

Internal Affairs Division

Annual
Report
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



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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%

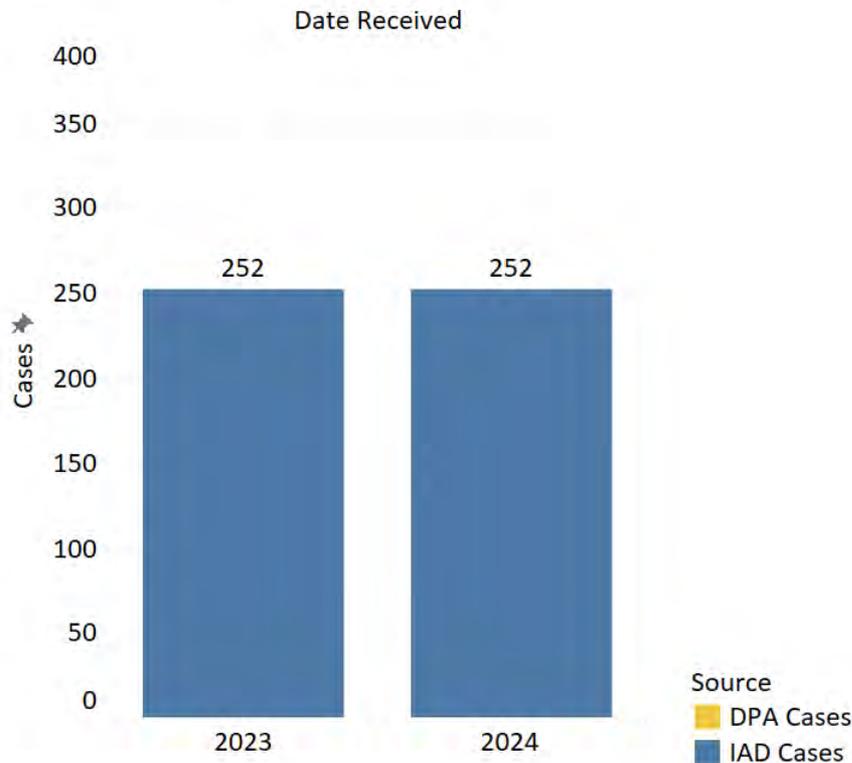
Opened Cases

		Date Received				
		Q1	Q2	Q3	Q4	Total
2023	IAD Cases	49	38	67	98	252
2024	IAD Cases	71	69	56	56	252

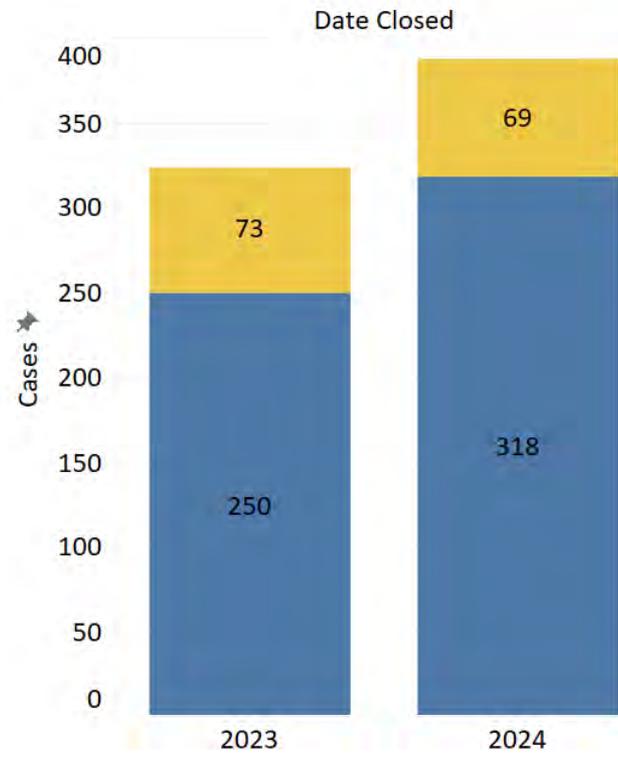
Closed Cases

		Date Closed				
		Q1	Q2	Q3	Q4	Total
2023	DPA Cases	14	25	16	18	73
	IAD Cases	81	58	58	53	250
	Total	95	83	74	71	323
2024	DPA Cases	18	15	19	17	69
	IAD Cases	81	103	70	64	318
	Total	99	118	89	81	387

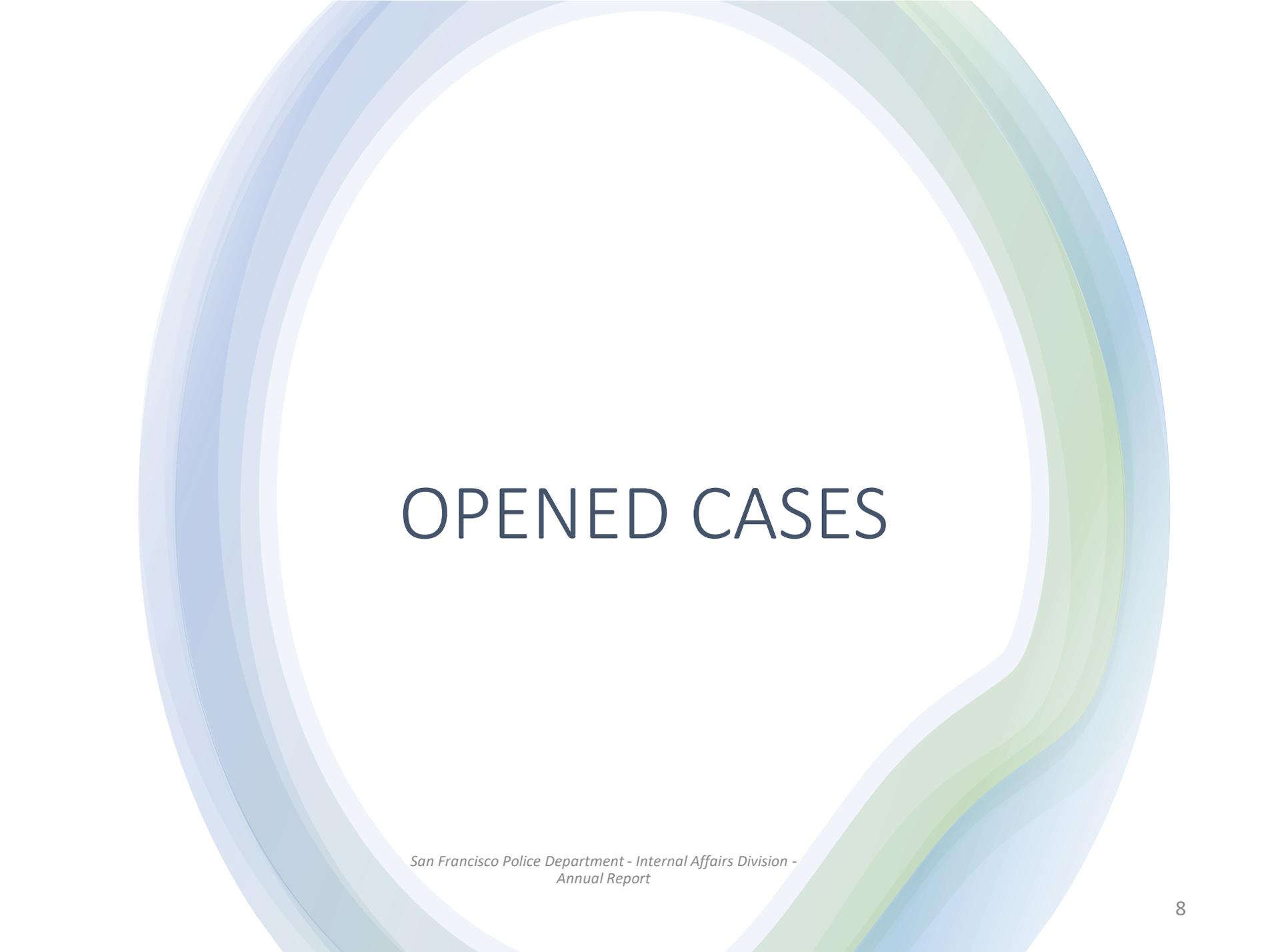
Opened Cases



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. *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. *Open case counts for 2023 have decreased from previously reported figures due to investigative findings resulting in records being voided.

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.

OPENED CASES

*San Francisco Police Department - Internal Affairs Division -
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Opened Cases – 2024

Number of Allegations

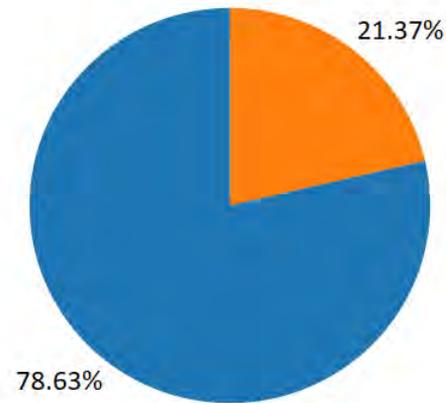
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	117	29.55%
Neglect Of Duty, General	89	22.47%
Failure to Appear, Range	71	17.93%
Neglect of Duty, Body Worn Camera	47	11.87%
Neglect of Duty, Lost Property	11	2.78%
Administrative Investigation	9	2.27%
Discourtesy	7	1.77%
Writing An Inaccurate Incident Report	6	1.52%
Unwarranted Action	6	1.52%
Failure To Write An Incident Report	6	1.52%
Unnecessary Force	4	1.01%
Neglect of Duty, DPA Member Response Form	3	0.76%
Failure to Appear, DPA	3	0.76%
Domestic Violence	3	0.76%
Inappropriate Comments	2	0.51%
Failure To Properly Investigate	2	0.51%
Escape	2	0.51%
DUI	2	0.51%
Conduct Reflecting Discredit	2	0.51%
Weapon Discharge	1	0.25%
Sick Leave Abuse	1	0.25%
Neglect of Duty, LEP	1	0.25%
Failure To Take Required Action	1	0.25%
Total Allegations	396	100.00%

Opened Cases – 2024

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	53
SWORN	195
Grand Total	248

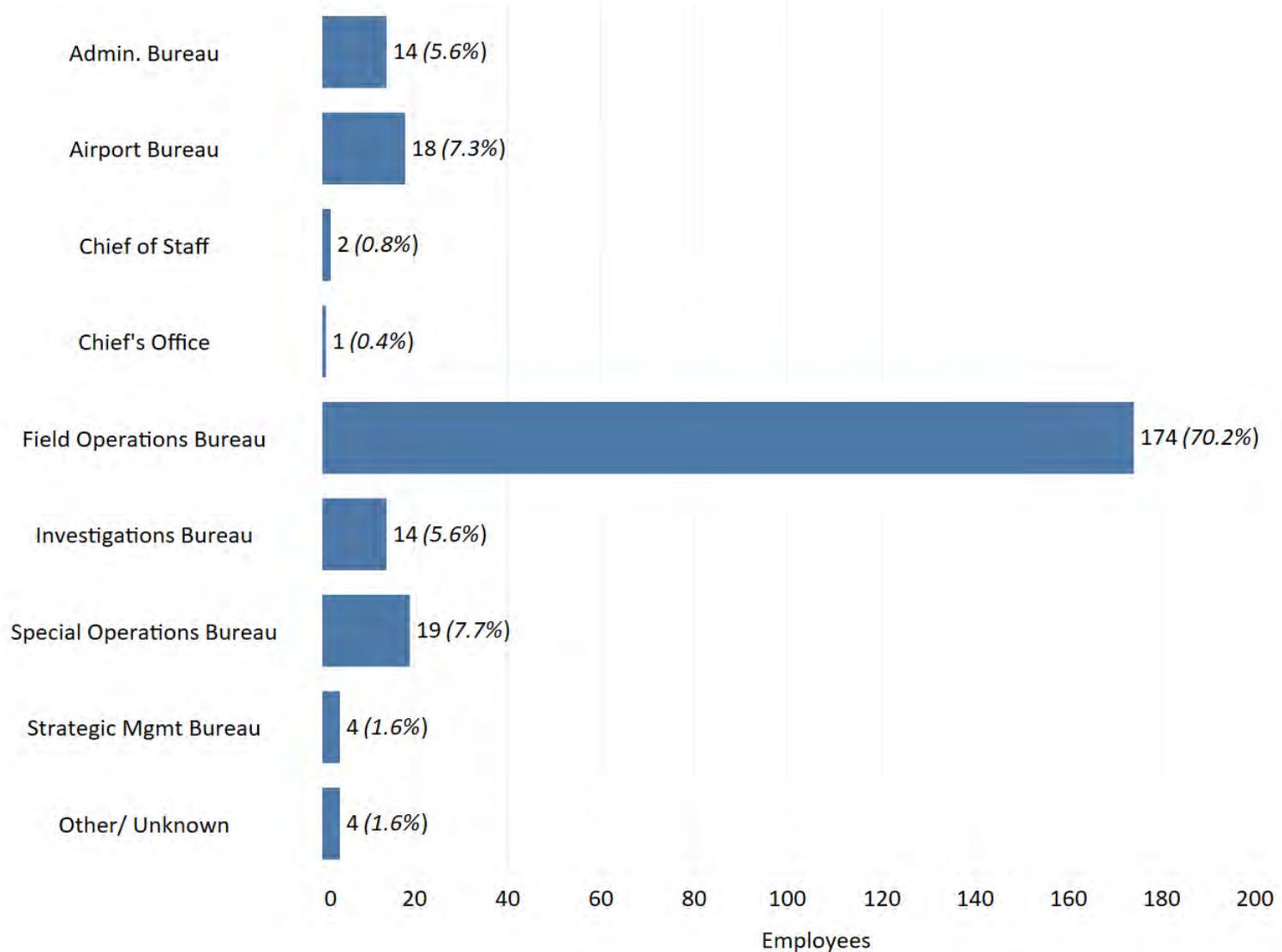
Member Status
PROFESSIONAL STAFF
SWORN



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

Opened Cases – 2024

Number of Employees by Bureau

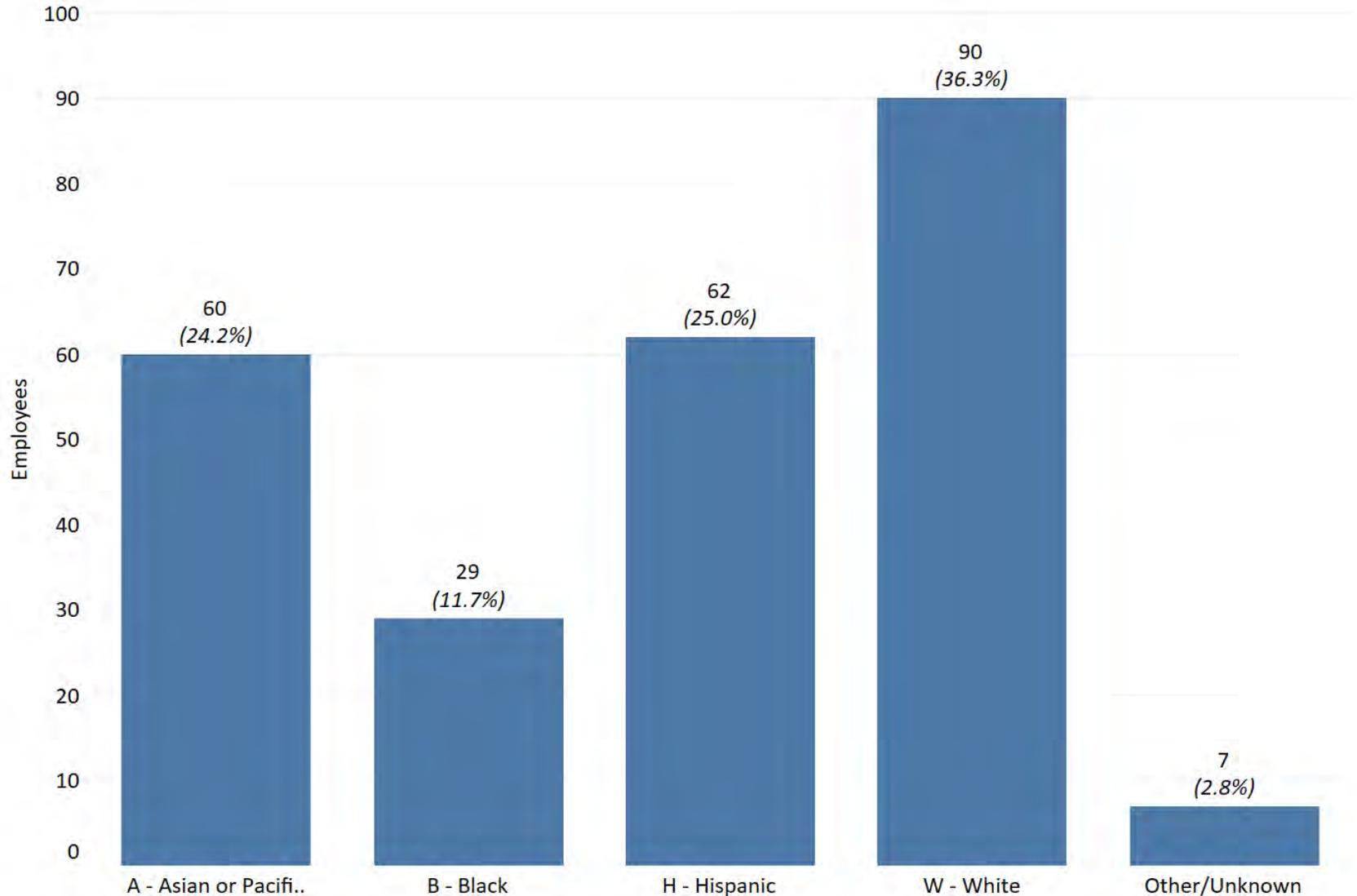


*Two employees with multiple cases were assigned to more than one Bureau.

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

Opened Cases – 2024

Number of Employees by Race

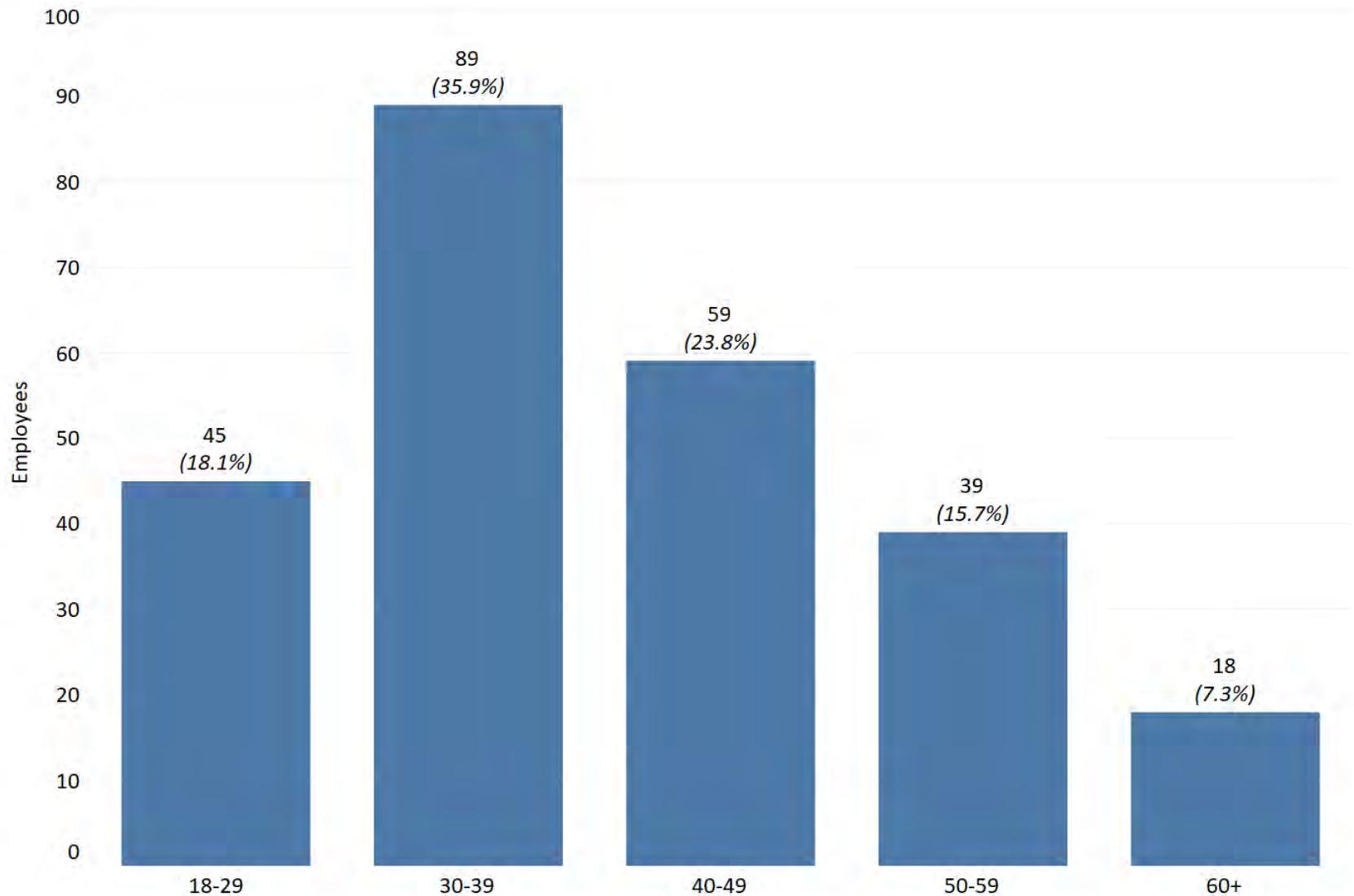


*The Other/Unknown category includes employees whose race does not fall within any other available category

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

Opened Cases – 2024

Number of Employees by Age Group

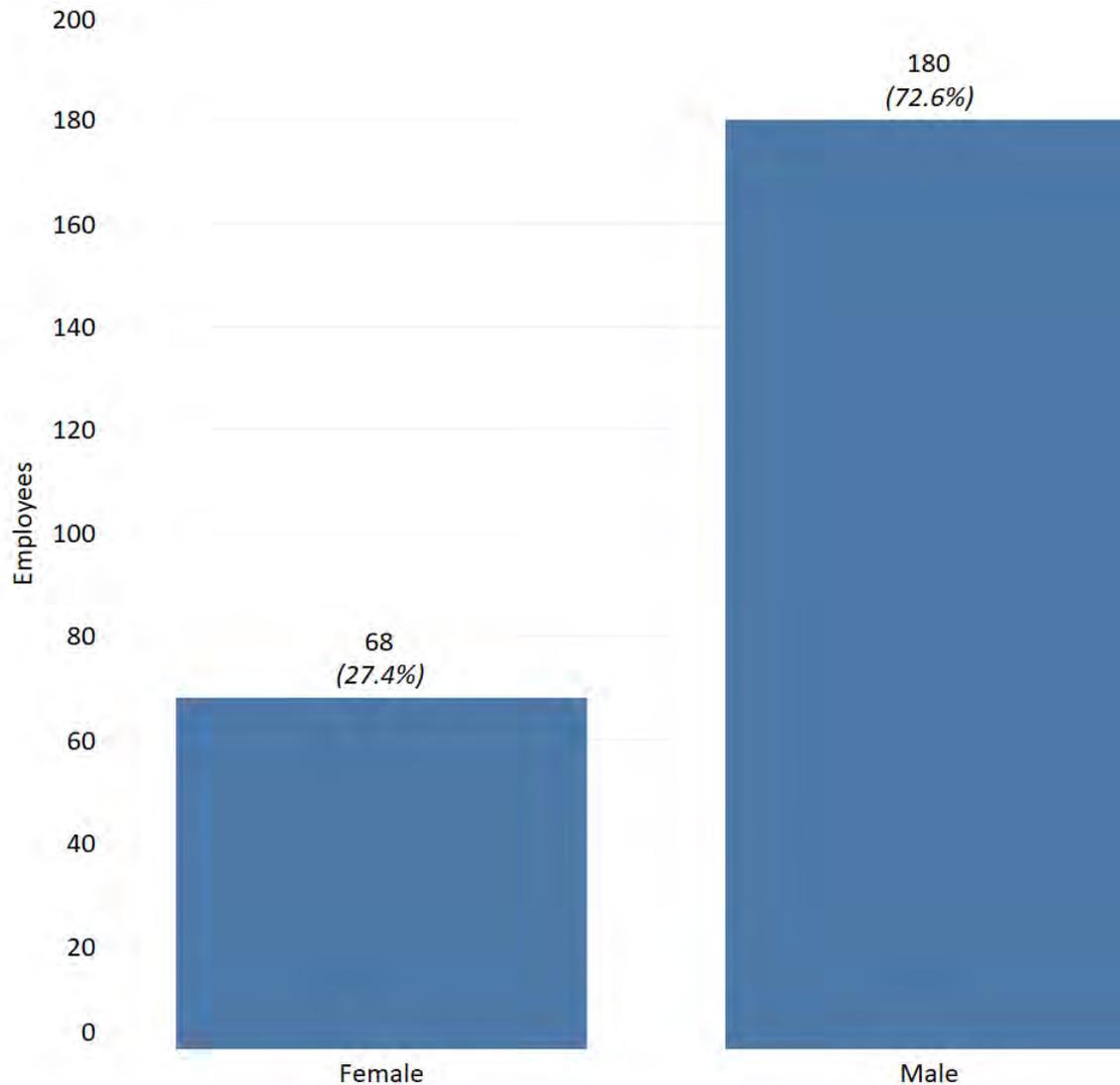


*Two employees with multiple cases are present in two age brackets.

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

Opened Cases – 2024

Number of Employees by Gender

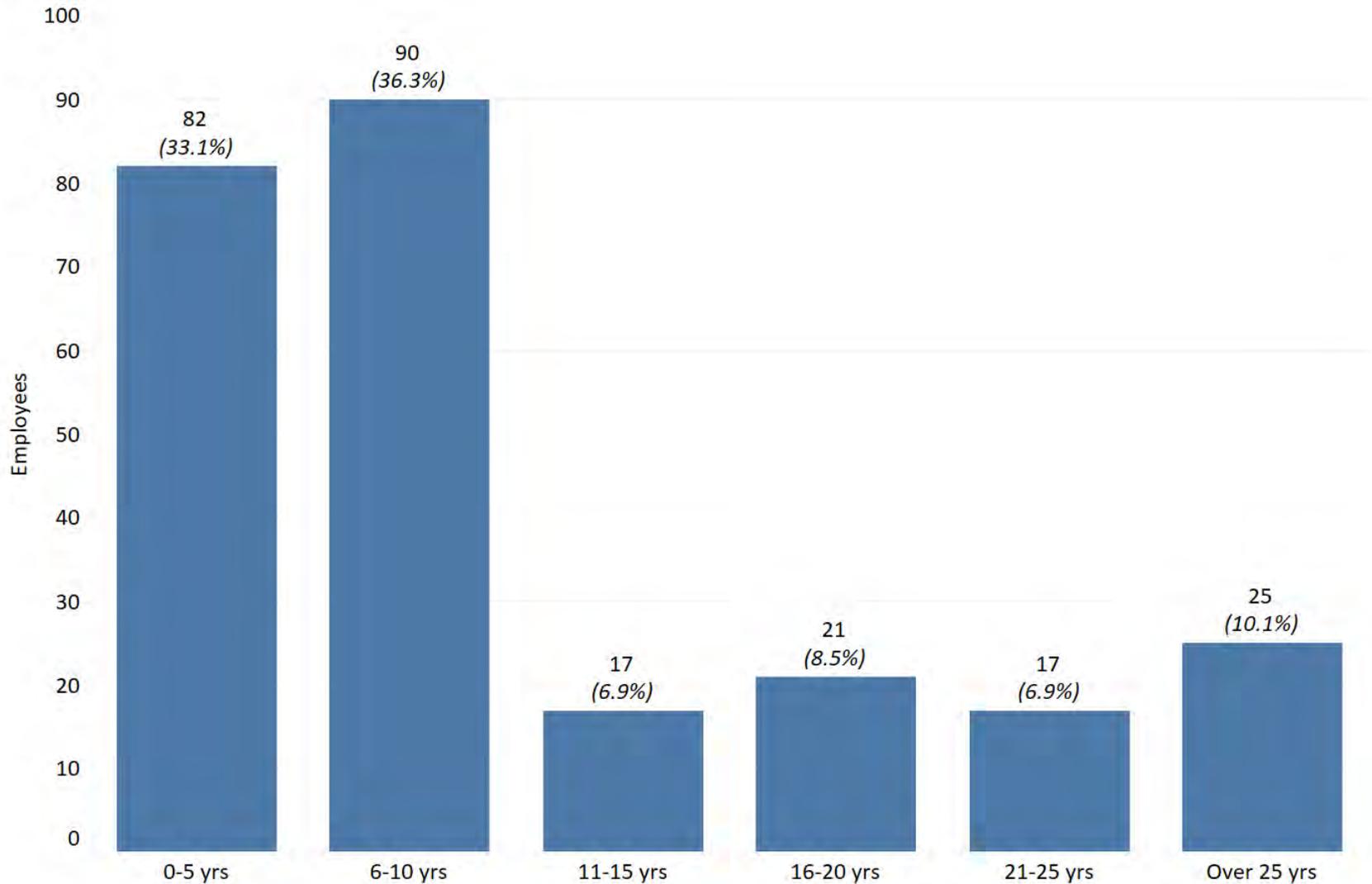


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of 2024

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

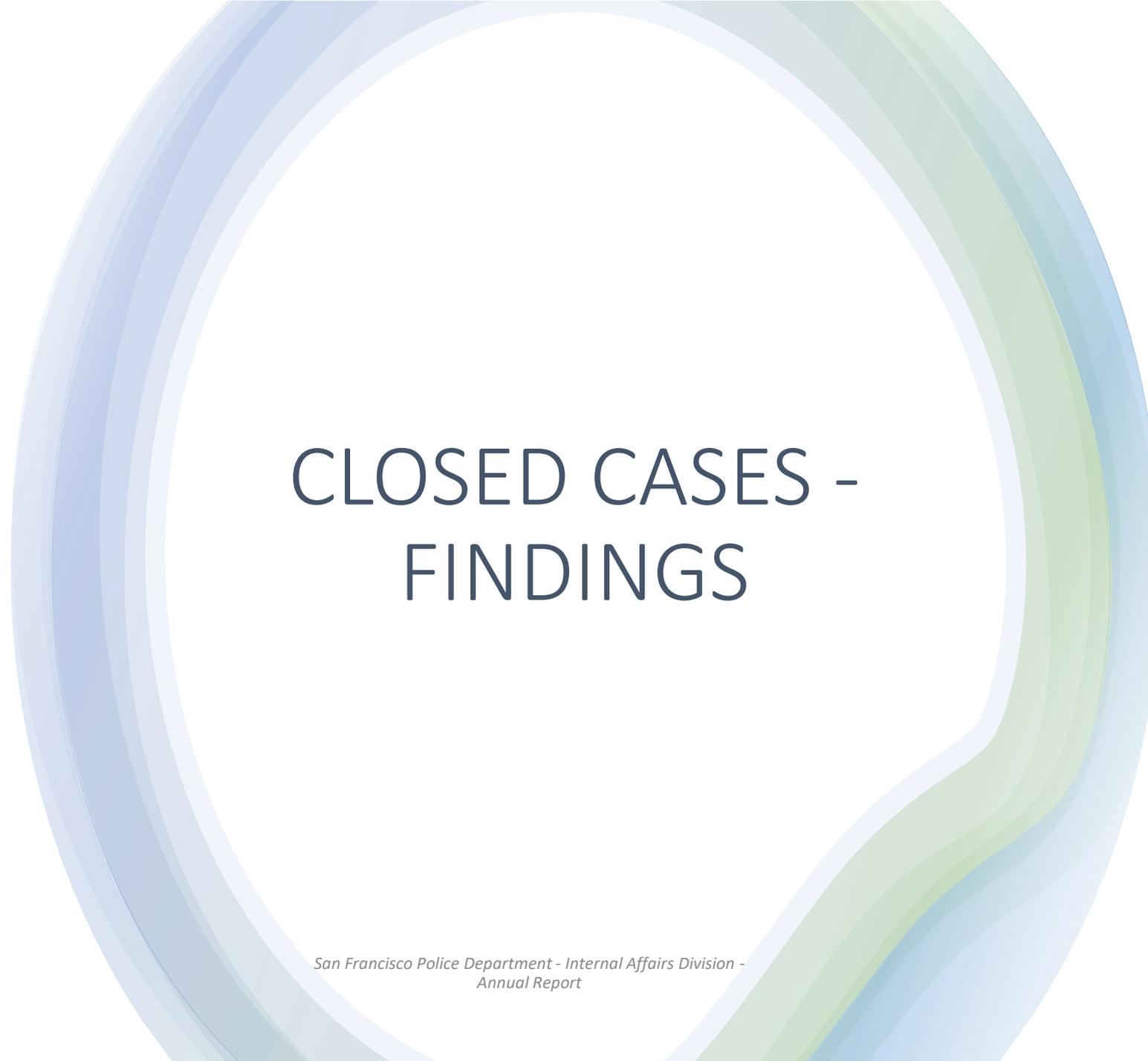
Opened Cases – 2024

Number of Employees by Tenure



*Four employees with multiple cases are present in two tenure brackets.

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



CLOSED CASES - FINDINGS

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Closed Cases – 2024

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Improper Conduct	589	56.53%
Proper Conduct	213	20.44%
Insufficient Evidence	124	11.90%
Unfounded	49	4.70%
Withdrawn	34	3.26%
Policy Failure	23	2.21%
Training Failure	9	0.86%
Exceptional Clearance	1	0.10%
Total Findings	1,042	100.00%

*Employees may have multiple allegations and findings, above table represents 420 employees

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

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – 2024

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief of Staff	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/ Unknown	Special Operations Bureau	Grand Total
Improper Conduct	29 (2.78%)	21 (2.02%)	3 (0.29%)	1 (0.10%)	444 (42.61%)	42 (4.03%)	10 (0.96%)	39 (3.74%)	589 (56.53%)
Proper Conduct	11 (1.06%)	8 (0.77%)			156 (14.97%)	10 (0.96%)	8 (0.77%)	20 (1.92%)	213 (20.44%)
Insufficient Evidence	6 (0.58%)	20 (1.92%)	6 (0.58%)	1 (0.10%)	79 (7.58%)	7 (0.67%)	2 (0.19%)	3 (0.29%)	124 (11.90%)
Unfounded	4 (0.38%)	14 (1.34%)			20 (1.92%)	7 (0.67%)	2 (0.19%)	2 (0.19%)	49 (4.70%)
Withdrawn	6 (0.58%)				25 (2.40%)	3 (0.29%)			34 (3.26%)
Policy Failure					13 (1.25%)	3 (0.29%)	2 (0.19%)	5 (0.48%)	23 (2.21%)
Training Failure	1 (0.10%)		1 (0.10%)		6 (0.58%)		1 (0.10%)		9 (0.86%)
Exceptional Clearance					1 (0.10%)				1 (0.10%)
Grand Total	57 (5.47%)	63 (6.05%)	10 (0.96%)	2 (0.19%)	744 (71.40%)	72 (6.91%)	25 (2.40%)	69 (6.62%)	1,042 (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 420 employees

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

Closed Cases – 2024

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White	Grand Total
Improper Conduct	132 (12.67%)	116 (11.13%)	125 (12.00%)	14 (1.34%)	202 (19.39%)	589 (56.53%)
Proper Conduct	55 (5.28%)	31 (2.98%)	37 (3.55%)	1 (0.10%)	89 (8.54%)	213 (20.44%)
Insufficient Evidence	27 (2.59%)	34 (3.26%)	16 (1.54%)	2 (0.19%)	45 (4.32%)	124 (11.90%)
Unfounded	9 (0.86%)	8 (0.77%)	7 (0.67%)	1 (0.10%)	24 (2.30%)	49 (4.70%)
Withdrawn	1 (0.10%)	4 (0.38%)	15 (1.44%)		14 (1.34%)	34 (3.26%)
Policy Failure	6 (0.58%)	2 (0.19%)	8 (0.77%)		7 (0.67%)	23 (2.21%)
Training Failure	3 (0.29%)		2 (0.19%)		4 (0.38%)	9 (0.86%)
Exceptional Clearance	1 (0.10%)					1 (0.10%)
Grand Total	234 (22.46%)	195 (18.71%)	210 (20.15%)	18 (1.73%)	385 (36.95%)	1,042 (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 420 employees

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

Closed Cases – 2024

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	142 (13.63%)	250 (23.99%)	120 (11.52%)	67 (6.43%)	10 (0.96%)	589 (56.53%)
Proper Conduct	73 (7.01%)	53 (5.09%)	54 (5.18%)	30 (2.88%)	3 (0.29%)	213 (20.44%)
Insufficient Evidence	16 (1.54%)	33 (3.17%)	41 (3.93%)	32 (3.07%)	2 (0.19%)	124 (11.90%)
Unfounded	9 (0.86%)	12 (1.15%)	16 (1.54%)	10 (0.96%)	2 (0.19%)	49 (4.70%)
Withdrawn	5 (0.48%)	18 (1.73%)	7 (0.67%)	4 (0.38%)		34 (3.26%)
Policy Failure	4 (0.38%)	11 (1.06%)	6 (0.58%)		2 (0.19%)	23 (2.21%)
Training Failure	4 (0.38%)	1 (0.10%)	3 (0.29%)	1 (0.10%)		9 (0.86%)
Exceptional Clearance		1 (0.10%)				1 (0.10%)
Grand Total	253 (24.28%)	379 (36.37%)	247 (23.70%)	144 (13.82%)	19 (1.82%)	1,042 (100.00%)

*Employees may have multiple allegations and findings, above table represents 420 employees

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

Closed Cases – 2024

Findings by Gender

	Employee Gender		Grand Total 
	Female	Male	
Improper Conduct	115 (11.04%)	474 (45.49%)	589 (56.53%)
Proper Conduct	41 (3.93%)	172 (16.51%)	213 (20.44%)
Insufficient Evidence	46 (4.41%)	78 (7.49%)	124 (11.90%)
Unfounded	18 (1.73%)	31 (2.98%)	49 (4.70%)
Withdrawn	4 (0.38%)	30 (2.88%)	34 (3.26%)
Policy Failure	4 (0.38%)	19 (1.82%)	23 (2.21%)
Training Failure		9 (0.86%)	9 (0.86%)
Exceptional Clearance		1 (0.10%)	1 (0.10%)
Grand Total	228 (21.88%)	814 (78.12%)	1,042 (100.00%)

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

*Employees may have multiple allegations and findings, above table represents 420 employees

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

Closed Cases – 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	275 (26.39%)	144 (13.82%)	62 (5.95%)	32 (3.07%)	45 (4.32%)	31 (2.98%)	589 (56.53%)
Proper Conduct	123 (11.80%)	28 (2.69%)	21 (2.02%)	15 (1.44%)	12 (1.15%)	14 (1.34%)	213 (20.44%)
Insufficient Evidence	54 (5.18%)	27 (2.59%)	10 (0.96%)	5 (0.48%)	13 (1.25%)	15 (1.44%)	124 (11.90%)
Unfounded	9 (0.86%)	21 (2.02%)	5 (0.48%)	2 (0.19%)	10 (0.96%)	2 (0.19%)	49 (4.70%)
Withdrawn	11 (1.06%)	9 (0.86%)	9 (0.86%)	1 (0.10%)	4 (0.38%)		34 (3.26%)
Policy Failure	9 (0.86%)	3 (0.29%)	7 (0.67%)	1 (0.10%)	1 (0.10%)	2 (0.19%)	23 (2.21%)
Training Failure	5 (0.48%)	1 (0.10%)	2 (0.19%)		1 (0.10%)		9 (0.86%)
Exceptional Clearance		1 (0.10%)					1 (0.10%)
Grand Total	486 (46.64%)	234 (22.46%)	116 (11.13%)	56 (5.37%)	86 (8.25%)	64 (6.14%)	1,042 (100.00%)

*Employees may have multiple allegations and findings, above table represents 420 employees

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

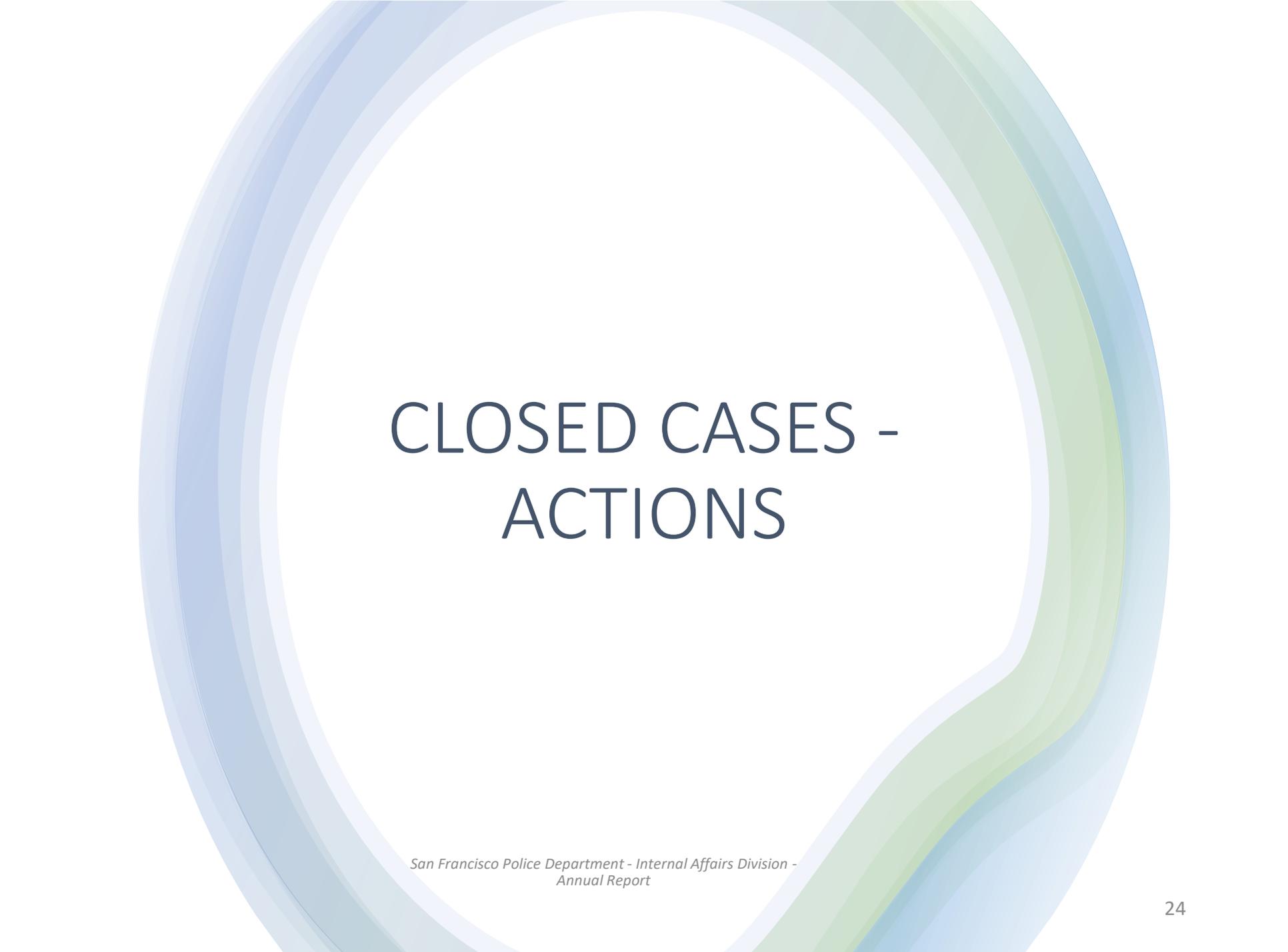
Closed Cases – 2024

Findings by Member Status

	Member Status		Grand Total	☰
	PROFESSIONAL STAFF	SWORN		
Improper Conduct	20 (1.92%)	569 (54.61%)	589 (56.53%)	
Proper Conduct	16 (1.54%)	197 (18.91%)	213 (20.44%)	
Insufficient Evidence	35 (3.36%)	89 (8.54%)	124 (11.90%)	
Unfounded	19 (1.82%)	30 (2.88%)	49 (4.70%)	
Withdrawn		34 (3.26%)	34 (3.26%)	
Policy Failure	2 (0.19%)	21 (2.02%)	23 (2.21%)	
Training Failure		9 (0.86%)	9 (0.86%)	
Exceptional Clearance		1 (0.10%)	1 (0.10%)	
Grand Total	92 (8.83%)	950 (91.17%)	1,042 (100.00%)	

*Employees may have multiple allegations and findings, above table represents 420 employees

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



CLOSED CASES - ACTIONS

*San Francisco Police Department - Internal Affairs Division -
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Closed Cases – 2024 Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	3	0.43%
	Admonishment	114	16.45%
	De-certified as Field Training Officer	1	0.14%
	Performance Improvement Plan	37	5.34%
	Resignation	9	1.30%
	Retirement	14	2.02%
	Retraining	296	42.71%
	Total	474	68.40%
Disciplinary Action	Written Reprimand/ Written Warning	81	11.69%
	Suspension Held in Abeyance	77	11.11%
	Suspension (10 or less days)	42	6.06%
	Suspension (11 or more days)	9	1.30%
	Termination held in Abeyance	6	0.87%
	Termination	4	0.58%
	Total	219	31.60%
Grand Total		693	100.00%

*Employees may receive multiple actions, above table represents 280 employees

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

Closed Cases – 2024

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigation s Bureau	Special Operations Bureau	Other/ Unknown	Chief of Staff	Chief's Office	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.14%		2 0.29%						3 0.43%
	Admonishment	4 0.58%	5 0.72%	88 12.70%	10 1.44%	5 0.72%		1 0.14%	1 0.14%	114 16.45%
	De-certified as Field Training Officer			1 0.14%						1 0.14%
	Performance Improvement Plan	1 0.14%	2 0.29%	32 4.62%	1 0.14%			1 0.14%		37 5.34%
	Resignation	1 0.14%		6 0.87%		1 0.14%	1 0.14%			9 1.30%
	Retirement	2 0.29%	2 0.29%	6 0.87%	1 0.14%		3 0.43%			14 2.02%
	Retraining	11 1.59%	9 1.30%	230 33.19%	22 3.17%	20 2.89%	1 0.14%	2 0.29%	1 0.14%	296 42.71%
	Total	20 2.89%	18 2.60%	365 52.67%	34 4.91%	26 3.75%	5 0.72%	4 0.58%	2 0.29%	474 68.40%
	Disciplinary Action	Written Reprimand/ Written Warning	4 0.58%	1 0.14%	67 9.67%	4 0.58%	3 0.43%	1 0.14%	1 0.14%	
Suspension Held in Abeyance		1 0.14%	3 0.43%	58 8.37%	5 0.72%	10 1.44%				77 11.11%
Suspension (10 or less days)		2 0.29%		34 4.91%	4 0.58%	2 0.29%				42 6.06%
Suspension (11 or more days)				6 0.87%	2 0.29%	1 0.14%				9 1.30%
Termination held in Abeyance				6 0.87%						6 0.87%
Termination		1 0.14%		3 0.43%		1 0.14%				4 0.58%
Total		8 1.15%	4 0.58%	174 25.11%	15 2.16%	17 2.45%	1 0.14%	1 0.14%		219 31.60%
Grand Total	28 4.04%	22 3.17%	539 77.78%	49 7.07%	43 6.20%	6 0.87%	5 0.72%	2 0.29%	693 100.00%	

*One employee had actions for multiple cases while assigned to two different Bureaus

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

Closed Cases – 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	11.11 Program		1 0.14%	1 0.14%	1 0.14%		3 0.43%
	Admonishment	19 2.74%	28 4.04%	33 4.76%	32 4.62%	2 0.29%	114 16.45%
	De-certified as Field Training Officer	1 0.14%					1 0.14%
	Performance Improvement Plan	7 1.01%	8 1.15%	12 1.73%	9 1.30%	1 0.14%	37 5.34%
	Resignation	2 0.29%		1 0.14%	6 0.87%		9 1.30%
	Retirement	4 0.58%	2 0.29%	5 0.72%	3 0.43%		14 2.02%
	Retraining	52 7.50%	60 8.66%	72 10.39%	106 15.30%	6 0.87%	296 42.71%
	Total	85 12.27%	99 14.29%	124 17.89%	157 22.66%	9 1.30%	474 68.40%
Disciplinary Action	Written Reprimand/ Written Warning	19 2.74%	14 2.02%	18 2.60%	29 4.18%	1 0.14%	81 11.69%
	Suspension Held in Abeyance	12 1.73%	11 1.59%	15 2.16%	36 5.19%	3 0.43%	77 11.11%
	Suspension (10 or less days)	15 2.16%	9 1.30%	5 0.72%	13 1.88%		42 6.06%
	Suspension (11 or more days)		4 0.58%	4 0.58%	1 0.14%		9 1.30%
	Termination held in Abeyance		1 0.14%	2 0.29%	3 0.43%		6 0.87%
	Termination	3 0.43%			1 0.14%		4 0.58%
	Total	49 7.07%	39 5.63%	44 6.35%	83 11.98%	4 0.58%	219 31.60%
Grand Total		134 19.34%	138 19.91%	168 24.24%	240 34.63%	13 1.88%	693 100.00%

*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 – 2024

Actions by Age Group

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program	2 0.29%		1 0.14%			3 0.43%
	De-certified as Field Training Officer			1 0.14%			1 0.14%
	Performance Improvement Plan	9 1.30%	17 2.45%	4 0.58%	7 1.01%		37 5.34%
	Admonishment	29 4.18%	45 6.49%	18 2.60%	18 2.60%	4 0.58%	114 16.45%
	Resignation	4 0.58%	2 0.29%	3 0.43%			9 1.30%
	Retirement	2 0.29%	1 0.14%	5 0.72%	5 0.72%	1 0.14%	14 2.02%
	Retraining	69 9.96%	137 19.77%	46 6.64%	37 5.34%	7 1.01%	296 42.71%
	Total	115 16.59%	202 29.15%	78 11.26%	67 9.67%	12 1.73%	474 68.40%
	Disciplinary Action	Termination held in Abeyance	4 0.58%	2 0.29%			
Written Reprimand/ Written Warning		22 3.17%	37 5.34%	12 1.73%	10 1.44%		81 11.69%
Suspension Held in Abeyance		12 1.73%	46 6.64%	12 1.73%	7 1.01%		77 11.11%
Suspension (10 or less days)		10 1.44%	17 2.45%	9 1.30%	4 0.58%	2 0.29%	42 6.06%
Suspension (11 or more days)		6 0.87%	2 0.29%		1 0.14%		9 1.30%
Termination		1 0.14%	2 0.29%	1 0.14%			4 0.58%
Total		55 7.94%	106 15.30%	34 4.91%	22 3.17%	2 0.29%	219 31.60%
Grand Total	170 24.53%	308 44.44%	112 16.16%	89 12.84%	14 2.02%	693 100.00%	

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

Closed Cases – 2024

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.14%	2 0.29%	3 0.43%
	De-certified as Field Training Officer		1 0.14%	1 0.14%
	Performance Improvement Plan	8 1.15%	29 4.18%	37 5.34%
	Admonishment	23 3.32%	91 13.13%	114 16.45%
	Resignation	3 0.43%	6 0.87%	9 1.30%
	Retirement	2 0.29%	12 1.73%	14 2.02%
	Retraining	50 7.22%	246 35.50%	296 42.71%
	Total	87 12.55%	387 55.84%	474 68.40%
Disciplinary Action	Written Reprimand/ Written Warning	13 1.88%	68 9.81%	81 11.69%
	Suspension Held in Abeyance	13 1.88%	64 9.24%	77 11.11%
	Suspension (10 or less days)	1 0.14%	41 5.92%	42 6.06%
	Suspension (11 or more days)		9 1.30%	9 1.30%
	Termination held in Abeyance		6 0.87%	6 0.87%
	Termination	1 0.14%	3 0.43%	4 0.58%
	Total	28 4.04%	191 27.56%	219 31.60%
Grand Total	115 16.59%	578 83.41%	693 100.00%	

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

Closed Cases – 2024

Actions by Tenure

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	2 0.29%		1 0.14%				3 0.43%
	Admonishment	43 6.20%	33 4.76%	7 1.01%	12 1.73%	10 1.44%	9 1.30%	114 16.45%
	De-certified as Field Training Officer		1 0.14%					1 0.14%
	Performance Improvement Plan	15 2.16%	13 1.88%	4 0.58%	1 0.14%	2 0.29%	2 0.29%	37 5.34%
	Resignation	5 0.72%	1 0.14%	3 0.43%				9 1.30%
	Retirement	2 0.29%	2 0.29%	3 0.43%	2 0.29%	1 0.14%	5 0.72%	14 2.02%
	Retraining	120 17.32%	83 11.98%	33 4.76%	18 2.60%	25 3.61%	17 2.45%	296 42.71%
	Total	187 26.98%	133 19.19%	51 7.36%	33 4.76%	38 5.48%	33 4.76%	474 68.40%
	Disciplinary Action	Written Reprimand/ Written Warning	36 5.19%	19 2.74%	15 2.16%	2 0.29%	5 0.72%	4 0.58%
Suspension Held in Abeyance		32 4.62%	24 3.46%	6 0.87%	4 0.58%	8 1.15%	3 0.43%	77 11.11%
Suspension (10 or less days)		15 2.16%	17 2.45%	5 0.72%		4 0.58%	1 0.14%	42 6.06%
Suspension (11 or more days)		7 1.01%	1 0.14%			1 0.14%		9 1.30%
Termination held in Abeyance		5 0.72%	1 0.14%					6 0.87%
Termination		4 0.58%						4 0.58%
Total		99 14.29%	62 8.95%	26 3.75%	6 0.87%	18 2.60%	8 1.15%	219 31.60%
Grand Total	286 41.27%	195 28.14%	77 11.11%	39 5.63%	56 8.08%	41 5.92%	693 100.00%	

*One employee had actions for multiple cases, which spanned two tenure brackets

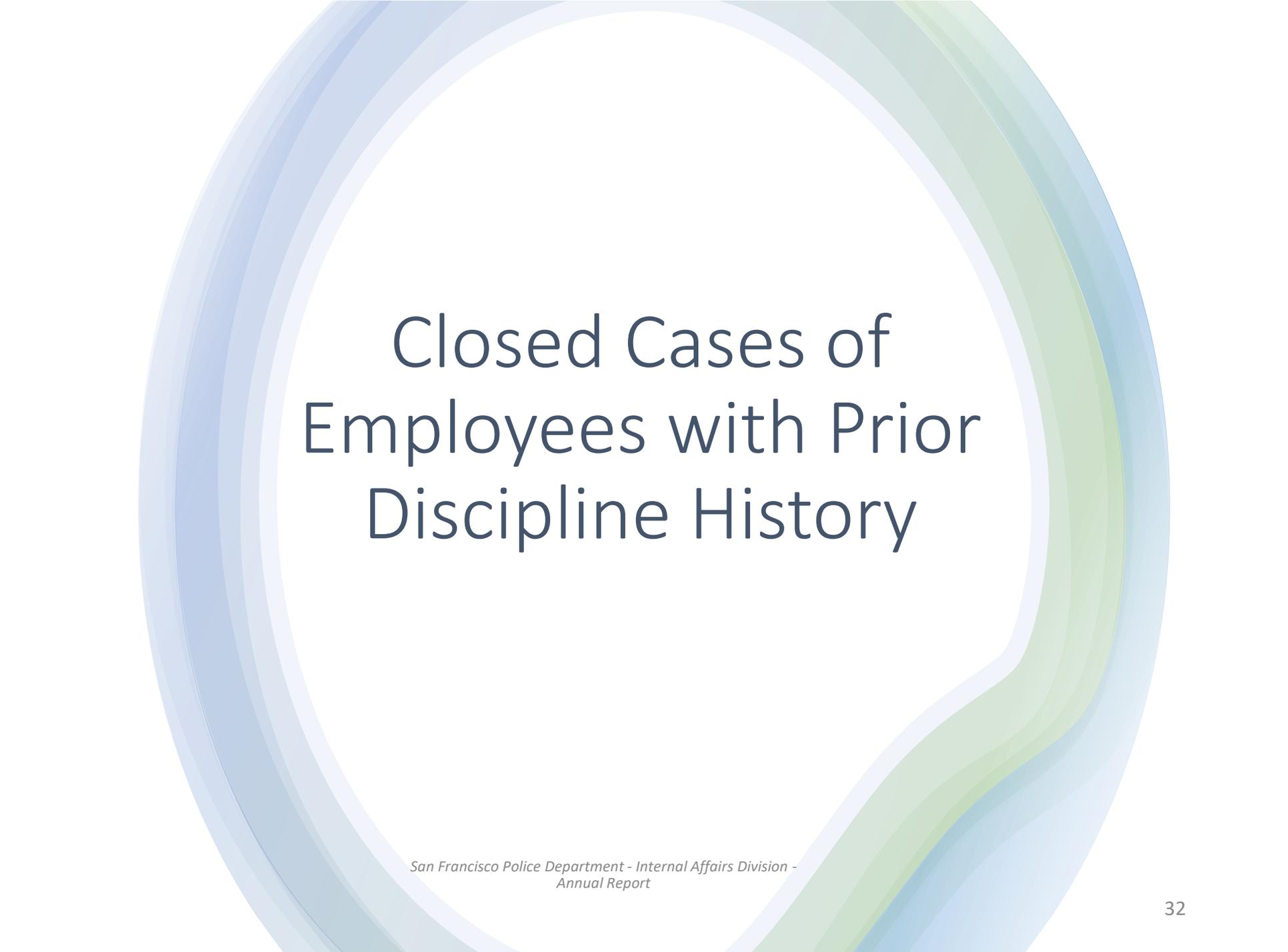
*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – 2024

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program		3 0.43%	3 0.43%
	Admonishment	9 1.30%	105 15.15%	114 16.45%
	De-certified as Field Training Officer		1 0.14%	1 0.14%
	Performance Improvement Plan	3 0.43%	34 4.91%	37 5.34%
	Resignation	1 0.14%	8 1.15%	9 1.30%
	Retirement		14 2.02%	14 2.02%
	Retraining	13 1.88%	283 40.84%	296 42.71%
	Total	26 3.75%	448 64.65%	474 68.40%
	Disciplinary Action	Written Reprimand/ Written Warning	2 0.29%	79 11.40%
Suspension Held in Abeyance			77 11.11%	77 11.11%
Suspension (10 or less days)		1 0.14%	41 5.92%	42 6.06%
Suspension (11 or more days)			9 1.30%	9 1.30%
Termination held in Abeyance			6 0.87%	6 0.87%
Termination		1 0.14%	3 0.43%	4 0.58%
Total		4 0.58%	215 31.02%	219 31.60%
Grand Total		30 4.33%	663 95.67%	693 100.00%

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



Closed Cases of Employees with Prior Discipline History

Closed Cases – 2024

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

		Actions	% of Total Actions
Non-	11.11 Program	3	0.88%
Disciplinary Action	Admonishment	46	13.45%
	De-certified as Field Training Officer	1	0.29%
	Performance Improvement Plan	22	6.43%
	Resignation	4	1.17%
	Retirement	6	1.75%
	Retraining	142	41.52%
	Total	224	65.50%
Disciplinary Action	Written Reprimand/ Written Warning	43	12.57%
	Suspension Held in Abeyance	42	12.28%
	Suspension (10 or less days)	22	6.43%
	Suspension (11 or more days)	7	2.05%
	Termination held in Abeyance	3	0.88%
	Termination	1	0.29%
Total	118	34.50%	
Grand Total		342	100.00%

*Employees may receive multiple actions – above table represents 123 employees

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

Closed Cases – 2024

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

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/ Unknown	Special Operations Bureau	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.29%		2 0.58%				3 0.88%
	Admonishment		3 0.88%	39 11.40%	3 0.88%		1 0.29%	46 13.45%
	De-certified as Field Training Officer			1 0.29%				1 0.29%
	Performance Improvement Plan	1 0.29%	2 0.58%	18 5.26%	1 0.29%			22 6.43%
	Resignation			2 0.58%		1 0.29%	1 0.29%	4 1.17%
	Retirement	1 0.29%	1 0.29%	2 0.58%	1 0.29%	2 0.58%		6 1.75%
	Retraining	4 1.17%	4 1.17%	114 33.33%	11 3.22%	1 0.29%	8 2.34%	142 41.52%
	Total	7 2.05%	10 2.92%	178 52.05%	16 4.68%	4 1.17%	10 2.92%	224 65.50%
	Disciplinary Action	Written Reprimand/ Written Warning	2 0.58%		35 10.23%	3 0.88%	1 0.29%	2 0.58%
Suspension Held in Abeyance		1 0.29%	1 0.29%	33 9.65%	3 0.88%		4 1.17%	42 12.28%
Suspension (10 or less days)		1 0.29%		18 5.26%	3 0.88%			22 6.43%
Suspension (11 or more days)				4 1.17%	2 0.58%		1 0.29%	7 2.05%
Termination held in Abeyance				3 0.88%				3 0.88%
Termination				1 0.29%				1 0.29%
Total		4 1.17%	1 0.29%	94 27.49%	11 3.22%	1 0.29%	7 2.05%	118 34.50%
Grand Total		11 3.22%	11 3.22%	272 79.53%	27 7.89%	5 1.46%	17 4.97%	342 100.00%

*One employee had actions for multiple cases while assigned to two different Bureaus

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

Closed Cases – 2024

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

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/ Unknown	Grand Total	
Non-Disciplinary Action	11.11 Program		1 0.29%	1 0.29%	1 0.29%		3 0.88%	
	Admonishment	6 1.75%	17 4.97%	13 3.80%	9 2.63%	1 0.29%	46 13.45%	
	De-certified as Field Training Officer	1 0.29%					1 0.29%	
	Performance Improvement Plan	3 0.88%	6 1.75%	7 2.05%	5 1.46%	1 0.29%	22 6.43%	
	Resignation	1 0.29%			3 0.88%		4 1.17%	
	Retirement	1 0.29%	1 0.29%	3 0.88%	1 0.29%		6 1.75%	
	Retraining	19 5.56%	38 11.11%	34 9.94%	49 14.33%	2 0.58%	142 41.52%	
	Total	31 9.06%	63 18.42%	58 16.96%	68 19.88%	4 1.17%	224 65.50%	
	Disciplinary Action	Written Reprimand/ Written Warning	9 2.63%	11 3.22%	9 2.63%	14 4.09%		43 12.57%
		Suspension Held in Abeyance	6 1.75%	6 1.75%	9 2.63%	20 5.85%	1 0.29%	42 12.28%
Suspension (10 or less days)		4 1.17%	7 2.05%	3 0.88%	8 2.34%		22 6.43%	
Termination held in Abeyance			1 0.29%	2 0.58%			3 0.88%	
Suspension (11 or more days)			4 1.17%	3 0.88%			7 2.05%	
Termination		1 0.29%					1 0.29%	
Total		20 5.85%	29 8.48%	26 7.60%	42 12.28%	1 0.29%	118 34.50%	
Grand Total		51 14.91%	92 26.90%	84 24.56%	110 32.16%	5 1.46%	342 100.00%	

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

Closed Cases – 2024

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

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program	2 0.58%		1 0.29%			3 0.88%
	Admonishment	16 4.68%	17 4.97%	5 1.46%	7 2.05%	1 0.29%	46 13.45%
	De-certified as Field Training Officer			1 0.29%			1 0.29%
	Performance Improvement Plan	5 1.46%	10 2.92%	3 0.88%	4 1.17%		22 6.43%
	Resignation		2 0.58%	2 0.58%			4 1.17%
	Retirement	1 0.29%		1 0.29%	4 1.17%		6 1.75%
	Retraining	37 10.82%	71 20.76%	15 4.39%	17 4.97%	2 0.58%	142 41.52%
	Total	61 17.84%	100 29.24%	28 8.19%	32 9.36%	3 0.88%	224 65.50%
	Disciplinary Action	Written Reprimand/ Written Warning	10 2.92%	24 7.02%	4 1.17%	5 1.46%	
Suspension Held in Abeyance		6 1.75%	26 7.60%	5 1.46%	5 1.46%		42 12.28%
Suspension (10 or less days)		6 1.75%	10 2.92%	3 0.88%	2 0.58%	1 0.29%	22 6.43%
Suspension (11 or more days)		5 1.46%	1 0.29%		1 0.29%		7 2.05%
Termination held in Abeyance		3 0.88%					3 0.88%
Termination			1 0.29%				1 0.29%
Total		30 8.77%	62 18.13%	12 3.51%	13 3.80%	1 0.29%	118 34.50%
Grand Total		91 26.61%	162 47.37%	40 11.70%	45 13.16%	4 1.17%	342 100.00%

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

Closed Cases – 2024

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

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.29%	2 0.58%	3 0.88%
	Admonishment	9 2.63%	37 10.82%	46 13.45%
	De-certified as Field Training Officer		1 0.29%	1 0.29%
	Performance Improvement Plan	4 1.17%	18 5.26%	22 6.43%
	Resignation	1 0.29%	3 0.88%	4 1.17%
	Retirement	1 0.29%	5 1.46%	6 1.75%
	Retraining	25 7.31%	117 34.21%	142 41.52%
	Total		41 11.99%	183 53.51%
Disciplinary Action	Written Reprimand/ Written Warning	7 2.05%	36 10.53%	43 12.57%
	Suspension Held in Abeyance	8 2.34%	34 9.94%	42 12.28%
	Suspension (10 or less days)	1 0.29%	21 6.14%	22 6.43%
	Suspension (11 or more days)		7 2.05%	7 2.05%
	Termination held in Abeyance		3 0.88%	3 0.88%
	Termination		1 0.29%	1 0.29%
	Total		16 4.68%	102 29.82%
Grand Total		57 16.67%	285 83.33%	342 100.00%

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

Closed Cases – 2024

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

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total	
Non-Disciplinary Action	11.11 Program	2 0.58%		1 0.29%				3 0.88%	
	Admonishment	21 6.14%	14 4.09%	1 0.29%	3 0.88%	2 0.58%	5 1.46%	46 13.45%	
	De-certified as Field Training Officer		1 0.29%					1 0.29%	
	Performance Improvement Plan	8 2.34%	10 2.92%	2 0.58%			2 0.58%	22 6.43%	
	Resignation	1 0.29%	1 0.29%	2 0.58%				4 1.17%	
	Retirement	1 0.29%	1 0.29%	1 0.29%	1 0.29%	1 0.29%	2 0.58%	6 1.75%	
	Retraining	62 18.13%	44 12.87%	15 4.39%	3 0.88%	11 3.22%	7 2.05%	142 41.52%	
	Total	95 27.78%	71 20.76%	22 6.43%	7 2.05%	14 4.09%	16 4.68%	224 65.50%	
	Disciplinary Action	Written Reprimand/ Written Warning	18 5.26%	14 4.09%	7 2.05%		3 0.88%	1 0.29%	43 12.57%
		Suspension Held in Abeyance	17 4.97%	13 3.80%	5 1.46%		6 1.75%	1 0.29%	42 12.28%
Suspension (10 or less days)		8 2.34%	10 2.92%	3 0.88%		1 0.29%		22 6.43%	
Suspension (11 or more days)		6 1.75%				1 0.29%		7 2.05%	
Termination held in Abeyance		3 0.88%						3 0.88%	
Termination		1 0.29%						1 0.29%	
Total		53 15.50%	37 10.82%	15 4.39%		11 3.22%	2 0.58%	118 34.50%	
Grand Total	148 43.27%	108 31.58%	37 10.82%	7 2.05%	25 7.31%	18 5.26%	342 100.00%		

*One employee had actions for multiple cases, which spanned two tenure brackets

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

Closed Cases – 2024

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

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program		3 0.88%	3 0.88%
	Admonishment	3 0.88%	43 12.57%	46 13.45%
	De-certified as Field Training Officer		1 0.29%	1 0.29%
	Performance Improvement Plan	3 0.88%	19 5.56%	22 6.43%
	Resignation		4 1.17%	4 1.17%
	Retirement		6 1.75%	6 1.75%
	Retraining	4 1.17%	138 40.35%	142 41.52%
	Total	10 2.92%	214 62.57%	224 65.50%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.29%	42 12.28%	43 12.57%
	Suspension Held in Abeyance		42 12.28%	42 12.28%
	Suspension (10 or less days)		22 6.43%	22 6.43%
	Suspension (11 or more days)		7 2.05%	7 2.05%
	Termination held in Abeyance		3 0.88%	3 0.88%
	Termination		1 0.29%	1 0.29%
	Total	1 0.29%	117 34.21%	118 34.50%
Grand Total		11 3.22%	331 96.78%	342 100.00%

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



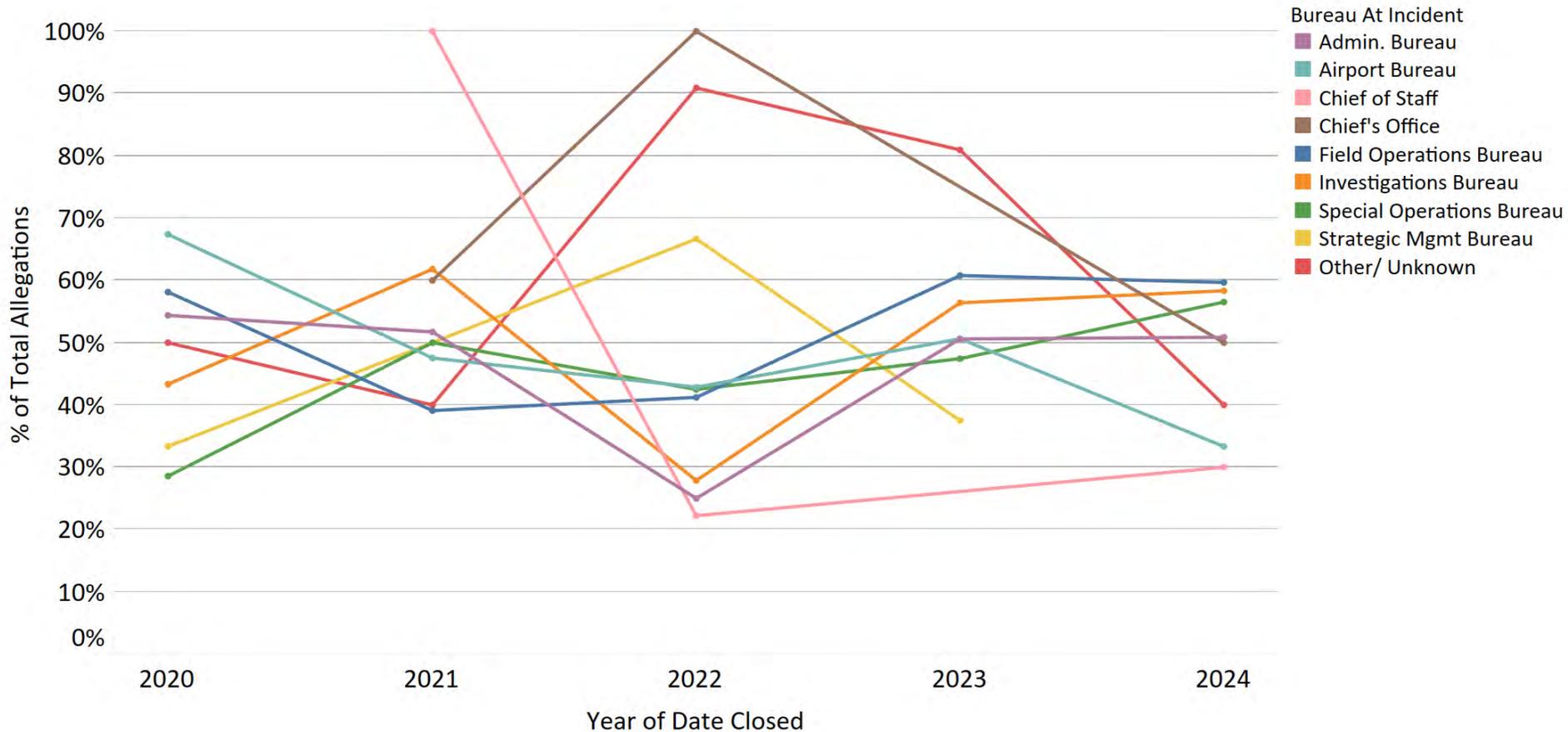
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

		Bureau At Incident								
		Admin. Bureau	Airport Bureau	Chief of Staff	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Strategic Mgmt Bureau	Other/Unknown
2023	Not Sustained	41 49.40%	39 49.37%		1 100.00%	220 39.22%	17 43.59%	41 52.56%	5 62.50%	4 19.05%
	Sustained	42 50.60%	40 50.63%			341 60.78%	22 56.41%	37 47.44%	3 37.50%	17 80.95%
2024	Not Sustained	28 49.12%	42 66.67%	7 70.00%	1 50.00%	300 40.32%	30 41.67%	30 43.48%		15 60.00%
	Sustained	29 50.88%	21 33.33%	3 30.00%	1 50.00%	444 59.68%	42 58.33%	39 56.52%		10 40.00%

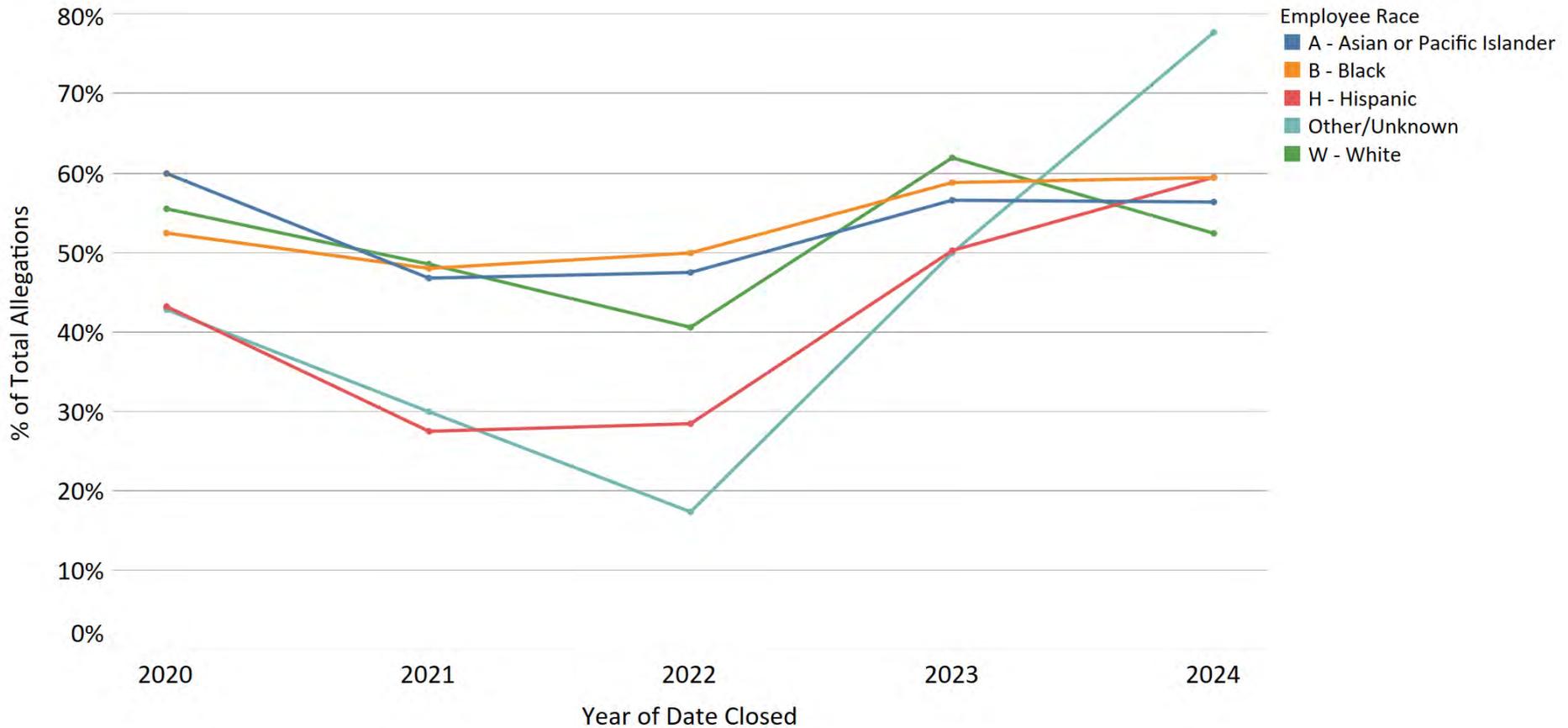
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

		Employee Race				
		A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White
2023	Not Sustained	85 43.37%	58 41.13%	85 49.71%	10 50.00%	130 38.01%
	Sustained	111 56.63%	83 58.87%	86 50.29%	10 50.00%	212 61.99%
2024	Not Sustained	102 43.59%	79 40.51%	85 40.48%	4 22.22%	183 47.53%
	Sustained	132 56.41%	116 59.49%	125 59.52%	14 77.78%	202 52.47%

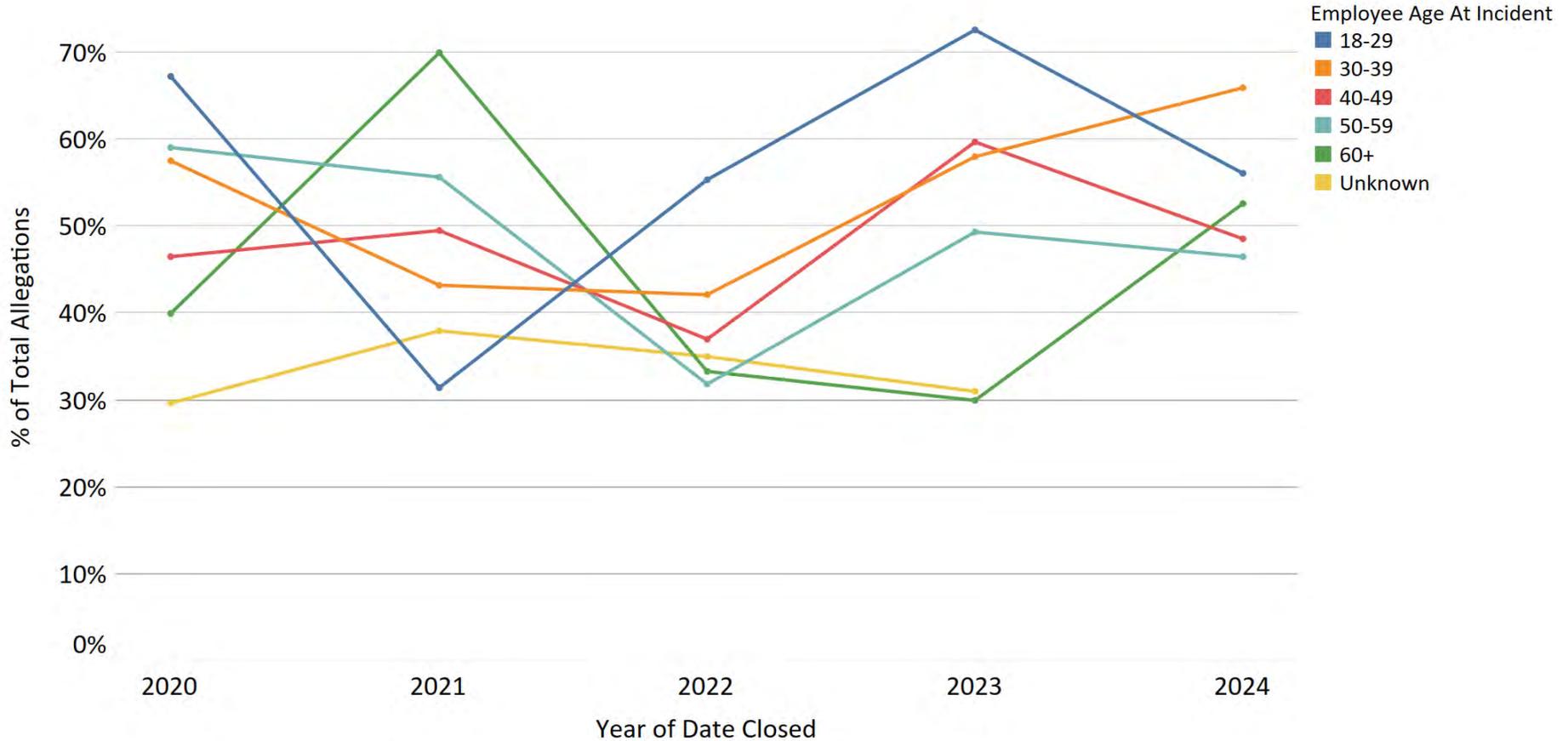
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

		Employee Age At Incident					
		18-29	30-39	40-49	50-59	60+	Unknown
2023	Not Sustained	46 27.38%	141 41.96%	60 40.27%	80 50.63%	21 70.00%	20 68.97%
	Sustained	122 72.62%	195 58.04%	89 59.73%	78 49.37%	9 30.00%	9 31.03%
2024	Not Sustained	111 43.87%	129 34.04%	127 51.42%	77 53.47%	9 47.37%	
	Sustained	142 56.13%	250 65.96%	120 48.58%	67 46.53%	10 52.63%	

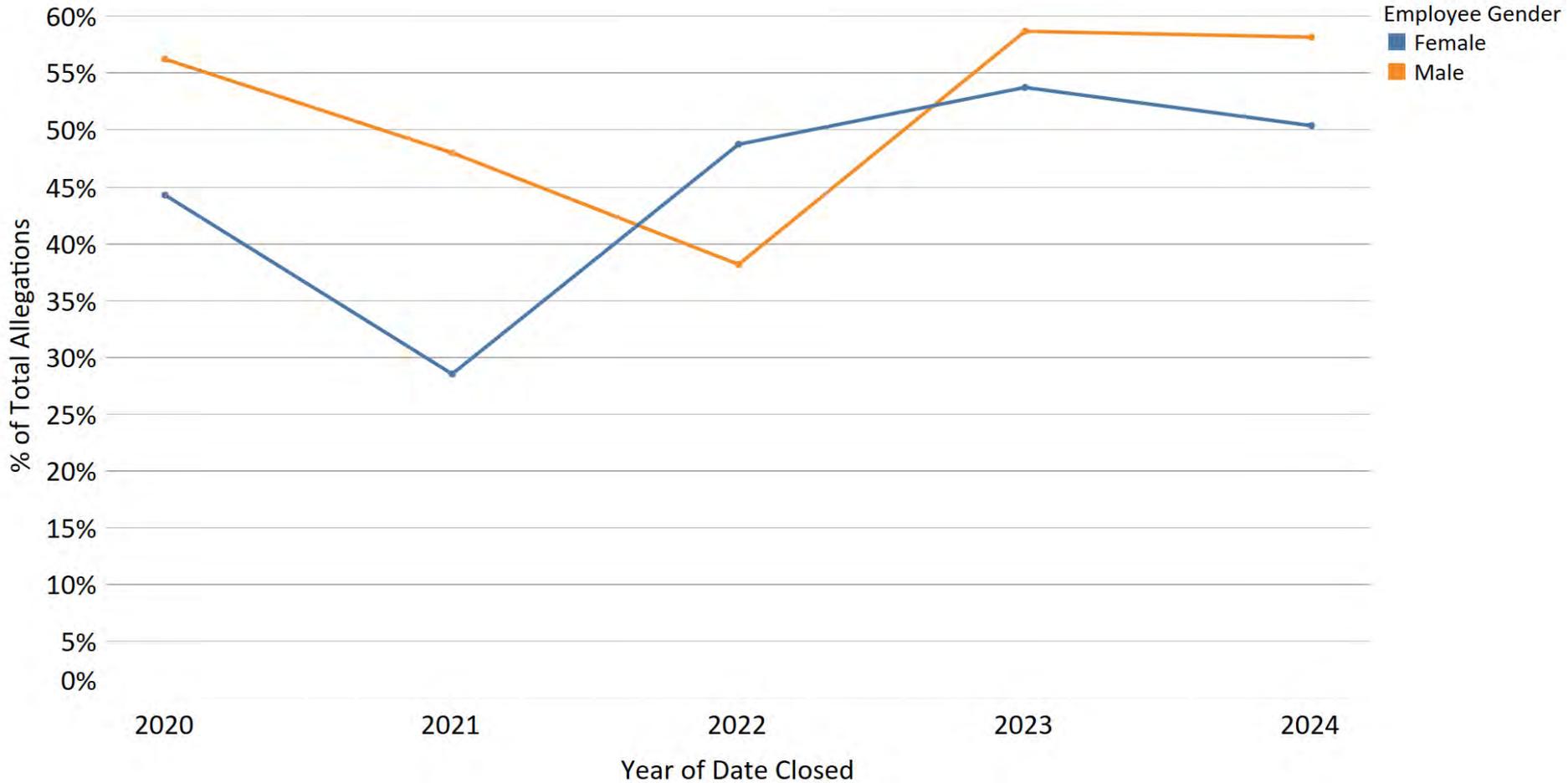
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

		Employee Gender	
		Female	Male
2023	Not Sustained	85 46.20%	283 41.25%
	Sustained	99 53.80%	403 58.75%
2024	Not Sustained	113 49.56%	340 41.77%
	Sustained	115 50.44%	474 58.23%

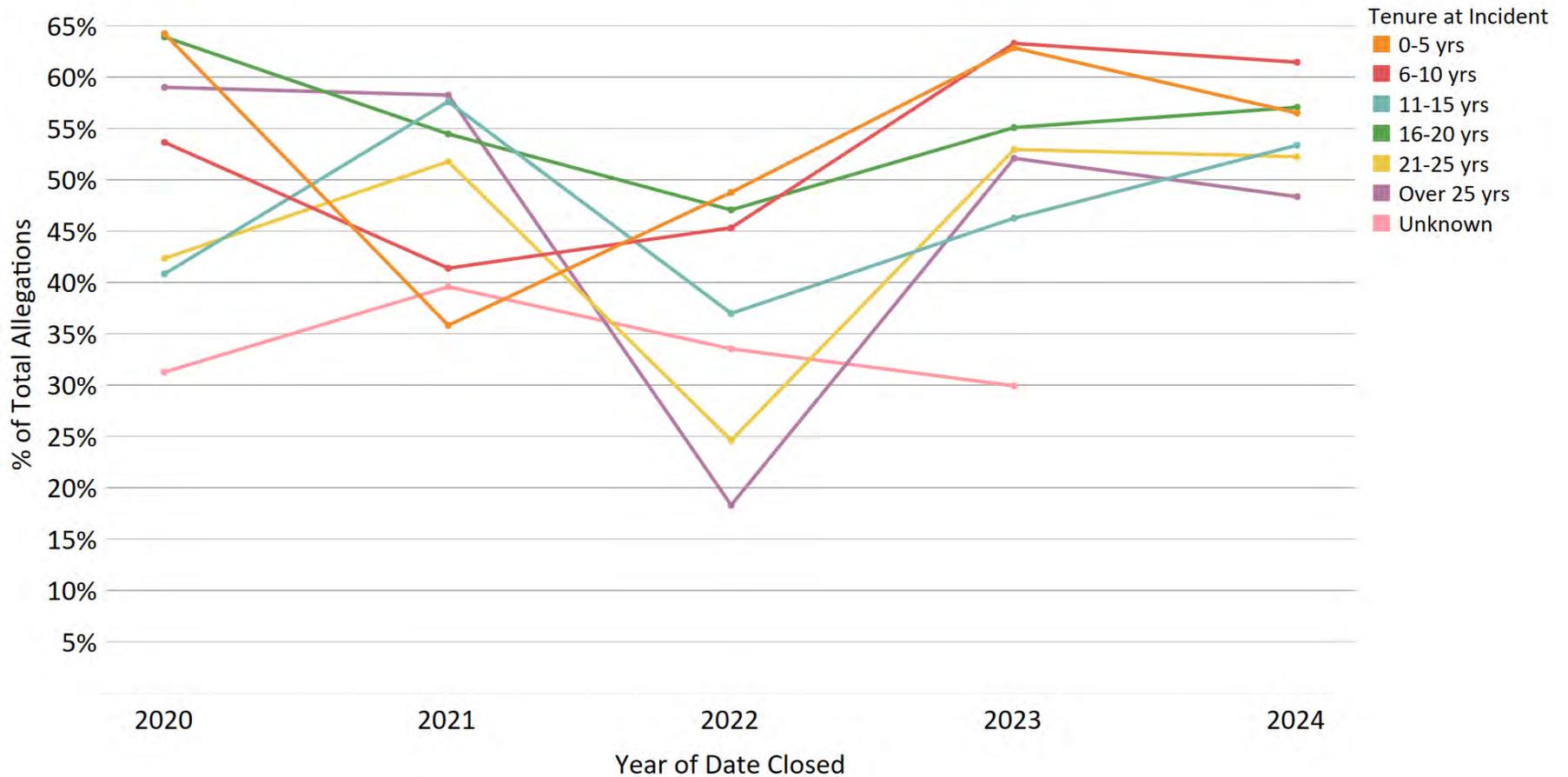
Percentage of Sustained Allegations by Gender



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	Unknown
2023	Not Sustained	139 37.07%	63 36.63%	66 53.66%	26 44.83%	31 46.97%	22 47.83%	21 70.00%
	Sustained	236 62.93%	109 63.37%	57 46.34%	32 55.17%	35 53.03%	24 52.17%	9 30.00%
2024	Not Sustained	211 43.42%	90 38.46%	54 46.55%	24 42.86%	41 47.67%	33 51.56%	
	Sustained	275 56.58%	144 61.54%	62 53.45%	32 57.14%	45 52.33%	31 48.44%	

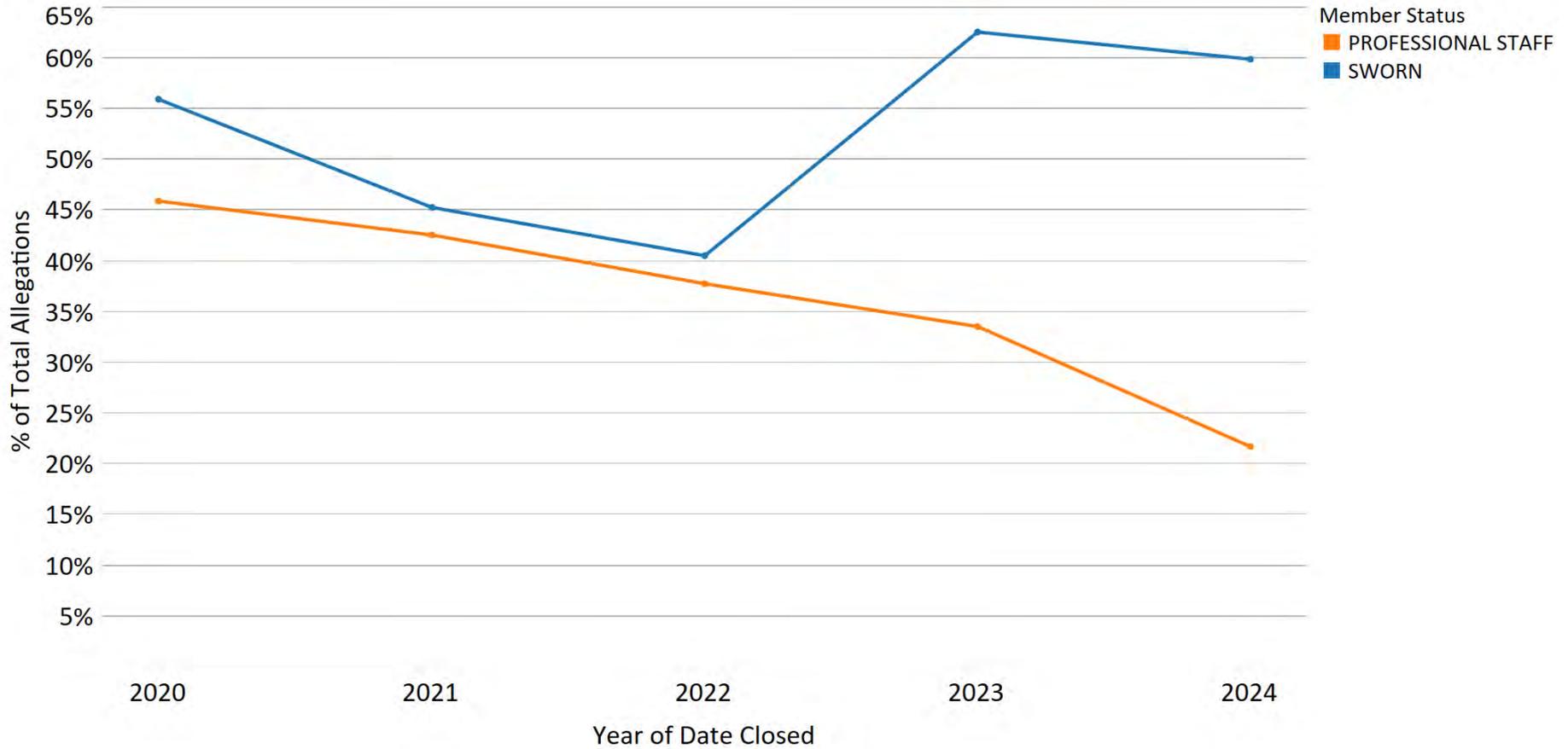
Percentage of Sustained Allegations by Tenure

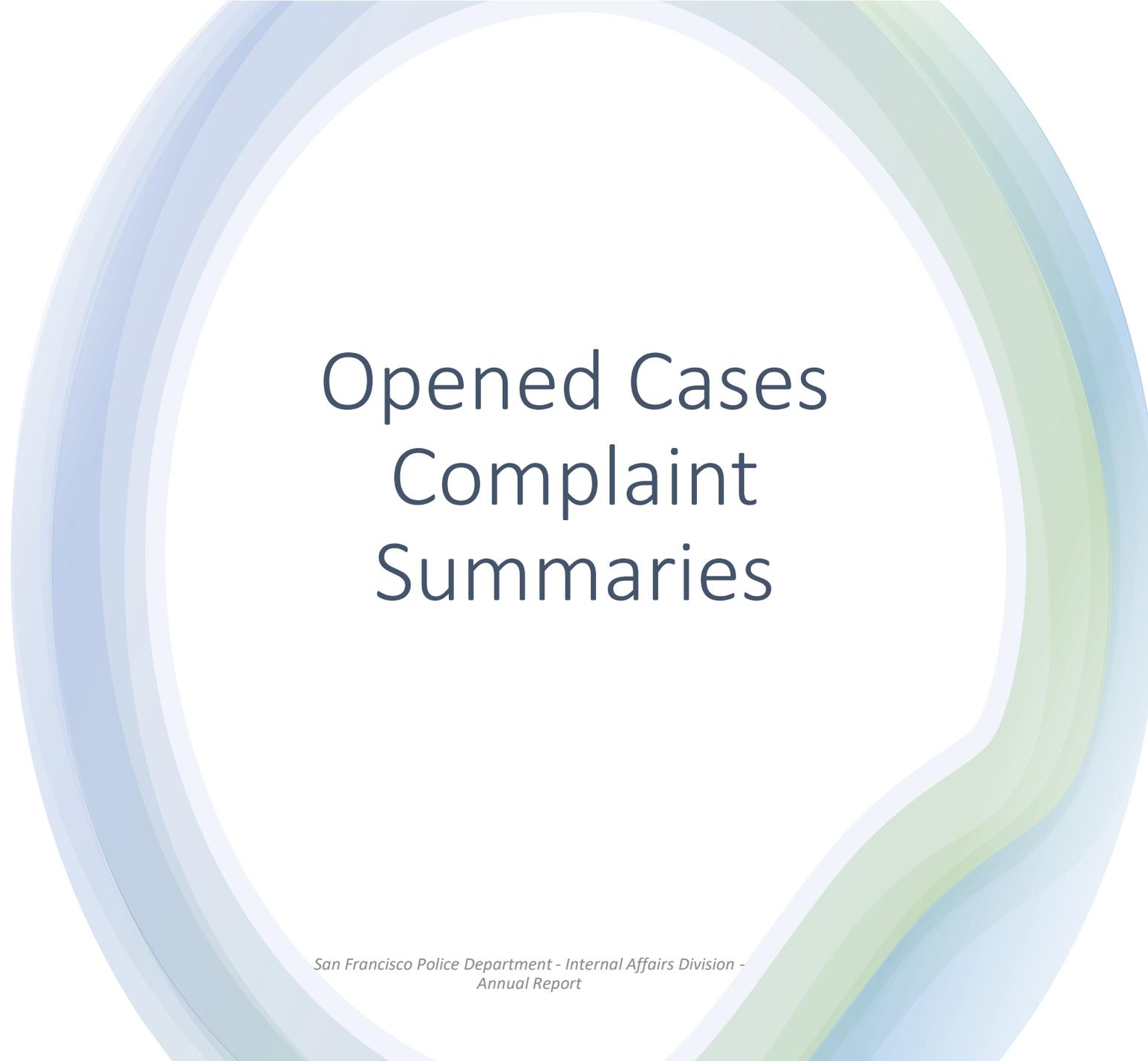


Percentage of Sustained and Not Sustained Allegations by Member Status

		Member Status	
		PROFESSIONAL	SWORN
		STAFF	
2023	Not Sustained	97 66.44%	271 37.43%
	Sustained	49 33.56%	453 62.57%
2024	Not Sustained	72 78.26%	381 40.11%
	Sustained	20 21.74%	569 59.89%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

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

Complaint Summaries – 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 – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0015	Failed to locate a Supervisor upon request.
MCD-2024-0016	Was unprofessional when interacting with a Department member, in violation of the City's Equitable, Fair and Respectful Workplace Policy.
MCD-2024-0016	Engaged in personal business while on duty, in violation of DGO 2.01, Rule 3 - Attention to Duty.
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.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0028	Failed to properly tag multiple BWC videos.
MCD-2024-0029	Failed to properly tag multiple BWC videos.
MCD-2024-0030	Interacted with a member of the public in a disrespectful and discourteous manner, in violation of DGO 2.01, Rule 8. Engaged in personal business while on-duty, in violation of DGO 2.01, Rule 3.
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, in violation of Department Notice 22-071.
MCD-2024-0036	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0037	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0038	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0039	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0040	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0041	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0042	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0043	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0044	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0045	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0046	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
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.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
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.
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.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
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.
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, in violation of Department Notice 22-071.
MCD-2024-0066	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0067	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0068	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
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.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0073	Left work early
MCD-2024-0074	Lost SFPD Badge
MCD-2024-0075	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0076	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0077	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0078	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0079	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0080	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0081	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0082	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0084	Failed to appear at a DPA interview and did not contact the assigned DPA investigator 24 hours prior to the scheduled interview as required, in violation of DGO 2.04.03 (D).
MCD-2024-0085	Spoke on the phone with a member of the public but did not help them and hung up the phone on them after they asked to speak with a supervisor regarding people threatening them with guns, in violation of DGO 2.01, Rule 8 - Public Courtesy.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0086	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2024-0087	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2024-0088	Made HRMS entries for an employee outside of their command, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0088	Failed to follow directives regarding HRMS scheduling, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0089	Used a disabled placard they were not qualified for, in violation of DGO 2.01.03, Rule 1.
MCD-2024-0090	Disregarded the orders of a superior officer, in violation of DGO 2.01.03, Rule 14, Insubordination.
MCD-2024-0091	Engaged in conduct likely to cause other members emotional distress by spreading rumors and engaging in gossiping about another SFPD member, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2024-0091	Was disrespectful to another SFPD member by yelling and using profane language, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2024-0091	Engaged in conduct likely to cause other members emotional distress by spreading rumors and engaging in gossiping about another SFPD member, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2024-0092	Was involved in a vehicle crash while responding Code 3 to the vicinity of a pursuit, in violation of DGO 5.05 IV(C)(5). Ran a stop sign which caused a traffic crash, in violation of DGO 5.05 I(A) - Drive with due regard.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0092	Was involved in a vehicle crash and was not wearing a seat belt, in violation of DGO 9.04, Seat Belt Policy.
MCD-2024-0093	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0094	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0095	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0096	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0097	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0098	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0099	Routinely leaves work early and it is not reflected in HRMS, in violation of DGO 2.01.03, Rule 1 (a) - Misconduct. Was dishonest regarding the training that has been received, in violation of DGO 2.01.03, Rule 1 (a) - Misconduct. Has neglected and is neglecting duties, in violation of DGO 2.01.03, Rule 1 (a) - Misconduct.
MCD-2024-0100	Threats of domestic violence, in violation of DGO 2.01.03, Rule 1 (Misconduct). Slashed car tires, in violation of DGO 2.01.03 - Rule 1 (Misconduct). Deliberately caused harm to a dog, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0101	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03(H)(1) - BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03(H)(2) - BWC Procedures.
MCD-2024-0102	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0103	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0104	Failed to take a police report regarding a possible assault with a vehicle, in violation of DGO 2.01, Rule 9.
MCD-2024-0105	Was rude to the complainant and refused to take a missing person report, in violation of DGO 2.01, Rule 8 and DGO 2.01, Rule 9.
MCD-2024-0106	Did not take a police report from the complainant, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0107	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0108	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0109	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0110	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0111	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0112	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0113	Was involved in a vehicle collision while off-duty in a Department rental vehicle and fled the scene, in violation of DGO 2.01, Rule 1. Was driving under the influence while off-duty in a Department rental vehicle, in violation of DGO 2.01, Rule 1.
MCD-2024-0114	Made an inappropriate comment in front of subordinates, in violation of DGO 2.01, Rule 1 - Misconduct.
MCD-2024-0115	Failed to locate a firearm on a custody during a custodial transport. Failed to do a thorough arrest search of a custody.
MCD-2024-0115	Failed to do a thorough arrest search of a custody.
MCD-2024-0115	Failed to do a thorough arrest search of a custody.
MCD-2024-0116	Failed to investigate a theft or robbery of a cell phone, and a battery committed in their presence, in violation of DGO 2.01.03, Rule 1 (e) Misconduct - Neglect of Duty.
MCD-2024-0116	Failed to investigate a theft or robbery of a cell phone, and a battery committed in their presence, in violation of DGO 2.01.03, Rule 1 (e) Misconduct - Neglect of Duty.
MCD-2024-0117	Was on cellphone while the complainant was waiting to file a report and complainant was subsequently left without getting any assistance, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2024-0118	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0119	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0120	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0121	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0122	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0123	Failed to appear for mandatory range qualification, in violation of Department Notice #22-071.
MCD-2024-0124	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0125	Failed to submit an accurate incident report, in violation of DGO 2.01.03, Rule 9 (a).
MCD-2024-0126	Failed to take a report regarding a victim being called a derogatory name, in violation of DN 21-086, Reporting of Prejudiced Based Incidents.
MCD-2024-0127	Failed to write a complete and accurate police report, in violation of DN 23-102 - Report Writing Responsibilities Supervisors, Officers & Police Service Aides.
MCD-2024-0128	Failed to notify the Department of secondary employment, in violation of DGO 11.02 Secondary Employment.
MCD-2024-0129	Failed to upload videos within 72 hours, in violation of DGO 10.11.03.H.1, Body Worn Camera: Storage and Use of Recordings
MCD-2024-0130	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0131	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0132	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0133	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0134	Improperly used a Department vehicle, in violation of DGO 2.01.03, Rule 23 (Department Property).
MCD-2024-0135	Was involved in a disorderly conduct incident and arrested, in violation of DGO 2.01, Rule 1 - Misconduct.
MCD-2024-0136	Interfered in a police investigation, in violation of DGO 2.01.03, Rule 27, Prohibition on Use of Authority or Position.
MCD-2024-0137	Failed to properly care for Department issued property, in violation of DGO 2.01, Rule 23 - Department Property.
MCD-2024-0138	Failed to complete and return a Department of Police Accountability Member Response Form (MRF), in violation of DGO 2.04.03(C)(1).
MCD-2024-0139	Was at a traffic light, asleep behind the steering wheel of a vehicle. Deemed intoxicated and charged with driving while intoxicated 23152 (b) VC.
MCD-2024-0140	Reports to work late and leaves early, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. Inattention to duty, DGO 2.01.03, Rule 3. Neglects to carry a radio, in violation of DGO 2.01.03, Rule 5 - Performing Duties. Fails to notify dispatch of activities, in violation of DN 22-034. Accepted donations without submitting proper paperwork, in violation of DGO 2.01.03, Rule 27(c) - Prohibition on Use of Authority or Position.
MCD-2024-0141	Authored an inaccurate police report, in violation of DN 23-102.
MCD-2024-0142	Displayed inappropriate patches, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0143	Cursed at a person who was attempting to pick up their family member at the airport, in violation of DGO 2.01, Rule 9.
MCD-2024-0144	Did not appear for a scheduled interview and did not reschedule as required (with a contact to the investigator by the member at least 24hrs prior to the interview), in violation of DGO 2.04.03(D), DPA Interviews.
MCD-2024-0145	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0146	Was rude to a person that was attempting to make a supplemental report, in violation of DGO 2.01, Rule 8. Failed to perform duties, refused to take a report and refused to call the sergeant, in violation of DGO 2.01, Rule 5.
MCD-2024-0147	Harassed the complainant, made inappropriate comments, behaved inappropriately and refused to provide star number and name when requested, in violation of DGO 2.01, Rule 8, Public Courtesy.
MCD-2024-0149	Regularly arrives to work late and leaves early, in violation of DGO 2.01.03, Rule 4. Accepted gifts while attending events, in violation of DGO 2.01.03, Rule 27 and the San Francisco Police Commission and Police Department Statement of Incompatible Activities. Doesn't wear required uniform, in violation of DGO 2.01.03, Rule 1. Is in a sexual relationship with a supervisor, in violation of DN 23-155.
MCD-2024-0150	Improperly released a copy of an incident report, in violation of DGO 3.16 - Release of Police Reports.
MCD-2024-0150	Improperly released a copy of an incident report, in violation of DGO 3.16 - Release of Police Reports.
MCD-2024-0151	Failed to activate a BWC at the scene of a vehicle collision, in violation of DGO 10.11 - Body Worn Cameras.
MCD-2024-0151	Failed to notify DEM and a supervisor of an on-duty vehicle collision, in violation of DGO 2.06 - Vehicle Collisions Involving Members. Failed to activate a BWC at the scene of a vehicle collision, in violation of DGO 10.11 - Body Worn Cameras.
MCD-2024-0152	Failed to properly supervise a subordinate by allowing them to continually violate the Department's overtime policy (DN 21-045 & DN 24-086) from 07/01/2023 - 06/07/2024, in violation of DGO 1.06 - Duties of Superior Officers.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0152	Worked over the allowed overtime cap during numerous pay periods, in violation of DN 21-045 - Overtime Rules and Reporting. Changed work hours without authorization to work overtime assignments on numerous days, in violation of DN 21-045 - Overtime Rules and Reporting.
MCD-2024-0153	Disparaged an employee in front of their co-workers, in violation of DGO 2.01.03, Rule 7.
MCD-2024-0154	Did not return a Member Response Form (MRF) back to DPA within 21 days of receiving it, in violation of DGO 2.01.C.1.
MCD-2024-0155	Failed to assign a case to be investigated, in violation of DGO 2.01.03, Rule 1 (e) Neglect of Duty.
MCD-2024-0156	Failed to use department property (ERIW) according to department policy and procedure resulting in a discharge, in violation of DGO 2.01, Rule 23, Department Property and DGO 5.01.08.G.1.a, Handling, Drawing and Pointing Firearms.
MCD-2024-0157	Failed to use department property (ERIW) according to department policy and procedure resulting in a discharge, in violation of DGO 2.01, Rule 23 - Department Property.
MCD-2024-0158	Failed to perform duties by refusing to follow up on police reports, in violation of DGO 2.01, Rule 5. Was not respectful or courteous when dealing with a member of the public, in violation of DGO 2.01, Rule 14.
MCD-2024-0159	Failed to notify a sergeant that a citizen was requesting to speak with a sergeant, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2024-0160	Advised the complainant to move their car while they were getting their children's seatbelts on and told them to "do it over there." Endangered children by telling the complainant to move their vehicle without the children's seatbelts on, a possible violation of DGO 2.01.03 - Public Courtesy.
MCD-2024-0161	Failed to take a police report, in violation of DGO 2.01.03, Rule 9 - Written Reports. Refused to provide an interpreter for the complainant, in violation of DGO 5.20 - Language Access Services for Limited English Proficient (LEP) Persons.
MCD-2024-0162	Lost a wallet containing Department ID and flat star, in violation of DGO 2.01.03, Rule 23, which states in part, "Members/employees are responsible for the safekeeping and appropriate authorized use of Department Property."

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0163	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0164	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0165	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0166	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0167	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0168	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0170	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0171	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0172	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0173	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0174	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0175	Failed to take an incident report, in violation of DGO 2.01.03, Rule 9 - Written Reports.
MCD-2024-0176	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0177	Entered overtime into HRMS that was not authorized or approved, in violation of DGO 2.02.03, Rule 1, Misconduct. Entered overtime into HRMS for work that was not done, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2024-0178	Failed to properly document a use of force incident against a subject, in violation of DGO 5.01.09 (Use of Force Reporting). Failed to activate a BWC during a use of force incident, in violation of DN 23-045 (Activation of Body Worn Cameras).
MCD-2024-0179	Made a fraudulent claim of on-duty injury, in violation of DGO 2.01.03 (Rule 1) - Misconduct.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0180	Failed to comply with the requirements of the 11.11 program, in violation of DGO 2.01.03, Rule 5, Performing Duties - Written Orders. Was in possession of a firearm while intoxicated, in violation of DGO 2.02.03.D. Made domestic violence threats and fired a firearm within city limits, in violation of DGO 2.01.02, Rule 1.
MCD-2024-0181	Failed to comply with multiple directives to title their BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2024-0182	An unknown SFPD member failed to properly secure and process suspected marijuana, in violation of DGO 6.15.I.A - Property Processing.
MCD-2024-0183	Failed to upload BWC videos within 72 hours, in violation of DGO 10.11.03.H.1, BWC Procedures.
MCD-2024-0184	Received amusement park tickets as a gift without getting proper approval, in violation of DGO 2.01, Rule 27 - Prohibition on Use of Authority or Position. While on-duty, went to an amusement park, in violation of DGO 2.01, Rule 3 - Attention to Duty.
MCD-2024-0184	Received amusement park tickets as a gift without getting proper approval, in violation of DGO 2.01, Rule 27 - Prohibition on Use of Authority or Position. While on-duty, went to an amusement park, in violation of DGO 2.01, Rule 3 - Attention to Duty.
MCD-2024-0184	Received amusement park tickets as a gift without getting proper approval, in violation of DGO 2.01, Rule 27 - Prohibition on Use of Authority or Position. While on-duty, went to an amusement park, in violation of DGO 2.01, Rule 3 - Attention to Duty.
MCD-2024-0185	Failed to properly tag BWC videos, in violation of DGO 10.11.03.H.2 (BWC Procedures - Storage and Use of Recordings). Failed to perform duties according to Department policies and procedures, in violation of DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2024-0186	Failed to take a police report on or around 08/03/24 at approximately 1800 hours, in violation of DGO 2.01, Rule 5 - Performing Duties.
MCD-2024-0187	Entered overtime into HRMS which was not worked, in violation of DGO 2.01.03, Rule 4 and DGO 2.01.03, Rule 9.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0188	Was discourteous and refused to give name when requested, in violation of DGO 2.01.03, Rule 8 (Public Courtesy).
MCD-2024-0189	Refused to provide name and star number, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2024-0190	Was rude to complainant who was picking up a passenger at the airport. Refused to provide name and star when asked, in violation of DGO 2.01.03, Rule 8 (Public Courtesy).
MCD-2024-0191	Displayed discourteous, disrespectful and rude behavior while interacting with city employees at a city workplace, in violation of the City's Equitable, Fair and Respectful Workplace Policy.
MCD-2024-0192	Laughed at a complainant who attempted to provide additional information and follow up on a case, in violation of DGO 2.01.03, Rule 8 - Public Courtesy. Failed to investigate/document when the complainant attempted to provide additional information and follow up on a case, in violation of DGO 2.01.03, Rule 1(e) - Misconduct.
MCD-2024-0193	Tagging BWC videos with the incorrect categories. Possibly using the incorrect categories intentionally as to make the BWC videos get deleted sooner, in violation of DGO 10.11.03.H.2, DN 21-116 and DGO 2.01.03, Rule 1.
MCD-2024-0194	Attempted to document an inaccurate report by accusing the complainant of mutual battery, which contradicted the complainant's statement of events, in violation of DGO 2.01.03, Rule 1.
MCD-2024-0195	Violated the terms of a Telecommute Agreement, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0197	Improperly released information from a department database, in violation of DN 24-075.
MCD-2024-0198	Failed to safekeep Department property (police ID), in violation of DGO 2.01.03, Rule 23 (Department Property).
MCD-2024-0199	Failed to take required action when investigating a DUI incident, in violation of DGO 2.01.03 Section 16 - Investigative Responsibility. Submitted an inaccurate written report when investigating a DUI incident, in violation of DGO 2.01.03 Section 9 - Written Reports. Was dishonest when investigating a DUI incident, in violation of DGO 2.01.03 Section 1 - Misconduct.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0200	While off duty, sent an email that reflected potential bias, in violation of DGO 2.01.03 Rule 1, Conduct Reflecting Discredit.
MCD-2024-0201	Misrepresented income in court documents when filing a Declaration of Financial Hardship.
MCD-2024-0202	Has a disabled veteran license plate attached to a personal vehicle that they are not qualified for, in violation of DGO 2.01.03, Rule 1.
MCD-2024-0203	While off-duty, was arrested for domestic violence, in violation of DGO 2.01.03, Rule 1 (Off-Duty Responsibility).
MCD-2024-0204	Failed to properly care for Department issued property by losing SFPD Employee ID and CCSF DSW card, in violation of DGO 2.01, Rule 23 - Department Property.
MCD-2024-0205	Worked over the 60 hour limit on overtime in a single pay period, in violation of DN 24-086 - Mandatory and Voluntary Overtime Limits.
MCD-2024-0206	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0207	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0208	While on the scene of a stolen vehicle arrest, a prisoner escaped from custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2024-0208	While on the scene of a stolen vehicle arrest, a prisoner escaped from custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2024-0209	Was (1) rude and unprofessional and (2) refused to take a report, in violation of DGO 2.01.03, Rule 8 (Public Courtesy) & DGO 2.01.03, Rule 5 (Performing Duties).

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0210	Engaged in disrespectful behavior towards a subordinate, in violation of the City's Equitable, Fair and Respectful Workplace policy.
MCD-2024-0210	Engaged in disrespectful behavior towards a subordinate, in violation of the City's Equitable, Fair and Respectful Workplace policy.
MCD-2024-0211	Failed to report for duty on a non-discretionary day, in violation of DGO 2.01.03, Rule 4, Reporting for Duty.
MCD-2024-0212	Unauthorized leave, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0213	Used profane language while conducting traffic enforcement, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2024-0214	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03(H)(2) - BWC Procedures.
MCD-2024-0215	Continuously arrives to work late and leaves early, which isn't reflective in the work schedule, in violation of DGO 2.01.03, Rule 4 - Report for Duty.
MCD-2024-0216	Engaged in a pattern of aggressive behavior towards a subordinate, in violation of DGO 2.01.03, Rule 1.
MCD-2024-0217	Submitted an inaccurate police report, in violation of DGO 2.01.09, Rule 9 - Written Reports.
MCD-2024-0218	Failed to take proper care of SFPD Officer Star, in violation of DGO 2.01, Rule 22 - Department Property.
MCD-2024-0219	Discriminated against a contract vendor, in violation of DGO 11.07, Prohibiting Discrimination, Harassment and Retaliation.
MCD-2024-0220	Violated the Department and City's purchasing policy, in violation of DGO 2.01, Rule 5 - Performing Duties.
MCD-2024-0221	Engaged in disrespectful behavior towards a member of the Department, in violation of the City's Equitable, Fair and Respectful Workplace Policy.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0221	Engaged in disrespectful behavior towards a member of the Department, in violation of the City's Equitable, Fair and Respectful Workplace Policy.
MCD-2024-0222	Engaged in disrespectful behavior towards a member of the Department, in violation of the City's Equitable, Fair and Respectful Workplace Policy.
MCD-2024-0224	While on duty, lost a department issued cellphone, in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2024-0226	Failed to return a DPA Members Response Form within 21 days, in violation of DGO 2.04.03(C)(1) Responsibilities of Members.
MCD-2024-0227	While on duty, wrote an inaccurate incident report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2024-0228	Failed to include a description of stolen property in an incident report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2024-0229	Was disrespectful to subordinates, in violation of DN 23-192 - DHR Equitable, Fair and Respectful Workplace Policy & DGO 2.01.03, Rule 7 - Respectfulness. Had subordinates work past their scheduled shifts and denied them compensation for the hours they worked, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2024-0230	While on duty, refused to take an incident report, in violation of DGO 2.01.03, Rule 9, Written Reports. Threatened the complainant with arrest for attempting to file the report, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2024-0231	Is working secondary employment without prior written permission, in violation of DGO 11.02.II.A.3 - Secondary Employment.
MCD-2024-0232	Failed to take proper care of department property (keys), in violation of DGO 10.02.01.A.1 - Equipment & DGO 2.01.03, Rule 23 - Department Property.
MCD-2024-0233	Was aggressive and unprofessional, telling complainant to move along, in violation of DGO 2.01.03, Rule 8.
MCD-2024-0234	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0235	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0236	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0237	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0238	Excessiver overtime hours, in violation of Department Bulletin (DB) 24-086.
MCD-2024-0239	Engaged in conduct that may compromise the prosecution of a criminal offense, in violation of DGO 2.01.03, Rule 18.
MCD-2024-0240	Issued an unwarranted citation to the complainant, in violation of DGO 2.01, Rule 1.
MCD-2024-0241	Improperly issued a parking citation, in violation of Department General Order 2.01.03, Rule 1(d) - Unwarranted Action.
MCD-2024-0243	Was involved in engaging in personal business while on-duty, in violation of DGO 2.01.03 Rule 3 - Attention to Duty Did not report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Attention to Duty. Consumed alcohol and was under the influence of alcohol while carrying a firearm, in violation of DGO 2.02.03 Rule D - Alcohol Use
MCD-2024-0244	Was dishonest by reporting to their supervisor that they were injured on-duty, in violation of DGO 2.01.03, Rule 1 & 22, and DGO 11.01.1.M.2.(a).
MCD-2024-0245	Was detained and placed on a 5150 Welfare and Institutions Code, in violation of DGO 2.01.03, Rule 1 - Misconduct. Did not immediately notify Commanding Officer, in violation of DGO 2.01.03, Rule 2, Department Member's Notification Responsibilities. Was listed as a "mental health firearms prohibited subject", in violation of DGO 2.01.03, Rule 21, Members Relieved of Duty.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0246	Lost department issued reserve star, in violation of DGO 2.01, Rule 23 (Department Property),
MCD-2024-0247	While off duty, was involved in a "road rage" incident involving threats to the other party, in violation of Department General Order 2.01.03, Rule 1. Misconduct - a. Conduct Unbecoming.
MCD-2024-0248	Engages in inappropriate behavior with SFPD recruits. Any recruits that resist and/or speak up incur retaliation, (DGO 2.01.03, Rule #7, DN 23-192, City and County of San Francisco - Equitable, Fair, and Respectful Workplace Policy). Engaged in an inappropriate relationship with a subordinate, (DN 23.155, CSC no. 2017-01).
MCD-2024-0249	Created a hostile work environment, in violation of DGO 2.01, Rule 7 - Respectfulness. Is in a romantic relationship with another member, in violation of DN 23-155, Policy of Family and Romantic Relations at Work. Conducts personal business while at work and engages in personal social interaction for an excessive amount of time at work, in violation of DGO 2.01, Rule 3 - Attention to Duty.
MCD-2024-0250	Became the subject of a domestic violence restraining order, in violation of DGO 2.01, Rule 2, Department Member's Notification Responsibilities.
MCD-2024-0251	Took an inaccurate report from complainant and did not name the suspect in the case but, instead put unknown suspect in violation of Department General Order 2.01.03 General Rules of Conduct, Rule 9. Written Reports.
MCD-2024-0252	Failed to take proper care of department property, including a Department issued ID Card, in violation of DGO 10.02.01, A.1 - Equipment & DGO 2.01.03, Rule 23- Department Property.
MCD-2024-0253	Was not professional/courteous to a subordinate, in violation of DGO 2.01.03 Rule 7 - Respectfulness.
MCD-2024-0254	Was involved in an on-duty traffic collision while driving too fast for the conditions, in violation of DGO 5.05.III(B) - Non-Emergency Response Driving. Failed to stop for a steady red circular signal, in violation of DGO 5.05.I(A), Driving with due regard. Failed to properly care for department property, in violation of DGO 2.01, Rule 23, Department Property.
MCD-2024-0255	Failed to assign a case for investigation, in violation of DGO 2.01.03, Rule 1 e, Neglect of Duty.
MCD-2024-0256	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0257	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0258	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0259	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0260	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0261	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0262	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0263	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0264	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0265	Slapped a co-worker during a football game, in violation of DGO 2.01.03, Rule 1 & Rule 7.
MCD-2024-0266	Failed to appear for a DPA interview, in violation of DGO 2.04.03.D
OID-2024-0001	Officer involved firearm discharge investigation
OIS-2024-0001	Officer Involved Shooting Investigation

Complaint Summaries – 2024 Opened Cases

Case Number	Summary of Complaints
OIS-2024-0001	Officer Involved Shooting Investigation
OIS-2024-0001	Officer Involved Shooting Investigation
OIS-2024-0001	Officer Involved Shooting Investigation
OIS-2024-0002	Officer Involved Shooting Investigation
OIS-2024-0002	Officer Involved Shooting Investigation
OIS-2024-0003	Officer Involved Shooting Investigation
OIS-2024-0003	Officer Involved Shooting Investigation
OIS-2024-0003	Officer Involved Shooting Investigation
UOF 24-0001	Use of force - Administrative investigation
UOF 24-0001	Use of force - Administrative investigation
UOF 24-0001	Use of force - Administrative investigation
UOF 24-0001	Use of force - Administrative 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