

Internal Affairs Division

Quarterly
Report
Q1 2026



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



Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
 - Findings – pages 16-23
 - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
 - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-57
- Glossary – page 58
- Guide to Acronyms – page 59

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	478	16.9%
Airport Bureau	383	13.6%
Bureau of Investigations	358	12.7%
Chief of Staff	184	6.5%
Chief's Office	17	0.6%
Field Operations Bureau	1,227	43.5%
Special Operations Bureau	175	6.2%
Total	2,822	100.0%

Race/Ethnicity		
Asian	846	30.0%
Black	240	8.5%
Hispanic	535	19.0%
Other/Unknown	64	2.3%
White	1,137	40.3%
Total	2,822	100.0%

San Francisco Police Department Employee Demographics

Age Group		
18-29	219	7.8%
30-39	757	26.8%
40-49	820	29.1%
50-59	632	22.4%
60+	394	14.0%
Total	2,822	100.0%

Gender		
Male	2,174	77.0%
Female	648	23.0%
Total	2,822	100.0%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	527	18.7%
6-10	679	24.1%
11-15	407	14.4%
16-20	514	18.2%
21-25	236	8.4%
Over 25	459	16.3%
Total	2,822	100.0%

Member Status		
Sworn	1,905	67.5%
Professional Staff	917	32.5%
Total	2,822	100.0%

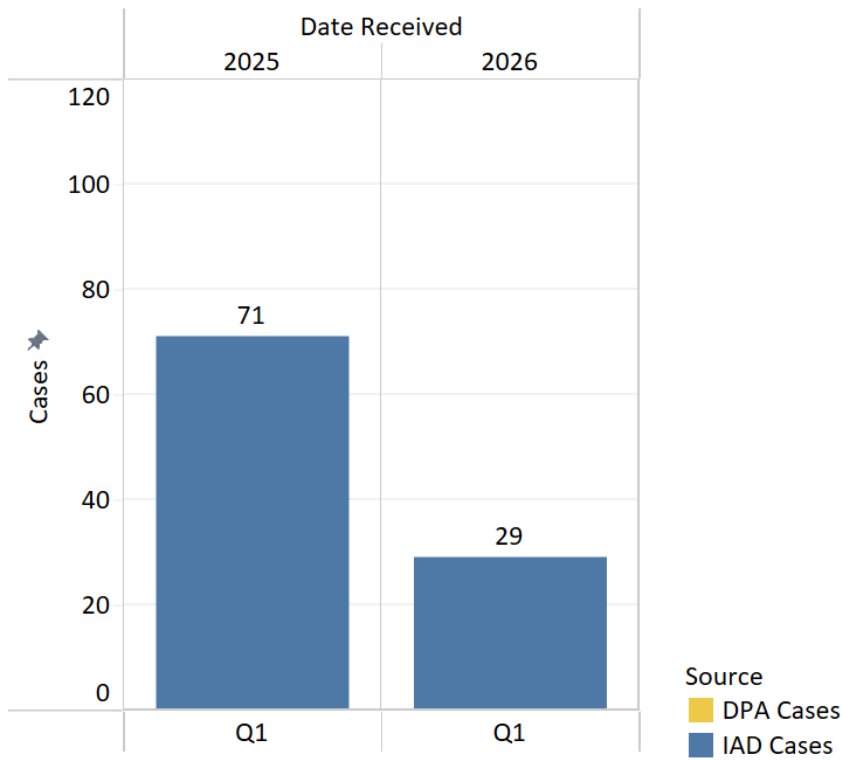
Opened Cases

		Date Received Q1
2025	IAD Cases	71
2026	IAD Cases	29

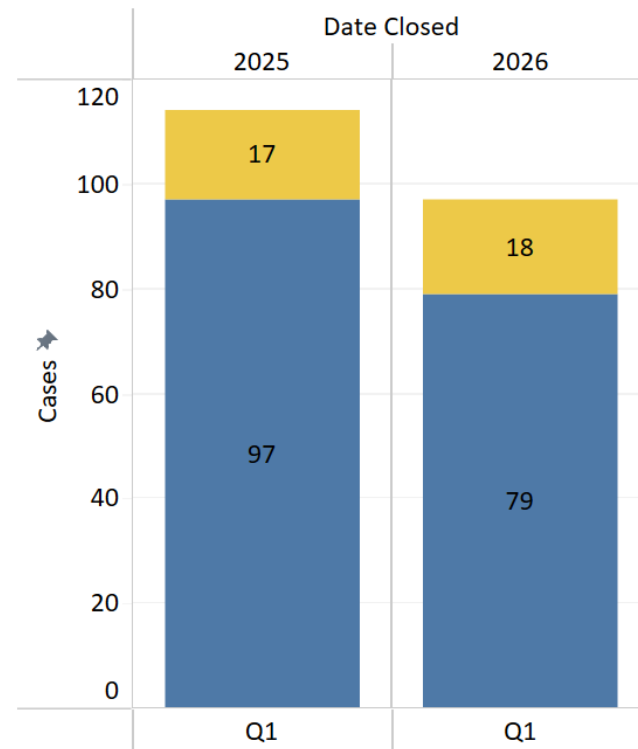
Closed Cases

		Date Closed Q1
2025	DPA Cases	17
	IAD Cases	97
	Total	114
2026	DPA Cases	18
	IAD Cases	79
	Total	97

Opened Cases



Closed Cases



*Counts in the above tables/charts are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions. Please note: DPA cases are opened by DPA and therefore not included in SFPD IAD's count of newly opened cases; however, cases referred to SFPD for discipline are included in closed cases counts.



OPENED CASES

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

Opened Cases – Q1 2026

Number of Allegations

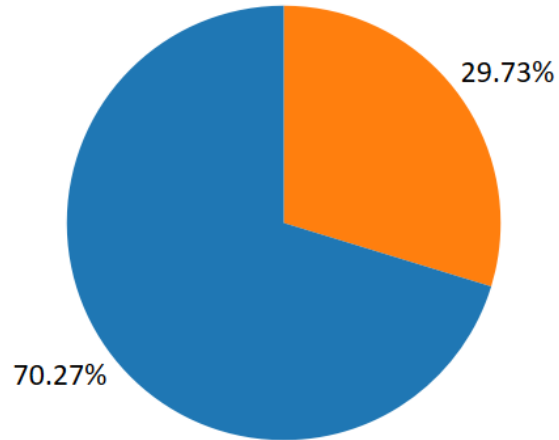
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	19	35.85%
Neglect Of Duty, General	16	30.19%
Failure to Appear, Range	6	11.32%
Writing An Inaccurate Incident Report	2	3.77%
Insubordination	2	3.77%
DUI	2	3.77%
Unnecessary Force	1	1.89%
Neglect of Duty, Lost Property	1	1.89%
Failure To Write An Incident Report	1	1.89%
Domestic Violence	1	1.89%
Discourtesy	1	1.89%
Conduct Reflecting Discredit	1	1.89%
Total Allegations	53	100.00%

Opened Cases – Q1 2026

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	11
SWORN	26
Grand Total	37

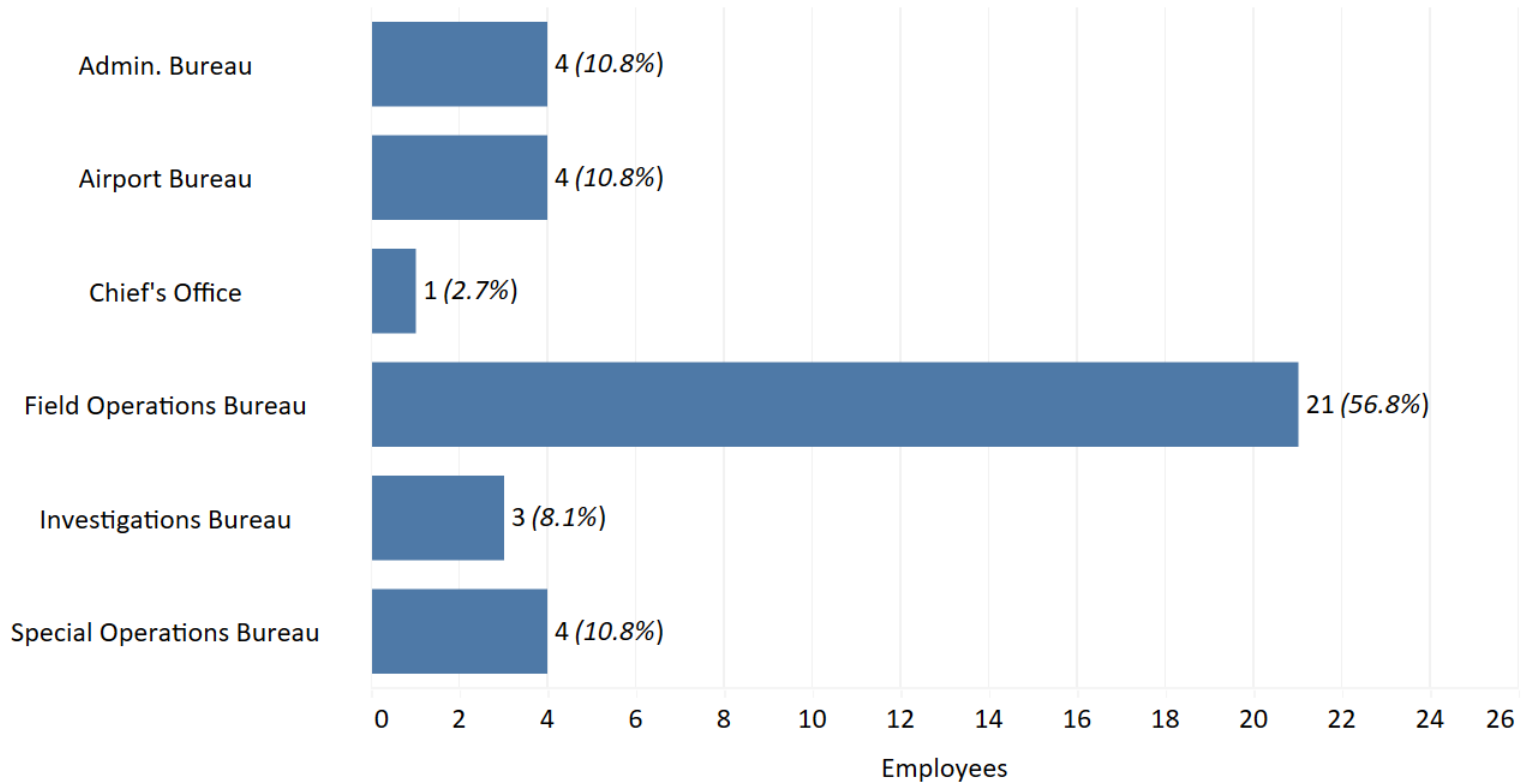
Member Status
PROFESSIONAL STAFF
SWORN



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

Opened Cases – Q1 2026

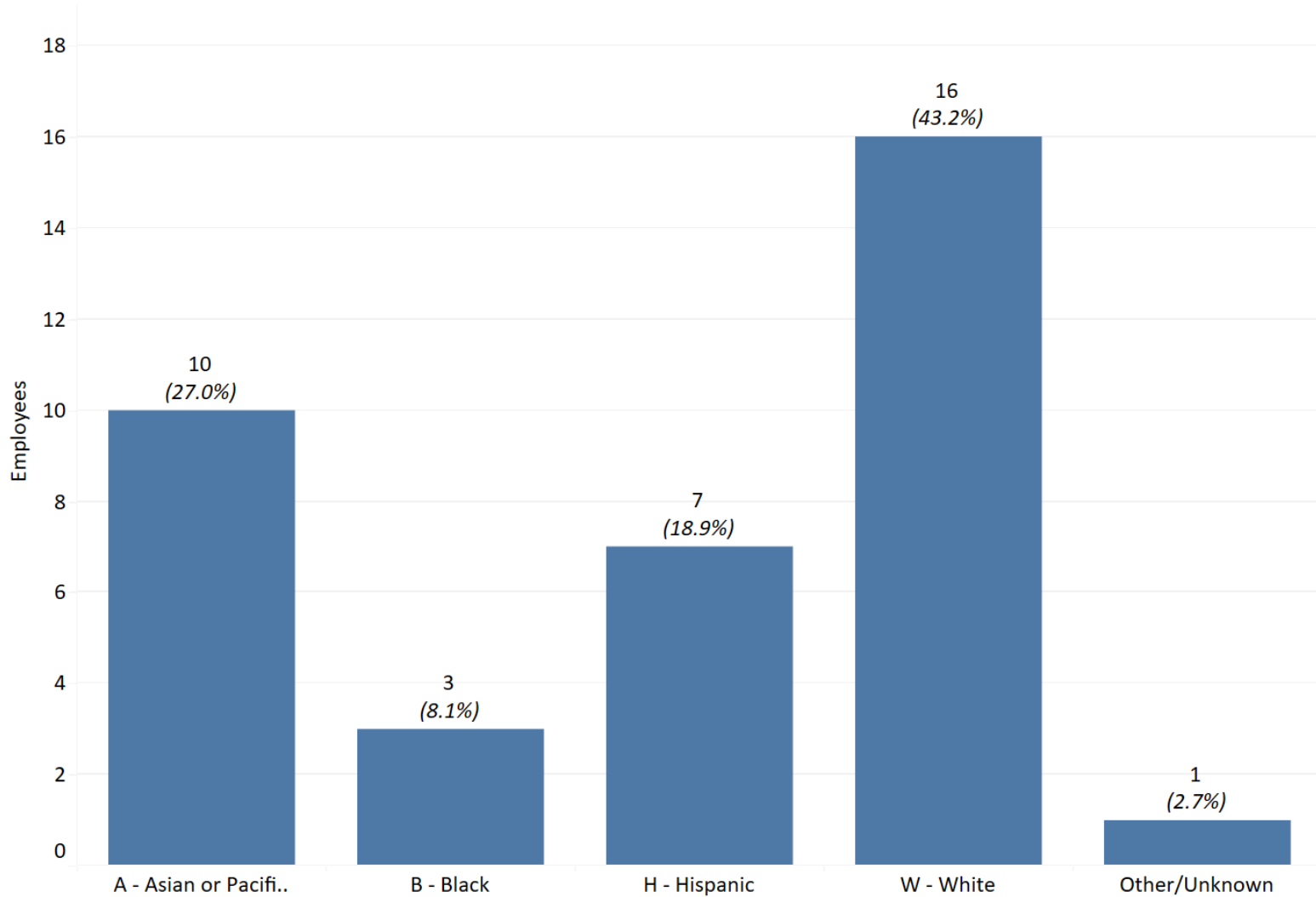
Number of Employees by Bureau



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

Opened Cases – Q1 2026

Number of Employees by Race

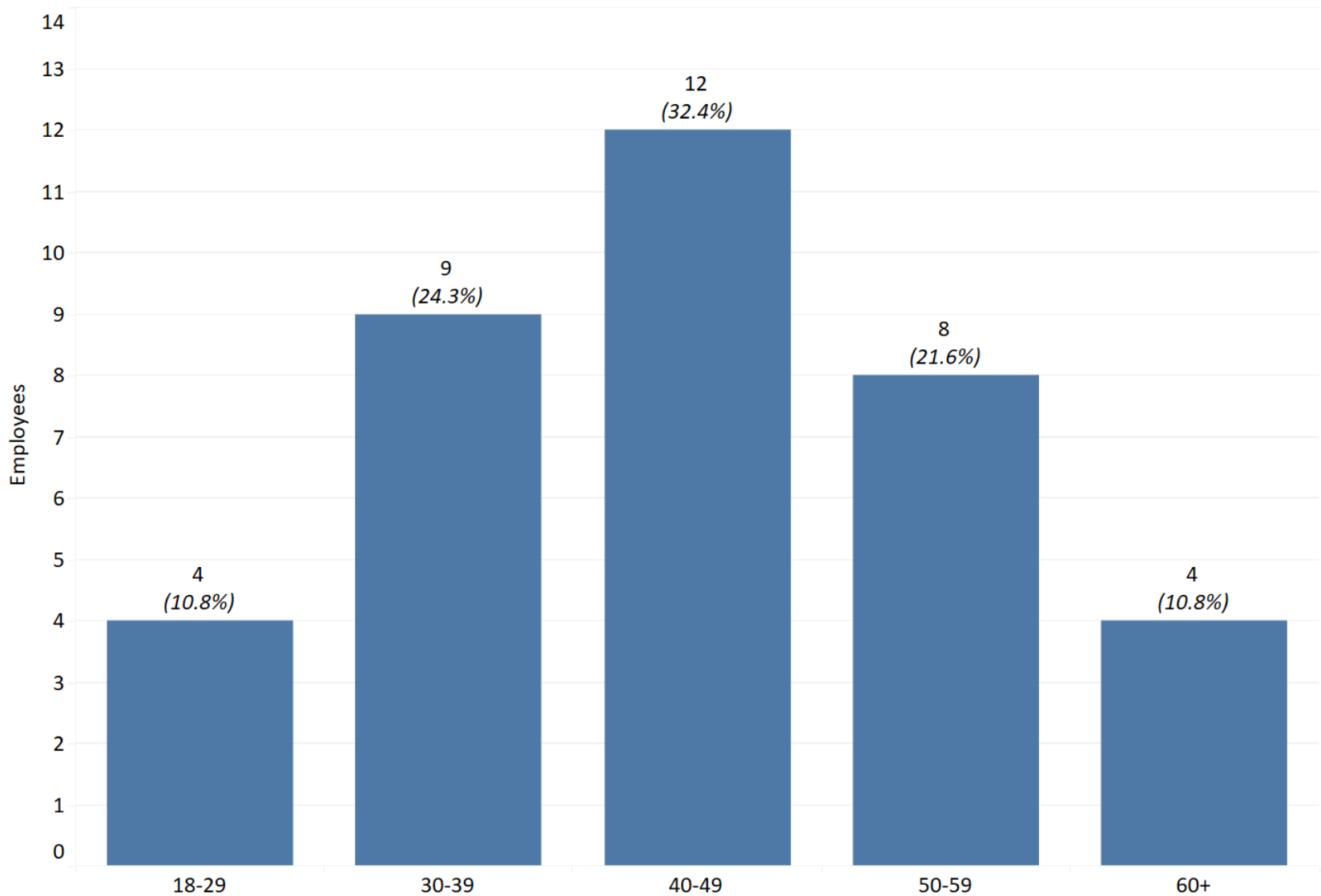


*The Other/Unknown category includes employees whose race does not fall within any other available category.

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

Opened Cases – Q1 2026

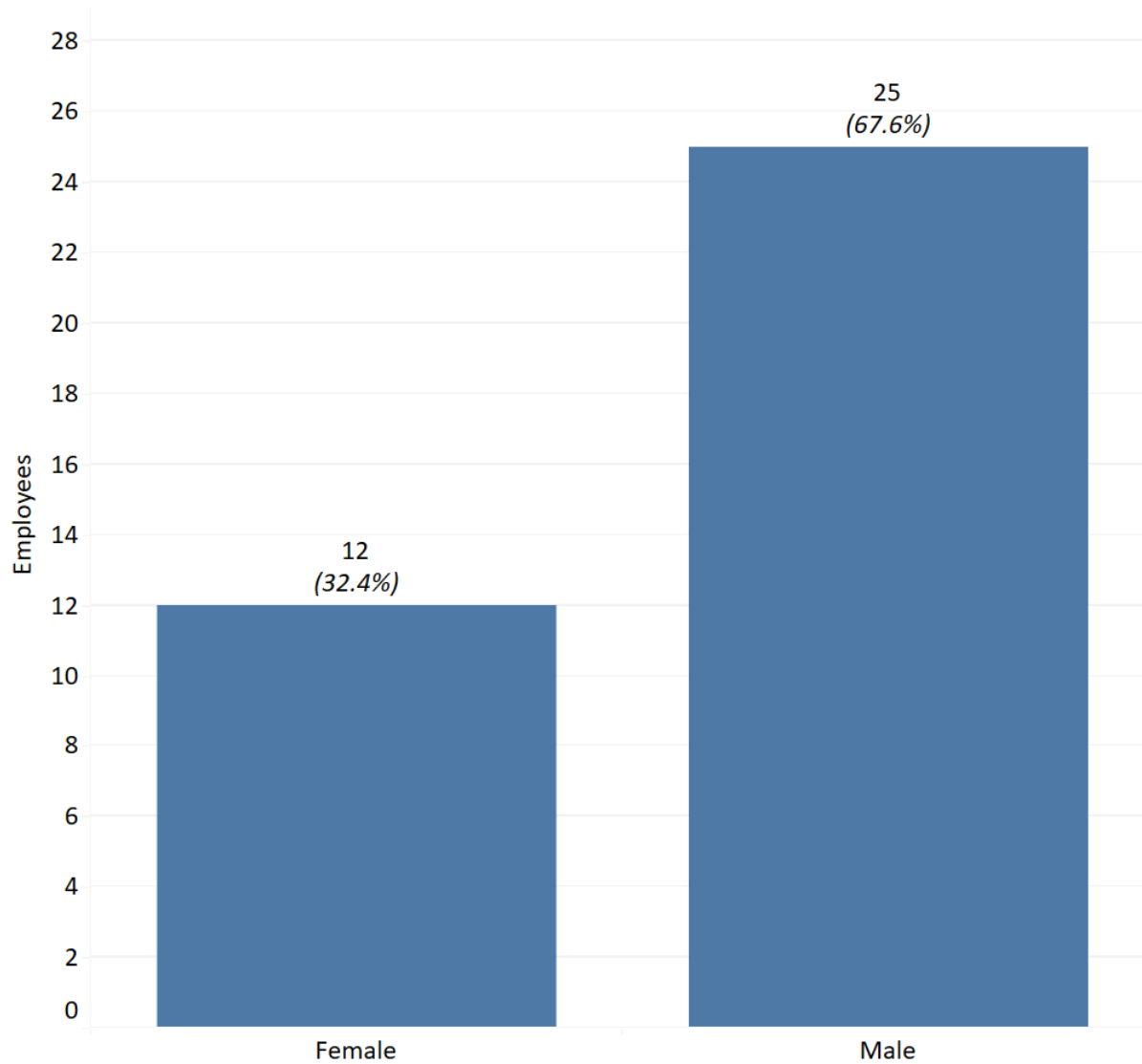
Number of Employees by Age Group



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

Opened Cases – Q1 2026

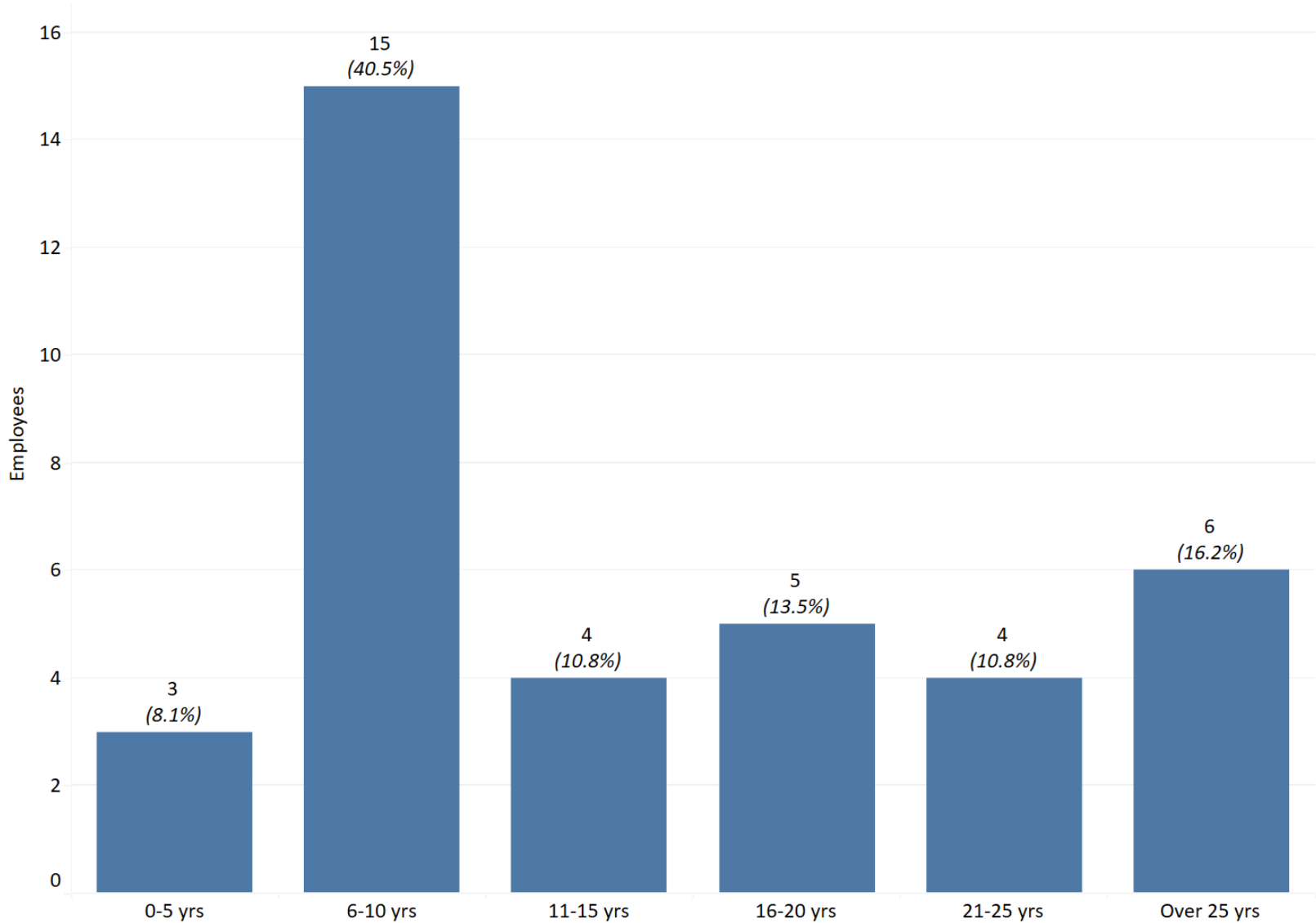
Number of Employees by Gender



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

Opened Cases – Q1 2026

Number of Employees by Tenure



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



CLOSED CASES - FINDINGS

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

Closed Cases – Q1 2026

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Proper Conduct	125	39.43%
Improper Conduct	116	36.59%
Insufficient Evidence	55	17.35%
Policy Failure	13	4.10%
Unfounded	4	1.26%
Exceptional Clearance	4	1.26%
Total Findings	317	100.00%

*Employees may have multiple allegations and findings, above table represents 130 employees

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

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

Closed Cases – Q1 2026

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Strategic Mgmt Bureau	Grand Total
Exceptional Clearance				4 (1.26%)				4 (1.26%)
Improper Conduct	12 (3.79%)	3 (0.95%)	21 (6.62%)	57 (17.98%)	6 (1.89%)	17 (5.36%)		116 (36.59%)
Insufficient Evidence	6 (1.89%)	3 (0.95%)	10 (3.15%)	24 (7.57%)	2 (0.63%)	9 (2.84%)	1 (0.32%)	55 (17.35%)
Policy Failure				7 (2.21%)	6 (1.89%)			13 (4.10%)
Proper Conduct			6 (1.89%)	115 (36.28%)	4 (1.26%)			125 (39.43%)
Unfounded	1 (0.32%)			2 (0.63%)	1 (0.32%)			4 (1.26%)
Grand Total	19 (5.99%)	6 (1.89%)	37 (11.67%)	209 (65.93%)	19 (5.99%)	26 (8.20%)	1 (0.32%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unkno..	Grand Total
Exceptional Clearance	1 (0.32%)		1 (0.32%)	2 (0.63%)		4 (1.26%)
Improper Conduct	34 (10.73%)	21 (6.62%)	27 (8.52%)	33 (10.41%)	1 (0.32%)	116 (36.59%)
Insufficient Evidence	14 (4.42%)	8 (2.52%)	13 (4.10%)	20 (6.31%)		55 (17.35%)
Policy Failure		1 (0.32%)	3 (0.95%)	9 (2.84%)		13 (4.10%)
Proper Conduct	40 (12.62%)	2 (0.63%)	15 (4.73%)	68 (21.45%)		125 (39.43%)
Unfounded	2 (0.63%)		1 (0.32%)	1 (0.32%)		4 (1.26%)
Grand Total	91 (28.71%)	32 (10.09%)	60 (18.93%)	133 (41.96%)	1 (0.32%)	317 (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 130 employees

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

Closed Cases – Q1 2026

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Exceptional Clearance	1 (0.32%)		2 (0.63%)	1 (0.32%)		4 (1.26%)
Improper Conduct	25 (7.89%)	45 (14.20%)	28 (8.83%)	12 (3.79%)	6 (1.89%)	116 (36.59%)
Insufficient Evidence	6 (1.89%)	13 (4.10%)	23 (7.26%)	10 (3.15%)	3 (0.95%)	55 (17.35%)
Policy Failure	2 (0.63%)	9 (2.84%)	1 (0.32%)	1 (0.32%)		13 (4.10%)
Proper Conduct	1 (0.32%)	77 (24.29%)	16 (5.05%)	18 (5.68%)	13 (4.10%)	125 (39.43%)
Unfounded		1 (0.32%)	1 (0.32%)		2 (0.63%)	4 (1.26%)
Grand Total	35 (11.04%)	145 (45.74%)	71 (22.40%)	42 (13.25%)	24 (7.57%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Gender

	Female	Male	Grand Total
Exceptional Clearance	1 (0.32%)	3 (0.95%)	4 (1.26%)
Improper Conduct	27 (8.52%)	89 (28.08%)	116 (36.59%)
Insufficient Evidence	22 (6.94%)	33 (10.41%)	55 (17.35%)
Policy Failure	1 (0.32%)	12 (3.79%)	13 (4.10%)
Proper Conduct	7 (2.21%)	118 (37.22%)	125 (39.43%)
Unfounded	1 (0.32%)	3 (0.95%)	4 (1.26%)
Grand Total	59 (18.61%)	258 (81.39%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Tenure

	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Exceptional Clearance		2 (0.63%)		1 (0.32%)	1 (0.32%)		4 (1.26%)
Improper Conduct	40 (12.62%)	30 (9.46%)	11 (3.47%)	8 (2.52%)	15 (4.73%)	12 (3.79%)	116 (36.59%)
Insufficient Evidence	13 (4.10%)	11 (3.47%)	4 (1.26%)	8 (2.52%)	12 (3.79%)	7 (2.21%)	55 (17.35%)
Policy Failure	3 (0.95%)	6 (1.89%)	1 (0.32%)	2 (0.63%)	1 (0.32%)		13 (4.10%)
Proper Conduct	2 (0.63%)	66 (20.82%)	14 (4.42%)		28 (8.83%)	15 (4.73%)	125 (39.43%)
Unfounded		1 (0.32%)		2 (0.63%)		1 (0.32%)	4 (1.26%)
Grand Total	58 (18.30%)	116 (36.59%)	30 (9.46%)	21 (6.62%)	57 (17.98%)	35 (11.04%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Member Status

	PROFESSIONAL STAFF	SWORN	Grand Total
Exceptional Clearance		4 (1.26%)	4 (1.26%)
Improper Conduct	26 (8.20%)	90 (28.39%)	116 (36.59%)
Insufficient Evidence	24 (7.57%)	31 (9.78%)	55 (17.35%)
Policy Failure		13 (4.10%)	13 (4.10%)
Proper Conduct	4 (1.26%)	121 (38.17%)	125 (39.43%)
Unfounded	2 (0.63%)	2 (0.63%)	4 (1.26%)
Grand Total	56 (17.67%)	261 (82.33%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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



CLOSED CASES - ACTIONS

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

Closed Cases – Q1 2026

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	34	26.77%
	Performance Improvement Plan	1	0.79%
	Resignation	6	4.72%
	Retirement	4	3.15%
	Retraining	54	42.52%
	Total	99	77.95%
Disciplinary Action	Written Reprimand/ Written Warning	15	11.81%
	Suspension Held in Abeyance	6	4.72%
	Suspension (10 or less days)	4	3.15%
	Termination	3	2.36%
	Total	28	22.05%
Grand Total		127	100.00%

*Employees may receive multiple actions, above table represents 71 employees

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

*There were two cases closed in Q1 2026 which had an expired 3304 GC date; however, these cases were not sustained.

Closed Cases – Q1 2026

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	Grand Total
Non-Disciplinary Action	Admonishment	1 0.79%	1 0.79%	3 2.36%	25 19.69%	3 2.36%	1 0.79%	34 26.77%
	Performance Improvement Plan				1 0.79%			1 0.79%
	Resignation	1 0.79%	1 0.79%		3 2.36%		1 0.79%	6 4.72%
	Retirement	1 0.79%		1 0.79%	1 0.79%		1 0.79%	4 3.15%
	Retraining	3 2.36%	2 1.57%	5 3.94%	38 29.92%	4 3.15%	3 2.36%	54 42.52%
	Total	6 4.72%	4 3.15%	9 7.09%	68 53.54%	7 5.51%	6 4.72%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.57%	1 0.79%	2 1.57%	8 6.30%		2 1.57%	15 11.81%
	Suspension Held in Abeyance				5 3.94%	1 0.79%		6 4.72%
	Suspension (10 or less days)				3 2.36%	1 0.79%		4 3.15%
	Termination	1 0.79%		1 0.79%			1 0.79%	3 2.36%
	Total	3 2.36%	1 0.79%	3 2.36%	16 12.60%	2 1.57%	3 2.36%	28 22.05%
Grand Total		9 7.09%	5 3.94%	12 9.45%	84 66.14%	9 7.09%	9 7.09%	127 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had two cases and was assigned to different bureaus for each case.

Closed Cases – Q1 2026

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	Admonishment	10 7.87%	3 2.36%	12 9.45%	8 6.30%	1 0.79%	34 26.77%
	Performance Improvement Plan			1 0.79%			1 0.79%
	Resignation	2 1.57%	2 1.57%		2 1.57%		6 4.72%
	Retirement	2 1.57%		2 1.57%			4 3.15%
	Retraining	14 11.02%	9 7.09%	16 12.60%	14 11.02%	1 0.79%	54 42.52%
	Total	28 22.05%	14 11.02%	31 24.41%	24 18.90%	2 1.57%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.57%	4 3.15%	4 3.15%	5 3.94%		15 11.81%
	Suspension Held in Abeyance		3 2.36%		3 2.36%		6 4.72%
	Suspension (10 or less days)	1 0.79%			3 2.36%		4 3.15%
	Termination	1 0.79%	1 0.79%		1 0.79%		3 2.36%
	Total	4 3.15%	8 6.30%	4 3.15%	12 9.45%		28 22.05%
Grand Total		32 25.20%	22 17.32%	35 27.56%	36 28.35%	2 1.57%	127 100.00%

*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 – Q1 2026

Actions by Age Group

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	Admonishment	7 5.51%	14 11.02%	11 8.66%	3 2.36%		34 26.77%
	Performance Improvement Plan			1 0.79%			1 0.79%
	Resignation	1 0.79%	4 3.15%	1 0.79%			6 4.72%
	Retirement		1 0.79%		2 1.57%	1 0.79%	4 3.15%
	Retraining	11 8.66%	23 18.11%	17 13.39%	4 3.15%		54 42.52%
	Total	19 14.96%	42 33.07%	30 23.62%	9 7.09%	1 0.79%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.79%	7 5.51%	6 4.72%	1 0.79%		15 11.81%
	Suspension Held in Abeyance	1 0.79%	3 2.36%	2 1.57%			6 4.72%
	Suspension (10 or less days)	3 2.36%	1 0.79%				4 3.15%
	Termination	2 1.57%				1 0.79%	3 2.36%
	Total	7 5.51%	11 8.66%	8 6.30%	1 0.79%	1 0.79%	28 22.05%
Grand Total	26 20.47%	53 41.73%	38 29.92%	10 7.87%	2 1.57%	127 100.00%	

*Table includes actions for those employees with findings of Improper Conduct. One employee had actions resulting from multiple incidents and is present in two age groups for two action types.

Closed Cases – Q1 2026

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	6 4.72%	28 22.05%	34 26.77%
	Performance Improvement Plan		1 0.79%	1 0.79%
	Resignation	1 0.79%	5 3.94%	6 4.72%
	Retirement	2 1.57%	2 1.57%	4 3.15%
	Retraining	10 7.87%	44 34.65%	54 42.52%
	Total	19 14.96%	80 62.99%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	4 3.15%	11 8.66%	15 11.81%
	Suspension Held in Abeyance	1 0.79%	5 3.94%	6 4.72%
	Suspension (10 or less days)		4 3.15%	4 3.15%
	Termination		3 2.36%	3 2.36%
	Total	5 3.94%	23 18.11%	28 22.05%
Grand Total		24 18.90%	103 81.10%	127 100.00%

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

Closed Cases – Q1 2026

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	Admonishment	12 9.45%	9 7.09%	4 3.15%	3 2.36%	5 3.94%	1 0.79%	34 26.77%
	Performance Improvement Plan		1 0.79%					1 0.79%
	Resignation	3 2.36%	2 1.57%	1 0.79%				6 4.72%
	Retirement				1 0.79%	1 0.79%	2 1.57%	4 3.15%
	Retraining	17 13.39%	20 15.75%	4 3.15%	4 3.15%	7 5.51%	3 2.36%	54 42.52%
	Total	32 25.20%	32 25.20%	9 7.09%	8 6.30%	13 10.24%	6 4.72%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	3 2.36%	8 6.30%		1 0.79%	1 0.79%	2 1.57%	15 11.81%
	Suspension Held in Abeyance	2 1.57%	3 2.36%			1 0.79%		6 4.72%
	Suspension (10 or less days)	3 2.36%	1 0.79%					4 3.15%
	Termination	2 1.57%					1 0.79%	3 2.36%
	Total	10 7.87%	12 9.45%		1 0.79%	2 1.57%	3 2.36%	28 22.05%
Grand Total		42 33.07%	44 34.65%	9 7.09%	9 7.09%	15 11.81%	9 7.09%	127 100.00%

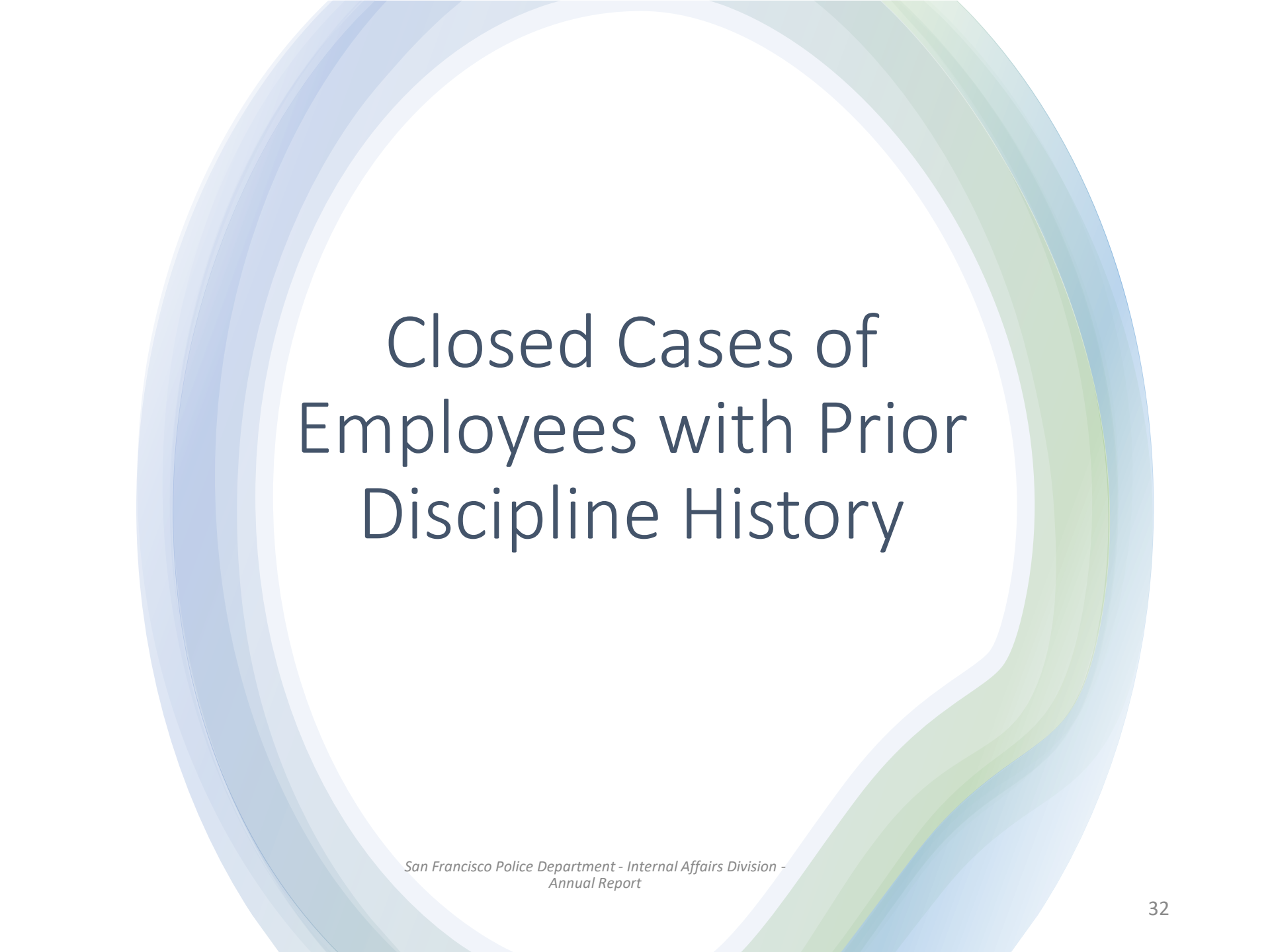
*Table includes actions for those employees with findings of Improper Conduct. One employee was involved in two incidents and was in two different tenure groups.

Closed Cases – Q1 2026

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	1 0.79%	33 25.98%	34 26.77%
	Performance Improvement Plan		1 0.79%	1 0.79%
	Resignation	2 1.57%	4 3.15%	6 4.72%
	Retirement	2 1.57%	2 1.57%	4 3.15%
	Retraining	3 2.36%	51 40.16%	54 42.52%
	Total	8 6.30%	91 71.65%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.57%	13 10.24%	15 11.81%
	Suspension Held in Abeyance	1 0.79%	5 3.94%	6 4.72%
	Suspension (10 or less days)		4 3.15%	4 3.15%
	Termination	2 1.57%	1 0.79%	3 2.36%
	Total	5 3.94%	23 18.11%	28 22.05%
Grand Total		13 10.24%	114 89.76%	127 100.00%

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



Closed Cases of Employees with Prior Discipline History

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

Closed Cases – Q1 2026

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

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	14	22.95%
	Performance Improvement Plan	1	1.64%
	Resignation	3	4.92%
	Retirement	2	3.28%
	Retraining	27	44.26%
Total		47	77.05%
Disciplinary Action	Written Reprimand/ Written Warning	8	13.11%
	Suspension Held in Abeyance	4	6.56%
	Suspension (10 or less days)	1	1.64%
	Termination	1	1.64%
Total		14	22.95%
Grand Total		61	100.00%

*Employees may receive multiple actions – above table represents 33 employees

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

Closed Cases – Q1 2026

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	Grand Total
Non-Disciplinary Action	Admonishment	1 1.64%	13 21.31%				14 22.95%
	Performance Improvement Plan		1 1.64%				1 1.64%
	Resignation		1 1.64%		1 1.64%	1 1.64%	3 4.92%
	Retirement		1 1.64%		1 1.64%		2 3.28%
	Retraining	1 1.64%	24 39.34%	1 1.64%	1 1.64%		27 44.26%
	Total	2 3.28%	40 65.57%	1 1.64%	3 4.92%	1 1.64%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning		7 11.48%		1 1.64%		8 13.11%
	Suspension Held in Abeyance		3 4.92%	1 1.64%			4 6.56%
	Suspension (10 or less days)			1 1.64%			1 1.64%
	Termination				1 1.64%		1 1.64%
	Total		10 16.39%	2 3.28%	2 3.28%		14 22.95%
Grand Total		2 3.28%	50 81.97%	3 4.92%	5 8.20%	1 1.64%	61 100.00%

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

Closed Cases – Q1 2026

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	Grand Total
Non-Disciplinary Action	Admonishment	5 8.20%	2 3.28%	4 6.56%	3 4.92%	14 22.95%
	Performance Improvement Plan			1 1.64%		1 1.64%
	Resignation		1 1.64%		2 3.28%	3 4.92%
	Retirement			2 3.28%		2 3.28%
	Retraining	7 11.48%	7 11.48%	7 11.48%	6 9.84%	27 44.26%
	Total	12 19.67%	10 16.39%	14 22.95%	11 18.03%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.64%	3 4.92%	3 4.92%	1 1.64%	8 13.11%
	Suspension Held in Abeyance		2 3.28%		2 3.28%	4 6.56%
	Suspension (10 or less days)				1 1.64%	1 1.64%
	Termination		1 1.64%			1 1.64%
	Total	1 1.64%	6 9.84%	3 4.92%	4 6.56%	14 22.95%
Grand Total		13 21.31%	16 26.23%	17 27.87%	15 24.59%	61 100.00%

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

Closed Cases – Q1 2026

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	Grand Total
Non-Disciplinary Action	Admonishment	2 3.28%	8 13.11%	3 4.92%	1 1.64%	14 22.95%
	Performance Improvement Plan			1 1.64%		1 1.64%
	Resignation		2 3.28%	1 1.64%		3 4.92%
	Retirement				2 3.28%	2 3.28%
	Retraining	5 8.20%	13 21.31%	8 13.11%	1 1.64%	27 44.26%
	Total	7 11.48%	23 37.70%	13 21.31%	4 6.56%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.64%	3 4.92%	4 6.56%		8 13.11%
	Suspension Held in Abeyance	1 1.64%	2 3.28%	1 1.64%		4 6.56%
	Suspension (10 or less days)		1 1.64%			1 1.64%
	Termination	1 1.64%				1 1.64%
	Total	3 4.92%	6 9.84%	5 8.20%		14 22.95%
Grand Total		10 16.39%	29 47.54%	18 29.51%	4 6.56%	61 100.00%

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

Closed Cases – Q1 2026

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	Admonishment	2 3.28%	12 19.67%	14 22.95%
	Performance Improvement Plan		1 1.64%	1 1.64%
	Resignation		3 4.92%	3 4.92%
	Retirement	1 1.64%	1 1.64%	2 3.28%
	Retraining	4 6.56%	23 37.70%	27 44.26%
	Total	7 11.48%	40 65.57%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	2 3.28%	6 9.84%	8 13.11%
	Suspension Held in Abeyance		4 6.56%	4 6.56%
	Suspension (10 or less days)		1 1.64%	1 1.64%
	Termination		1 1.64%	1 1.64%
	Total	2 3.28%	12 19.67%	14 22.95%
Grand Total		9 14.75%	52 85.25%	61 100.00%

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

Closed Cases – Q1 2026

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	Admonishment	4 6.56%	6 9.84%	1 1.64%	2 3.28%	1 1.64%		14 22.95%
	Performance Improvement Plan		1 1.64%					1 1.64%
	Resignation		2 3.28%	1 1.64%				3 4.92%
	Retirement					1 1.64%	1 1.64%	2 3.28%
	Retraining	7 11.48%	14 22.95%	1 1.64%	3 4.92%	2 3.28%		27 44.26%
	Total	11 18.03%	23 37.70%	3 4.92%	5 8.20%	4 6.56%	1 1.64%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.64%	5 8.20%		1 1.64%	1 1.64%		8 13.11%
	Suspension Held in Abeyance	1 1.64%	3 4.92%					4 6.56%
	Suspension (10 or less days)		1 1.64%					1 1.64%
	Termination	1 1.64%						1 1.64%
	Total	3 4.92%	9 14.75%		1 1.64%	1 1.64%		14 22.95%
Grand Total	14 22.95%	32 52.46%	3 4.92%	6 9.84%	5 8.20%	1 1.64%	61 100.00%	

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

Closed Cases – Q1 2026

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	Admonishment		14 22.95%	14 22.95%
	Performance Improvement Plan		1 1.64%	1 1.64%
	Resignation	1 1.64%	2 3.28%	3 4.92%
	Retirement	1 1.64%	1 1.64%	2 3.28%
	Retraining		27 44.26%	27 44.26%
	Total	2 3.28%	45 73.77%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning		8 13.11%	8 13.11%
	Suspension Held in Abeyance		4 6.56%	4 6.56%
	Suspension (10 or less days)		1 1.64%	1 1.64%
	Termination	1 1.64%		1 1.64%
	Total	1 1.64%	13 21.31%	14 22.95%
Grand Total		3 4.92%	58 95.08%	61 100.00%

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

A decorative graphic consisting of several overlapping, semi-transparent rings in shades of blue and green, forming a large, irregular circular shape that frames the central text.

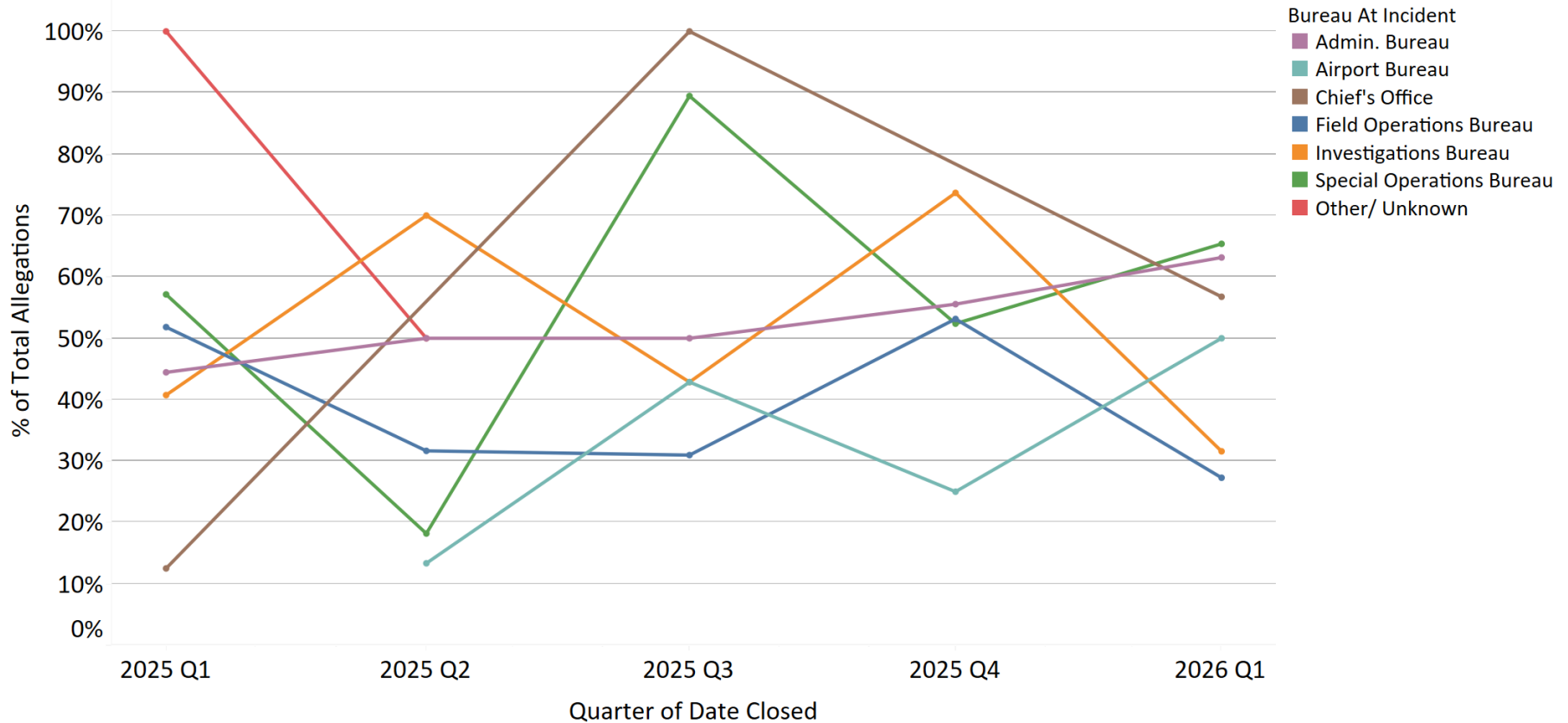
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident							
			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Strategic Mgmt Bureau	Other/Unknown
2025	Q1	Not Sustained	5 55.56%	5 100.00%	7 87.50%	106 48.18%	16 59.26%	15 42.86%		
		Sustained	4 44.44%		1 12.50%	114 51.82%	11 40.74%	20 57.14%		1 100.00%
2026	Q1	Not Sustained	7 36.84%	3 50.00%	16 43.24%	152 72.73%	13 68.42%	9 34.62%	1 100.00%	
		Sustained	12 63.16%	3 50.00%	21 56.76%	57 27.27%	6 31.58%	17 65.38%		

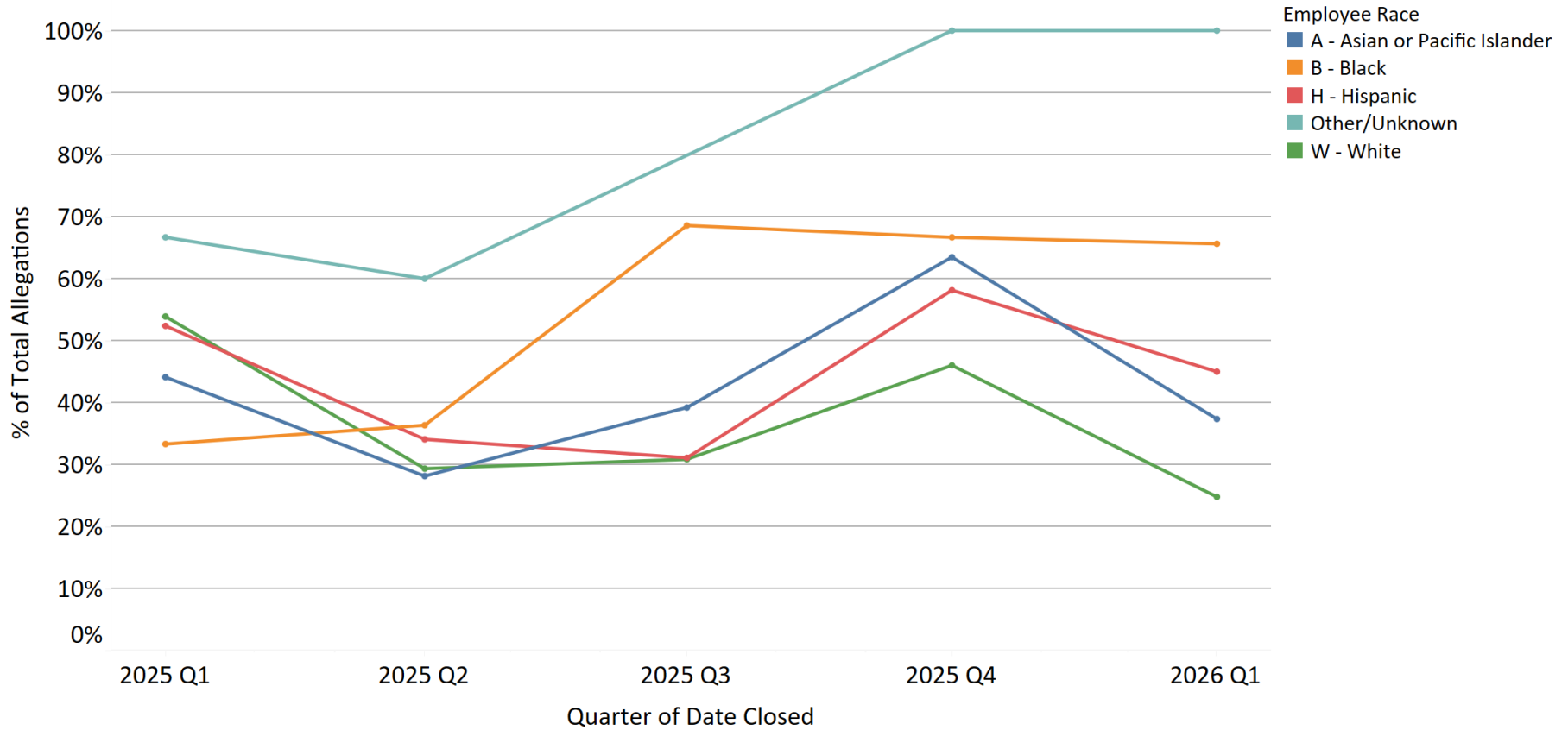
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2025	Q1	Not Sustained	38 55.88%	20 66.67%	30 47.62%	65 46.10%	1 33.33%
		Sustained	30 44.12%	10 33.33%	33 52.38%	76 53.90%	2 66.67%
2026	Q1	Not Sustained	57 62.64%	11 34.38%	33 55.00%	100 75.19%	
		Sustained	34 37.36%	21 65.62%	27 45.00%	33 24.81%	1 100.00%

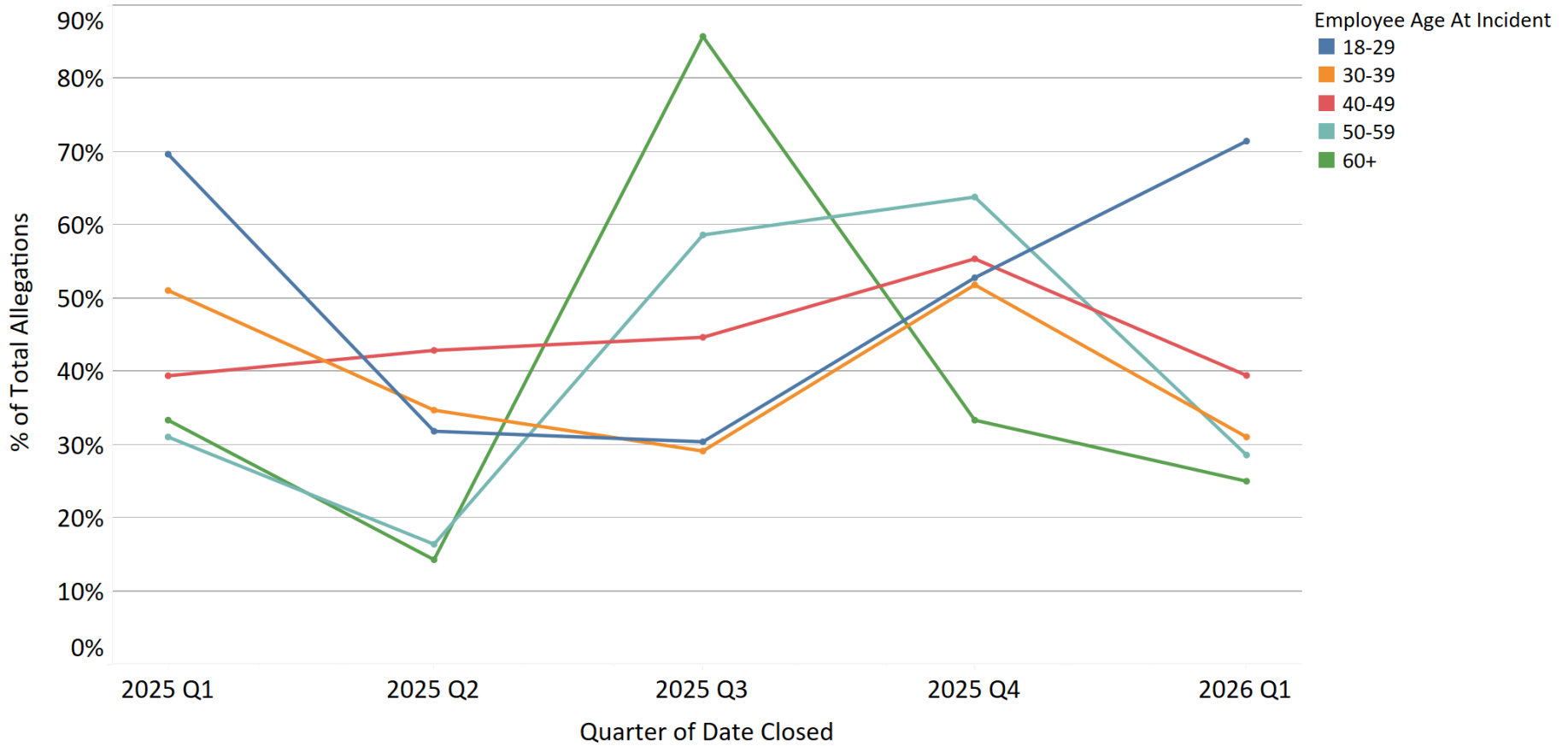
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident				
			18-29	30-39	40-49	50-59	60+
2025	Q1	Not Sustained	17 30.36%	71 48.97%	40 60.61%	20 68.97%	6 66.67%
		Sustained	39 69.64%	74 51.03%	26 39.39%	9 31.03%	3 33.33%
2026	Q1	Not Sustained	10 28.57%	100 68.97%	43 60.56%	30 71.43%	18 75.00%
		Sustained	25 71.43%	45 31.03%	28 39.44%	12 28.57%	6 25.00%

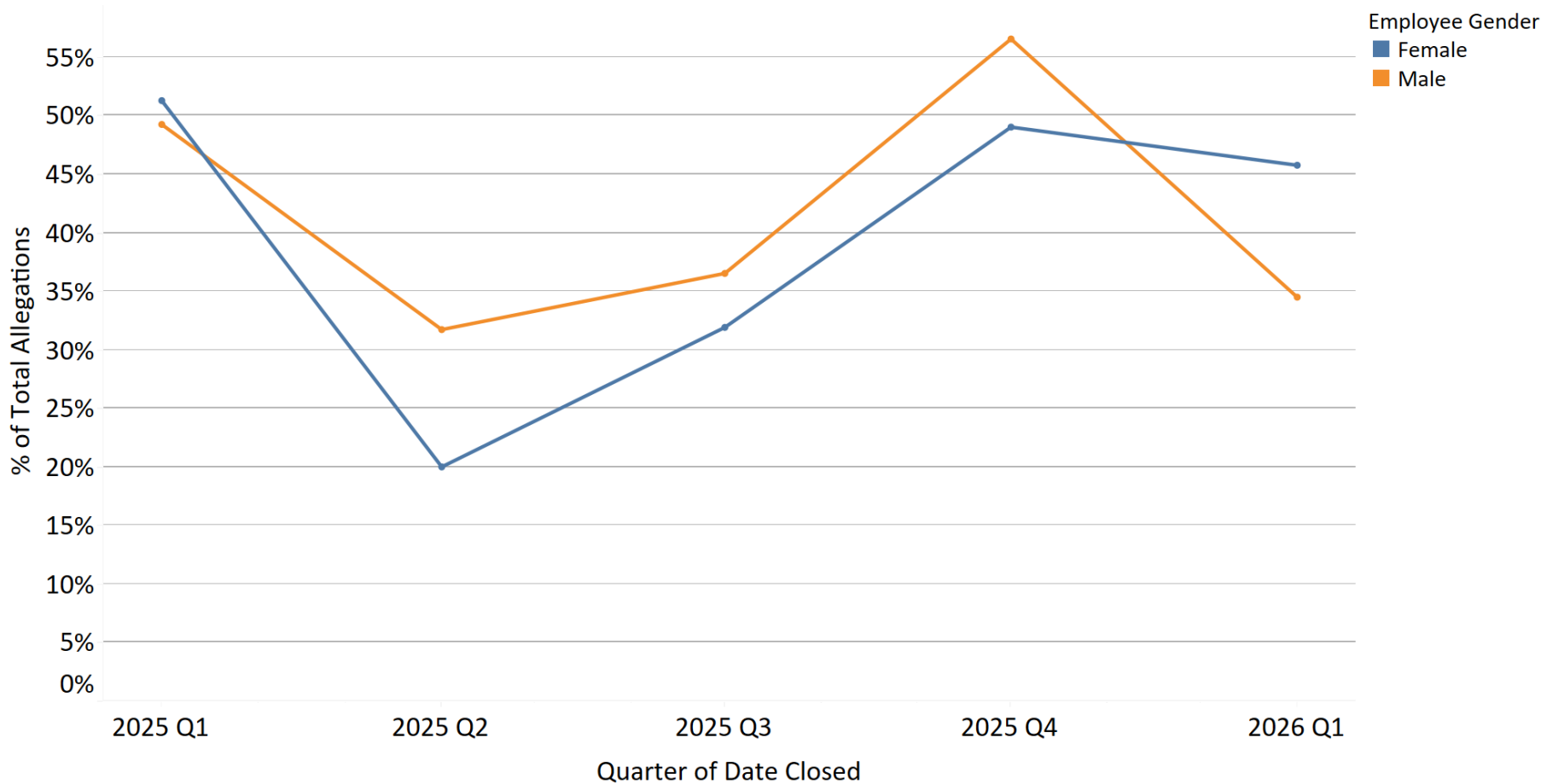
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
2025	Q1	Not Sustained	19 48.72%	135 50.75%
		Sustained	20 51.28%	131 49.25%
2026	Q1	Not Sustained	32 54.24%	169 65.50%
		Sustained	27 45.76%	89 34.50%

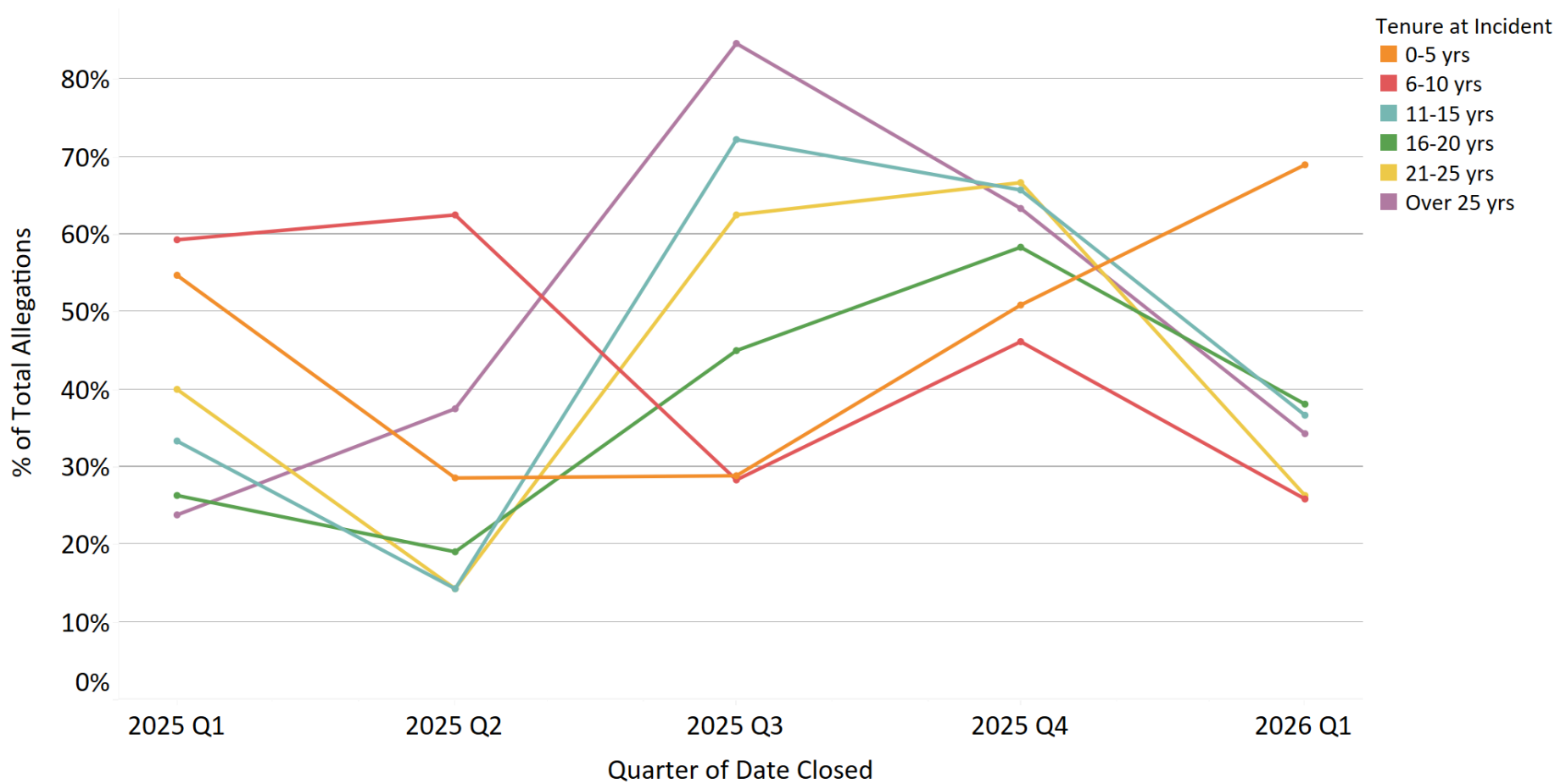
Percentage of Sustained Allegations by Gender



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
2025	Q1	Not Sustained	48 45.28%	46 40.71%	24 66.67%	14 73.68%	6 60.00%	16 76.19%
		Sustained	58 54.72%	67 59.29%	12 33.33%	5 26.32%	4 40.00%	5 23.81%
2026	Q1	Not Sustained	18 31.03%	86 74.14%	19 63.33%	13 61.90%	42 73.68%	23 65.71%
		Sustained	40 68.97%	30 25.86%	11 36.67%	8 38.10%	15 26.32%	12 34.29%

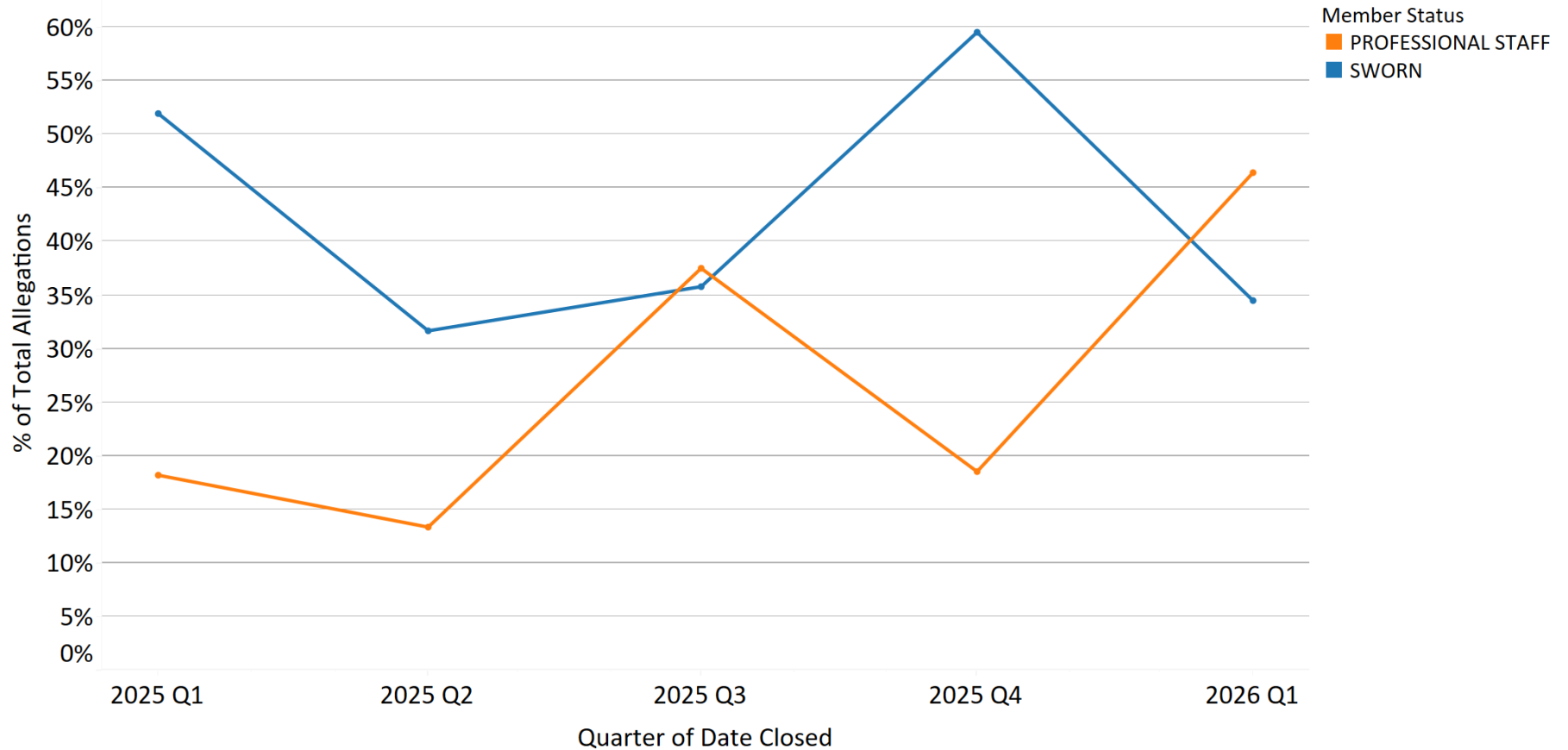
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL	
			STAFF	SWORN
2025	Q1	Not Sustained	18 81.82%	136 48.06%
		Sustained	4 18.18%	147 51.94%
2026	Q1	Not Sustained	30 53.57%	171 65.52%
		Sustained	26 46.43%	90 34.48%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

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

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0004	Domestic Violence, DUI	Was involved in a domestic violence and burglary incident resulting in arrest, in violation of DGO 2.01.03 - Rule 1 (Misconduct). Was driving under the influence of alcohol, resulting in arrest, in violation of DGO 2.01.03 - Rule 1 (Misconduct).
MCD-2026-0007	Conduct Unbecoming (x3)	Repeatedly attempted to contact the complainant by cell phone after being told not to, in violation of DGO 2.01.03, Rule 1, Misconduct. Arrived at the door to the complainant's residence after being told not to and remained outside refusing to leave, in violation of DGO 2.01.03, Rule 1, Misconduct. Sexually assaulted the complainant, in violation of DGO 2.01.03, Rule 1, Misconduct.
MCD-2026-0009	Failure to Appear (Range)	Failed to appear for mandatory Range requalification in violation of Department Notice 25-084 (Range Qualification).
MCD-2026-0010	Failure to Appear (Range)	Failed to appear for mandatory Range requalification in violation of Department Notice 25-084 (Range Qualification).
MCD-2026-0011	Failure to Appear (Range)	Failed to appear for mandatory Range requalification in violation of Department Notice 25-084 (Range Qualification).
MCD-2026-0013	Conduct Unbecoming	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0014	Conduct Reflecting Discredit, Conduct Unbecoming	While performing traffic enforcement duties, raised their voice and spoke to the complainant in a humiliating and disrespectful manner before directing the complainant to leave without issuing a citation, in violation of DGO 2.01.03, Rule 7 (Respectfulness). Allegedly stated to the complainant, "Go back to your f***ing country," in violation of DGO 2.01.03, Rule 8(d) (Public Courtesy) and Rule 1 (Misconduct - Conduct Reflecting Discredit).
MCD-2026-0015	Conduct Unbecoming	Was unprofessional and dismissive to the complainant while directing traffic, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2026-0016	Failure To Write An Incident Report	Failed to make a police report in violation of DGO 2.01.03, 09. Written Reports.
MCD-2026-0017	DUI, Neglect of Duty	Arrested for driving while under the influence of alcohol, in violation of DGO 2.01.03, Rule 1, Misconduct. Failed to notify the department of the incident, in violation of DGO 2.01.03, Rule 2, Member Notification Responsibility.

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0018	Neglect Of Duty	Failed to properly report hours and absences in HRMS, in violation of DN 24-048 (Timely and Accurate HRMS Entries).
MCD-2026-0019	Neglect Of Duty	Following an incident in which the complainant reported being assaulted and was seriously injured, told the complainant that they would not forward the case to the District Attorney's Office for prosecution, in violation of DGO 2.01.03, Rule 1 (Misconduct - Neglect of Duty).
MCD-2026-0020	Neglect Of Duty	Failed to notify a supervisor/senior ranking officer of a public complaint, in violation of DGO 2.04.02, Rule B - Complaints.
MCD-2026-0021	Neglect Of Duty (x2)	Was subpoenaed to court and did not appear as ordered, in violation of DGO 3.08.I.A - Court Appearances. Did not confirm receipt of the SFDA E-Subpoenas, in violation of DN 25-070 - E-Subpoena Service.
MCD-2026-0021	Neglect Of Duty (x2)	Was subpoenaed to court and did not appear as ordered, in violation of DGO 3.08.I.A - Court Appearances. Did not confirm receipt of the SFDA E-Subpoenas, in violation of DN 25-070 - E-Subpoena Service.
MCD-2026-0022	Neglect Of Duty, Writing an Inaccurate Incident Report (x2)	Submitted an incident report that did not match their Body Worn Camera footage, in violation of DGO 2.01.03, Rule 9 - Written Reports. Engaged in misconduct by documenting observations in an incident report that were not personally made, thus submitting inaccurate information in an official police report, in violation of DGO 2.01.03, Rule 1 - Misconduct. Left the scene of a death investigation without meeting the required conditions or obtaining proper authorization, in violation of DGO 6.05.04.A.5 - Leaving the Scene.
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0024	Neglect of Duty (Lost Property)	Lost a department-issued star while on duty, in violation of DGO 2.01.03, Rule 23.
MCD-2026-0025	Conduct Unbecoming, Neglect of Duty	Refused to accept a crime report, in violation of DGO 2.01.03, Rule 5 Performing Duties. Was dismissive and kept playing games on their phone while the complainant was speaking, in violation of DGO 2.01.03, Rule 7 Respectfulness.
MCD-2026-0026	Failure to Appear (Range)	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-2026-0027	Conduct Unbecoming, Neglect of Duty	Failed to take action on an assigned project as directed, in violation of DGO 2.01.03, Rule 5 - Performing Duties - Members/employees shall perform their duties promptly and according to Department policies and procedures. Lied or misrepresented facts regarding the project, in violation of DGO 2.01.03, Rule 1a - Misconduct/Conduct Unbecoming - Unprofessional Conduct.
MCD-2026-0028	Failure to Appear (Range)	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-2026-0029	Failure to Appear (Range)	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.

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0030	Conduct Unbecoming	Took a report of assault from the Complainant. The Complainant believed questions were inappropriate and that the complaint was not taken seriously. These allegations are potential violations of DGO 2.01 - Rule 8: Public Courtesy.
MCD-2026-0031	Insubordination (x2), Neglect of Duty (x2)	Failed to improve over multiple 90-day Performance Improvement Plan (PIP) periods. Continuing failure to improve, failure to meet Department expectations, and a generally lax attitude at work rise to a level of behavior that is in violation of DGO 2.01.03, Rules 3, 4, 5, and 14. Did not meet performance expectations set by supervisor, in violation of DGO 2.01.03, Rule 3 - Attention to Duty and Rule 5 - Performing Duties. Reported to work late on multiple occasions, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. Called in late to take a sick day but checked in with the wrong person, in violation of DGO 2.01.03, Rule 14 - Insubordination. Refused to sign PIP agreements nor offered a rebuttal, in violation of DGO 2.01.03, Rule 14 - Insubordination.
MCD-2026-0032	Neglect Of Duty (x2)	Wore an unauthorized morale patch on uniform while on duty, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only. Wore an unassigned Department Star number on plate carrier, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only.
MCD-2026-0033	Discourtesy	Was rude while issuing a citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2026-0035	Conduct Unbecoming an Officer	Solicits support for a family member's private enterprise in a manner that implies retaliation if support is not shown, and uses department workspace to promote a personal business operated by their family member, in violation of DGO 2.01.03, Rule 27(e) - Prohibition on Use of Authority or Position.
MCD-2026-0036	Neglect Of Duty	Completed a police report that was inaccurate, and failed to upload video footage to the report, in violation of DGO 2.01.03, Rule 9, Written Reports.
UOF 26-0001	Unnecessary Force	Use of Force - Administrative Investigation

Glossary

- Improper Conduct – a preponderance of the evidence proves the alleged conduct occurred and that the conduct violated Department policy or procedure
- Insufficient Evidence – the evidence fails to prove or disprove that the alleged conduct occurred
- Proper Conduct – the evidence proves that the alleged conduct occurred; however, the conduct was justified, lawful, and proper
- Policy Failure – the evidence proves that the alleged conduct occurred but was justified by Department policy or procedures; however, the SFPD or DPA recommends that the policy or procedure be changed or modified
- Supervision Failure – the evidence proves that the alleged conduct occurred and was the result of inadequate supervision
- Training Failure – the evidence proves that the alleged conduct resulted from inadequate or inappropriate training
- Unfounded – the evidence proves that the alleged conduct did not occur or that the accused officer was not involved
- Withdrawal – the complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint
- Exceptional Clearance – factors beyond control of law enforcement agency prohibit disciplinary measures, i.e. employee death
- Held in Abeyance* – suspension days (all or a set amount) or termination will not be imposed and will be held for a period of time ("the abeyance term") which will expire if the time frame elapses
- 11.11 Program – Intervention and Resource Program, provides members with intervention and recovery resources for problematic and addictive behavioral issues to include but not limited to substance abuse, gambling, and anger/stress management
- Admonishment – verbal correction to rectify or caution to avoid repeating (non-disciplinary action)
- Government Code (GC) 3304 – Administrative investigations have a “statute of limitations” that requires IAD to complete its investigation and notify the accused officer of possible discipline within one year of the discovery of the underlying conduct
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

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