

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Closed Date	Complaint Summary
MCD-2021-0248	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/05/2024, 07/31/2024	Closed	04/08/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2023-0061	5/17/23			CU	Improper Conduct	03/11/2024	Resignation	05/16/2023	Closed	04/08/2024	Committed fraud by applying and receiving a loan for a fictitious business, in violation of DGO 2.01, Rule 9.
MCD-2023-0061	5/17/23			CU	Insufficient Evidence	03/11/2024	No Further Action	03/11/2024	Closed	04/08/2024	Committed fraud by soliciting and collecting donations from the public, in violation of DGO 2.01, Rule 9.
MCD-2023-0163	9/21/23	00055599-23		ND (DPA MRF)	Improper Conduct	02/26/2024	Admonishment, Retraining	03/06/2024	Closed	04/08/2024	Failed to complete and return a Dept. of Police Accountability Member Response Form, in violation of DGO 2.04.03.C.1.

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MCD-2023-0231	10/18/23			FTA (Range)	Improper Conduct	03/11/2024	Admonishment, Retraining	03/25/2024	Closed	04/08/2024	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualification is a violation of DGO 2.01, Rule 10, Written Orders.
MCD-2023-0238	11/13/23	00055017-23		FTA (DPA)	Improper Conduct	02/26/2024	Admonishment, Retraining	03/06/2024	Closed	04/08/2024	Failed to attend a scheduled DPA interview, in violation of DGO 2.04.03.D.
MCD-2023-0248	12/12/23			UA (x2)	Improper Conduct, Insufficient Evidence	03/11/2024	Retraining, Written Reprimand	03/25/2024	Closed	04/08/2024	Was in possession of a two high-capacity firearm magazines, in violation of SFPD DGO 2.01, Rule 1. Was carrying a firearm while at work, in violation of DN 23-181, The City and County of San Francisco, Employee Handbook 2012- Page 44- Workplace Violence Prohibited.
MCDO-2018-0099	4/11/22	DPA 0242-18 / 00043099	5/30/18	Misrepresenting the Truth	Insufficient Evidence	03/15/2024	No Further Action	03/15/2024	Closed	04/08/2024	Misrepresented the truth, DGO 2.01, Rule 9.
MCDO-2019-0056	2/22/24	00044141-19	12/2/19	UA	Improper Conduct	03/18/2024	No Further Action	03/18/2024	Closed	04/08/2024	Improper search or seizure of a person, property, vehicle, or location; improper entry, DGO 5.03 & DN 21-001.
MCDO-2023-0024	1/29/24	00054749-23	4/19/23	Inappropriate Behavior/Comments	Improper Conduct	03/18/2024	Admonishment, Retraining	03/22/2024	Closed	04/08/2024	Inappropriate behavior or comments, DGO 2.01.

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MCD-2024-0025	2/8/24	00058193-23		ND	Proper Conduct	04/08/2024	No Further Action	04/08/2024	Closed	04/09/2024	Failed to file a missing person report when requested by a member of the public, in violation of DGO 6.10.I.
MCD-2020-0001-ICD	1/21/20			ND, UOF	In Policy	01/20/2021	No Further Action	01/20/2021	Closed	04/17/2024	In-custody death investigation. - DGO 5.01 Use of Force - DGO 5.21 The CIT Response to Person in Crisis Calls for Service. - SFPD Booking and Detention Manual.
MCD-2020-0001-ICD	1/21/20			ND (BWC)	Improper Conduct	01/20/2021	Admonishment, Retraining	04/17/2024	Closed	04/17/2024	DGO 10.11 Body Worn Camera.
MCD-2020-0001-ICD	1/21/20			Administrative Investigation, ND (x2), ND (BWC), UOF	In Policy	01/20/2021	No Further Action	01/20/2021	Closed	04/17/2024	In-custody death investigation. - DGO 5.01 Use of Force - DGO 5.21 The CIT Response to Person in Crisis Calls for Service. - DGO 8.12 In-Custody Deaths. DGO 10.11 Body Worn Camera. - SFPD Booking and Detention Manual.
MCD-2020-0001-ICD	1/21/20			Administrative Investigation, ND (x3), ND (BWC), UOF	In Policy	01/20/2021	No Further Action	01/20/2021	Closed	04/17/2024	In-custody death investigation. - DGO 1.04 Duties of Sergeants. - DGO 5.01 Use of Force - DGO 5.21 The CIT Response to Person in Crisis Calls for Service. - DGO 8.12 In-Custody Deaths. DGO 10.11 Body Worn Camera. - SFPD Booking and Detention Manual.

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MCD-2020-0001-ICD	1/21/20			Administrative Investigation, ND (x2), ND (BWC), UOF	In Policy	01/20/2021	No Further Action	01/20/2021	Closed	04/17/2024	In-custody death investigation. - DGO 5.01 Use of Force - DGO 5.21 The CIT Response to Person in Crisis Calls for Service. - DGO 8.12 In-Custody Deaths. - DGO 10.11 Body Worn Camera. - SFPD Booking and Detention Manual.
MCD-2023-0077	6/21/23			ND (x3)	Insufficient Evidence	04/15/2024	No Further Action	04/15/2024	Closed	04/17/2024	Was sleeping while on-duty, in violation of DGO 2.01, Rule 42. Has developed a pattern of sleeping while on-duty, in violation of DGO 2.01, Rule 9.
MCD-2023-0007	1/19/23			CU (x2)	Improper Conduct	02/12/2024	Retraining, Suspension (7 days)	03/28/2024, 04/24/2024	Closed	04/22/2024	Was arrested for driving with a suspended license, a violation of DGO 2.01 Rule 9 Misconduct. Secured personal privileges as a police officer to avoid consequences of illegal conduct, a violation of DGO 2.01 Rule 45 Securing Personal Privileges.
MCD-2023-0007	1/19/23			CU	Proper Conduct	02/12/2024	No Further Action	02/12/2024	Closed	04/22/2024	Was arrested for driving with a suspended license and did not ensure verbal notification was made to a Commanding Officer or Supervisor, a violation of DGO 8.01.B.9 and Department Notice 21-059.

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MCD-2024-0046	1/24/24			FTA (Range)	Improper Conduct	03/04/2024	Resignation	02/07/2024	Closed	04/22/2024	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualification is a violation of DGO 2.01, Rule 10, Written Orders.
MCD-2021-0020	2/5/21			ND (BWC)	Proper Conduct	08/22/2023	No Further Action	08/22/2023	Closed	04/23/2024	Failed to comply with Department Policy regarding a Body Worn Camera when responding to a call for service.
MCD-2021-0020	2/5/21			ND	Improper Conduct	08/22/2023	Retraining, Suspension (2 days)	08/04/2023, 08/29/2023	Closed	04/23/2024	Failed to ensure that an investigation was completed and all department policies and procedures were adhered to in violation of DGO 1.07.
MCD-2021-0020	2/5/21			CU	Improper Conduct	08/22/2023	11.11 Program, Retraining, Suspension (1 day served and 1 held in abeyance)	03/20/2023, 04/19/2023	Closed	04/23/2024	Was carrying a weapon while off-duty and impaired due to alcohol intoxication, in violation of DGO 2.02.I.B Alcohol Consumption by Members.
MCD-2021-0020	2/5/21			ND (BWC)	Proper Conduct	08/22/2023	No Further Action	08/22/2023	Closed	04/23/2024	Failed to comply with Department Policy regarding a Body Worn Camera when responding to a call for service.
MCD-2021-0020	2/5/21			ND	Improper Conduct	08/22/2023	Retraining, Suspension (4 days)	04/09/2024, 5/1/2024	Closed	04/23/2024	Failed to investigate off-duty misconduct of a member that was under the influence of alcohol while in possession of a firearm and star.

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MCD-2021-0306	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Resignation	01/14/2023	Closed	04/23/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2022-0038	4/18/22			Escape	Proper Conduct	03/28/2024	No Further Action	03/28/2024	Closed	04/23/2024	Failed to properly maintain custody of a prisoner, in violation of DGO 2.01, Rule 35, Responsibilities of Members with Prisoners.
MCD-2022-0038	4/18/22			Escape	Improper Conduct	03/28/2024	Retraining, Suspension (1 day)	02/22/2023, 03/29/2023	Closed	04/23/2024	Failed to properly maintain custody of a prisoner, in violation of DGO 2.01, Rule 35, Responsibilities of Members with Prisoners.

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MCD-2022-0127	3/28/22			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retirement	10/01/2023	Closed	04/23/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2023-0196	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	04/19/2024	Closed	04/23/2024	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.
MCDO-2023-0022	1/13/24	00054166-23	3/16/23	UA	Improper Conduct	02/21/2024	Retraining, Written Reprimand	03/13/2024	Closed	04/23/2024	Conducted an improper search or seizure, DGO 5.16.
MCDO-2023-0022	1/13/24	00054166-23	3/16/23	UA	Proper Conduct	02/21/2024	No Further Action	02/21/2024	Closed	04/23/2024	Unnecessary force, DGO 5.01.
MCDO-2023-0025	1/29/24	00054348-23	3/29/23	ND (BWC)	Improper Conduct	03/11/2024	Retraining, Written Reprimand	04/05/2024	Closed	04/23/2024	Failure to activate body-worn camera, in violation of DGO 10.11 & DN 23-045.
MCDO-2023-0025	1/29/24	00054348-23	3/29/23	ND (BWC)	Improper Conduct	03/11/2024	Retraining, Suspension (1 day held in abeyance)	04/09/2024, 03/19/2025	Closed	04/23/2024	Failure to activate body-worn camera, in violation of DGO 10.11 & DN 23-045.

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MCDO-2023-0027	2/6/24	00054647-23	4/17/23	Inappropriate Behavior/ Comments	Improper Conduct	03/04/2024	Retraining, Written Reprimand	04/09/2024	Closed	04/23/2024	Behaved or spoke inappropriately, in violation of DGO 2.01.
MCD-2022-0093	7/26/22			CU, ND (x2)	Improper Conduct	05/15/2023	Board Police Commission, Retraining, Suspension (20 days)	04/17/2024, 07/13/2024	Closed	04/24/2024	Sent text messages on a Department-issued cell phone that included derogatory terms. Used a Department issued cell phone for non-work related purposes. Engaged in a text message conversation of a personal nature that potentially took place while on duty.
MCD-2023-0005	1/24/23			ND	Improper Conduct	11/20/2023	Retraining, Suspension (1 day)	03/27/2024, 05/01/2024	Closed	04/24/2024	Failed to promptly respond to an assigned "A" priority call in violation of DGO1.03.I.A.8(a) Duties of Patrol Officers.
MCD-2023-0005	1/24/23			ND	Improper Conduct	11/20/2023	Resignation	02/03/2024	Closed	04/24/2024	Failed to promptly respond to an assigned "A" priority call in violation of DGO1.03.I.A.8(a) Duties of Patrol Officers.
MCD-2023-0171	10/3/23			ND (BWC)	Improper Conduct	03/11/2024	PIP, Retraining, Written Reprimand	04/17/2024	Closed	04/24/2024	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0201	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	Retraining, Written Reprimand	04/19/2024	Closed	04/24/2024	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.

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MCD-2023-0219	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	04/19/2024	Closed	04/24/2024	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-2021-0162	10/14/21			Insubordination, ND	Proper Conduct	09/27/2022	No Further Action	09/27/2022	Closed	04/26/2024	Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2021-0162	10/14/21			ND (Vaccination Related)	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/28/2024, 07/31/2024	Closed	04/26/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders.

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MCD-2021-0316	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/14/2024, 07/31/2024	Closed	04/26/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2021-0329	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/28/2024, 07/31/2024	Closed	04/26/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.

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MCD-2023-0148	9/11/23			FTA (Range)	Improper Conduct	04/08/2024	Admonishment, Retraining	04/19/2024	Closed	04/26/2024	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualification is a violation of DGO 2.01, Rule 10, Written Orders.
MCD-2024-0011	1/9/24			UA	Improper Conduct	04/08/2024	Admonishment, Retraining	04/18/2024	Closed	04/26/2024	Posted photographs on social media of employees in uniform without authorization from the Department, in violation of DGO 2.09.III.B Personal Use of Social Media by Department Members.
MCD-2024-0011	1/9/24			UA	Insufficient Evidence	04/08/2024	No Further Action	04/08/2024	Closed	04/26/2024	Used personal social media while on duty, in violation of DGO 2.09.III.A Personal Use of Social Media by Department Members.
MCD-2020-0078	3/25/20			CU (x2), ND	Improper Conduct	03/15/2021	Retraining, Written Reprimand	04/12/2024	Closed	04/29/2024	Violated DGO 1.06.I.4, Failure to Notify by allegedly speaking with named members regarding an allegation. Violated DGO 2.01, Rule 48, Compromising an Investigation, by discussing witness information. Violated DB 18-163.

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MCD-2020-0078	3/25/20			CU, ND	Improper Conduct	03/15/2021	Retraining, Written Reprimand	09/27/2021	Closed	04/29/2024	Violated DGO 1.06.I.4, Failure to Notify by allegedly speaking with a named member regarding an allegation and notifying the member of the allegations and information being investigated. Violated DGO 2.01, Rule 48, Compromising an Investigation, by sending the named member a copy of the information.
MCD-2021-0242	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/20/2022	Retraining, Suspension (10 days held in abeyance)	03/11/2024, 07/31/2024	Closed	04/29/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.

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MCD-2021-0282	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/14/2024, 07/31/2024	Closed	04/29/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2021-0294	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/20/2024, 07/31/2024	Closed	04/29/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.

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MCD-2021-0311	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/16/2024, 07/31/2024	Closed	04/29/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2022-0121	3/28/22			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/01/2024, 07/31/2024	Closed	04/29/2024	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 Vaccination Requirements for Employees and DGO 2.01 Rule 10 Written Orders. Demonstrated insubordination by knowingly failing to follow Department directives, DGO 2.01 Rule 9. Failed to meet essential job functions, DGO 2.01 Rule 3.

Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

CVC – California Vehicle Code

DB – Department Bulletin

DGO – Department General Order

DM – Department Manual

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

MRF – Member Response Form

ND – Neglect of Duty

ICD – In Custody Death

OC – Oleoresin Capsicum (pepper spray)

OID – Officer Involved Discharge (of Firearm)

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

PLES – Police Law Enforcement Services

SDCS – Stop Data Collection System

SFO – San Francisco International Airport

SF SPCA – San Francisco Society for the Prevention of Cruelty to Animals

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force