

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-2022-0140		10/12/22	ND	Improper Conduct	11/08/2022	Admonishment, Retraining	02/08/2023	Closed	Did not properly display badge per SFO rules and regulations in violation of DGO 2.01 Rule 9.
MCD-2022-0140		10/12/22	ND	Improper Conduct	11/08/2022	Admonishment, Retraining	12/05/2022	Closed	Relinquished post without properly verifying relief's badge while in control of Checkpoint in violation of DGO 2.01 Rule 9.
MCD-2022-0140		10/12/22	ND	Improper Conduct	11/08/2022	Admonishment, Retraining	02/08/2023	Closed	Relinquished post without properly verifying relief's badge while in control of Checkpoint in violation of DGO 2.01 Rule 9.
MCD-2022-0002		5/11/22	ND	Improper Conduct	11/14/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to properly care for Department-issued equipment
MCD-2022-0003		1/12/22	CU	Improper Conduct	11/14/2022	Admonishment, Retraining	01/13/2023	Closed	Made inappropriate comments to another member about taking time off. Made inappropriate comments via text message about another member about calling in sick.
MCD-2022-0028		2/17/22	ND	Improper Conduct	11/14/2022	Admonishment, Retraining	01/18/2023	Closed	Department property was lost and damaged.

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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MCD-2022-0149		9/6/22	CU, Insubordination, ND	Improper Conduct	11/14/2022	Terminated	12/10/2022	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. Failure to comply with the COVID-19 vaccination mandate constituted insubordination in that they subverted the order, efficiency, and discipline of the Department. Submitted a fraudulent proof of COVID-19 vaccination.
MCDO-2021-0068	00048991-21	10/27/22	Failure to Provide Name or Star#	Improper Conduct	11/14/2022	Admonishment, Retraining	12/21/2022	Closed	Failed to verbally provide star number as requested by a complainant and a bystander.
MCD-2021-0132		9/9/21	CU	Improper Conduct	11/21/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Engaged in a conversation with other members on-scene about whether or not to add an additional misdemeanor charge because of concerns that other felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 2.01 Rule 1, Rule 9 and Rule 48.

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MCD-2021-0132		9/9/21	ND	Improper Conduct	11/21/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Mishandled physical evidence, in violation of DGO 6.02 Physical Evidence and Crime Scenes and DGO 6.15 Property Processing. Mishandled arrestee property, in violation of DB 19-066 Booking Prisoner Property, DGO 6.02 Physical Evidence and Crime Scenes and DGO 6.15 Property Processing. Failed to intervene during inappropriate conversation, DGO 2.01, Rule 9.
MCD-2021-0132		9/9/21	CU, ND	Improper Conduct	11/21/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Engaged in a conversation with other members on-scene about whether or not to add an additional misdemeanor charge because of concerns that other felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 2.01 Rule 1, Rule 9 and Rule 48. Responded the scene of an arrest and failed to supervise subordinates who were communicating with each other about concerns that felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 1.04 Duties of Sergeants.

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MCD-2021-0132		9/9/21	ND, Writing an Inaccurate Incident Report	Improper Conduct	11/21/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Filed an incomplete written statement when failing to document the chain of custody of all relevant evidence seized during an arrest search, in violation of DGO 2.01 Rule 25 and DN 20-134. Mishandled arrestee property, in violation of DB 19-066 Booking Prisoner Property DGO 6.02 Physical Evidence and Crime Scenes and DGO 6.15 Property Processing.
MCD-2021-0132		9/9/21	CU, ND	Improper Conduct	11/21/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Engaged in a conversation with other members on-scene about whether or not to add an additional misdemeanor charge because of concerns that other felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 2.01 Rule 1, Rule 9 and Rule 48. Filed an incomplete incident report by failing to document additional evidence and its chain of custody, which resulted in evidence mishandling, in violation of DGO 2.01 Rule 25 and DN 20-134.
MCD-2022-0021		2/14/22	ND	Improper Conduct	11/21/2022	Admonishment, Retraining	02/22/2023	Closed	Failed to properly care for Department property.

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MCDO-2022-0002	00049698-22	8/15/22	ND	Improper Conduct	11/21/2022	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Failed to activate body-worn camera as required, DGO 10.11 & DB 20-175
MCDO-2022-0003	00050392-22	9/27/22	ND	Improper Conduct	11/21/2022	Retraining, Suspension (1 day held in abeyance)	02/23/2023	Closed	Failed to activate body-worn camera
MCD-2022-0008		1/18/22	CU	Improper Conduct	11/28/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Was involved in a misdemeanor hit and run collision that resulted in property damage. Failed to stop and exchange information at a vehicle collision.
MCD-2022-0011		1/26/22	CU, ND	Improper Conduct	11/28/2022	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Sent an inappropriate e-mail to entire department without approval
MCD-2022-0035		1/26/22	ND	Improper Conduct	11/28/2022	Admonishment, Retraining	01/09/2023	Closed	Sent an unauthorized email
MCD-2022-0036		1/26/22	ND	Improper Conduct	11/28/2022	Admonishment, Retraining	01/09/2023	Closed	Sent an unauthorized email
MCD-2022-0039	00049560-22	2/1/22	CU	Improper Conduct	11/28/2022	Admonishment, Retraining	12/01/2022	Closed	Not having a front license plate on personal vehicle
MCD-2022-0171		10/26/22	ND	Improper Conduct	11/28/2022	Admonishment, Retraining	12/05/2022	Closed	Failed to take proper care of Department property entrusted for safekeeping and appropriate authorized use in violation of DGO 2.01 (22) - Care of Department Property and DGO 10.02 I.A.1 - Equipment Safekeeping and Use.
MCDO-2022-0001	00049817-22	7/13/22	ND	Improper Conduct	11/28/2022	Retraining, Suspension (1 day served)	05/24/2023	Closed	Failed to activate BWC

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MCDO-2022-0001	00049817-22	7/13/22	ND	Improper Conduct	11/28/2022	Retraining, Written Reprimand	04/25/2023	Closed	Failed to activate BWC
MCDO-2022-0004	DPA 00049563-22	10/20/22	ND	Improper Conduct	11/28/2022	Retraining, Written Reprimand	01/22/2023	Closed	Failed to activate body-worn camera in a timely manner
MCD-2020-0125		9/18/20	ND	Improper Conduct	11/30/2022	Retraining, Suspension (1 day served 1 held in abeyance)	08/29/2023, 8/18/23	Closed	Was notified of alleged criminal misconduct and failed to notify the Department. Allowed a Department member to return to duty after receiving an allegation of criminal misconduct.
MCD-2022-0032		2/16/22	CU	Improper Conduct	11/30/2022	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Sent threatening and derogatory text messages to other SFPD employees

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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.