

Internal Affairs Division

Annual
Report
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	427	15.2%
Airport Bureau	380	13.6%
Bureau of Investigations	334	11.9%
Chief of Staff	93	3.3%
Chief's Office	37	1.3%
Field Operations Bureau	1,267	45.2%
Special Operations Bureau	173	6.2%
Strategic Management Bureau	91	3.2%
Total	2,802	100.0%

Race/Ethnicity		
Asian	840	30.0%
Black	247	8.8%
Hispanic	510	18.2%
Other/Unknown	60	2.1%
White	1,145	40.9%
Total	2,802	100.0%

San Francisco Police Department Employee Demographics

Age Group		
18-29	203	7.2%
30-39	756	27.0%
40-49	793	28.3%
50-59	660	23.6%
60+	390	13.9%
Total	2,802	100.0%

Gender		
Male	2,138	76.3%
Female	664	23.7%
Total	2,802	100.0%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	501	17.9%
6-10	336	12.0%
11-15	483	17.2%
16-20	290	10.3%
21-25	726	25.9%
Over 25	466	16.6%
Total	2,802	100.0%

Member Status		
Sworn	1,850	66.0%
Professional Staff	952	34.0%
Total	2,802	100.0%

Opened Cases

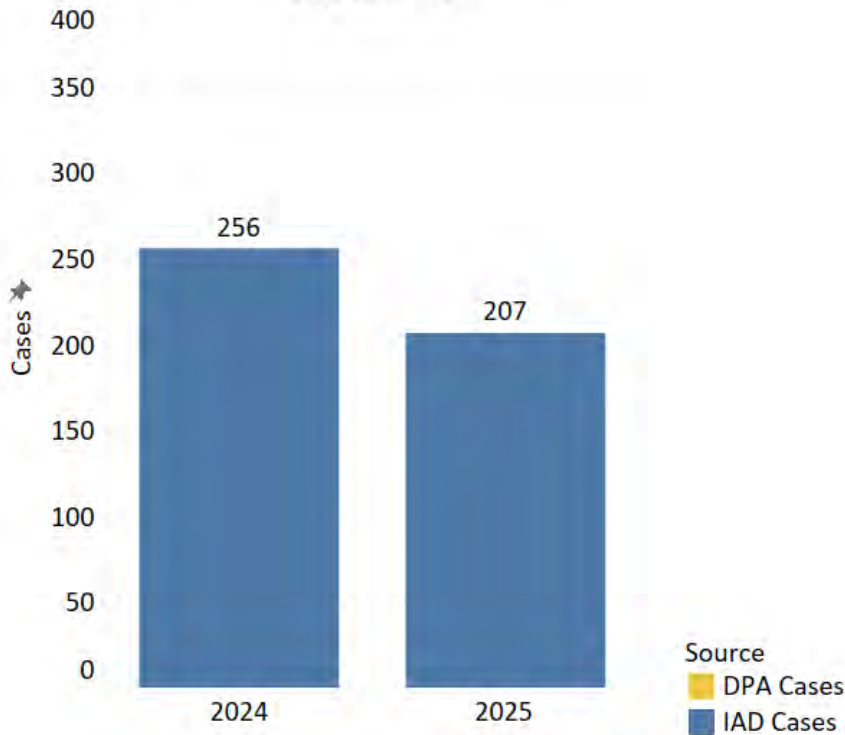
2024	IAD Cases	256
2025	IAD Cases	207

Closed Cases

2024	DPA Cases	69
	IAD Cases	318
	Total	387
2025	DPA Cases	66
	IAD Cases	319
	Total	385

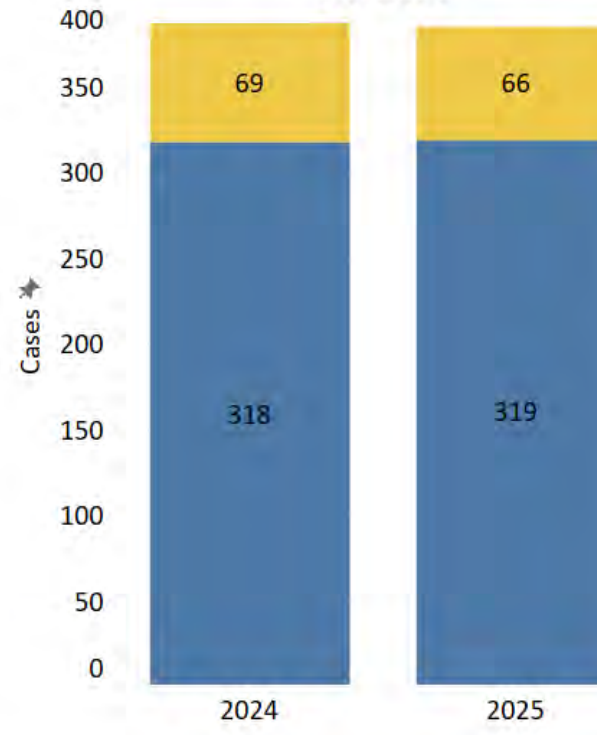
Opened Cases

Date Received



Closed Cases

Date Closed



*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 –
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Opened Cases – 2025

Number of Allegations

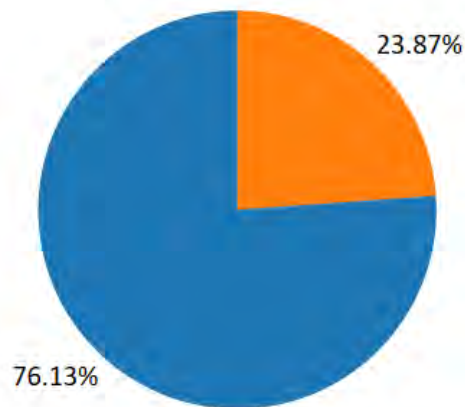
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	102	30.54%
Neglect Of Duty, General	73	21.86%
Failure to Appear, Range	64	19.16%
Unnecessary Force	15	4.49%
Neglect of Duty, Body Worn Camera	14	4.19%
Neglect of Duty, Lost Property	10	2.99%
Conduct Reflecting Discredit	9	2.69%
DUI	6	1.80%
Administrative Investigation	6	1.80%
Weapon Discharge	5	1.50%
Domestic Violence	5	1.50%
Unwarranted Action	4	1.20%
Failure To Write An Incident Report	4	1.20%
Failure To Properly Investigate	4	1.20%
Discourtesy	4	1.20%
Insubordination	2	0.60%
Inappropriate Behavior/Comments	2	0.60%
Escape	2	0.60%
Writing An Inaccurate Incident Report	1	0.30%
Neglect of Duty, LEP	1	0.30%
Failure To Follow Proper Procedures As Detailed	1	0.30%
Total Allegations	334	100.00%

Opened Cases – 2025

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	53
SWORN	169
Grand Total	222

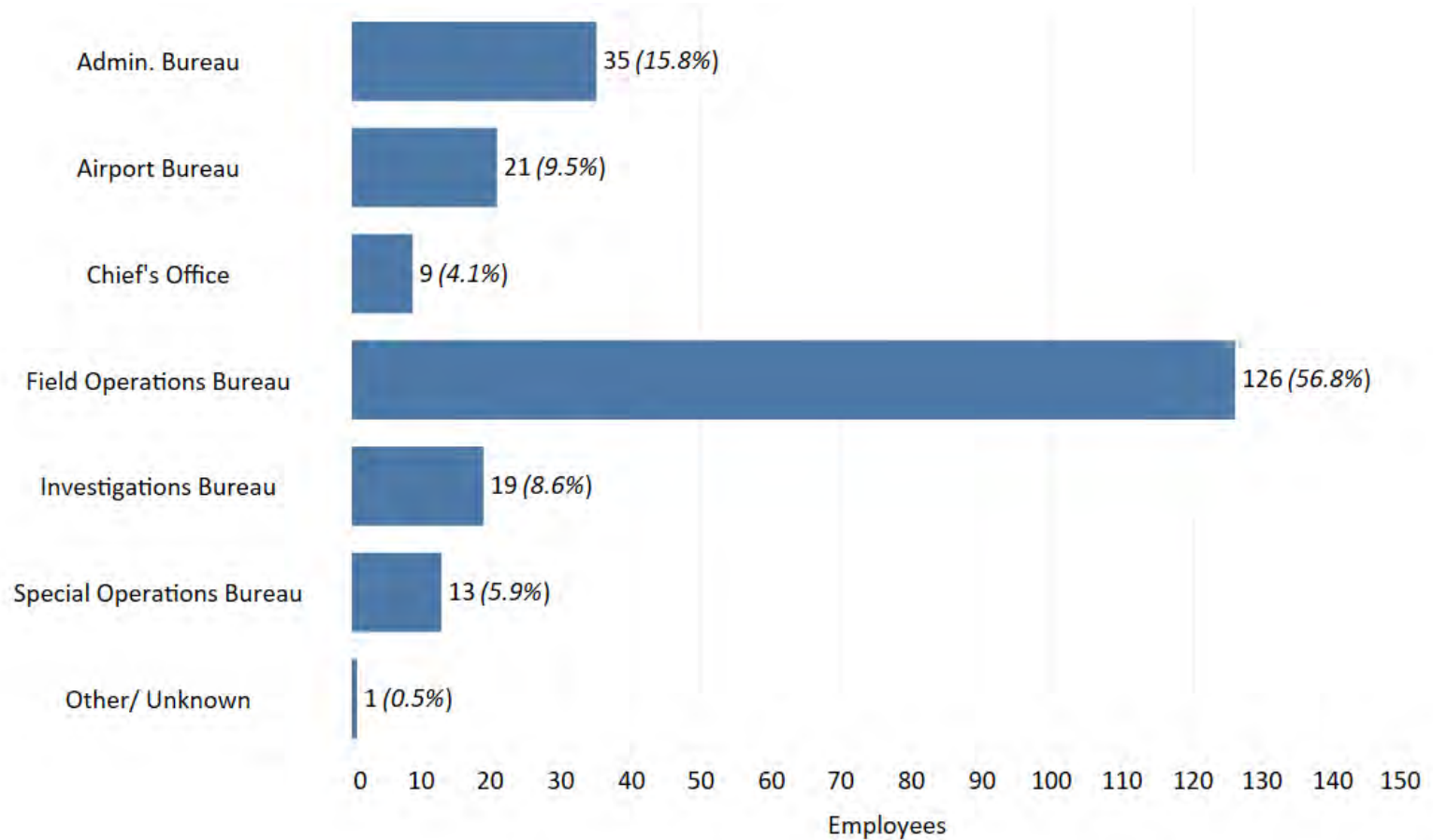
Member Status
PROFESSIONAL STAFF
SWORN



*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions. Allegations involving unknown members or SFPD in general are not included in the above charts or employee counts of the opened cases employee breakdowns on the following pages.

Opened Cases – 2025

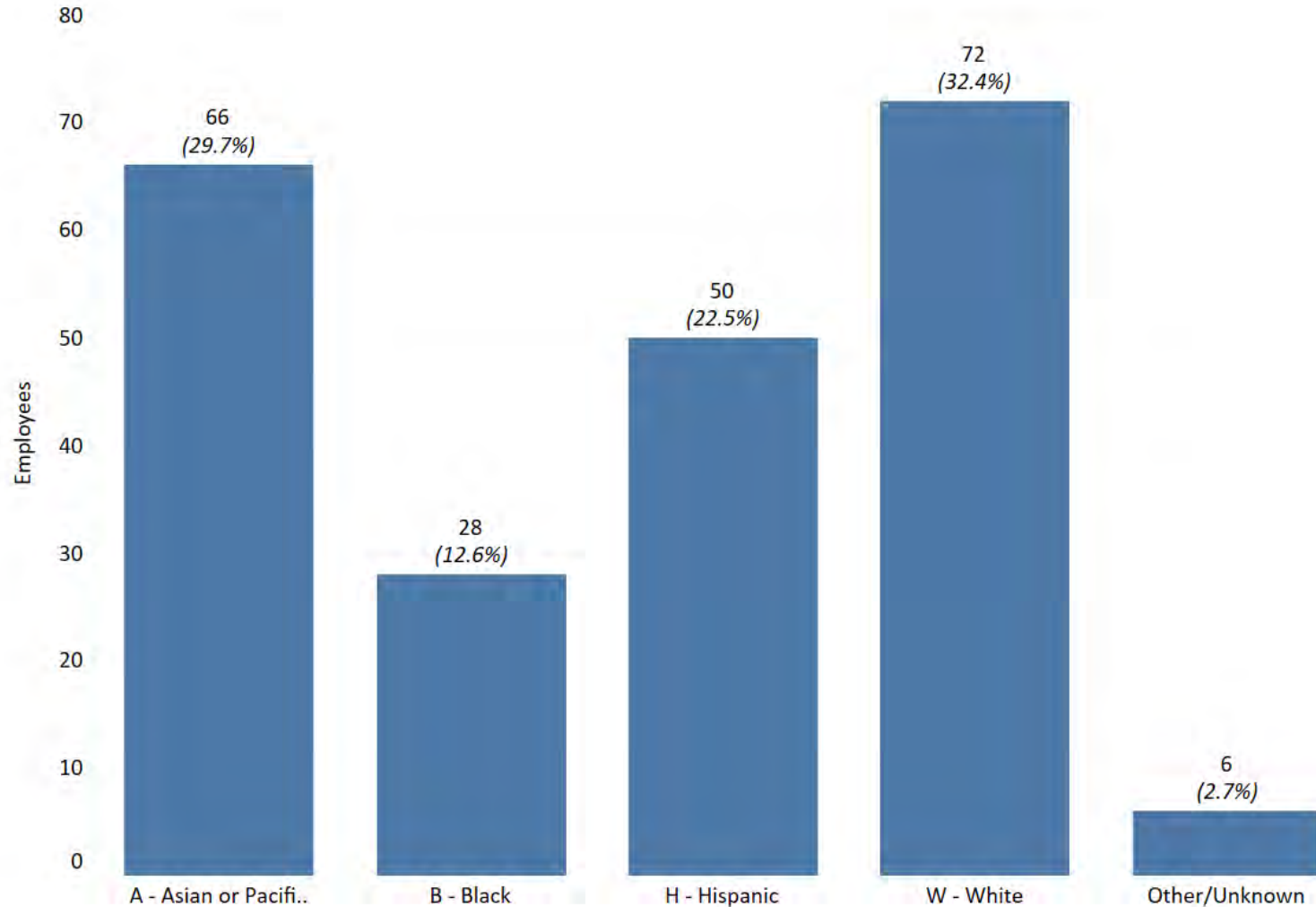
Number of Employees by Bureau



*Percentages are rounded and may not sum to exactly 100%. Two employees had multiple opened cases and were assigned to different bureaus.

Opened Cases – 2025

Number of Employees by Race

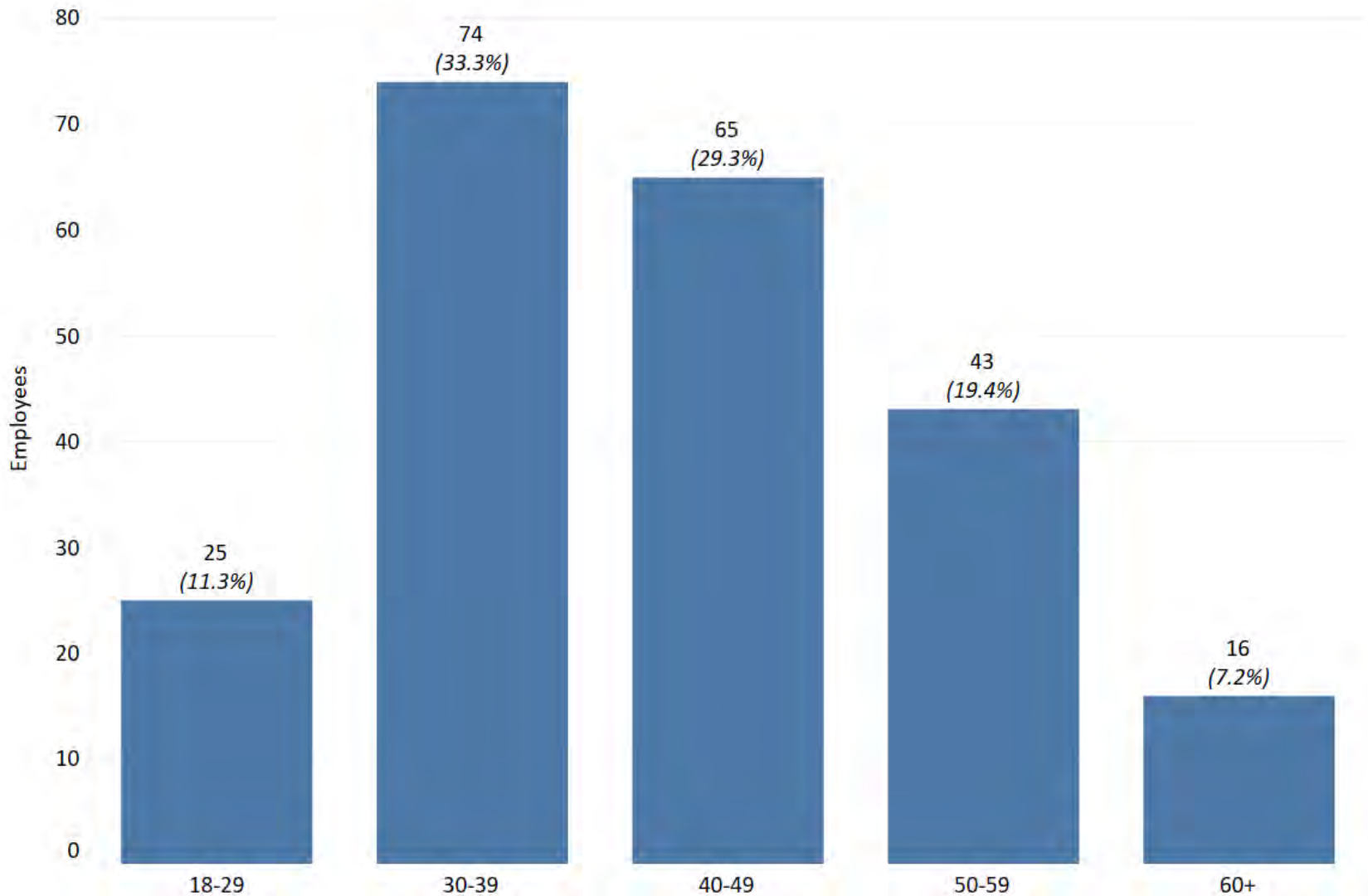


*The Other/Unknown category includes employees whose race does not fall within any other available category.

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

Opened Cases – 2025

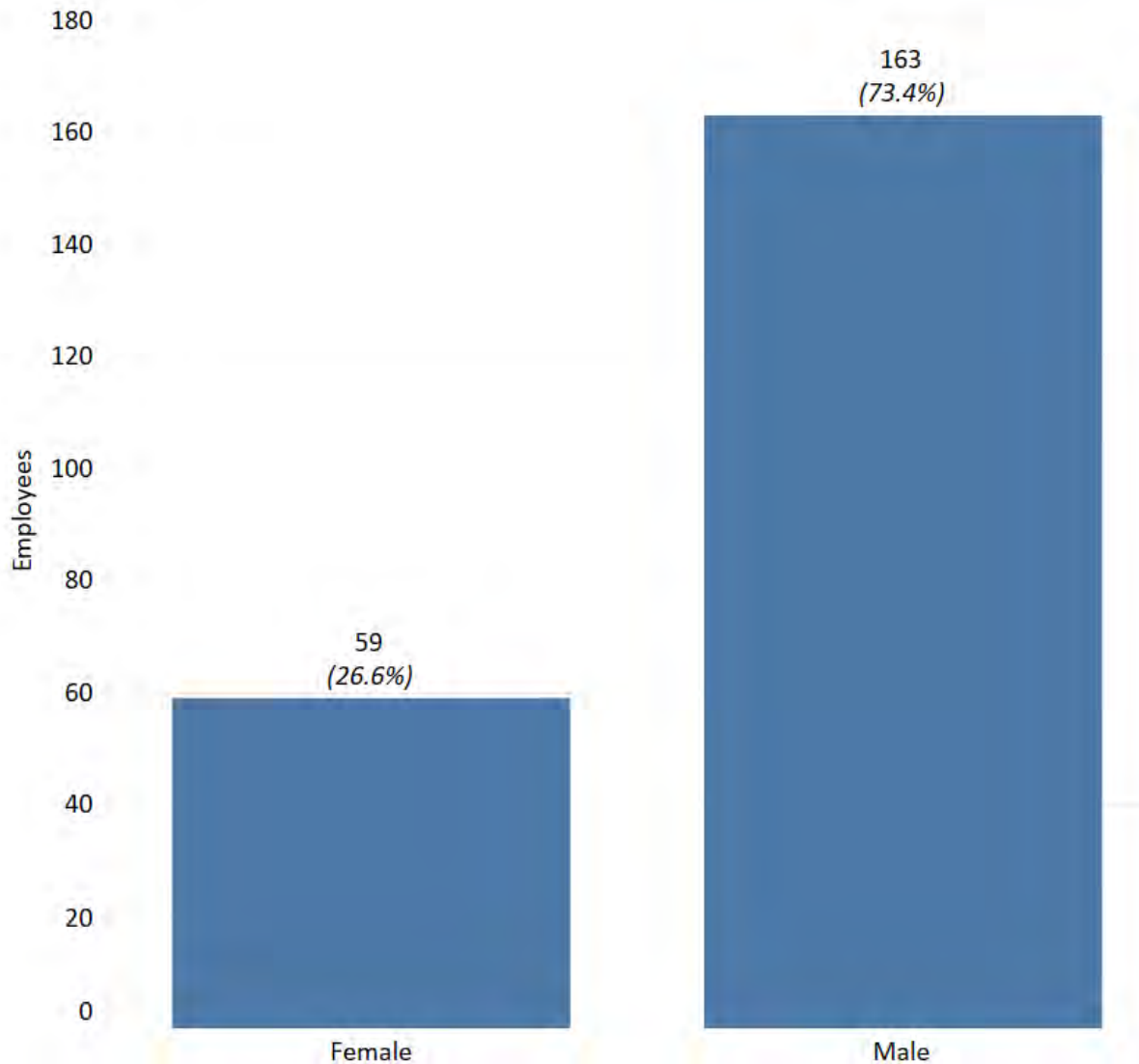
Number of Employees by Age Group



*Percentages are rounded and may not sum to exactly 100%. One employee had multiple cases and was in two different age brackets.

Opened Cases – 2025

Number of Employees by Gender

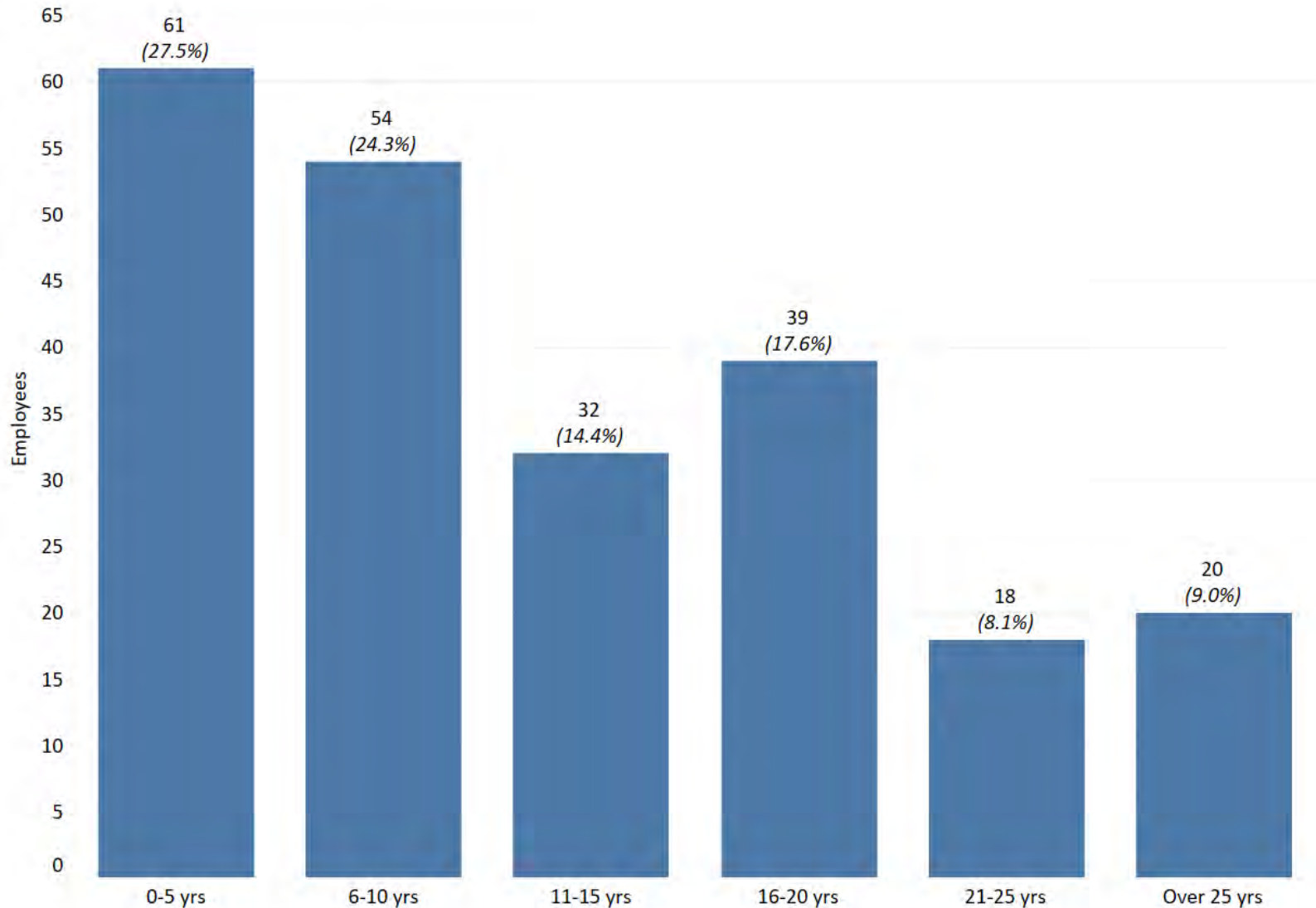


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of 2025

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

Opened Cases – 2025

Number of Employees by Tenure



*Percentages are rounded and may not sum to exactly 100%. Two employees had multiple cases and were in different tenure brackets.



CLOSED CASES - FINDINGS

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Closed Cases – 2025

Overall Breakdown of Findings

	Number of Findings	≡	% of Total Findings
Improper Conduct	486		42.26%
Proper Conduct	438		38.09%
Insufficient Evidence	139		12.09%
Unfounded	37		3.22%
Policy Failure	20		1.74%
Allegation Dismissed	13		1.13%
Training Failure	12		1.04%
Exceptional Clearance	5		0.43%
Total Findings	1,150		100.00%

*Employees may have multiple allegations and findings, above table represents 422 employees. There were seven policy failure allegations against SFPD in general in the closed cases of 2025. These are not included in the above table or the following employee demographic breakdowns, but they are available for summary review in the monthly Closed Cases reports for 2025.

*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 – 2025

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Improper Conduct	27 (2.35%)	8 (0.70%)	2 (0.17%)	346 (30.09%)	49 (4.26%)	50 (4.35%)	4 (0.35%)	486 (42.26%)
Insufficient Evidence	17 (1.48%)	14 (1.22%)	13 (1.13%)	67 (5.83%)	7 (0.61%)	19 (1.65%)	2 (0.17%)	139 (12.09%)
Policy Failure	1 (0.09%)			14 (1.22%)	3 (0.26%)	2 (0.17%)		20 (1.74%)
Proper Conduct	6 (0.52%)	15 (1.30%)	5 (0.43%)	391 (34.00%)	12 (1.04%)	9 (0.78%)		438 (38.09%)
Training Failure				7 (0.61%)	5 (0.43%)			12 (1.04%)
Unfounded	2 (0.17%)	2 (0.17%)	2 (0.17%)	22 (1.91%)	5 (0.43%)	4 (0.35%)		37 (3.22%)
Exceptional Clearance				2 (0.17%)	1 (0.09%)	2 (0.17%)		5 (0.43%)
Allegation Dismissed				13 (1.13%)				13 (1.13%)
Grand Total	53 (4.61%)	39 (3.39%)	22 (1.91%)	862 (74.96%)	82 (7.13%)	86 (7.48%)	6 (0.52%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees. 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.

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

Closed Cases – 2025

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Improper Conduct	103 (8.96%)	60 (5.22%)	101 (8.78%)	216 (18.78%)	6 (0.52%)	486 (42.26%)
Insufficient Evidence	33 (2.87%)	26 (2.26%)	21 (1.83%)	58 (5.04%)	1 (0.09%)	139 (12.09%)
Policy Failure	3 (0.26%)	1 (0.09%)	4 (0.35%)	11 (0.96%)	1 (0.09%)	20 (1.74%)
Proper Conduct	91 (7.91%)	15 (1.30%)	102 (8.87%)	226 (19.65%)	4 (0.35%)	438 (38.09%)
Training Failure	4 (0.35%)		3 (0.26%)	4 (0.35%)	1 (0.09%)	12 (1.04%)
Unfounded	8 (0.70%)	6 (0.52%)	9 (0.78%)	14 (1.22%)		37 (3.22%)
Exceptional Clearance		1 (0.09%)		4 (0.35%)		5 (0.43%)
Allegation Dismissed				13 (1.13%)		13 (1.13%)
Grand Total	242 (21.04%)	109 (9.48%)	240 (20.87%)	546 (47.48%)	13 (1.13%)	1,150 (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 422 employees

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

Closed Cases – 2025

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	103 (8.96%)	197 (17.13%)	100 (8.70%)	73 (6.35%)	13 (1.13%)	486 (42.26%)
Insufficient Evidence	10 (0.87%)	36 (3.13%)	46 (4.00%)	35 (3.04%)	12 (1.04%)	139 (12.09%)
Policy Failure	4 (0.35%)	8 (0.70%)	6 (0.52%)	2 (0.17%)		20 (1.74%)
Proper Conduct	110 (9.57%)	212 (18.43%)	56 (4.87%)	55 (4.78%)	5 (0.43%)	438 (38.09%)
Training Failure	2 (0.17%)	8 (0.70%)	1 (0.09%)	1 (0.09%)		12 (1.04%)
Unfounded	2 (0.17%)	12 (1.04%)	10 (0.87%)	11 (0.96%)	2 (0.17%)	37 (3.22%)
Exceptional Clearance	1 (0.09%)	3 (0.26%)	1 (0.09%)			5 (0.43%)
Allegation Dismissed	5 (0.43%)	8 (0.70%)				13 (1.13%)
Grand Total	237 (20.61%)	484 (42.09%)	220 (19.13%)	177 (15.39%)	32 (2.78%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees

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

Closed Cases – 2025

Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	65 (5.65%)	421 (36.61%)	486 (42.26%)
Insufficient Evidence	37 (3.22%)	102 (8.87%)	139 (12.09%)
Policy Failure	1 (0.09%)	19 (1.65%)	20 (1.74%)
Proper Conduct	43 (3.74%)	395 (34.35%)	438 (38.09%)
Training Failure	2 (0.17%)	10 (0.87%)	12 (1.04%)
Unfounded	14 (1.22%)	23 (2.00%)	37 (3.22%)
Exceptional Clearance		5 (0.43%)	5 (0.43%)
Allegation Dismissed		13 (1.13%)	13 (1.13%)
Grand Total	162 (14.09%)	988 (85.91%)	1,150 (100.00%)

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

*Employees may have multiple allegations and findings, above table represents 422 employees

Closed Cases – 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	
Improper Conduct	158 (13.74%)	170 (14.78%)	55 (4.78%)	36 (3.13%)	29 (2.52%)	38 (3.30%)	486 (42.26%)
Insufficient Evidence	27 (2.35%)	38 (3.30%)	20 (1.74%)	24 (2.09%)	14 (1.22%)	16 (1.39%)	139 (12.09%)
Policy Failure	5 (0.43%)	8 (0.70%)	4 (0.35%)	1 (0.09%)		2 (0.17%)	20 (1.74%)
Proper Conduct	193 (16.78%)	129 (11.22%)	53 (4.61%)	38 (3.30%)	18 (1.57%)	7 (0.61%)	438 (38.09%)
Training Failure	3 (0.26%)	6 (0.52%)	2 (0.17%)	1 (0.09%)			12 (1.04%)
Unfounded	10 (0.87%)	8 (0.70%)	2 (0.17%)	4 (0.35%)	4 (0.35%)	9 (0.78%)	37 (3.22%)
Exceptional Clearance	1 (0.09%)	1 (0.09%)	2 (0.17%)	1 (0.09%)			5 (0.43%)
Allegation Dismissed	13 (1.13%)						13 (1.13%)
Grand Total	410 (35.65%)	360 (31.30%)	138 (12.00%)	105 (9.13%)	65 (5.65%)	72 (6.26%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees

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

Closed Cases – 2025

Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
Improper Conduct	13 (1.13%)	473 (41.13%)	486 (42.26%)
Insufficient Evidence	33 (2.87%)	106 (9.22%)	139 (12.09%)
Policy Failure		20 (1.74%)	20 (1.74%)
Proper Conduct	19 (1.65%)	419 (36.43%)	438 (38.09%)
Training Failure		12 (1.04%)	12 (1.04%)
Unfounded	10 (0.87%)	27 (2.35%)	37 (3.22%)
Exceptional Clearance		5 (0.43%)	5 (0.43%)
Allegation Dismissed		13 (1.13%)	13 (1.13%)
Grand Total	75 (6.52%)	1,075 (93.48%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees

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



CLOSED CASES - ACTIONS

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Closed Cases – 2025

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	8	1.28%
	Admonishment	126	20.22%
	Performance Improvement Plan	28	4.49%
	Resignation	13	2.09%
	Retirement	11	1.77%
	Retraining	265	42.54%
	Total	451	72.39%
Disciplinary Action	Written Reprimand/ Written Warning	77	12.36%
	Suspension Held in Abeyance	44	7.06%
	Suspension (10 or less days)	39	6.26%
	Suspension (11 or more days)	5	0.80%
	Termination held in Abeyance	1	0.16%
	Termination	6	0.96%
	Total	172	27.61%
Grand Total	623	100.00%	

*Employees may receive multiple actions, above table represents 257 employees

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

Closed Cases – 2025

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigation s Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				8 1.28%				8 1.28%
	Admonishment	6 0.96%	4 0.64%	2 0.32%	100 16.05%	9 1.44%	4 0.64%	1 0.16%	126 20.22%
	Performance Improvement Plan				26 4.17%	2 0.32%			28 4.49%
	Resignation	1 0.16%			9 1.44%	1 0.16%	2 0.32%	1 0.16%	13 2.09%
	Retirement				5 0.80%	2 0.32%	3 0.48%	1 0.16%	11 1.77%
	Retraining	10 1.61%	5 0.80%	2 0.32%	217 34.83%	21 3.37%	9 1.44%	1 0.16%	265 42.54%
	Total	17 2.73%	9 1.44%	4 0.64%	365 58.59%	35 5.62%	18 2.89%	4 0.64%	451 72.39%
Disciplinary Action	Written Reprimand/ Written Warning	2 0.32%	1 0.16%		69 11.08%	5 0.80%			77 12.36%
	Suspension Held in Abeyance				37 5.94%	3 0.48%	4 0.64%		44 7.06%
	Suspension (10 or less days)	1 0.16%			29 4.65%	7 1.12%	2 0.32%		39 6.26%
	Suspension (11 or more days)	1 0.16%			3 0.48%		1 0.16%		5 0.80%
	Termination held in Abeyance						1 0.16%		1 0.16%
	Termination	2 0.32%	1 0.16%		2 0.32%		1 0.16%		6 0.96%
	Total	6 0.96%	2 0.32%		140 22.47%	15 2.41%	9 1.44%		172 27.61%
Grand Total	23 3.69%	11 1.77%	4 0.64%	505 81.06%	50 8.03%	27 4.33%	4 0.64%	623 100.00%	

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was assigned to different bureaus.

Closed Cases – 2025

Actions by Race

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				7 1.12%	1 0.16%	8 1.28%
	Admonishment	27 4.33%	19 3.05%	32 5.14%	46 7.38%	2 0.32%	126 20.22%
	Performance Improvement Plan	5 0.80%	3 0.48%	9 1.44%	10 1.61%	1 0.16%	28 4.49%
	Resignation	2 0.32%	1 0.16%	1 0.16%	8 1.28%	1 0.16%	13 2.09%
	Retirement	2 0.32%		4 0.64%	5 0.80%		11 1.77%
	Retraining	55 8.83%	35 5.62%	59 9.47%	111 17.82%	5 0.80%	265 42.54%
	Total	91 14.61%	58 9.31%	105 16.85%	187 30.02%	10 1.61%	451 72.39%
Disciplinary Action	Written Reprimand/ Written Warning	16 2.57%	8 1.28%	18 2.89%	35 5.62%		77 12.36%
	Suspension Held in Abeyance	10 1.61%	5 0.80%	6 0.96%	22 3.53%	1 0.16%	44 7.06%
	Suspension (10 or less days)	7 1.12%	5 0.80%	4 0.64%	21 3.37%	2 0.32%	39 6.26%
	Suspension (11 or more days)	1 0.16%		3 0.48%	1 0.16%		5 0.80%
	Termination held in Abeyance			1 0.16%			1 0.16%
	Termination	1 0.16%	1 0.16%	2 0.32%	2 0.32%		6 0.96%
	Total	35 5.62%	19 3.05%	34 5.46%	81 13.00%	3 0.48%	172 27.61%
Grand Total		126 20.22%	77 12.36%	139 22.31%	268 43.02%	13 2.09%	623 100.00%

*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 – 2025

Actions by Age Group

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program	3 0.48%	4 0.64%	1 0.16%			8 1.28%
	Admonishment	23 3.69%	55 8.83%	26 4.17%	17 2.73%	5 0.80%	126 20.22%
	Performance Improvement Plan	11 1.77%	8 1.28%	6 0.96%	3 0.48%		28 4.49%
	Resignation	1 0.16%	9 1.44%	3 0.48%			13 2.09%
	Retirement	1 0.16%	1 0.16%	2 0.32%	7 1.12%	1 0.16%	11 1.77%
	Retraining	63 10.11%	110 17.66%	55 8.83%	31 4.98%	6 0.96%	265 42.54%
	Total	102 16.37%	187 30.02%	93 14.93%	58 9.31%	12 1.93%	451 72.39%
	Disciplinary Action	Termination held in Abeyance			1 0.16%		
	Written Reprimand/ Written Warning	23 3.69%	30 4.82%	15 2.41%	8 1.28%	1 0.16%	77 12.36%
	Suspension Held in Abeyance	9 1.44%	21 3.37%	11 1.77%	3 0.48%		44 7.06%
	Suspension (10 or less days)	11 1.77%	15 2.41%	10 1.61%	3 0.48%		39 6.26%
	Suspension (11 or more days)	1 0.16%	3 0.48%	1 0.16%			5 0.80%
	Termination	2 0.32%		2 0.32%		2 0.32%	6 0.96%
	Total	46 7.38%	69 11.08%	40 6.42%	14 2.25%	3 0.48%	172 27.61%
Grand Total		148 23.76%	256 41.09%	133 21.35%	72 11.56%	15 2.41%	623 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was in two different age groups.

Closed Cases – 2025

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	2 0.32%	6 0.96%	8 1.28%
	Admonishment	30 4.82%	96 15.41%	126 20.22%
	Performance Improvement Plan	5 0.80%	23 3.69%	28 4.49%
	Resignation	1 0.16%	12 1.93%	13 2.09%
	Retirement		11 1.77%	11 1.77%
	Retraining	45 7.22%	220 35.31%	265 42.54%
	Total		83 13.32%	368 59.07%
Disciplinary Action	Written Reprimand/ Written Warning	10 1.61%	67 10.75%	77 12.36%
	Suspension Held in Abeyance	4 0.64%	40 6.42%	44 7.06%
	Suspension (10 or less days)	2 0.32%	37 5.94%	39 6.26%
	Suspension (11 or more days)	1 0.16%	4 0.64%	5 0.80%
	Termination held in Abeyance	1 0.16%		1 0.16%
	Termination		6 0.96%	6 0.96%
	Total		18 2.89%	154 24.72%
Grand Total		101 16.21%	522 83.79%	623 100.00%

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

Closed Cases – 2025

Actions by Tenure

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	3 0.48%	4 0.64%		1 0.16%			8 1.28%
	Admonishment	46 7.38%	37 5.94%	17 2.73%	15 2.41%	3 0.48%	8 1.28%	126 20.22%
	Performance Improvement Plan	13 2.09%	7 1.12%	4 0.64%	2 0.32%	2 0.32%		28 4.49%
	Resignation	5 0.80%	8 1.28%					13 2.09%
	Retirement	1 0.16%	1 0.16%		2 0.32%	3 0.48%	4 0.64%	11 1.77%
	Retraining	99 15.89%	87 13.96%	34 5.46%	22 3.53%	10 1.61%	13 2.09%	265 42.54%
	Total	167 26.81%	144 23.11%	55 8.83%	42 6.74%	18 2.89%	25 4.01%	451 72.39%
	Disciplinary Action	Written Reprimand/ Written Warning	35 5.62%	23 3.69%	8 1.28%	5 0.80%	4 0.64%	2 0.32%
Suspension Held in Abeyance		15 2.41%	20 3.21%	3 0.48%	1 0.16%	3 0.48%	2 0.32%	44 7.06%
Suspension (10 or less days)		10 1.61%	17 2.73%	8 1.28%	2 0.32%	1 0.16%	1 0.16%	39 6.26%
Suspension (11 or more days)		2 0.32%	2 0.32%			1 0.16%		5 0.80%
Termination held in Abeyance						1 0.16%		1 0.16%
Termination		2 0.32%		1 0.16%	1 0.16%		2 0.32%	6 0.96%
Total		64 10.27%	62 9.95%	20 3.21%	9 1.44%	10 1.61%	7 1.12%	172 27.61%
Grand Total	231 37.08%	206 33.07%	75 12.04%	51 8.19%	28 4.49%	32 5.14%	623 100.00%	

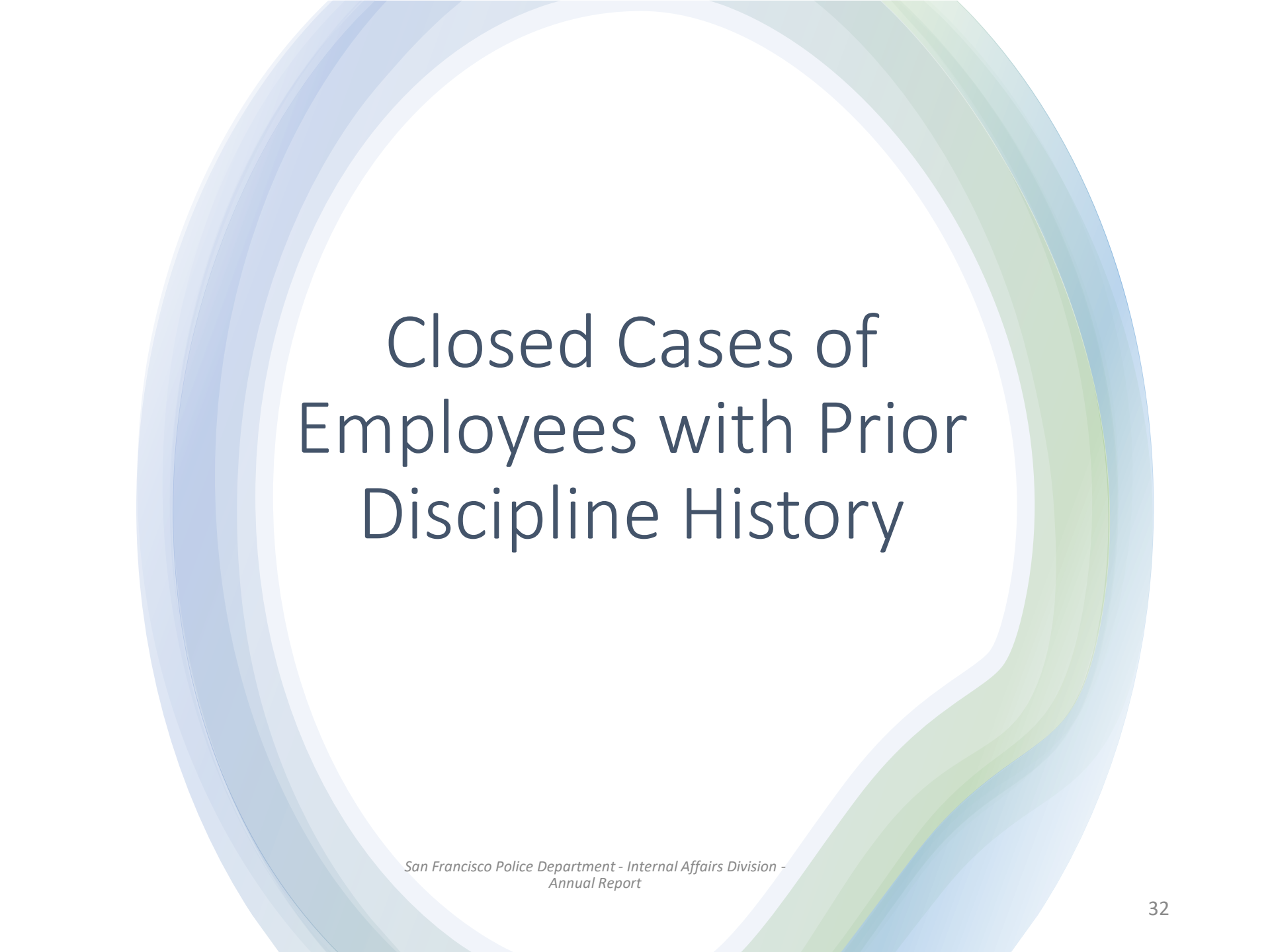
*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – 2025

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.16%	7 1.12%	8 1.28%
	Admonishment	8 1.28%	118 18.94%	126 20.22%
	Performance Improvement Plan		28 4.49%	28 4.49%
	Resignation		13 2.09%	13 2.09%
	Retirement		11 1.77%	11 1.77%
	Retraining	11 1.77%	254 40.77%	265 42.54%
	Total	20 3.21%	431 69.18%	451 72.39%
	Disciplinary Action	Written Reprimand/ Written Warning	2 0.32%	75 12.04%
Suspension Held in Abeyance			44 7.06%	44 7.06%
Suspension (10 or less days)		1 0.16%	38 6.10%	39 6.26%
Suspension (11 or more days)			5 0.80%	5 0.80%
Termination held in Abeyance			1 0.16%	1 0.16%
Termination		1 0.16%	5 0.80%	6 0.96%
Total		4 0.64%	168 26.97%	172 27.61%
Grand Total		24 3.85%	599 96.15%	623 100.00%

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



Closed Cases of Employees with Prior Discipline History

Closed Cases – 2025

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

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	5	1.36%
	Admonishment	62	16.85%
	Performance Improvement Plan	20	5.43%
	Resignation	5	1.36%
	Retirement	4	1.09%
	Retraining	157	42.66%
	Total	253	68.75%
Disciplinary Action	Written Reprimand/ Written Warning	53	14.40%
	Suspension Held in Abeyance	31	8.42%
	Suspension (10 or less days)	24	6.52%
	Suspension (11 or more days)	4	1.09%
	Termination held in Abeyance	1	0.27%
	Termination	2	0.54%
	Total	115	31.25%
Grand Total		368	100.00%

*Employees may receive multiple actions – above table represents 137 employees

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	Admin. Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Airport Bureau	Chief's Office	Other/Unknown	Grand Total
Non-Disciplinary Action	11.11 Program		5 1.36%						5 1.36%
	Admonishment	2 0.54%	50 13.59%	6 1.63%	1 0.27%	2 0.54%	1 0.27%		62 16.85%
	Performance Improvement Plan		19 5.16%	1 0.27%					20 5.43%
	Resignation	1 0.27%	5 1.36%						5 1.36%
	Retirement		2 0.54%	1 0.27%				1 0.27%	4 1.09%
	Retraining	4 1.09%	132 35.87%	13 3.53%	5 1.36%	2 0.54%	1 0.27%		157 42.66%
	Total	7 1.90%	213 57.88%	21 5.71%	6 1.63%	4 1.09%	2 0.54%	1 0.27%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.27%	49 13.32%	3 0.82%					53 14.40%
	Suspension Held in Abeyance		27 7.34%	1 0.27%	3 0.82%				31 8.42%
	Suspension (10 or less days)		19 5.16%	4 1.09%	1 0.27%				24 6.52%
	Suspension (11 or more days)	1 0.27%	2 0.54%		1 0.27%				4 1.09%
	Termination held in Abeyance				1 0.27%				1 0.27%
	Termination		1 0.27%		1 0.27%				2 0.54%
	Total	2 0.54%	98 26.63%	8 2.17%	7 1.90%				115 31.25%
Grand Total	9 2.45%	311 84.51%	29 7.88%	13 3.53%	4 1.09%	2 0.54%	1 0.27%	368 100.00%	

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was assigned to different bureaus.

Closed Cases – 2025

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

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				5 1.36%		5 1.36%
	Admonishment	6 1.63%	13 3.53%	18 4.89%	24 6.52%	1 0.27%	62 16.85%
	Performance Improvement Plan	3 0.82%	3 0.82%	8 2.17%	5 1.36%	1 0.27%	20 5.43%
	Resignation				5 1.36%		5 1.36%
	Retirement	1 0.27%		2 0.54%	1 0.27%		4 1.09%
	Retraining	25 6.79%	28 7.61%	37 10.05%	64 17.39%	3 0.82%	157 42.66%
	Total		35 9.51%	44 11.96%	65 17.66%	104 28.26%	5 1.36%
Disciplinary Action	Written Reprimand/ Written Warning	10 2.72%	7 1.90%	13 3.53%	23 6.25%		53 14.40%
	Suspension Held in Abeyance	7 1.90%	4 1.09%	5 1.36%	14 3.80%	1 0.27%	31 8.42%
	Suspension (10 or less days)	6 1.63%	4 1.09%	3 0.82%	10 2.72%	1 0.27%	24 6.52%
	Suspension (11 or more days)	1 0.27%		2 0.54%	1 0.27%		4 1.09%
	Termination held in Abeyance			1 0.27%			1 0.27%
	Termination		1 0.27%		1 0.27%		2 0.54%
	Total		24 6.52%	16 4.35%	24 6.52%	49 13.32%	2 0.54%
Grand Total		59 16.03%	60 16.30%	89 24.18%	153 41.58%	7 1.90%	368 100.00%

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program	2 0.54%	3 0.82%				5 1.36%
	Admonishment	9 2.45%	31 8.42%	11 2.99%	9 2.45%	2 0.54%	62 16.85%
	Performance Improvement Plan	8 2.17%	5 1.36%	5 1.36%	2 0.54%		20 5.43%
	Resignation		3 0.82%	2 0.54%			5 1.36%
	Retirement			1 0.27%	3 0.82%	1 0.27%	4 1.09%
	Retraining	35 9.51%	71 19.29%	33 8.97%	16 4.35%	2 0.54%	157 42.66%
	Total	54 14.67%	113 30.71%	52 14.13%	30 8.15%	5 1.36%	253 68.75%
	Disciplinary Action	Written Reprimand/ Written Warning	15 4.08%	21 5.71%	12 3.26%	5 1.36%	
Suspension Held in Abeyance		5 1.36%	16 4.35%	8 2.17%	2 0.54%		31 8.42%
Suspension (10 or less days)		8 2.17%	9 2.45%	6 1.63%	1 0.27%		24 6.52%
Suspension (11 or more days)		1 0.27%	2 0.54%	1 0.27%			4 1.09%
Termination held in Abeyance				1 0.27%			1 0.27%
Termination				2 0.54%			2 0.54%
Total		29 7.88%	48 13.04%	30 8.15%	8 2.17%		115 31.25%
Grand Total		83 22.55%	161 43.75%	82 22.28%	38 10.33%	5 1.36%	368 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was in two different age groups.

Closed Cases – 2025

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

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.27%	4 1.09%	5 1.36%
	Admonishment	15 4.08%	47 12.77%	62 16.85%
	Performance Improvement Plan	3 0.82%	17 4.62%	20 5.43%
	Resignation		5 1.36%	5 1.36%
	Retirement		4 1.09%	4 1.09%
	Retraining	26 7.07%	131 35.60%	157 42.66%
	Total	45 12.23%	208 56.52%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	6 1.63%	47 12.77%	53 14.40%
	Suspension Held in Abeyance	3 0.82%	28 7.61%	31 8.42%
	Suspension (10 or less days)	1 0.27%	23 6.25%	24 6.52%
	Suspension (11 or more days)	1 0.27%	3 0.82%	4 1.09%
	Termination held in Abeyance	1 0.27%		1 0.27%
	Termination		2 0.54%	2 0.54%
	Total	12 3.26%	103 27.99%	115 31.25%
Grand Total		57 15.49%	311 84.51%	368 100.00%

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	3 0.82%	2 0.54%					5 1.36%
	Admonishment	17 4.62%	24 6.52%	9 2.45%	8 2.17%		4 1.09%	62 16.85%
	Performance Improvement Plan	9 2.45%	5 1.36%	3 0.82%	1 0.27%	2 0.54%		20 5.43%
	Resignation		5 1.36%					5 1.36%
	Retirement					2 0.54%	2 0.54%	4 1.09%
	Retraining	53 14.40%	61 16.58%	21 5.71%	10 2.72%	5 1.36%	7 1.90%	157 42.66%
	Total	82 22.28%	97 26.36%	33 8.97%	19 5.16%	9 2.45%	13 3.53%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	22 5.98%	18 4.89%	6 1.63%	2 0.54%	4 1.09%	1 0.27%	53 14.40%
	Suspension Held in Abeyance	10 2.72%	16 4.35%	2 0.54%		1 0.27%	2 0.54%	31 8.42%
	Suspension (10 or less days)	8 2.17%	10 2.72%	5 1.36%			1 0.27%	24 6.52%
	Suspension (11 or more days)	2 0.54%	1 0.27%			1 0.27%		4 1.09%
	Termination held in Abeyance					1 0.27%		1 0.27%
	Termination			1 0.27%			1 0.27%	2 0.54%
	Total	42 11.41%	45 12.23%	14 3.80%	2 0.54%	7 1.90%	5 1.36%	115 31.25%
Grand Total	124 33.70%	142 38.59%	47 12.77%	21 5.71%	16 4.35%	18 4.89%	368 100.00%	

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program		5 1.36%	5 1.36%
	Admonishment	2 0.54%	60 16.30%	62 16.85%
	Performance Improvement Plan		20 5.43%	20 5.43%
	Resignation		5 1.36%	5 1.36%
	Retirement		4 1.09%	4 1.09%
	Retraining	2 0.54%	155 42.12%	157 42.66%
	Total	4 1.09%	249 67.66%	253 68.75%
	Disciplinary Action	Written Reprimand/ Written Warning		53 14.40%
Suspension Held in Abeyance			31 8.42%	31 8.42%
Suspension (10 or less days)			24 6.52%	24 6.52%
Suspension (11 or more days)			4 1.09%	4 1.09%
Termination held in Abeyance			1 0.27%	1 0.27%
Termination			2 0.54%	2 0.54%
Total			115 31.25%	115 31.25%
Grand Total			4 1.09%	364 98.91%

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



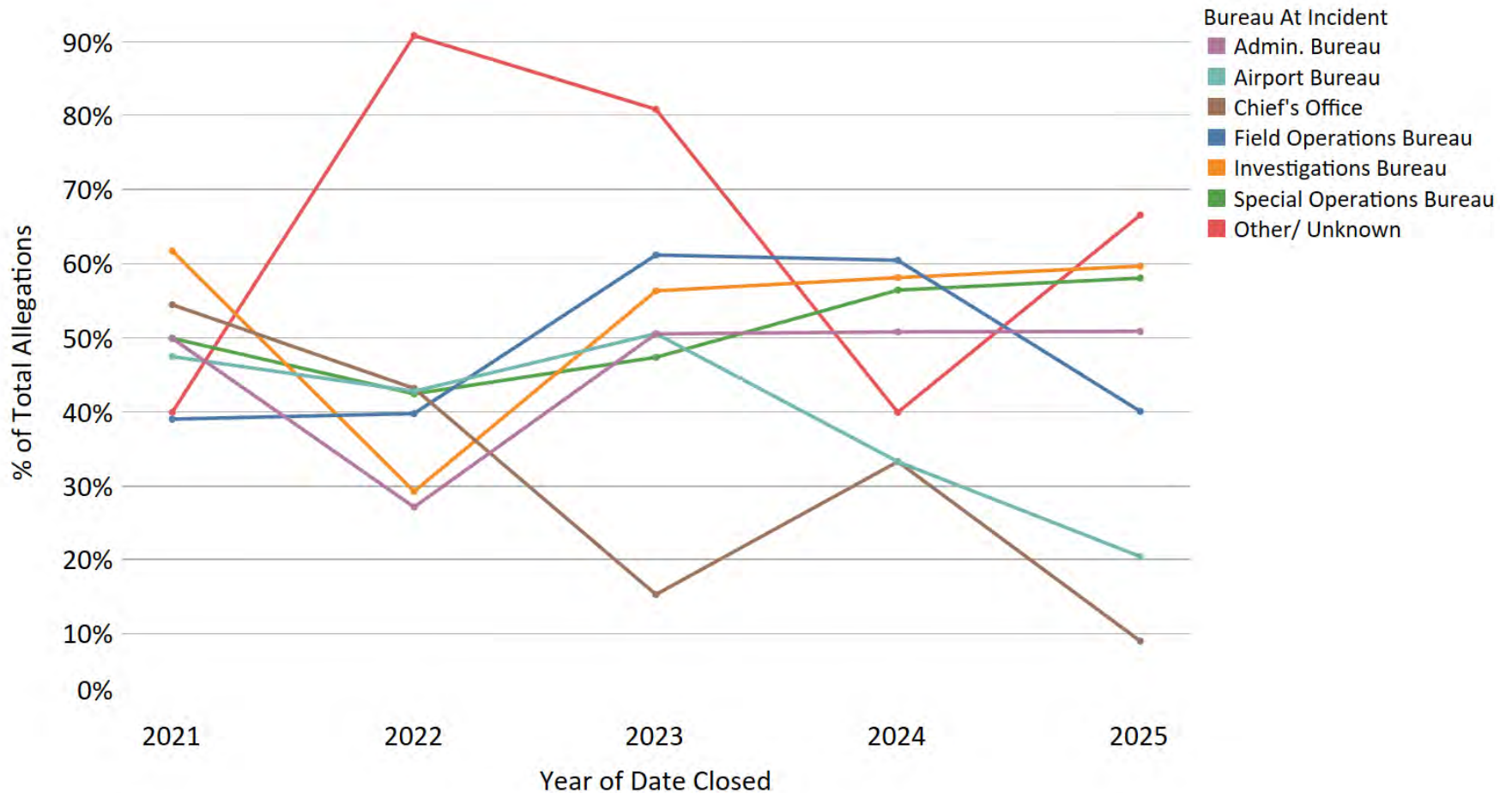
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

		Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown
2024	Not Sustained	28 49.12%	42 66.67%	24 66.67%	286 39.45%	28 41.79%	30 43.48%	15 60.00%
	Sustained	29 50.88%	21 33.33%	12 33.33%	439 60.55%	39 58.21%	39 56.52%	10 40.00%
2025	Not Sustained	26 49.06%	31 79.49%	20 90.91%	516 59.86%	33 40.24%	36 41.86%	2 33.33%
	Sustained	27 50.94%	8 20.51%	2 9.09%	346 40.14%	49 59.76%	50 58.14%	4 66.67%

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	Not Sustained	102 43.59%	79 40.51%	85 40.48%	183 47.53%	4 22.22%
	Sustained	132 56.41%	116 59.49%	125 59.52%	202 52.47%	14 77.78%
2025	Not Sustained	139 57.44%	49 44.95%	139 57.92%	330 60.44%	7 53.85%
	Sustained	103 42.56%	60 55.05%	101 42.08%	216 39.56%	6 46.15%

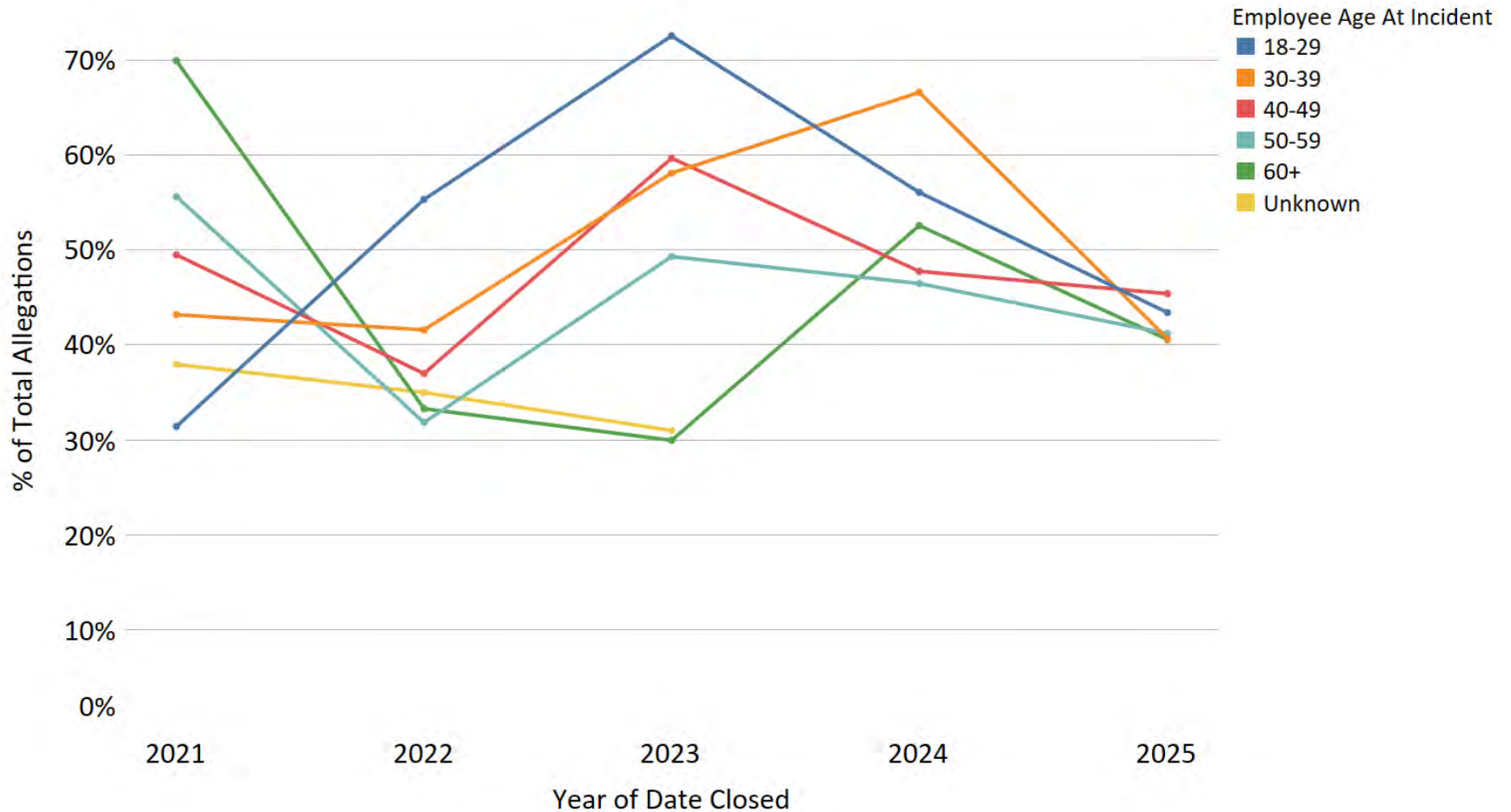
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

		Employee Age At Incident				
		18-29	30-39	40-49	50-59	60+
2024	Not Sustained	111 43.87%	125 33.33%	131 52.19%	77 53.47%	9 47.37%
	Sustained	142 56.13%	250 66.67%	120 47.81%	67 46.53%	10 52.63%
2025	Not Sustained	134 56.54%	287 59.30%	120 54.55%	104 58.76%	19 59.38%
	Sustained	103 43.46%	197 40.70%	100 45.45%	73 41.24%	13 40.62%

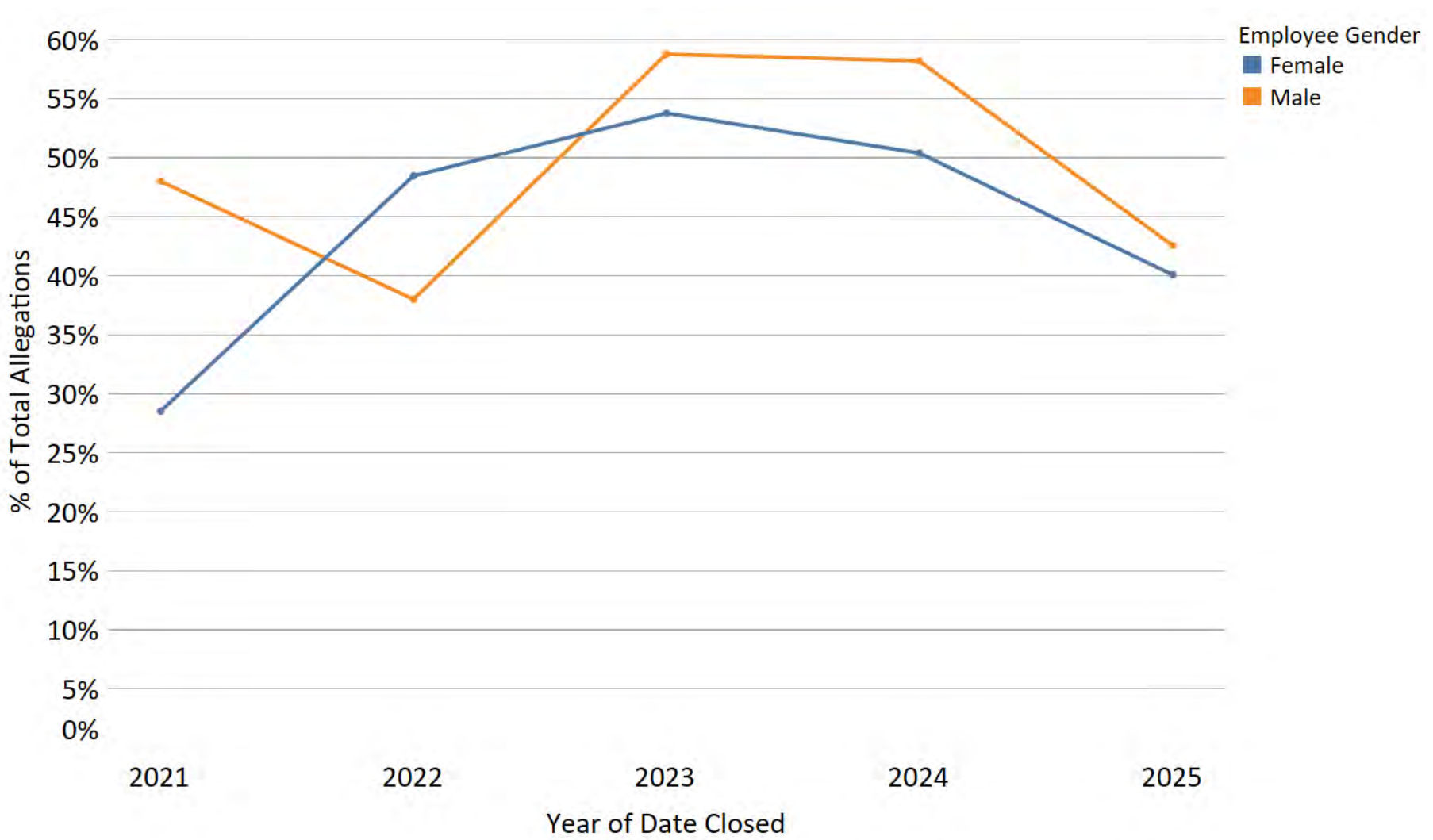
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

		Employee Gender	
		Female	Male
2024	Not Sustained	113 49.56%	340 41.77%
	Sustained	115 50.44%	474 58.23%
2025	Not Sustained	97 59.88%	567 57.39%
	Sustained	65 40.12%	421 42.61%

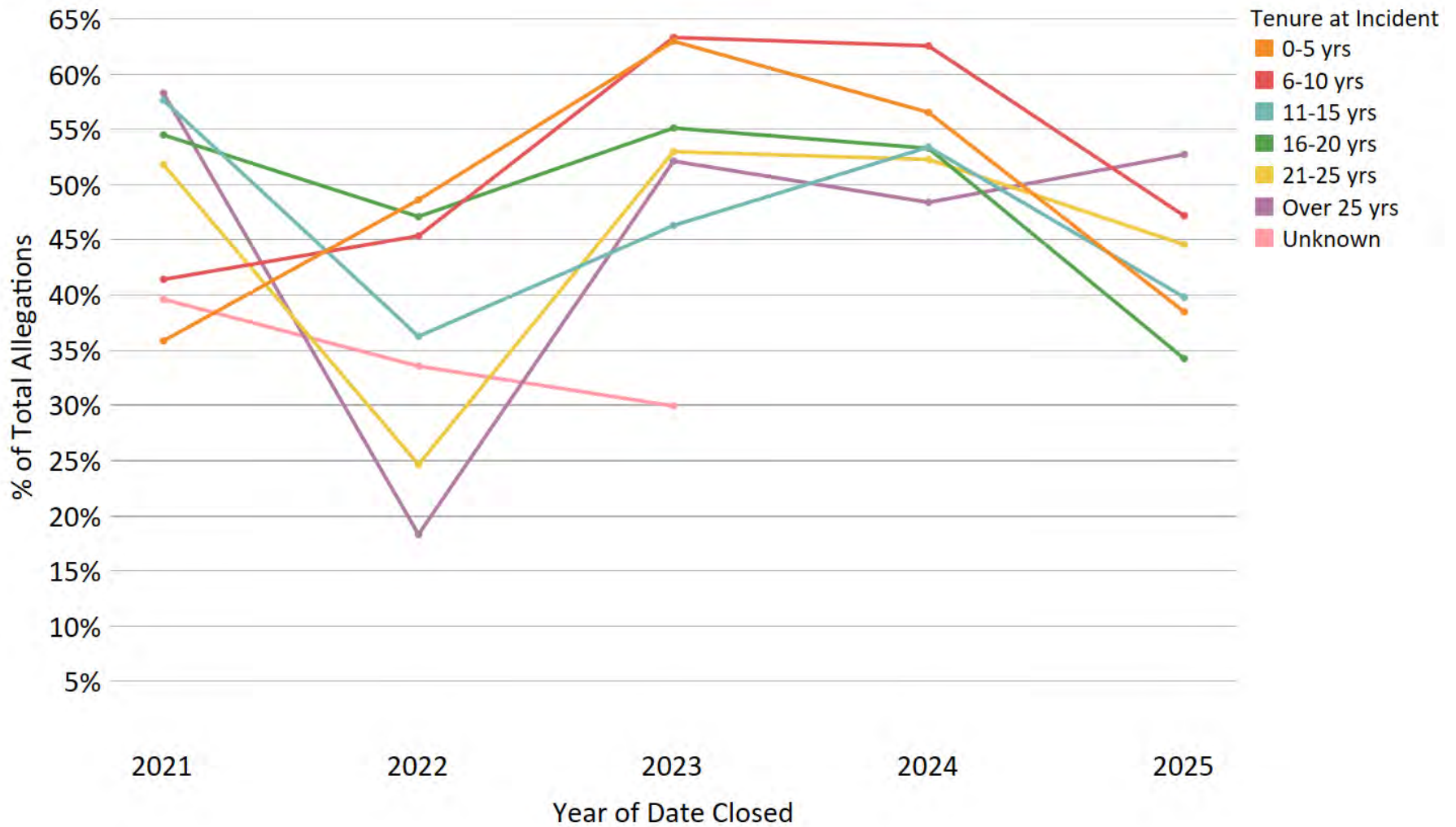
Percentage of Sustained Allegations by Gender



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
2024	Not Sustained	211	86	54	28	41	33
	Sustained	43.42%	37.39%	46.55%	46.67%	47.67%	51.56%
2025	Not Sustained	275	144	62	32	45	31
	Sustained	56.58%	62.61%	53.45%	53.33%	52.33%	48.44%
2025	Not Sustained	252	190	83	69	36	34
	Sustained	61.46%	52.78%	60.14%	65.71%	55.38%	47.22%
2025	Not Sustained	158	170	55	36	29	38
	Sustained	38.54%	47.22%	39.86%	34.29%	44.62%	52.78%

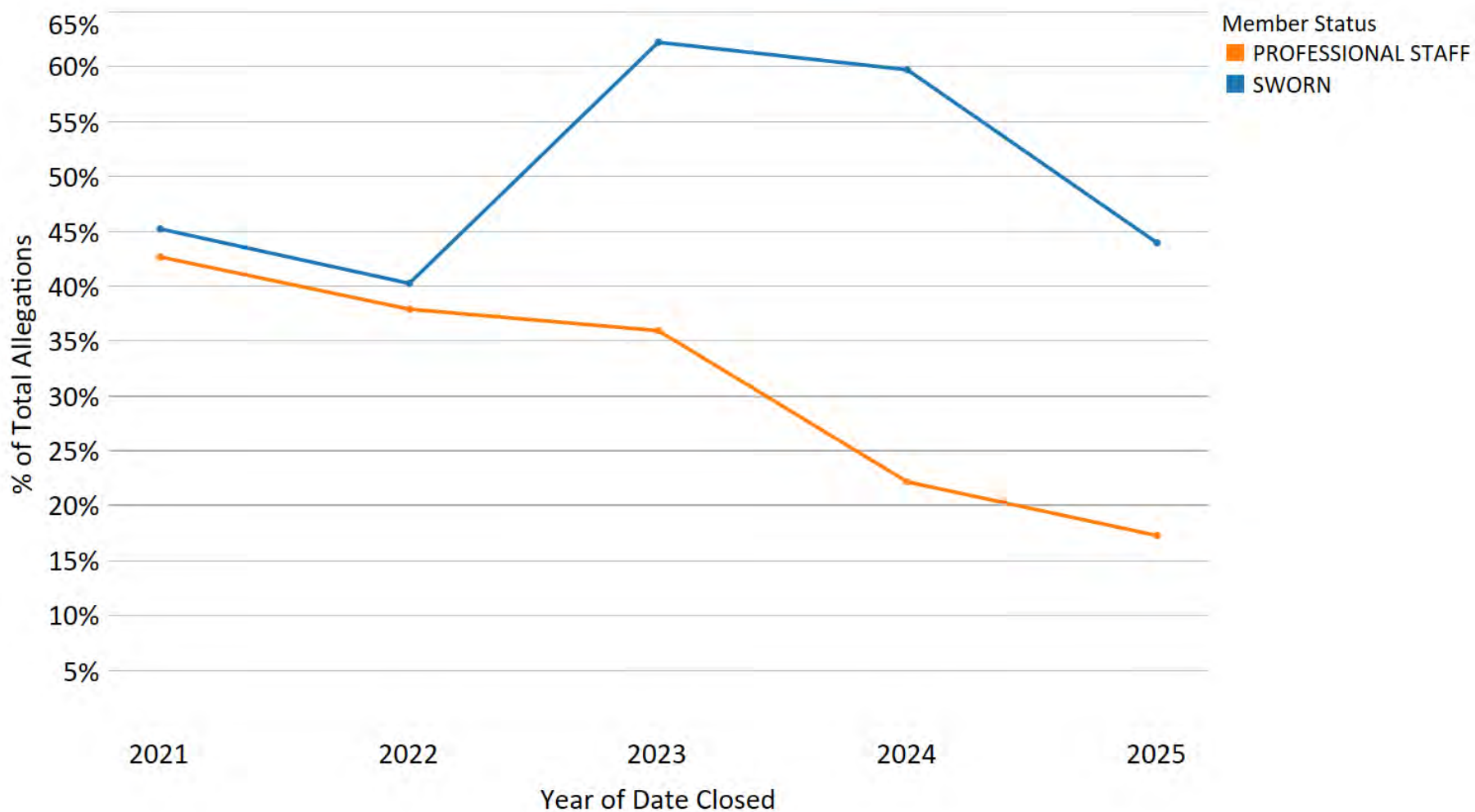
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

		Member Status	
		PROFESSIONAL	
		STAFF	SWORN
2024	Not Sustained	70 77.78%	383 40.23%
	Sustained	20 22.22%	569 59.77%
2025	Not Sustained	62 82.67%	602 56.00%
	Sustained	13 17.33%	473 44.00%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

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

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0003	DV, Neglect of Duty	Was involved in a domestic violence incident, in violation of DGO 2.01.03, Rule 1 - Misconduct. Traveled out of state without proper notification while on Disability Leave, in violation of DGO 11.01.M.2.e - Personal Compensation.
MCD-2025-0004	Neglect of Duty (BWC)	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2025-0005	Neglect of Duty (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-2025-0006	Neglect of Duty (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-2025-0007	Neglect of Duty	While transporting a prisoner, lost property belonging to a subject in custody, in violation of DGO 6.15.I.A, Property Processing.
MCD-2025-0008	Conduct Unbecoming, Neglect of Duty	Wrote a disrespectful email and spoke in an unprofessional tone, in violation of the City's Equitable, Fair, and Respectful Workplace Policy. Denied responsibility for a task, in violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2025-0009	Conduct Unbecoming (x2)	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-2025-0011	Conduct Unbecoming (x3), Neglect of Duty	While on duty, transmitted an email demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Sent emails that had no reference to work related purposes, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Office Technologies.
MCD-2025-0012	Failure to Write an Incident Report, Inappropriate Behavior, Neglect of Duty (LEP)	Refused to take an Incident Report in violation of DGO 2.01.03, Rule 9, Written Reports. Engaged in inappropriate behavior, in violation of DGO 2.01.03, Rule 8 b, Public Courtesy. Failed to utilize an interpreter for a non-English speaking individual, in violation of DGO 5.20 III. F, Language Access Services for Limited English Proficient (LEP) Persons.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0016	Failure to Appear (Range)	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-2025-0017	Failure to Appear (Range)	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-2025-0018	Failure to Appear (Range)	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-2025-0019	Failure to Appear (Range)	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-2025-0020	Failure to Appear (Range)	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-2025-0021	Failure to Appear (Range)	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-2025-0022	Failure to Appear (Range)	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-2025-0023	Failure to Appear (Range)	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	Conduct Unbecoming	Transmitted an email demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0026	Conduct Unbecoming, Unwarranted Action	Sent an email that contained a potential bias word, in violation of DGO 2.01.03, Rule 1. Sent an email from a department email account that had no work-related purpose, in violation of DGO 10.08 (II)(D)(2).
MCD-2025-0027	Failure to Appear (Range)	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-2025-0029	Failure to Appear (Range)	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-2025-0028	Failure to Appear (Range)	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).

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0034	Failure to Appear (Range)	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-2025-0035	Failure to Appear (Range)	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-2025-0036	Failure to Appear (Range)	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-2025-0037	Failure to Appear (Range)	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-2025-0038	Failure to Appear (Range)	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-2025-0039	Failure to Appear (Range)	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-2025-0040	Neglect of Duty	Is unable to perform the essential job functions, in violation of DGO 2.01.03, Rule 5 - Performing Duties & the 12 Essential Functions.
MCD-2025-0041	Discourtesy	Was discourteous to a member of the public by laughing at the complainant after having issued the complainant a parking citation. The allegation would constitute a violation of DGO 2.01.03, Rule 8.
MCD-2025-0042	Neglect of Duty (Lost Property)	Lost a gear bag that contained department issued equipment, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0043	Neglect of Duty	Did not respond to a citizen who inquired via email on how to file a complaint, in violation of DGO 2.05 - Citizen Complaints Against Non-Sworn Members.
MCD-2025-0044	Conduct Unbecoming	Brought discredit upon the Department when testifying in court, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0049	Escape	A prisoner escaped from their custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
OID-2025-0001	Weapon Discharge	Discharged a department issued firearm to kill an animal posing an immediate threat. This incident will be reviewed for compliance with DGO 5.01.08.G.2.a.ii, DGO 5.01.08.G.2.c and DGO 5.01.08.G.2.a.iv.
OID-2025-0001	Weapon Discharge	Discharged a department issued firearm to kill an animal posing an immediate threat. This incident will be reviewed for compliance with DGO 5.01.08.G.2.a.ii, DGO 5.01.08.G.2.c and DGO 5.01.08.G.2.a.iv.
MCD-2025-0050	Neglect of Duty (x2)	Sleeping on duty, in violation of DGO 1.04, Rule 1a and 1b, Supervision and DGO 2.01.03, Rule 3, Attention to Duty.
MCD-2025-0057	Neglect of Duty	Failed to inspect a vehicle and check its credentials prior to allowing it access to a secure area, in violation of DGO 2.01.03, Rule 5 and Rule 9.
MCD-2025-0058	Unwarranted Action	Utilized employee time for personal business, in violation of Department General Order 2.01.03 - 1. Misconduct.
MCD-2025-0058	Unwarranted Action	Directed employees to perform work for personal business, in violation of Department General Order 2.01.03 - 1. Misconduct.
MCD-2025-0059	Failure to Appear (Range)	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-2025-0060	Failure to Appear (Range)	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-2025-0061	Failure to Appear (Range)	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-2025-0062	Failure to Appear (Range)	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).

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0065	Neglect of Duty (Lost Property)	Failed to properly care for department issued cell phone, in violation of DGO 2.01.03, Rule 23.
MCD-2025-0066	Neglect of Duty (x2)	Failed to provide the complainant with information on how to retrieve their property, in violation of DGO 2.01.03, Rule 5- Performing Duties. Failed to assist the complainant with filing a complaint, in violation of DGO 2.04 - Complaints Against Officers.
MCD-2025-0067	Conduct Unbecoming	Allegation of child abuse, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0068	Conduct Unbecoming (x2)	Addressed an email to several groups without obtaining approval, in violation of Department Notice 23-144- Department Email Policy & Procedures. Displayed disrespectful behavior to an employee in the workplace, in violation of the City's Department of HR's Equitable, Fair and Respectful Workplace Policy.
MCD-2025-0069	Conduct Unbecoming, Insubordination	Sent emails flouting the authority of supervisors in their chain of command, in violation of DGO 2.01.03, Rule 14 - Insubordination.
MCD-2025-0070	Conduct Unbecoming (x2)	Transmitted a message demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03 Rule 1 - Misconduct. Transmitted a message with no reference to a work-related purpose, in violation of DGO 10.08(II)(D) - Unauthorized Use of Office Technologies.
OIS-2025-0003	Administrative Investigation	Officer involved shooting investigation – Covered Incident.
MCD-2025-0013	Conduct Unbecoming (x2)	Was under the influence of an intoxicant or drug while on-duty, in violation DGO 2.03.03.B.- Use of Intoxicants or Drugs by Sworn Department Members. Used an intoxicant or drug while on-duty, in violation of DGO 2.03.03.A.- Use of intoxicants or Drugs by Sworn Members.
MCD-2025-0032	Conduct Unbecoming (x2)	Engaged in conduct that impairs the operation or efficiency of the Department or personnel, in violation of DGO 2.01, Rule 1 - Misconduct. Displayed behavior that is rude and unprofessional toward subordinates, in violation of the City and County of San Francisco's Equitable, Fair and Respectful Workplace Policy.
MCD-2025-0045	Neglect of Duty	Violated orders regarding by abandoning their post, in violation of DGO 2.01.03, Rules 4 and 5.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0048	Neglect of Duty	Sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0049	Escape	A prisoner escaped from their custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2025-0063	Failure to Appear (Range)	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-2025-0064	Failure to Appear (Range)	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-2025-0014	Conduct Unbecoming	Sent an email that contained a potential bias word, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0030	Conduct Unbecoming	Subjected a coworker to unwelcome conduct, in violation of DGO 11.07.01.B. (Harassment) and DGO 2.01.03 - Rule 7 (Respectfulness).
MCD-2025-0031	Neglect Of Duty	Did not devote work time to performing work assignment, and engaged in volunteer work on duty, in violation of DGO 2.01.03, Attention to Duty.
MCD-2025-0031	Neglect Of Duty	Was aware that a subordinate employee misused SFPD time and resources for activities unrelated to work and did not document them accordingly, in violation of DGO 2.01.03, Rule 10.
MCD-2025-0033	Conduct Unbecoming	Was involved in a verbal dispute and battery incident while off-duty, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0052	Neglect Of Duty	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0053	Neglect Of Duty	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0054	Neglect Of Duty	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0075	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0076	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0077	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0078	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0085	Neglect of Duty (Lost Property)	Failed to properly secure a department-issued firearm, resulting in its theft, in violation of DGO 10.02.01.B.5 - FIREARMS SECURITY IN VEHICLES.
MCD-2025-0092	Conduct Unbecoming, Neglect of Duty	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
MCD-2025-0092	Conduct Unbecoming, Neglect of Duty	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
MCD-2025-0092	Conduct Unbecoming, Neglect of Duty	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
OID-2025-0002	Weapon Discharge	Negligently discharged a duty weapon in an SFPD locker room, in violation of DGO 5.01.08.G.1.
OIS-2009-0001	Administrative Investigation	Officer Involved Shooting - Administrative Investigation
OIS-2009-0002	Administrative Investigation	Officer Involved Shooting - Administrative Investigation

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0073	Neglect of Duty (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	Neglect of Duty (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	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0080	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0081	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0082	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0083	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0084	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0086	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0087	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0088	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0089	Failure to Appear (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	Conduct Unbecoming (x2), Failure to Follow Proper Procedures as Detailed, Neglect of Duty, Neglect of Duty (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	Conduct Unbecoming	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	Conduct Unbecoming, Neglect of Duty	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	Neglect of Duty	Lost a subject in custody's wallet while transporting them, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0096	Neglect of Duty (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	Conduct Unbecoming, Neglect of Duty	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	Neglect of Duty	Arrives late to work, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty.
MCD-2025-0097	Neglect of Duty	Uses the Department gym for two hours or more, in violation of DGO 2.01.03, Rule 23 - Attention to Duty.
MCD-2025-0097	Neglect of Duty	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	Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Unbecoming (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	Conduct Unbecoming, Neglect of Duty	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	Neglect of Duty	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	Conduct Unbecoming, Neglect of Duty (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	Conduct Unbecoming (x2), Neglect of Duty	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	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0104	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0105	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0106	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0107	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0108	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0109	Neglect of Duty (Lost Property)	Lost department issued identification card in, violation of DGO 2.01.03 Rule 23 - Deputy Property.
MCD-2025-0110	Neglect of Duty (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-2025-0112	Neglect of Duty (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	Neglect of Duty (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	Neglect of Duty	Failed to verify the amount of US Currency booked, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0115	Neglect of Duty	Failed to properly count and book US Currency, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0116	Conduct Unbecoming	Ordered employees to provide rides to work, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0117	Neglect of Duty	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	Conduct Unbecoming	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	Conduct Unbecoming	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,

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0120	Conduct Unbecoming	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	Unwarranted Action	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	Neglect of Duty (BWC)	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03(H)(1) - BWC Procedures.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0055	Conduct Unbecoming	Was disrespectful and refused to provide badge number when requested. (DGO 2.01, Rule 8. Public Courtesy).
MCD-2025-0123	Neglect of Duty (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	Neglect of Duty	Was sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0125	Conduct Unbecoming	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	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0127	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0128	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0129	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0130	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0131	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0132	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0133	Failure to Appear (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	Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Reflecting Discredit, Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Unbecoming	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	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0138	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0139	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0140	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0141	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0142	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0143	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0144	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0145	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0146	Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Unbecoming, Neglect of Duty (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	Neglect of Duty	Failed to properly document a harassment incident in violation of Department Policy (DGO 2.01.03, Rule 9 - Written Reports)
MCD-2025-0151	Neglect of Duty	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	Neglect of Duty	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	Neglect of Duty	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	Neglect of Duty	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.
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MCD-2025-0155	Neglect of Duty	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	Neglect of Duty	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	Conduct Reflecting Discredit, 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	Conduct Unbecoming	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	Conduct Unbecoming	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	Conduct Unbecoming	Approved falsely reported sick pay use, in violation of DGO 1.06.03 Commissioned Officers, A. General Duties, 2. Supervision.
MCD-2025-0160	Conduct Unbecoming	Was unprofessional when issuing a parking citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0161	Conduct Unbecoming (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	Conduct Unbecoming	Is harassing an ex-romantic partner. (DGO 2.01.03, Rule 1)
MCD-2025-0163	Neglect of Duty (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, Neglect of Duty (x2), Neglect of Duty (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
MCD-2025-0152	Neglect of Duty(BWC)	Repeatedly failed to upload and/or title BWC footage in a timely manner, in violation of DGO 10.11.03.H.1 (BWC Footage Upload) and DGO 10.11.03.H.2 (Titling Footage).
MCD-2025-0153	Neglect of Duty(BWC)	Failed to title BWC videos, in violation of DGO 10.11.03.H.2, BWC Procedures.
MCD-2025-0154	Discourtesy	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2025-0166	Failure to Appear(Range)	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0167	Failure to Appear(Range)	Failed to participate in the Range Qualification in the scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0168	Failure to Appear(Range)	Failed to participate in the Range Qualification, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0169	Failure to Appear(Range)	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0170	Neglect of Duty(BWC)	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2025-0171	Neglect Of Duty	While on duty, refused to take an incident report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2025-0172	Conduct Reflecting Discredit, Writing an Inaccurate Incident Report	Submitted an inaccurate police report, in violation of DGO 2.01.03, Rule 9 - Written Reports. Entered inaccurate information into the (SVS) Stolen Vehicle System which later resulted in an out-of-state felony stop on the reporting party/victim, in violation of DGO 2.01.03, Rule 1 - Misconduct (Conduct Reflecting Discredit).

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0164	Neglect of Duty (Lost Property)	Was negligent in the handling of a Department-issued key card, resulting in its loss, in violation of DGO 2.01.03, Rule 23 & DGO 10.02.01.A.1.
MCD-2025-0173	Conduct Unbecoming	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-2025-0174	Failure To Properly Investigate	Failed to properly investigate an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0175	Failure to Properly Investigate	Failed to properly investigate and follow up with the victim regarding an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0176	Conduct Unbecoming	Shouted and used profane language toward another employee during a formal work meeting, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2025-0177	Neglect Of Duty (x3)	Failed to promptly report member misconduct, in violation of DGO 2.01, Rule 5 (eff. 07/20/1994) Performing Duties. Failed to report the disrespectful behavior of a subordinate, in violation of DGO 2.01, Rule 13 (eff. 07/20/1994) Respectfulness. Failed to conduct an administrative investigation of misconduct alleged in an IAD Case, in violation of DGO 1.06.A.4.a(2) (eff. 08/24/1994) Duties of Superior Officers to Conduct an Administrative Investigation.
MCD-2025-0179	Neglect Of Duty	Failed to properly book a destructive device, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty and DGO 6.02.03.B - Chain of Custody.
MCD-2025-0180	Discourtesy	While conducting traffic control, was discourteous toward a citizen, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0181	Conduct Unbecoming	While off duty, engaged in sexual intercourse with a person who was too intoxicated to consent, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0182	Conduct Reflecting Discredit	Has demonstrated a pattern of dishonest behavior as follows: (1) misrepresented the call and text capabilities of a Department issued mobile device (cell phone) and (2) did not provide accurate information when asked about the installation of a motion sensor device at the entry to an SFPD work area, in violation of DGO 2.01.03, 1. Misconduct, a. Conduct Reflecting Discredit.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0183	Failure To Write An Incident Report	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0184	Conduct Unbecoming (x2)	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. Was unprofessional when interacting with a co-worker, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2025-0185	Conduct Unbecoming (x2)	Was unprofessional and discourteous, in violation of DGO 2.01.03, Rule 7. Over the last several years, has engaged in disrespectful behavior, in violation of the City and County of San Francisco Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0186	Conduct Unbecoming	Was rude towards the complainant, made the complainant wait a long period of time, and told the complainant their reporting would "go nowhere", in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0187	Neglect of Duty(Lost Property)	Lost Department-issued PIC radio, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0188	Conduct Unbecoming	Was disrespectful by blocking a citizen callers phone number who was trying to speak with a supervisor, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0189	DUI	Was driving under the influence while off-duty and was arrested by the California Highway Patrol, in violation of DGO 2.01, Rule 1 (Misconduct).
MCD-2025-0190	Neglect Of Duty	Failed to perform/inattentive to duties due to being asleep , in violation of DGO 2.01.03, Rule 3 Attention to Duty and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0191	Conduct Reflecting Discredit, Neglect of Duty (x2)	Violated law by carrying a live firearm round into an airport, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit. Left residence for more than 24 hours without obtaining written authorization from attending physician or the Police Physician, in violation of DGO 10.11.M.2.d - Sick or Disability Leaves. Left residence for more than 24 hours without notifying the Personnel Sergeant, in violation of DGO 11.01.M.2.e - Sick or Disability Leaves.
MCD-2025-0192	Conduct Unbecoming, Neglect of Duty (x2)	Regularly sleeps on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty. Regularly leaves shift early, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. Falsifies time and attendance records, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0193	Conduct Unbecoming (x2)	Was disrespectful to another SFPD member while they were assisting a member of the public, in violation of DGO 2.01.03, Rule 1 - Misconduct and Rule 7 - Respectfulness.
MCD-2025-0194	Conduct Unbecoming	Bag of marijuana left in trunk of patrol vehicle, in violation of DGO 6.15.I.A - Property Processing.
MCD-2025-0195	Neglect Of Duty (x2)	Used a department computer to attend online college courses and attended online college study sessions while on duty, in violation of DGO 2.01.03 Rule 3 - Attention to Duty, DGO 2.01.03 Rule 1 - Neglect of Duty, and DGO 10.08.II.D - Unauthorized Use of Office Technologies. Often arrives at work between 1 and 1.5 hours late for shift, in violation of the CCSF Employee Handbook - Tardiness.
MCD-2025-0196	Conduct Reflecting Discredit, Conduct Unbecoming	Was contacted by another agency police due to being under the influence of alcohol. Was uncooperative, and disrespectful to police officers, and was arrested for being intoxicated in public, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming. Actions reflected negatively and brought discredit to the San Francisco Police Department, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Reflecting Discredit.
MCD-2025-0197	Neglect Of Duty	Failed to serve discipline paperwork to a member before the 3304 date had passed, in violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0198	Conduct Unbecoming, Inappropriate Behavior/Comments	Inappropriately touched a coworker while working, in violation of DGO 2.01.03, Rule 1 Misconduct - Conduct Unbecoming. Made inappropriate comments and advances toward a coworker while working, in violation of DN 23-0192 Equitable, Fair, and Respectable Workplace and DGO 2.01.03.1a - Conduct Unbecoming.
MCD-2025-0199	Conduct Unbecoming	Violated the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0200	Conduct Unbecoming (x2)	Made disparaging remarks about subordinate employees, in violation of DGO 2.01 - Rule 7 (Respectfulness).
MCD-2025-0201	Conduct Unbecoming (x2)	While off-duty, grabbed the buttocks of two different people without their consent during a party, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming. While off-duty, offered the drug "Molly" to attendees of a party and was seen using a suspected narcotic during the same party, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming/Conduct Reflecting Discredit.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0202	Conduct Unbecoming	Engaged in a text conversation regarding court subpoena/attendance, that was unprofessional and disrespectful, in violation of DGO 2.01.03 Rule 1 Misconduct and DGO 2.01.03 Rule 7 Respectfulness. Was unprofessional when speaking on the phone, in violation of DGO 2.01.03 Rule 1 Misconduct.
MCD-2025-0203	Neglect Of Duty	Finished SFPD training and went home hours before the regular work shift ended without checking in with a supervisor, in violation of DGO 2.01.03, Rule 4, Reporting for duty.
MCD-2025-0204	Conduct Reflecting Discredit	Sent an email which included offensive content and/or content that would bring discredit onto a department member, in violation of DN 23-144 Department Email Policy & Procedures.
MCD-2025-0205	Conduct Unbecoming	Multiple sworn members falsely reported time worked on legal holidays (LH), in violation of DGO 2.01.03, Rule 1 Misconduct.
MCD-2025-0206	Neglect Of Duty	Failed to search for, seize, and book firearm evidence, in violation of DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0207	Conduct Unbecoming	Was insensitive when talking to a citizen trying to make a police report at the front counter, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2026-0001	Conduct Unbecoming, Neglect of Duty (BWC)	Failed to activate a Body-Worn Camera (BWC) and document the ride while transporting the victim of a domestic violence incident, in violation of DGO 2.01.03, Rule 5 - Performing Duties. Engaged in repeated phone calls and text message communications with an alleged victim and established a personal social-media connection for reasons outside the scope of official duties, in violation of DGO 2.01.03, Rule 18 - Compromising Investigations.
MCD-2026-0002	Neglect Of Duty	Traveled overseas on an unspecified date several years ago while on disability without notifying a Personnel Sergeant that they would be away from their residence for a period exceeding 24 hours, in violation of DGO 11.01.I.M.2.e, which states that, "members on sick or disability leave shall notify the Personnel Sergeant whenever they will be away from their residences in excess of 24 hours and provide an address and phone number where can be contacted."
MCD-2026-0003	Conduct Unbecoming	Was dismissive while on the phone with a citizen who was trying to follow up on a case, in violation of DGO 2.01.03, Rule 8, Public Courtesy.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
OID-2025-0005	Weapon Discharge	Negligently discharged a firearm, in violation of DGO 5.01.G.1.
OIS-2025-0006	Administrative Investigation	Officer involved shooting - Administrative Investigation
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
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UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force

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