

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
MCDO-2019-0035	00043569-19	6/12/20	ND	Improper Conduct	08/03/2020	Incomplete Discipline	Resigned	Closed	Failed to activate Body Worn Camera, in violation of DGO 10.11.
MCDO-2019-0035	00043569-19	6/12/20	ND	Improper Conduct	08/03/2020	Admonishment, Retraining	11/18/2022	Closed	Failed to activate Body Worn Camera
MCD-2019-0172		9/20/19	CU	Improper Conduct	08/07/2020	Board Police Commission, Termination	07/14/2021, 7/15/21	Closed	Sexually harassed and committed sexual battery. Spread a false rumor. Violated DGO 2.01, Rule 21: Members shall answer all questions truthfully and without evasion. Violated DGO 11.07, Retaliation.
MCD-2019-0174		8/14/19	ND	Improper Conduct	08/07/2020	Retraining, Written Reprimand	10/20/2020	Closed	Failed to notify the Department when contacted by an ATF agent
MCD-2019-0222		11/12/19	CU	Improper Conduct	08/07/2020	Performance Improvement Plan, Retraining, Suspension (1 day held in abeyance)	9/16/20	Closed	Was rude and discourteous when speaking with a member of the public. Was rude and discourteous when speaking with a member of the public regarding a pending call for service.
MCD-2019-0199		10/4/19	ND	Improper Conduct	08/10/2020	Incomplete Discipline	Resigned	Closed	Didn't wear BWC during an incident. Didn't provide the correct incident number.
MCD-2019-0201		10/21/19	CU, ND	Improper Conduct	08/10/2020	Open - Pending Police Commission	Pending	Open - Pending Police Commission	Used Department issued cell phone for personal reasons and texted a bias word on two separate occasions. Texted a bias word while on duty on department issued cell phone.
MCDO-2019-0039	0261-19 / 00043115-19	7/14/20	Failed to Properly Investigate	Improper Conduct	08/14/2020	Incomplete Discipline	Retired	Closed	Failed to properly supervise. Failed to properly investigate.

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-2019-0039	0261-19 / 00043115-19	7/14/20	Failed to Properly Investigate	Improper Conduct	08/14/2020	Incomplete Discipline	Retired	Closed	Failed to properly supervise. Failed to properly investigate.
MCD-2019-0165		8/29/19	CU	Improper Conduct	08/24/2020	Retraining, Open - Pending Chief's Hearing Appeal	4/15/21	Open - Pending Chiefs Hearing Appeal	Violated CLETS procedures.
MCD-2019-0192		10/1/19	FTA	Improper Conduct	08/24/2020	Admonishment, Retraining	09/29/2020	Closed	Failed to appear at the Bi-Annual Range Qualification Test
MCD-2019-0202		10/1/19	CU, ND	Improper Conduct	08/24/2020	Retraining, Written Reprimand	03/24/2022	Closed	Failed to notify the Department regarding an off duty Police Contact. Prevented a legal tenant of their shared property from entering the property.
MCD-2019-0219		10/25/19	CU, ND	Improper Conduct	08/24/2020	Retraining, Suspension (1 day served)	02/12/2021, 12/19/21	Closed	Violated DGO 2.01, Rule 14, Public Courtesy. Violated Body Worn Camera Policy-Buffering DB 18-256, DGO 10.11 Body Worn Camera Policy. Violated DB 18-089, "Protocol for Processing Homeless Property consistent with DPW's Bag and Tag Policy.
MCD-2019-0219		10/25/19	CU, ND	Improper Conduct	08/24/2020	Retraining, Written Reprimand	02/11/2021	Closed	Violated DGO 2.01, Rule 14, Public Courtesy. Violated Body Worn Camera Policy-Buffering DB 18-256, DGO 10.11 Body Worn Camera Policy.
MCD-2019-0257		12/16/19	ND, DUI	Improper Conduct	08/24/2020	Incomplete Discipline	Resigned	Closed	High absenteeism and tardiness. Reported self sick for reasons other than illness.

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MCD-2020-0038		2/6/20	FTA	Improper Conduct	08/24/2020	Admonishment, Retraining	09/25/2020	Closed	Failed to attend Traffic Court, in violation of DGO 3.08.
MCD-2020-0101		8/10/20	ND	Improper Conduct	08/24/2020	Incomplete Discipline	Retired	Closed	Violated DGO 10.02 A, Rule 1 SAFEKEEPING AND USE by losing Department issued Identification and DSW card.
MCD-2020-0102		7/31/20	ND	Improper Conduct	08/24/2020	Admonishment, Retraining	09/15/2020	Closed	Violated Airport Checkpoint procedures, in violation of DGO 2.01 and Airport Bureau Unit Order 18-02.
MCD-2020-0105	00043637-19	5/29/20	ND	Improper Conduct	08/24/2020	Retraining, Written Reprimand	09/28/2020	Closed	Failed to review an incident report for appropriateness and completeness, a violation of DGO 1.04 2.(a).
MCD-2020-0105	00043637-19	5/29/20	ND	Improper Conduct	08/24/2020	Retraining, Written Reprimand	09/25/2020	Closed	Failed to review an incident report for appropriateness and completeness, a violation of DGO 1.04 2.(a).
MCDO-2019-0037	00043539-19	7/9/20	ND	Improper Conduct	08/24/2020	Admonishment, Retraining	09/15/2020	Closed	Didn't make the required SDCS entry for the traffic stop, in violation of DB 18-247 (Stop Data Collection System Implementation).
MCD-2020-0103		8/14/20	ND	Improper Conduct	08/31/2020	Admonishment, Retraining	09/06/2020	Closed	Failed to adhere AOA checkpoint procedures and inspection Protocols. Left assigned post without notifying a supervisor.
MCD-2020-0103		8/14/20	ND	Improper Conduct	08/31/2020	Admonishment, Retraining	09/06/2020	Closed	Failed to adhere to AOA checkpoint procedures and Inspection Protocols.

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MCD-2020-0103		8/14/20	ND	Improper Conduct	08/31/2020	Admonishment, Retraining	09/07/2020	Closed	Failed to adhere to AOA checkpoint procedures and SIDA inspection Protocols. Failed to promptly notify supervisors regarding a test being conducted at a Checkpoint. Failed to adhere to the Rules and Regulations of the San Francisco International Airport, Rule 7.3- Airport ID Badge Holder and Tenant Employer Security Responsibilities/Access Control Procedures.
MCD-2020-0103		8/14/20	ND	Improper Conduct	08/31/2020	Admonishment, Retraining	09/07/2020	Closed	Failed to adhere to AOA checkpoint procedures and Inspection Protocols.
MCD-2020-0103		8/14/20	ND	Improper Conduct	08/31/2020	Admonishment, Retraining	09/07/2020	Closed	Failed to adhere to AOA checkpoint procedures and Inspection Protocols.
MCD-2020-0113		8/6/20	ND	Improper Conduct	08/31/2020	Admonishment, Retraining	09/28/2020	Closed	Used Department E-mail for personal use, in violation of DGO 10.08, Use of Computers and Peripheral Equipment, and DB 19-096, Responsibility for Civilians to Adhere to General Orders.
MCDO-2019-0036	00044020-19	7/9/20	ND	Improper Conduct	08/31/2020	Retraining, Written Reprimand	10/07/2020	Closed	Failed to activate Body-Worn Camera, in violation of DGO 10.11.
MCDO-2019-0040	00044041-19	7/20/20	ND	Improper Conduct	08/31/2020	Admonishment, Retraining	09/22/2020	Closed	Failed to comply with DB 18-247, Stop Data Collection Systems (SDCS) Implementations.

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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.