

# Internal Affairs Division


Quarterly  
Report  
Q1 2024



*Safety with Respect*

# Internal Affairs Division (IAD) investigations include:

- On-duty employee misconduct referred to IAD from within the San Francisco Police Department (SFPD)
- Complaints of off-duty misconduct by (SFPD) Employees
- Referrals from other agencies (outside agencies; San Francisco Dept. of Human Resources/Equal Employment Opportunity; San Francisco Department of Police Accountability (DPA))
- “Whistleblower” complaints
- Officer Involved Shooting; In Custody Death; Use of Force resulting in serious bodily injury or hospitalization
- Bias determined from monitoring of department electronic communication devices



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# San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	412	15.0%
Airport Bureau	355	12.9%
Bureau of Investigations	334	12.2%
Chief of Staff	90	3.3%
Chief's Office	29	1.1%
Field Operations Bureau	1,264	46.0%
Special Operations Bureau	170	6.2%
Strategic Management Bureau	91	3.3%
Total	2,745	100.0%

Race/Ethnicity		
Asian	825	30.1%
Black	245	8.9%
Hispanic	494	18.0%
Other/Unknown	60	2.2%
White	1,121	40.8%
Total	2,745	100%

# San Francisco Police Department Employee Demographics

Age Group		
18-29	200	7.3%
30-39	779	28.4%
40-49	777	28.3%
50-59	654	23.8%
60+	335	12.2%
Total	2,745	100%

Gender		
Male	2,085	76.0%
Female	660	24.0%
Total	2,745	100%

# San Francisco Police Department Employee Demographics

Tenure Group		
0-5	516	18.8%
6-10	728	26.5%
11-15	342	12.5%
16-20	438	16.0%
21-25	308	11.2%
Over 25	413	15.0%
Total	2,745	100%

Member Status		
Sworn	1,876	68.3%
Professional Staff	869	31.7%
Total	2,745	100%

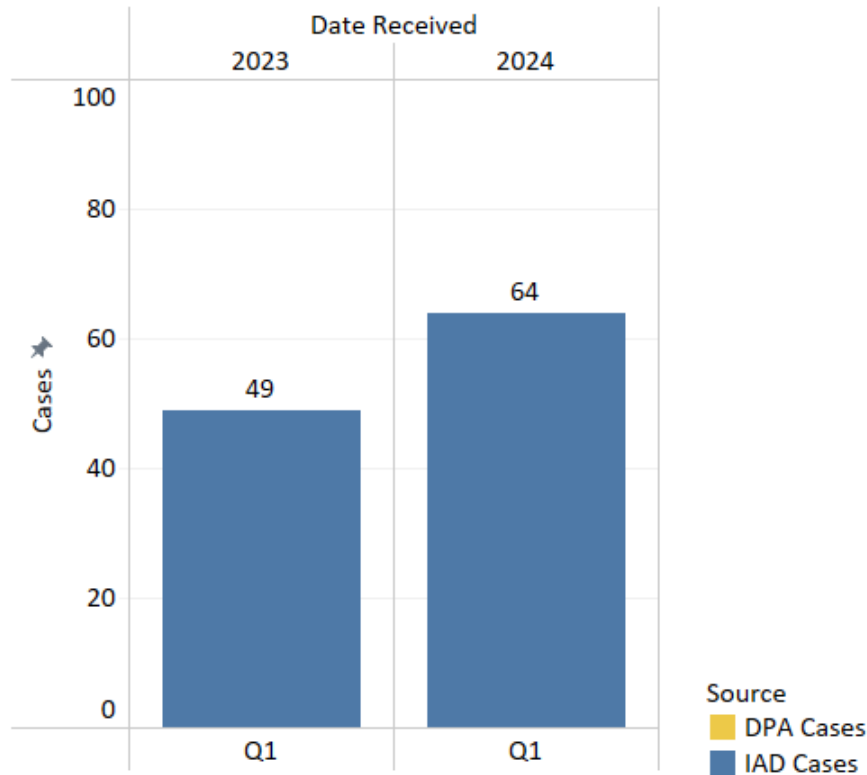
### Opened Cases

		Date Received
		Q1
2023	IAD Cases	49
2024	IAD Cases	64

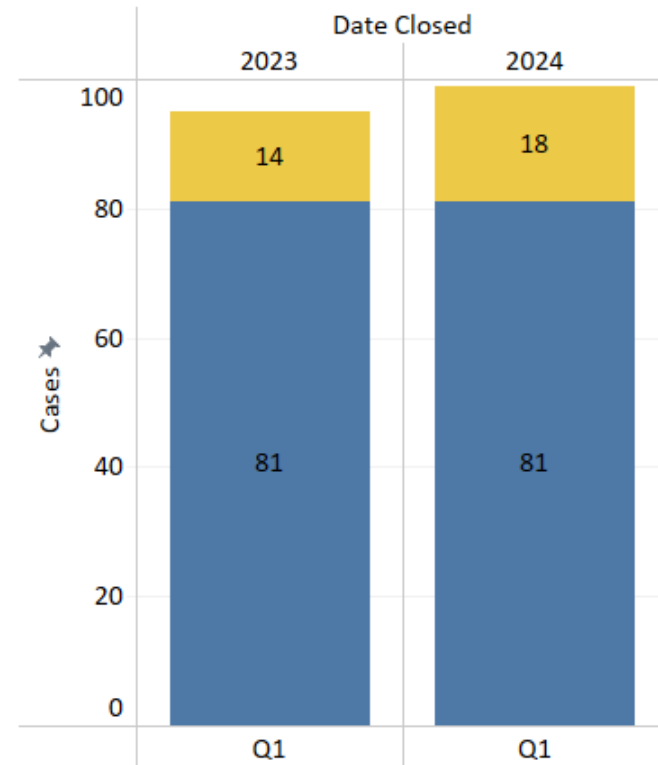
### Closed Cases

		Date Closed
		Q1
2023	DPA Cases	14
	IAD Cases	81
	Total	95
2024	DPA Cases	18
	IAD Cases	81
	Total	99

### Opened Cases



### Closed Cases



\*Counts in the above tables/charts are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions. Please note: DPA cases are opened by DPA and therefore not included in SFPD IAD's count of newly opened cases; however, cases referred to SFPD for discipline are included in closed cases counts.

A decorative graphic consisting of several overlapping, semi-transparent rings in shades of blue and green, forming a large, irregular circular shape that frames the central text.

# OPENED CASES

*San Francisco Police Department - Internal Affairs Division -  
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# Opened Cases – Q1 2024

## Number of Allegations

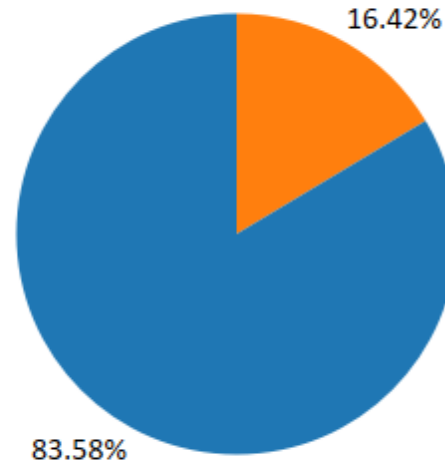
Allegation Type	Number of Allegations	% of Total Allegations
Neglect of Duty, Body Worn Camera	25	25.77%
Neglect Of Duty, General	20	20.62%
Conduct Unbecoming an Officer/Member	18	18.56%
Failure to Appear, Range	16	16.49%
Discourtesy	5	5.15%
Conduct Reflecting Discredit	4	4.12%
Neglect of Duty, Lost Property	2	2.06%
Weapon Discharge	1	1.03%
Unwarranted Action	1	1.03%
Sick Leave Abuse	1	1.03%
Neglect of Duty, DPA Member Response Form	1	1.03%
Inappropriate Comments	1	1.03%
Failure To Write An Incident Report	1	1.03%
Domestic Violence	1	1.03%
Total Allegations	97	100.00%

# Opened Cases – Q1 2024

## Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	11
SWORN	56
Grand Total	67

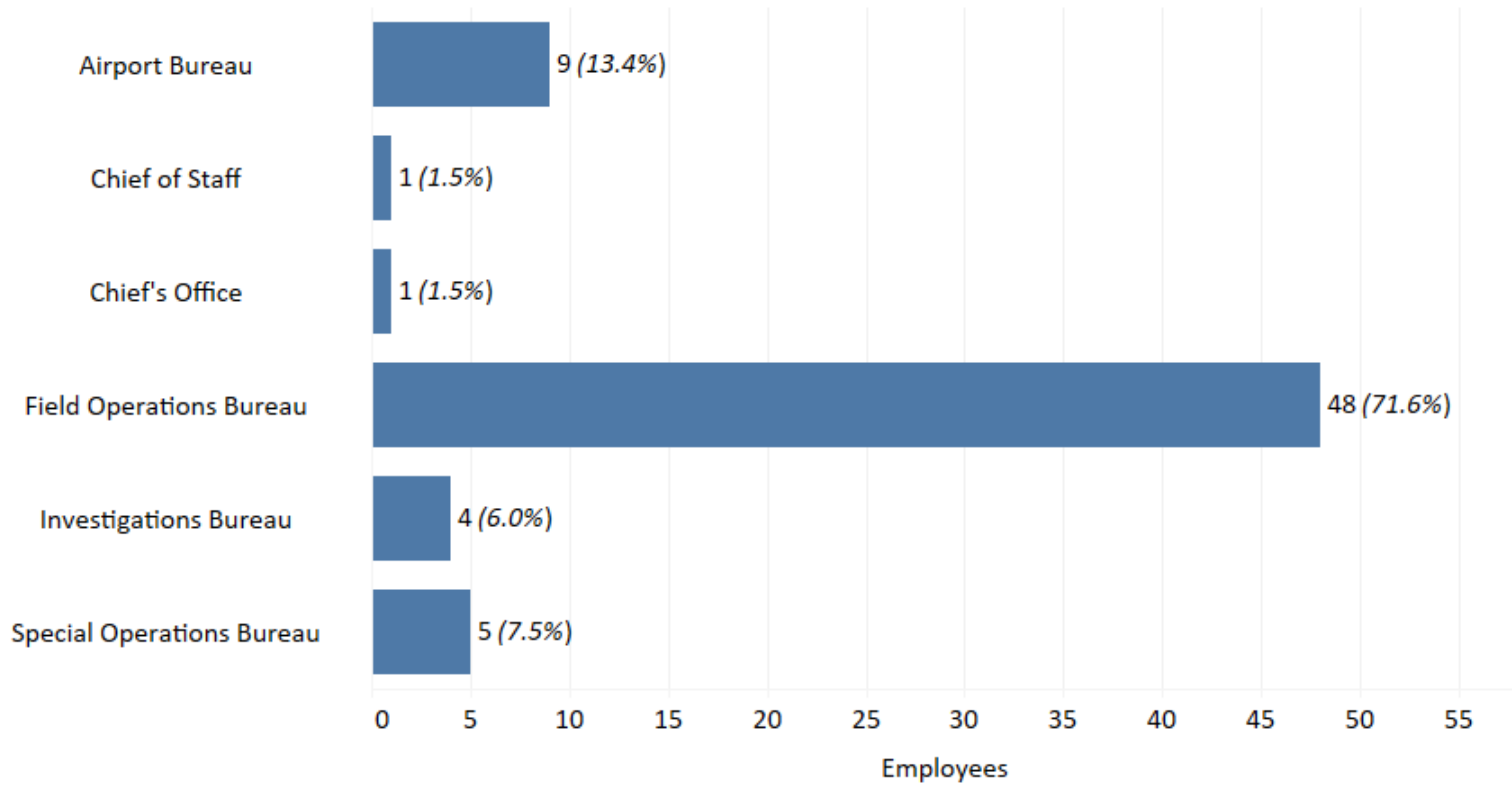
Member Status  
PROFESSIONAL STAFF  
SWORN



\*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

# Opened Cases – Q1 2024

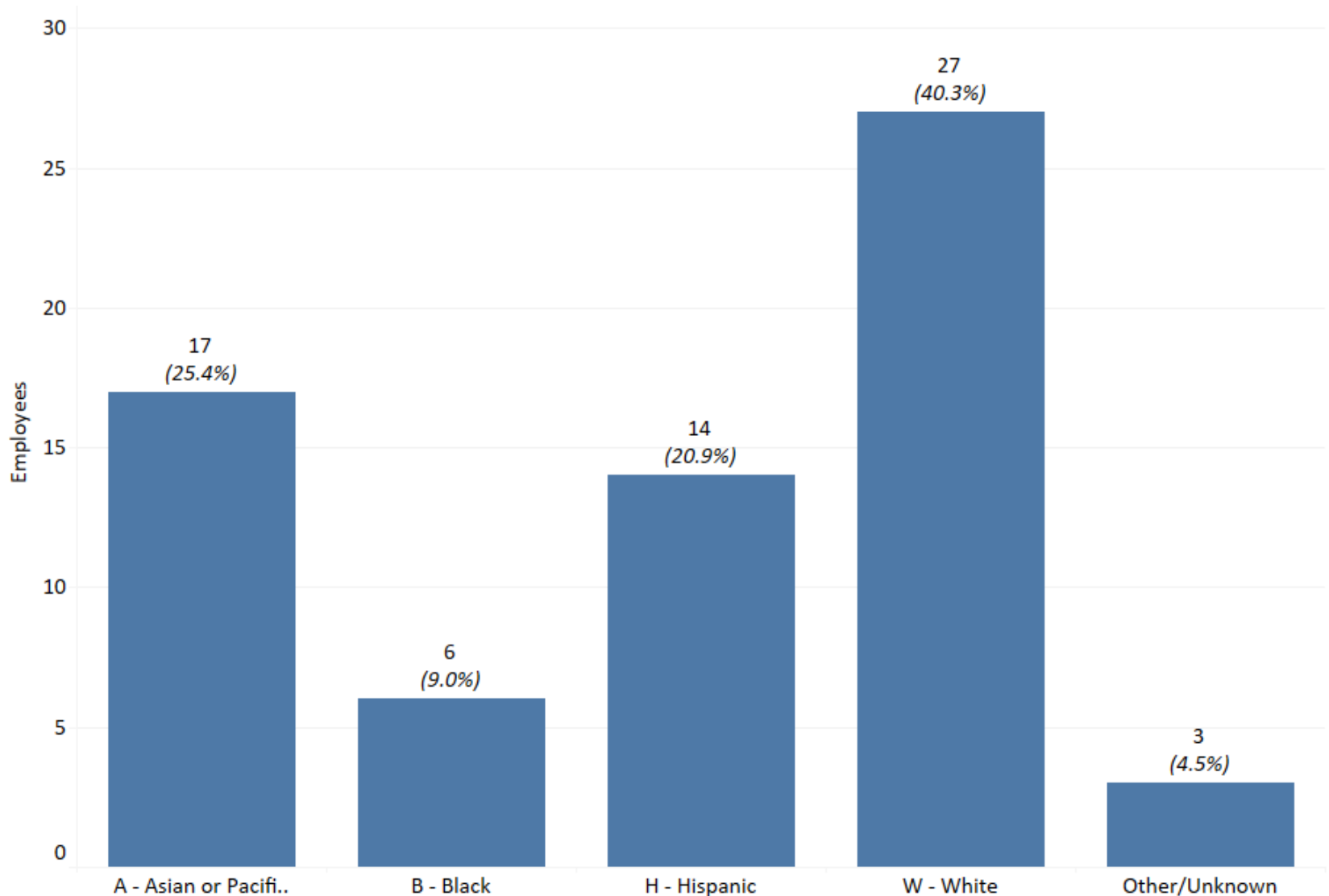
## Number of Employees by Bureau



\*Percentages are rounded and may not sum to exactly 100%

# Opened Cases – Q1 2024

## Number of Employees by Race

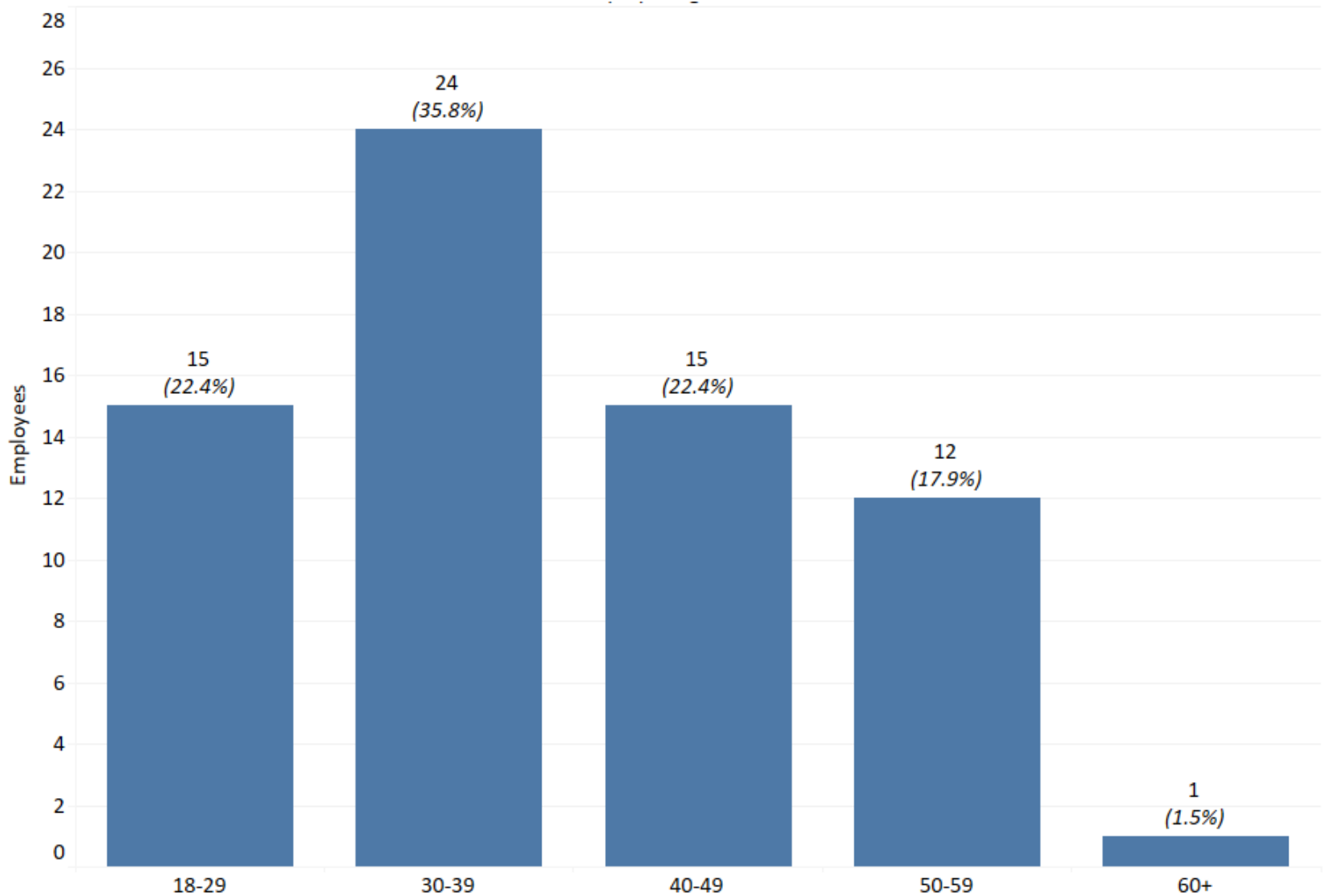


\*The Other/Unknown category includes employees whose race does not fall within any other available category

\*Percentages are rounded and may not sum to exactly 100%

# Opened Cases – Q1 2024

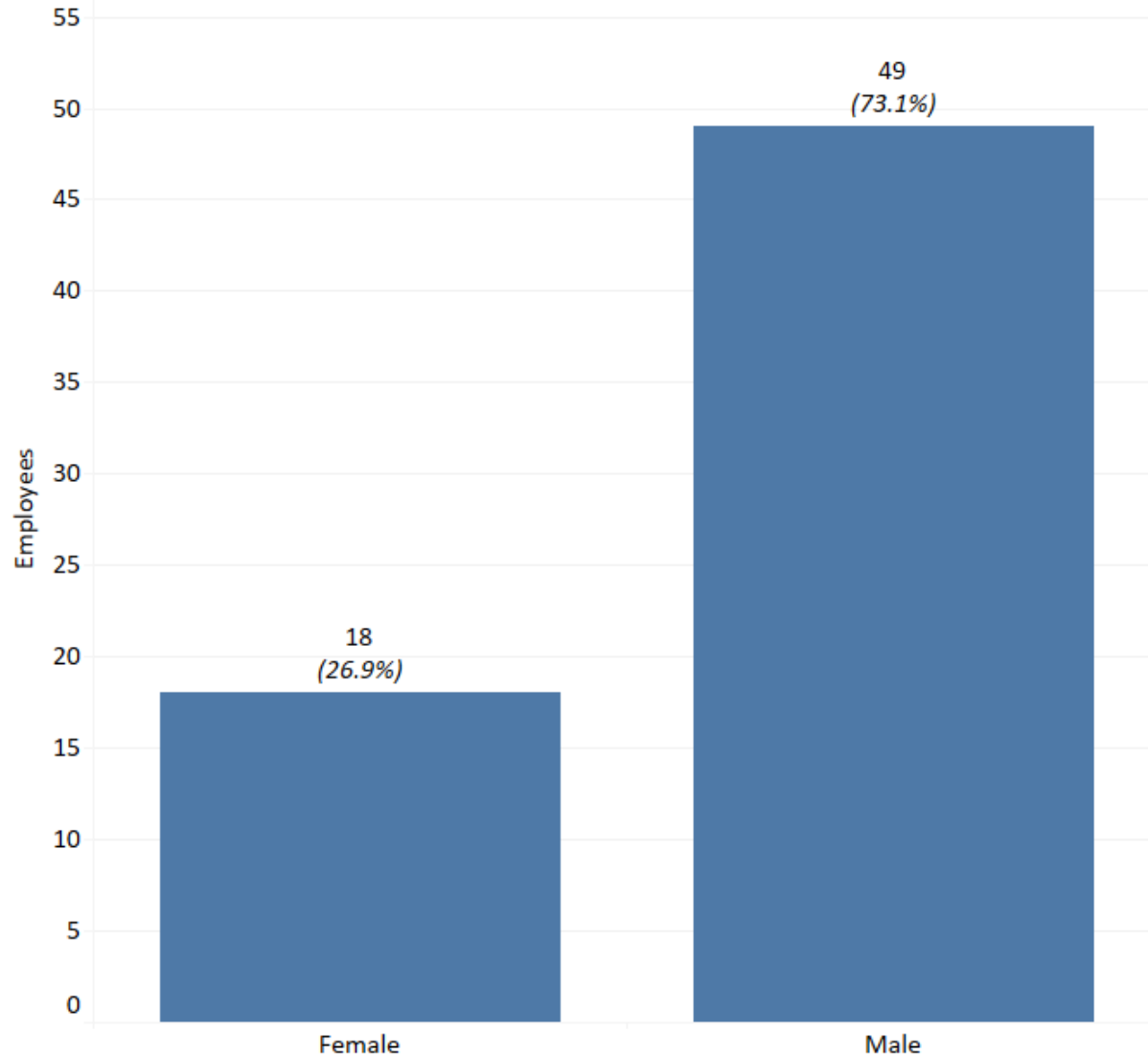
## Number of Employees by Age Group



\*Percentages are rounded and may not sum to exactly 100%

# Opened Cases – Q1 2024

## Number of Employees by Gender

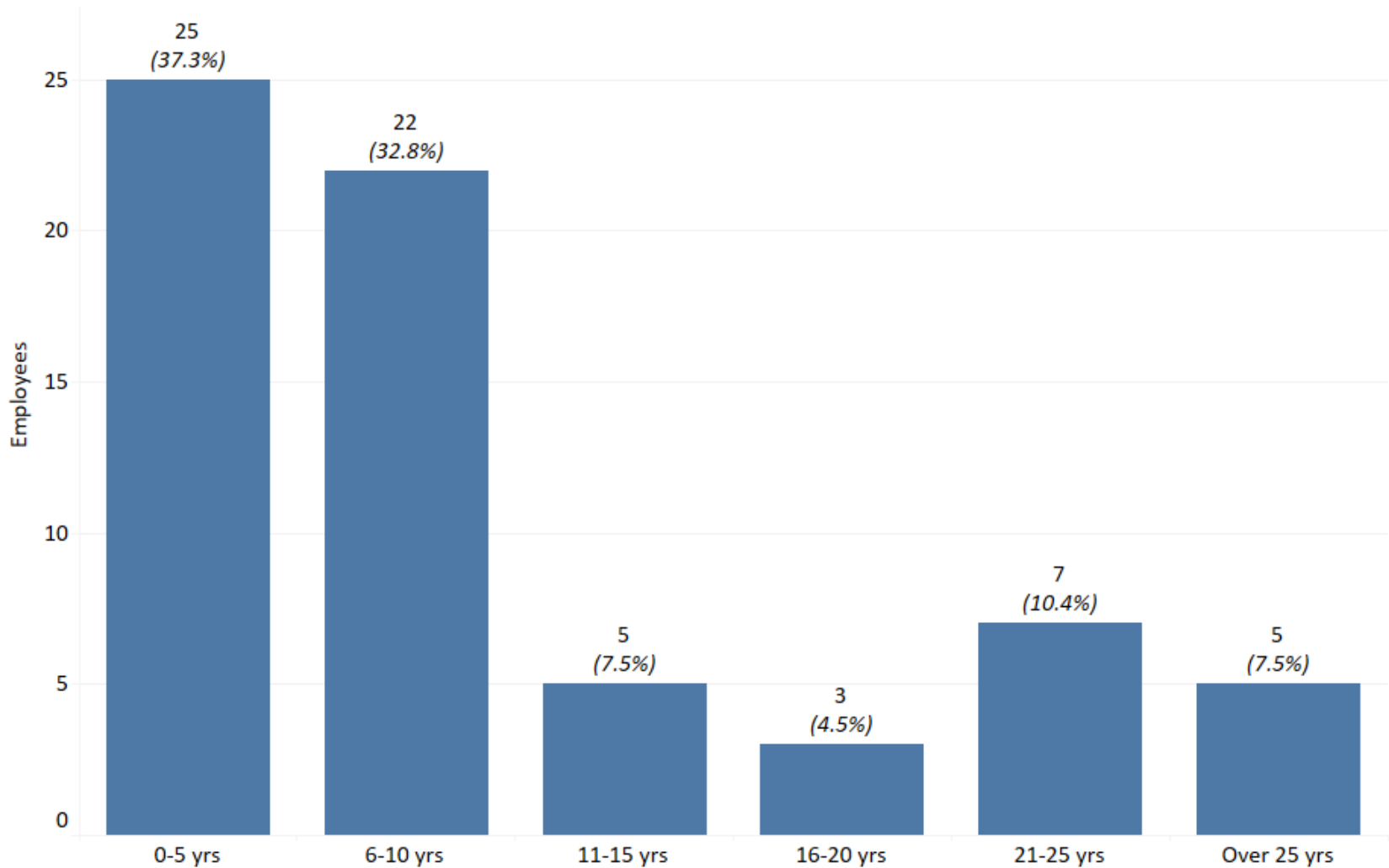


\*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q1 2024

\*Percentages are rounded and may not sum to exactly 100%

# Opened Cases – Q1 2024

## Number of Employees by Tenure



\*Employees with 0-10 years of experience comprise 45% of overall employees, but account for 70% of new cases

\*Percentages are rounded and may not sum to exactly 100%



# CLOSED CASES - FINDINGS

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# Closed Cases – Q1 2024

## Overall Breakdown of Findings

	Number of Findings	≡	% of Total Findings
Improper Conduct	138		60.53%
Withdrawn	28		12.28%
Insufficient Evidence	25		10.96%
Policy Failure	14		6.14%
Proper Conduct	12		5.26%
Unfounded	11		4.82%
Total Findings	228		100.00%

\*Employees may have multiple allegations and findings, above table represents 117 employees

\*Percentages are rounded and may not sum to exactly 100%

# Closed Cases – Q1 2024

## Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Grand Total
Improper Conduct	6 (2.63%)	3 (1.32%)	1 (0.44%)	105 (46.05%)	10 (4.39%)	1 (0.44%)	12 (5.26%)	138 (60.53%)
Insufficient Evidence		6 (2.63%)		19 (8.33%)				25 (10.96%)
Policy Failure				8 (3.51%)	1 (0.44%)	2 (0.88%)	3 (1.32%)	14 (6.14%)
Proper Conduct		1 (0.44%)		8 (3.51%)			3 (1.32%)	12 (5.26%)
Unfounded		2 (0.88%)		6 (2.63%)	3 (1.32%)			11 (4.82%)
Withdrawn	6 (2.63%)			19 (8.33%)	3 (1.32%)			28 (12.28%)
<b>Grand Total</b>	<b>12 (5.26%)</b>	<b>12 (5.26%)</b>	<b>1 (0.44%)</b>	<b>165 (72.37%)</b>	<b>17 (7.46%)</b>	<b>3 (1.32%)</b>	<b>18 (7.89%)</b>	<b>228 (100.00%)</b>

\*Other/Unknown indicates Employee has separated from SFPD, and assignment was not retained in the AIM database, or the assignment was highly specific or unique.

\*Employees may have multiple allegations and findings, above table represents 117 employees

\*Percentages are rounded and may not sum to exactly 100%

# Closed Cases – Q1 2024

## Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unkno..	W - White	Grand Total
Improper Conduct	16 (7.02%)	31 (13.60%)	44 (19.30%)	1 (0.44%)	46 (20.18%)	138 (60.53%)
Insufficient Evidence	6 (2.63%)	4 (1.75%)	8 (3.51%)		7 (3.07%)	25 (10.96%)
Policy Failure	5 (2.19%)	2 (0.88%)	5 (2.19%)		2 (0.88%)	14 (6.14%)
Proper Conduct		3 (1.32%)	9 (3.95%)			12 (5.26%)
Unfounded	1 (0.44%)	2 (0.88%)			8 (3.51%)	11 (4.82%)
Withdrawn		3 (1.32%)	12 (5.26%)		13 (5.70%)	28 (12.28%)
Grand Total	28 (12.28%)	45 (19.74%)	78 (34.21%)	1 (0.44%)	76 (33.33%)	228 (100.00%)

\*Other/Unknown category includes employees whose race does not fall within any other available category

\*Employees may have multiple allegations and findings, above table represents 117 employees

\*Percentages are rounded and may not sum to exactly 100%

# Closed Cases – Q1 2024

## Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	39 (17.11%)	60 (26.32%)	23 (10.09%)	14 (6.14%)	2 (0.88%)	138 (60.53%)
Insufficient Evidence	3 (1.32%)	8 (3.51%)	6 (2.63%)	8 (3.51%)		25 (10.96%)
Policy Failure	3 (1.32%)	7 (3.07%)	4 (1.75%)			14 (6.14%)
Proper Conduct	4 (1.75%)	1 (0.44%)	4 (1.75%)	3 (1.32%)		12 (5.26%)
Unfounded	2 (0.88%)	4 (1.75%)	4 (1.75%)		1 (0.44%)	11 (4.82%)
Withdrawn		18 (7.89%)	7 (3.07%)	3 (1.32%)		28 (12.28%)
Grand Total	51 (22.37%)	98 (42.98%)	48 (21.05%)	28 (12.28%)	3 (1.32%)	228 (100.00%)

\*Employees may have multiple allegations and findings, above table represents 117 employees

\*Percentages are rounded and may not sum to exactly 100%

# Closed Cases – Q1 2024

## Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	35 (15.35%)	103 (45.18%)	138 (60.53%)
Insufficient Evidence	5 (2.19%)	20 (8.77%)	25 (10.96%)
Policy Failure	2 (0.88%)	12 (5.26%)	14 (6.14%)
Proper Conduct	2 (0.88%)	10 (4.39%)	12 (5.26%)
Unfounded	3 (1.32%)	8 (3.51%)	11 (4.82%)
Withdrawn	4 (1.75%)	24 (10.53%)	28 (12.28%)
Grand Total	51 (22.37%)	177 (77.63%)	228 (100.00%)

\*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q1 2024

\*Employees may have multiple allegations and findings, above table represents 117 employees

\*Percentages are rounded and may not sum to exactly 100%

# Closed Cases – Q1 2024

## Findings by Tenure

	Tenure at Incident						Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Improper Conduct	64 (28.07%)	33 (14.47%)	10 (4.39%)	10 (4.39%)	9 (3.95%)	12 (5.26%)	138 (60.53%)
Insufficient Evidence	10 (4.39%)	1 (0.44%)	1 (0.44%)	7 (3.07%)	2 (0.88%)	4 (1.75%)	25 (10.96%)
Policy Failure	6 (2.63%)	2 (0.88%)	5 (2.19%)	1 (0.44%)			14 (6.14%)
Proper Conduct	6 (2.63%)		1 (0.44%)	2 (0.88%)	2 (0.88%)	1 (0.44%)	12 (5.26%)
Unfounded	2 (0.88%)	5 (2.19%)			4 (1.75%)		11 (4.82%)
Withdrawn	6 (2.63%)	9 (3.95%)	9 (3.95%)	1 (0.44%)	3 (1.32%)		28 (12.28%)
Grand Total	94 (41.23%)	50 (21.93%)	26 (11.40%)	21 (9.21%)	20 (8.77%)	17 (7.46%)	228 (100.00%)

\*Employees may have multiple allegations and findings, above table represents 117 employees

\*Percentages are rounded and may not sum to exactly 100%

# Closed Cases – Q1 2024

## Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
Improper Conduct	5 (2.19%)	133 (58.33%)	138 (60.53%)
Insufficient Evidence	9 (3.95%)	16 (7.02%)	25 (10.96%)
Policy Failure	2 (0.88%)	12 (5.26%)	14 (6.14%)
Proper Conduct	1 (0.44%)	11 (4.82%)	12 (5.26%)
Unfounded	2 (0.88%)	9 (3.95%)	11 (4.82%)
Withdrawn		28 (12.28%)	28 (12.28%)
Grand Total	19 (8.33%)	209 (91.67%)	228 (100.00%)

\*Employees may have multiple allegations and findings, above table represents 117 employees

\*Percentages are rounded and may not sum to exactly 100%



# CLOSED CASES - ACTIONS

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# Closed Cases – Q1 2024

## Actions

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	44	24.72%
	Resignation	3	1.69%
	Retirement	4	2.25%
	Retraining	81	45.51%
	Performance Improvement Plan	4	2.25%
	<b>Total</b>	<b>136</b>	<b>76.40%</b>
Disciplinary Action	Written Reprimand/ Written Warning	9	5.06%
	Suspension Held in Abeyance	20	11.24%
	Suspension (10 or less days)	11	6.18%
	Termination	2	1.12%
	<b>Total</b>	<b>42</b>	<b>23.60%</b>
<b>Grand Total</b>		<b>178</b>	<b>100.00%</b>

\*Employees may receive multiple actions, above table represents 83 employees

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigation s Bureau	Other/ Unknown	Special Operations Bureau	Grand Total
Non-Disciplinary Action	Admonishment	2 1.12%	3 1.69%	1 0.56%	34 19.10%	3 1.69%		1 0.56%	44 24.72%
	Resignation	1 0.56%			2 1.12%				3 1.69%
	Retirement				4 2.25%				4 2.25%
	Retraining	3 1.69%	3 1.69%	1 0.56%	61 34.27%	8 4.49%	1 0.56%	4 2.25%	81 45.51%
	Performance Improvement Plan		2 1.12%		2 1.12%				4 2.25%
	<b>Total</b>	<b>6</b> 3.37%	<b>8</b> 4.49%	<b>2</b> 1.12%	<b>103</b> 57.87%	<b>11</b> 6.18%	<b>1</b> 0.56%	<b>5</b> 2.81%	<b>136</b> 76.40%
Disciplinary Action	Written Reprimand/ Written Warning				6 3.37%	1 0.56%	1 0.56%	1 0.56%	9 5.06%
	Suspension Held in Abeyance	1 0.56%			15 8.43%	2 1.12%		2 1.12%	20 11.24%
	Suspension (10 or less days)				9 5.06%	2 1.12%			11 6.18%
	Termination				1 0.56%			1 0.56%	2 1.12%
	<b>Total</b>	<b>1</b> 0.56%			<b>31</b> 17.42%	<b>5</b> 2.81%	<b>1</b> 0.56%	<b>4</b> 2.25%	<b>42</b> 23.60%
<b>Grand Total</b>	<b>7</b> 3.93%	<b>8</b> 4.49%	<b>2</b> 1.12%	<b>134</b> 75.28%	<b>16</b> 8.99%	<b>2</b> 1.12%	<b>9</b> 5.06%	<b>178</b> 100.00%	

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Race

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Non-Disciplinary Action	Admonishment	6 3.37%	12 6.74%	17 9.55%	8 4.49%	1 0.56%	44 24.72%
	Resignation	1 0.56%			2 1.12%		3 1.69%
	Retirement		1 0.56%	1 0.56%	2 1.12%		4 2.25%
	Retraining	7 3.93%	21 11.80%	29 16.29%	23 12.92%	1 0.56%	81 45.51%
	Performance Improvement Plan			3 1.69%	1 0.56%		4 2.25%
	<b>Total</b>	<b>14</b> <b>7.87%</b>	<b>34</b> <b>19.10%</b>	<b>50</b> <b>28.09%</b>	<b>36</b> <b>20.22%</b>	<b>2</b> <b>1.12%</b>	<b>136</b> <b>76.40%</b>
Disciplinary Action	Written Reprimand/ Written Warning	1 0.56%	2 1.12%	3 1.69%	3 1.69%		9 5.06%
	Suspension Held in Abeyance		4 2.25%	7 3.93%	9 5.06%		20 11.24%
	Suspension (10 or less days)		4 2.25%	2 1.12%	5 2.81%		11 6.18%
	Termination	2 1.12%					2 1.12%
	<b>Total</b>	<b>3</b> <b>1.69%</b>	<b>10</b> <b>5.62%</b>	<b>12</b> <b>6.74%</b>	<b>17</b> <b>9.55%</b>		<b>42</b> <b>23.60%</b>
<b>Grand Total</b>	<b>17</b> <b>9.55%</b>	<b>44</b> <b>24.72%</b>	<b>62</b> <b>34.83%</b>	<b>53</b> <b>29.78%</b>	<b>2</b> <b>1.12%</b>	<b>178</b> <b>100.00%</b>	

\*Other/Unknown category includes employees whose race does not fall within any other available category

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Age Group

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	Admonishment	12 6.74%	18 10.11%	5 2.81%	8 4.49%	1 0.56%	44 24.72%
	Resignation	1 0.56%		2 1.12%			3 1.69%
	Retirement	2 1.12%		1 0.56%		1 0.56%	4 2.25%
	Retraining	22 12.36%	37 20.79%	11 6.18%	10 5.62%	1 0.56%	81 45.51%
	Performance Improvement Plan		1 0.56%		3 1.69%		4 2.25%
	<b>Total</b>	<b>37 20.79%</b>	<b>56 31.46%</b>	<b>19 10.67%</b>	<b>21 11.80%</b>	<b>3 1.69%</b>	<b>136 76.40%</b>
Disciplinary Action	Written Reprimand/ Written Warning	4 2.25%	3 1.69%	2 1.12%			9 5.06%
	Suspension Held in Abeyance	5 2.81%	10 5.62%	3 1.69%	2 1.12%		20 11.24%
	Suspension (10 or less days)	3 1.69%	6 3.37%	2 1.12%			11 6.18%
	Termination		2 1.12%				2 1.12%
	<b>Total</b>	<b>12 6.74%</b>	<b>21 11.80%</b>	<b>7 3.93%</b>	<b>2 1.12%</b>		<b>42 23.60%</b>
<b>Grand Total</b>	<b>49 27.53%</b>	<b>77 43.26%</b>	<b>26 14.61%</b>	<b>23 12.92%</b>	<b>3 1.69%</b>	<b>178 100.00%</b>	

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Gender

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	11 6.18%	33 18.54%	44 24.72%
	Resignation	2 1.12%	1 0.56%	3 1.69%
	Retirement	1 0.56%	3 1.69%	4 2.25%
	Retraining	20 11.24%	61 34.27%	81 45.51%
	Performance Improvement Plan	2 1.12%	2 1.12%	4 2.25%
	<b>Total</b>	<b>36 20.22%</b>	<b>100 56.18%</b>	<b>136 76.40%</b>
Disciplinary Action	Written Reprimand/ Written Warning	3 1.69%	6 3.37%	9 5.06%
	Suspension Held in Abeyance	6 3.37%	14 7.87%	20 11.24%
	Suspension (10 or less days)		11 6.18%	11 6.18%
	Termination		2 1.12%	2 1.12%
	<b>Total</b>	<b>9 5.06%</b>	<b>33 18.54%</b>	<b>42 23.60%</b>
<b>Grand Total</b>	<b>45 25.28%</b>	<b>133 74.72%</b>	<b>178 100.00%</b>	

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Tenure

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	Admonishment	17 9.55%	12 6.74%	3 1.69%	3 1.69%	3 1.69%	6 3.37%	44 24.72%
	Resignation	1 0.56%		2 1.12%				3 1.69%
	Retirement	2 1.12%			2 1.12%			4 2.25%
	Retraining	33 18.54%	24 13.48%	7 3.93%	4 2.25%	5 2.81%	8 4.49%	81 45.51%
	Performance Improvement Plan		1 0.56%			1 0.56%	2 1.12%	4 2.25%
	<b>Total</b>	<b>53 29.78%</b>	<b>37 20.79%</b>	<b>12 6.74%</b>	<b>9 5.06%</b>	<b>9 5.06%</b>	<b>16 8.99%</b>	<b>136 76.40%</b>
Disciplinary Action	Written Reprimand/ Written Warning	6 3.37%	1 0.56%	2 1.12%				9 5.06%
	Suspension Held in Abeyance	8 4.49%	6 3.37%	1 0.56%	1 0.56%	2 1.12%	2 1.12%	20 11.24%
	Suspension (10 or less days)	4 2.25%	5 2.81%	1 0.56%		1 0.56%		11 6.18%
	Termination	2 1.12%						2 1.12%
	<b>Total</b>	<b>20 11.24%</b>	<b>12 6.74%</b>	<b>4 2.25%</b>	<b>1 0.56%</b>	<b>3 1.69%</b>	<b>2 1.12%</b>	<b>42 23.60%</b>
<b>Grand Total</b>	<b>73 41.01%</b>	<b>49 27.53%</b>	<b>16 8.99%</b>	<b>10 5.62%</b>	<b>12 6.74%</b>	<b>18 10.11%</b>	<b>178 100.00%</b>	

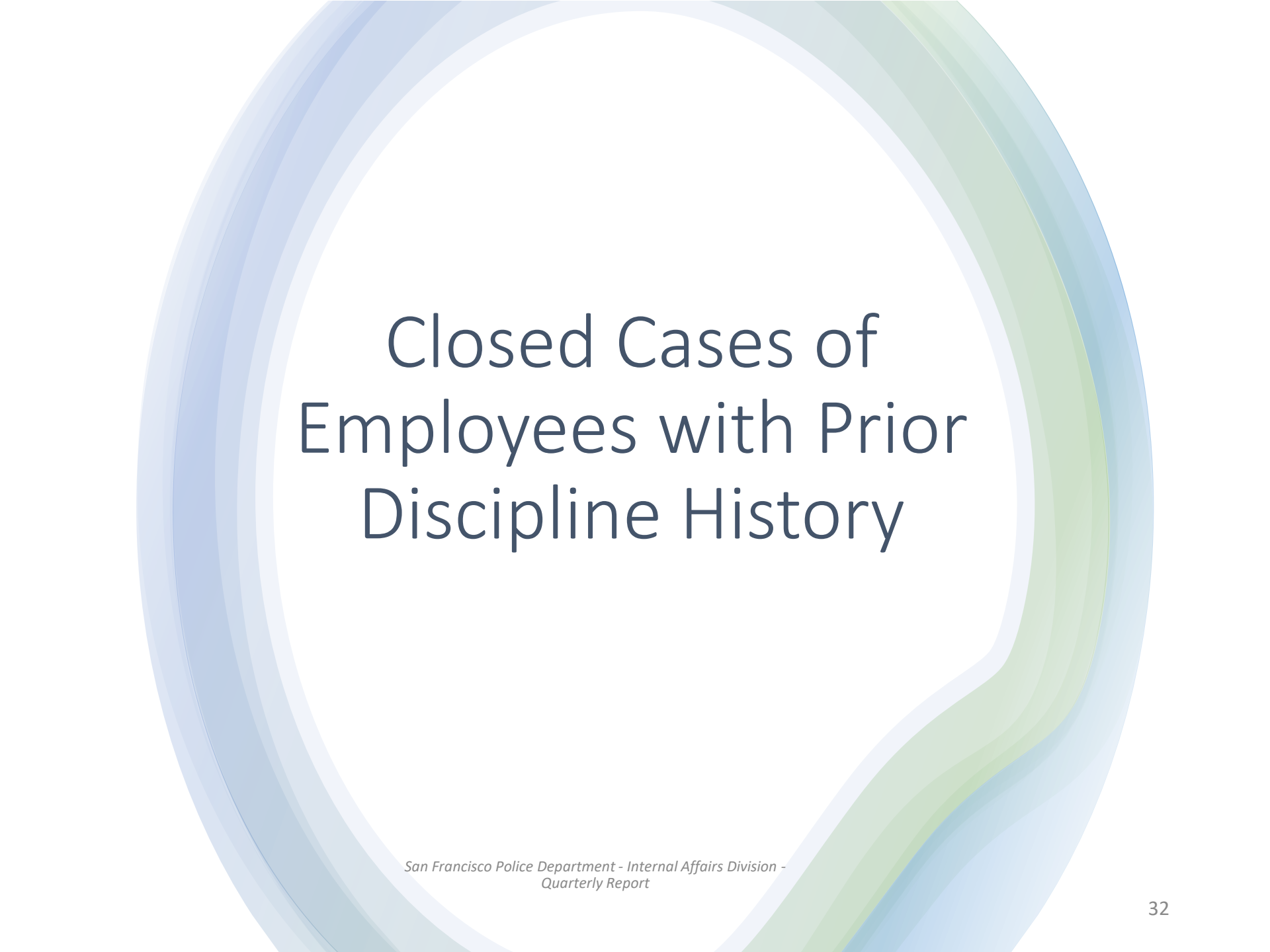
\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Member Status

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	Admonishment	2 1.12%	42 23.60%	44 24.72%
	Resignation		3 1.69%	3 1.69%
	Retirement		4 2.25%	4 2.25%
	Retraining	2 1.12%	79 44.38%	81 45.51%
	Performance Improvement Plan	2 1.12%	2 1.12%	4 2.25%
	<b>Total</b>	<b>6</b> <b>3.37%</b>	<b>130</b> <b>73.03%</b>	<b>136</b> <b>76.40%</b>
Disciplinary Action	Written Reprimand/ Written Warning		9 5.06%	9 5.06%
	Suspension Held in Abeyance		20 11.24%	20 11.24%
	Suspension (10 or less days)		11 6.18%	11 6.18%
	Termination	1 0.56%	1 0.56%	2 1.12%
	<b>Total</b>	<b>1</b> <b>0.56%</b>	<b>41</b> <b>23.03%</b>	<b>42</b> <b>23.60%</b>
<b>Grand Total</b>	<b>7</b> <b>3.93%</b>	<b>171</b> <b>96.07%</b>	<b>178</b> <b>100.00%</b>	

\*Table includes actions for those employees with findings of Improper Conduct



# Closed Cases of Employees with Prior Discipline History

*San Francisco Police Department - Internal Affairs Division -  
Quarterly Report*



# Closed Cases – Q1 2024

## Actions for Employees with Discipline History (within past 7 years)

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	19	22.09%
	Retirement	2	2.33%
	Retraining	39	45.35%
	Performance Improvement Plan	3	3.49%
Total		63	73.26%
Disciplinary Action	Written Reprimand/ Written Warning	4	4.65%
	Suspension Held in Abeyance	11	12.79%
	Suspension (10 or less days)	7	8.14%
	Termination	1	1.16%
Total		23	26.74%
Grand Total		86	100.00%

\*Employees may receive multiple actions – above table represents 36 employees

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Bureau, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Bureau At Incident					Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown		Special Operations Bureau
Non-Disciplinary Action	Admonishment		3 3.49%	15 17.44%	1 1.16%		19 22.09%	
	Retirement			2 2.33%			2 2.33%	
	Retraining	1 1.16%	3 3.49%	30 34.88%	3 3.49%	1 1.16%	1 1.16%	39 45.35%
	Performance Improvement Plan		2 2.33%	1 1.16%				3 3.49%
	<b>Total</b>	<b>1</b> <b>1.16%</b>	<b>8</b> <b>9.30%</b>	<b>48</b> <b>55.81%</b>	<b>4</b> <b>4.65%</b>	<b>1</b> <b>1.16%</b>	<b>1</b> <b>1.16%</b>	<b>63</b> <b>73.26%</b>
Disciplinary Action	Written Reprimand/ Written Warning			2 2.33%		1 1.16%	1 1.16%	4 4.65%
	Suspension Held in Abeyance	1 1.16%		9 10.47%	1 1.16%			11 12.79%
	Suspension (10 or less days)			6 6.98%	1 1.16%			7 8.14%
	Termination			1 1.16%				1 1.16%
	<b>Total</b>	<b>1</b> <b>1.16%</b>		<b>18</b> <b>20.93%</b>	<b>2</b> <b>2.33%</b>	<b>1</b> <b>1.16%</b>	<b>1</b> <b>1.16%</b>	<b>23</b> <b>26.74%</b>
<b>Grand Total</b>		<b>2</b> <b>2.33%</b>	<b>8</b> <b>9.30%</b>	<b>66</b> <b>76.74%</b>	<b>6</b> <b>6.98%</b>	<b>2</b> <b>2.33%</b>	<b>2</b> <b>2.33%</b>	<b>86</b> <b>100.00%</b>

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Race, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Race					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/ Unknown	
Non-Disciplinary Action	Admonishment	3 3.49%	6 6.98%	6 6.98%	3 3.49%	1 1.16%	19 22.09%
	Retirement		1 1.16%		1 1.16%		2 2.33%
	Retraining	4 4.65%	11 12.79%	13 15.12%	10 11.63%	1 1.16%	39 45.35%
	Performance Improvement Plan			2 2.33%	1 1.16%		3 3.49%
	<b>Total</b>	<b>7 8.14%</b>	<b>18 20.93%</b>	<b>21 24.42%</b>	<b>15 17.44%</b>	<b>2 2.33%</b>	<b>63 73.26%</b>
Disciplinary Action	Written Reprimand/ Written Warning	1 1.16%	1 1.16%	1 1.16%	1 1.16%		4 4.65%
	Suspension Held in Abeyance		2 2.33%	5 5.81%	4 4.65%		11 12.79%
	Suspension (10 or less days)		3 3.49%	1 1.16%	3 3.49%		7 8.14%
	Termination	1 1.16%					1 1.16%
	<b>Total</b>	<b>2 2.33%</b>	<b>6 6.98%</b>	<b>7 8.14%</b>	<b>8 9.30%</b>		<b>23 26.74%</b>
<b>Grand Total</b>	<b>9 10.47%</b>	<b>24 27.91%</b>	<b>28 32.56%</b>	<b>23 26.74%</b>	<b>2 2.33%</b>	<b>86 100.00%</b>	

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Age Group, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Age At Incident				Grand Total
		18-29	30-39	40-49	50-59	
Non-Disciplinary Action	Admonishment	9 10.47%	6 6.98%		4 4.65%	19 22.09%
	Retirement	1 1.16%		1 1.16%		2 2.33%
	Retraining	15 17.44%	18 20.93%	1 1.16%	5 5.81%	39 45.35%
	Performance Improvement Plan		1 1.16%		2 2.33%	3 3.49%
	<b>Total</b>	25 29.07%	25 29.07%	2 2.33%	11 12.79%	63 73.26%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.16%	3 3.49%			4 4.65%
	Suspension Held in Abeyance	4 4.65%	5 5.81%	1 1.16%	1 1.16%	11 12.79%
	Suspension (10 or less days)	2 2.33%	5 5.81%			7 8.14%
	Termination		1 1.16%			1 1.16%
	<b>Total</b>	7 8.14%	14 16.28%	1 1.16%	1 1.16%	23 26.74%
<b>Grand Total</b>	32 37.21%	39 45.35%	3 3.49%	12 13.95%	86 100.00%	

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Gender, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	6 6.98%	13 15.12%	19 22.09%
	Retirement	1 1.16%	1 1.16%	2 2.33%
	Retraining	13 15.12%	26 30.23%	39 45.35%
	Performance Improvement Plan	2 2.33%	1 1.16%	3 3.49%
	<b>Total</b>	<b>22</b> <b>25.58%</b>	<b>41</b> <b>47.67%</b>	<b>63</b> <b>73.26%</b>
Disciplinary Action	Written Reprimand/ Written Warning	2 2.33%	2 2.33%	4 4.65%
	Suspension Held in Abeyance	5 5.81%	6 6.98%	11 12.79%
	Suspension (10 or less days)		7 8.14%	7 8.14%
	Termination		1 1.16%	1 1.16%
	<b>Total</b>	<b>7</b> <b>8.14%</b>	<b>16</b> <b>18.60%</b>	<b>23</b> <b>26.74%</b>
<b>Grand Total</b>	<b>29</b> <b>33.72%</b>	<b>57</b> <b>66.28%</b>	<b>86</b> <b>100.00%</b>	

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Tenure, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Tenure at Incident					Grand Total	
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs		Over 25 yrs
Non-Disciplinary Action	Admonishment	11 12.79%	4 4.65%			1 1.16%	3 3.49%	19 22.09%
	Retirement	1 1.16%			1 1.16%			2 2.33%
	Retraining	19 22.09%	11 12.79%	3 3.49%		2 2.33%	4 4.65%	39 45.35%
	Performance Improvement Plan		1 1.16%				2 2.33%	3 3.49%
	<b>Total</b>	<b>31 36.05%</b>	<b>16 18.60%</b>	<b>3 3.49%</b>	<b>1 1.16%</b>	<b>3 3.49%</b>	<b>9 10.47%</b>	<b>63 73.26%</b>
Disciplinary Action	Written Reprimand/ Written Warning	2 2.33%	1 1.16%	1 1.16%				4 4.65%
	Suspension Held in Abeyance	5 5.81%	3 3.49%	1 1.16%		1 1.16%	1 1.16%	11 12.79%
	Suspension (10 or less days)	2 2.33%	4 4.65%	1 1.16%				7 8.14%
	Termination	1 1.16%						1 1.16%
	<b>Total</b>	<b>10 11.63%</b>	<b>8 9.30%</b>	<b>3 3.49%</b>		<b>1 1.16%</b>	<b>1 1.16%</b>	<b>23 26.74%</b>
<b>Grand Total</b>	<b>41 47.67%</b>	<b>24 27.91%</b>	<b>6 6.98%</b>	<b>1 1.16%</b>	<b>4 4.65%</b>	<b>10 11.63%</b>	<b>86 100.00%</b>	

\*Table includes actions for those employees with findings of Improper Conduct

# Closed Cases – Q1 2024

## Actions by Member Status, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	Admonishment	2 2.33%	17 19.77%	19 22.09%
	Retirement		2 2.33%	2 2.33%
	Retraining	2 2.33%	37 43.02%	39 45.35%
	Performance Improvement Plan	2 2.33%	1 1.16%	3 3.49%
	<b>Total</b>	<b>6</b> <b>6.98%</b>	<b>57</b> <b>66.28%</b>	<b>63</b> <b>73.26%</b>
Disciplinary Action	Written Reprimand/ Written Warning		4 4.65%	4 4.65%
	Suspension Held in Abeyance		11 12.79%	11 12.79%
	Suspension (10 or less days)		7 8.14%	7 8.14%
	Termination		1 1.16%	1 1.16%
	<b>Total</b>		<b>23</b> <b>26.74%</b>	<b>23</b> <b>26.74%</b>
<b>Grand Total</b>		<b>6</b> <b>6.98%</b>	<b>80</b> <b>93.02%</b>	<b>86</b> <b>100.00%</b>

\*Table includes actions for those employees with findings of Improper Conduct



# Trends

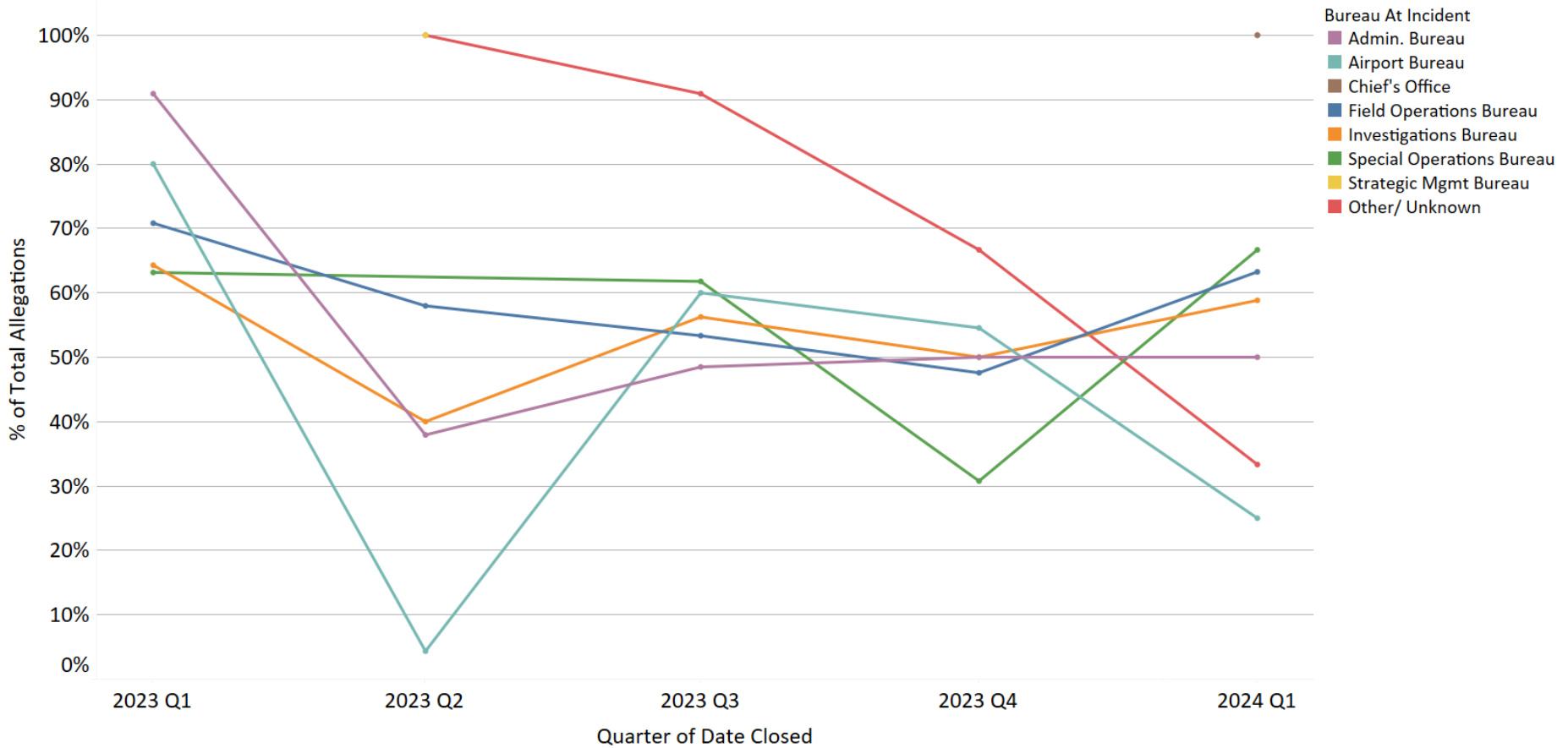
*San Francisco Police Department - Internal Affairs Division -  
Quarterly Report*



# Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident						
			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau
Not Sustained	2023	Q1	1 9.09%	6 20.00%		61 29.19%	5 35.71%		7 36.84%
	2024	Q1	6 50.00%	9 75.00%		61 36.75%	7 41.18%	2 66.67%	6 33.33%
Sustained	2023	Q1	10 90.91%	24 80.00%		148 70.81%	9 64.29%		12 63.16%
	2024	Q1	6 50.00%	3 25.00%	1 100.00%	105 63.25%	10 58.82%	1 33.33%	12 66.67%

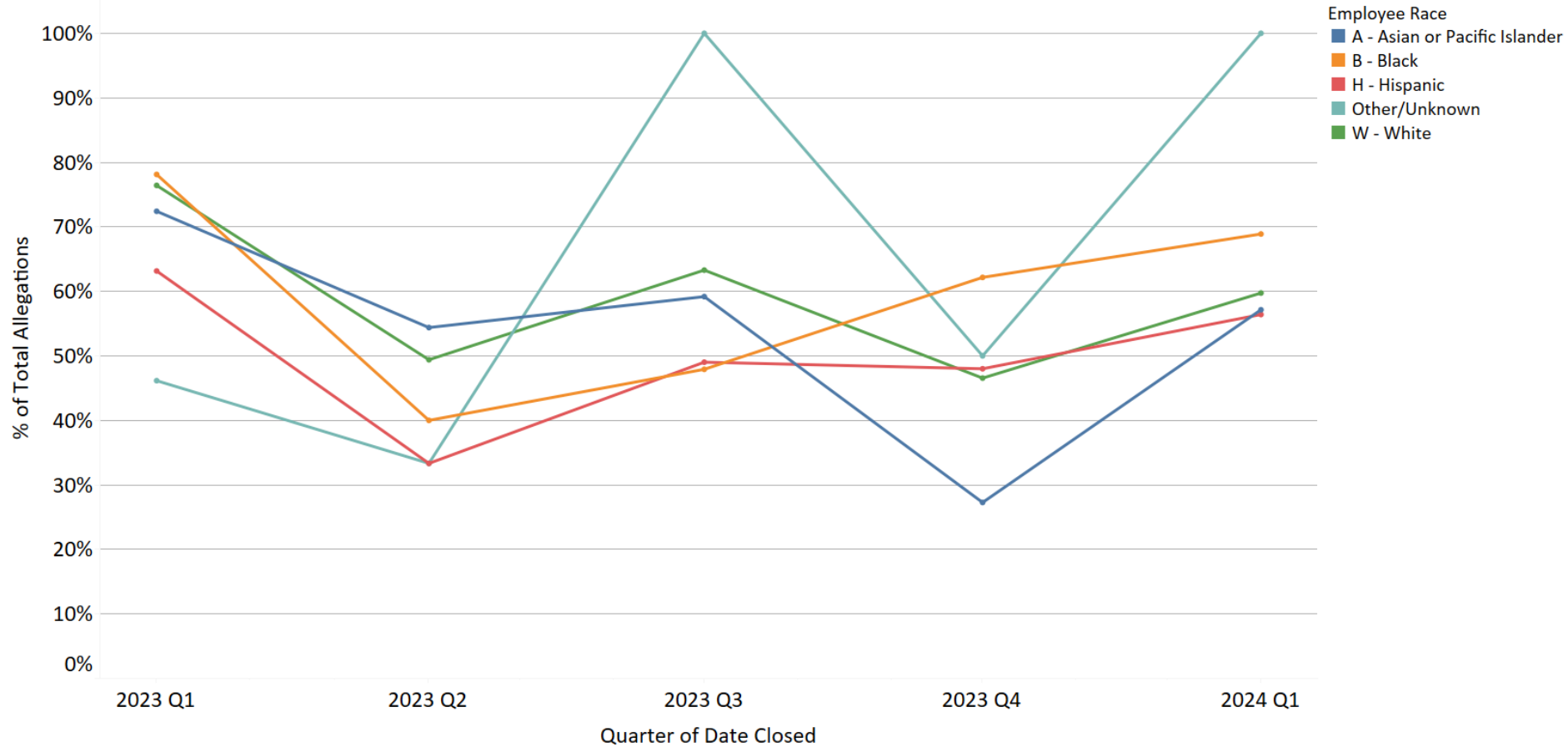
# Percentage of Sustained Allegations by Bureau



# Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White
Not Sustained	2023	Q1	16 27.59%	7 21.88%	21 36.84%	7 53.85%	29 23.58%
	2024	Q1	12 42.86%	14 31.11%	34 43.59%		31 40.26%
Sustained	2023	Q1	42 72.41%	25 78.12%	36 63.16%	6 46.15%	94 76.42%
	2024	Q1	16 57.14%	31 68.89%	44 56.41%	1 100.00%	46 59.74%

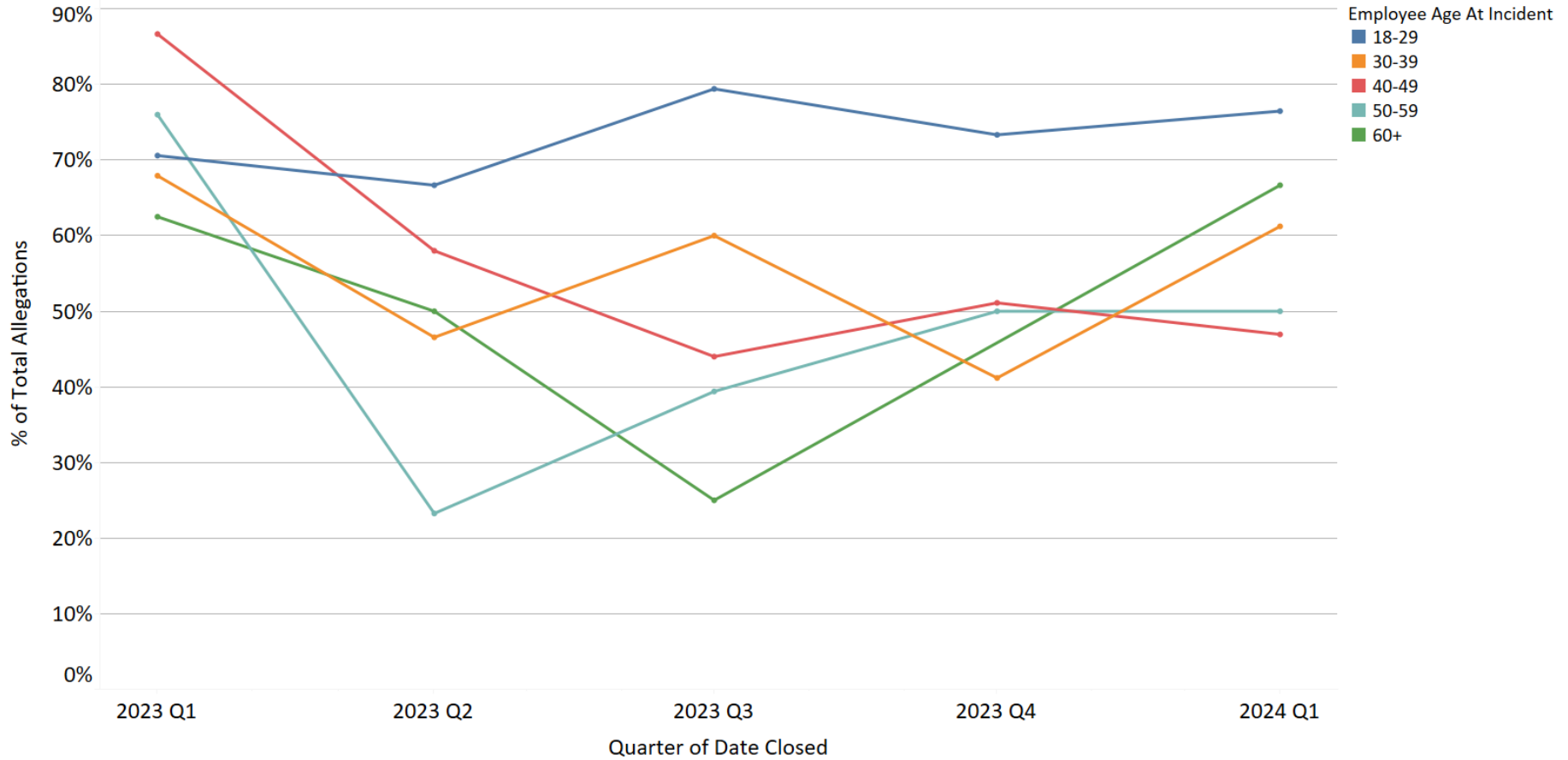
# Percentage of Sustained Allegations by Race



# Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident					
			18-29	30-39	40-49	50-59	60+	Unknown
Not Sustained	2023	Q1	25 29.41%	34 32.08%	4 13.33%	12 24.00%	3 37.50%	2 50.00%
	2024	Q1	12 23.53%	38 38.78%	26 53.06%	14 50.00%	1 33.33%	
Sustained	2023	Q1	60 70.59%	72 67.92%	26 86.67%	38 76.00%	5 62.50%	2 50.00%
	2024	Q1	39 76.47%	60 61.22%	23 46.94%	14 50.00%	2 66.67%	

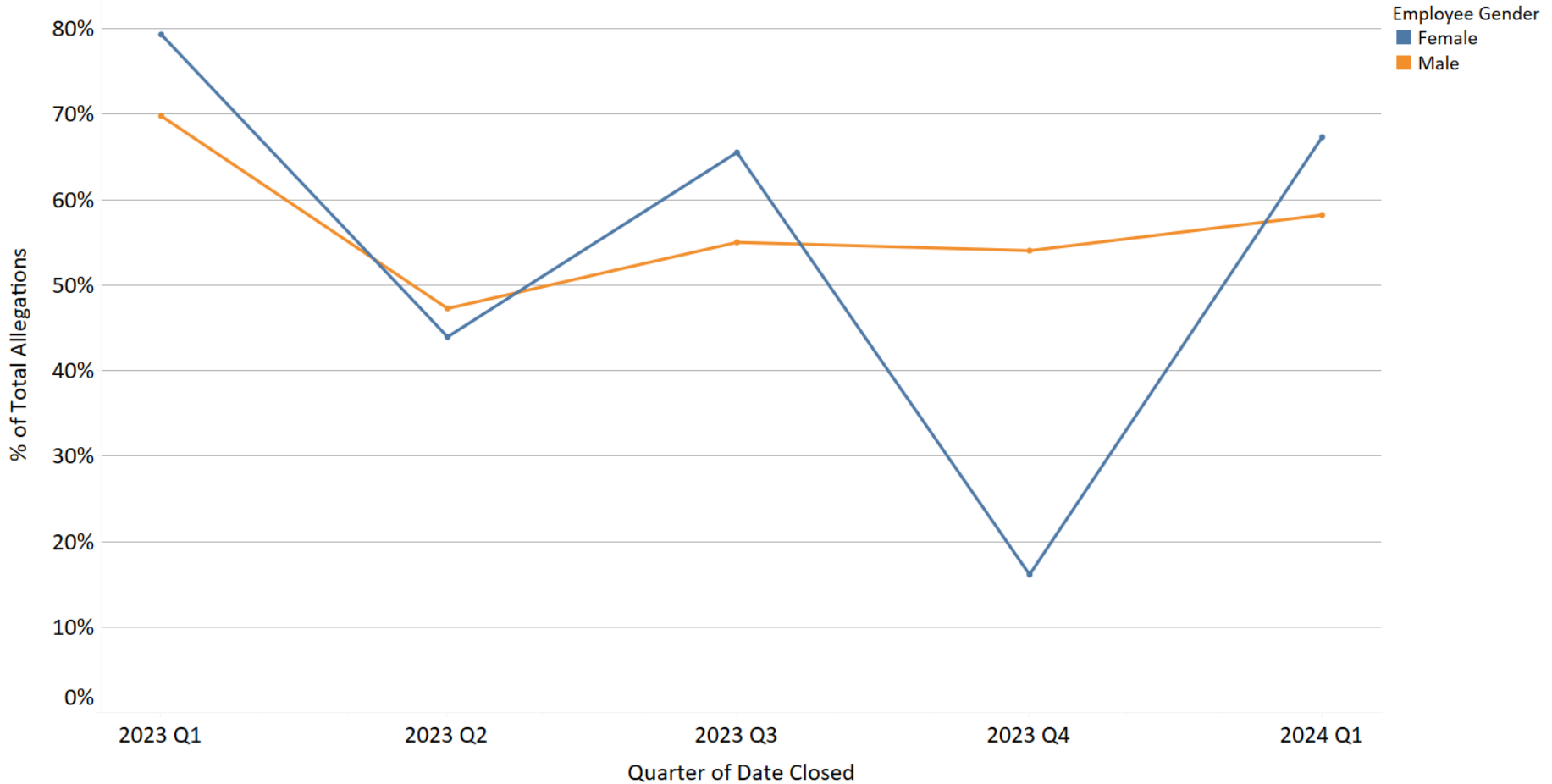
# Percentage of Sustained Allegations by Age



# Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
Not Sustained	2023	Q1	12 20.69%	68 30.22%
	2024	Q1	17 32.69%	74 41.81%
Sustained	2023	Q1	46 79.31%	157 69.78%
	2024	Q1	35 67.31%	103 58.19%

# Percentage of Sustained Allegations by Gender

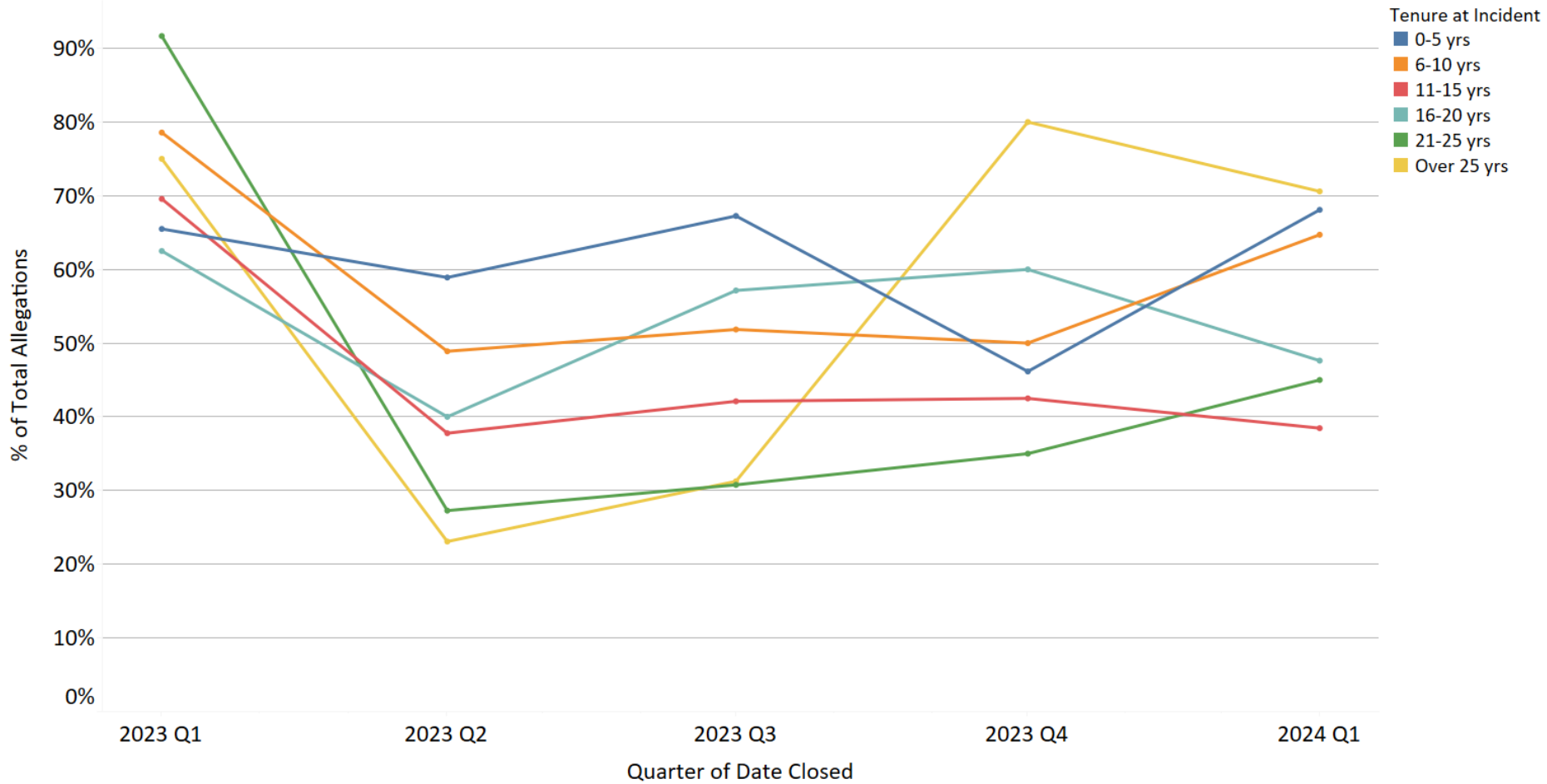




# Percentage of Sustained and Not Sustained Allegations by Tenure

			Tenure at Incident					
			0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs
Not Sustained	2023	Q1	49 34.51%	15 21.43%	7 30.43%	3 37.50%	2 8.33%	4 25.00%
	2024	Q1	30 31.91%	18 35.29%	16 61.54%	11 52.38%	11 55.00%	5 29.41%
Sustained	2023	Q1	93 65.49%	55 78.57%	16 69.57%	5 62.50%	22 91.67%	12 75.00%
	2024	Q1	64 68.09%	33 64.71%	10 38.46%	10 47.62%	9 45.00%	12 70.59%

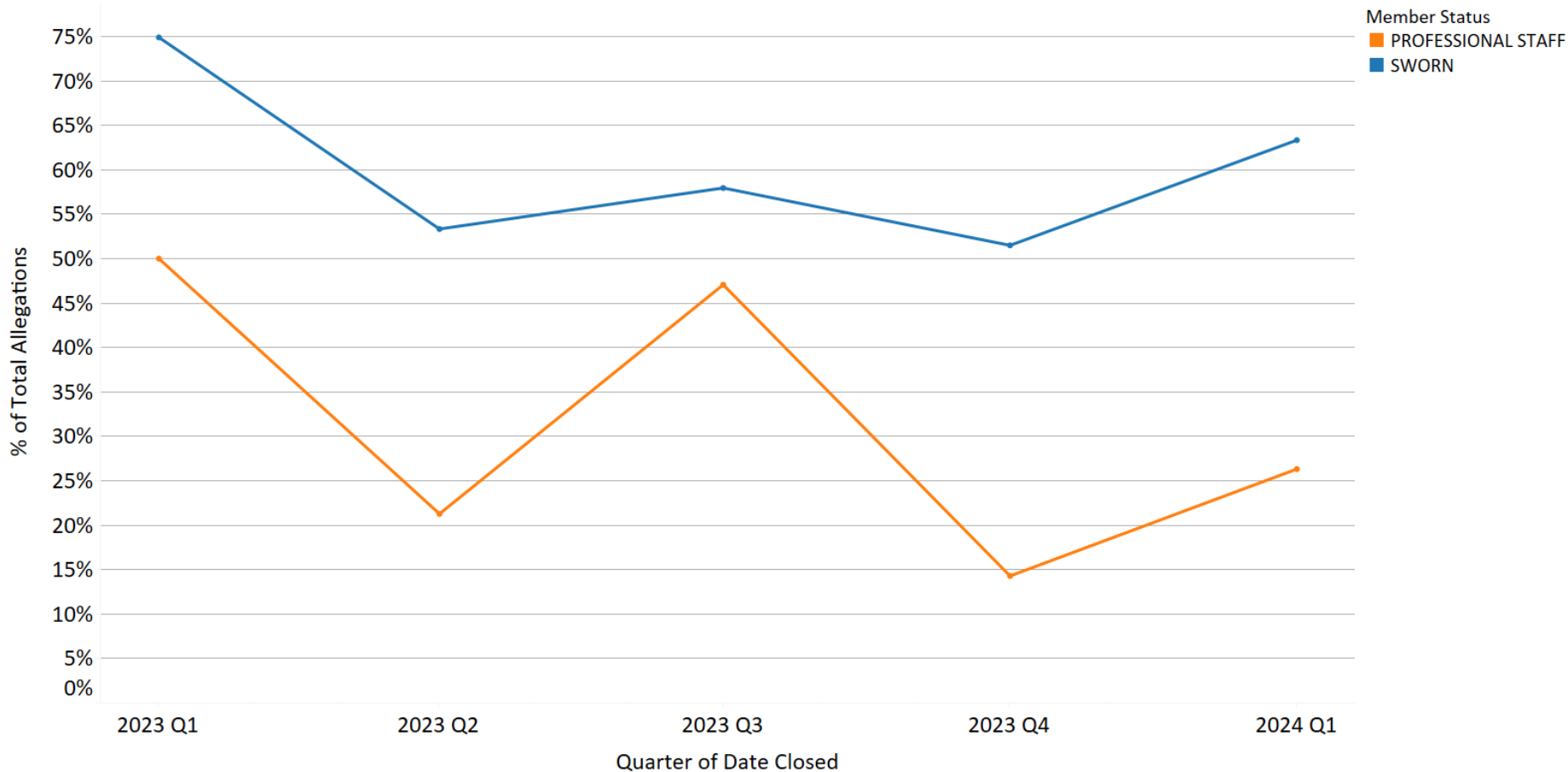
# Percentage of Sustained Allegations by Tenure



# Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL	
			STAFF	SWORN
Not Sustained	2023	Q1	18 50.00%	62 25.10%
	2024	Q1	14 73.68%	77 36.67%
Sustained	2023	Q1	18 50.00%	185 74.90%
	2024	Q1	5 26.32%	133 63.33%

# Percentage of Sustained Allegations by Member Status





# Opened Cases Complaint Summaries

*San Francisco Police Department - Internal Affairs Division -  
Quarterly Report*

# Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0004	Failed to dock BWC within 72 hours. Failed to title BWC videos.
MCD-2024-0005	Failed to dock BWC within 72 hours. Failed to title BWC videos.
MCD-2024-0006	Frequently arrives late to work and leaves early. Works out on duty.
MCD-2024-0007	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2024-0008	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2024-0009	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2024-0010	Had no front license plate on personal vehicle.
MCD-2024-0011	Posted photographs on social media w/ self and coworkers in uniform without authorization from the Department. Used personal social media while on duty.
MCD-2024-0012	Refused to write a missing person's report.
MCD-2024-0013	Failed to demonstrate a working knowledge of the Department policies and procedures.
MCD-2024-0013	Made comments that reflect discredit upon the organization and impairs the operation or efficiency of the Department.
MCD-2024-0014	Failed to assist a caller with their inquiry about a police report.

# Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0015	Failed to locate a Supervisor upon request.
MCD-2024-0017	Made a social media comment that reflects discredit upon the organization.
MCD-2024-0019	Yelled at a subordinate regarding a vehicle collision report. Harassed a subordinate who delayed opening a station door for public access.
MCD-2024-0020	Was disrespectful towards a subordinate.
MCD-2024-0021	Was disrespectful towards a subordinate.
MCD-2024-0022	Failed to complete a DPA Member Response Form and/or notify the appropriate DPA investigator within 21 calendar days of notice.
MCD-2024-0023	Was disrespectful towards a coworker, bullied and intimidated a coworker.
MCD-2024-0025	Failed to file a missing person report when requested by a member of the public.
MCD-2024-0026	Failed to upload BWC videos within 72 hours.
MCD-2024-0027	Failed to properly tag multiple BWC videos.
MCD-2024-0028	Failed to properly tag multiple BWC videos.
MCD-2024-0029	Failed to properly tag multiple BWC videos.

# Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0032	Was rude and or discourteous to a member of the public.
MCD-2024-0032	Was rude and or discourteous to a member of the public.
MCD-2024-0032	Was rude and or discourteous to a member of the public.
MCD-2024-0033	Served a improper search warrant to a news media organization.
MCD-2024-0034	Failed to appear for mandatory range qualification.
MCD-2024-0036	Failed to appear for mandatory range qualification.
MCD-2024-0037	Failed to appear for mandatory range qualification.
MCD-2024-0038	Failed to appear for mandatory range qualification.
MCD-2024-0039	Failed to appear for mandatory range qualification.
MCD-2024-0040	Failed to appear for mandatory range qualification.
MCD-2024-0041	Failed to appear for mandatory range qualification.
MCD-2024-0042	Failed to appear for mandatory range qualification.



# Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0043	Failed to appear for mandatory range qualification.
MCD-2024-0044	Failed to appear for mandatory range qualification.
MCD-2024-0045	Failed to appear for mandatory range qualification.
MCD-2024-0046	Failed to appear for mandatory range qualification.
MCD-2024-0047	Forged a signature on a legal document.
MCD-2024-0048	Routinely arrived late to work without supervisory approval. Routinely left early without supervisory approval.
MCD-2024-0049	Answered the phone in a discourteous manner.
MCD-2024-0049	Intimidated and harassed a coworker.
MCD-2024-0049	Intimidated and harassed a coworker. Brought alcohol into office.
MCD-2024-0050	Was discourteous while interacting with members of the public.
MCD-2024-0051	Removed another employee's record of working overtime. Made an unwelcome comment regarding sexual orientation. Requested a picture of an employee eating and stated it was for personal reasons.
MCD-2024-0053	Was disrespectful to superior officers by yelling and using profane language. Has displayed a pattern of possible sick pay abuse.

# Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0054	Failed to activate BWC as required. Failed to perform duties related to a trespassing incident. Submitted an inaccurate/incomplete CAD entry.
MCD-2024-0054	Failed to activate BWC as required. Failed to perform duties related to a trespassing incident. Submitted an inaccurate/incomplete CAD entry.
MCD-2024-0054	Failed to make a required written report of a crime or incidents requiring police attention. Failed to activate BWC as required by department policy. Was discourteous to the public. Failed to turn in documents provided by a citizen.
MCD-2024-0054	Failed to supervise officers while on the scene of a trespasser.
MCD-2024-0055	Failed to comply with multiple directives to upload BWC videos within 72 hours.
MCD-2024-0056	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0057	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0058	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0059	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0060	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0061	Failed to comply with multiple directives to title BWC videos.
MCD-2024-0062	Failed to comply with multiple directives to title BWC videos.

# Complaint Summaries – Q1 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0063	Failed to assist a lost juvenile in locating parents at an event.
MCD-2024-0064	Failed to appear for mandatory range qualification.
MCD-2024-0066	Failed to appear for mandatory range qualification.
MCD-2024-0067	Failed to appear for mandatory range qualification.
MCD-2024-0068	Failed to appear for mandatory range qualification.
MCD-2024-0069	Physically assaulted former spouse. Failed to take proper care of Department property (SFPD issued star).
MCD-2024-0070	Issued an unwarranted parking ticket.
MCD-2024-0071	While off-duty, consumed alcoholic beverages while armed with a department issued firearm.
MCD-2024-0072	Comes into work late and does not wear full uniform at work.
MCD-2024-0073	Left work early.
MCD-2024-0074	Lost SFPD Badge.
OID-2024-0001	Officer involved firearm discharge investigation.

# Glossary

- Improper Conduct – a preponderance of the evidence proves the alleged conduct occurred and that the conduct violated Department policy or procedure
- Insufficient Evidence – the evidence fails to prove or disprove that the alleged conduct occurred
- Proper Conduct – the evidence proves that the alleged conduct occurred; however, the conduct was justified, lawful, and proper
- Policy Failure – the evidence proves that the alleged conduct occurred but was justified by Department policy or procedures; however, the SFPD or DPA recommends that the policy or procedure be changed or modified
- Supervision Failure – the evidence proves that the alleged conduct occurred and was the result of inadequate supervision
- Training Failure – the evidence proves that the alleged conduct resulted from inadequate or inappropriate training
- Unfounded – the evidence proves that the alleged conduct did not occur or that the accused officer was not involved
- Withdrawal – the complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint
- Exceptional Clearance – factors beyond control of law enforcement agency prohibit disciplinary measures, i.e. employee death
- Held in Abeyance\* – suspension days (all or a set amount) or termination will not be imposed and will be held for a period of time ("the abeyance term") which will expire if the time frame elapses
- 11.11 Program – Intervention and Resource Program, provides members with intervention and recovery resources for problematic and addictive behavioral issues to include but not limited to substance abuse, gambling, and anger/stress management
- Admonishment – verbal correction to rectify or caution to avoid repeating (non-disciplinary action)
- Government Code (GC) 3304 – Administrative investigations have a “statute of limitations” that requires IAD to complete its investigation and notify the accused officer of possible discipline within one year of the discovery of the underlying conduct
- DGO – Department General Order
- DN – Department Notice
- DB – Department Bulletin
- DPA – San Francisco Department of Police Accountability
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct
- DEM – San Francisco Department of Emergency Management

\*Please note, definition of “Held in Abeyance” is a working definition and may be updated pending input from various internal and external stakeholders