

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-2023-0240	11/21/23	00055625-23		ND (x2)	Proper Conduct	06/03/2024	No Further Action	06/03/2024	Closed	06/04/2024	Failed to enforce a decision made in a hearing, in violation of DGO 2.01.03, Rule 5, Performing Duties. Did not call back or respond to email correspondence from the complainant, in violation of DN 23-144, Department Email Policy & Procedures.
MCD-2023-0240	11/21/23	00055625-23		UA	Unfounded	06/03/2024	No Further Action	06/03/2024	Closed	06/04/2024	Was biased when not enforcing hearing decision, in violation of DGO 5.17, Bias-Free Policing.
MCD-2020-0087	3/23/20			ND	Improper Conduct	08/23/2021	Admonishment, Retraining	05/29/2024	Closed	06/07/2024	Failed to report misconduct to a commanding officer in a timely manner, a violation of DGO 1.04.A.3 Duties of Sergeants.
MCD-2023-0109	8/9/23			FTA (Range)	Improper Conduct	02/05/2024	Admonishment, Retraining	02/15/2024	Closed	06/07/2024	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-2023-0198	10/3/23			ND (BWC)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	05/15/2024	Closed	06/07/2024	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 BWC Procedures.
OIS-2019-0003	12/7/19			ND (x4) ND (BWC), UA (x4)	Proper Conduct	05/06/2024	No Further Action	05/06/2024	Closed	06/07/2024	Officer involved shooting investigation.

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OIS-2019-0003	12/7/19			ND (x4), UA (x4)	Proper Conduct	05/06/2024	No Further Action	05/06/2024	Closed	06/07/2024	Officer involved shooting investigation.
OIS-2019-0003	12/7/19			ND (BWC)	Improper Conduct	05/06/2024	Admonishment, Retraining	05/31/2024	Closed	06/07/2024	Neglect of Duty / DGO 10.11/DN 18-256: Body Worn Camera, BWC Buffering Required
MCD-2023-0026	2/14/23			ND (BWC)	Improper Conduct	12/18/2023	Retraining, Written Reprimand	06/07/2024	Closed	06/10/2024	Failed to title multiple BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0227	10/18/23			FTA (Range)	Proper Conduct	06/10/2024	No Further Action	06/10/2024	Closed	06/11/2024	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-2023-0251	12/20/23			ND (Lost Property)	Policy Failure	06/10/2024	No Further Action	06/10/2024	Closed	06/11/2024	Failed to take proper care of Department radio, in violation of DGO 2.1.03, Rule 23 Department Property.
MCD-2024-0019	1/29/24			CU	Proper Conduct	06/10/2024	No Further Action	06/10/2024	Closed	06/11/2024	Yelled at and scolded a subordinate regarding a vehicle collision report, in violation of DGO 2.01.03, Rule 7 Respectfulness.
MCD-2024-0019	1/29/24			CU	Insufficient Evidence	06/10/2024	No Further Action	06/10/2024	Closed	06/11/2024	Harassed a subordinate for a delay in opening a station front counter door, in violation of DGO 2.01.03, Rule 7 Respectfulness.

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MCD-2024-0085	4/10/24	00054149-24		CU	Insufficient Evidence	06/10/2024	No Further Action	06/10/2024	Closed	06/11/2024	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.
MCD-2023-0125	8/22/23			CU (x2), UA	Insufficient Evidence	06/17/2024	No Further Action	06/17/2024	Closed	06/17/2024	Altered a Semi-Annual Performance Appraisal after employee had signed it, in violation of DGO 2.01, Rule 9. Was unprofessional, rude, bullied, harassed, and retaliated against an employee, in violation of DN 20-132, Equitable, DHR's Equitable, Fair and Respectful Workplace Policy, and DGO 2.01, Rule 9. Held one employee to a different standard than other officers/personnel, in violation of DN 20-132, Equitable, DHR's Equitable, Fair and Respectful Workplace Policy, DGO 2.01, Rule 9.
MCD-2023-0125	8/22/23			ND	Proper Conduct	06/17/2024	No Further Action	06/17/2024	Closed	06/17/2024	Failed to perform duties as a supervisor by not addressing misconduct, in violation of DGO 1.06.
MCD-2023-0166	9/28/23			CU	Unfounded	06/17/2024	No Further Action	06/17/2024	Closed	06/17/2024	Abused a family member, in violation of DGO 2.01, Rule 9 Misconduct. Is the restrained subject of a temporary restraining order, in violation of DGO 2.01, Rule 9 Misconduct.

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MCD-2023-0239	11/20/23			UA (x3)	Proper Conduct	06/17/2024	No Further Action	06/17/2024	Closed	06/17/2024	Submits overtime cards for hours not worked, in violation of DGO 2.01.03, Rule 1. Fraudulently submits on-call pay overtime, in violation of DGO 2.01.03, Rule 1. Denied overtime pay to employees for overtime hours worked, in violation of DGO 11.01.B.3.b.
MCD-2023-0239	11/20/23			UA (x2)	Proper Conduct	06/17/2024	No Further Action	06/17/2024	Closed	06/17/2024	Submits overtime cards for hours not worked, in violation of DGO 2.01.03, Rule 1. Denied overtime pay to employees for overtime hours worked, in violation of DGO 11.01.B.3.b.
MCD-2023-0239	11/20/23			ND (x2)	Proper Conduct	06/17/2024	No Further Action	06/17/2024	Closed	06/17/2024	Allowed others to submit fraudulent overtime cards, in violation of DGO 1.06.A.2. Failed to monitor employee overtime, in violation DGO 11.01.B.4.a.
MCD-2024-0023	2/5/24			CU (x2)	Proper Conduct	06/17/2024	No Further Action	06/17/2024	Closed	06/17/2024	Was disrespectful towards a member, in violation of the City's Equitable, Fair, and Respectful Workplace Policy. Bullied and intimidated a member, in violation of the City's Equitable, Fair, and Respectful Workplace Policy.

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MCD-2023-0111	8/9/23			FTA (Range)	Improper Conduct	02/05/2024	Admonishment, Retraining	06/09/2024	Closed	06/18/2024	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-2023-0114	8/9/23			FTA (Range)	Improper Conduct	02/05/2024	Admonishment, Retraining	06/07/2024	Closed	06/18/2024	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-2023-0114	8/9/23			FTA (Range)	Improper Conduct	02/05/2024	Admonishment, Retraining	06/07/2024	Closed	06/18/2024	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.

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MCD-2023-0143	9/11/23			FTA (Range)	Improper Conduct	02/26/2024	Admonishment, Retraining	06/12/2024	Closed	06/18/2024	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-2023-0152	9/11/23			FTA (Range)	Improper Conduct	02/26/2024	Admonishment, Retraining	06/11/2024	Closed	06/18/2024	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-2023-0156	9/11/23			FTA (Range)	Improper Conduct	02/26/2024	Admonishment, Retraining	06/12/2024	Closed	06/18/2024	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.

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MCD-2023-0230	10/18/23			FTA (Range)	Improper Conduct	03/11/2024	Admonishment, Retraining	06/09/2024	Closed	06/18/2024	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-2023-0252	12/19/23			FTA (Range)	Improper Conduct	04/15/2024	Admonishment, Retraining	06/12/2024	Closed	06/18/2024	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-2023-0258	12/19/23			FTA (Range)	Improper Conduct	03/11/2024	Admonishment, Retraining	06/10/2024	Closed	06/18/2024	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.
MCDO-2020-0034	5/20/21	00044700-20	6/13/20	ND (SDCS)	Proper Conduct	05/27/2021	No Further Action	05/27/2021	Closed	06/18/2024	Failed to comply with DB 18-105, Stop Data Collection System Implementation.

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MCDO-2020-0034	5/20/21	00044700-20	6/13/20	ND (SDCS)	Improper Conduct	05/27/2021	Retraining, Written Reprimand	02/15/2024	Closed	06/18/2024	Failed to comply with DB 18-105, Stop Data Collection System Implementation.
MCDO-2023-0005	10/3/23	00054298-23	3/21/23	ND	Improper Conduct	11/20/2023	Admonishment, Retraining	06/08/2024	Closed	06/18/2024	Was improperly driving, DGO 2.01, Rule 9.
MCD-2023-0191	9/22/23			CU (x3), ND	Proper Conduct	06/17/2024	No Further Action	06/17/2024	Closed	06/25/2024	Engaged in an unlawful detention, in violation of DGO 5.03 Investigate Detentions. Used force in a manner that is unlawful or inconsistent with Department Policy, in violation of DGO 5.01 Use of Force Policy and Proper Control of a Person. Discourteous act and statement towards an individual, in violation of DGO 2.01, Rule 14 Public Courtesy. Submitted an inaccurate/incomplete report, in violation of DGO 2.01, Rule 25 On-Duty Written Reports.
OID-2023-0001	4/23/23			Weapon Discharge	Improper Conduct	04/15/2024	Retraining, Written Reprimand	06/18/2024	Closed	06/26/2024	Accidentally discharged a firearm while off-duty, a violation of DGO 5.01.08.G.1.a Handling Firearms, and Department Bulletin 18-259 - Rules, Protocols, and Procedures for Firearms Safety.

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