

| 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-2019-0255 | 11/25/19 | | | Conduct Unbecoming an Officer | Improper Conduct | 07/13/2020 | Retirement | 06/22/2024 | Closed | 07/03/2024 | Made inappropriate statements to a recruit during training. |
| MCD-2019-0255 | 11/25/19 | | | ND | Improper Conduct | 07/13/2020 | Retraining, Written Reprimand | 04/30/2021 | Closed | 07/03/2024 | Failed to supervise a member of the range staff, in violation of DGO 1.04.A.1.c Duties of Sergeants. |
| MCD-2021-0075 | 5/25/21 | | | Failure To Write An Incident Report, ND (x3) | Improper Conduct | 03/28/2022 | Retraining, Suspension (3 days and 2 held in abeyance) | 12/22/2023, 01/11/2024 | Closed | 07/19/2024 | Responded to an A priority call, but failed to document the incident in an incident report, in violation of DN 18-068 and DGO 2.01 Rule 25, Neglect of Duty. Failed to activate BWC and capture the entire incident, in violation of DGO 10.11.03 C 4 and DB 20-175, BWC Procedure. Failed to properly communicate with the Reporting Party by utilizing the language access services for LEP persons, in violation of DGO 5.20 I, Neglect of Duty. Failed to identify and seize surveillance footage photo/video evidence, in violation of DGO 2.01 Rule 10, Neglect of Duty. |
| MCD-2021-0075 | 5/25/21 | | | Failure To Write An Incident Report, ND (x2), ND (BWC) | Improper Conduct | 03/28/2022 | Retraining, Suspension (3 days and 2 held in abeyance) | 07/02/2024, 07/02/2025, 07/31/2024 | Closed | 07/19/2024 | Responded to an A priority call, but failed to document the incident in an incident report, in violation of DN 18-068 and DGO 2.01 Rule 25, Neglect of Duty. Failed to activate BWC and capture the entire incident, in violation of DGO 10.11.03 C 4 and DB 20-175, BWC Procedure. Failed to properly communicate with the Reporting Party by utilizing the language access services for LEP persons, in violation of DGO 5.20 I, Neglect of Duty. Failed to identify and or seize surveillance footage photo/video evidence, in violation of DGO 2.01 Rule 10, Neglect of Duty. |

| 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-2021-0352 | 11/7/21 | | | CU (x2), DUI | Improper Conduct | 12/05/2022 | Board Police Commission, Retraining, Suspension (20 days) | 07/17/2024, 07/18/2024 | Closed | 07/25/2024 | Was arrested for being under the influence of alcohol while operating a vehicle off-duty. While under the influence of alcohol collided with a traffic signal light post. Was untruthful during the DUI investigation by alleging an uninvolved person was the driver. |
| MCD-2023-0092 | 7/19/23 | | | Neglect of Duty(Lost Property) | Insufficient Evidence | 07/05/2024 | No Further Action | 07/05/2024 | Closed | 07/10/2024 | Lost a department-issued ID when it was taken during an auto burglary. Members are responsible for the safekeeping of their equipment, DGO 10.02.I.A.1, and shall take proper care of all department property entrusted to them, DGO 2.01, Rule 22. |
| MCD-2023-0106 | 8/2/23 | | | CU (x3) | Proper Conduct | 07/26/2024 | No Further Action | 07/26/2024 | Closed | 07/31/2024 | Received overtime while working on like-work like-pay assignments, in violation of DN 20-168. Submitted fraudulent overtime, in violation of DGO 2.01, Rule 9 Misconduct. Inappropriately received regular pay while not at work, in violation of DGO 2.01, Rule 9 Misconduct. |
| MCD-2023-0106 | 8/2/23 | | | Sick Leave Abuse | Insufficient Evidence | 07/26/2024 | No Further Action | 07/26/2024 | Closed | 07/31/2024 | Inappropriately used Sick Pay when on a preplanned vacation, in violation of DGO 201, Rule 10 Written Orders. |
| MCD-2023-0123 | 8/22/23 | | | CU, ND (x2) | Insufficient Evidence, Unfounded | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Routinely arrived late without supervisory approval, in violation of DGO 2.01, Rule 4. Routinely left early without supervisory approval, in violation of DGO 2.01, Rule 9. Engaged in acts of retaliation or harassment against the complainant, in violation of DGO 2.01, Rule 9 Misconduct and DGO 11.07 Prohibiting Discrimination, Harassment, and Retaliation. |

| 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-2023-0123 | 8/22/23 | | | CU, ND | Insufficient Evidence, Proper Conduct | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Failed to take action when informed of alleged misconduct by subordinates, in violation of DGO 1.06.I.A.2 and DN 21-046. Engaged in acts of retaliation against an employee, a violation of DGO 2.01, Rule 9 Misconduct and DGO 11.07 Prohibiting Discrimination, Harassment, and Retaliation. |
| MCD-2023-0123 | 8/22/23 | | | ND (x2) | Unfounded | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Routinely arrived late without supervisory approval, in violation of DGO 2.01, Rule 4. Routinely left early without supervisory approval, in violation of DGO 2.01, Rule 9. |
| MCD-2023-0123 | 8/22/23 | | | CU, ND | Insufficient Evidence, Proper Conduct | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Failed to take action when informed of alleged misconduct by subordinates, in violation of DGO 1.06.I.A.2 and DN 21-046. Engaged in acts of retaliation against an employee, a violation of DGO 2.01, Rule 9 Misconduct and DGO 11.07 Prohibiting Discrimination, Harassment, and Retaliation. |
| MCD-2023-0123 | 8/22/23 | | | CU | Insufficient Evidence | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Engaged in acts of retaliation, a violation of DGO 2.01, Rule 9 - Misconduct and DGO 11.07 Prohibiting Discrimination, Harassment, and Retaliation. |
| MCD-2023-0176 | 10/3/23 | | | ND (BWC) | Improper Conduct | 02/26/2024 | PIP, Retraining, Written Reprimand | 06/01/2024 | Closed | 07/03/2024 | Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures. |
| MCD-2023-0178 | 10/5/23 | | | CU | Improper Conduct | 06/10/2024 | Admonishment, Retraining | 07/05/2024 | Closed | 07/09/2024 | Conducted personal business while on duty, in violation of DGO 2.01, Rule 40 Personal Business. |
| MCD-2023-0178 | 10/5/23 | | | Neglect Of Duty | Proper Conduct | 06/10/2024 | No Further Action | 06/10/2024 | Closed | 07/09/2024 | Failed to conduct an immediate investigation in reference to alleged misconduct that required documentation on Department Memorandum, in violation of DGO 2.01 and Department Notice 21-046. |

| 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-2023-0228 | 10/18/23 | | | FTA (Range) | Improper Conduct | 06/10/2024 | Admonishment, Retraining | 07/04/2024 | Closed | 07/09/2024 | 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-2023-0250 | 12/20/23 | | | ND | Insufficient Evidence | 07/15/2024 | No Further Action | 07/15/2024 | Closed | 07/15/2024 | Committed time fraud, approximately 40 hours per pay period, which were not worked, in violation of DGO 2.01.03, Rule 1 Misconduct. |
| MCD-2023-0254 | 12/19/23 | | | FTA (Range) | Improper Conduct | 06/10/2024 | Admonishment, Retraining | 07/03/2024 | Closed | 07/09/2024 | 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-2023-0259 | 12/19/23 | | | FTA (Range) | Improper Conduct | 06/10/2024 | Admonishment, Retraining | 07/10/2024 | Closed | 07/16/2024 | 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 10 Written Orders. |
| MCD-2023-0260 | 12/21/23 | 00053540-23 | | FTA (DPA) | Improper Conduct | 06/10/2024 | Admonishment, Retraining | 07/10/2024 | Closed | 07/17/2024 | Did not appear for a Department of Police Accountability interview, in violation of DGO 2.04.03.D DPA Interviews. |
| MCD-2023-0261 | 12/21/23 | 00053540-23 | | FTA (DPA) | Improper Conduct | 06/10/2024 | Admonishment, Retraining | 07/04/2024 | Closed | 07/09/2024 | Did not appear for a Department of Police Accountability interview, in violation of DGO 2.04.03.D DPA Interviews. |
| MCD-2024-0001 | 12/28/23 | | | ND | Improper Conduct | 05/20/2024 | Resignation | 01/08/2024 | Closed | 07/22/2024 | Failed to report to work and did not notify any supervisors of the absence, in violation of DGO 2.01.03, Rule 4 Reporting for Duty. |

| 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-2024-0003 | 12/4/23 | | | CU (x2) | Unfounded | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Identified self as a police officer on social media, displayed unprofessional conduct via written messages, in violation of DGO 2.01.03, Rule 1. Posted photographs while wearing a police uniform and in a police vehicle without authorization from the Department, in violation of DGO 2.09.III.B. |
| MCD-2024-0010 | 1/3/24 | 00057760-23 | | ND | Proper Conduct | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Had no front license plate on personal vehicle, which reflected discredit to the Department in violation of DGO 2.01, Rule 1 Misconduct. |
| MCD-2024-0017 | 1/23/24 | | | CU | Insufficient Evidence | 07/22/2024 | No Further Action | 07/22/2024 | Closed | 07/22/2024 | Made a social media comment that reflects discredit upon the organization, in violation of DGO 2.01.03, Rule 1. |
| MCD-2024-0021 | 1/29/24 | | | CU | Insufficient Evidence | 07/08/2024 | No Further Action | 07/08/2024 | Closed | 07/10/2024 | Was disrespectful towards a subordinate, in violation of the City's Equitable, Fair, and Respectful Workplace Policy. |

| 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-2024-0071 | 3/16/24 | | | CRD, CU (x4), ND, ND (Lost Property), UA | Improper Conduct | 06/10/2024 | Termination | 04/03/2024 | Closed | 07/01/2024 | Handled a firearm in a dangerous manner, in violation of DGO 5.01.08.G.1.a authorized uses and DGO 2.01.03, Rule 1. Purposefully activated a body worn camera in an improper manner and then improperly tagged the BWC footage, in violation of DGO 2.01.03, Rule 9. Operated personal vehicle in an illegal and dangerous manner, in violation of DGO 2.01.03, Rule 1. While off-duty, consumed alcoholic beverages while armed with a department issued firearm, in violation of DGO 2.02.03.D. While off-duty, told officer from another PD about intentionally carrying a firearm while drinking, in violation of DGO 2.01, Rule 1. Was arrested for being drunk in public and brandishing a dirk/dagger, in violation of DGO 2.01.03, Rule 1. Used position as an SFPD Officer to avoid consequences for a prohibited act, in violation of DGO 2.01.03, Rule 27. Lost a department cell phone, in violation of DGO 2.01.03, Rule 23. |
| MCD-2024-0105 | 3/6/24 | 00057598-23 | | CU | Insufficient Evidence | 07/15/2024 | No Further Action | 07/15/2024 | Closed | 07/15/2024 | 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 | 5/7/24 | 00058266-24 | | Failure To Write An Incident Report | Insufficient Evidence | 07/15/2024 | No Further Action | 07/15/2024 | Closed | 07/15/2024 | Did not take a police report from the complainant, in violation of DGO 2.01.03, Rule 5 Performing Duties. |
| MCDO-2021-0051 | 6/13/22 | 00047388-2 | 8/3/21 | Unnecessary Force | Improper Conduct | 07/19/2022 | Retraining, Suspension (1 day and 2 held in abeyance) | 12/13/2023, 06/11/2024, 06/05/2025 | Closed | 07/08/2024 | Used unnecessary or excessive force, DGO 5.01 |

| 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 |
|------------------|---------------------|-----------------|---------------------|-------------------------------------|-------------------------|--------------|--|------------------------------------|-----------------|-------------|---|
| MCDO-2021-0051 | 6/13/22 | 00047388-2 | 8/3/21 | Failure To Properly Supervise | Proper Conduct | 07/19/2022 | No Further Action | 11/06/2023 | Closed | 07/08/2024 | Failed to properly supervise, DGO 1.06. |
| MCDO-2022-0043 | 5/8/23 | 00051160-22 | 6/23/22 | CRD, CU | Improper Conduct | 06/26/2023 | Board Police Commission, Suspension (180 days), Termination Held in Abeyance | 07/17/2024, 07/18/2024, 07/17/2029 | Closed | 07/29/2024 | Conduct reflecting discredit upon the Department, DGO 2.01, Rule 9. Conduct Unbecoming an Officer, DGO 2.01, Rule 9 and 21. Dishonesty. |
| MCDO-2023-0001 | 3/17/23 | 00053416-23 | 1/13/23 | Failure To Write An Incident Report | Improper Conduct | 08/14/2023 | Retraining, Written Reprimand | 06/17/2024 | Closed | 07/03/2024 | Failure to prepare an incident report, DGO 5.04. |
| MCDO-2023-0033 | 3/25/24 | 00056400-23 | 8/19/23 | ND | Improper Conduct | 06/10/2024 | Admonishment, Retraining | 07/13/2024 | Closed | 07/22/2024 | Failure to comply with Stop Data Collections Requirements DN 20-141. |

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