

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/ Discipline Imposed	Actions Date/Range	Incident Status	Closed Date	Complaint Summary
MCD-2020-0145	11/12/20			ND (x2)	Improper Conduct	11/02/2021	Retraining, Written Reprimand	11/07/2025	Closed	11/12/2025	Failed to obey a written and verbal order to report for duty, in violation of DGO 2.01, Rule 10 (Written Orders).
MCD-2021-0089	7/8/21			CRD, Failure to Write an Incident Report, ND (x4), ND (BWC)	Improper Conduct	06/08/2022	Board Police Commission, Retraining, Suspension (90 days)	11/19/2025, 02/17/2026	Closed	11/25/2025	1: Failure to comply with body worn camera policy, in violation of DGO 10.11 & DB 20-175); 2: Failure to make a written report, in violation of DGO 1.03(1)(A)(5)(D) & DGO 2.01, Rule 25; 3: Failure to properly investigate. Failure to obtain witness information and statements, in violation of DGO 1.03(1)(A)(6)); 4: Failure to collect physical evidence & failure to properly process property, in violation of DGO 6.02 (l)(E)(D) & 6.15(l)(A) and (B)(l) and (2); 5: Failure to perform duties according to department policy & engaging in conduct that reflects discredit upon the department, in violation of 2.01, Rule 5 & Rule 9.
MCD-2021-0089	7/8/21			ND	Improper Conduct	06/08/2022	Retraining, Suspension (1 day held in abeyance)	10/08/2024	Closed	11/25/2025	Failed to report misconduct, in violation of DGO 2.04.02(B).

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MCD-2021-0089	7/8/21			CRD, Failure to Write an Incident Report, ND (x4), ND (BWC)	Improper Conduct	06/08/2022	Retirement	06/28/2024	Closed	11/25/2025	Failure to follow body worn camera policy, in violation of DGO 10.11 & DB 20-175. Failure to make a written report, in violation of DGO 1.03(I)(A)(5)(d) & DGO 2.01, Rule 25. Failure to obtain witness information, in violation of DGO 1.03(I)(A)(6). Failure to collect physical evidence, in violation of DGO 6.02(II)(E)(1). Failure to properly process property, in violation of DGO 6.15(I)(A). Failure to perform duties according to Department policy, in violation of DGO 2.01, Rule 5. Conduct Reflecting Discredit, in violation of DGO 2.01, Rule 9.
MCD-2022-0196	12/23/22			Failure To Properly Investigate, Failure to Write an Incident Report, ND	Improper Conduct	11/20/2023	Retraining, Suspension (5 days and 5 held in abeyance)	09/22/2025, 11/26/2025, 12/23/2025	Closed	11/12/2025	Failed to investigate an alleged DV incident and verify an existing Emergency Protective Order in violation of DGO 1.03, I, 3 Neglect of Duty. Failed to investigate and write an incident report for a domestic violence incident in violation of DGO 6.09.04(N) Incident Reports. Made a CAD entry inconsistent with what victim stated regarding DV incident in violation of DGO 2.01 Rule 9, Misconduct.
MCD-2022-0196	12/23/22			Failure To Properly Investigate, ND	Improper Conduct	11/20/2023	Retraining, Suspension (5 days and 5 held in abeyance)	10/02/2025, 10/31/2025, 12/23/2025	Closed	11/12/2025	Failed to investigate an alleged DV incident and verify an existing Emergency Protective Order in violation of DGO 1.03, I, 3 Neglect of Duty. Made a CAD entry inconsistent with what victim stated regarding DV incident in violation of DGO 2.01 Rule 9, Misconduct.

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MCD-2023-0181	9/25/23			CU (x7), Inappropriate Behavior / Comments	Improper Conduct	10/20/2023	Board Police Commission, No Further Action (3304 date expired)	11/05/2025	Closed	11/12/2025	Violated the City's EEO Policy and DGO 11.07. Violated the City's Respect Policy. Inappropriate behavior or comments as a supervisor, in violation of DGO 1.06. Conduct as a supervisor affected the efficiency and discipline of the Department, in violation of DGO 2.01, Rule 9.
MCD-2023-0181	9/25/23			CU (x11) , Inappropriate Behavior / Comments	Improper Conduct	10/20/2023	Retirement	04/27/2024	Closed	11/12/2025	Violated the City's EEO Policy and DGO 11.07. Inappropriate behavior or comments as a supervisor, in violation of DGO 1.06. Conduct as a supervisor affected the efficiency and discipline of the Department, in violation of DGO 2.01, Rule 9.
MCD-2023-0195	10/3/23			ND (BWC) (x2)	Improper Conduct	06/10/2024	Retraining, Suspension (1 day)	10/15/2025, 11/17/2025	Closed	11/21/2025	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2024-0038	1/24/24			FTA (Range)	Improper Conduct	01/13/2025	Retirement	10/07/2025	Closed	11/25/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states, "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualification is a violation of DGO 2.01, Rule 5, Performing Duties (Written Orders).

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MCD-2024-0058	2/15/24			ND (BWC)	Improper Conduct	11/25/2024	Retraining, Suspension (1 day held in abeyance)	10/06/2025	Closed	11/12/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0118	5/20/24			FTA (Range)	Improper Conduct	02/10/2025	Retirement	10/07/2025	Closed	11/25/2025	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0226	10/21/24	00061123-24		ND (DPA MRF)	Improper Conduct	05/19/2025	Retraining	11/04/2025	Closed	11/10/2025	Failed to return a DPA Members Response Form within 21 days, in violation of DGO 2.04.03(C)(1) Responsibilities of Members.
MCD-2024-0234	11/12/24			FTA (Range)	Proper Conduct	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states, "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualification is a violation of DGO 2.01, Rule 5, Performing Duties (Written Orders).
MCD-2024-0249	12/17/24			CU (x3)	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Created a hostile work environment, in violation of DN 23-192 - DHR Equitable, Fair and Respectful Workplace Policy. Is in a romantic relationship with another employee, in violation of DN 23-155, Policy of Family and Romantic Relations at Work. Conducts personal business while at work and engages in personal social interaction for an excessive amount of time at work, in violation of DGO 2.01, Rule 3 - Attention to Duty.

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MCD-2025-0009	1/13/25			CU (x2)	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Transmitted and responded to an email, via Department email, demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Transmitted and responded to an email, via Department email, with no reference to a work-related purpose, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Office Technologies.
MCD-2025-0019	1/16/25			FTA (Range)	Proper Conduct	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0024	1/21/25			CU	Proper Conduct	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Transmitted an email demonstrating bias or discrimination against a protected group in an email sent via Department email, in violation of DGO 2.01.03, Rule 1 - Misconduct.

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MCD-2025-0094	5/6/25			CU (x2), ND	Improper Conduct	10/30/2025	Termination	08/06/2025	Closed	11/25/2025	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, a. Conduct Unbecoming and b. Conduct Reflecting Discredit. While off-duty, used apparent authority on the elder victims to purchase their vintage automobile at a price well below its current market value, in violation of California Code, Welfare and Institutions Code - 15610.70. Was cited for a misdemeanor violation, and failed to notify their Commanding Officer of the arrest, in violation of DGO 2.01.03, Rule 2.g & h., Department Member's Notification Responsibilities.
MCD-2025-0096	5/7/25			ND (Lost Property)	Proper Conduct	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to take proper care of Department Property (cell phone), in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2025-0103	6/6/25			FTA (Range)	Unfounded	11/18/2025	No Further Action	11/18/2025	Closed	11/20/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0114	6/6/25	00061742-24		Failure To Write An Incident Report	Unfounded	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	While on duty, refused to take an incident report in violation of DGO 2.01.03, Rule 9, Written Reports.

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MCD-2025-0130	7/10/25			FTA (Range)	Proper Conduct	11/18/2025	No Further Action	11/18/2025	Closed	11/20/2025	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0142	7/31/25			FTA (Range)	Improper Conduct	11/05/2025	Admonishment, Retraining	11/19/2025	Closed	11/20/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0143	7/31/25			FTA (Range)	Training Failure	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0144	7/31/25			FTA (Range)	Training Failure	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0154	9/3/25			Discourtesy	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2025-0157	9/16/25	00066695-25		CU	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Asked the complainant, "What the F are you looking at?", in violation of DGO 2.01.03, Rule 1a, Conduct Unbecoming and Rule 7, Respectfulness.

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MCD-2025-0163	9/23/25			ND (Lost Property)	Unfounded	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Lost SFPD employee identification card and 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.
MCDO-2022-0011	12/15/22	DPA 00051528-22	7/29/22	ND (BWC)	Improper Conduct	03/28/2023	Retraining, Written Reprimand	09/27/2025	Closed	11/12/2025	Failed to activate body-worn camera, DGO 10.11 & DB 20-175.
MCDO-2024-0034	7/22/25	00061977-24	12/6/24	Inappropriate Behavior / Comments	Improper Conduct	08/26/2025	Retrainining, Written Reprimand	10/30/2025	Closed	11/18/2025	Inappropriate Behavior or Comments (DGO 2.01.03 Rules 1, 7 and 8).
OIS-2025-0005	9/23/25			Administrative Investigation	Exceptional Clearance	10/22/2025		10/22/2025	Closed	11/04/2025	Officer Involved Shooting - Administrative Investigation

Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

CVC – California Vehicle Code

DB – Department Bulletin

DGO – Department General Order

DM – Department Manual

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

MOU – Memorandum of Understanding

MRF – Member Response Form

ND – Neglect of Duty

ICD – In Custody Death

OC – Oleoresin Capsicum (pepper spray)

OID – Officer Involved Discharge (of Firearm)

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force