

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-2019-0158    |                      | 7/31/19             | CU                        | Improper Conduct        | 01/06/2020                | Incomplete Discipline   | Resigned                           | Closed          | While off duty, inflicted injury on a child   |
| MCD-2019-0019    |                      | 1/22/19             | ND                        | Improper Conduct        | 01/16/2020                | Admonishment, Retraining  | 02/21/2020                         | Closed          | Failed to properly record time and attendance in HRMS   |
| MCDO-2019-0012   | 0045-19 / 00042720   | 1/25/19             | UA, Failure to Report UOF | Improper Conduct        | 01/22/2020                | Board Police Commission, Retraining, Suspension (5 days served w/ 5 held in abeyance) | 7/7/21, 9/29/2021, 4/17/21-4/21/21 | Closed          | Conducted a pat search without cause. Failed to report use of force.  |
| MCD-2019-0032    |                      | 2/11/19             | CU, ND                    | Improper Conduct        | 01/23/2020                | Retraining, Suspension (10 days)  | 09/30/2020, 10/21/20 - 11/05/20    | Closed          | Not truthful to PD officers from another agency in a police report. Omitted information in memorandum when notifying the Department that of police contact with another agency. Failed to notify outside law enforcement agency. Endangered a civilian while taking enforcement action. |
| MCDO-2019-0001   | 0050-19 / 00042728   | 8/28/19             | ND                        | Improper Conduct        | 01/23/2020                | Retraining  | 03/30/2020                         | Closed          | Failed to comply with DGO 10.11 and DB 18-256   |
| MCDO-2019-0001   | 0050-19 / 00042728   | 8/28/19             | ND                        | Improper Conduct        | 01/23/2020                | Retraining/Written Reprimand  | 03/25/2020                         | Closed          | Failed to comply with DGO 10.11 and DB 18-256   |
| MCDO-2019-0017   | 0059-19/ 00042735-19 | 12/31/19            | UA                        | Improper Conduct        | 01/23/2020                | Retraining, Board Police Commission, Suspension (15 days)                             | 06/09/2021; 7/21/21-8/14/21        | Closed          | Entering and searching a residence without cause  |

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-2019-0017   | 0059-19/00042735-19 | 12/31/19            | UA, ND          | Improper Conduct        | 01/23/2020                | Retraining, Board Police Commission, Suspension (10 days) | 06/09/2021; 8/2/21-8/17/21 | Closed          | Entering and searching a residence without cause. Failure to comply with DGO 5.03 (Certificate of Release). Failure to comply with DB 18-256.                                     |
| MCDO-2019-0017   | 0059-19/00042735-19 | 12/31/19            | ND              | Improper Conduct        | 01/23/2020                | Retraining/Written Reprimand                              | 09/24/2020                 | Closed          | Failure to comply with DB 18-256.   |
| MCD-2019-0028    |                     | 2/11/19             | CU              | Improper Conduct        | 01/27/2020                | Admonishment, Retraining                                  | 03/17/2020                 | Closed          | Violated DB 18-163. Failed to obey orders from a supervisor.  |
| MCD-2019-0055    |                     | 3/11/19             | Insubordination | Improper Conduct        | 01/27/2020                | Admonishment, Retraining                                  | 02/28/2020                 | Closed          | Was disrespectful and insubordinate toward a superior officer   |
| MCD-2019-0073    |                     | 4/3/19              | CU              | Improper Conduct        | 01/27/2020                | Admonishment, Retraining                                  | 03/01/2020                 | Closed          | Harassed and bullied another employee. Failed to effectively supervise during the incident. Conducted self in an unprofessional manner. Involved in an argument in the workplace. |
| MCD-2019-0073    |                     | 4/3/19              | CU              | Improper Conduct        | 01/27/2020                | Admonishment, Retraining                                  | 02/26/2020                 | Closed          | Harassed and bullied another employee. Failed to effectively supervise during the incident. Conducted self in an unprofessional manner. Involved in an argument in the workplace. |
| MCD-2019-0094    |                     | 5/1/19              | ND              | Improper Conduct        | 01/27/2020                | Admonishment, Retraining                                  | Resigned                   | Closed          | Violated Airport Bureau Unit Order 18-02 Checkpoint Procedures  |

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| MCD-2019-0191    |                        | 9/3/19              | CU   | Improper Conduct        | 01/27/2020                | Admonishment, Retraining      | 03/10/2020            | Closed          | Attempted to walk through TSA security at SFO with a loaded firearm.                                    |
| MCD-2019-0217    |                        | 10/31/19            | ND   | Improper Conduct        | 01/27/2020                | Admonishment, Retraining      | 03/03/2020            | Closed          | Allowed a person through an Airport Checkpoint who did not have driving privileges on their SIDA badge. |
| MCDO-2019-0009   | DPA 0073-19 / 00042724 | 11/18/19            | UA, Writing an Inaccurate Incident Report, Writing an Incomplete Incident Report | Improper Conduct        | 01/27/2020                | Retraining/Suspension (1 day) | 03/24/2020, 4/11/2020 | Closed          | Conducted an improper search. Wrote an inaccurate and/or incomplete incident report.                    |
| MCDO-2019-0009   | DPA 0073-19 / 00042724 | 11/18/19            | UA   | Improper Conduct        | 01/27/2020                | Incomplete Discipline         | Retired               | Closed          | Conducted an improper search. Wrote an inaccurate and/or incomplete incident report.                    |

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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.