

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-2020-0095	6/24/20			CU, ND	Improper Conduct	02/18/2021	Retraining, Suspension (1 day held in abeyance)	09/18/2024	Closed	09/19/2024	Made a social post that included information obtained as a result of their position within the Department as well as disparaging comments about Fire Department personnel, in violation of DGO 2.09.III Personal Use of Social Media and DGO 2.01.9 Misconduct. Failed to properly follow Department policy regarding the psychological evaluation of a subject, in violation of DGO 6.14 Psychological Evaluation of adults and/or DGO 2.01.10 Written Orders.
MCD-2021-0008	1/4/21			ND (x3)	Improper Conduct	05/18/2021	Retraining, Suspension (1 day held in abeyance)	09/20/2025	Closed	09/24/2024	Did not operate Department vehicle with due safety and did not take proper care of Department Property to prevent damage, in violation of DGO 2.01, Rule 23 and 24. Initiated an emergency code 3 response without notification or approval by a supervisor, in violation of DGO 5.05.III.D. Did not wear a seatbelt while operating a Department vehicle, in violation of DGO 9.04.II.A.
MCD-2021-0056	4/7/21			CU	Exceptional Clearance	03/21/2022	No Further Action	03/21/2022	Closed	09/05/2024	Used a bias term in a text stream on a department issued cell phone with a person that was not a Department member in violation of Department policy.
MCD-2021-0056	4/7/21			ND	Improper Conduct	03/21/2022	Admonishment, Retraining	08/09/2024	Closed	09/05/2024	Improperly used a Department cell phone for personal use, in violation of Department Policy.

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MCD-2021-0119	8/5/21			ND (BWC) (x2)	Improper Conduct	06/08/2022	Retraining, Written Reprimand	09/19/2024	Closed	09/19/2024	Failed to activate BWC while responding to two incidents, in violation of DB 20-175 Activation of Body Worn Cameras.
MCD-2021-0132	9/9/21			CU	Proper Conduct	05/07/2024	No Further Action	05/07/2024	Closed	09/20/2024	Engaged in a conversation with other members on-scene about whether or not to add an additional misdemeanor charge because of concerns that other felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 2.01 Rule 1, Rule 9 and Rule 48.
MCD-2021-0132	9/9/21			ND	Proper Conduct	08/15/2024	No Further Action	08/15/2024	Closed	09/20/2024	Failed to intervene during inappropriate conversation, DGO 2.01, Rule 9.
MCD-2021-0132	9/9/21			ND (x2)	Improper Conduct	11/21/2022	Retraining, Suspension (1 day and 1 held in abeyance)	08/22/2024; 08/28/2024; 08/15/2025	Closed	09/20/2024	Mishandled physical evidence, in violation of DGO 6.02 Physical Evidence and Crime Scenes and DGO 6.15 Property Processing. Mishandled arrestee property, in violation of DB 19-066 Booking Prisoner Property, DGO 6.02 Physical Evidence and Crime Scenes and DGO 6.15 Property Processing.

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MCD-2021-0132	9/9/21			CU, ND	Proper Conduct	10/30/2023	Retraining	11/07/2023	Closed	09/20/2024	Engaged in a conversation with other members on-scene about whether or not to add an additional misdemeanor charge because of concerns that other felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 2.01 Rule 1, Rule 9 and Rule 48. Responded the scene of an arrest and failed to supervise his subordinates who were communicating with each other about concerns that felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 1.04 Duties of Sergeants.
MCD-2021-0132	9/9/21			ND, Writing an Inaccurate Incident Report	Improper Conduct	11/21/2022	Retraining, Suspension (1 day held in abeyance)	08/22/2024; 08/15/2025	Closed	09/20/2024	Failed to document the chain of custody of all relevant evidence seized during an arrest search, in violation of DGO 2.01 Rule 25 and DN 20-134. Mishandled arrestee property, in violation of DB 19-066 Booking Prisoner Property DGO 6.02 Physical Evidence and Crime Scenes and DGO 6.15 Property Processing.
MCD-2021-0132	9/9/21			CU	Proper Conduct	07/30/2024	No Further Action	07/30/2024	Closed	09/20/2024	Engaged in a conversation with other members on-scene about whether or not to add an additional misdemeanor charge because of concerns that other felony charge/s would be dropped if the misdemeanor charge was added, in violation of DGO 2.01 Rule 1, Rule 9 and Rule 48.

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MCD-2021-0146	9/21/21			DUI	Improper Conduct	09/06/2022	11.11 Program, Retraining, Suspension (10 days)	12/23/2022; 09/11/2024	Closed	09/19/2024	Arrested for Driving Under the Influence of alcohol.
MCD-2021-0183	10/14/21			Insubordination, ND, ND (Vaccination Related)	Improper Conduct	09/27/2022	Retraining, Suspension (10 days held in abeyance)	02/14/2024; 07/31/2024	Closed	09/19/2024	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-2022-0145	8/31/22			CRD	Insufficient Evidence	08/15/2023	No Further Action	08/15/2023	Closed	09/12/2024	Posted a photo containing inappropriate content which brought discredit to the Department, a violation of DGO 2.01, Rule 9 Misconduct.
MCD-2022-0145	8/31/22			CU	Improper Conduct	08/15/2023	Admonishment, Retraining	02/19/2024	Closed	09/12/2024	Posted a photograph of self and other SFPD members in uniform on a social media website, a violation of DGO 2.09 Personal Use of Social Media.

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MCD-2022-0145	8/31/22			CRD, CU (x2)	Insufficient Evidence	08/15/2023	No Further Action	08/15/2023	Closed	09/12/2024	Displayed a symbol on a photo posted to social media which brought discredit to the Police Department, a violation of DGO 2.01, Rule 9 Misconduct. Was untruthful regarding who displayed the symbol, a violation of DGO 2.01, Rule 21 Cooperation with Investigations. The symbol is affiliated with a criminal street gang and its use may indicate gang membership, a violation of DGO 2.01, Rule 9 Misconduct.
MCD-2022-0145	8/31/22			CU	Improper Conduct	08/15/2023	Admonishment, Retraining	02/12/2024	Closed	09/12/2024	Posted a photograph of self and other SFPD members in uniform on a social media website, a violation of DGO 2.09 Personal Use of Social Media.
MCD-2022-0174	10/27/22			CU	Insufficient Evidence	08/20/2024	No Further Action	08/20/2024	Closed	09/12/2024	Was under the influence of a controlled substance while on duty, in violation of DGO 2.03 C.1. Use of Controlled Substance.
MCD-2023-0046	4/17/23			Failure To Write An Incident Report, ND (LEP)	Improper Conduct	02/05/2024	Retraining, Written Reprimand	09/21/2024	Closed	09/25/2024	Failed to make all required written reports of incidents requiring police attention. Failed to provide Language Access Services for LEP Person. Violation of DGO 2.01, Rule 25 On-Duty Written Reports and DGO 5.20 Language Access Services for Limited English Proficient Persons.

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MCD-2023-0131	7/14/23			ND	Improper Conduct	07/05/2024	Admonishment, Retraining	07/05/2024	Closed	09/05/2024	Failed to notify the Department regarding a romantic relationship with another Department member, in violation of the Civil Service Commission Policy on Family and Romantic Relationships at Work and DN 23-155.
MCD-2023-0131	7/14/23			CU, ND	Improper Conduct	07/05/2024	Retraining, Written Reprimand	09/04/2024	Closed	09/05/2024	Improperly used a department computer for reasons other than department business, in violation of DGO 2.01, Rule 9. Failed to notify the Department regarding a romantic relationship with another Department member, in violation of the Civil Service Commission Policy on Family and Romantic Relationships at Work 2017-01 and DN 23-155.
MCD-2023-0131	7/14/23			Domestic Violence	Insufficient Evidence	07/05/2024	No Further Action	07/05/2024	Closed	09/05/2024	Committed domestic violence against spouse, in violation of DGO 2.01, Rule 9.
MCD-2023-0172	10/3/23			ND (BWC)	Improper Conduct	02/26/2024	PIP, Retraining, Written Reprimand	09/20/2024	Closed	09/26/2024	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0193	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	07/24/2024	Closed	09/05/2024	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.

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MCD-2023-0194	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	09/04/2024	Closed	09/05/2024	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-2023-0203	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	PIP, Retraining, Written Reprimand	08/08/2024	Closed	09/05/2024	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-2024-0039	1/24/24			FTA (Range)	Improper Conduct	07/01/2024	Admonishment, Retraining	08/24/2024	Closed	09/03/2024	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-2024-0067	3/6/24			FTA (Range)	Improper Conduct	09/03/2024	Admonishment, Retraining	09/23/2024	Closed	09/24/2024	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.

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MCD-2024-0079	2/15/24			FTA (Range)	Unfounded	09/16/2024	No Further Action	09/16/2024	Closed	09/17/2024	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0104	4/19/24	00059196-24		Failure To Write An Incident Report	Improper Conduct	09/03/2024	Admonishment, Retraining	09/11/2024	Closed	09/18/2024	Failed to take a police report regarding a possible assault with a vehicle, in violation of DGO 2.01, Rule 9.
MCD-2024-0112	5/8/24			FTA (Range)	Improper Conduct	09/03/2024	Admonishment, Retraining	09/20/2024	Closed	09/23/2024	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0119	5/20/24			FTA (Range)	Improper Conduct	09/03/2024	Admonishment, Retraining	09/10/2024	Closed	09/18/2024	Failed to appear for mandatory range qualification in January 2024, in violation of Department Notice 22-071.
MCD-2024-0127	5/21/24	00059657-24		ND	Proper Conduct	09/16/2024	No Further Action	09/16/2024	Closed	09/17/2024	Failed to write a complete and accurate police report, in violation of DN 23-102 Report Writing Responsibilities Supervisors, Officers & Police Service Aides.



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MCD-2024-0129	6/3/24			ND (BWC)	Proper Conduct	09/03/2024	No Further Action	09/03/2024	Closed	09/04/2024	Failed to upload multiple videos within 72 hours, in violation of DGO 10.11.03.H.1, Body Worn Camera Storage and Use of Recordings.
MCD-2024-0161	7/16/24	00060322-24		Failure To Write An Incident Report, ND (LEP)	Proper Conduct	09/16/2024	No Further Action	09/16/2024	Closed	09/17/2024	Failed to take a police report, in violation of DGO 2.01.03, Rule 9 Written Reports. Refused to provide an interpreter for the complainant, in violation of DGO 5.20 Language Access Services for Limited English Proficient Persons.
MCDO-2018-0094	11/22/19	0645-18 / 43297-18	12/21/18	Failure To Take Required Action	Not Sustained	09/04/2024	No Further Action	09/04/2024	Closed	09/19/2024	Failed to take required actions.
MCDO-2018-0094	11/22/19	0645-18 / 43297-18	12/21/18	Failure To Take Required Action	Insufficient Evidence	12/13/2019	No Further Action	12/13/2019	Closed	09/19/2024	Failed to take required actions.
MCDO-2018-0094	11/22/19	0645-18 / 43297-18	12/21/18	Failure To Take Required Action	Not Sustained	09/04/2024	No Further Action	09/04/2024	Closed	09/19/2024	Failed to take required actions.
MCDO-2019-0051	12/29/20	00044202-19	12/21/19	Failure To Take Required Action, ND, ND (BWC), Unnecessary Force	Improper Conduct	03/01/2021	Retraining, Suspension (3 days)	09/03/2024; 09/13/2024	Closed	09/20/2024	Failed to comply with DGO 5.21. Failed to take required action. Used excessive force. Failed to activate a Body Worn Camera.
MCDO-2019-0051	12/29/20	00044202-19	12/21/19	Neglect Of Duty	Training Failure	03/01/2021	Retirement	06/30/2024	Closed	09/20/2024	Failed to comply with DGO 5.21.
MCDO-2019-0053	12/7/19	00044167-19 - Part A	12/7/19	Failure To Properly Supervise, ND (BWC)	Training Failure	02/07/2024	No Further Action	03/08/2024	Closed	09/03/2024	Failed to comply with DGO 10.11, Body Worn Cameras. Failed to properly supervise.

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MCDO-2021-0023	2/18/22	00046014-21	4/2/21	ND (Face Covering); ND (SDCS)	Improper Conduct	03/10/2022	Retraining, Suspension (1 day and 1 held in abeyance)	03/01/2024; 04/03/2024; 03/01/2025	Closed	09/03/2024	Failed to enter Stop Data Collection System data, in violation of DN 20-141. Failed to wear a mask while in contact with a suspect in a crime, in violation of DN 20-094.
MCDO-2021-0023	2/18/22	00046014-21	4/2/21	ND; UA (x2)	Proper Conduct/Not Sustained	03/10/2022	No Further Action	03/10/2022	Closed	09/03/2024	Made an arrest without cause, DGO 5.03. Conducted an improper search or seizure DGO 5.03. Conducted an impermissible traffic stop as a non-uniform officer, in violation of DGO 5.08.
MCDO-2021-0047	6/3/22	00047005-21	6/28/21	Failure To Write An Incident Report, ND (BWC)	Improper Conduct	09/06/2022	Retraining, Suspension (1 day and 1 held in abeyance)	09/17/2024; 09/17/2025	Closed	09/25/2024	Failed to prepare an incident report, DGO 5.04, Arrests by Private Persons, and DGO 2.01, General Rules of Conduct. Failed to activate a Body Worn Camera, DGO 10.11.
MCDO-2021-0056	6/23/22	00048148-21	9/26/21	ND	Improper Conduct	09/06/2022	Retraining, Written Reprimand	09/18/2024	Closed	09/20/2024	Failed to properly care for, process, or book property, DGO 6.15.
MCDO-2021-0061	8/25/22	00048385-21	10/13/21	ND (BWC)	Proper Conduct	04/02/2024	No Further Action	07/19/2024	Closed	09/03/2024	Failed to activate a body worn camera, DGO 10.11.
MCDO-2022-0047	5/24/23	00052664-22	5/16/22	Inappropriate Behavior/Comments, ND	Improper Conduct	07/31/2023	PIP, Suspension (15 days)	03/25/2024; 09/23/2024	Closed	09/25/2024	Inappropriate behavior or comments, DGO 2.01. Violation of Department General Order 1.03.
MCDO-2022-0047	5/24/23	00052664-22	5/16/22	Inappropriate Behavior/Comments, ND	Improper Conduct	07/31/2023	PIP, Suspension (15 days)	04/02/2024; 06/17/2024	Closed	09/25/2024	Inappropriate behavior or comments, DGO 2.01. Violation of Department General Order 1.03.

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MCDO-2023-0047	6/3/24	00056763-23	9/19/23	Failure To Take Required Action, ND (x2), UA	Improper Conduct	08/22/2024	Exceptional Clearance	09/16/2024	Closed	09/18/2024	Knowingly made false statements, DGO 2.01, Rule 9. Violation of Department Rule or Law, DGO 2.01, Rule 10. Failure to take required action, DGO 1.04.A.4. Failure to comply with Stop Data Collection Requirements, DN 20-141 & DB 21-062. Conduct Reflecting Discredit.
OID-2020-0001	12/4/20			Administrative Investigation	Not In Policy	04/12/2021	Retraining, Suspension (1 day)	09/20/2024; 10/23/2024	Closed	09/24/2024	Discharged a personal firearm. There were no injuries as a result of the discharge.

## 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