

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-2022-0152	9/6/22			Insubordination, ND (Vaccination Related)	Improper Conduct	10/27/2022	Suspension Held in Abeyance (10 days)	06/05/2026	Closed	01/08/2026	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). It is alleged that the above-listed accused member's failure to comply with the COVID-19 vaccination mandate constituted insubordination in that they subverted the order, efficiency, and discipline of the Department, in violation of DGO 2.01 Rule 9 (Misconduct).
MCD-2022-0153	9/6/22			Insubordination, ND (Vaccination Related)	Improper Conduct	10/27/2022	Resignation	12/16/2025	Closed	01/08/2026	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). It is alleged that the above-listed accused member's failure to comply with the COVID-19 vaccination mandate constituted insubordination in that they subverted the order, efficiency, and discipline of the Department, in violation of DGO 2.01 Rule 9 (Misconduct).
MCD-2023-0027	2/14/23			ND (BWC)	Improper Conduct	12/16/2025	Admonishment, Retraining	12/31/2025	Closed	01/08/2026	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0233	10/30/23			CU	Improper Conduct	11/25/2025	Resignation	01/04/2025	Closed	01/08/2026	Improperly possessed a firearm in carry-on baggage at an airport security checkpoint while off duty, in violation of Department Notice 23-082 (Prohibited Items at Airport Security Checkpoints).

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MCD-2024-0036	1/24/24			FTA (Range)	Improper Conduct	04/08/2024	Admonishment, Retraining	12/23/2025	Closed	01/08/2026	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-2024-0040	1/24/24			FTA (Range)	Improper Conduct	04/08/2024	Admonishment, Retraining	12/24/2025	Closed	01/08/2026	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-2024-0051	3/5/24			CU (x2), Inappropriate Comments	Insufficient Evidence, Proper Conduct	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Removed an employee's overtime entries in HRMS on three separate occasions, in violation of Department Notice 23-050 (Timekeeping Responsibilities and Inadequate Balance in HRMS) and in violation of DGO 2.01.03, Rule 7 (Respectfulness). Made an unwelcome comment by asking about sexual orientation, in violation of DGO 11.07.02.B. (Harassment). Caused discomfort when requesting to take a photo, in violation of DGO 2.01.03, Rule 7 (Respectfulness).
MCD-2024-0097	4/10/24			FTA (Range)	Improper Conduct	02/10/2025	Admonishment, Retraining	12/22/2025	Closed	01/12/2026	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states, "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.

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MCD-2024-0151	7/15/24			ND, ND (BWC)	Improper Conduct	02/10/2025	Admonishment, Retraining	12/24/2025	Closed	01/09/2026	Failed to notify DEM and their supervisor of an on-duty vehicle collision, in violation of DGO 2.06 - Vehicle Collisions Involving Members. Failed to activate BWC, in violation of DGO 10.11.03.C.
MCD-2024-0151	7/15/24			ND	Insufficient Evidence	02/10/2025	No Further Action	02/10/2025	Closed	01/09/2026	Failed to remain at the scene of the collision, in violation of DGO 2.06.I.A.1.
MCD-2024-0151	7/15/24			ND, ND (BWC)	Improper Conduct	02/10/2025	Admonishment, Retraining	12/31/2025	Closed	01/09/2026	Failed to notify DEM and their supervisor of an on-duty vehicle collision, in violation of DGO 2.06 - Vehicle Collisions Involving Members. Failed to activate BWC, in violation of DGO 10.11.03.C.
MCD-2024-0151	7/15/24			ND	Insufficient Evidence	02/10/2025	No Further Action	02/10/2025	Closed	01/09/2026	Failed to remain at the scene of the collision, in violation of DGO 2.06.I.A.1.
MCD-2024-0173	7/22/24			FTA (Range)	Improper Conduct	01/13/2025	Admonishment, Retraining	01/18/2026	Closed	01/23/2026	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-2024-0210	9/6/24			CU (x2)	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Engaged in disrespectful behavior towards a subordinate on two occasions, in violation of the City's Equitable, Fair and Respectful Workplace policy.
MCD-2024-0210	9/6/24			CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Engaged in disrespectful behavior towards a subordinate, in violation of the City's Equitable, Fair and Respectful Workplace policy.
MCD-2025-0005	1/7/25			ND (BWC)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/23/2025	Closed	01/08/2026	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.

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MCD-2025-0020	1/16/25			FTA (Range)	Improper Conduct	11/18/2025	Resignation	01/16/2025	Closed	01/09/2026	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2025-0028	2/3/25			FTA (Range)	Improper Conduct	07/24/2025	Admonishment, Retraining	08/18/2025	Closed	01/08/2026	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2025-0035	2/5/25			FTA (Range)	Improper Conduct	01/07/2026	Admonishment, Retraining	01/14/2026	Closed	01/26/2026	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0057	3/3/25			ND	Improper Conduct	12/09/2025	Retraining, Written Warning	12/18/2025	Closed	01/09/2026	Failed to properly inspect a vehicle prior to granting it access to a secure area, in violation of DGO 2.01.03, Rule 5 Performing Duties and Airport Bureau, Traffic Division Unit Order 23-01.
MCD-2025-0062	3/3/25			FTA (Range)	Improper Conduct	07/24/2025	Admonishment, Retraining	01/08/2026	Closed	01/20/2026	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0086	4/24/25			FTA (Range)	Improper Conduct	08/26/2025	Admonishment, Retraining	12/22/2025	Closed	01/08/2026	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0093	5/5/25			DUI (x2)	Improper Conduct	12/30/2025	Resignation	05/06/2025	Closed	01/27/2026	Was off-duty and arrested for driving under the influence, in violation of DGO 2.01.03 Rule 1 - Misconduct. Was off-duty and was dishonest when answering a question from a police officer, in violation of DGO 2.01.03 Rule 1 - Misconduct.

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MCD-2025-0128	7/10/25			FTA (Range)	Improper Conduct	12/16/2025	Retraining	12/29/2025	Closed	01/08/2026	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-2025-0133	7/10/25			FTA (Range)	Improper Conduct	09/09/2025	Admonishment	01/07/2026	Closed	01/12/2026	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-2025-0141	7/31/25			FTA (Range)	Proper Conduct	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0148	7/17/25			CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	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	7/17/25			CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	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.

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MCD-2025-0149	8/8/25			CU, ND (x3)	Improper Conduct	12/30/2025	Retirement	11/01/2025	Closed	01/27/2026	Fell asleep on duty on two separate occasions, in violation of DGO Rule 1 - Misconduct. Was observed shopping while on duty, 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. Engaged in discourteous and unprofessional conduct toward members of the public, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0151	8/21/25			ND	Insufficient Evidence	01/07/2026	No Further Action	01/07/2026	Closed	01/07/2026	Has often left work early, worked half days, or not shown up for work while still taking regular pay. These 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-2025-0173	10/8/25	00066818-25		CU	Insufficient Evidence	12/16/2025	Retraining	12/24/2025	Closed	01/12/2026	Made announcements on a PA system for vehicles to leave a no parking zone using excessive volume. Began writing a parking citation without listening to the complainant's justifications. The complainant described conduct as "rude" and "being a bully." These alleged actions are possible violations of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0184	10/28/25			CU	Insufficient Evidence	01/07/2026	Admonishment, Retraining	01/22/2026	Closed	01/28/2026	Transmitted a text message via Department cellular phone that demonstrated bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0184	10/28/25			CU	Improper Conduct	01/07/2026	Admonishment, Retraining	01/22/2026	Closed	01/28/2026	Was unprofessional when interacting with the public, in violation of DGO 2.01.03 Rule 1.

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MCD-2025-0207	12/30/25	00067964-25		CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Was insensitive when talking to a citizen trying to make a police report, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCDO-2022-0031	4/5/23	00051654-22	8/10/22	Failure To Write An Incident Report	Improper Conduct	05/22/2023	Retraining, Written Warning	12/31/2025	Closed	01/08/2026	Failed to prepare an incident report (DGO 5.04).
MCDO-2023-0035	3/25/24	00056105-23	7/27/23	Inappropriate Behavior/ Comments	Improper Conduct	05/20/2024	PIP, Retraining, Written Reprimand	12/18/2025	Closed	01/09/2026	Behaved and spoke inappropriately (DGO 2.01).
MCDO-2024-0021	3/31/25	00060735-24	8/7/24	ND	Improper Conduct	06/02/2025	Admonishment, Retraining	08/07/2025	Closed	01/08/2026	Failed to comply with Department's Stop Data Collection requirement (DN 20-141/DB 21-062).
MCDO-2024-0021	3/31/25	00060735-24	8/7/24	Inappropriate Behavior/ Comments	Improper Conduct	06/02/2025	Retraining, Written Warning	12/24/2025	Closed	01/08/2026	Behaved or spoke inappropriately (DGO 2.01.03, Rule 8).
MCDO-2024-0021	3/31/25	00060735-24	8/7/24	ND	Not Sustained	11/24/2025	No Further Action	11/24/2025	Closed	01/08/2026	Failed to comply with Department General Order 5.01.02(C).

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