

SFPD Sustained Complaints Report  
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2021-0074		5/11/21	CRD	Improper Conduct	04/04/2022	Admonishment, Retraining	04/20/2022	Closed	Was involved in a Domestic Incident and brought discredit to the Department by continuing to contact the victim on several subsequent occasions (DGO 2.01, Rule 9: Misconduct).
MCD-2021-0086		6/21/21	AWOL, ND	Improper Conduct	04/04/2022	Incomplete Discipline	Terminated	Closed	Was AWOL and failed to report for duty. Violated DGO 11.01.7a.
MCD-2021-0095		7/12/21	CU	Improper Conduct	04/04/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Improperly accessed an SFPD Twitter account and posted an unauthorized message
MCD-2021-0120		8/17/21	ND	Improper Conduct	04/04/2022	Admonishment, Retraining	04/26/2022	Closed	Violated DGO 2.01, Rule 22 - Care of Department Property and DGO 10.02(A)(1) - Safekeeping and Use when gun holster and radio microphone cord were damaged by a dog while off-duty.
MCD-2022-0022		2/9/22	ND	Improper Conduct	04/04/2022	Incomplete Discipline	Resigned	Closed	Failed to wear a mask as required by Public Health Orders, a violation of DN 20-094.
MCDO-2021-0014	00046577-21	12/17/21	Failure to Take Required Action	Improper Conduct	04/04/2022	Admonishment, Retraining	05/10/2022	Closed	Failed to take required action when a victim of an attempted robbery identified the suspect at the scene of the incident, DGO 2.01, Rule 9.
MCDO-2021-0014	00046577-21	12/17/21	Failure to Take Required Action	Improper Conduct	04/04/2022	Incomplete Discipline	Resigned	Closed	Failed to take required action when a victim of an attempted robbery identified the suspect at the scene of the incident. DGO 2.01, Rule 9.
MCDO-2021-0022	00046534-21	2/8/22	ND	Improper Conduct	04/04/2022	Incomplete Discipline	Resigned	Closed	Failed to activate Body-Worn Camera, in violation of DGO 10.11.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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MCDO-2021-0022	00046534-21	2/8/22	ND	Improper Conduct	04/04/2022	Retraining, Written Reprimand	06/09/2022	Closed	Failed to activate Body-Worn Camera, in violation of DGO 10.11. Failed to wear a mask, in violation of DB 20-066 and DB 20-094.
MCD-2021-0084		6/21/21	ND	Improper Conduct	04/11/2022	Retraining, Suspension (1 day held in abeyance)	08/03/2023	Closed	Did not activate BWC while following a tow truck transporting an evidence vehicle.
MCD-2022-0016		2/17/22	ND	Improper Conduct	04/11/2022	Admonishment, Retraining	05/26/2022	Closed	Neglected duty to comply with Checkpoint Procedures (Airport Bureau Order 18-02)
MCD-2020-0142		12/3/20	ND	Improper Conduct	04/13/2022	Terminated	03/02/2022	Closed	Failed/unable to perform the essential job functions: Essential Job Function #9 and Essential Job Function #12 (prohibition from possessing a firearm) as required by the SFPD.
MCD-2021-0141		9/10/21	ND	Improper Conduct	04/14/2022	Incomplete Discipline	Terminated	Closed	Did not comply with DGO 2.01, Rule 10 "Written Orders" when vaccine status was not updated as required in DB 21-107.
MCDO-2021-0025	00046268-21	3/18/22	Failure to Properly Process Property	Improper Conduct	04/18/2022	Retraining, Written Reprimand	05/24/2022	Closed	Failed to properly process property, in violation of DGO 6.15.

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MCD-2021-0173		10/14/21	ND	Improper Conduct	04/20/2022	Terminated	04/20/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). It is alleged that the above listed accused member demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0244		10/14/21	ND	Improper Conduct	04/20/2022	Terminated	04/20/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). It is alleged that the above listed accused member demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).

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MCD-2021-0297		10/14/21	ND	Improper Conduct	04/20/2022	Terminated	04/20/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). It is alleged that the above listed accused member demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0303		10/14/21	ND	Improper Conduct	04/20/2022	Terminated	04/20/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). It is alleged that the above listed accused member demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).

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MCD-2021-0333		10/14/21	ND	Improper Conduct	04/20/2022	Terminated	04/20/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). It is alleged that the above listed accused member demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). It is alleged that the above listed accused member failed to meet essential job functions (DGO 2.01 Rule 3).
MCDO-2018-0062	0428-18	6/19/19	Misrepresenting the Truth, ND, Pat Search, Unnecessary Force	Improper Conduct	04/20/2022	Suspension (30 days served)	04/20/2022, 7/10/22-10/19/22	Closed	Conducted a pat search without cause. Used excessive force. Misrepresented the truth. Failed to properly process property. Failed to comply with DGO 10.11, Body Worn Cameras.
MCD-2021-0079		6/2/21	ND	Improper Conduct	04/25/2022	Admonishment, Retraining	04/29/2022	Closed	Did not ensure accurate time and attendance reporting in HRMS for a member.
MCD-2021-0079		6/2/21	ND	Improper Conduct	04/25/2022	Admonishment, Retraining	05/10/2022	Closed	Did not ensure accurate time and attendance reporting in HRMS for a member.
MCD-2021-0082		6/1/21	Failure to Properly Investigate	Improper Conduct	04/25/2022	Retraining, Suspension (10 days served)	05/27/2023, 6/27/23-7/24/23	Closed	Failed to take a Domestic Violence report. Failed to investigate a domestic violence crime, and make an arrest.
MCD-2021-0082		6/1/21	ND	Improper Conduct	04/25/2022	Admonishment, Retraining	12/19/2022	Closed	Failed to activate BWC on a domestic violence call that was responded to.

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MCD-2021-0082		6/1/21	Failure to Properly Investigate, Failure to Write an Incident Report	Improper Conduct	04/25/2022	Retraining, Suspension (5 days served, 3 held in abeyance)	06/25/2023, 7/8/23-8/2/23	Closed	Failed to take a Domestic Violence report. Failed to investigate a domestic violence crime, and make an arrest.
MCD-2021-0082		6/1/21	Failure to Properly Investigate, Failure to Write an Incident Report	Improper Conduct	04/25/2022	Incomplete Discipline	Resigned	Closed	Failed to take a Domestic Violence report. Failed to investigate a domestic violence crime, and make an arrest. Failed to activate BWC on a domestic violence call that was responded to.
MCD-2021-0088		6/16/21	CU	Improper Conduct	04/25/2022	Incomplete Discipline	Retired	Closed	Called the SF SPCA numerous times and made threats, in violation of DGO 2.01, Rule 9 (Misconduct).
MCD-2021-0149		12/30/21	ND	Improper Conduct	04/25/2022	Admonishment, Retraining	04/28/2022	Closed	Misplaced Department issued cellular phone, in violation of DGO 10.02 (Equipment) and (Rules of Conduct) DGO 2.01, Rule 24 (Loss or Damage to Department Property). Failed to promptly report the loss in writing (DGO 2.01 Rule 24).
MCDO-2021-0026	00046457-21	3/21/22	UA	Improper Conduct	04/25/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Conducted an improper search or seizure, DGO 5.16, 4th Amendment.
MCDO-2020-0051	00045466-20	2/25/22	UA	Improper Conduct	04/29/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Made an arrest without cause, DGO 2.01, Rule 19
MCDO-2020-0051	00045466-20	2/25/22	UA	Improper Conduct	04/29/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Made an arrest without cause. Wrote an inaccurate incident report. Conducted an improper search of a person, DGO 201, Rule 9 & The 4th Amendment

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## Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

ATF – Bureau of Alcohol, Tobacco, Firearms and Explosives

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

DB – Department Bulletin

DGO – Department General Order

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

ND – Neglect of Duty

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

PLES – Police Law Enforcement Services

SDCS – Stop Data Collection System

SFO – San Francisco International Airport

SF SPCA – San Francisco Society for the Prevention of Cruelty to Animals

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force

Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on September 12, 2023. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.