

Internal Affairs Division

Quarterly
Report
Q1 2024



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




Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
 - Findings – pages 16-23
 - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
 - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-59
- Glossary – page 60

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	412	15.0%
Airport Bureau	355	12.9%
Bureau of Investigations	334	12.2%
Chief of Staff	90	3.3%
Chief's Office	29	1.1%
Field Operations Bureau	1,264	46.0%
Special Operations Bureau	170	6.2%
Strategic Management Bureau	91	3.3%
Total	2,745	100.0%

Race/Ethnicity		
Asian	825	30.1%
Black	245	8.9%
Hispanic	494	18.0%
Other/Unknown	60	2.2%
White	1,121	40.8%
Total	2,745	100%

San Francisco Police Department Employee Demographics

Age Group		
18-29	200	7.3%
30-39	779	28.4%
40-49	777	28.3%
50-59	654	23.8%
60+	335	12.2%
Total	2,745	100%

Gender		
Male	2,085	76.0%
Female	660	24.0%
Total	2,745	100%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	516	18.8%
6-10	728	26.5%
11-15	342	12.5%
16-20	438	16.0%
21-25	308	11.2%
Over 25	413	15.0%
Total	2,745	100%

Member Status		
Sworn	1,876	68.3%
Professional Staff	869	31.7%
Total	2,745	100%

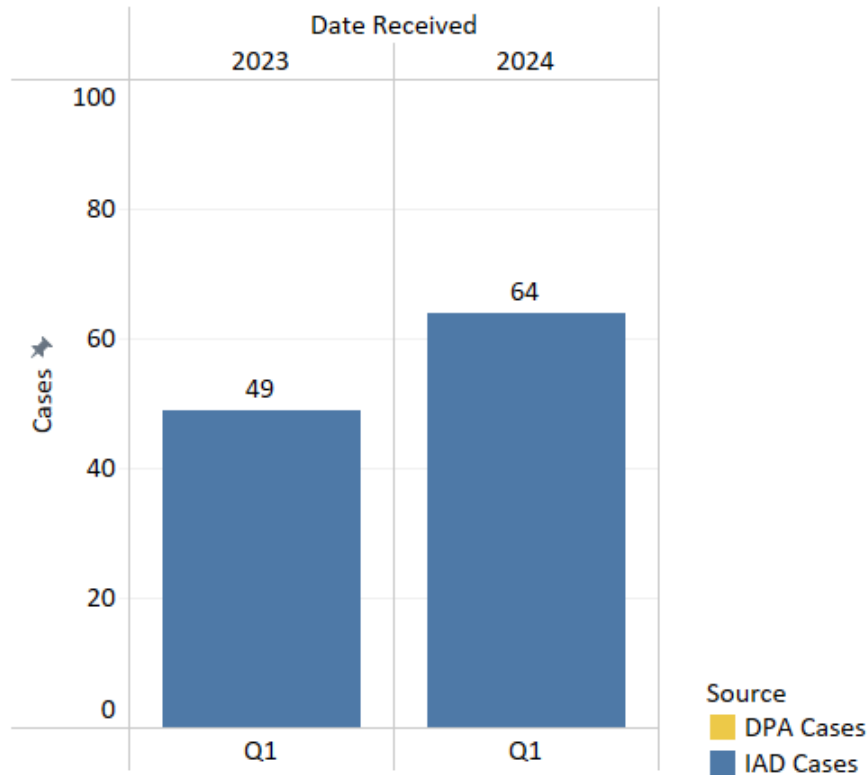
Opened Cases

		Date Received
		Q1
2023	IAD Cases	49
2024	IAD Cases	64

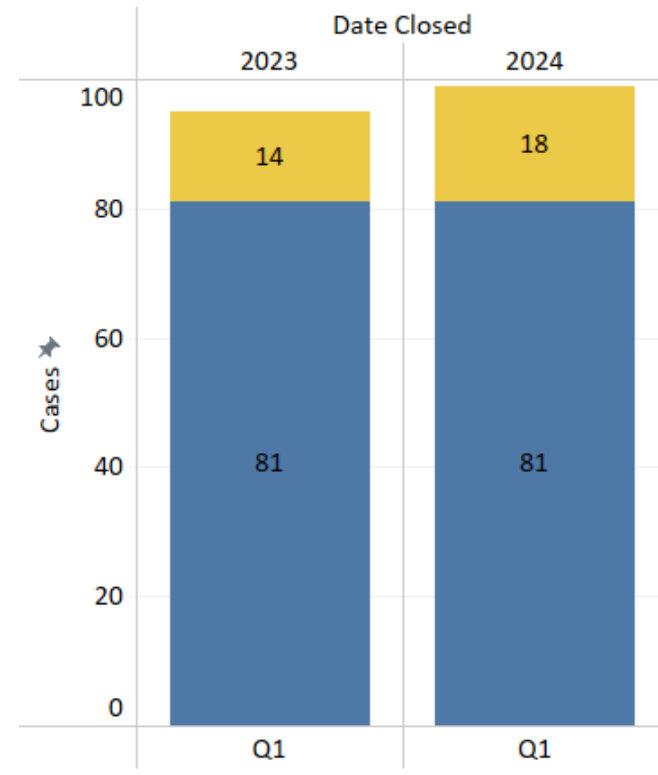
Closed Cases

		Date Closed
		Q1
2023	DPA Cases	14
	IAD Cases	81
	Total	95
2024	DPA Cases	18
	IAD Cases	81
	Total	99

Opened Cases



Closed Cases



*Counts in the above tables/charts 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. Please note: DPA cases are opened by DPA and therefore not included in SFPD IAD's count of newly opened cases; however, cases referred to SFPD for discipline are included in closed cases counts.



OPENED CASES

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Opened Cases – Q1 2024

Number of Allegations

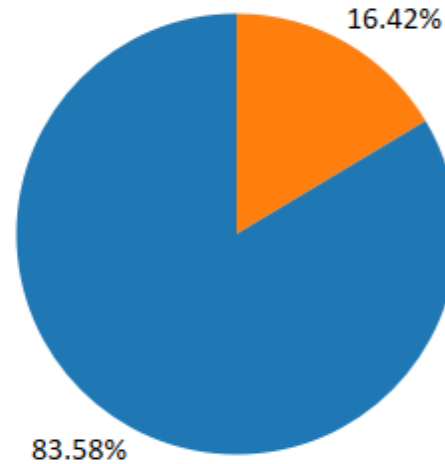
Allegation Type	Number of Allegations	% of Total Allegations
Neglect of Duty, Body Worn Camera	25	25.77%
Neglect Of Duty, General	20	20.62%
Conduct Unbecoming an Officer/Member	18	18.56%
Failure to Appear, Range	16	16.49%
Discourtesy	5	5.15%
Conduct Reflecting Discredit	4	4.12%
Neglect of Duty, Lost Property	2	2.06%
Weapon Discharge	1	1.03%
Unwarranted Action	1	1.03%
Sick Leave Abuse	1	1.03%
Neglect of Duty, DPA Member Response Form	1	1.03%
Inappropriate Comments	1	1.03%
Failure To Write An Incident Report	1	1.03%
Domestic Violence	1	1.03%
Total Allegations	97	100.00%

Opened Cases – Q1 2024

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	11
SWORN	56
Grand Total	67

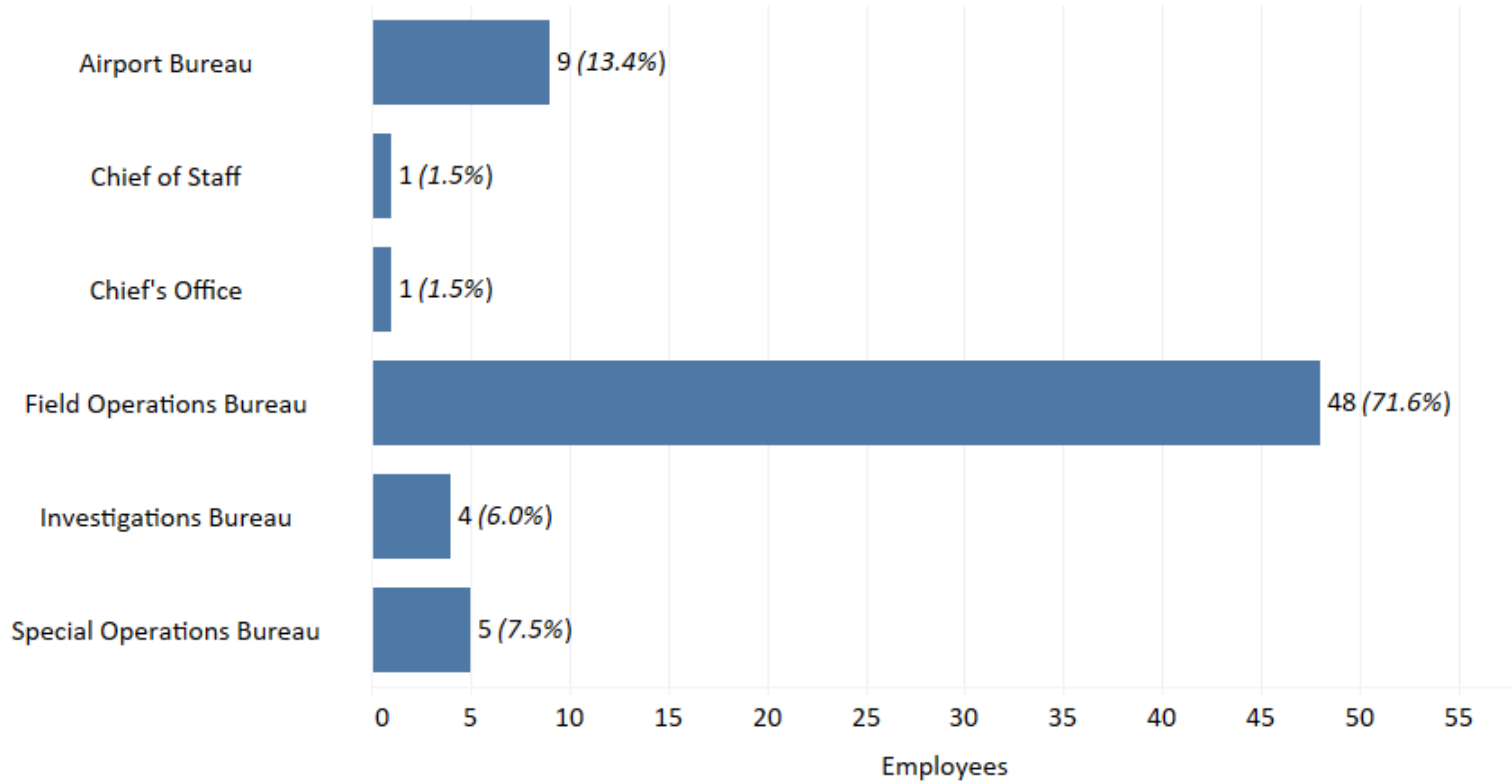
Member Status
PROFESSIONAL STAFF
SWORN



*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Opened Cases – Q1 2024

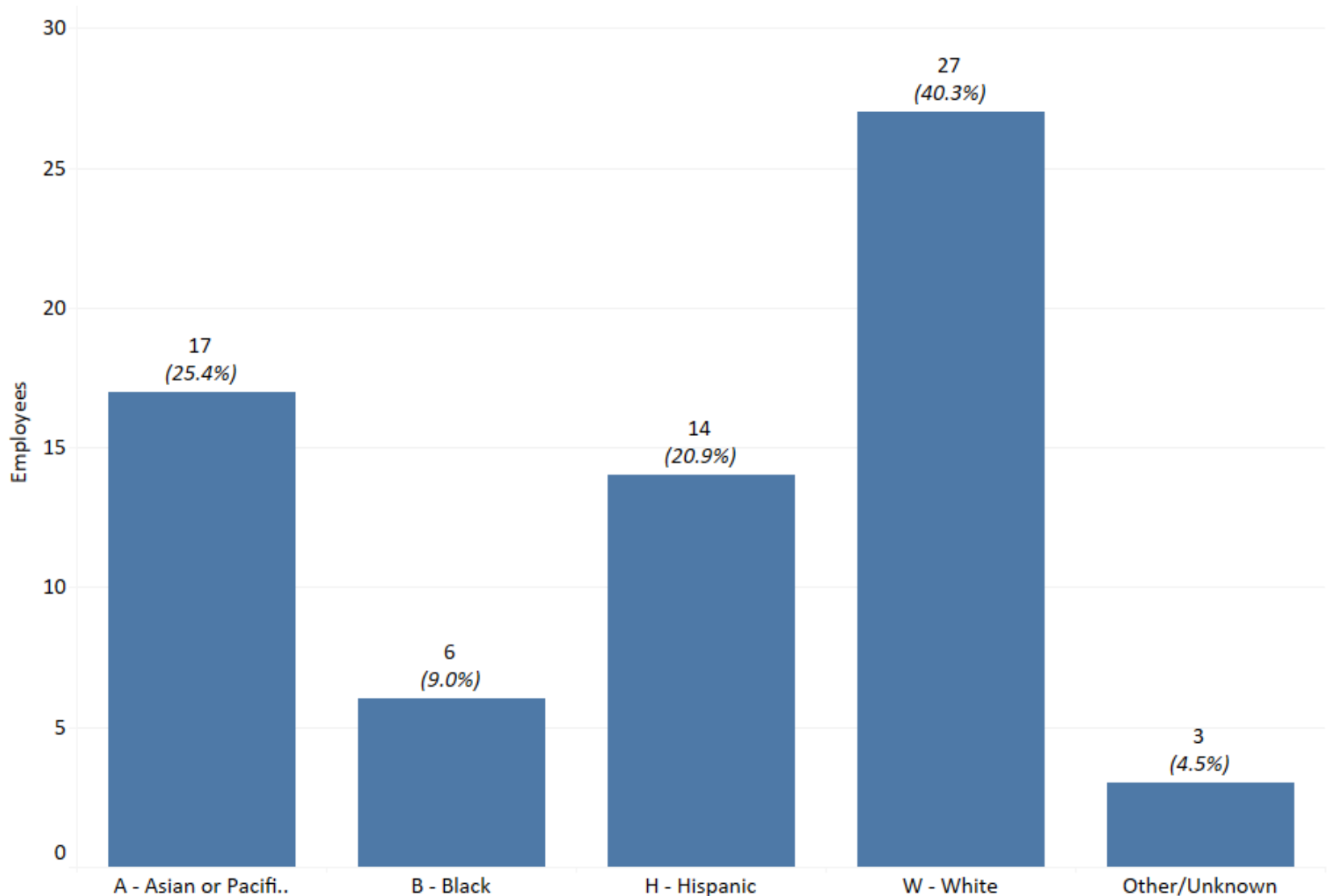
Number of Employees by Bureau



*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q1 2024

Number of Employees by Race

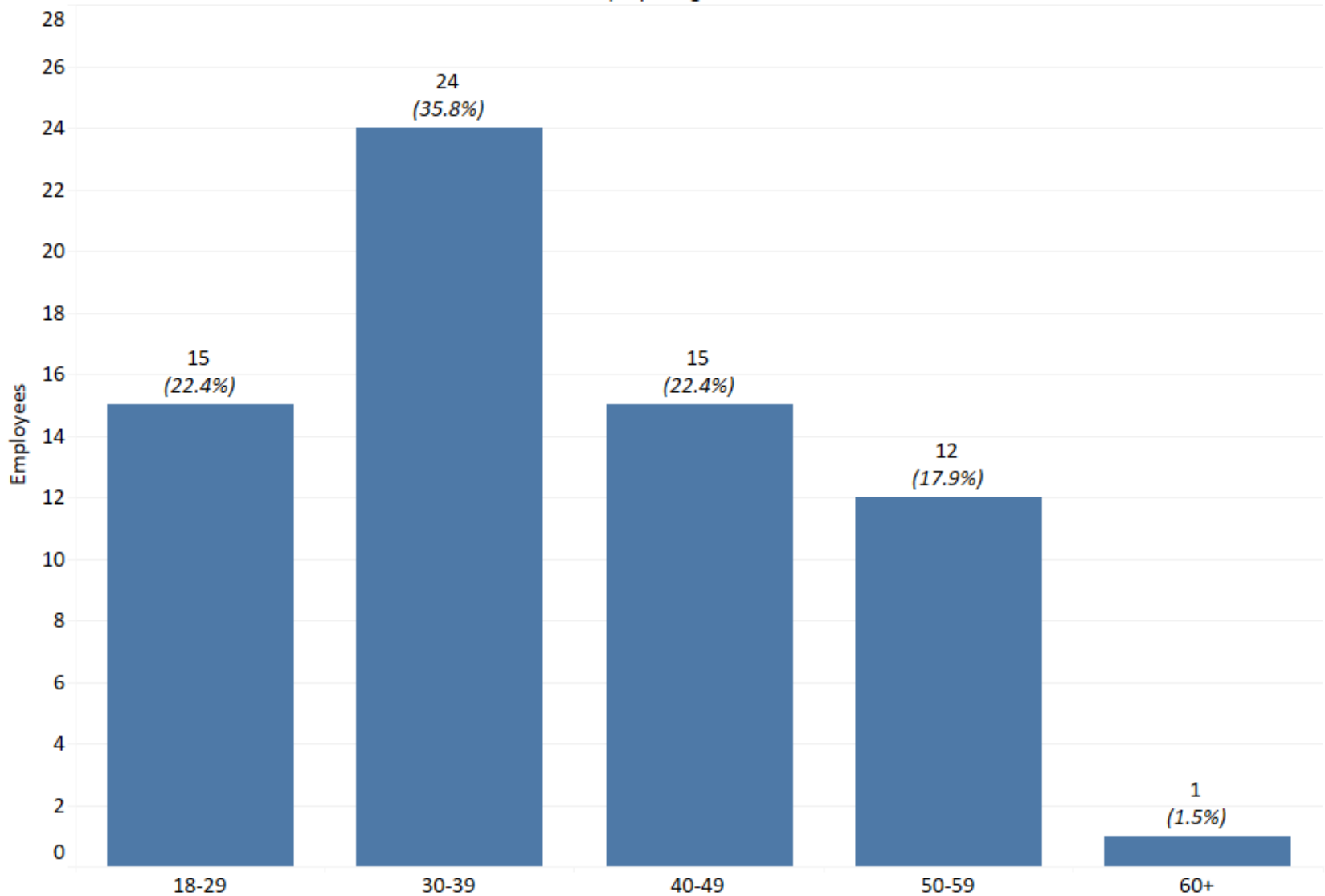


*The Other/Unknown category includes employees whose race does not fall within any other available category

*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q1 2024

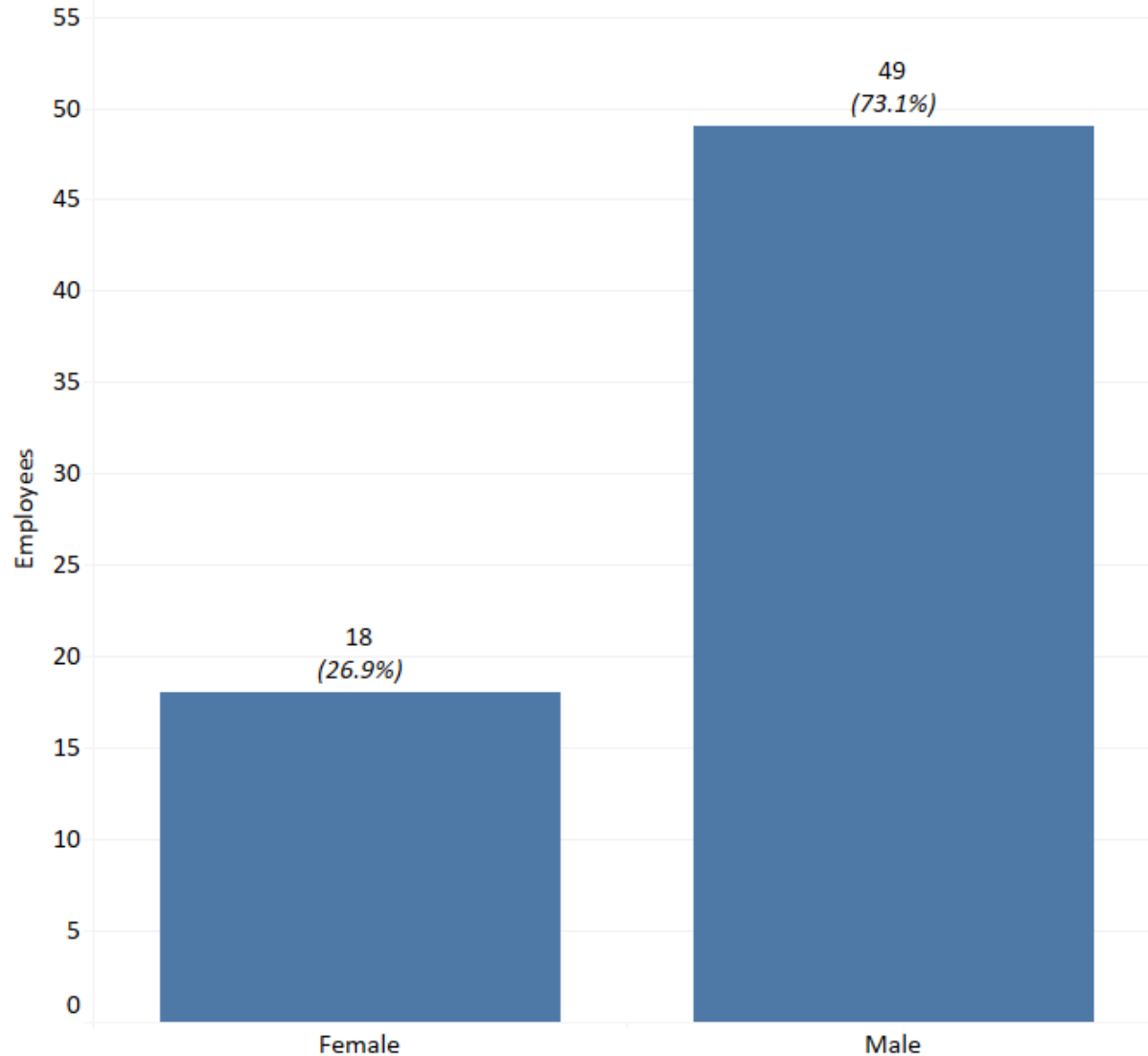
Number of Employees by Age Group



*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q1 2024

Number of Employees by Gender

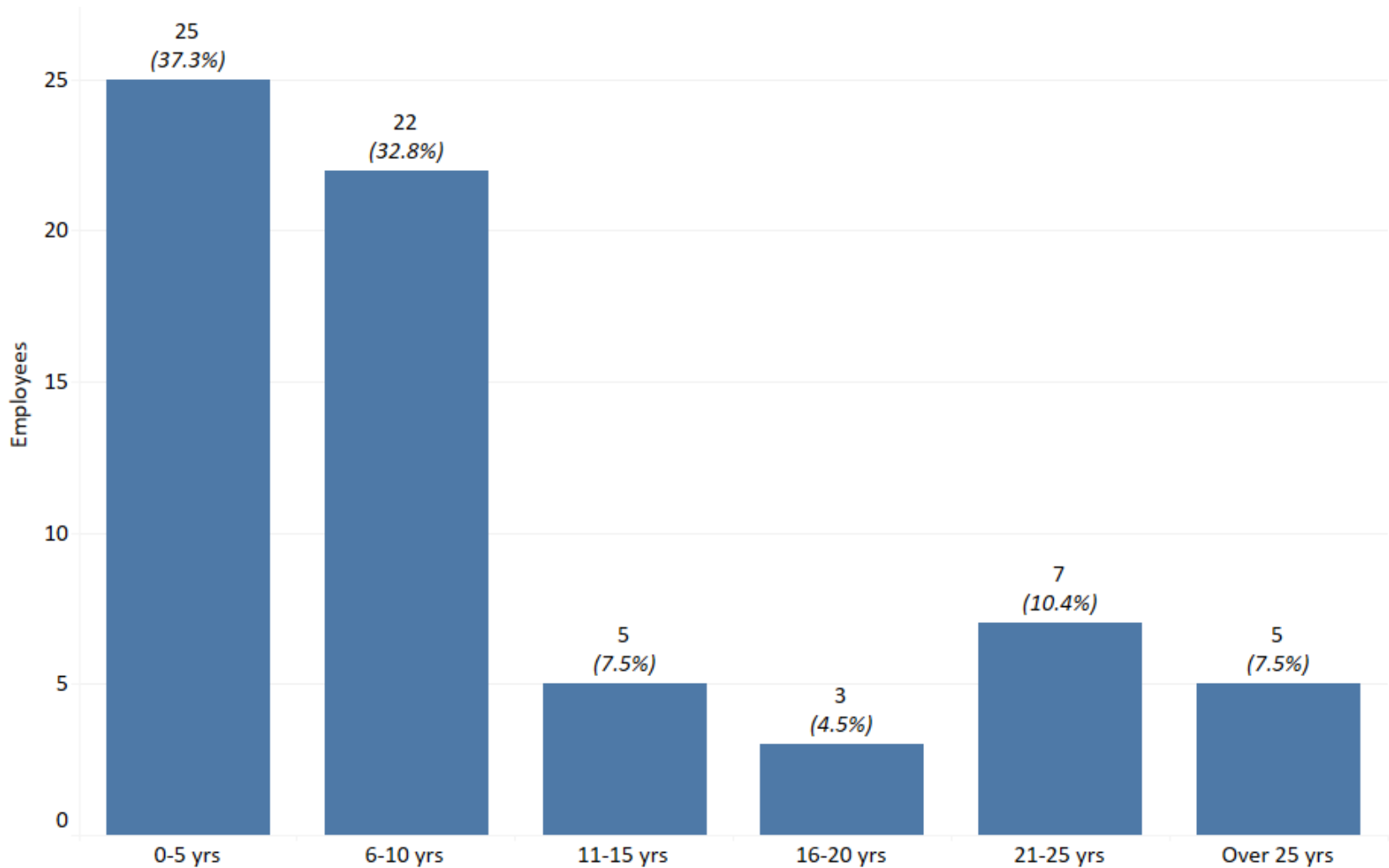


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q1 2024

*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q1 2024

Number of Employees by Tenure



*Employees with 0-10 years of experience comprise 45% of overall employees, but account for 70% of new cases

*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - FINDINGS

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q1 2024

Overall Breakdown of Findings

	Number of Findings	≡	% of Total Findings
Improper Conduct	138		60.53%
Withdrawn	28		12.28%
Insufficient Evidence	25		10.96%
Policy Failure	14		6.14%
Proper Conduct	12		5.26%
Unfounded	11		4.82%
Total Findings	228		100.00%

*Employees may have multiple allegations and findings, above table represents 117 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q1 2024

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Grand Total
Improper Conduct	6 (2.63%)	3 (1.32%)	1 (0.44%)	105 (46.05%)	10 (4.39%)	1 (0.44%)	12 (5.26%)	138 (60.53%)
Insufficient Evidence		6 (2.63%)		19 (8.33%)				25 (10.96%)
Policy Failure				8 (3.51%)	1 (0.44%)	2 (0.88%)	3 (1.32%)	14 (6.14%)
Proper Conduct		1 (0.44%)		8 (3.51%)			3 (1.32%)	12 (5.26%)
Unfounded		2 (0.88%)		6 (2.63%)	3 (1.32%)			11 (4.82%)
Withdrawn	6 (2.63%)			19 (8.33%)	3 (1.32%)			28 (12.28%)
Grand Total	12 (5.26%)	12 (5.26%)	1 (0.44%)	165 (72.37%)	17 (7.46%)	3 (1.32%)	18 (7.89%)	228 (100.00%)

*Other/Unknown indicates Employee has separated from SFPD, and assignment was not retained in the AIM database, or the assignment was highly specific or unique.

*Employees may have multiple allegations and findings, above table represents 117 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q1 2024

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unkno..	W - White	Grand Total
Improper Conduct	16 (7.02%)	31 (13.60%)	44 (19.30%)	1 (0.44%)	46 (20.18%)	138 (60.53%)
Insufficient Evidence	6 (2.63%)	4 (1.75%)	8 (3.51%)		7 (3.07%)	25 (10.96%)
Policy Failure	5 (2.19%)	2 (0.88%)	5 (2.19%)		2 (0.88%)	14 (6.14%)
Proper Conduct		3 (1.32%)	9 (3.95%)			12 (5.26%)
Unfounded	1 (0.44%)	2 (0.88%)			8 (3.51%)	11 (4.82%)
Withdrawn		3 (1.32%)	12 (5.26%)		13 (5.70%)	28 (12.28%)
Grand Total	28 (12.28%)	45 (19.74%)	78 (34.21%)	1 (0.44%)	76 (33.33%)	228 (100.00%)

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

*Employees may have multiple allegations and findings, above table represents 117 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q1 2024

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	39 (17.11%)	60 (26.32%)	23 (10.09%)	14 (6.14%)	2 (0.88%)	138 (60.53%)
Insufficient Evidence	3 (1.32%)	8 (3.51%)	6 (2.63%)	8 (3.51%)		25 (10.96%)
Policy Failure	3 (1.32%)	7 (3.07%)	4 (1.75%)			14 (6.14%)
Proper Conduct	4 (1.75%)	1 (0.44%)	4 (1.75%)	3 (1.32%)		12 (5.26%)
Unfounded	2 (0.88%)	4 (1.75%)	4 (1.75%)		1 (0.44%)	11 (4.82%)
Withdrawn		18 (7.89%)	7 (3.07%)	3 (1.32%)		28 (12.28%)
Grand Total	51 (22.37%)	98 (42.98%)	48 (21.05%)	28 (12.28%)	3 (1.32%)	228 (100.00%)

*Employees may have multiple allegations and findings, above table represents 117 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q1 2024

Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	35 (15.35%)	103 (45.18%)	138 (60.53%)
Insufficient Evidence	5 (2.19%)	20 (8.77%)	25 (10.96%)
Policy Failure	2 (0.88%)	12 (5.26%)	14 (6.14%)
Proper Conduct	2 (0.88%)	10 (4.39%)	12 (5.26%)
Unfounded	3 (1.32%)	8 (3.51%)	11 (4.82%)
Withdrawn	4 (1.75%)	24 (10.53%)	28 (12.28%)
Grand Total	51 (22.37%)	177 (77.63%)	228 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q1 2024

*Employees may have multiple allegations and findings, above table represents 117 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q1 2024

Findings by Tenure

	Tenure at Incident						Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Improper Conduct	64 (28.07%)	33 (14.47%)	10 (4.39%)	10 (4.39%)	9 (3.95%)	12 (5.26%)	138 (60.53%)
Insufficient Evidence	10 (4.39%)	1 (0.44%)	1 (0.44%)	7 (3.07%)	2 (0.88%)	4 (1.75%)	25 (10.96%)
Policy Failure	6 (2.63%)	2 (0.88%)	5 (2.19%)	1 (0.44%)			14 (6.14%)
Proper Conduct	6 (2.63%)		1 (0.44%)	2 (0.88%)	2 (0.88%)	1 (0.44%)	12 (5.26%)
Unfounded	2 (0.88%)	5 (2.19%)			4 (1.75%)		11 (4.82%)
Withdrawn	6 (2.63%)	9 (3.95%)	9 (3.95%)	1 (0.44%)	3 (1.32%)		28 (12.28%)
Grand Total	94 (41.23%)	50 (21.93%)	26 (11.40%)	21 (9.21%)	20 (8.77%)	17 (7.46%)	228 (100.00%)

*Employees may have multiple allegations and findings, above table represents 117 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q1 2024

Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
Improper Conduct	5 (2.19%)	133 (58.33%)	138 (60.53%)
Insufficient Evidence	9 (3.95%)	16 (7.02%)	25 (10.96%)
Policy Failure	2 (0.88%)	12 (5.26%)	14 (6.14%)
Proper Conduct	1 (0.44%)	11 (4.82%)	12 (5.26%)
Unfounded	2 (0.88%)	9 (3.95%)	11 (4.82%)
Withdrawn		28 (12.28%)	28 (12.28%)
Grand Total	19 (8.33%)	209 (91.67%)	228 (100.00%)

*Employees may have multiple allegations and findings, above table represents 117 employees

*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - ACTIONS

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q1 2024

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	44	24.72%
	Resignation	3	1.69%
	Retirement	4	2.25%
	Retraining	81	45.51%
	Performance Improvement Plan	4	2.25%
	Total	136	76.40%
Disciplinary Action	Written Reprimand/ Written Warning	9	5.06%
	Suspension Held in Abeyance	20	11.24%
	Suspension (10 or less days)	11	6.18%
	Termination	2	1.12%
	Total	42	23.60%
Grand Total		178	100.00%

*Employees may receive multiple actions, above table represents 83 employees

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigation s Bureau	Other/ Unknown	Special Operations Bureau	Grand Total
Non-Disciplinary Action	Admonishment	2 1.12%	3 1.69%	1 0.56%	34 19.10%	3 1.69%		1 0.56%	44 24.72%
	Resignation	1 0.56%			2 1.12%				3 1.69%
	Retirement				4 2.25%				4 2.25%
	Retraining	3 1.69%	3 1.69%	1 0.56%	61 34.27%	8 4.49%	1 0.56%	4 2.25%	81 45.51%
	Performance Improvement Plan		2 1.12%		2 1.12%				4 2.25%
	Total	6 3.37%	8 4.49%	2 1.12%	103 57.87%	11 6.18%	1 0.56%	5 2.81%	136 76.40%
Disciplinary Action	Written Reprimand/ Written Warning				6 3.37%	1 0.56%	1 0.56%	1 0.56%	9 5.06%
	Suspension Held in Abeyance	1 0.56%			15 8.43%	2 1.12%		2 1.12%	20 11.24%
	Suspension (10 or less days)				9 5.06%	2 1.12%			11 6.18%
	Termination				1 0.56%			1 0.56%	2 1.12%
	Total	1 0.56%			31 17.42%	5 2.81%	1 0.56%	4 2.25%	42 23.60%
Grand Total	7 3.93%	8 4.49%	2 1.12%	134 75.28%	16 8.99%	2 1.12%	9 5.06%	178 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Race

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Non-Disciplinary Action	Admonishment	6 3.37%	12 6.74%	17 9.55%	8 4.49%	1 0.56%	44 24.72%
	Resignation	1 0.56%			2 1.12%		3 1.69%
	Retirement		1 0.56%	1 0.56%	2 1.12%		4 2.25%
	Retraining	7 3.93%	21 11.80%	29 16.29%	23 12.92%	1 0.56%	81 45.51%
	Performance Improvement Plan			3 1.69%	1 0.56%		4 2.25%
	Total	14 7.87%	34 19.10%	50 28.09%	36 20.22%	2 1.12%	136 76.40%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.56%	2 1.12%	3 1.69%	3 1.69%		9 5.06%
	Suspension Held in Abeyance		4 2.25%	7 3.93%	9 5.06%		20 11.24%
	Suspension (10 or less days)		4 2.25%	2 1.12%	5 2.81%		11 6.18%
	Termination	2 1.12%					2 1.12%
	Total	3 1.69%	10 5.62%	12 6.74%	17 9.55%		42 23.60%
Grand Total	17 9.55%	44 24.72%	62 34.83%	53 29.78%	2 1.12%	178 100.00%	

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

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Age Group

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	Admonishment	12 6.74%	18 10.11%	5 2.81%	8 4.49%	1 0.56%	44 24.72%
	Resignation	1 0.56%		2 1.12%			3 1.69%
	Retirement	2 1.12%		1 0.56%		1 0.56%	4 2.25%
	Retraining	22 12.36%	37 20.79%	11 6.18%	10 5.62%	1 0.56%	81 45.51%
	Performance Improvement Plan		1 0.56%		3 1.69%		4 2.25%
	Total	37 20.79%	56 31.46%	19 10.67%	21 11.80%	3 1.69%	136 76.40%
Disciplinary Action	Written Reprimand/ Written Warning	4 2.25%	3 1.69%	2 1.12%			9 5.06%
	Suspension Held in Abeyance	5 2.81%	10 5.62%	3 1.69%	2 1.12%		20 11.24%
	Suspension (10 or less days)	3 1.69%	6 3.37%	2 1.12%			11 6.18%
	Termination		2 1.12%				2 1.12%
	Total	12 6.74%	21 11.80%	7 3.93%	2 1.12%		42 23.60%
Grand Total	49 27.53%	77 43.26%	26 14.61%	23 12.92%	3 1.69%	178 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Gender

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	11 6.18%	33 18.54%	44 24.72%
	Resignation	2 1.12%	1 0.56%	3 1.69%
	Retirement	1 0.56%	3 1.69%	4 2.25%
	Retraining	20 11.24%	61 34.27%	81 45.51%
	Performance Improvement Plan	2 1.12%	2 1.12%	4 2.25%
	Total	36 20.22%	100 56.18%	136 76.40%
Disciplinary Action	Written Reprimand/ Written Warning	3 1.69%	6 3.37%	9 5.06%
	Suspension Held in Abeyance	6 3.37%	14 7.87%	20 11.24%
	Suspension (10 or less days)		11 6.18%	11 6.18%
	Termination		2 1.12%	2 1.12%
	Total	9 5.06%	33 18.54%	42 23.60%
Grand Total	45 25.28%	133 74.72%	178 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Tenure

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	Admonishment	17 9.55%	12 6.74%	3 1.69%	3 1.69%	3 1.69%	6 3.37%	44 24.72%
	Resignation	1 0.56%		2 1.12%				3 1.69%
	Retirement	2 1.12%			2 1.12%			4 2.25%
	Retraining	33 18.54%	24 13.48%	7 3.93%	4 2.25%	5 2.81%	8 4.49%	81 45.51%
	Performance Improvement Plan		1 0.56%			1 0.56%	2 1.12%	4 2.25%
	Total	53 29.78%	37 20.79%	12 6.74%	9 5.06%	9 5.06%	16 8.99%	136 76.40%
Disciplinary Action	Written Reprimand/ Written Warning	6 3.37%	1 0.56%	2 1.12%				9 5.06%
	Suspension Held in Abeyance	8 4.49%	6 3.37%	1 0.56%	1 0.56%	2 1.12%	2 1.12%	20 11.24%
	Suspension (10 or less days)	4 2.25%	5 2.81%	1 0.56%		1 0.56%		11 6.18%
	Termination	2 1.12%						2 1.12%
	Total	20 11.24%	12 6.74%	4 2.25%	1 0.56%	3 1.69%	2 1.12%	42 23.60%
Grand Total	73 41.01%	49 27.53%	16 8.99%	10 5.62%	12 6.74%	18 10.11%	178 100.00%	

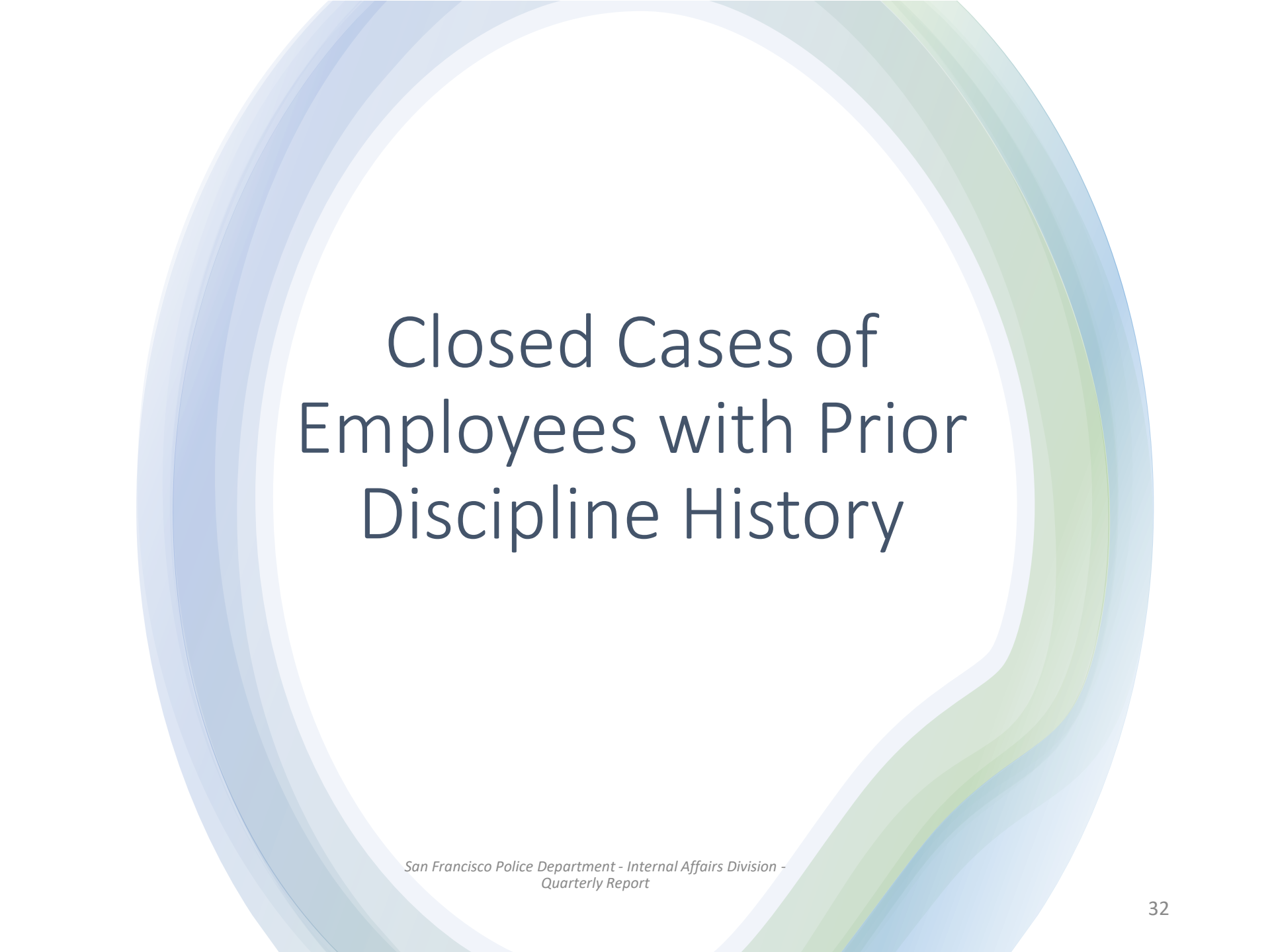
*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Member Status

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	Admonishment	2 1.12%	42 23.60%	44 24.72%
	Resignation		3 1.69%	3 1.69%
	Retirement		4 2.25%	4 2.25%
	Retraining	2 1.12%	79 44.38%	81 45.51%
	Performance Improvement Plan	2 1.12%	2 1.12%	4 2.25%
	Total	6 3.37%	130 73.03%	136 76.40%
Disciplinary Action	Written Reprimand/ Written Warning		9 5.06%	9 5.06%
	Suspension Held in Abeyance		20 11.24%	20 11.24%
	Suspension (10 or less days)		11 6.18%	11 6.18%
	Termination	1 0.56%	1 0.56%	2 1.12%
	Total	1 0.56%	41 23.03%	42 23.60%
Grand Total	7 3.93%	171 96.07%	178 100.00%	

*Table includes actions for those employees with findings of Improper Conduct



Closed Cases of Employees with Prior Discipline History

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q1 2024

Actions for Employees with Discipline History (within past 7 years)

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	19	22.09%
	Retirement	2	2.33%
	Retraining	39	45.35%
	Performance Improvement Plan	3	3.49%
	Total	63	73.26%
Disciplinary Action	Written Reprimand/ Written Warning	4	4.65%
	Suspension Held in Abeyance	11	12.79%
	Suspension (10 or less days)	7	8.14%
	Termination	1	1.16%
	Total	23	26.74%
Grand Total		86	100.00%

*Employees may receive multiple actions – above table represents 36 employees

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Bureau, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Bureau At Incident					Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown		Special Operations Bureau
Non-Disciplinary Action	Admonishment		3 3.49%	15 17.44%	1 1.16%		19 22.09%	
	Retirement			2 2.33%			2 2.33%	
	Retraining	1 1.16%	3 3.49%	30 34.88%	3 3.49%	1 1.16%	1 1.16%	39 45.35%
	Performance Improvement Plan		2 2.33%	1 1.16%				3 3.49%
	Total	1 1.16%	8 9.30%	48 55.81%	4 4.65%	1 1.16%	1 1.16%	63 73.26%
Disciplinary Action	Written Reprimand/ Written Warning			2 2.33%		1 1.16%	1 1.16%	4 4.65%
	Suspension Held in Abeyance	1 1.16%		9 10.47%	1 1.16%			11 12.79%
	Suspension (10 or less days)			6 6.98%	1 1.16%			7 8.14%
	Termination			1 1.16%				1 1.16%
	Total	1 1.16%		18 20.93%	2 2.33%	1 1.16%	1 1.16%	23 26.74%
Grand Total		2 2.33%	8 9.30%	66 76.74%	6 6.98%	2 2.33%	2 2.33%	86 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Race, for Employees with Discipline History (within past 7 years)

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	3 3.49%	6 6.98%	6 6.98%	3 3.49%	1 1.16%	19 22.09%
	Retirement		1 1.16%		1 1.16%		2 2.33%
	Retraining	4 4.65%	11 12.79%	13 15.12%	10 11.63%	1 1.16%	39 45.35%
	Performance Improvement Plan			2 2.33%	1 1.16%		3 3.49%
	Total	7 8.14%	18 20.93%	21 24.42%	15 17.44%	2 2.33%	63 73.26%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.16%	1 1.16%	1 1.16%	1 1.16%		4 4.65%
	Suspension Held in Abeyance		2 2.33%	5 5.81%	4 4.65%		11 12.79%
	Suspension (10 or less days)		3 3.49%	1 1.16%	3 3.49%		7 8.14%
	Termination	1 1.16%					1 1.16%
	Total	2 2.33%	6 6.98%	7 8.14%	8 9.30%		23 26.74%
Grand Total	9 10.47%	24 27.91%	28 32.56%	23 26.74%	2 2.33%	86 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Age Group, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Age At Incident				Grand Total
		18-29	30-39	40-49	50-59	
Non-Disciplinary Action	Admonishment	9 10.47%	6 6.98%		4 4.65%	19 22.09%
	Retirement	1 1.16%		1 1.16%		2 2.33%
	Retraining	15 17.44%	18 20.93%	1 1.16%	5 5.81%	39 45.35%
	Performance Improvement Plan		1 1.16%		2 2.33%	3 3.49%
	Total	25 29.07%	25 29.07%	2 2.33%	11 12.79%	63 73.26%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.16%	3 3.49%			4 4.65%
	Suspension Held in Abeyance	4 4.65%	5 5.81%	1 1.16%	1 1.16%	11 12.79%
	Suspension (10 or less days)	2 2.33%	5 5.81%			7 8.14%
	Termination		1 1.16%			1 1.16%
	Total	7 8.14%	14 16.28%	1 1.16%	1 1.16%	23 26.74%
Grand Total	32 37.21%	39 45.35%	3 3.49%	12 13.95%	86 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Gender, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	6 6.98%	13 15.12%	19 22.09%
	Retirement	1 1.16%	1 1.16%	2 2.33%
	Retraining	13 15.12%	26 30.23%	39 45.35%
	Performance Improvement Plan	2 2.33%	1 1.16%	3 3.49%
	Total	22 25.58%	41 47.67%	63 73.26%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.33%	2 2.33%	4 4.65%
	Suspension Held in Abeyance	5 5.81%	6 6.98%	11 12.79%
	Suspension (10 or less days)		7 8.14%	7 8.14%
	Termination		1 1.16%	1 1.16%
	Total	7 8.14%	16 18.60%	23 26.74%
Grand Total	29 33.72%	57 66.28%	86 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Tenure, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Tenure at Incident					Grand Total	
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs		Over 25 yrs
Non-Disciplinary Action	Admonishment	11 12.79%	4 4.65%			1 1.16%	3 3.49%	19 22.09%
	Retirement	1 1.16%			1 1.16%			2 2.33%
	Retraining	19 22.09%	11 12.79%	3 3.49%		2 2.33%	4 4.65%	39 45.35%
	Performance Improvement Plan		1 1.16%				2 2.33%	3 3.49%
	Total	31 36.05%	16 18.60%	3 3.49%	1 1.16%	3 3.49%	9 10.47%	63 73.26%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.33%	1 1.16%	1 1.16%				4 4.65%
	Suspension Held in Abeyance	5 5.81%	3 3.49%	1 1.16%		1 1.16%	1 1.16%	11 12.79%
	Suspension (10 or less days)	2 2.33%	4 4.65%	1 1.16%				7 8.14%
	Termination	1 1.16%						1 1.16%
	Total	10 11.63%	8 9.30%	3 3.49%		1 1.16%	1 1.16%	23 26.74%
Grand Total	41 47.67%	24 27.91%	6 6.98%	1 1.16%	4 4.65%	10 11.63%	86 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q1 2024

Actions by Member Status, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	Admonishment	2 2.33%	17 19.77%	19 22.09%
	Retirement		2 2.33%	2 2.33%
	Retraining	2 2.33%	37 43.02%	39 45.35%
	Performance Improvement Plan	2 2.33%	1 1.16%	3 3.49%
	Total	6 6.98%	57 66.28%	63 73.26%
Disciplinary Action	Written Reprimand/ Written Warning		4 4.65%	4 4.65%
	Suspension Held in Abeyance		11 12.79%	11 12.79%
	Suspension (10 or less days)		7 8.14%	7 8.14%
	Termination		1 1.16%	1 1.16%
	Total		23 26.74%	23 26.74%
Grand Total		6 6.98%	80 93.02%	86 100.00%

*Table includes actions for those employees with findings of Improper Conduct

A decorative graphic consisting of several overlapping, semi-transparent rings in shades of blue and green, forming a large, irregular circular shape that frames the central text.

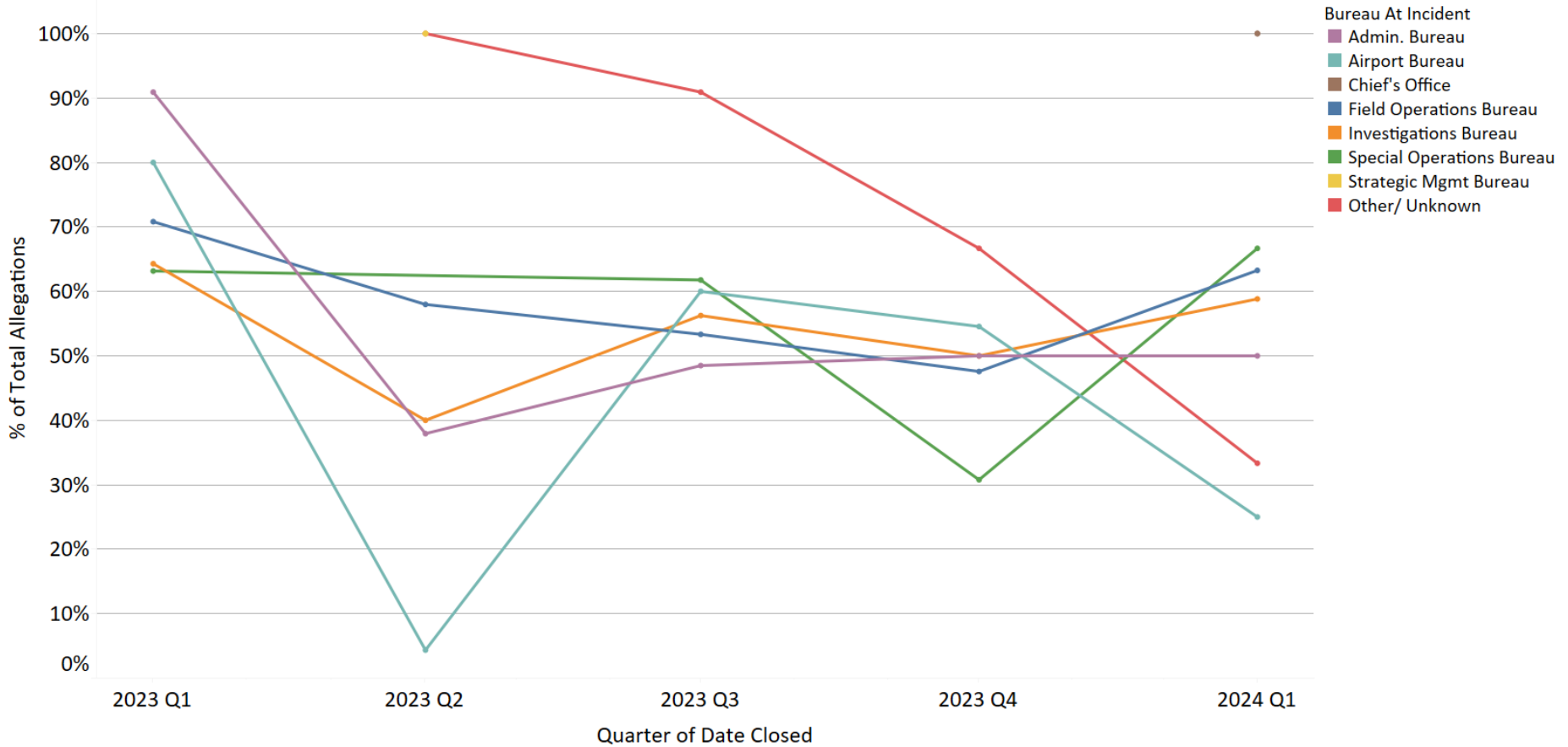
Trends

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident						
			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau
Not Sustained	2023	Q1	1 9.09%	6 20.00%		61 29.19%	5 35.71%		7 36.84%
	2024	Q1	6 50.00%	9 75.00%		61 36.75%	7 41.18%	2 66.67%	6 33.33%
Sustained	2023	Q1	10 90.91%	24 80.00%		148 70.81%	9 64.29%		12 63.16%
	2024	Q1	6 50.00%	3 25.00%	1 100.00%	105 63.25%	10 58.82%	1 33.33%	12 66.67%

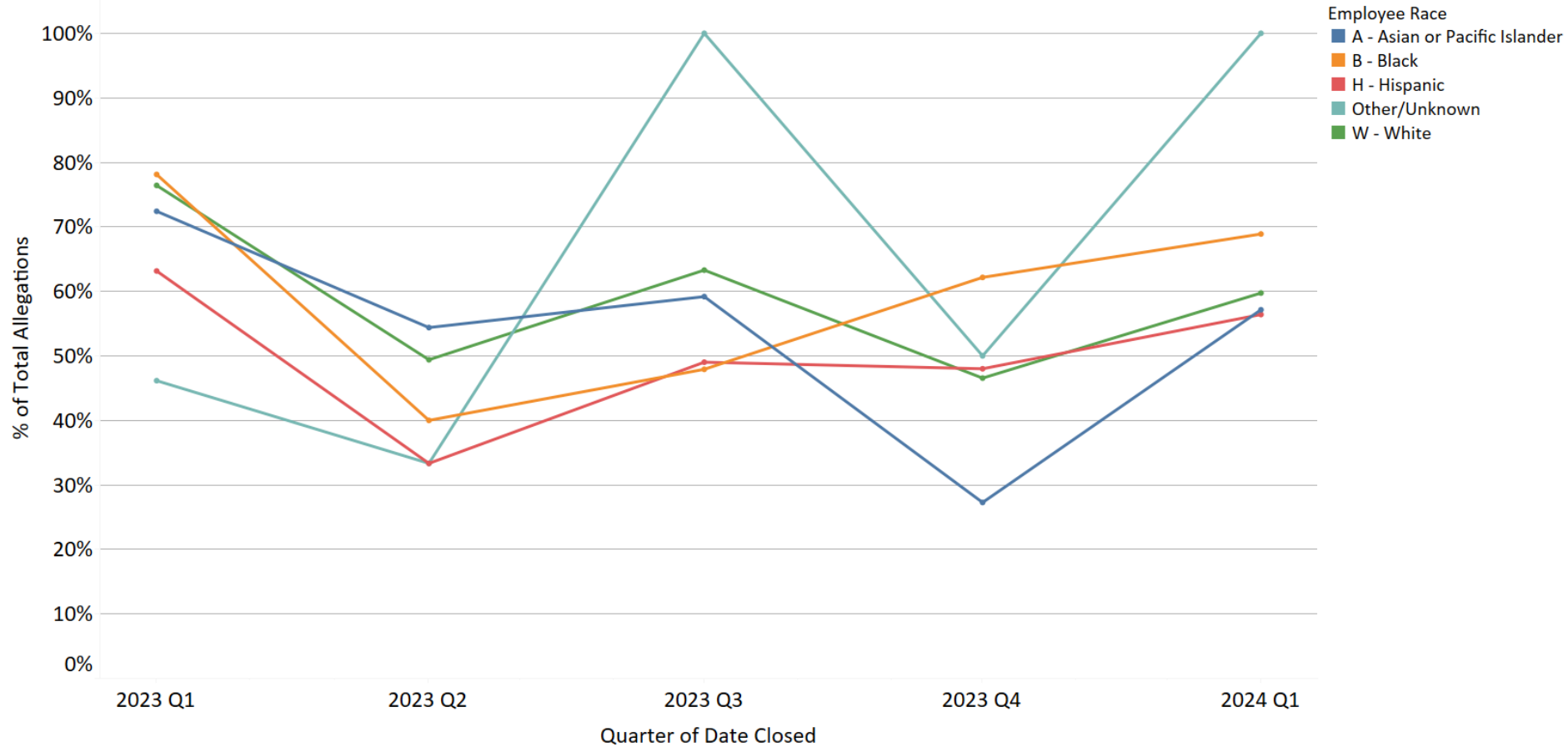
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White
Not Sustained	2023	Q1	16 27.59%	7 21.88%	21 36.84%	7 53.85%	29 23.58%
	2024	Q1	12 42.86%	14 31.11%	34 43.59%		31 40.26%
Sustained	2023	Q1	42 72.41%	25 78.12%	36 63.16%	6 46.15%	94 76.42%
	2024	Q1	16 57.14%	31 68.89%	44 56.41%	1 100.00%	46 59.74%

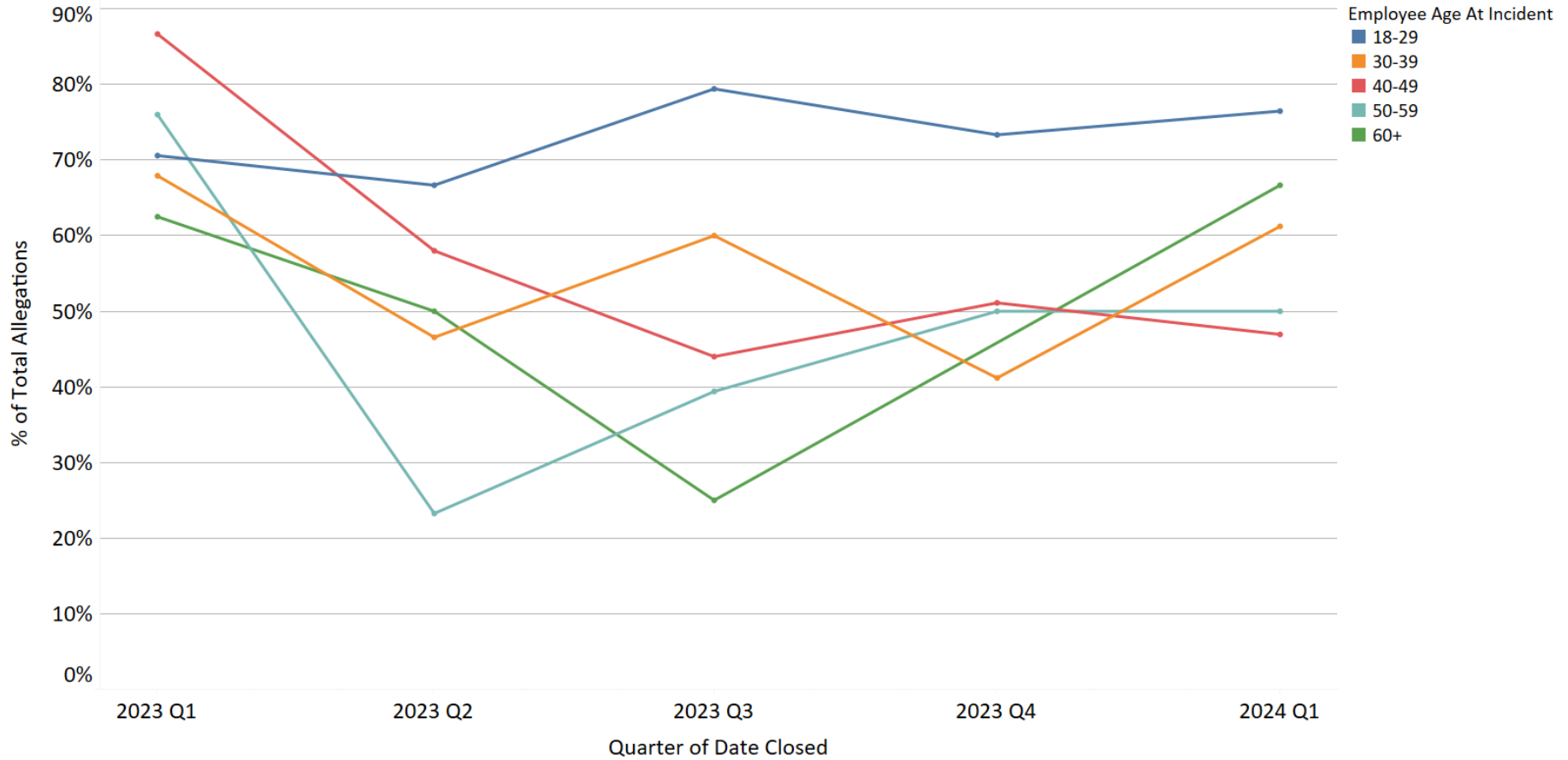
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident					
			18-29	30-39	40-49	50-59	60+	Unknown
Not Sustained	2023	Q1	25 29.41%	34 32.08%	4 13.33%	12 24.00%	3 37.50%	2 50.00%
	2024	Q1	12 23.53%	38 38.78%	26 53.06%	14 50.00%	1 33.33%	
Sustained	2023	Q1	60 70.59%	72 67.92%	26 86.67%	38 76.00%	5 62.50%	2 50.00%
	2024	Q1	39 76.47%	60 61.22%	23 46.94%	14 50.00%	2 66.67%	

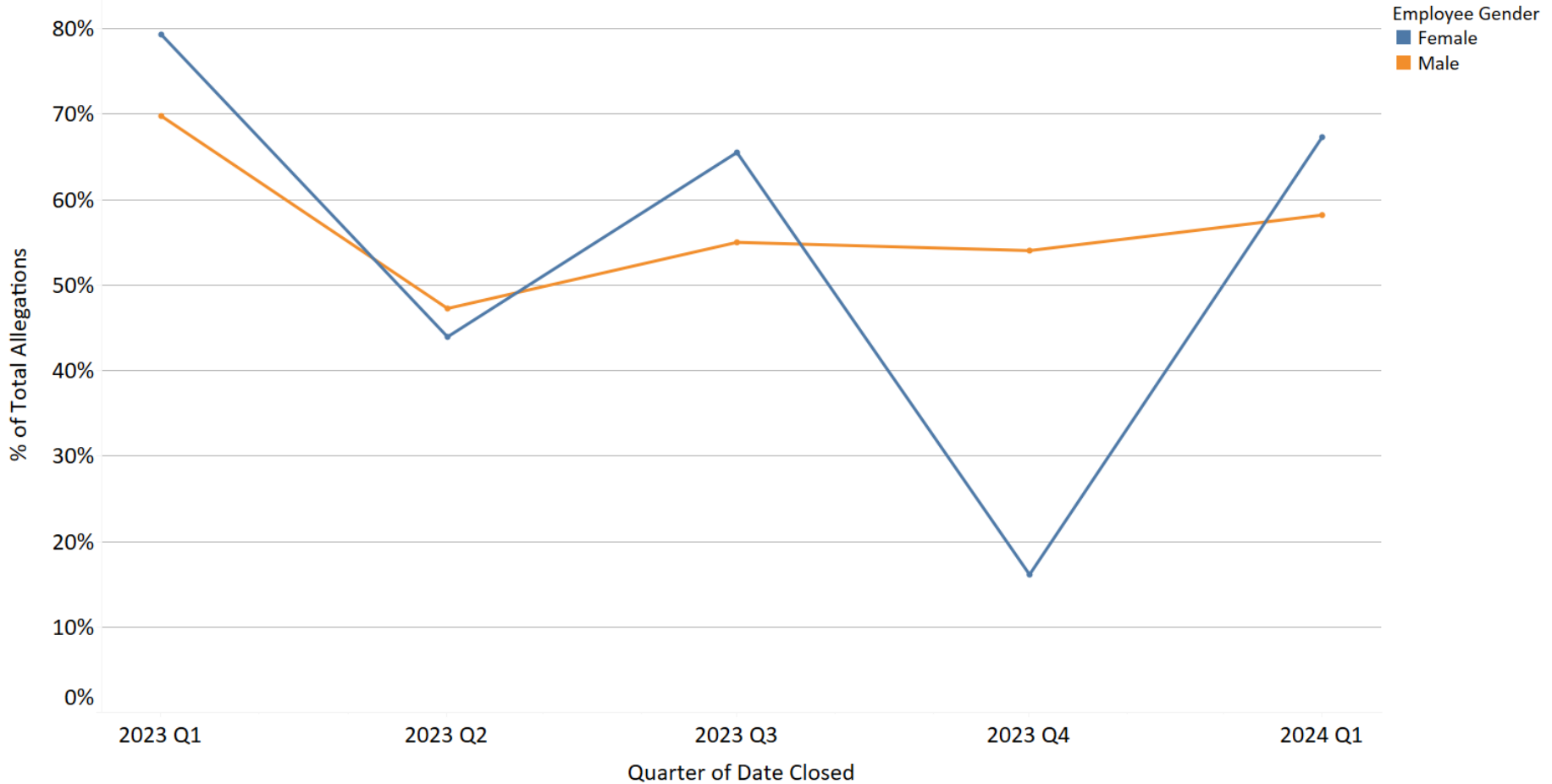
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
Not Sustained	2023	Q1	12 20.69%	68 30.22%
	2024	Q1	17 32.69%	74 41.81%
Sustained	2023	Q1	46 79.31%	157 69.78%
	2024	Q1	35 67.31%	103 58.19%

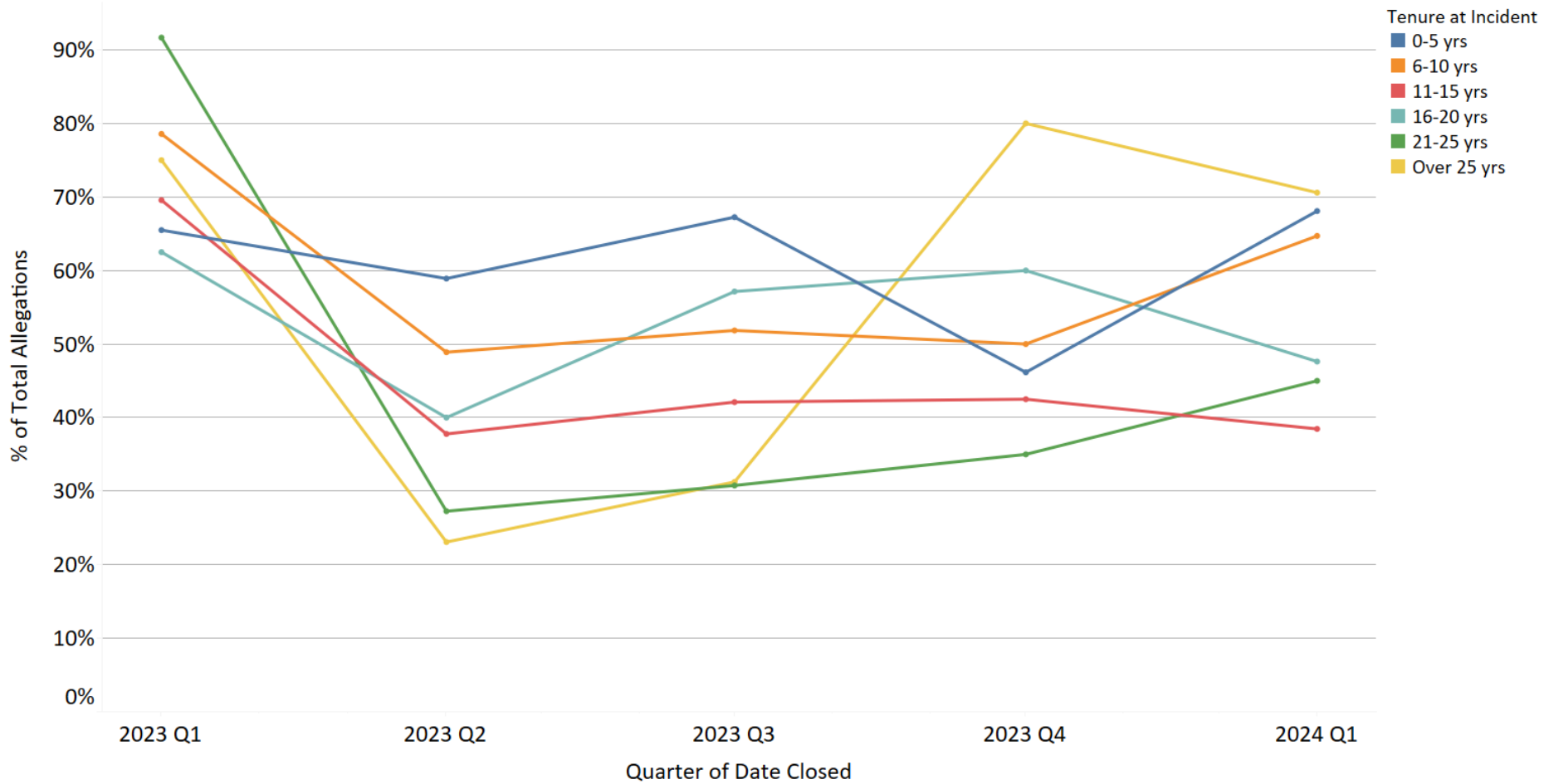
Percentage of Sustained Allegations by Gender



Percentage of Sustained and Not Sustained Allegations by Tenure

			Tenure at Incident					
			0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs
Not Sustained	2023	Q1	49 34.51%	15 21.43%	7 30.43%	3 37.50%	2 8.33%	4 25.00%
	2024	Q1	30 31.91%	18 35.29%	16 61.54%	11 52.38%	11 55.00%	5 29.41%
Sustained	2023	Q1	93 65.49%	55 78.57%	16 69.57%	5 62.50%	22 91.67%	12 75.00%
	2024	Q1	64 68.09%	33 64.71%	10 38.46%	10 47.62%	9 45.00%	12 70.59%

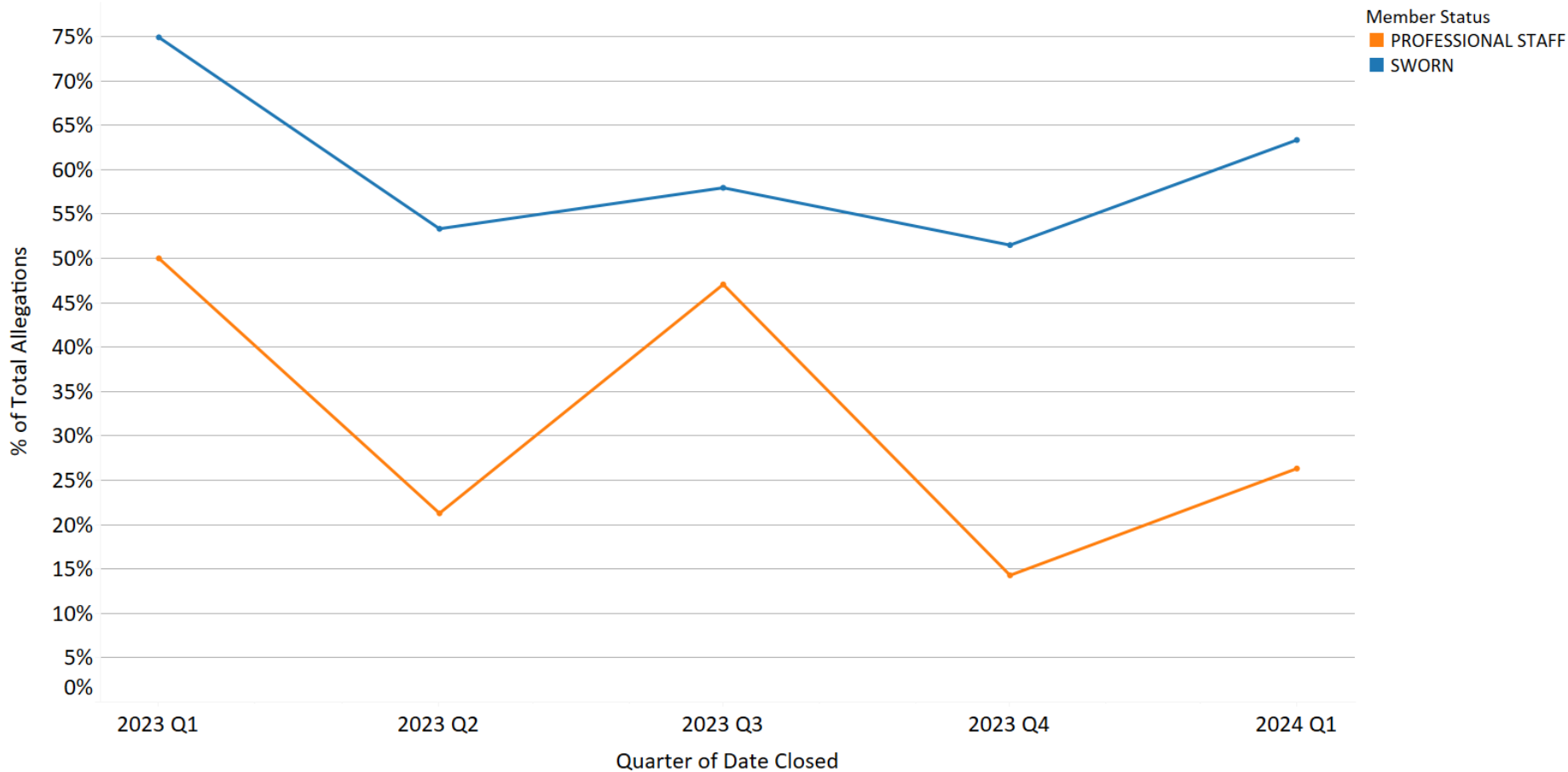
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL	
			STAFF	SWORN
Not Sustained	2023	Q1	18 50.00%	62 25.10%
	2024	Q1	14 73.68%	77 36.67%
Sustained	2023	Q1	18 50.00%	185 74.90%
	2024	Q1	5 26.32%	133 63.33%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0004	Failed to dock BWC within 72 hours. Failed to title BWC videos.
MCD-2024-0005	Failed to dock BWC within 72 hours. Failed to title BWC videos.
MCD-2024-0006	Frequently arrives late to work and leaves early. Works out on duty.
MCD-2024-0007	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2024-0008	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2024-0009	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2024-0010	Had no front license plate on personal vehicle.
MCD-2024-0011	Posted photographs on social media w/ self and coworkers in uniform without authorization from the Department. Used personal social media while on duty.
MCD-2024-0012	Refused to write a missing person's report.
MCD-2024-0013	Failed to demonstrate a working knowledge of the Department policies and procedures.
MCD-2024-0013	Made comments that reflect discredit upon the organization and impairs the operation or efficiency of the Department.
MCD-2024-0014	Failed to assist a caller with their inquiry about a police report.

Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0015	Failed to locate a Supervisor upon request.
MCD-2024-0017	Made a social media comment that reflects discredit upon the organization.
MCD-2024-0019	Yelled at a subordinate regarding a vehicle collision report. Harassed a subordinate who delayed opening a station door for public access.
MCD-2024-0020	Was disrespectful towards a subordinate.
MCD-2024-0021	Was disrespectful towards a subordinate.
MCD-2024-0022	Failed to complete a DPA Member Response Form and/or notify the appropriate DPA investigator within 21 calendar days of notice.
MCD-2024-0023	Was disrespectful towards a coworker, bullied and intimidated a coworker.
MCD-2024-0025	Failed to file a missing person report when requested by a member of the public.
MCD-2024-0026	Failed to upload BWC videos within 72 hours.
MCD-2024-0027	Failed to properly tag multiple BWC videos.
MCD-2024-0028	Failed to properly tag multiple BWC videos.
MCD-2024-0029	Failed to properly tag multiple BWC videos.

Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0032	Was rude and or discourteous to a member of the public.
MCD-2024-0032	Was rude and or discourteous to a member of the public.
MCD-2024-0032	Was rude and or discourteous to a member of the public.
MCD-2024-0033	Served a improper search warrant to a news media organization.
MCD-2024-0034	Failed to appear for mandatory range qualification.
MCD-2024-0036	Failed to appear for mandatory range qualification.
MCD-2024-0037	Failed to appear for mandatory range qualification.
MCD-2024-0038	Failed to appear for mandatory range qualification.
MCD-2024-0039	Failed to appear for mandatory range qualification.
MCD-2024-0040	Failed to appear for mandatory range qualification.
MCD-2024-0041	Failed to appear for mandatory range qualification.
MCD-2024-0042	Failed to appear for mandatory range qualification.

Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0043	Failed to appear for mandatory range qualification.
MCD-2024-0044	Failed to appear for mandatory range qualification.
MCD-2024-0045	Failed to appear for mandatory range qualification.
MCD-2024-0046	Failed to appear for mandatory range qualification.
MCD-2024-0047	Forged a signature on a legal document.
MCD-2024-0048	Routinely arrived late to work without supervisory approval. Routinely left early without supervisory approval.
MCD-2024-0049	Answered the phone in a discourteous manner.
MCD-2024-0049	Intimidated and harassed a coworker.
MCD-2024-0049	Intimidated and harassed a coworker. Brought alcohol into office.
MCD-2024-0050	Was discourteous while interacting with members of the public.
MCD-2024-0051	Removed another employee's record of working overtime. Made an unwelcome comment regarding sexual orientation. Requested a picture of an employee eating and stated it was for personal reasons.
MCD-2024-0053	Was disrespectful to superior officers by yelling and using profane language. Has displayed a pattern of possible sick pay abuse.

Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0054	Failed to activate BWC as required. Failed to perform duties related to a trespassing incident. Submitted an inaccurate/incomplete CAD entry.
MCD-2024-0054	Failed to activate BWC as required. Failed to perform duties related to a trespassing incident. Submitted an inaccurate/incomplete CAD entry.
MCD-2024-0054	Failed to make a required written report of a crime or incidents requiring police attention. Failed to activate BWC as required by department policy. Was discourteous to the public. Failed to turn in documents provided by a citizen.
MCD-2024-0054	Failed to supervise officers while on the scene of a trespasser.
MCD-2024-0055	Failed to comply with multiple directives to upload BWC videos within 72 hours.
MCD-2024-0056	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0057	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0058	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0059	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0060	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0061	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0062	Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0063	Failed to assist a lost juvenile in locating parents at an event.
MCD-2024-0064	Failed to appear for mandatory range qualification.
MCD-2024-0066	Failed to appear for mandatory range qualification.
MCD-2024-0067	Failed to appear for mandatory range qualification.
MCD-2024-0068	Failed to appear for mandatory range qualification.
MCD-2024-0069	Physically assaulted former spouse. Failed to take proper care of Department property (SFPD issued star).
MCD-2024-0070	Issued an unwarranted parking ticket.
MCD-2024-0071	While off-duty, consumed alcoholic beverages while armed with a department issued firearm.
MCD-2024-0072	Comes into work late and does not wear full uniform at work.
MCD-2024-0073	Left work early.
MCD-2024-0074	Lost SFPD Badge.
OID-2024-0001	Officer involved firearm discharge investigation.

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
- DPA – San Francisco Department of Police Accountability
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct
- DEM – San Francisco Department of Emergency Management

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