

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-2023-0237	11/2/23			ND (BWC) x2	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	11/05/2024	Closed	12/16/2024	Failed to comply with multiple directives to upload BWC videos within 72 hours, in violation of DGO 10.11.03.H.1. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0004	1/3/24			ND (BWC) x2	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	12/11/2024	Closed	12/16/2024	Failed to dock BWC within 72 hours, in violation of DGO 10.11.03.H.1. Failed to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0006	1/2/24			ND x2	Insufficient Evidence	12/16/2024	No Further Action	12/16/2024	Closed	12/16/2024	Is frequently late to work and leaves early, in violation of DGO 2.01, Rule 4, Reporting for Duty. Works out on duty, in violation of DGO 2.01, Rule 3 Attention to Duty.
MCD-2024-0016	7/29/24			CU	Insufficient Evidence	12/09/2024	No Further Action	12/09/2024	Closed	12/09/2024	Was unprofessional when interacting with a Department member, in violation of the City's Equitable, Fair and Respectful Workplace Policy.
MCD-2024-0016	7/29/24			ND	Unfounded	12/09/2024	No Further Action	12/09/2024	Closed	12/09/2024	Engaged in personal business while on duty, in violation of DGO 2.01, Rule 3 Attention to Duty.
MCD-2024-0047	2/8/24			CU	Insufficient Evidence	12/02/2024	No Further Action	12/02/2024	Closed	12/02/2024	Forged a signature on a gift affidavit, in violation of DGO 2.01.03, Rule 1 Misconduct.
MCD-2024-0072	2/19/24			CU, ND (x4)	Insufficient Evidence/ Proper Conduct	12/02/2024	No Further Action	12/02/2024	Closed	12/02/2024	Comes in much later than the time entered in HRMS, in violation of DGO 2.01.03, Rule 4. Leaves the station in the middle of the day without recording the change in HRMS, in violation of DGO 2.01.03, Rule 4. Constantly changes or flexes working hours to avoid using accrued time, in violation of DGO 2.01.03, Rule 4. Does not wear full uniform at work in violation of DGO 10.02.E.1. Shows preferential treatment to some employees by allowing them to stay on light duty status, when others are forced to transfer out, in violation of DGO 11.07.01.A.

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MCD-2024-0125	5/23/24	00057154-23		ND	Proper Conduct	12/16/2024	No Further Action	12/16/2024	Closed	12/16/2024	Failed to submit an accurate incident report, in violation of DGO 2.01.03.a.
MCD-2024-0126	5/28/24	00058085-23		ND	Proper Conduct	12/02/2024	No Further Action	12/02/2024	Closed	12/02/2024	Failed to take a report regarding the victim being called a derogatory name, in violation of DN 21-086 Reporting of Prejudiced Based Incidents.
MCD-2024-0136	6/6/24	00058863-24		CU	Unfounded	12/02/2024	No Further Action	12/02/2024	Closed	12/02/2024	Interfered in a police investigation involving a family member, in violation of DGO 2.01.03, Rule 27 Prohibition on Use of Authority or Position.
MCD-2024-0152	7/2/24			ND	Proper Conduct	12/16/2024	No Further Action	12/16/2024	Closed	12/16/2024	Failed to properly supervise a subordinate by allowing them to continually violate the Department's overtime policy, DN 21-045 & DN 24-086, in violation of DGO 1.06 Duties of Superior Officers.
MCD-2024-0152	7/2/24			CU x3	Proper Conduct/ Policy Failure	12/16/2024	No Further Action	12/16/2024	Closed	12/16/2024	Worked over the allowed sixty hours of overtime for a pay period, in violation of DN 24-086 Mandatory and Voluntary Overtime and Limits. 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-2024-0170	7/22/24			FTA (Range)	Proper Conduct	12/16/2024	No Further Action	12/16/2024	Closed	12/16/2024	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 5, Performing Duties

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MCD-2024-0191	8/26/24			CU	Insufficient Evidence	12/02/2024	No Further Action	12/02/2024	Closed	12/02/2024	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 and DGO 2.01.03, Rule 7.
MCD-2024-0192	8/21/24	00059659-24		CU, ND	Insufficient Evidence	12/02/2024	No Further Action	12/02/2024	Closed	12/02/2024	Laughed at a complainant who attempted to provide additional information and follow up on their 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 his case, in violation of DGO 2.01.03, Rule 1.e Misconduct.
MCD-2024-0228	10/25/24	00061352-24		ND	Proper Conduct	12/02/2024	No Further Action	12/02/2024	Closed	12/02/2024	While on duty, did not get a description of stolen property in an incident report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCDO-2020-0014	2/4/21	00044359-20	2/19/20	Failure to Properly Supervise, ND (BWC)	Improper Conduct	04/19/2021	Retraining, Suspension (2 days)	12/10/2022, 01/21/2022	Closed	12/03/2024	Failed to activate a body worn camera as required, in violation of DGO 10.11 and DB 18-256. Failed to properly supervise, in violation of DGO 1.03.I.A.1 & DGO 2.01, Rule 18.
MCDO-2020-0014	2/4/21	00044359-20	2/19/20	ND (BWC)	Improper Conduct	04/19/2021	Admonishment, Retraining	08/01/2023	Closed	12/03/2024	Failed to activate a body worn camera as required, in violation of DGO 10.11 and DB 18-256.
MCDO-2020-0014	2/4/21	00044359-20	2/19/20	CU, UA	Insufficient Evidence	04/19/2021	No Further Action	04/19/2021	Closed	12/03/2024	Prepared inaccurate incident report. Prepared an incomplete incident report. Prepared misleading incident report. Violated DGO 10.02.I.E.2.
MCDO-2020-0014	2/4/21	00044359-20	2/19/20	ND, Writing an Inaccurate/Incomplete Incident Report	Improper Conduct	04/19/2021	Resignation	11/13/2024	Closed	12/03/2024	Detained a person without reasonable suspicion, in violation of DGO 5.03 & 4th Amendment.

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MCDO-2021-0040	5/6/22	00048871-21	11/29/21	Inappropriate Comments	Improper Conduct	09/12/2022	Retirement	03/30/2024	Closed	12/16/2024	Made rude comments regarding a crime victim, DGO 2.01.
MCDO-2024-0005	9/8/24	00059617-24	4/24/24	CU	Policy Failure	12/16/2024	No Further Action	12/16/2024	Closed	12/18/2024	SFPD displayed threatening, intimidating, or harassing behavior.
MCD-2024-0045	1/24/24			FTA (Range)	Improper Conduct	11/25/2024	Admonishment, Retraining	12/26/2024	Closed	12/30/2024	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 5, Performing Duties
MCD-2024-0122	5/20/24			FTA (Range)	Improper Conduct	11/25/2024	Admonishment, Retraining	12/25/2024	Closed	12/30/2024	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 5, Performing Duties

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