

Internal Affairs Division

Quarterly
Report
Q2 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

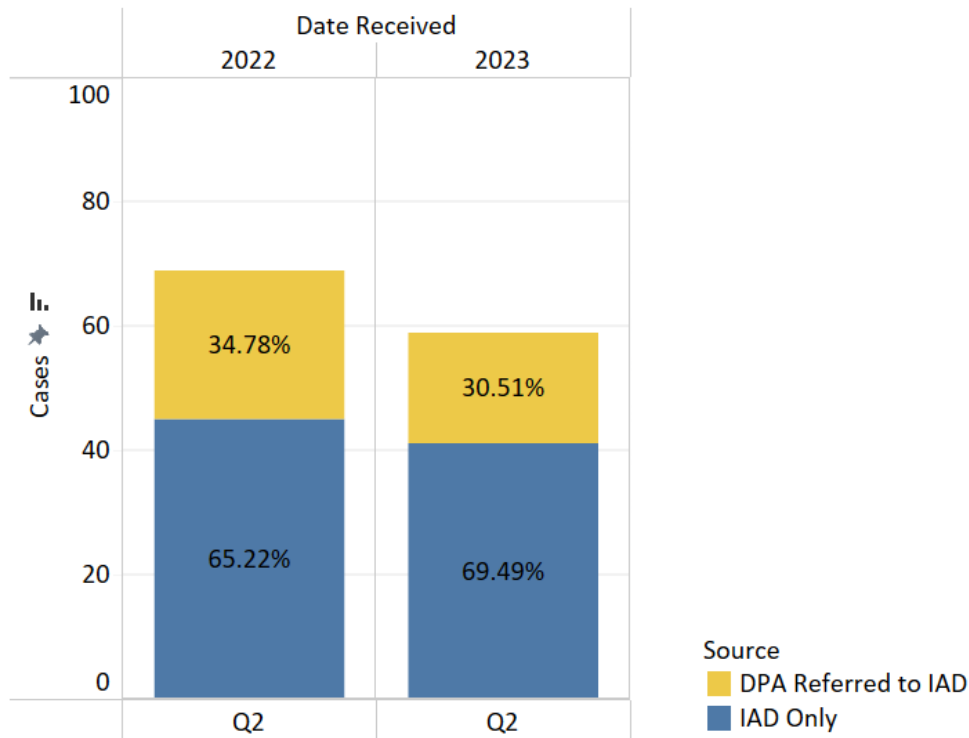
Opened Cases

Year of Date Received	Source	Date Received Q2			Total
		April	May	June	
2022	DPA Referred to IAD	4	12	8	24
	IAD Only	16	13	16	45
	Total	20	25	24	69
2023	DPA Referred to IAD	11	5	2	18
	IAD Only	14	7	20	41
	Total	25	12	22	59

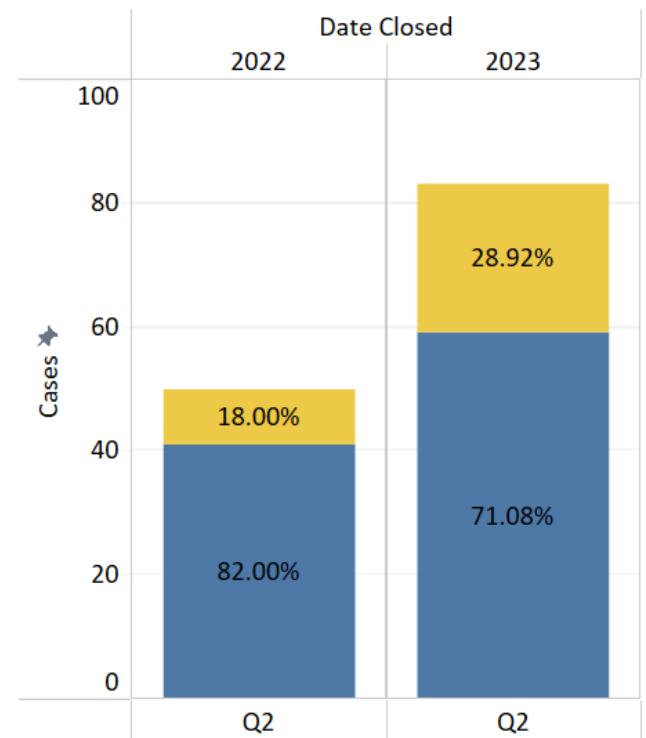
Closed Cases

Year of Date Closed	Source	Date Closed Q2			Total
		April	May	June	
2022	DPA Referred to IAD	3	3	3	9
	IAD Only	10	16	15	41
	Total	13	19	18	50
2023	DPA Referred to IAD	15	4	5	24
	IAD Only	17	19	23	59
	Total	32	23	28	83

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.

Opened Cases – Allegation Types – Q2 2023

Allegation	
Neglect Of Duty	29
Conduct Unbecoming an Officer/Member	12
Failure To Properly Investigate	4
Discourtesy/ Rude Attitude Or Demeanor	6
Failure To Write An Incident Report	7
Writing An Inaccurate Incident Report	4
Failure To Take Required Action	2
Inappropriate Behavior/Comments	2
Conduct Reflecting Discredit	2
Failure To Make An Arrest	1
Improper Search	1
Issuing Improper Citation	1
Unwarranted Action	1
Use Of Profanity	1
Weapon Discharge	1
Number of Cases	59

*Counts in the above table 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.

Complaint Summaries – Q2 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2023-0042	IAD	Failed to properly care for a Department issued BWC when it went missing from a charging station	DGO 2.01, Rule 22
MCD-2023-0043	IAD	Employee was discourteous by using inappropriate word/s to the complainant when they communicated over the phone	DGO 2.01, Rule 14
MCD-2023-0045	IAD	Made inappropriate comments to a member of the public bringing discredit to the department	DGO 2.01, Rule 9; DGO 2.01, Rule 14
MCD-2023-0046	IAD	Failed to make all required written reports of incidents requiring police attention. Failed to provide Language Access Services for LEP Person.	DGO 2.01, Rule 25; DGO 5.20
MCD-2023-0047	IAD	Failed to complete and submit a DPA Member Response Form within 21 calendar days of notice and failed to notify the appropriate DPA investigator prior to the 21-day due date regarding not completing the DPA Member Response Form	DGO 2.04.03(c)(1)
MCD-2023-0048	IAD	Failed to take proper care of Department property (cell phone)	DGO 2.01, Rule 22; DGO 10.02 I.A.1
MCD-2023-0049	IAD	Sent threatening text messages which resulted in a Gun Violence Emergency Protective Order being granted by a judge. Additionally a Domestic Violence Restraining Order was also granted by a judge against the employee.	DGO 2.01 Rule 9
MCD-2023-0050	IAD	Failed to take proper care of Department cell phone	DGO 2.01, Rule 22; DGO 10.02 I.A.1
MCD-2023-0051	IAD	Authored an inaccurate or incomplete police report	Department Notice 20-134
MCD-2023-0052	IAD	Was discourteous towards a member of the public by saying to the member of the public, "If you cannot see, you shouldn't be driving"	DGO 2.01, Rule 14
MCD-2023-0053	IAD	Was discourteous to a member of the public	DGO 2.01, Rule 14; DGO 5.17 III.D
MCD-2023-0054	IAD	Wrote an inaccurate police report	DGO 2.01, Rule 5

Complaint Summaries – Q2 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2023-0055	IAD	Failed to prepare an incident report, was biased against the complainant, and refused to assist regarding a child custody order	DGO 2.01, Rule 5; DGO 5.17(III)(D)
MCD-2023-0057	IAD	Did not properly care for department-issued property	DGO 2.01 Section 22 and Section 24
MCD-2023-0058	IAD	Was discourteous to a member of the public while working traffic	DGO 2.01, Rule 14
MCD-2023-0059	IAD	Was unable to locate department cell phone; upon returning to work from vacation did not promptly report the loss of a department issued cell phone	DGO 2.01, Rule 22; DGO 10.02.I.A.1
MCD-2023-0060	IAD	Failed to make proper notifications in destruction of potential evidence relevant to Use of Force Administrative investigation. Produced an inaccurate Chronological Order of Investigation. Withheld and did not disclose information to a member conducting a Use of Force investigation, allegedly shredded the information and allegedly stated the document was shredded. Was in neglect of duty for not making proper notification regarding potential misconduct.	DGO 2.01, Sections 5 and 9; DGO 2.01, Rule 9
MCD-2023-0061	IAD	Committed fraud by applying for and receiving Paycheck Protection Program (PPP) Loan for a fictitious business; committed fraud when soliciting and collecting donations from the public, via Go Fund Me.	DGO 2.01, Rule 9
MCD-2023-0062	IAD	Involved in a romantic relationship with a subordinate employee and failed to report the alleged relationship to the department as required	Civil Svc Commission (CSC) No. 2017-01
MCD-2023-0063	IAD	Failed to write an incident report	DGO 2.01, Rule 25
MCD-2023-0065	IAD	Was in possession of a loaded Sig Sauer magazine while at an SFO airport checkpoint	DN 23-082
MCD-2023-0066	IAD	Failed to make all written reports of crimes or incidents requiring police attention	DGO 2.01, Rule 25
MCD-2023-0067	IAD	Failed to follow the BWC policy; Failed to report a Use of Force; was discourteous towards member/s of the public	DGO 10.11; DN 23-045; DGO 5.01.09.A; DGO 2.01, Rule 14

Complaint Summaries – Q2 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2023-0068	IAD	Was served "legal process" while engaged in secondary employment; Name was not included on the annual report to the Police Commission regarding secondary employment for 2021 and 2022 calendar year; Failed to report a serious crime or urgent police matter that was brought to member's attention while off-duty engaged in secondary employment	DGO 2.01, Rule 52; DGO 11.02 (II)(B)(2); DGO 11.02 (III)(D); DGO 2.01, Rule 26
MCD-2023-0069	IAD	Provided overtime privileges and favoritism while engaged in a romantic relationship; Provided alcohol to SFPD Cadets	CSC No. 2017-01; DN 19-200; DGO 2.01, Rule 9
MCD-2023-0070	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-2023-0071	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-2023-0072	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-2023-0073	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-2023-0074	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-2023-0076	IAD	Brought a loaded firearm inside a backpack to a checkpoint at SFO. The firearm was discovered by a security personnel utilizing an x-ray machine.	Department Notice 20-159
MCD-2023-0077	IAD	Was sleeping while on-duty, and has developed a pattern of sleeping while on-duty	DGO 2.01, Rule 42; DGO 2.01, Rule 9
MCD-2023-0078	IAD	Performed an unwarranted action when threatening a member of the public with a parking citation; Was discourteous to a member of the public while working traffic enforcement, by yelling and being rude to said member of the public.	DGO 2.01, Rule 5; DGO 2.01, Rule 14

Complaint Summaries – Q2 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2023-0079	IAD	Had an inappropriate relationship with a Confidential Informant, divulged confidential information and impeded an active criminal investigation involving a Confidential Informant	DGO 2.01, Rule 9; DGO 2.01, Rule 48 and Rule 49
MCD-2023-0080	IAD	Approached a subordinate regarding cancellation of a citation for reasons of personal friendship with the recipient.	DGO 2.01, Rule 9
MCD-2023-0081	IAD	Failed to report to 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-2023-0082	IAD	Failed to report to 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-2023-0083	IAD	Was impaired while on-duty	DGO 2.02 I.C
MCD-2023-0084	IAD	Failed to take proper care of a department issued cell phone	DGO 2.01, Rule 22
MCD-2023-0086	IAD	Failed to take proper care of Department property (SFPD ID CARD)	DGO 2.01, Rule 22 and DGO 10.02.I.A.1
MCDO-2022-0031	DPA Referred to IAD	Failed to prepare an incident report	DGO 5.04
MCDO-2022-0032	DPA Referred to IAD	Used profanity	DGO 2.01
MCDO-2022-0034	DPA Referred to IAD	Failure to activate BWC	DB 20-175 and DGO 10.11
MCDO-2022-0035	DPA Referred to IAD	Failure to comply with Stop Data Collection Requirements	DB 21-062
MCDO-2022-0036	DPA Referred to IAD	Failure to Properly Investigate; Failure to Make an Arrest; Inaccurate or Negligently Prepared Report	DGO 5.04; DGO 1.03; DM-11 and DN 20-134

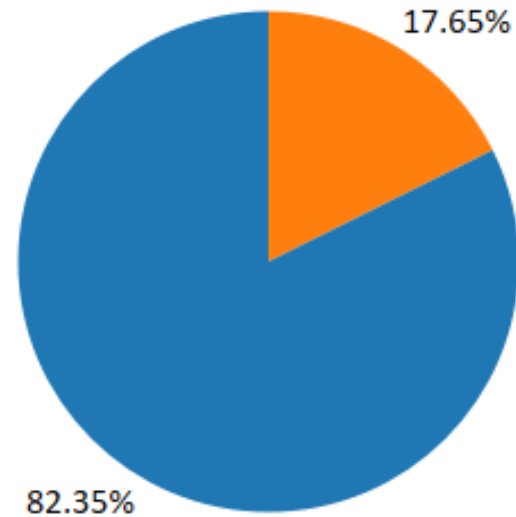
Complaint Summaries – Q2 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCDO-2022-0037	DPA Referred to IAD	Failed to take required action. Failure to properly search a person	DGO 1.03(I)(A)(3) and (I)(A)(10)
MCDO-2022-0038	DPA Referred to IAD	Failed to comply with Department Bulletin 20-141, Stop Data Collection System (SDCS)	Department Bulletin 20-141
MCDO-2022-0039	DPA Referred to IAD	Failed to comply with the Department's Stop Data Collection requirement	DB 21-062
MCDO-2022-0040	DPA Referred to IAD	Failure to comply with Stop Data Collection Requirements	DB 21-062
MCDO-2022-0041	DPA Referred to IAD	Failure to activate body-worn camera	DGO 10.11.03, Rule 3 & DB 20-175
MCDO-2022-0042	DPA Referred to IAD	Failure to prepare an incident report	DGO 9.06
MCDO-2022-0043	DPA Referred to IAD	Knowingly engaged in biased policing. Issued a citation without cause. Conducted an improper pat-search. Conduct reflecting discredit upon the Department.	DGO 5.17; DGO 2.01, Rule 5; DGO 5.03; DGO 2.01, Rule 9
MCDO-2022-0044	DPA Referred to IAD	Failed to properly investigate. Prepared an incomplete or inaccurate incident report. Failed to activate a body-worn camera as required.	DGO 1.03; DB 20-134; DGO 10.11 & DB 20-175
MCDO-2022-0045	DPA Referred to IAD	Displayed threatening, intimidating, or harassing behavior	DGO 2.01
MCDO-2022-0046	DPA Referred to IAD	Failed to activate a body-worn camera as required	DGO 10.11 & DB 20-175
MCDO-2022-0047	DPA Referred to IAD	Inappropriate behavior or comments	DGO 2.01; DGO 1.03
MCDO-2022-0048	DPA Referred to IAD	Failure to take required action	DGO 9.02
MCDO-2022-0049	DPA Referred to IAD	Failed to properly investigate; Failed to write an incident report	DGO 9.02.I.A; DGO 9.02.II.A.1
OID-2023-0001	IAD	Accidentally discharged a firearm while off-duty	DGO 5.01.08.G.1.a; DB 18-259

Type of Employees in Opened Cases – Q2 2023

Sworn Status	
PROFESSIONAL STAFF	12
SWORN	56
Grand Total	68

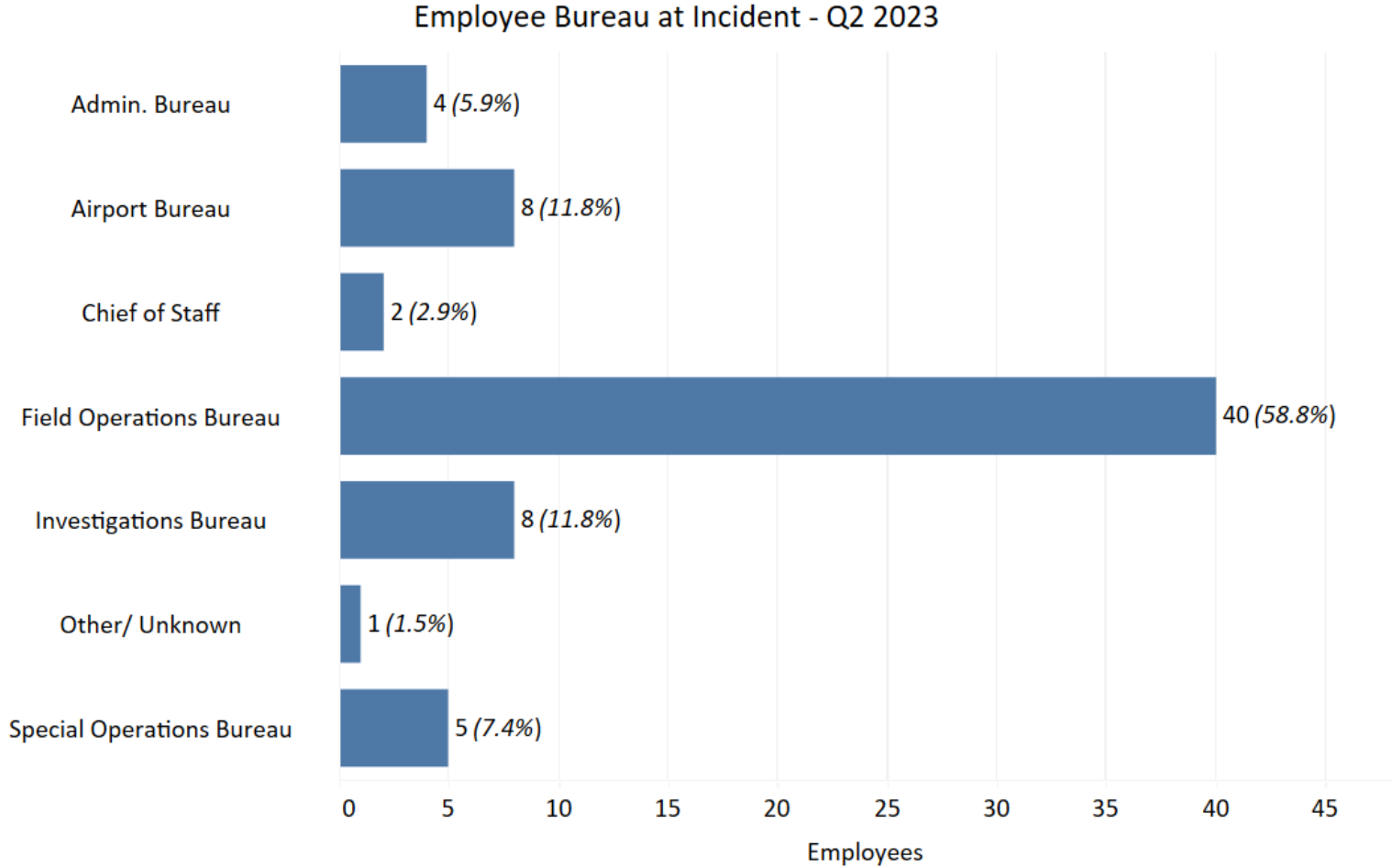
Sworn Status
PROFESSIONAL STAFF
SWORN



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

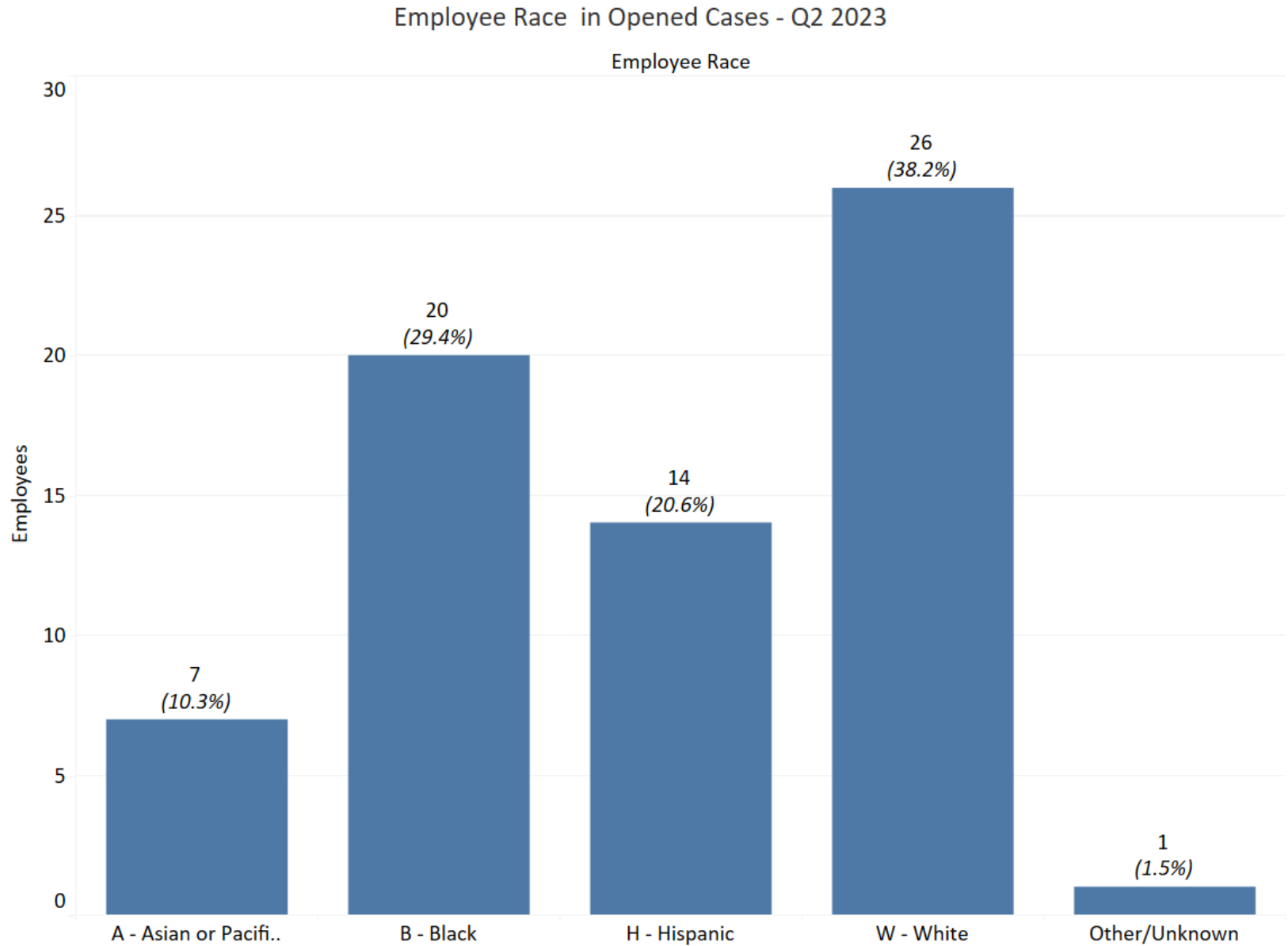
*There were allegations made against one employee who has not been identified and is not included in the counts on pages 10 through 15.

Employee Bureau in Opened Cases – Q2 2023



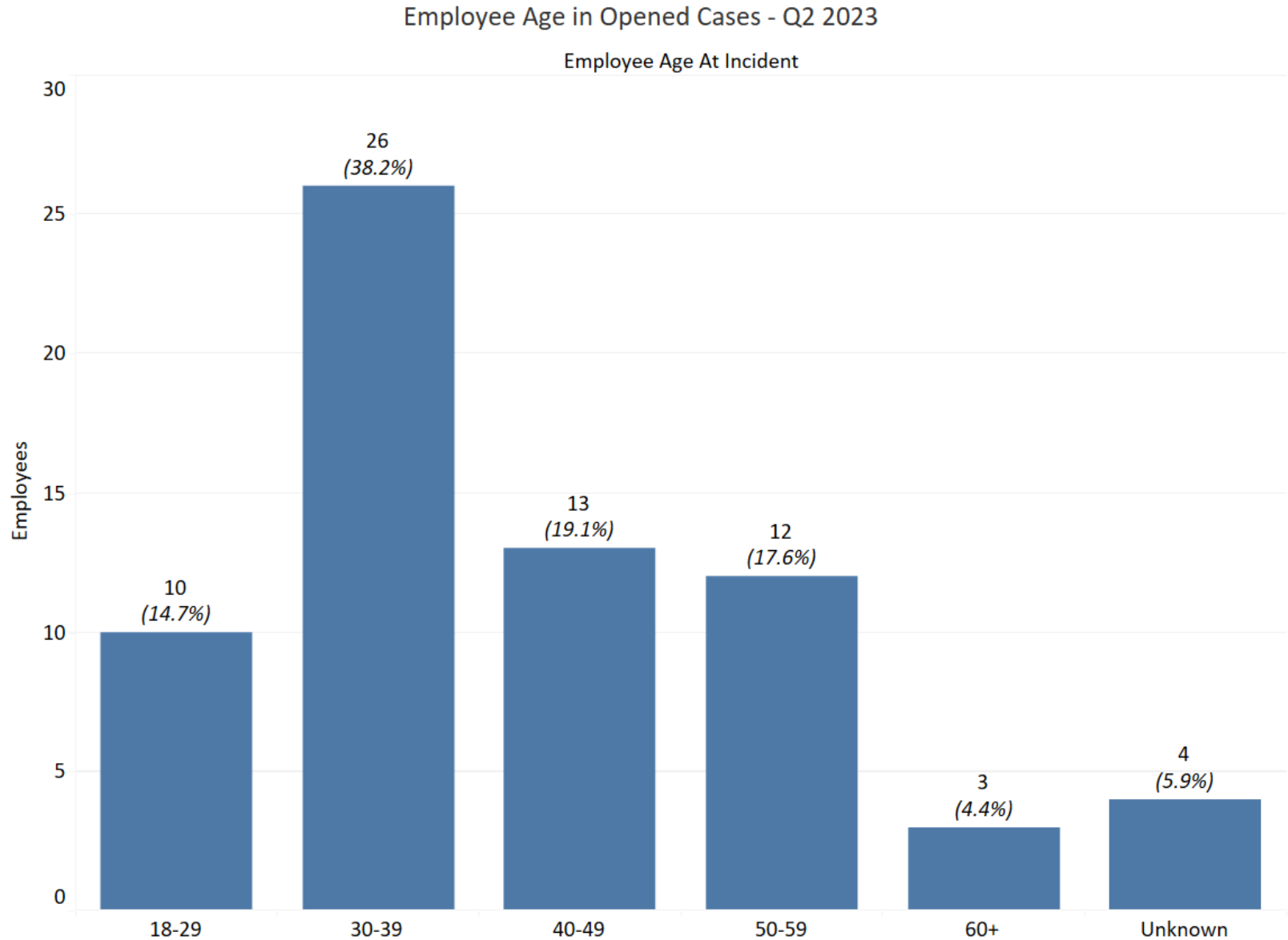
*Not all SFPD Bureaus are represented in this chart, only those with cases opened in Q2 2023; there was one employee who is currently separated for whom Bureau at incident was not retained, listed in the “Other/Unknown” category

Employee Race in Opened Cases – Q2 2023



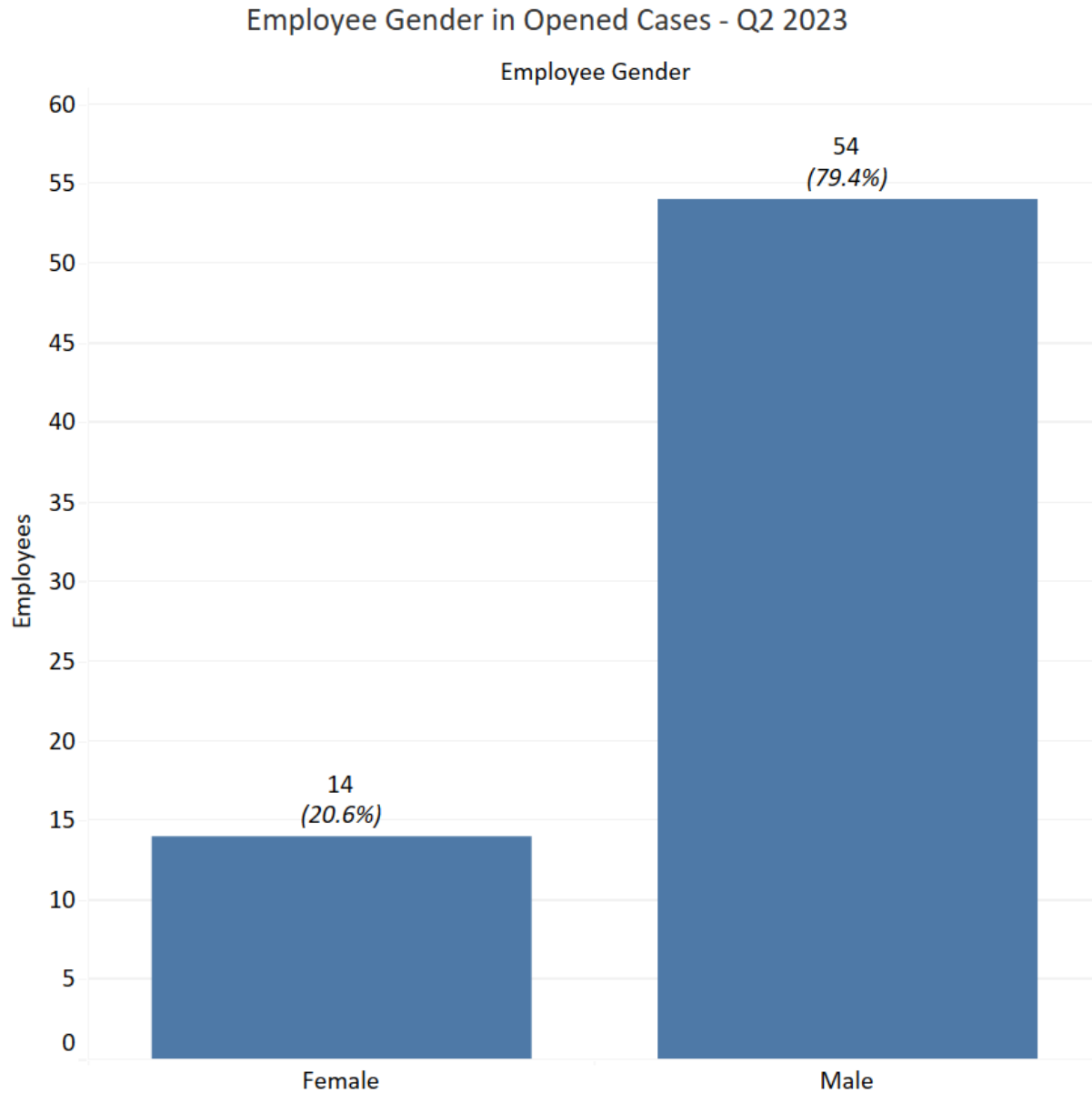
*The Other/Unknown category includes employees whose race does not fall within any other available category

Employee Age in Opened Cases – Q2 2023



*There were four employees for whom the incident date was not known at the time of the data query, or the incident date was a range of dates rather than a single occurrence

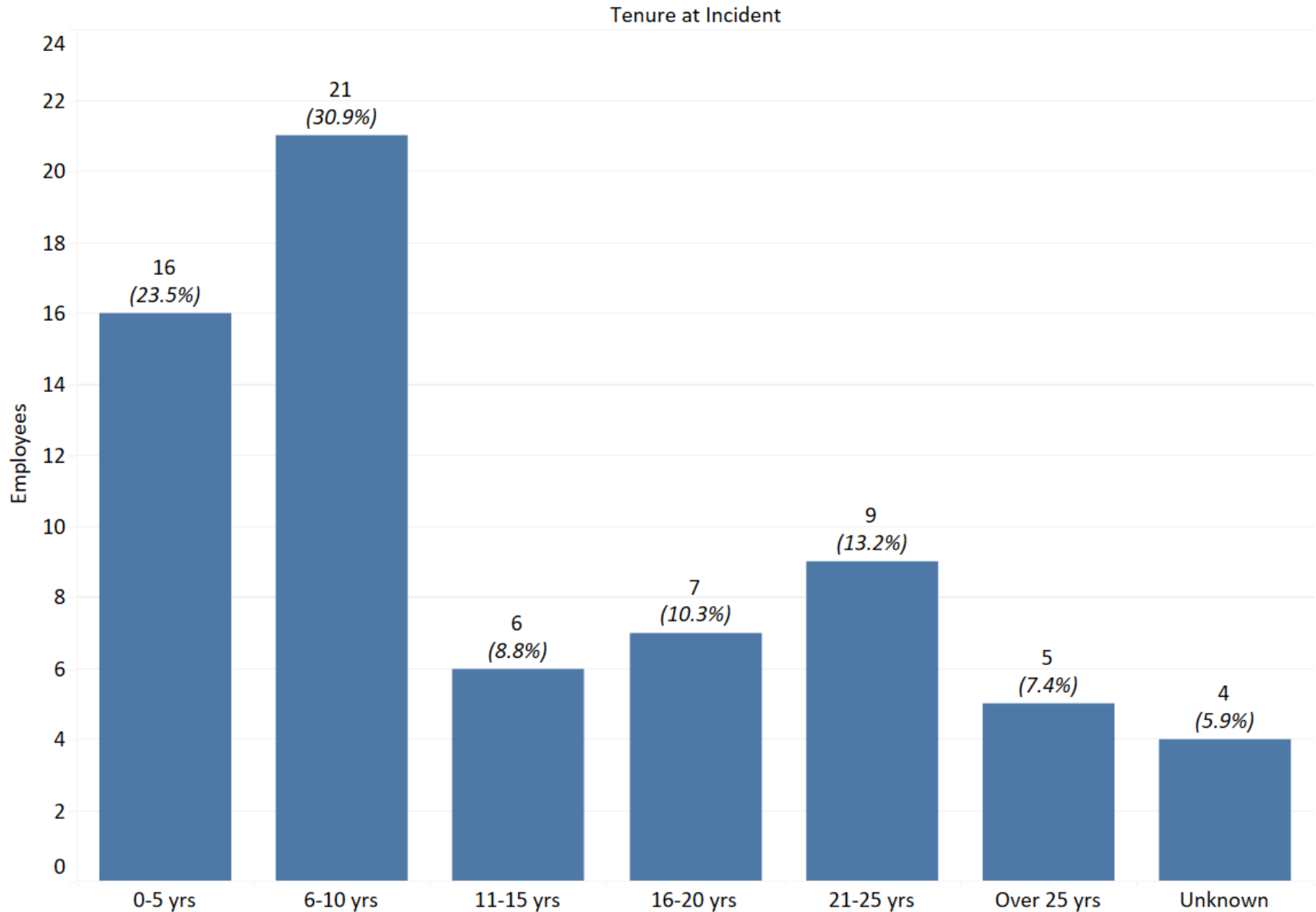
Employee Gender in Opened Cases – Q2 2023



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

Employee Tenure in Opened Cases – Q2 2023

Employee Tenure in Opened Cases - Q2 2023

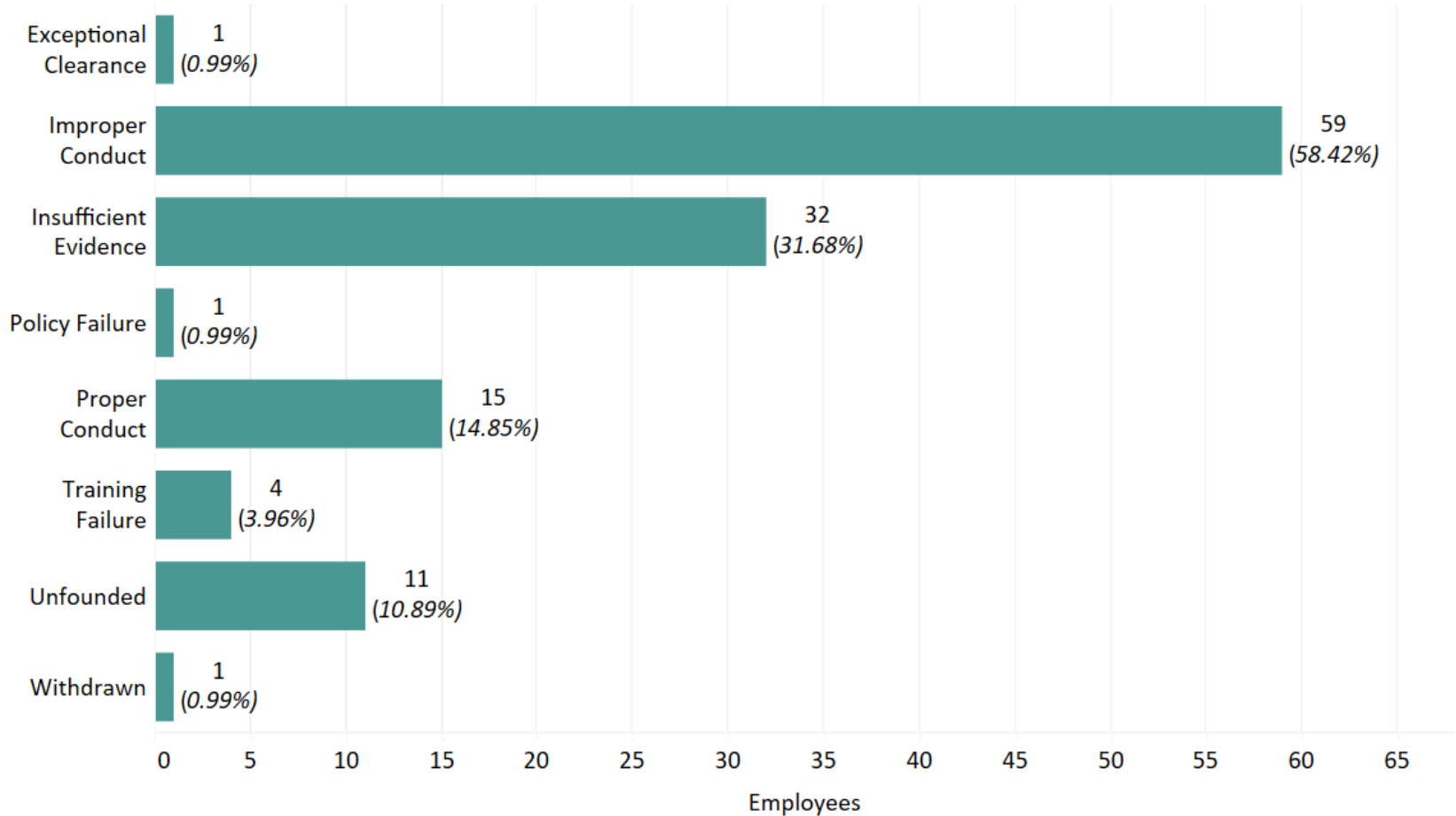


*There were four employees for whom the incident date was not known at the time of the data query, or the incident date was a range of dates rather than a single occurrence

Employees in Closed Cases – Findings – Q2 2023

(n = 101 employees)

Employees in Closed Cases - Findings - Q2 2023



*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 – Q2 2023

Finding	Bureau At Incident								Grand Total
	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Strategic Mgmt Bureau	
Improper Conduct	3	1		51	2	1		1	59
Insufficient Evidence	2	6		21			3		32
Proper Conduct		1	1	10			3		15
Unfounded	5	1		5					11
Training Failure				3	1				4
Exceptional Clearance					1				1
Policy Failure					1				1
Withdrawn		1							1
Number of Employees	9	9	1	74	3	1	4	1	101

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

Finding	Bureau At Incident								Grand Total
	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Strategic Mgmt Bureau	
Improper Conduct	33.33%	11.11%		68.92%	66.67%	100.00%		100.00%	58.42%
Insufficient Evidence	22.22%	66.67%		28.38%			75.00%		31.68%
Proper Conduct		11.11%	100.00%	13.51%			75.00%		14.85%
Unfounded	55.56%	11.11%		6.76%					10.89%
Training Failure				4.05%	33.33%				3.96%
Exceptional Clearance					33.33%				0.99%
Policy Failure					33.33%				0.99%
Withdrawn		11.11%							0.99%
Employees per Bureau	100.00%	100.00%	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 Q2 2023

Employee Race in Closed Cases – Findings – Q2 2023

Finding	Employee Race					Grand Total
	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Improper Conduct	16	8	9	25	1	59
Insufficient Evidence	12	5	6	9		32
Proper Conduct	2		6	7		15
Unfounded	2	1	2	5	1	11
Training Failure	1		1	2		4
Exceptional Clearance				1		1
Policy Failure				1		1
Withdrawn				1		1
Number of Employees	26	11	20	42	2	101

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

Finding	Employee Race					Grand Total
	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Improper Conduct	61.54%	72.73%	45.00%	59.52%	50.00%	58.42%
Insufficient Evidence	46.15%	45.45%	30.00%	21.43%		31.68%
Proper Conduct	7.69%		30.00%	16.67%		14.85%
Unfounded	7.69%	9.09%	10.00%	11.90%	50.00%	10.89%
Training Failure	3.85%		5.00%	4.76%		3.96%
Exceptional Clearance				2.38%		0.99%
Policy Failure				2.38%		0.99%
Withdrawn				2.38%		0.99%
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*

Employee Age in Closed Cases – Findings – Q2 2023

Finding	Employee Age At Incident						Grand Total
	18-29	30-39	40-49	50-59	60+	Unknown	
Improper Conduct	13	21	16	7	1	2	59
Insufficient Evidence	3	6	8	8	1	6	32
Proper Conduct	1	7	1	5		1	15
Unfounded	1	3	2	5			11
Training Failure		3	1				4
Exceptional Clearance				1			1
Policy Failure			1				1
Withdrawn				1			1
Number of Employees	15	35	24	20	1	7	101

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

Finding	Employee Age At Incident						Grand Total
	18-29	30-39	40-49	50-59	60+	Unknown	
Improper Conduct	86.67%	60.00%	66.67%	35.00%	100.00%	28.57%	58.42%
Insufficient Evidence	20.00%	17.14%	33.33%	40.00%	100.00%	85.71%	31.68%
Proper Conduct	6.67%	20.00%	4.17%	25.00%		14.29%	14.85%
Unfounded	6.67%	8.57%	8.33%	25.00%			10.89%
Training Failure		8.57%	4.17%				3.96%
Exceptional Clearance				5.00%			0.99%
Policy Failure			4.17%				0.99%
Withdrawn				5.00%			0.99%
Employees per Age Group	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Employee Gender in Closed Cases – Findings – Q2 2023

Finding	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	16	43	59
Insufficient Evidence	11	21	32
Proper Conduct	3	12	15
Unfounded	4	7	11
Training Failure	1	3	4
Exceptional Clearance	1		1
Policy Failure		1	1
Withdrawn	1		1
Number of Employees	30	71	101

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

Finding	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	53.33%	60.56%	58.42%
Insufficient Evidence	36.67%	29.58%	31.68%
Proper Conduct	10.00%	16.90%	14.85%
Unfounded	13.33%	9.86%	10.89%
Training Failure	3.33%	4.23%	3.96%
Exceptional Clearance	3.33%		0.99%
Policy Failure		1.41%	0.99%
Withdrawn	3.33%		0.99%
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

Employee Tenure in Closed Cases – Findings – Q2 2023

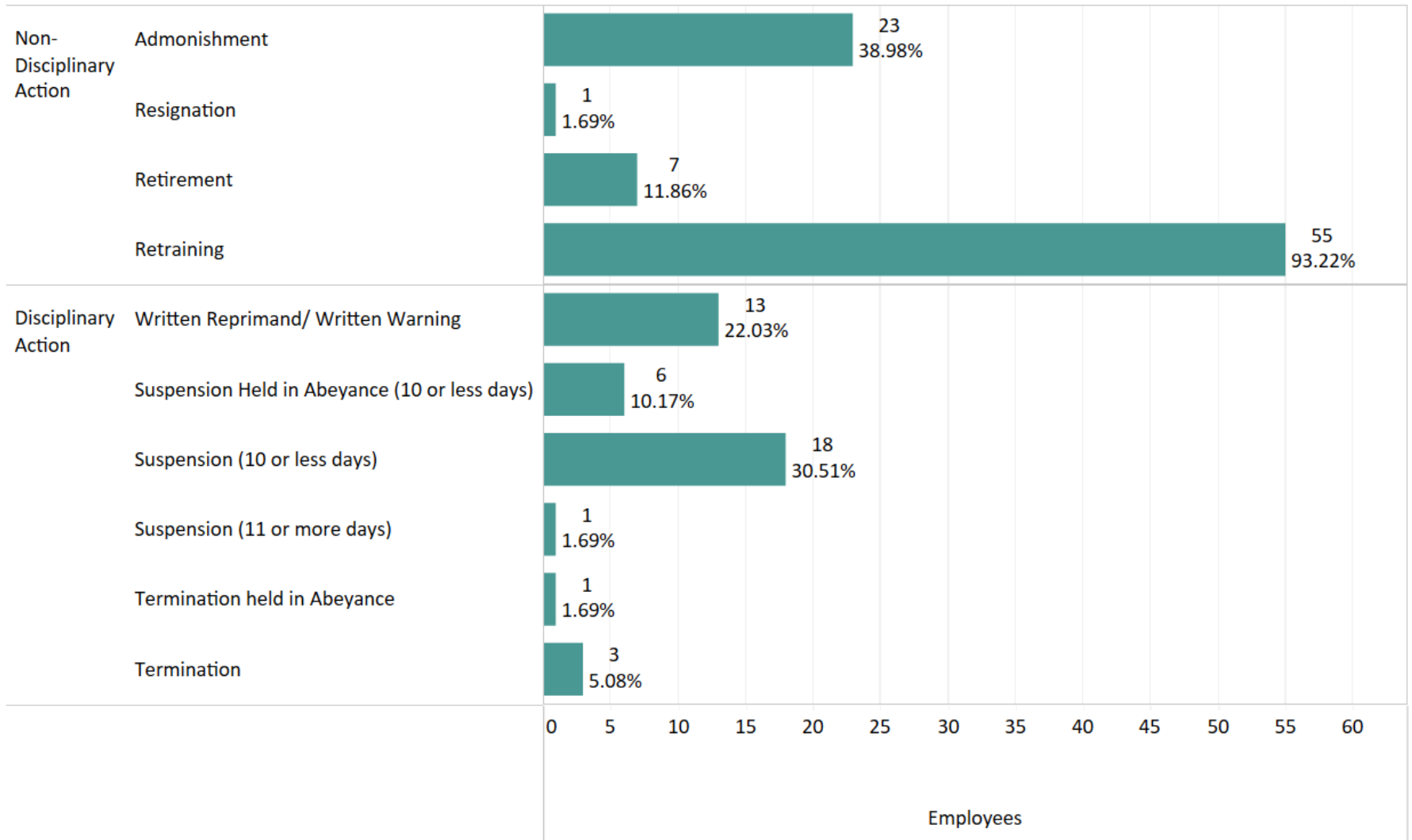
Finding	Tenure at Incident							Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Unknown	
Improper Conduct	23	16	11	6	3	1	2	59
Insufficient Evidence	8	4	9	2	2	2	6	32
Proper Conduct	4	4	2	2	1	1	1	15
Unfounded	2	2	3	1	2	1		11
Training Failure	2	1	1					4
Exceptional Clearance					1			1
Policy Failure				1				1
Withdrawn					1			1
Number of Employees	33	24	20	10	7	4	7	101

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

Finding	Tenure at Incident							Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Unknown	
Improper Conduct	69.70%	66.67%	55.00%	60.00%	42.86%	25.00%	28.57%	58.42%
Insufficient Evidence	24.24%	16.67%	45.00%	20.00%	28.57%	50.00%	85.71%	31.68%
Proper Conduct	12.12%	16.67%	10.00%	20.00%	14.29%	25.00%	14.29%	14.85%
Unfounded	6.06%	8.33%	15.00%	10.00%	28.57%	25.00%		10.89%
Training Failure	6.06%	4.17%	5.00%					3.96%
Exceptional Clearance					14.29%			0.99%
Policy Failure				10.00%				0.99%
Withdrawn					14.29%			0.99%
Employees per Tenure Group	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Employees with Improper Conduct Findings in Closed Cases – Actions – Q2 2023 (n = 59 employees)



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

Bureau of Employees with Improper Conduct Findings in Closed Cases – Actions – Q2 2023

Action Type	Action and Suspension Days	Bureau At Incident					Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigation s Bureau	Other/ Unknown		Strategic Mgmt Bureau
Non-Disciplinary Action	Admonishment	1	1	19	2		23	
	Resignation			1			1	
	Retirement	1		6			7	
	Retraining	3	1	48	2	1	55	
Disciplinary Action	Written Reprimand/ Written Warning			12			1	13
	Suspension Held in Abeyance (10 or less days)	1		5				6
	Suspension (10 or less days)	1		17				18
	Suspension (11 or more days)			1				1
	Termination held in Abeyance			1				1
	Termination	1		1		1		3
Number of Employees		3	1	51	2	1	1	59

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

Action Type	Action and Suspension Days	Bureau At Incident					Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigation s Bureau	Other/ Unknown		Strategic Mgmt Bureau
Non-Disciplinary Action	Admonishment	33.33%	100.00%	37.25%	100.00%			38.98%
	Resignation			1.96%				1.69%
	Retirement	33.33%		11.76%				11.86%
	Retraining	100.00%	100.00%	94.12%	100.00%		100.00%	93.22%
Disciplinary Action	Written Reprimand/ Written Warning			23.53%			100.00%	22.03%
	Suspension Held in Abeyance (10 or less days)	33.33%		9.80%				10.17%
	Suspension (10 or less days)	33.33%		33.33%				30.51%
	Suspension (11 or more days)			1.96%				1.69%
	Termination held in Abeyance			1.96%				1.69%
	Termination	33.33%		1.96%		100.00%		5.08%
Employees per Bureau		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

**Not all SFPD Bureaus are represented in this chart, only those with cases closed in Q2 2023*

Race of Employees with Improper Conduct Findings in Closed Cases – Actions – Q2 2023

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	Admonishment	2	4	6	11		23
	Resignation		1				1
	Retirement	2	1		4		7
	Retraining	14	8	9	23	1	55
Disciplinary Action	Written Reprimand/ Written Warning	5	1		7		13
	Suspension Held in Abeyance (10 or less days)	2	1	1	2		6
	Suspension (10 or less days)	6	2	2	7	1	18
	Suspension (11 or more days)	1					1
	Termination held in Abeyance				1		1
	Termination	1			2		3
Number of Employees		16	8	9	25	1	59

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

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	Admonishment	12.50%	50.00%	66.67%	44.00%		38.98%
	Resignation		12.50%				1.69%
	Retirement	12.50%	12.50%		16.00%		11.86%
	Retraining	87.50%	100.00%	100.00%	92.00%	100.00%	93.22%
Disciplinary Action	Written Reprimand/ Written Warning	31.25%	12.50%		28.00%		22.03%
	Suspension Held in Abeyance (10 or less days)	12.50%	12.50%	11.11%	8.00%		10.17%
	Suspension (10 or less days)	37.50%	25.00%	22.22%	28.00%	100.00%	30.51%
	Suspension (11 or more days)	6.25%					1.69%
	Termination held in Abeyance				4.00%		1.69%
	Termination	6.25%			8.00%		5.08%
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

Age of Employees with Improper Conduct Findings in Closed Cases – Actions – Q2 2023

Action Type	Action and Suspension Days	Employee Age At Incident					Unknown	Grand Total
		18-29	30-39	40-49	50-59	60+		
Non-Disciplinary Action	Admonishment	4	10	6	2		1	23
	Resignation	1						1
	Retirement	1		2	3		1	7
	Retraining	12	21	14	6	1	2	55
Disciplinary Action	Written Reprimand/ Written Warning	2	4	5	2			13
	Suspension Held in Abeyance (10 or less days)	3	1	1			1	6
	Suspension (10 or less days)	5	7	4	2			18
	Suspension (11 or more days)			1				1
	Termination held in Abeyance			1				1
	Termination		2	1	1			3
Number of Employees		13	21	16	7	1	2	59

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

Action Type	Action and Suspension Days	Employee Age At Incident					Unknown	Grand Total
		18-29	30-39	40-49	50-59	60+		
Non-Disciplinary Action	Admonishment	30.77%	47.62%	37.50%	28.57%		50.00%	38.98%
	Resignation	7.69%						1.69%
	Retirement	7.69%		12.50%	42.86%		50.00%	11.86%
	Retraining	92.31%	100.00%	87.50%	85.71%	100.00%	100.00%	93.22%
Disciplinary Action	Written Reprimand/ Written Warning	15.38%	19.05%	31.25%	28.57%			22.03%
	Suspension Held in Abeyance (10 or less days)	23.08%	4.76%	6.25%			50.00%	10.17%
	Suspension (10 or less days)	38.46%	33.33%	25.00%	28.57%			30.51%
	Suspension (11 or more days)			6.25%				1.69%
	Termination held in Abeyance			6.25%				1.69%
	Termination		9.52%	6.25%	14.29%			5.08%
Employees per Age Group		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Gender of Employees with Improper Conduct Findings in Closed Cases – Actions – Q2 2023

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	8	15	23
	Resignation		1	1
	Retirement	4	3	7
	Retraining	15	40	55
Disciplinary Action	Written Reprimand/ Written Warning	3	10	13
	Suspension Held in Abeyance (10 or less days)	2	4	6
	Suspension (10 or less days)	3	15	18
	Suspension (11 or more days)		1	1
	Termination held in Abeyance		1	1
	Termination		3	3
Number of Employees		16	43	59

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

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	50.00%	34.88%	38.98%
	Resignation		2.33%	1.69%
	Retirement	25.00%	6.98%	11.86%
	Retraining	93.75%	93.02%	93.22%
Disciplinary Action	Written Reprimand/ Written Warning	18.75%	23.26%	22.03%
	Suspension Held in Abeyance (10 or less days)	12.50%	9.30%	10.17%
	Suspension (10 or less days)	18.75%	34.88%	30.51%
	Suspension (11 or more days)		2.33%	1.69%
	Termination held in Abeyance		2.33%	1.69%
	Termination		6.98%	5.08%
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

Tenure of Employees with Improper Conduct Findings in Closed Cases – Actions – Q2 2023

Action Type	Action and Suspension Days	Tenure at Incident						Unknown	Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs		
Non-Disciplinary Action	Admonishment	9	5	3	3	2		1	23
	Resignation	1							1
	Retirement	1	1	2	1	1		1	7
	Retraining	22	15	9	6	3		2	55
Disciplinary Action	Written Reprimand/ Written Warning	3	6	3	1				13
	Suspension Held in Abeyance (10 or less days)	2	2	1	1			1	6
	Suspension (10 or less days)	9	4	3	2	1			18
	Suspension (11 or more days)			1					1
	Termination held in Abeyance			1					1
	Termination	1	1	1	1		1		3
Number of Employees		23	16	11	6	3	1	2	59

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

Action Type	Action and Suspension Days	Tenure at Incident						Unknown	Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs		
Non-Disciplinary Action	Admonishment	39.13%	31.25%	27.27%	50.00%	66.67%		50.00%	38.98%
	Resignation	4.35%							1.69%
	Retirement	4.35%	6.25%	18.18%	16.67%	33.33%		50.00%	11.86%
	Retraining	95.65%	93.75%	81.82%	100.00%	100.00%		100.00%	93.22%
Disciplinary Action	Written Reprimand/ Written Warning	13.04%	37.50%	27.27%	16.67%				22.03%
	Suspension Held in Abeyance (10 or less days)	8.70%	12.50%	9.09%	16.67%			50.00%	10.17%
	Suspension (10 or less days)	39.13%	25.00%	27.27%	33.33%	33.33%			30.51%
	Suspension (11 or more days)			9.09%					1.69%
	Termination held in Abeyance			9.09%					1.69%
	Termination	4.35%	6.25%	9.09%	16.67%		100.00%		5.08%
Employees per Tenure Group		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

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

*Please note, definition of “Held in Abeyance” is a working definition and may be updated pending input from various internal and external stakeholders