.89%	69.13%	100.00%
	Sustained		20	24	28	46	
			39.22%	68.57%	31.11%	30.87%	

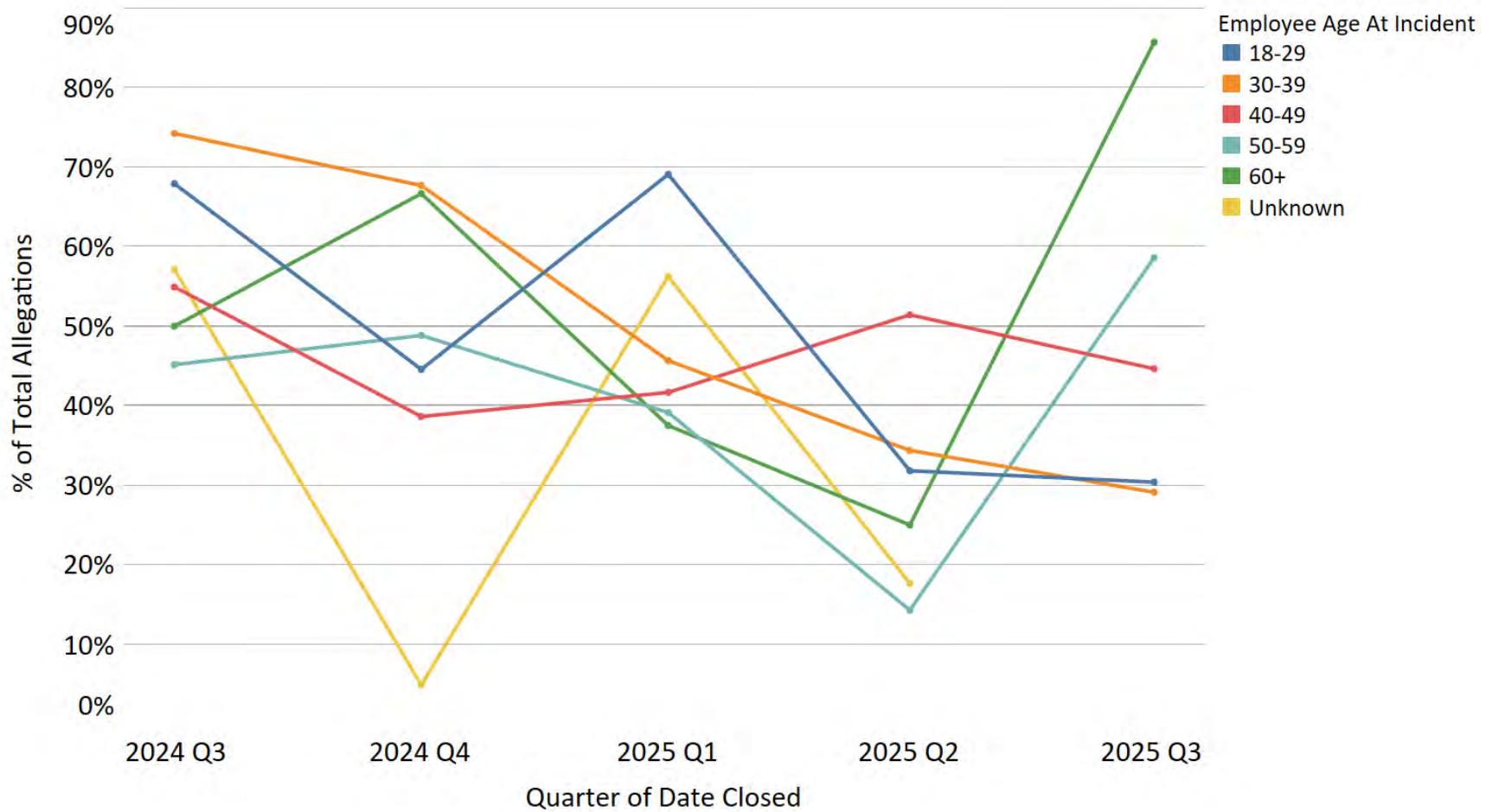
# Percentage of Sustained Allegations by Race



# Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident					
			18-29	30-39	40-49	50-59	60+	Unknown
2024	Q3	Not	17	17	32	17	1	6
		Sustained	32.08%	25.76%	45.07%	54.84%	50.00%	42.86%
		Sustained	36	49	39	14	1	8
			67.92%	74.24%	54.93%	45.16%	50.00%	57.14%
2025	Q3	Not	55	112	31	12	1	
		Sustained	69.62%	70.89%	55.36%	41.38%	14.29%	
		Sustained	24	46	25	17	6	
			30.38%	29.11%	44.64%	58.62%	85.71%	

# Percentage of Sustained Allegations by Age

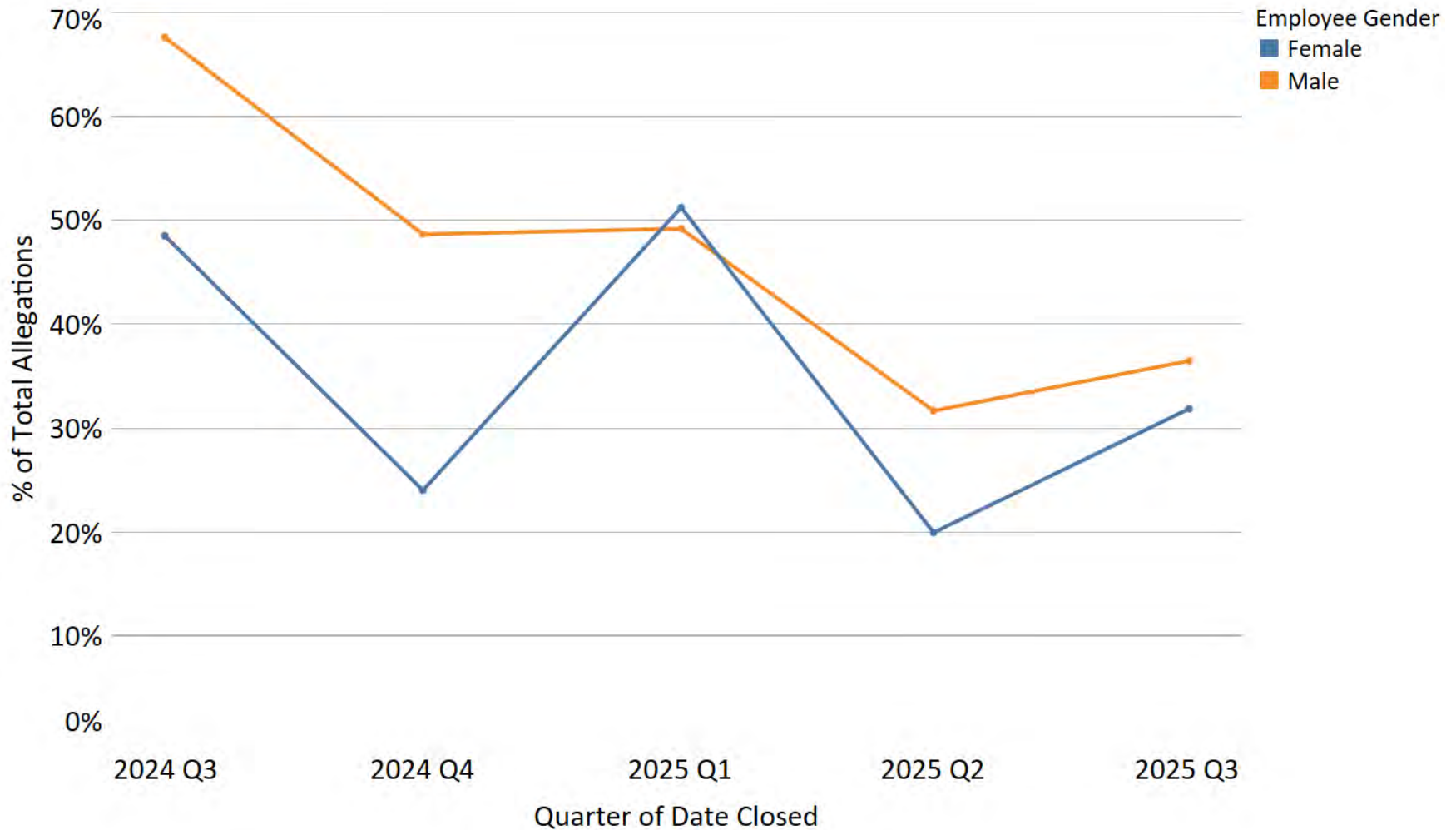


# Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
2024	Q3	Not Sustained	36 51.43%	54 32.34%
		Sustained	34 48.57%	113 67.66%
2025	Q3	Not Sustained	32 68.09%	179 63.48%
		Sustained	15 31.91%	103 36.52%



# Percentage of Sustained Allegations by Gender

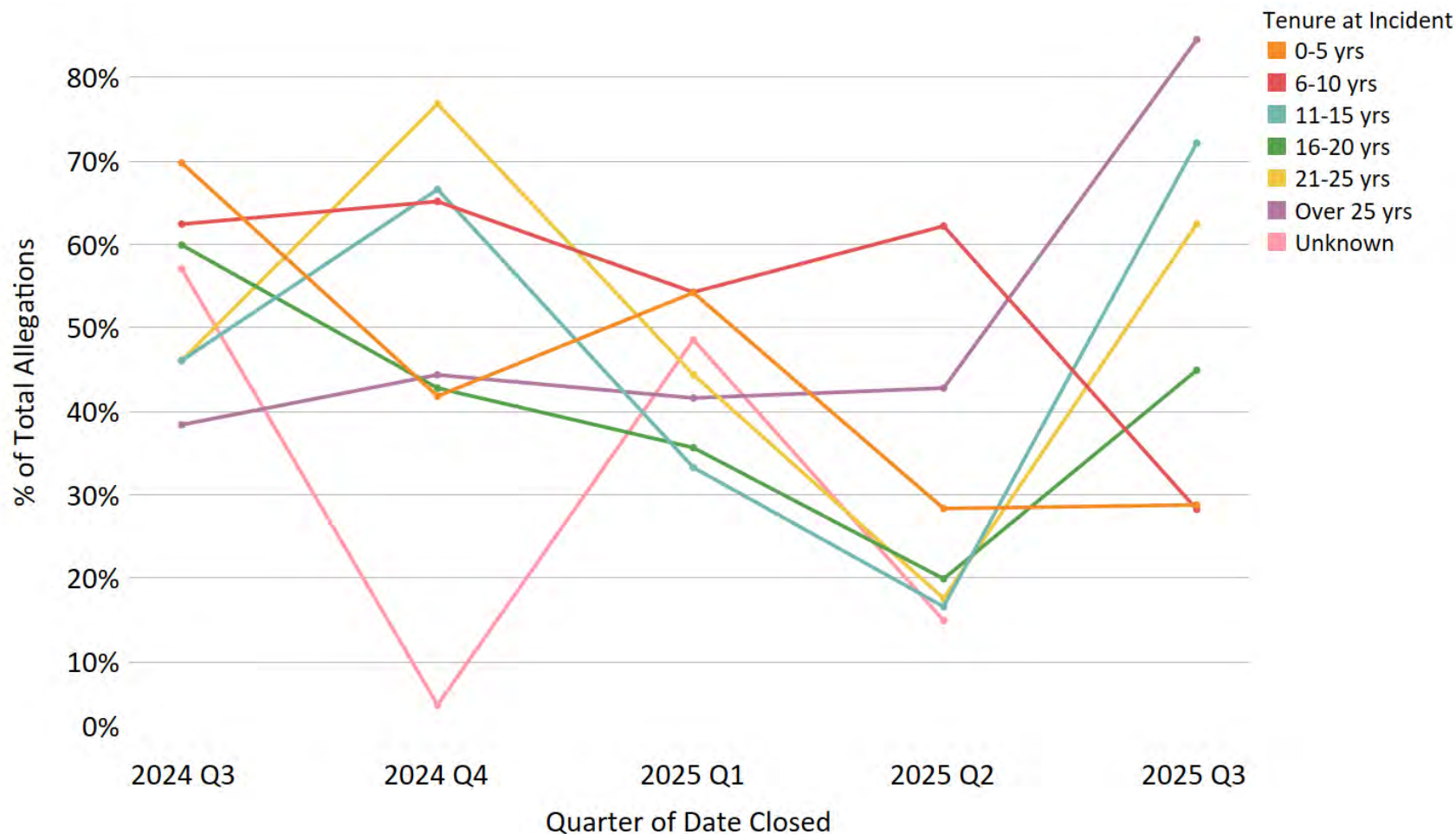




# Percentage of Sustained and Not Sustained Allegations by Tenure

			Tenure at Incident					
			0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs
								Unknown
2024	Q3	Not Sustained	38	15	14	2	7	8
			30.16%	37.50%	53.85%	40.00%	53.85%	61.54%
		Sustained	88	25	12	3	6	5
			69.84%	62.50%	46.15%	60.00%	46.15%	38.46%
2025	Q3	Not Sustained	106	81	5	11	6	2
			71.14%	71.68%	27.78%	55.00%	37.50%	15.38%
		Sustained	43	32	13	9	10	11
			28.86%	28.32%	72.22%	45.00%	62.50%	84.62%

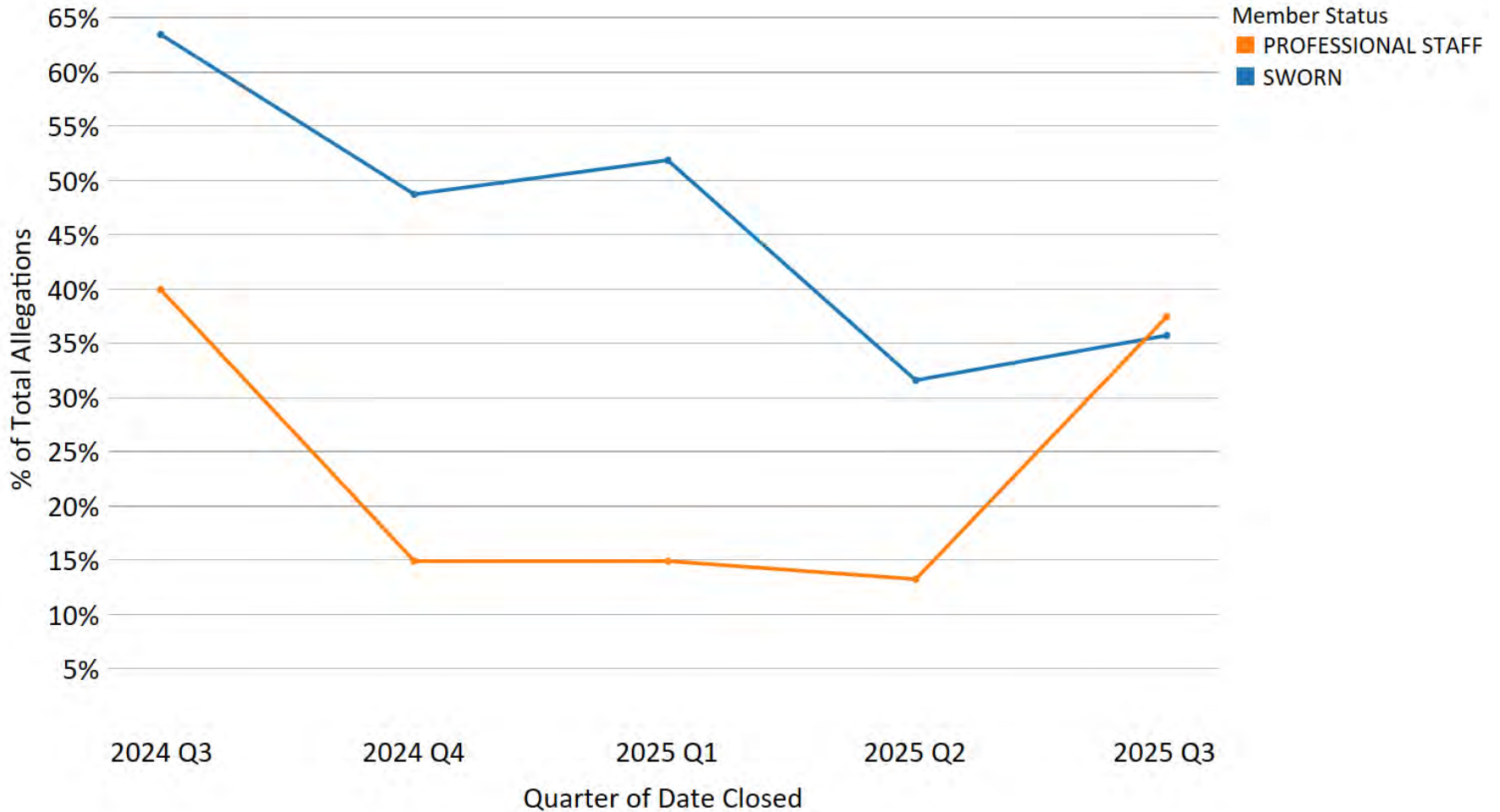
# Percentage of Sustained Allegations by Tenure



# Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL	
			STAFF	SWORN
2024	Q3	Not	9	81
		Sustained	60.00%	36.49%
		Sustained	6	141
			40.00%	63.51%
2025	Q3	Not	10	201
		Sustained	62.50%	64.22%
		Sustained	6	112
			37.50%	35.78%

# Percentage of Sustained Allegations by Member Status





# Opened Cases Complaint Summaries

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

# Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0055	CU	Was disrespectful and refused to provide badge number when requested. (DGO 2.01, Rule 8. Public Courtesy).
MCD-2025-0123	ND (x2)	Intentionally disparaged the complainant from pursuing the return of property by providing false information. Did not produce a supervisor upon request and was unhelpful when complainant requested information on how to make a complaint. These alleged actions are in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0124	ND	Was sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0125	CU	Verbally told an officer not to provide backup to another officer on a call for service, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0126	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0127	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0128	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0129	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0130	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0131	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0132	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0133	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.

# Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0134	DUI	Was involved in an off-duty DUI, in violation of 23152(a) CVC - Driving Under the Influence of Alcohol and 23152(b) CVC - Driving with Blood Alcohol Content of 0.08% or greater. This alleged action is a violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0135	CU	Manufactured and sold duplicate Security Access Devices in the form of key fobs/rings for profit, in violation of DGO 2.01.03, Rule 27 c and e, Prohibition on Use of Authority or Position.
MCD-2025-0136	CU	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CU	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CU	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CRD, CU	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct. Impaired the operation and efficiency of the Department by not acknowledging a close friend relationship with a test participant to DHR, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit.
MCD-2025-0136	CU	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CU	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.

# Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0137	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0138	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0139	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0140	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0141	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0142	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0143	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0144	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0145	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0146	CU	Improperly authorized the granting of SFPD IT access to a recently separated employee, in violation of Department Policy (DGO 2.01.03, Rule 1).
MCD-2025-0147	DV	Was the dominant aggressor in a domestic violence incident, in violation of DGO 2.01.03, Rule 1, Misconduct.
MCD-2025-0148	CU	Engaged in a romantic relationship with a direct subordinate and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.
MCD-2025-0148	CU	Engaged in a romantic relationship with a direct supervisor and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.



# Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0149	CU, ND (x3)	Fell asleep on duty on two separate occasions, in violation of DGO Rule 1 - Misconduct. Was observed shopping for personal items while on duty on a department computer, in violation of DGO 2.01, Rule 3 - Attention to Duty. Failed to use the SFPD Language Line for an LEP member of the public, in violation of DGO 5.20 - Language Access Services for Limited English Proficient (LEP) Persons. Pointed directly at an LEP individual and began laughing at them, in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0150	ND	Failed to properly document a harassment incident in violation of Department Policy (DGO 2.01.03, Rule 9 - Written Reports)
MCD-2025-0151	ND	Often left work early, worked half days, or not shown up for work while still taking regular pay. These alleged allegations are a violation of DGO 2.01.03 Rule #4 - Reporting to Duty and DGO 2.01.03 Rule #3 - Attention to duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.

# Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0156	CRD, DV	Was involved in a domestic violence incident involving battery, in violation of DGO 2.01.03, Rule 1 - Misconduct. Became the subject of an Emergency Protective Order, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit.
MCD-2025-0157	CU	Spoke rudely to a complainant, in violation of DGO 2.01.03, Rule 1a, Conduct Unbecoming and Rule 7, Respectfulness.
MCD-2025-0158	Failure To Write An Incident Report	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0159	CU	Used sick pay (SP) while on vacation outside the country, in violation of DGO 2.01.03, Rule 22 Sickness or Injury.
MCD-2025-0159	CU	Approved falsely reported sick pay use, in violation of DGO 1.06.03 Commissioned Officers, A. General Duties, 2. Supervision.
MCD-2025-0160	CU	Was unprofessional when issuing a parking citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0161	CU (x2)	Made subordinate employees procure coffee and meals, in violation of DGO 2.01.03, Rule 1 - Misconduct. Placed hands on a subordinate employee's shoulders and rubbed them, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0162	CU	Is harassing an ex-romantic partner. (DGO 2.01.03, Rule 1)
MCD-2025-0163	ND (Lost Property)	Lost an SFPD employee identification card and a City & County of San Francisco employee "Disaster Service Worker" (DSW) identification card, in violation of DGO 2.01.03, Rule 23 - Department Property and DGO 10.02.01.A.1 - Equipment, Safekeeping and Use.
MCD-2025-0165	Failure To Properly Investigate, ND (x2), ND (BWC)	Failed to ensure a thorough and complete investigation was conducted in regard to a traffic collision, in violation of DGO 2.01.03, Rule 16 - Investigative Responsibility. Failed to notify Department Operations Center (DOC) and the Traffic Collision Investigations Unit (TCIU) when required, in violation of DGO 9.02.03 Vehicle Crashes - Procedures. Failed to document material witness statements and submitted reports containing factually inaccurate information, in violation of DGO 2.01.03, Rule 9 - Written Reports. Failed to comply with Department's Body Worn Camera (BWC) policy at the scene of a traffic collision, in violation DGO 10.11 - Body Worn Camera.

# Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0165	Failure To Properly Investigate	Failed to ensure a thorough and complete investigation was conducted in regard to a traffic collision, in violation of DGO 2.01.03, Rule 16 - Investigative Responsibility.
OID-2025-0003	Weapon Discharge	Officer involved firearm discharge, administrative investigation.
OIS-2025-0004	Administrative Investigation	OIS Administrative Investigation - "Covered Incident" under the SFPD/SFDA MOU.
OIS-2025-0005	Administrative Investigation	OIS Administrative Investigation - "Covered Incident" under the SFPD/SFDA MOU.
UOF 25-0001	UOF	Use of force, administrative investigation
UOF 25-0001	UOF	Use of force, administrative investigation
UOF 25-0001	UOF	Use of force, administrative investigation

# 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