

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-2022-0134	9/1/22			ND (BWC)	Improper Conduct	04/03/2023	Retraining, Written Reprimand	02/28/2024	Closed	03/01/2024	Failed to title multiple BWC videos, a violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0108	8/9/23			FTA (Range)	Improper Conduct	02/05/2024	Admonishment, Retraining	02/27/2024	Closed	03/01/2024	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-2022-0034	4/19/23	00053132-22	12/15/22	ND (BWC)	Improper Conduct	08/10/2023	Retraining, Suspension (1 day served and 1 day held in abeyance)	03/01/2024	Closed	03/04/2024	Failure to activate BWC, in violation of DB 20-175 and DGO 10.11.
MCD-2024-0014	1/9/24	00057904-23		ND	Insufficient Evidence	03/04/2024	No Further Action	03/04/2024	Closed	03/06/2024	Failed to assist a caller with their inquiry into their police report, in violation of DGO 2.01.03, Rule 1.
MCD-2019-0043	2/22/19			ND (x2), ND (BWC)	Improper Conduct	01/18/2023	Admonishment, Retraining	07/29/2023	Closed	03/08/2024	Failed to activate his BWC at the appropriate time during an incident. Failed to investigate a 14601 CVC violation. Failed to return the registration of the traffic violator.
MCD-2019-0043	2/22/19			CU, ND, ND (BWC)	Insufficient Evidence	01/18/2023	No Further Action	01/18/2023, 03/02/2024	Closed	03/08/2024	Failed to activate a BWC at the appropriate time during an incident. Conducted an improper search of a vehicle. Failed to investigate a 14601 CVC violation.
MCD-2021-0122	8/30/21			Neglect Of Duty	Improper Conduct	06/21/2022	Admonishment, Retraining	03/01/2024	Closed	03/08/2024	Failed to report an EEO violation and a possible sexual battery, in violation of DGO 2.01, Rule 9 Neglect of Duty.

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MCD-2021-0122	8/30/21			CU	Improper Conduct	06/21/2022	Resignation	09/25/2021	Closed	03/08/2024	Was involved in a possible misdemeanor sexual battery, in violation of DGO 2.1, Rule 9 Misconduct.
MCD-2021-0264	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	03/08/2024	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-2021-0347	10/19/21			CRD, CU (x2)	Improper Conduct	02/13/2023	Termination	09/01/2023	Closed	03/08/2024	Made unsolicited and unwelcome physical/verbal sexual advances to a coworker, DGO 2.01 Rule 9 & DGO 11.07. Has made sexual remarks to a coworker over the period of a few years which reflects discredit upon the Department, DGO 2.01 Rule 9 & DGO 11.07.

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MCD-2022-0108	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	03/08/2024	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-2022-0112	3/28/22			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/07/2024, 07/31/2024	Closed	03/08/2024	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-2023-0038	3/9/23	00052664-22/00052631-22		FTA (DPA) (x2)	Improper Conduct	03/04/2024	Admonishment, Retirement	03/07/2024	Closed	03/08/2024	Failed to appear at DPA interview and did not contact the assigned DPA investigator 24 hours prior to the scheduled interview as required, in violation of DGO 2.04.03.D.
MCD-2023-0039	3/13/23			CRD, CU	Improper Conduct	01/29/2024	Resignation	11/03/2023	Closed	03/08/2024	Was sleeping in a patrol vehicle while on-duty, in violation of DGO 2.01, Rule 42. Conduct reflected discredit, in violation of DGO 2.01, Rule 9.

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MCD-2023-0113	8/9/23			FTA (Range)	Improper Conduct	02/05/2024	Retirement	01/18/2024	Closed	03/08/2024	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-2023-0118	8/15/23			ND (Lost Property)	Improper Conduct	02/26/2024	Admonishment, Retraining	03/05/2024	Closed	03/08/2024	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-2023-0144	9/11/23			FTA (Range)	Improper Conduct	02/26/2024	Admonishment, Retraining	03/05/2024	Closed	03/08/2024	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-2023-0162	9/20/23			ND	Improper Conduct	02/26/2024	Admonishment, Retraining	03/06/2024	Closed	03/08/2024	Failed to use department ERIW according to department policy and procedure by failing to properly load and lock the ERIW in the shotgun rack of the passenger compartment of the vehicle resulting in a discharge, in violation of DGO 2.01, Rule 23, DGO 5.01.05.E.2.

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MCD-2023-0182	10/5/23			ND (Lost Property)	Improper Conduct	02/26/2024	Admonishment, Retraining	03/06/2024	Closed	03/08/2024	Failed to take proper care of Department cell phone, in violation of DGO 2.01, Rule 22, Care for Department Property and DGO 10.02.I.A.1 Equipment.
MCDO-2023-0012	11/1/23	00053993-23	3/6/23	Neglect Of Duty	Improper Conduct	01/29/2024	Admonishment, Retraining, PIP	02/12/2024	Closed	03/08/2024	Failure to comply with the Department's Stop Data Collection System, DN 20-141.
MCD-2021-0169	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	12/07/2022	Board Police Commission, Termination	12/07/2022, 12/09/2022	Closed	03/11/2024	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-2021-0194	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	02/27/2027, 07/31/2024	Closed	03/11/2024	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-2021-0196	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	02/27/2024, 07/31/2024	Closed	03/11/2024	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-2022-0116	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	03/11/2024	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-2022-0125	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	03/11/2024	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-2023-0153	9/11/23			FTA (Range)	Improper Conduct	02/26/2024	Admonishment, Retraining	03/06/2024	Closed	03/11/2024	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.
MCDO-2023-0006	9/15/23	00054281-23	3/24/23	ND (BWC)	Improper Conduct	11/27/2023	PIP, Retraining, Suspension (2 days)	03/06/2024, 03/21/2024	Closed	03/11/2024	Failed to activate a body-worn camera as required, in violation of DGO 10.11 & DN 23-045.

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