

Internal Affairs Division

Quarterly
Report
Q3 2023



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
- Body-worn camera violations

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Summary Overview for Q3 2023

95 cases opened
involving 109
employees

74 cases closed
involving 98
employees

50 cases closed
with sustained
findings involving
63 employees

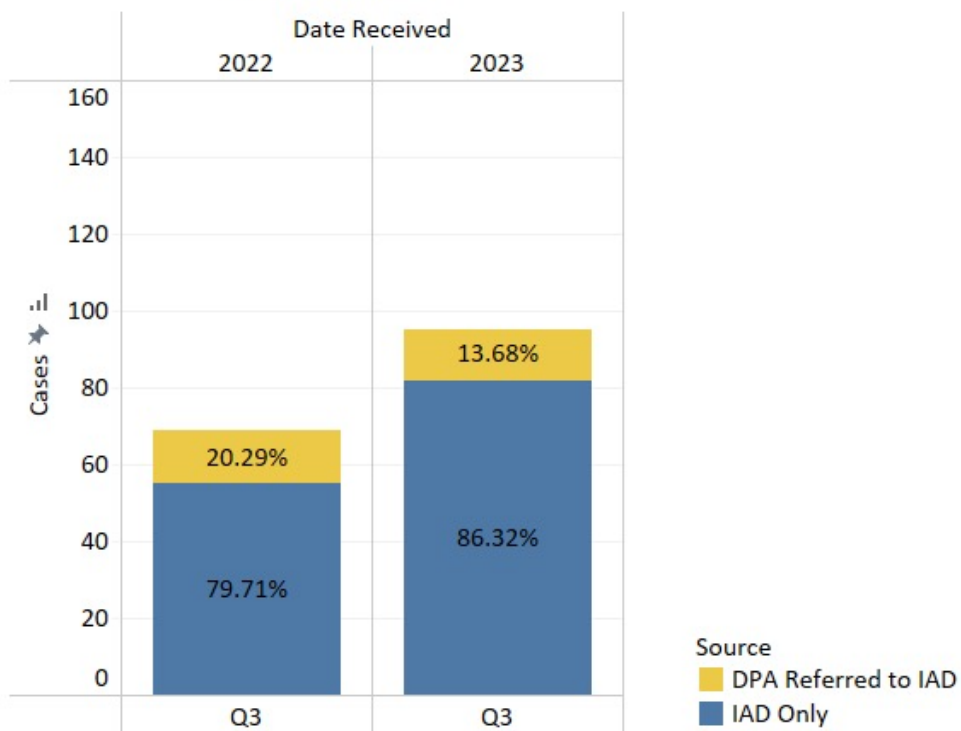
Opened Cases

Year of Date Received	Source	Date Received Q3			Total
		July	August	Septem..	
2022	DPA Referred to IAD	6	3	5	14
	IAD Only	10	14	31	55
	Total	16	17	36	69
2023	DPA Referred to IAD	7	5	1	13
	IAD Only	21	25	36	82
	Total	28	30	37	95

Closed Cases

Year of Date Closed	Source	Date Closed Q3			Total
		July	August	Septem..	
2022	DPA Referred to IAD	5	4	7	16
	IAD Only	14	21	104	139
	Total	19	25	111	155
2023	DPA Referred to IAD	6	7	3	16
	IAD Only	20	25	13	58
	Total	26	32	16	74

Opened Cases



Closed Cases



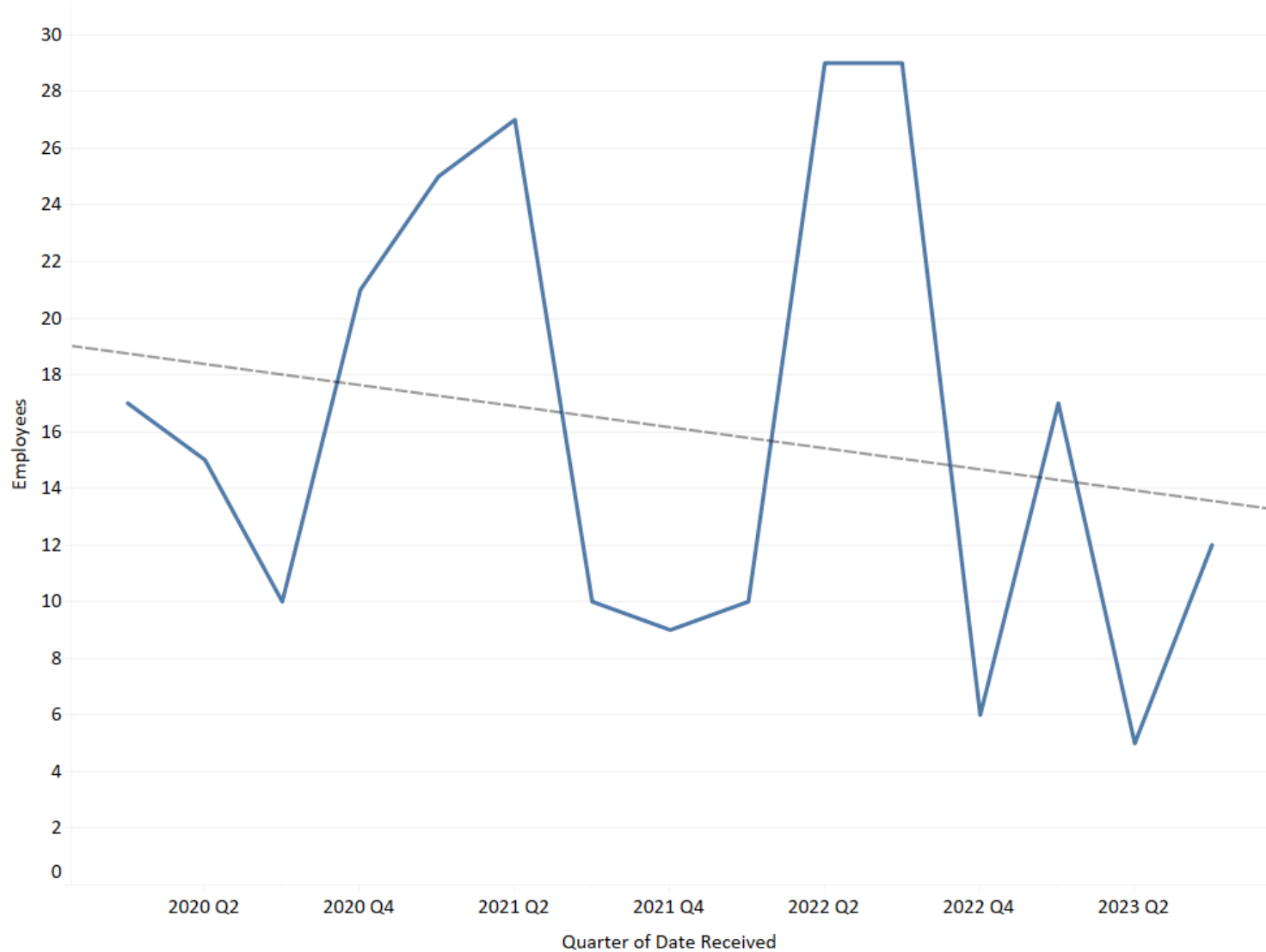
*Counts in the above tables are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions. There were 109 employees involved in the 95 opened cases of Q3 2023.

Employees in Opened Cases – Allegation Types – Q3 2023

Allegation Type		
Neglect Of Duty, General	34	(31.19%)
Failure to Appear, Range	24	(22.02%)
Conduct Unbecoming an Officer	14	(12.84%)
Neglect of Duty, Body Worn Camera	12	(11.01%)
Administrative Investigation	6	(5.50%)
Conduct Unbecoming a Member	6	(5.50%)
Inappropriate Behavior/Comments	6	(5.50%)
Neglect of Duty, Lost Property	4	(3.67%)
Domestic Violence	3	(2.75%)
Writing An Inaccurate Incident Report	3	(2.75%)
Conduct Reflecting Discredit	2	(1.83%)
Discourtesy	2	(1.83%)
Failure To Properly Investigate	2	(1.83%)
DUI	1	(0.92%)
Failing To Mirandize	1	(0.92%)
Failure To Properly Supervise	1	(0.92%)
Failure To Write An Incident Report	1	(0.92%)
Inappropriate Comments	1	(0.92%)
Neglect of Duty, DPA Member Response Form	1	(0.92%)
Sick Leave Abuse	1	(0.92%)
Unnecessary Force	1	(0.92%)
Unwarranted Action	1	(0.92%)
Weapon Discharge	1	(0.92%)
Grand Total	109	(100.00%)

*Counts in the above table are a distinct count of employees; however, it should be noted that an employee may be involved in multiple cases involving multiple allegations, multiple findings, and multiple actions.

Trend of Employees with Opened Cases for Neglect of Duty, Body Worn Camera Allegations



*There is a declining trend in the number of employees with cases opened for allegations of violating the SFPD Body Worn Camera Policy.

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCD-2023-0085	IAD	Lost an arrestee's cell phone after performing a search.	DGO 1.03, Rule 5, Section D, DGO 2.01, Rule 1, and the Booking and Detention Manual Section 5
MCD-2023-0087	IAD	Left work early and failed to properly record the time entry in HRMS.	DGO 2.01, Rule 44
MCD-2023-0088	IAD	Was involved in a domestic incident.	DGO 2.01, Rule 9
MCD-2023-0089	IAD	Had complainant wait for an hour and a half, then left without receiving the complainant's report.	DGO 2.01, Rule 25; DGO 2.01, Rule 5
MCD-2023-0092	IAD	Lost department-issued ID, which was taken during an auto burglary.	DGO 10.02.I.A.1; DGO 2.01, Rule 22
MCD-2023-0093	IAD	Entered a restricted area at SFO in an unofficial capacity, compromising security procedures	Title 49 Code of Federal Regulations (CFR) §§ 1540.105(a)(1&3); DGO 2.01, Rule 9
MCD-2023-0094	IAD	Mismanaged funds of a non-profit organization. Failed to report a romantic relationship with a supervisor. Made inappropriate statements regarding a member of the public while acting in an official capacity.	SF Police Commission and SFPD Statement of Incompatible Activities. Civil Service Commission Memo 2017-01. DGO 2.01, Rule 9
MCD-2023-0094	IAD	Failed to conduct an immediate investigation into alleged misconduct that required documentation	DGO 2.04; DN 21-046
MCD-2023-0095	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0096	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0097	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0098	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCD-2023-0099	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0100	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0101	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0102	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0103	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0104	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0105	IAD	Was involved in a domestic incident.	DGO 2.01, Rule 9
MCD-2023-0106	IAD	Was on preplanned vacation and used "Sick Pay" time. While on a "like work, like pay" submitted and was compensated for overtime. Submitted fraudulent overtime.	DGO 2.01, Rule 10; DN 20/168; DGO 2.01, Rule 9
MCD-2023-0107	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0108	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0109	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0110	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCD-2023-0111	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0112	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0113	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0114	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0115	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0116	IAD	Was rude to complainant who was attempting to get an Emergency Protective Order	DGO 2.01, Rule 14
MCD-2023-0118	IAD	Failed to take proper care of Department property (SFPD ID Card)	DGO 2.01, Rule 22; DGO 10.02.I.A.1
MCD-2023-0119	IAD	Failed to activate Body Worn Camera when advising complainants to discard open, alcoholic beverage containers. While on-duty, inappropriately contacted complainants for non-work related purposes. While off-duty, verbally insulted and followed complainants. Engaged in an alcohol related incident, and operated a motor vehicle while under the influence of alcohol.	DGO 10.11.03.C; DGO 2.09 A; DGO 2.01, Rule 9
MCD-2023-0120	IAD	Lost property of a subject in custody	DGO 6.15
MCD-2023-0121	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0122	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0123	IAD	Failed to take action when informed of alleged misconduct by subordinates. Engaged in acts of retaliation.	DGO 1.06 (I)(A)(2); DN 21-046; DGO 2.01, Rule 9; DGO 11.07

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCD-2023-0123	IAD	Routinely arrived late and left early without supervisory approval	DGO 2.01, Rule 4; DGO 2.01, Rule 9
MCD-2023-0123	IAD	Routinely arrived late and left early without supervisory approval	DGO 2.01, Rule 4; DGO 2.01, Rule 9
MCD-2023-0123	IAD	Engaged in acts of retaliation.	DGO 2.01, Rule 9; DGO 11.07
MCD-2023-0123	IAD	Failed to take action when informed of alleged misconduct by subordinates. Engaged in acts of retaliation.	DGO 1.06 (I)(A)(2); DN 21-046; DGO 2.01, Rule 9; DGO 11.07
MCD-2023-0124	IAD	Engaged in personal business on duty on numerous occasions and without approval. Turned in overtime cards after designated work hours when not at work.	DGO 2.01, Rule 10. DGO 2.01, Rule 1. DGO 2.01, Rule 9.
MCD-2023-0125	IAD	Was unprofessional towards subordinates	DGO 2.01, Rule 10
MCD-2023-0126	IAD	Was unprofessional when interacting with another Department member	DGO 2.01, Rule 10
MCD-2023-0127	IAD	Utilized Department equipment for personal and non-law enforcement related purpose. Interfered with other members' access to Dept. property and introduced potential network security vulnerability.	DGO 10.08 (D)(1); DGO 2.01, Rule 33; DGO 2.01, Rule 9
MCD-2023-0128	IAD	Committed a sexual battery and was extremely rude while issuing a citation	DGO 2.01, Rule 9; DGO 2.01, Rule 14
MCD-2023-0129	IAD	Transmitted an email potentially demonstrating bias or discrimination against a protected group	DGO 2.01, Rule 9
MCD-2023-0130	IAD	Failed to provide complainant with a police report in a timely manner	DGO 3.16
MCD-2023-0131	IAD	Was involved in a domestic incident.	DGO 2.01, Rule 9

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCD-2023-0132	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0133	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0134	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0135	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0136	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0137	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0138	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0139	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0140	IAD	Failed to report for duty at a mandatory overtime assignment. Was notified through Department email of a mandatory overtime assignment and failed to follow the email directives.	DGO 2.01, Rule 4; DGO 2.01, Rule 10
MCD-2023-0141	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0143	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0144	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCD-2023-0148	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0149	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0150	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0151	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0152	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0153	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0154	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0155	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0156	IAD	Failed to appear for mandatory range qualification.	DN 22-071; DGO 2.01, Rule 10
MCD-2023-0157	IAD	Failed to handle a firearm in accordance with Department-approved firearms training (cleaned a firearm outside of a designated cleaning area). Failed to use Department equipment (firearm) in a reasonable and prudent manner (walked around the office with firearm at port arms).	DGO 5.01.08.G.1.a; DGO 2.01, Rule 23
MCD-2023-0158	IAD	Did not adhere to department policies and procedures when issuing a citation	DGO 2.01, Rule 5
MCD-2023-0159	IAD	Failed to report for duty at the required time and place	DGO 2.01, Rule 4

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCD-2023-0160	IAD	Rude and discourteous while interacting with a member of the public	DGO 2.01, Rule 14
MCD-2023-0161	IAD	Was involved in a vehicle collision while under the influence of alcohol, which resulted in a DUI arrest	23152(a); 23152(b) CVC; DGO 2.01, Rule 9
MCD-2023-0162	IAD	Failed to properly handle an ERIW, resulting in a negligent discharge	DGO 2.01, Rule 23; DGO 5.01.05.E.2
MCD-2023-0163	IAD	Failed to complete and return a Member Response Form (MRF) for a DPA case within 21 calendar days of the notice	DGO 2.04.03.C.1
MCD-2023-0164	IAD	Utilized Department issued cellphone for a non-work related purpose	DGO 10.07(I); DGO 2.01, Rule 9
MCD-2023-0165	IAD	Submitted several Like Work (LW) cards for swing shift when LW status does not apply for swing shift. Responded 4 hours late for a shift and did not accurately document tardiness in HRMS. Submitted an overtime card for an hour which was not worked.	DGO 2.01, Rule 9
MCD-2023-0166	IAD	Received a temporary restraining order for actions against a family member.	DGO 2.01, Rule 9
MCD-2023-0167	IAD	DGO 2.01, Rule 9	DGO 2.01, Rule 9
MCD-2023-0179	IAD	Was involved in an off-duty incident. While personal vehicle was being towed, removed duty belt and vest from vehicle, identified self as a police officer and demanded release of the vehicle. Alleged to be intoxicated while in possession of a firearm which was located inside the holster of duty belt.	DGO 2.01, Rule 9
MCD-2023-0181	IAD	Violated the City's EEO Policy, DGO 11.07, and the City's Respect Policy. Inappropriate behavior or comments. Conduct affected the efficiency and discipline of the Department.	City's EEO Policy; DGO 11.07; DGO 1.06; DGO 2.01, Rule 9.
MCD-2023-0181	IAD	Violated the City's EEO Policy and DGO 11.07. Inappropriate behavior or comments. Affected the efficiency and discipline of the Department.	City's EEO Policy; DGO 11.07; DGO 1.06; DGO 2.01, Rule 9.
MCD-2021-0070	DPA referred to IAD	Failure to timely and properly mirandize	Fifth Amendment; DGO 5.20. DGO 2.01, Rule 5; DN 20-077

Q3 2023 Opened Cases

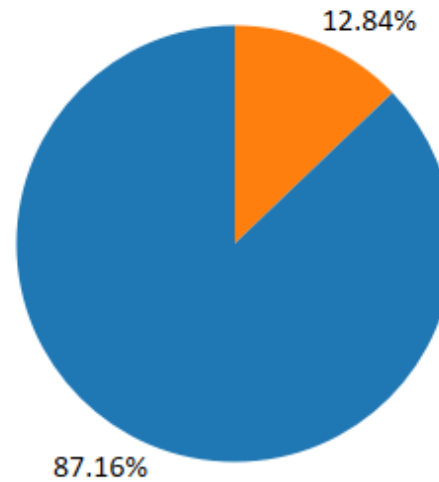
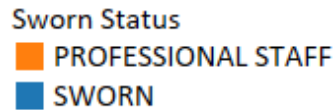
Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCDO-2022-0050	DPA referred to IAD	Failure to activate Body Worn camera	DGO 10.11; DB 20-175
MCDO-2022-0051	DPA referred to IAD	Inappropriate comments or behavior	DGO 2.01, Rule 14
MCDO-2022-0052	DPA referred to IAD	Failed to comply with Use of Force policy	DGO 5.01.02.(B); DGO 5.01.02(C); DGO 2.01 Rule 9
MCDO-2022-0053	DPA referred to IAD	Behaved or spoke inappropriately	DGO 2.01, Rule 14
MCDO-2022-0054	DPA referred to IAD	DPA Policy Failure Allegations: Entering a residence to conduct a probation, PRCS, or parole search when the occupant is not home; Plainclothes officers notifying Dispatch of their location prior to entering a residence; Failure to document entry into and search of a residence. DPA Training Failure Allegation: SFPD failed to train officers on the Downey requirements Legislative Update	DN 21-012; DGO 5.08; DB 12-001
MCDO-2022-0055	DPA referred to IAD	Failed to activate body-worn camera as required	DGO 10.11 & DB 20-175
MCDO-2022-0055	DPA referred to IAD	Failed to activate body-worn camera as required	DGO 10.11 & DB 20-175
MCDO-2022-0056	DPA referred to IAD	Behaved or spoke inappropriately	DGO 2.01, Rule 9
MCDO-2022-0057	DPA referred to IAD	Failure to properly investigate. Inaccurate or negligently prepared report. Failure to activate Body-Worn Camera.	DGO 1.03; DGO 2.01; DGO 10.11 & DN 20-175
MCDO-2022-0057	DPA referred to IAD	Failure to properly investigate. Inaccurate or negligently prepared report. Failure to activate Body-Worn Camera.	DGO 1.03; DGO 2.01; DGO 10.11 & DN 20-175
MCDO-2022-0058	DPA referred to IAD	Failed to properly supervise	DGO 5.01.08(B)(2)
MCDO-2022-0058	DPA referred to IAD	Used unnecessary or excessive force. Behaved or spoke inappropriately. Failed to document and failed to report to supervisor that pressure was applied to a person's head.	DGO 5.01; DGO 2.01 (14); DGO 5.01.07(B)(4)

Q3 2023 Opened Cases

Case Number	Case Origin	Summary Description of Alleged Misconduct	Rule(s) violated may include:
MCDO-2023-0002	DPA referred to IAD	Failure to activate Body-Worn Camera	DGO 10.11 and DB 20-175
MCDO-2023-0002	DPA referred to IAD	Failure to activate Body-Worn Camera	DGO 10.11 and DB 20-175
MCDO-2023-0002	DPA referred to IAD	Failure to activate Body-Worn Camera	DGO 10.11 and DB 20-175
MCDO-2023-0003	DPA referred to IAD	Failure to activate Body-Worn Camera	DGO 10.11 and DB 20-175
MCDO-2023-0004	DPA referred to IAD	Failure to activate Body-Worn Camera	DGO 10.11 and DB 20-175
MCDO-2023-0004	DPA referred to IAD	Failure to activate Body-Worn Camera	DGO 10.11 and DB 20-175
OID-2023-0002	IAD	Negligent discharge of a firearm while off-duty	DGO 5.01.05, G.1., a
OIS-2023-0003	IAD	Actions during officer-involved shooting are under review (multiple employees)	DGO 5.01; DGO 10.11; DGO 5.03
OIS-2023-0004	IAD	Actions during officer-involved shooting are under review (multiple employees)	DGO 5.01; DGO 10.11; DGO 5.03

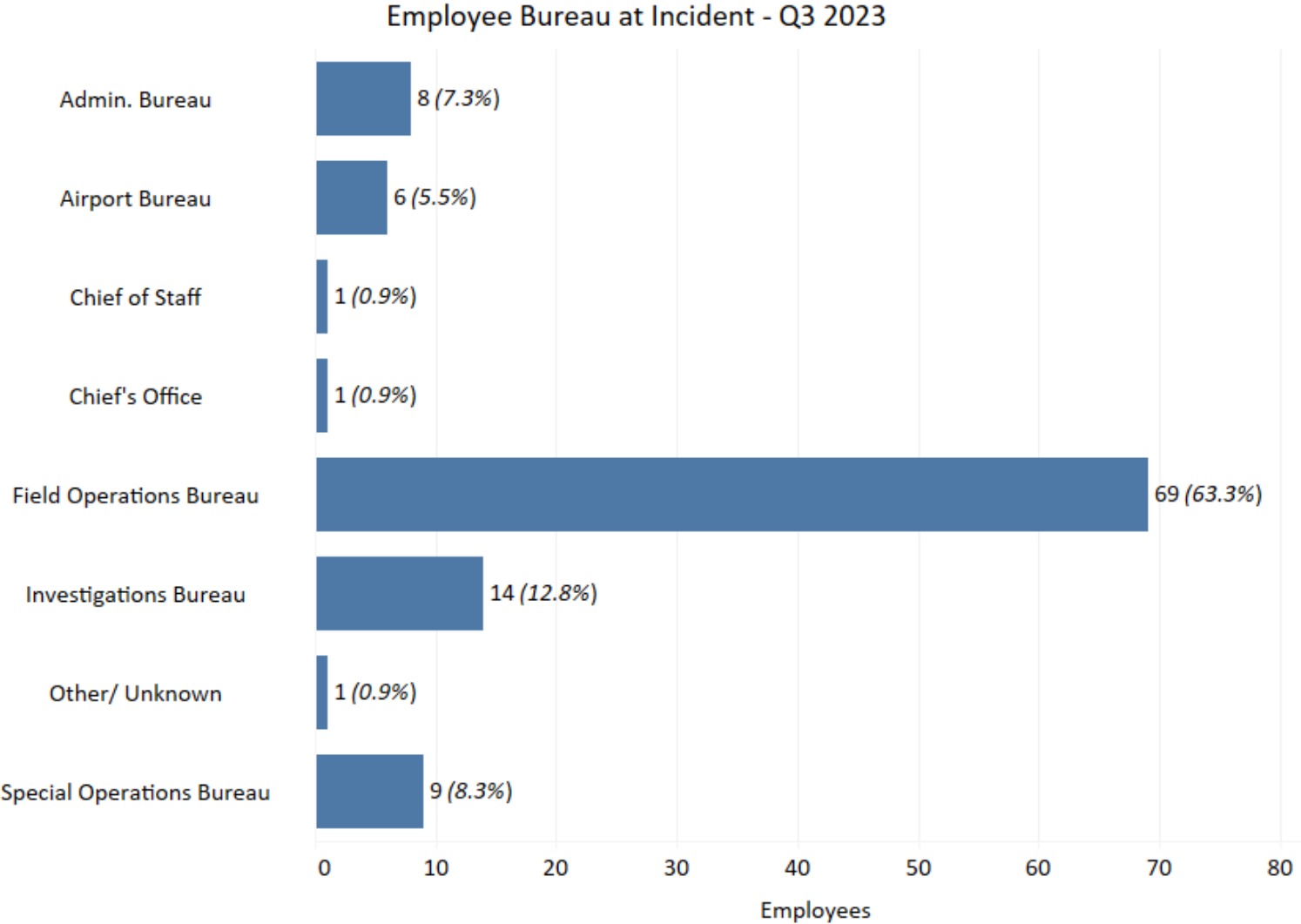
Type of Employees in Opened Cases – Q3 2023

Sworn Status	
PROFESSIONAL STAFF	14
SWORN	95
Grand Total	109



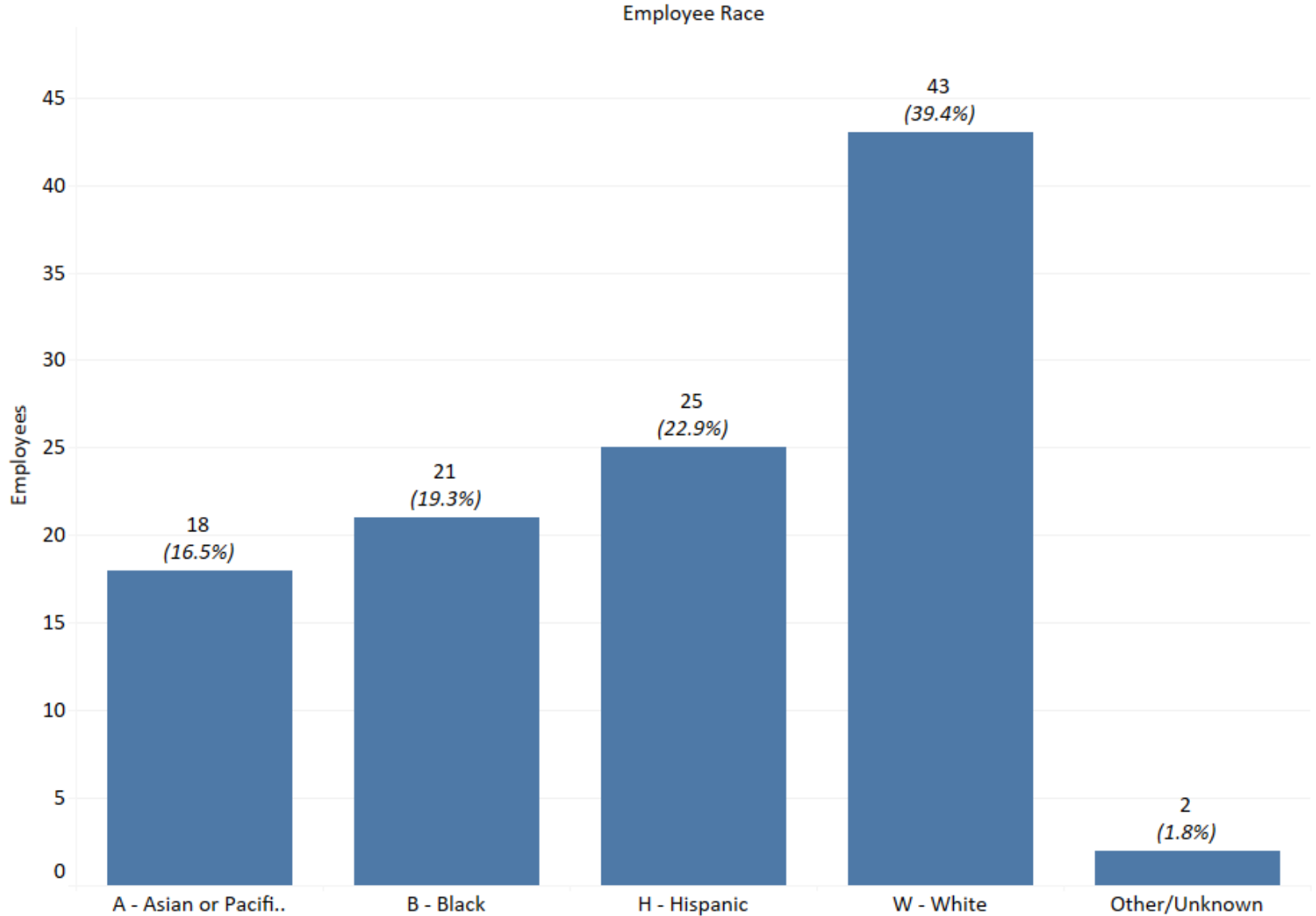
*Counts above, and in the following pages, are a distinct count of employees; however, it should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Employee Bureau in Opened Cases – Q3 2023



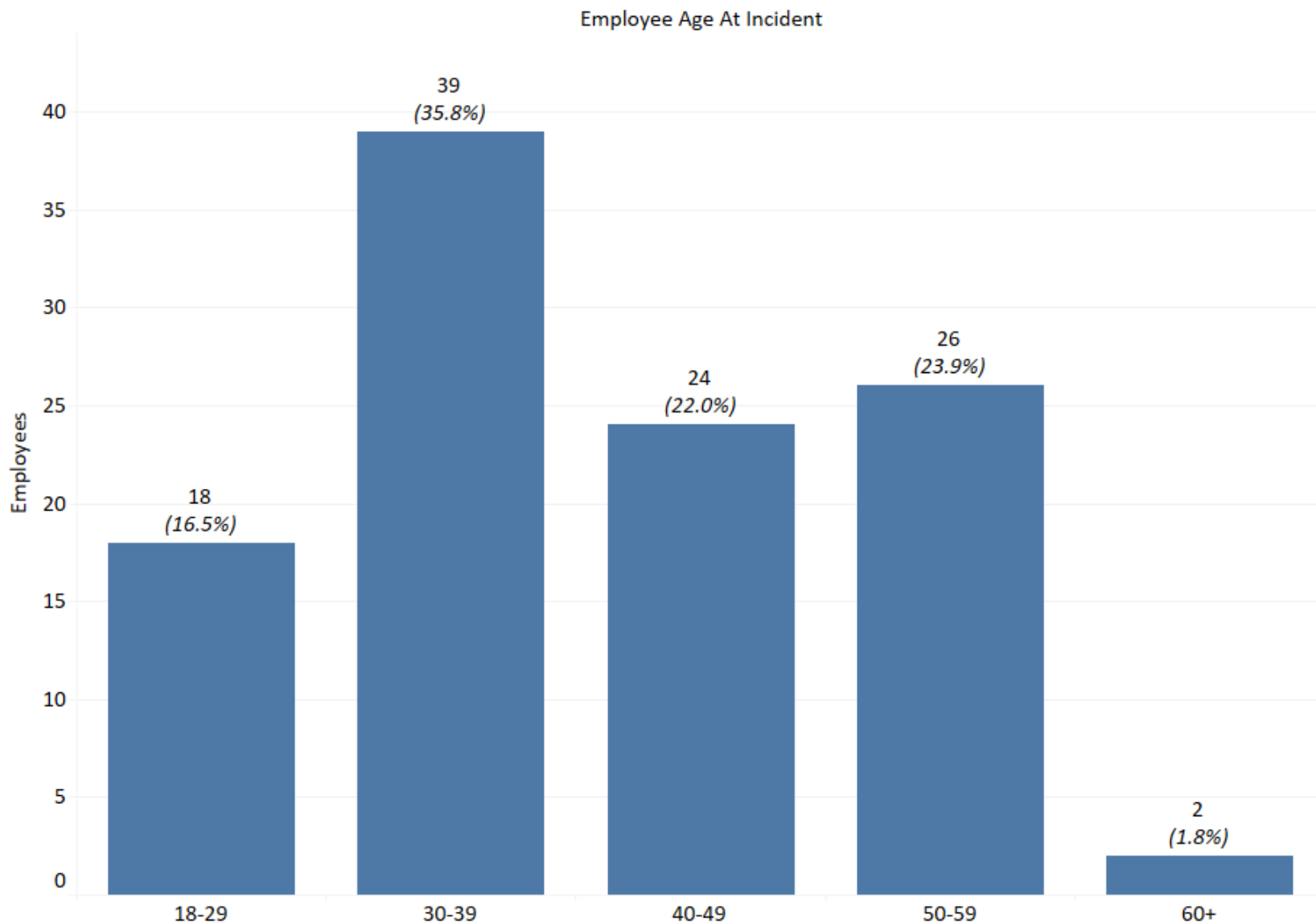
*Not all SFPD Bureaus are represented in this chart, only those with cases opened in Q3 2023; there was one employee who is currently separated for whom Bureau at incident was not retained, listed in the “Other/Unknown” category

Employee Race in Opened Cases – Q3 2023

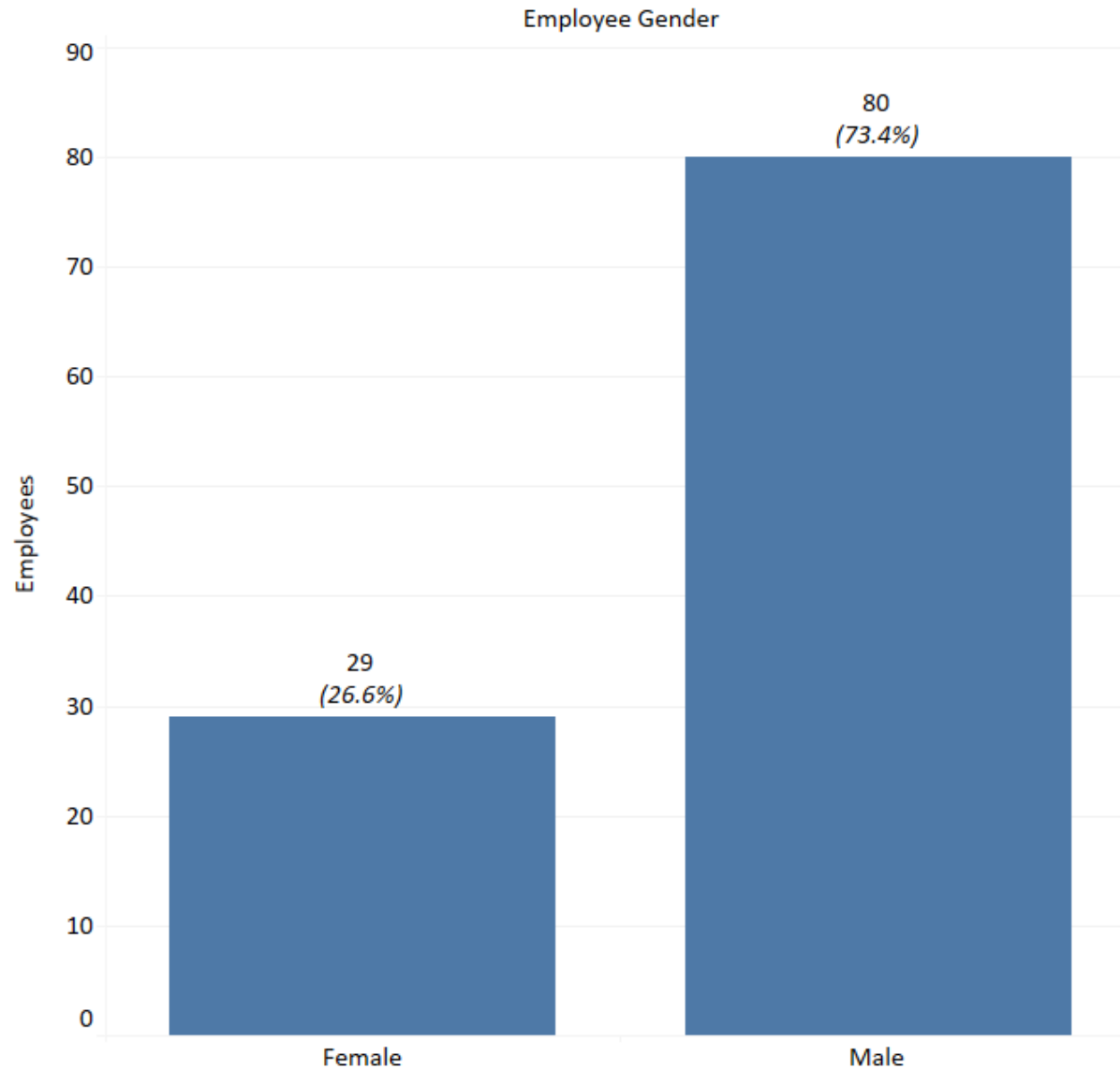


*The Other/Unknown category includes employees whose race does not fall within any other available category

Employee Age in Opened Cases – Q3 2023

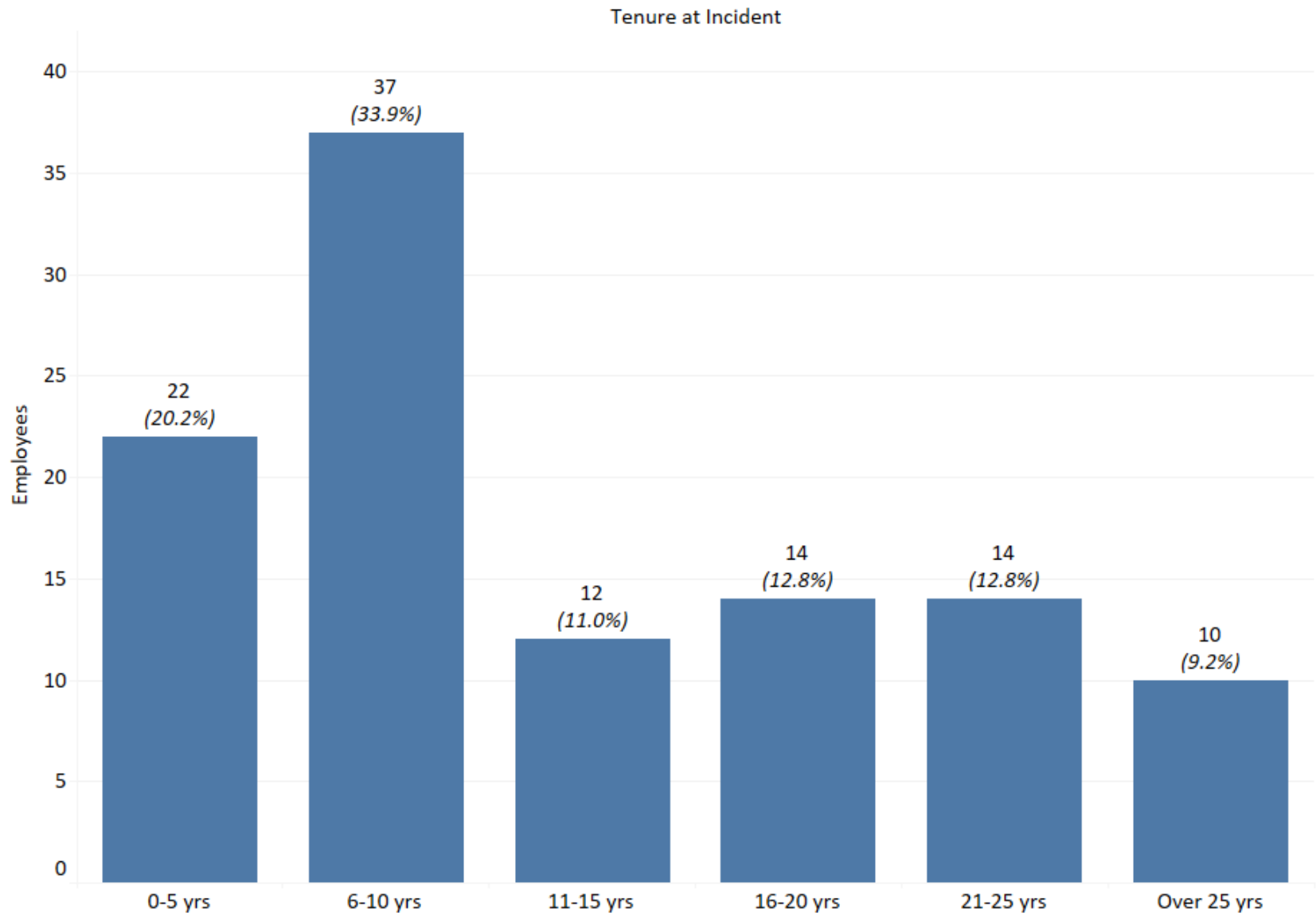


Employee Gender in Opened Cases – Q3 2023



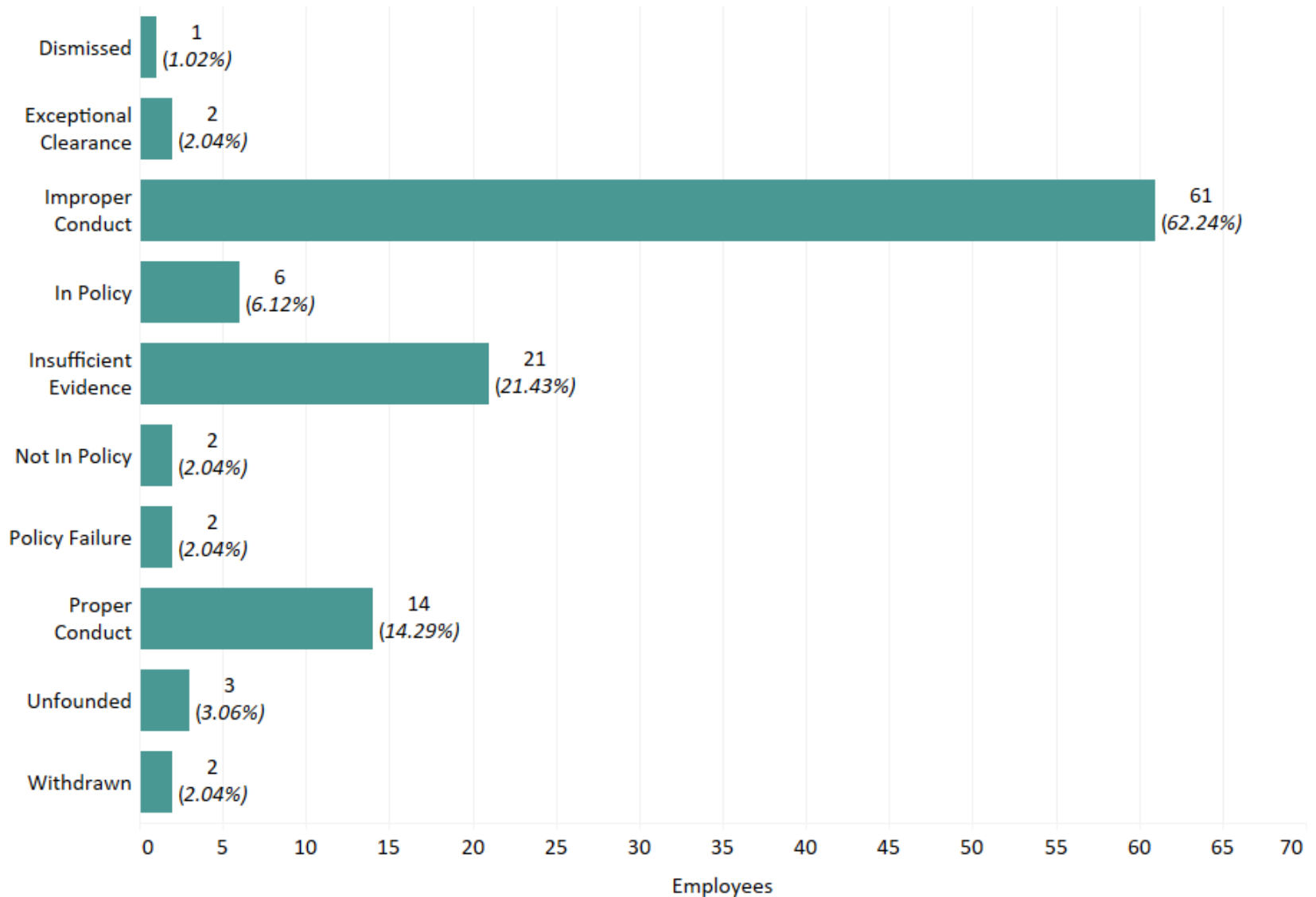
*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q3 2023

Employee Tenure in Opened Cases – Q3 2023



Employees in Closed Cases – Findings – Q3 2023

(n = 98 employees)



*Count above represent a distinct count of employees; however, employees may have multiple findings, as an employee may have multiple allegations and multiple cases

Employee Bureau in Closed Cases – Findings – Q3 2023

Finding	Bureau At Incident						Grand Total
	Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	
Improper Conduct	2	6	39	6	2	6	61
Insufficient Evidence	3	4	9		1	4	21
Proper Conduct	3		9	1		1	14
In Policy	1		3	1		1	6
Exceptional Clearance			2				2
Unfounded	1		1	1			3
Not In Policy			1		1		2
Policy Failure			1			1	2
Withdrawn		1	1				2
Dismissed			1				1
Number of Employees	8	10	60	8	3	9	98

*Number of employees represents a distinct count of employees - employees may have multiple findings

Finding	Bureau At Incident						Grand Total
	Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	
Improper Conduct	25.00%	60.00%	65.00%	75.00%	66.67%	66.67%	62.24%
Insufficient Evidence	37.50%	40.00%	15.00%		33.33%	44.44%	21.43%
Proper Conduct	37.50%		15.00%	12.50%		11.11%	14.29%
In Policy	12.50%		5.00%	12.50%		11.11%	6.12%
Exceptional Clearance			3.33%				2.04%
Unfounded	12.50%		1.67%	12.50%			3.06%
Not In Policy			1.67%		33.33%		2.04%
Policy Failure			1.67%			11.11%	2.04%
Withdrawn		10.00%	1.67%				2.04%
Dismissed			1.67%				1.02%
Employees per Bureau	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*Not all SFPD Bureaus are represented in these tables, only those with cases closed in Q3 2023

Employee Race in Closed Cases – Findings – Q3 2023

Finding	Employee Race					Grand Total
	A - Asian or Pa..	B - Black	H - Hispanic	W - White	Other/Unknown	
Improper Conduct	11	12	14	22	2	61
Insufficient Evidence	6	6	4	5		21
Proper Conduct	3	1	4	6		14
In Policy	1	1	1	3		6
Exceptional Clearance	1	1				2
Unfounded	1			2		3
Not In Policy				2		2
Policy Failure				2		2
Withdrawn		1	1			2
Dismissed			1			1
Number of Employees	20	20	19	37	2	98

Finding	Employee Race					Grand Total
	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Improper Conduct	55.00%	60.00%	73.68%	59.46%	100.00%	62.24%
Insufficient Evidence	30.00%	30.00%	21.05%	13.51%		21.43%
Proper Conduct	15.00%	5.00%	21.05%	16.22%		14.29%
In Policy	5.00%	5.00%	5.26%	8.11%		6.12%
Exceptional Clearance	5.00%	5.00%				2.04%
Unfounded	5.00%			5.41%		3.06%
Not In Policy				5.41%		2.04%
Policy Failure				5.41%		2.04%
Withdrawn		5.00%	5.26%			2.04%
Dismissed			5.26%			1.02%
Employees per Race	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

*Number of employees represents a distinct count of employees - employees may have multiple findings

Employee Age in Closed Cases – Findings – Q3 2023

Finding	Employee Age At Incident					Unknown	Grand Total
	18-29	30-39	40-49	50-59	60+		
Improper Conduct	13	30	7	9	2		61
Insufficient Evidence	1	8	4	4	4		21
Proper Conduct	1	7	3	2		1	14
In Policy	1	2	1	2			6
Exceptional Clearance		2					2
Unfounded			1	2			3
Not In Policy		1	1				2
Policy Failure		1	1				2
Withdrawn		1		1			2
Dismissed		1					1
Number of Employees	15	42	17	18	5	1	98

Finding	Employee Age At Incident					Unknown	Grand Total
	18-29	30-39	40-49	50-59	60+		
Improper Conduct	86.67%	71.43%	41.18%	50.00%	40.00%		62.24%
Insufficient Evidence	6.67%	19.05%	23.53%	22.22%	80.00%		21.43%
Proper Conduct	6.67%	16.67%	17.65%	11.11%		100.00%	14.29%
In Policy	6.67%	4.76%	5.88%	11.11%			6.12%
Exceptional Clearance		4.76%					2.04%
Unfounded			5.88%	11.11%			3.06%
Not In Policy		2.38%	5.88%				2.04%
Policy Failure		2.38%	5.88%				2.04%
Withdrawn		2.38%		5.56%			2.04%
Dismissed		2.38%					1.02%
Employees per Age Group	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*Number of employees represents a distinct count of employees - employees may have multiple findings

Employee Gender in Closed Cases – Findings – Q3 2023

Finding	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	11	50	61
Insufficient Evidence	3	18	21
Proper Conduct	1	13	14
In Policy	1	5	6
Exceptional Clearance		2	2
Unfounded		3	3
Not In Policy		2	2
Policy Failure		2	2
Withdrawn		2	2
Dismissed		1	1
Number of Employees	15	83	98

Finding	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	73.33%	60.24%	62.24%
Insufficient Evidence	20.00%	21.69%	21.43%
Proper Conduct	6.67%	15.66%	14.29%
In Policy	6.67%	6.02%	6.12%
Exceptional Clearance		2.41%	2.04%
Unfounded		3.61%	3.06%
Not In Policy		2.41%	2.04%
Policy Failure		2.41%	2.04%
Withdrawn		2.41%	2.04%
Dismissed		1.20%	1.02%
Employees per Gender	100.00%	100.00%	100.00%

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q2 2023

*Number of employees represents a distinct count of employees - employees may have multiple findings

Employee Tenure in Closed Cases – Findings – Q3 2023

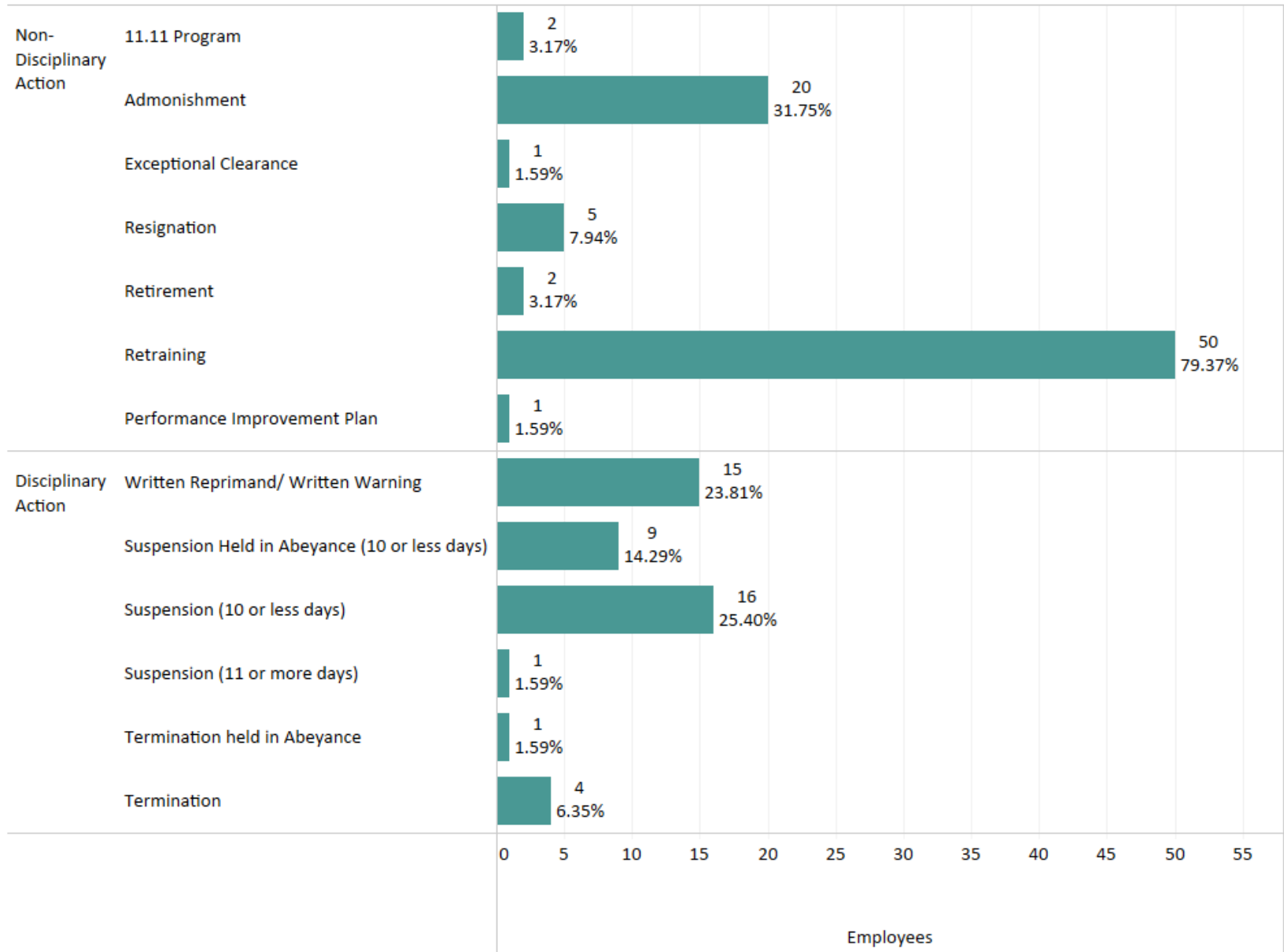
Finding	Tenure at Incident						Unknown	Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs		
Improper Conduct	28	15	5	7	3	3		61
Insufficient Evidence	6	4	5	1	2	3		21
Proper Conduct	4	4	2	2		1	1	14
In Policy	1	3			1	1		6
Exceptional Clearance		1	1					2
Unfounded		1			1	1		3
Not In Policy	1			1				2
Policy Failure			1		1			2
Withdrawn	1					1		2
Dismissed	1							1
Number of Employees	33	26	12	10	8	8	1	98

Finding	Tenure at Incident						Unknown	Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs		
Improper Conduct	84.85%	57.69%	41.67%	70.00%	37.50%	37.50%		62.24%
Insufficient Evidence	18.18%	15.38%	41.67%	10.00%	25.00%	37.50%		21.43%
Proper Conduct	12.12%	15.38%	16.67%	20.00%		12.50%	100.00%	14.29%
In Policy	3.03%	11.54%			12.50%	12.50%		6.12%
Exceptional Clearance		3.85%	8.33%					2.04%
Unfounded		3.85%			12.50%	12.50%		3.06%
Not In Policy	3.03%			10.00%				2.04%
Policy Failure			8.33%		12.50%			2.04%
Withdrawn	3.03%					12.50%		2.04%
Dismissed	3.03%							1.02%
Employees per Tenure Group	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*There was one employee for whom the exact incident date was not known, or the incident date was a range of dates rather than a single occurrence

*Number of employees represents a distinct count of employees - employees may have multiple findings

Employees with Sustained Findings in Closed Cases – Actions – Q3 2023 (n = 63 employees)



*Counts are a distinct count of employees; however, employees may have multiple actions, multiple allegations, and multiple cases

Employees with Sustained Findings in Closed Cases – Actions – Q3 2023 (n = 63 employees)

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigation s Bureau	Other/ Unknown	Special Operations Bureau	Grand Total
Non-Disciplinary Action	11.11 Program		1		1			2
	Admonishment		3	13	2		2	20
	Exceptional Clearance					1		1
	Performance Improvement Plan			1				1
	Resignation		1	2		2		5
	Retirement	1		1				2
	Retraining	1	5	36	4		4	50
Disciplinary Action	Written Reprimand/ Written Warning			11	2		2	15
	Suspension Held in Abeyance (10 or less days)			5	2		2	9
	Suspension (10 or less days)	1	3	10	1		1	16
	Suspension (11 or more days)			1				1
	Termination held in Abeyance				1			1
	Termination	1		2			1	4
Number of Employees		2	6	40	6	3	6	63

Action Type	Action and Suspension Days	Bureau At Incident					Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigation s Bureau	Other/ Unknown		Special Operations Bureau
Non-Disciplinary Action	11.11 Program		16.67%		16.67%			3.17%
	Admonishment		50.00%	32.50%	33.33%		33.33%	31.75%
	Exceptional Clearance					33.33%		1.59%
	Performance Improvement Plan			2.50%				1.59%
	Resignation		16.67%	5.00%		66.67%		7.94%
	Retirement	50.00%		2.50%				3.17%
	Retraining	50.00%	83.33%	90.00%	66.67%		66.67%	79.37%
Disciplinary Action	Written Reprimand/ Written Warning			27.50%	33.33%		33.33%	23.81%
	Suspension Held in Abeyance (10 or less days)			12.50%	33.33%		33.33%	14.29%
	Suspension (10 or less days)	50.00%	50.00%	25.00%	16.67%		16.67%	25.40%
	Suspension (11 or more days)			2.50%				1.59%
	Termination held in Abeyance				16.67%			1.59%
	Termination	50.00%		5.00%			16.67%	6.35%
Employees per Bureau		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*Counts are a distinct count of employees; however, employees may have multiple actions, multiple allegations, and multiple cases

Employees with Sustained Findings in Closed Cases – Actions – Q3 2023 (n = 63 employees)

Action Type	Action and Suspension Days	Employee Race					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Non-Disciplinary Action	11.11 Program			1	1		2
	Admonishment	3	5	3	8	1	20
	Exceptional Clearance				1		1
	Performance Improvement Plan				1		1
	Resignation			1	4		5
	Retirement			1	1		2
	Retraining	10	10	11	17	2	50
Disciplinary Action	Written Reprimand/ Written Warning	4	2	5	3	1	15
	Suspension Held in Abeyance (10 or less days)	3	2	2	2		9
	Suspension (10 or less days)	3	4	3	6		16
	Suspension (11 or more days)			1			1
	Termination held in Abeyance			1			1
Termination	1	1		2		4	
Number of Employees		11	12	14	24	2	63

Action Type	Action and Suspension Days	Employee Race					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Non-Disciplinary Action	11.11 Program			7.14%	4.17%		3.17%
	Admonishment	27.27%	41.67%	21.43%	33.33%	50.00%	31.75%
	Exceptional Clearance				4.17%		1.59%
	Performance Improvement Plan				4.17%		1.59%
	Resignation			7.14%	16.67%		7.94%
	Retirement			7.14%	4.17%		3.17%
	Retraining	90.91%	83.33%	78.57%	70.83%	100.00%	79.37%
Disciplinary Action	Written Reprimand/ Written Warning	36.36%	16.67%	35.71%	12.50%	50.00%	23.81%
	Suspension Held in Abeyance (10 or less days)	27.27%	16.67%	14.29%	8.33%		14.29%
	Suspension (10 or less days)	27.27%	33.33%	21.43%	25.00%		25.40%
	Suspension (11 or more days)			7.14%			1.59%
	Termination held in Abeyance			7.14%			1.59%
Termination	9.09%	8.33%		8.33%		6.35%	
Employees per Race		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Employees with Sustained Findings in Closed Cases – Actions – Q3 2023 (n = 63 employees)

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program				2		2
	Admonishment	2	10	3	4	1	20
	Exceptional Clearance			1			1
	Performance Improvement Plan			1			1
	Resignation	1	3	1			5
	Retirement		1	1			2
	Retraining	12	22	6	9	1	50
Disciplinary Action	Written Reprimand/ Written Warning	3	10		2		15
	Suspension Held in Abeyance (10 or less days)	3	3	2	1		9
	Suspension (10 or less days)	6	3	4	3		16
	Suspension (11 or more days)		1				1
	Termination held in Abeyance	1					1
	Termination		3			1	4
Number of Employees		13	31	8	9	2	63

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program				22.22%		3.17%
	Admonishment	15.38%	32.26%	37.50%	44.44%	50.00%	31.75%
	Exceptional Clearance			12.50%			1.59%
	Performance Improvement Plan			12.50%			1.59%
	Resignation	7.69%	9.68%	12.50%			7.94%
	Retirement		3.23%	12.50%			3.17%
	Retraining	92.31%	70.97%	75.00%	100.00%	50.00%	79.37%
Disciplinary Action	Written Reprimand/ Written Warning	23.08%	32.26%		22.22%		23.81%
	Suspension Held in Abeyance (10 or less days)	23.08%	9.68%	25.00%	11.11%		14.29%
	Suspension (10 or less days)	46.15%	9.68%	50.00%	33.33%		25.40%
	Suspension (11 or more days)		3.23%				1.59%
	Termination held in Abeyance	7.69%					1.59%
	Termination		9.68%			50.00%	6.35%
Employees per Age Group		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*Counts are a distinct count of employees; however, employees may have multiple actions, multiple allegations, and multiple cases

Employees with Sustained Findings in Closed Cases – Actions – Q3 2023 (n = 63 employees)

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		2	2
	Admonishment	3	17	20
	Exceptional Clearance		1	1
	Performance Improvement Plan	1		1
	Resignation		5	5
	Retirement	1	1	2
	Retraining	8	42	50
Disciplinary Action	Written Reprimand/ Written Warning	3	12	15
	Suspension Held in Abeyance (10 or less days)	3	6	9
	Suspension (10 or less days)	3	13	16
	Suspension (11 or more days)		1	1
	Termination held in Abeyance	1		1
	Termination	1	3	4
Number of Employees		11	52	63

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		3.85%	3.17%
	Admonishment	27.27%	32.69%	31.75%
	Exceptional Clearance		1.92%	1.59%
	Performance Improvement Plan	9.09%		1.59%
	Resignation		9.62%	7.94%
	Retirement	9.09%	1.92%	3.17%
	Retraining	72.73%	80.77%	79.37%
Disciplinary Action	Written Reprimand/ Written Warning	27.27%	23.08%	23.81%
	Suspension Held in Abeyance (10 or less days)	27.27%	11.54%	14.29%
	Suspension (10 or less days)	27.27%	25.00%	25.40%
	Suspension (11 or more days)		1.92%	1.59%
	Termination held in Abeyance	9.09%		1.59%
	Termination	9.09%	5.77%	6.35%
Employees per Gender		100.00%	100.00%	100.00%

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q3 2023

Employees with Sustained Findings in Closed Cases – Actions – Q3 2023 (n = 63 employees)

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	11.11 Program		1			1		2
	Admonishment	7	5	3	3	1	1	20
	Exceptional Clearance				1			1
	Performance Improvement Plan				1			1
	Resignation	2	1	2				5
	Retirement	1			1			2
	Retraining	21	14	3	7	3	2	50
Disciplinary Action	Written Reprimand/ Written Warning	6	7		1		1	15
	Suspension Held in Abeyance (10 or less days)	5	1		1	1	1	9
	Suspension (10 or less days)	8	2	1	3	2		16
	Suspension (11 or more days)	1						1
	Termination held in Abeyance	1						1
	Termination	3					1	4
Number of Employees		29	15	5	8	3	3	63

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	11.11 Program		6.67%			33.33%		3.17%
	Admonishment	24.14%	33.33%	60.00%	37.50%	33.33%	33.33%	31.75%
	Exceptional Clearance				12.50%			1.59%
	Performance Improvement Plan				12.50%			1.59%
	Resignation	6.90%	6.67%	40.00%				7.94%
	Retirement	3.45%			12.50%			3.17%
	Retraining	72.41%	93.33%	60.00%	87.50%	100.00%	66.67%	79.37%
Disciplinary Action	Written Reprimand/ Written Warning	20.69%	46.67%		12.50%		33.33%	23.81%
	Suspension Held in Abeyance (10 or less days)	17.24%	6.67%		12.50%	33.33%	33.33%	14.29%
	Suspension (10 or less days)	27.59%	13.33%	20.00%	37.50%	66.67%		25.40%
	Suspension (11 or more days)	3.45%						1.59%
	Termination held in Abeyance	3.45%						1.59%
	Termination	10.34%					33.33%	6.35%
Employees per Tenure Group		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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
- DGO – Department General Order
- DN – Department Notice
- DB – Department Bulletin
- DPA – San Francisco Department of Police Accountability
- 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