

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-2023-0255	12/19/23			FTA (Range)	Improper Conduct	04/15/2024	Admonishment, Retraining	04/25/2024	Closed	05/01/2024	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.
MCD-2024-0041	1/24/24			FTA (Range)	Improper Conduct	04/15/2024	Admonishment, Retraining	04/25/2024	Closed	05/01/2024	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.
MCD-2024-0044	1/24/24			FTA (Range)	Improper Conduct	04/15/2024	Admonishment, Retraining	04/25/2024	Closed	05/01/2024	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.
MCD-2024-0074	3/27/24			ND (Lost Property)	Improper Conduct	04/03/2024	Admonishment, Retraining	04/17/2024	Closed	05/01/2024	Lost an SFPD Badge, in violation of DGO 2.01, Rule 23 - Department Property.

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-2023-0006	1/24/23			ND	Insufficient Evidence	10/23/2023	No Further Action	10/23/2023	Closed	05/02/2024	Authorized an employee to attend doctor's appointments while on-duty, in violation of DGO 1.06 Duties of Superior Officers.
MCD-2023-0006	1/24/23			ND (x2)	Improper Conduct	10/23/2023	Admonishment, Retraining	05/01/2024	Closed	05/02/2024	Left post to go home while on-duty in violation of DGO 2.01 Rule 1 Attention to Duty. Attended doctor's appointments while on-duty in violation of DGO 2.01 Rule 40 Personal Business.
MCD-2024-0030	2/13/24			CU	Proper Conduct	04/29/2024	No Further Action	04/29/2024	Closed	05/08/2024	Engaged in personal business while on-duty, in violation of DGO 2.01, Rule 3.
MCD-2024-0030	2/13/24			Discourtesy	Insufficient Evidence	04/29/2024	No Further Action	04/29/2024	Closed	05/08/2024	Interacted with a member of the public in a disrespectful and discourteous manner, in violation of DGO 2.01, Rule 8.
MCD-2024-0032	2/13/24	00058396-24		Discourtesy	Unfounded	04/29/2024	No Further Action	04/29/2024	Closed	05/08/2024	Was rude and/or discourteous to a member of the public, in violation of DGO 2.01, Rule 8 Public Courtesy.
MCD-2024-0032	2/13/24	00058396-24		Discourtesy	Unfounded	04/29/2024	No Further Action	04/29/2024	Closed	05/08/2024	Was rude and/or discourteous to a member of the public, in violation of DGO 2.01, Rule 8 Public Courtesy.
MCD-2024-0032	2/13/24	00058396-24		Discourtesy	Unfounded	04/29/2024	No Further Action	04/29/2024	Closed	05/08/2024	Was rude and/or discourteous to a member of the public, in violation of DGO 2.01, Rule 8 Public Courtesy.
MCD-2024-0070	3/22/24			CU	Proper Conduct	04/29/2024	No Further Action	04/29/2024	Closed	05/08/2024	Issued an unwarranted parking ticket, in violation of DGO 2.01, Rule 1 - Misconduct.

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-2021-0161	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/20/2022	Retraining, Suspension (10 days held in abeyance)	03/06/2024, 07/31/2024	Closed	05/10/2024	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-2021-0170	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/08/2024, 07/31/2024	Closed	05/10/2024	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-2021-0185	10/14/21			Insubordination, ND (Vaccination Related)	Improper Conduct	10/05/2022	Retraining, Suspension (10 days held in abeyance)	03/07/2024, 07/31/2024	Closed	05/10/2024	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.
MCD-2021-0185	10/14/21			ND	Proper Conduct	10/05/2022	No Further Action	10/05/2022	Closed	05/10/2024	Failed to meet essential job functions, DGO 2.01 Rule 3.
MCD-2021-0243	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/05/2024, 07/31/2024	Closed	05/10/2024	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-2021-0287	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/06/2024, 07/31/2024	Closed	05/10/2024	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-2021-0307	10/14/21			Insubordination, ND (Vaccination Related)	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/06/2024, 07/31/2024	Closed	05/10/2024	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.
MCD-2021-0307	10/14/21			ND	Proper Conduct	09/27/2022	No Further Action	09/27/2022	Closed	05/10/2024	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-2021-0357	11/24/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	05/01/2024, 07/31/2024	Closed	05/10/2024	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-2022-0119	3/28/22			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/08/2024, 07/31/2024	Closed	05/10/2024	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-2022-0123	3/28/22			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/04/2024, 07/31/2024	Closed	05/10/2024	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-2022-0124	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	05/10/2024	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.
MCDO-2023-0014	11/13/23	00055102-23	5/17/23	Failure To Properly Process Property	Improper Conduct	02/05/2024	PIP, Retraining, Written Reprimand	05/09/2024	Closed	05/10/2024	Failure to properly process property, in violation of DGO 6.15.

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-2021-0159	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/06/2024, 07/31/2024	Closed	05/13/2024	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-2021-0245	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/06/2024, 07/31/2024	Closed	05/13/2024	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-2021-0260	10/14/21			Insubordination, ND	Proper Conduct	10/05/2022	No Further Action	02/26/2024	Closed	05/13/2024	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-2021-0260	10/14/21			ND (Vaccination Related)	Insufficient Evidence	10/05/2022	No Further Action	02/26/2024	Closed	05/13/2024	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.
MCD-2021-0277	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/06/2024, 07/31/2024	Closed	05/13/2024	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-2021-0280	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/01/2024, 07/31/2024	Closed	05/13/2024	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-2021-0292	10/14/21			Insubordination, ND	Proper Conduct	09/27/2022	No Further Action	09/27/2022	Closed	05/13/2024	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-2021-0292	10/14/21			ND (Vaccination Related)	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/20/2024, 07/31/2024	Closed	05/13/2024	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.

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-2021-0320	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/20/2022	Retraining, Suspension (10 days held in abeyance)	03/04/2024, 07/31/2024	Closed	05/13/2024	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-2022-0106	3/28/22			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/05/2024, 07/31/2024	Closed	05/13/2024	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-2022-0117	3/28/22			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	03/10/2024, 07/31/2024	Closed	05/13/2024	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-2023-0210	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	Retraining, Written Reprimand	04/20/2024	Closed	05/13/2024	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 - BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2023-0220	10/3/23			ND (BWC) (x2)	Improper Conduct	03/11/2024	PIP, Retraining, Written Reprimand	04/25/2024	Closed	05/13/2024	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 - BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.

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-2024-0034	1/24/24			FTA (Range)	Improper Conduct	04/15/2024	Admonishment, Retraining	05/02/2024	Closed	05/13/2024	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-2024-0042	1/24/24			FTA (Range)	Improper Conduct	04/15/2024	Admonishment, Retraining	05/01/2024	Closed	05/13/2024	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-2015-0371	12/16/15			CU	Proper Conduct	03/14/2016	No Further Action	03/14/2016	Closed	05/16/2024	Misused CLETS.
MCD-2015-0371	12/16/15			CU	Insufficient Evidence	03/14/2016	No Further Action	03/14/2016	Closed	05/16/2024	Was insubordinate.
MCD-2015-0371	12/16/15			CU	Improper Conduct	03/14/2016	Retraining, Written Reprimand	09/15/2016	Closed	05/16/2024	Damaged Department property by spraying paint on the wall and floor of a Station's parking garage.

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-2020-0130	10/13/20			ND (BWC) (x2)	Improper Conduct	09/21/2021	Retraining, Written Reprimand	11/29/2022	Closed	05/16/2024	Responded to the scene of an Investigative Detention, in full uniform, but did not power on BWC in buffering mode, in violation of DB 18-256. BWC Procedure. Responded to the scene of an Investigative Detention, but did not activate a BWC, in violation of DGO 10.11.03.C.1 and DB 18-256. BWC Procedure.
MCD-2020-0130	10/13/20			ND	Proper Conduct	09/21/2021	No Further Action	02/14/2024	Closed	05/16/2024	Failed to conduct a thorough criminal investigation on an off-duty Police Officer, who was waving a firearm, in violation of DGO 2.01, Rule 1.
MCD-2020-0130	10/13/20			ND (BWC)	Policy Failure	09/21/2021	No Further Action	02/14/2024	Closed	05/16/2024	Violated DGO 10.11 Body Worn Camera mute function.
MCD-2020-0130	10/13/20			UA	Training Failure	09/21/2021	No Further Action	02/14/2024	Closed	05/16/2024	It is alleged that while conducting an investigation, seized a firearm as property for safekeeping, in violation of DGO 2.01, Rule 9.
MCD-2020-0130	10/13/20			ND	Proper Conduct	09/21/2021	No Further Action	02/14/2024	Closed	05/16/2024	Failed to supervise an SFPD member during an investigative detention of an off-duty Police Officer who was waving a firearm, in violation of DGO 1.06, Responsibilities of Superior Officers.

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-2023-0068	6/1/23			CU (x3)	Unfounded, Proper Conduct	05/13/2024	No Further Action	05/13/2024	Closed	05/16/2024	Served a legal process document while engaged in secondary employment, in violation of DGO Rule 52 and DGO 11.02 .II.B.2. Unlawfully evicted and/or seized a tenant's property by taking their key, in violation of DGO 2.01 Rule 9 and DGO 11.02.II.B.4. Used a social media screen name that was threatening to a specific person, in violation of DGO 2.01 Rule 9.
MCDO-2023-0019	12/20/23	00054370-23	3/31/23	ND	Improper Conduct	03/04/2024	Admonishment, Retraining	03/09/2024	Closed	05/16/2024	Failed to advise of rights to make a Citizen's Arrest, DGO 5.04.04.
MCDO-2023-0019	12/20/23	00054370-23	3/31/23	Failure To Write An Incident Report, ND	Improper Conduct	03/04/2024	Admonishment, Retraining	03/12/2024	Closed	05/16/2024	Failed to advise of rights to make a Citizen's Arrest DGO 5.04.04. Failure to prepare an incident report, DGO 5.04.04.3.
MCD-2021-0204	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	05/09/2024, 07/31/2024	Closed	05/20/2024	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-2021-0355	11/9/21			ND (x2)	Improper Conduct	09/12/2022	Retraining, Written Reprimand	04/15/2023	Closed	05/20/2024	Did not comply with DGO 6.15 Property Processing and DN 21-022 Mandatory Listing of All Victims in Found Property Reports. Did not follow the procedures of property for identification for a wallet that was located inside a stolen vehicle.
MCD-2021-0355	11/9/21			ND	Improper Conduct	09/12/2022	Retraining, Written Reprimand	05/08/2024	Closed	05/20/2024	Did not comply with DGO 6.15 Property Processing. Did not follow the procedures of property for identification for a wallet that was located inside a stolen vehicle.
MCD-2023-0169	10/3/23			ND (BWC)	Improper Conduct	02/26/2024	PIP, Retraining, Written Reprimand	05/08/2024	Closed	05/20/2024	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCDO-2022-0046	5/24/23	00052356-22	10/5/22	ND (BWC)	Improper Conduct	08/10/2023	Retraining, Written Reprimand	04/22/2024	Closed	05/20/2024	Failed to activate a body-worn camera as required, in violation of DGO 10.11 & DB 20-175.
MCD-2023-0188	10/10/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	05/13/2024	Closed	05/21/2024	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 - BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2024-0050	3/7/24			Discourtesy	Insufficient Evidence	05/20/2024	No Further Action	05/20/2024	Closed	05/21/2024	Was discourteous while interacting with members of the public on March 2, 2024, in violation of DGO 2.01.03.07 Respectfulness.

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-2021-0072	1/9/24	00047388-21	8/3/21	Failure To Properly Supervise	Proper Conduct	03/18/2024	No Further Action	03/18/2024	Closed	05/21/2024	Failed to properly supervise, in violation of DGO 1.04.
MCDO-2023-0041	4/22/24	00054371-23	3/31/23	Driving Improperly	Improper Conduct	05/20/2024	No Further Action	05/20/2024	Closed	05/23/2024	Reckless or negligent driving, DGO 2.01, Rules 22 & 23.
MCDO-2023-0031	2/12/24	00054983-23	5/9/23	UA	Proper Conduct	04/08/2024	No Further Action	04/08/2024	Closed	05/28/2024	Improper search or seizure of a person, DGO 5.03.
MCDO-2023-0031	2/12/24	00054983-23	5/9/23	Inappropriate Behavior/Comments	Improper Conduct	04/08/2024	Admonishment, Retraining	05/15/2024	Closed	05/28/2024	Inappropriate behavior or comments, DGO 2.01, Rule 14.
MCDO-2023-0031	2/12/24	00054983-23	5/9/23	Pat Search, UA	Proper Conduct	04/08/2024	No Further Action	04/08/2024	Closed	05/28/2024	Threatening, intimidating, or harassing behavior, DGO 2.01.03, Rule 7. Improper search or seizure of a person, property, vehicle, or location; improper entry, DGO 5.03.03.B.
MCD-2021-0249	10/14/21			Insubordination, ND (Vaccination Related), ND	Proper Conduct	10/03/2022	No Further Action	10/03/2022, 05/24/2024	Closed	05/29/2024	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-2021-0283	10/14/21			Insubordination, ND (Vaccination Related), ND	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	04/25/2024, 05/16/2024, 07/31/2024	Closed	05/31/2024	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-2023-0174	10/3/23			ND (BWC)	Improper Conduct	03/11/2024	PIP, Retraining, Written Reprimand	05/14/2024	Closed	05/31/2024	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0177	10/3/23			ND (BWC)	Improper Conduct	02/26/2024	PIP, Retraining, Written Reprimand	05/22/2024	Closed	05/31/2024	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0183	10/3/23			ND (BWC)	Improper Conduct	02/12/2024	Retraining, Written Reprimand	05/16/2024	Closed	05/31/2024	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0184	10/3/23			ND (BWC)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	05/26/2024	Closed	05/31/2024	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.

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-2023-0212	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	05/20/2024	Closed	05/31/2024	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 - BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2023-0217	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Suspension (1 day)	05/22/2024, 07/09/2024	Closed	05/31/2024	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 - BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCDO-2023-0039	4/16/24	00055944-23	7/17/23	CU	Improper Conduct	05/20/2024	Admonishment, Retraining	05/22/2024	Closed	05/31/2024	Engaged in conduct unbecoming of an officer by throwing latex gloves on the ground, DGO 2.01, Rule 9.

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