

| 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-2021-0255    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Retirement                 | 01/01/2023         | Closed          | 02/01/2024  | 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-2021-0212    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Unfounded               | 01/29/2024   | No Further Action          | 01/29/2024         | Closed          | 02/02/2024  | 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-2021-0330    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Unfounded               | 01/29/2024   | No Further Action          | 01/29/2024         | Closed          | 02/02/2024  | 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-2023-0029    | 2/15/23             | 00053290-23     |                     | Discourtesy, UA                               | Insufficient Evidence   | 01/29/2024   | No Further Action          | 01/29/2024         | Closed          | 02/02/2024  | An unknown member was discourteous to the complainant, in violation of DGO 2.01, Rule 14 Public Courtesy. An unknown member threatened to cite the complainant, in violation of DGO 2.01, Rule 5 Performing Duties.   |
| MCD-2023-0036    | 3/7/23              |                 |                     | CU (x4)                                       | Insufficient Evidence   | 01/29/2024   | No Further Action          | 01/29/2024         | Closed          | 02/02/2024  | Complaints have been filed with Child Protective Services listing emotional abuse, physical abuse, and dangerous activities with children. Accused of sexual assault, DGO 2.01, Rule 9. Endangered children by driving recklessly while they were in the vehicle, in violation of DGO 2.01, Rule 9.   |

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| MCD-2023-0062    | 5/25/23             |                    |                     | ND  | Proper Conduct          | 01/29/2024   | No Further Action             | 01/29/2024         | Closed          | 02/02/2024  | Is involved in a romantic relationship with with a subordinate employee and failed to report the alleged romantic relationship to the department as described in the Commissioners policy on Family and Romantic Relationships at Work, CSC No. 2017-01. |
| MCD-2023-0062    | 5/25/23             |                    |                     | ND  | Proper Conduct          | 01/29/2024   | No Further Action             | 01/29/2024         | Closed          | 02/02/2024  | Is involved in a romantic relationship with a supervisor and failed to report the alleged romantic relationship to the department as described in the Commissioners policy on Family and Romantic Relationships at Work, CSC No. 2017-01.                |
| MCD-2023-0242    | 11/29/23            | 00056591-23        |                     | Discourtesy                                     | Insufficient Evidence   | 01/29/2024   | No Further Action             | 01/29/2024         | Closed          | 02/02/2024  | Was discourteous to a member of the public, in violation of DGO 2.01.03.8.b Public Courtesy.   |
| MCDO-2018-0100   | 12/7/23             | 0097-18 / 00042757 | 3/6/18              | Policy/Procedure (x2)                           | Policy Failure          | 01/29/2024   | No Further Action             | 01/29/2024         | Closed          | 02/02/2024  | Violation DGO 8.01 and DGO 8.02.   |
| MCDO-2020-0048   | 9/28/21             | 00045527-20        | 12/30/20            | Failure to Report UOF, Unnecessary Force        | Policy Failure          | 12/23/2021   | No Further Action             | 12/23/2021         | Closed          | 02/05/2024  | Used unnecessary force - tackled and injured a cyclist during a funeral procession, DGO 5.01. Failed to report the use of force, DGO 5.01.   |
| MCDO-2020-0048   | 9/28/21             | 00045527-20        | 12/30/20            | ND (BWC), Writing an Inaccurate Incident Report | Improper Conduct        | 12/23/2021   | Retraining, Written Reprimand | 01/12/2024         | Closed          | 02/05/2024  | Failed to activate Body-Worn Camera, DGO 10.11.03. Wrote an inaccurate incident report, DGO 1.03.  |

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| MCD-2023-0001    | 1/8/23              |                 |                     | CRD, ND (x2)                                  | Improper Conduct        | 11/20/2023   | Retraining,<br>Suspension (1 day held in abeyance) | 12/29/2023         | Closed          | 02/06/2024  | Used Department email account to send an inappropriate email, in violation of DGO 10.08 Use of Computers and Peripheral Equipment, which reflected discredit upon the Department, in violation of DGO 2.01, Rule 9 - Misconduct. Sent an email to all staff without approval, in violation of DN 20-070 Department E-mail Policy and Procedures.   |
| MCD-2021-0317    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Admonishment,<br>Retraining, (3304 date not met)   | 02/05/2024         | Closed          | 02/07/2024  | 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.<br><br>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-2023-0056    | 2/14/23             |                 |                     | CU  | Improper Conduct        | 10/23/2023   | Admonishment,<br>Retraining                        | 11/08/2023         | Closed          | 02/07/2024  | Failed to wear a seat belt, in violation of DGO 9.04 Section II, A.  |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND (BWC)                                      | Policy Failure          | 10/23/2023   | No Further Action                                  | 10/23/2023         | Closed          | 02/07/2024  | Failed to activate BWC, in violation of DB 20-175 and DN 23-045.   |

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| MCD-2023-0056    | 2/14/23             |                 |                     | ND (x4), ND (BWC) | Improper Conduct, Policy Failure, Proper Conduct, Insufficient Evidence | 10/23/2023   | Retraining, Written Reprimand | 12/28/2023, 10/23/2023 | Closed          | 02/07/2024  | Failed to activate a BWC, in violation of DB 20-175 and DN 23-045. Failed to wear a seat belt, in violation of DGO 9.04 Section II, A. Did not comply with orders regarding only one unit to respond Code 3, in violation of DGO 2.01, Rule 10.  |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND, ND (BWC)      | Improper Conduct  | 10/23/2023   | Retraining, Written Reprimand | 12/28/2023             | Closed          | 02/07/2024  | Failed to notify DEM of a Code 3 response and the starting location, in violation of DGO 5.05, Section III, D. Failed to comply with DGO 10.11, Body Worn Cameras, specifically section 10.11.03, C12, Procedures.   |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND                | Policy Failure, Proper Conduct, Insufficient Evidence                   | 10/23/2023   | No Further Action             | 10/23/2023             | Closed          | 02/07/2024  | Failed to activate a BWC, in violation of DB 20-175 and DN 23-045. Failed to wear a seat belt, in violation of DGO 9.04 Section II, A. Did not comply with orders regarding only one unit to respond Code 3, in violation of DGO 2.01, Rule 10.  |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND                | Improper Conduct  | 10/23/2023   | Admonishment, Retraining      | 02/03/2024             | Closed          | 02/07/2024  | Failed to wear a seat belt, in violation of DGO 9.04 Section II, A.  |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND (x2), ND (BWC) | Proper Conduct, Insufficient Evidence, Policy Failure                   | 10/23/2023   | No Further Action             | 10/23/2023             | Closed          | 02/07/2024  | Failed to notify DEM of a Code 3 response and starting location, in violation of DGO 5.05, Section III, D. Failed to activate a BWC, in violation of DB 20-175 and DN 23-045. Did not comply with orders regarding only one unit to respond Code 3, in violation of DGO 2.01, Rule 10. |

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| MCD-2023-0056    | 2/14/23             |                 |                     | ND (x3), ND (BWC)  | Proper Conduct, Insufficient Evidence, Policy Failure | 10/23/2023   | No Further Action          | 10/23/2023         | Closed          | 02/07/2024  | Failed to notify DEM of a Code 3 response and starting location, in violation of DGO 5.05, Section III, D. Failed to activate a BWC, in violation of DB 20-175 and DN 23-045. Failed to wear a seat belt, in violation of DGO 9.04 Section II, A. Did not comply with orders regarding only one unit to respond Code 3, in violation of DGO 2.01, Rule 10. |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND                 | Improper Conduct                                      | 10/23/2023   | Admonishment, Retraining   | 11/18/2023         | Closed          | 02/07/2024  | Failed to wear a seat belt, in violation of DGO 9.04 Section II, A.  |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND (BWC)           | Policy Failure  | 10/23/2023   | No Further Action          | 10/23/2023         | Closed          | 02/07/2024  | Failed to activate a BWC, in violation of DB 20-175 and DN 23-045.   |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND                 | Improper Conduct                                      | 10/23/2023   | Admonishment, Retraining   | 11/09/2023         | Closed          | 02/07/2024  | Failed to notify DEM of a Code 3 response and starting location, in violation of DGO 5.05, Section III, D.   |
| MCD-2023-0056    | 2/14/23             |                 |                     | ND, ND (BWC)       | Insufficient Evidence, Policy Failure                 | 10/23/2023   | No Further Action          | 10/23/2023         | Closed          | 02/07/2024  | Failed to activate a BWC, in violation of DB 20-175 and DN 23-045. Failed to wear a seat belt, in violation of DGO 9.04 Section II, A. Did not comply with orders regarding only one unit to respond Code 3, in violation of DGO 2.01, Rule 10.  |
| MCD-2023-0064    | 6/1/23              |                 |                     | ND (Lost Property) | Proper Conduct  | 02/05/2024   | No Further Action          | 02/05/2024         | Closed          | 02/08/2024  | Lost Department body camera, in violation of DGO 2.01, Rule 22 and DGO 10.02.I.A.1.  |
| MCD-2024-0012    | 1/11/24             | 00058153-23     |                     | ND                 | Insufficient Evidence                                 | 02/05/2024   | No Further Action          | 02/05/2024         | Closed          | 02/08/2024  | Refused to write a missing person's report, in violation of DGO 2.01, Rule 5 Performing Duties.  |

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| MCDO-2023-0020   | 1/11/24             | 00054396-23     | 4/3/23              | UA                 | Policy Failure          | 02/05/2024   | No Further Action          | 02/05/2024         | Closed          | 02/08/2024  | Engaged in unwarranted action, DM 26.   |
| MCDO-2023-0020   | 1/11/24             | 00054396-23     | 4/3/23              | UA                 | Policy Failure          | 02/05/2024   | No Further Action          | 02/05/2024         | Closed          | 02/08/2024  | Engaged in unwarranted action, DM 26.   |
| MCD-2023-0018    | 1/21/23             |                 |                     | ND (Lost Property) | Improper Conduct        | 07/31/2023   | Admonishment, Retraining   | 02/07/2024         | Closed          | 02/12/2024  | Lost an SFPD police star, in violation of DGO 2.01, Rule 22 Care of Department Property.  |
| MCD-2023-0032    | 3/13/23             |                 |                     | ND                 | Unfounded               | 11/20/2023   | No Further Action          | 11/20/2023         | Closed          | 02/12/2024  | Violated DGO 2.01, Rule 24 by not inspecting the trunk of assigned patrol vehicle where a wallet was left behind.   |
| MCD-2023-0032    | 3/13/23             |                 |                     | ND                 | Unfounded               | 11/20/2023   | No Further Action          | 11/20/2023         | Closed          | 02/12/2024  | Violated DGO 2.01, Rule 24 by not inspecting the trunk of assigned patrol vehicle where a wallet was left behind.   |
| MCD-2023-0032    | 3/13/23             |                 |                     | ND                 | Improper Conduct        | 11/20/2023   | Admonishment, Retraining   | 02/07/2024         | Closed          | 02/12/2024  | Failed to properly care for a prisoner's property, in violation of DGO 6.15.1.A by unintentionally leaving a wallet in the trunk of a patrol vehicle.   |
| MCD-2023-0035    | 3/22/23             |                 |                     | ND                 | Improper Conduct        | 11/06/2023   | Admonishment, Retraining   | 02/08/2024         | Closed          | 02/12/2024  | Failed to properly care for a prisoner's property in violation of DGO 6.15.1.A by losing the subject's property during a prison transportation.   |
| MCD-2023-0151    | 9/11/23             |                 |                     | FTA (Range)        | Improper Conduct        | 11/06/2023   | Admonishment, Retraining   | 02/07/2024         | Closed          | 02/12/2024  | Failed to appear for mandatory range qualification and is out of compliance with DN 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. |

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| MCD-2023-0080    | 6/21/23             |                 |                     | CU                 | Unfounded               | 02/12/2024   | No Further Action          | 02/12/2024         | Closed          | 02/13/2024  | Approached a subordinate and asked why they issued a citation to the superior officer's personal friend. The subordinate felt extremely uncomfortable during this conversation and believed the superior officer was asking to cancel the citation, in violation DGO 2.01, Rule 9. |
| MCD-2023-0247    | 12/4/23             | 00056010-23     |                     | CU                 | Unfounded               | 02/12/2024   | No Further Action          | 02/12/2024         | Closed          | 02/13/2024  | Was rude to a member of the public, in violation of DGO 2.01, Rule 14.   |
| MCD-2023-0076    | 6/20/23             |                 |                     | CU                 | Improper Conduct        | 11/06/2023   | Admonishment, Retraining   | 02/13/2024         | Closed          | 02/15/2024  | Brought a loaded firearm inside a backpack to the International Terminal checkpoint at SFO. The firearm was discovered by a security personnel utilizing x-ray machine. Violation of DN 20-159.  |
| MCDO-2023-0016   | 11/16/23            | 00053316-23     | 1/4/23              | ND                 | Improper Conduct        | 12/11/2023   | Admonishment, Retraining   | 02/13/2024         | Closed          | 02/15/2024  | Failed to comply with SFPD Department Bulletin 21-062, Stop Data Collection System.  |
| MCD-2023-0048    | 4/26/23             |                 |                     | ND (Lost Property) | Improper Conduct        | 02/05/2024   | Admonishment, Retraining   | 02/16/2024         | Closed          | 02/23/2024  | Failed to take proper care of Department cell phone, in violation of DGO 2.01, Rule 22, Care of Department Property, and DGO 10.02 I.A.1 Equipment.  |
| MCD-2023-0065    | 6/6/23              |                 |                     | CU                 | Improper Conduct        | 02/12/2024   | Admonishment, Retraining   | 02/15/2024         | Closed          | 02/23/2024  | Was in possession of a loaded magazine while at an SFO airport checkpoint, in violation of DN 23-082, Prohibited Items at Airport Security Checkpoints.  |



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| MCD-2023-0107    | 8/9/23              |                 |                     | FTA (Range)                                      | Improper Conduct        | 02/05/2024   | Admonishment, Retraining   | 02/15/2024         | Closed          | 02/23/2024  | Failed to appear for mandatory range qualification and is out of compliance with DN 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-2023-0110    | 8/9/23              |                 |                     | FTA (Range)                                      | Improper Conduct        | 02/05/2024   | Admonishment, Retraining   | 02/15/2024         | Closed          | 02/23/2024  | Failed to appear for mandatory range qualification and is out of compliance with DN 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-2023-0115    | 8/9/23              |                 |                     | FTA (Range)                                      | Improper Conduct        | 02/05/2024   | Admonishment, Retraining   | 02/20/2024         | Closed          | 02/23/2024  | Failed to appear for mandatory range qualification and is out of compliance with DN 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. |
| MCDO-2023-0013   | 11/4/23             | 00053790-23     | 2/17/23             | Writing An Inaccurate/Incomplete Incident Report | Improper Conduct        | 01/29/2024   | Admonishment, Retraining   | 02/09/2024         | Closed          | 02/23/2024  | Prepared an incomplete or inaccurate report, DN 20-134.   |

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| MCD-2020-0082    | 6/8/20              |                 |                     | ND (Lost Property)                  | Improper Conduct        | 07/03/2023   | Admonishment, Retraining   | 02/08/2024         | Closed          | 02/26/2024  | Lost a Department issued PIC radio by failing to take proper care of it, DGO 2.01, Rule 22.   |
| MCD-2022-0076    | 5/24/22             |                 |                     | FTA (Court), ND (x2)                | Improper Conduct        | 03/28/2023   | Admonishment, Retraining   | 02/08/2024         | Closed          | 02/26/2024  | Failed to monitor and respond to department e-mail account, DN 20-070. Failed to confirm receipt of an emailed subpoena, DN 20-070 & DGO 2.01, Rule 10. Failed to appear in Court, DGO 3.08.  |
| MCD-2023-0086    | 6/20/23             |                 |                     | ND (Lost Property)                  | Improper Conduct        | 02/12/2024   | Admonishment, Retraining   | 02/18/2024         | Closed          | 02/26/2024  | Failed to take proper care of an SFPD ID Card, in violation of DGO 2.01, Rule 22, Care of Department Property, and DGO 10.02.I.A.1. Equipment.  |
| MCD-2023-0112    | 8/9/23              |                 |                     | FTA (Range)                         | Improper Conduct        | 02/05/2024   | Admonishment, Retraining   | 02/20/2024         | Closed          | 02/26/2024  | Failed to appear for mandatory range qualification and is out of compliance with DN 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-2023-0120    | 8/17/23             |                 |                     | ND (Lost Property)                  | Improper Conduct        | 02/12/2024   | Admonishment, Retraining   | 02/15/2024         | Closed          | 02/26/2024  | Lost property of a subject in custody, in violation of DGO 6.15 - Property Processing.  |
| MCDO-2023-0008   | 10/16/23            | 00054702-23     | 4/19/23             | Failure To Write An Incident Report | Improper Conduct        | 02/05/2024   | Admonishment, Retraining   | 02/20/2024         | Closed          | 02/26/2024  | Failure to prepare an incident report, DGO 5.04.04, Section 3.  |
| MCDO-2023-0008   | 10/16/23            | 00054702-23     | 4/19/23             | Failure To Write An Incident Report | Improper Conduct        | 02/05/2024   | Admonishment, Retraining   | 02/22/2024         | Closed          | 02/26/2024  | Failure to prepare an incident report, DGO 5.04.04, Section 3.  |

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| MCD-2021-0168    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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.<br>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-2021-0175    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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.<br>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-2021-0195    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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.<br>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-2021-0220    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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.<br>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-2021-0223    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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.<br>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-2021-0236    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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.<br>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. |

| 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-2021-0265    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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-2021-0318    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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. |

| 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-2021-0325    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Withdrawn               | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | 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-2023-0087    | 7/13/23             |                 |                     | ND  | Insufficient Evidence   | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | Left work early and failed to properly record the time entry in HRMS, in violation of DGO 2.01, Rule 44, Leaving Assigned Posts.  |
| MCD-2023-0157    | 9/14/23             |                 |                     | ND  | Policy Failure          | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | Failed to handle and manipulate a firearm in accordance with Department-approved firearms training by cleaning a firearm outside of a designated cleaning area, in violation of DGO 5.01.08.G.1.a.  |
| MCD-2023-0157    | 9/14/23             |                 |                     | ND  | Proper Conduct          | 02/26/2024   | No Further Action          | 02/26/2024         | Closed          | 02/27/2024  | Failed to use Department firearm in a reasonable and prudent manner by walking around a business office area with firearm at port arms, in violation of DGO 2.01, Rule 23.  |

| 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-2023-0243    | 10/13/23            |                 |                     | UA  | Policy Failure          | 02/26/2024   | No Further Action                                 | 02/26/2024             | Closed          | 02/27/2024  | Disclosed confidential information online that may compromise an investigation, in violation of DGO 2.01, Rule 48 Compromising Investigations. Disclosed confidential information online, in violation of DGO 2.01, Rule 49 Divulging Confidential Information.  |
| MCD-2024-0015    | 1/9/24              | 00057502-23     |                     | ND  | Unfounded               | 02/26/2024   | No Further Action                                 | 02/26/2024             | Closed          | 02/27/2024  | Failed to locate a Supervisor upon request, in violation of DGO 2.01.03, Rule 1, Neglect of Duty.  |
| MCD-2021-0186    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Retraining, Suspension (10 days held in abeyance) | 02/26/2024, 07/31/2024 | Closed          | 02/28/2024  | 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.<br>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. |



| 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-2021-0296    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Retraining, Suspension (10 days held in abeyance) | 02/23/2024, 07/31/2024 | Closed          | 02/28/2024  | 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-2021-0298    | 10/14/21            |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/20/2022   | Retraining, Suspension (10 days held in abeyance) | 02/26/2024, 07/31/2024 | Closed          | 02/28/2024  | 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. |

| 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-2022-0111    | 3/28/22             |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Retraining, Suspension (10 days held in abeyance) | 02/23/2024, 07/31/2024 | Closed          | 02/28/2024  | 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-2022-0118    | 3/28/22             |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Retraining, Suspension (10 days held in abeyance) | 02/25/2024. 07/31/2024 | Closed          | 02/28/2024  | 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. |

| 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-2022-0122    | 3/28/22             |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Retraining, Suspension (10 days held in abeyance) | 02/26/2024, 07/31/2024 | Closed          | 02/28/2024  | 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-2022-0126    | 3/28/22             |                 |                     | Insubordination, ND (Vaccination Related), ND | Improper Conduct        | 09/27/2022   | Retraining, Suspension (10 days held in abeyance) | 02/22/2024, 07/31/2024 | Closed          | 02/28/2024  | 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. |

| 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-2023-0121    | 8/9/23              |                 |                     | FTA (Range)     | Improper Conduct        | 10/10/2023   | Resignation                | 02/07/2024         | Closed          | 02/28/2024  | Failed to appear for mandatory range qualification and is out of compliance with DN 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. |

## 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