
**SFSO Investigations:
2025 Fourth Quarter (Q4)
and 2025 Annual Report**

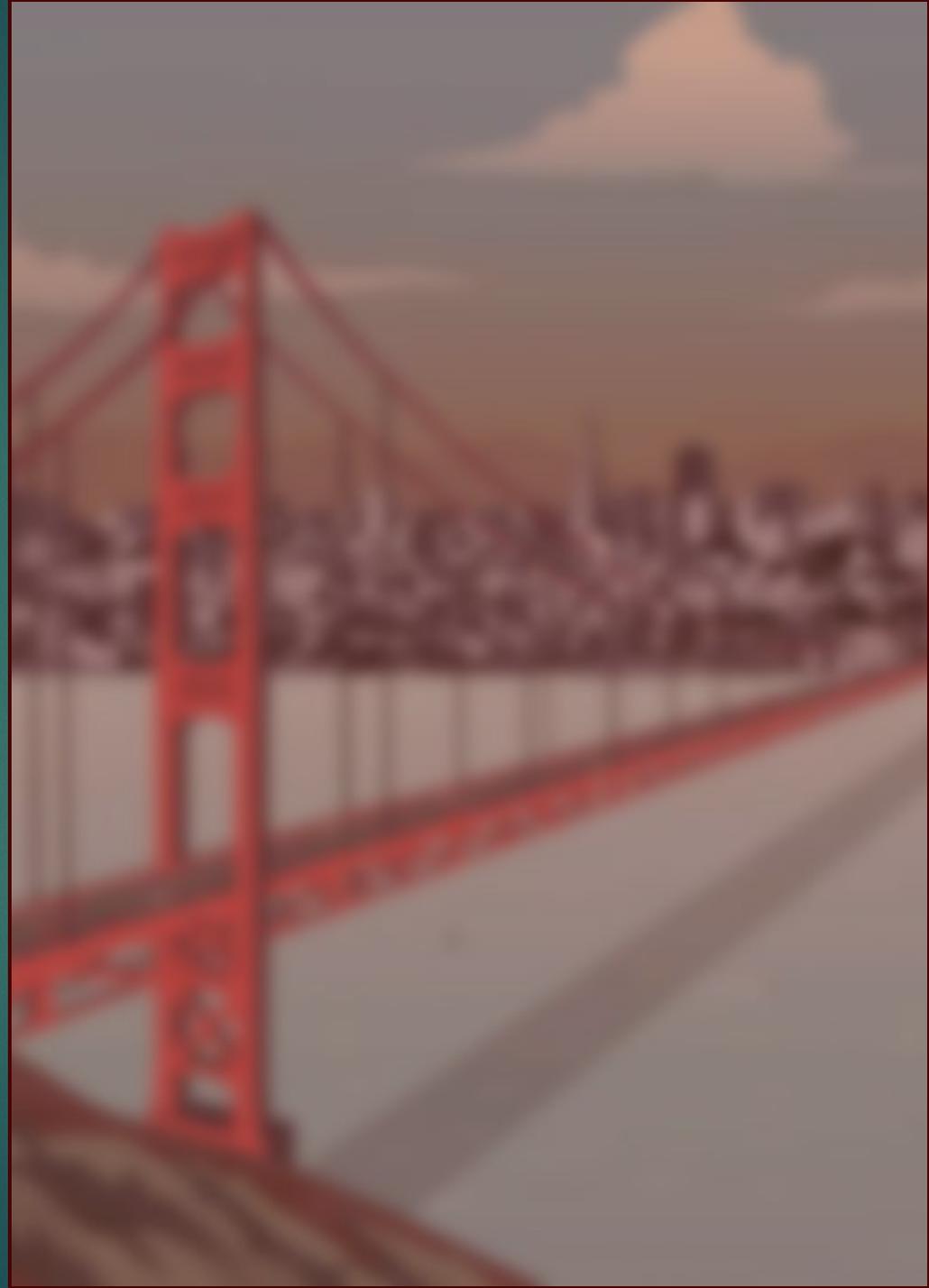
**San Francisco
Department of Police
Accountability (DPA)**



Marshall Khine
Chief of Staff
Department of Police Accountability
Sheriff Oversight

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DPA's Role and Support

- **SFSO – DPA Oversight Agreements**
 - **2019 Original MOU** – Sheriff V. Hennessy / DPA Director P. Henderson
 - **2020 1st Amended LOA** – Sheriff P. Miyamoto / DPA Director P. Henderson
 - **2023 LOA California A.B. 481** (“Military Equipment” Use) Oversight
 - **2024 2nd Amended LOA** – All Deaths In Custody
- **Support the SDOB and OSIG**
 - **Administrative** – Budget, Technical, Reporting, Newsletters, Clerical
 - **Operational** – Investigations, Critical Incidents, Jail Visits, Community Events
 - **Infrastructure** – Case Management System, Facilities, Workstations, Toolbox
 - **Transitional** – Workflow, Interagency Agreements, Onboarding, Training

DPA's Role and Support



SFSO – DPA Agreements	SF Charter Section 4.137
Sworn sheriff deputies	All SFSO employees and contractors
<ul style="list-style-type: none">▪ Use of Force – Injury or Death▪ Use of Weapon or Control Device▪ Sexual Misconduct▪ Pattern/Practice–Retaliation/Harassment/ Bias▪ Reckless Disregard – Health or Safety	All complaints
Additional misconduct at SFSO discretion	No limitation on additional misconduct
All in-custody deaths (24/7 – 365 Scene Response)	All in-custody deaths
Recommend investigative findings only	Recommend findings & disciplinary action
No subpoena power to conduct hearings	Subpoena power
Access to information by agreement	Requires cooperation

Project Updates



❑ New DPA Quarterly and Annual Reports:

[Reports on policing complaints in 2025 | SF.gov](#)

❑ Meets Digital Accessibility and Inclusion Standards

❑ Multiple Languages

❑ Seamless scrolling on all devices and platforms

❑ DataSF Open Data Portal – Complaint Investigation Data

[Catalog | DataSF](#)

❑ Jail Wide Digital Survey

❑ Launch Planned March 13, 2026

❑ New Interagency Collaboration – HRC, DOSW, & SFSO

Interagency Collaboration

May 25, 2025	CJ # 2 Complaints About Strip Searches.	SFSO handled investigation internally.
October 3, 2025	Public Defender's Office Raised Complaint to DPA.	Allegations did not fall within LOA Parameters and DPA was constrained by insufficient resources.
December 1, 2025	SFSO Formally Requested DPA Investigation.	DPA evaluated resources and requested two positions.
December 8, 2025	SFSO Hosted Multi-agency Tour and Meeting at CJ # 2.	DPA, DOSW, COSW, HRC, SHARP, SDOB, Supervisor Chen's Office, Supervisor Sauter's Office attended.
December 10, 2025	DPA Accepted Case and Initiated Investigation.	In progress. The plan includes connecting with and interviewing every willing complainant and witness.
December 15, 2025	Mayor's Office Authorized Two Temporary Exempt Investigator Positions.	DPA initiated recruitment process in December and onboarded two investigators on March 3, 2026.
January 21, 2026	DOSW, HRC, & DPA Issued Joint Agency Preliminary Recommendations.	DOSW, HRC, & DPA formed an interagency initiative to leverage a multidisciplinary perspective.
February 10, 2026	Formed Interagency Policy Review Working Group	SFSO, DOSW, HRC, and DPA to review strip search policy and other SFSO policies to make recommendations.
March 12, 2026	BOS Hearing: "Conditions for Women in Custody at Local Jails – Sheriff's Department Oversight, Policies and Procedures."	SFSO, Mayor's Office of Housing/Community Development, Dept. of Children, Youth, and Their Families, HRC, Mayor's Office of Victim's Rights, DPA, SHARP to report.

Investigative Findings and Recommendations

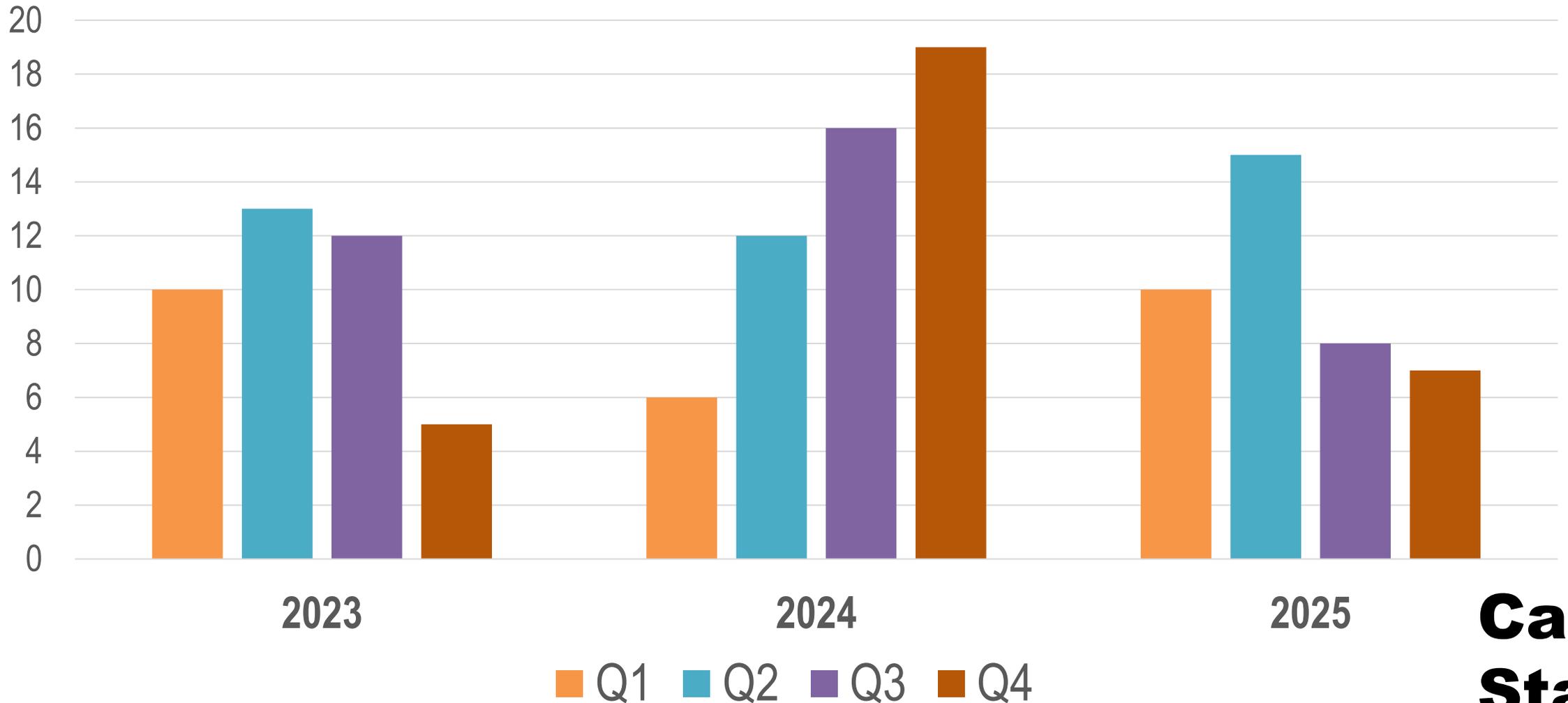
Findings	Recommendations	Status
Recordkeeping / Data Management <ul style="list-style-type: none">Some records are electronic, but many are paper, handwritten, and decentralized.Manual and slow access to information.Lacks automated data capture.Requires redundant manual entries.	<ul style="list-style-type: none">Upgrade technology infrastructure.Explore new case management system.Fully integrate all record-keeping systems.	Various record improvement projects started. Needs significant funding.
Surveillance System <ul style="list-style-type: none">Antiquated, past lifespan, likely to malfunction.Insufficient storage and retention.Lacks modern features.	<ul style="list-style-type: none">Higher resolution.Night vision and AI capabilities.Cover blind spots and record audio.Secure cloud storage.	Media Retention / Video Surveillance Policy 416.5 & 416.7: To be addressed in Q1 2026.
Monitoring High Health Risk Individuals. <ul style="list-style-type: none">Insufficient staff to adequately monitor.Physical checks can be disruptive to the pods.	<ul style="list-style-type: none">Pilot electronic vital monitoring.Wearable monitors.Radar-based monitors.	Needs funding.

Investigative Findings and Recommendations

Findings	Recommendations	Status
Use of Force Documentation <ul style="list-style-type: none">▪ Paper, handwritten, and decentralized.▪ Inconsistent entries.▪ Policy does not identify who is responsible for ensuring proper entry.▪ Slow access to use of force data.	<ul style="list-style-type: none">▪ Implement a centrally stored electronic use-of-force log.▪ Electronically collect, analyze, and report data.▪ Revisit Policy 300.5.2 and Attachment 300.17.	Blue Teams implementation delayed.
Standardized Discipline Guidelines <ul style="list-style-type: none">▪ No standardized guidelines exist.▪ Opaque to staff, incarcerated, and public.	<ul style="list-style-type: none">▪ Implement discipline guidelines for common violations with ranges of potential discipline.	First draft created. No update.
Body Worn Cameras <ul style="list-style-type: none">▪ Insufficient BWCs to equip all staff.▪ Policy affords too much room for interpretation.	<ul style="list-style-type: none">▪ Outfit all staff with BWCs.▪ Reconsider language in Policy 418 – “should” v. “shall,” and safety cell & privacy exception provisions.	Needs funding. Policy working group to review Policy 418.
Inmate Navigation of Resources <ul style="list-style-type: none">▪ Incarcerated individuals expressed difficulty navigating resources and services.	<ul style="list-style-type: none">▪ Create an orientation system.▪ Consider a mentorship program.	Jail orientation video.

Cases Opened Q1 – Q4: 2023 – 2025

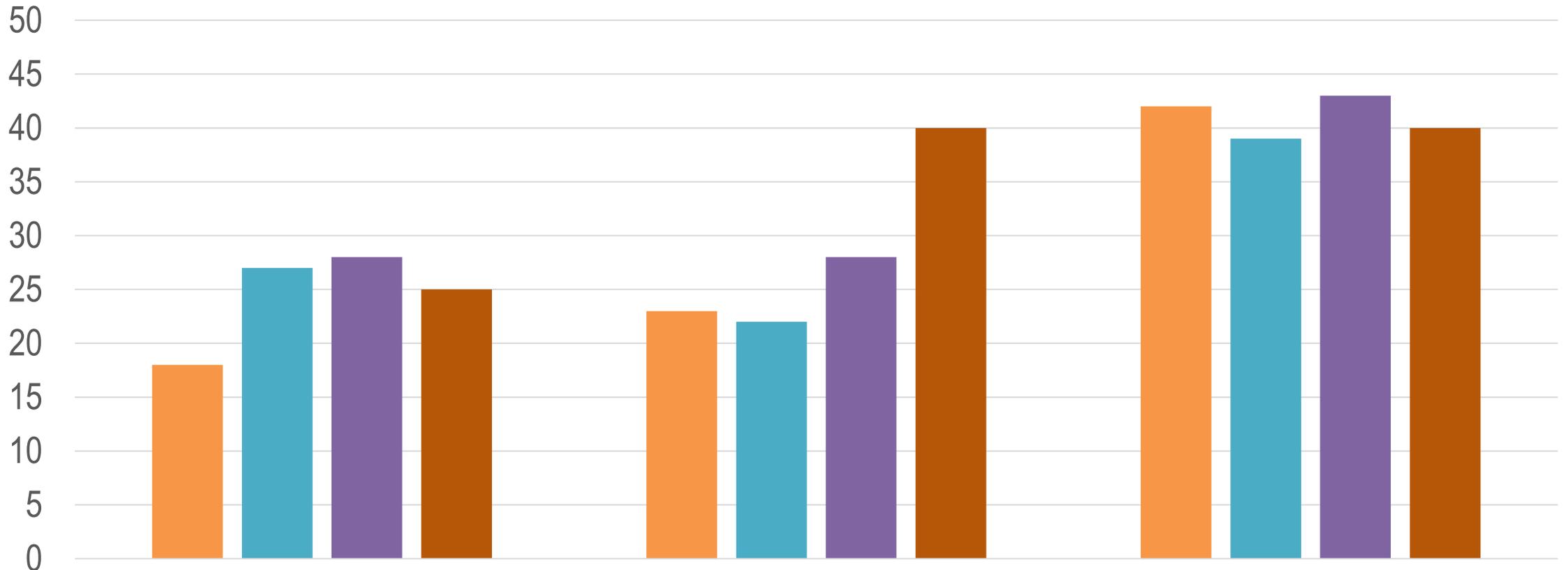
3-YEAR COMPARISON



**Case
Stats**

Cases Pending Q1 – Q4: 2023 – 2025

3-YEAR COMPARISON



2023

2024

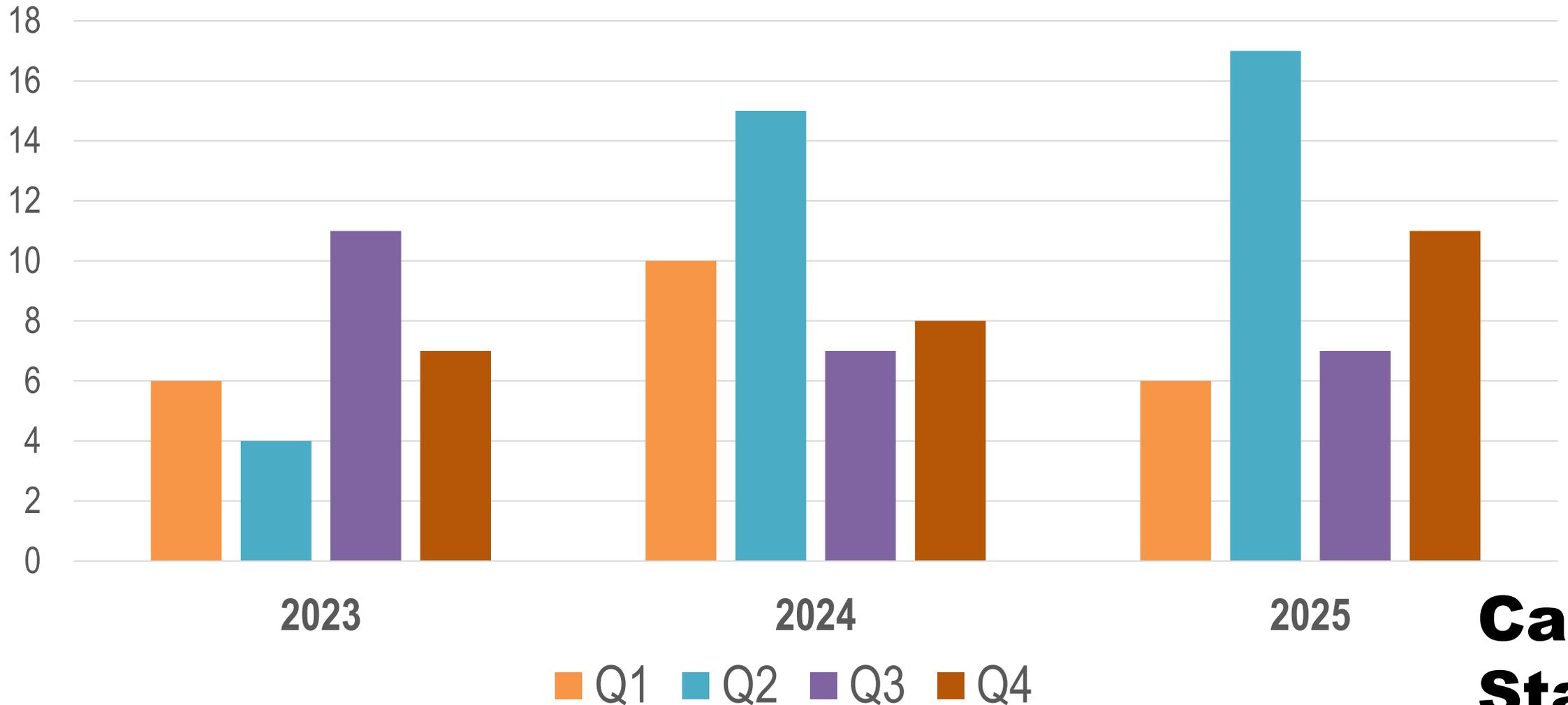
2025

Q1 Q2 Q3 Q4

**Case
Stats**

Cases Closed Q1 – Q4: 2023 – 2025

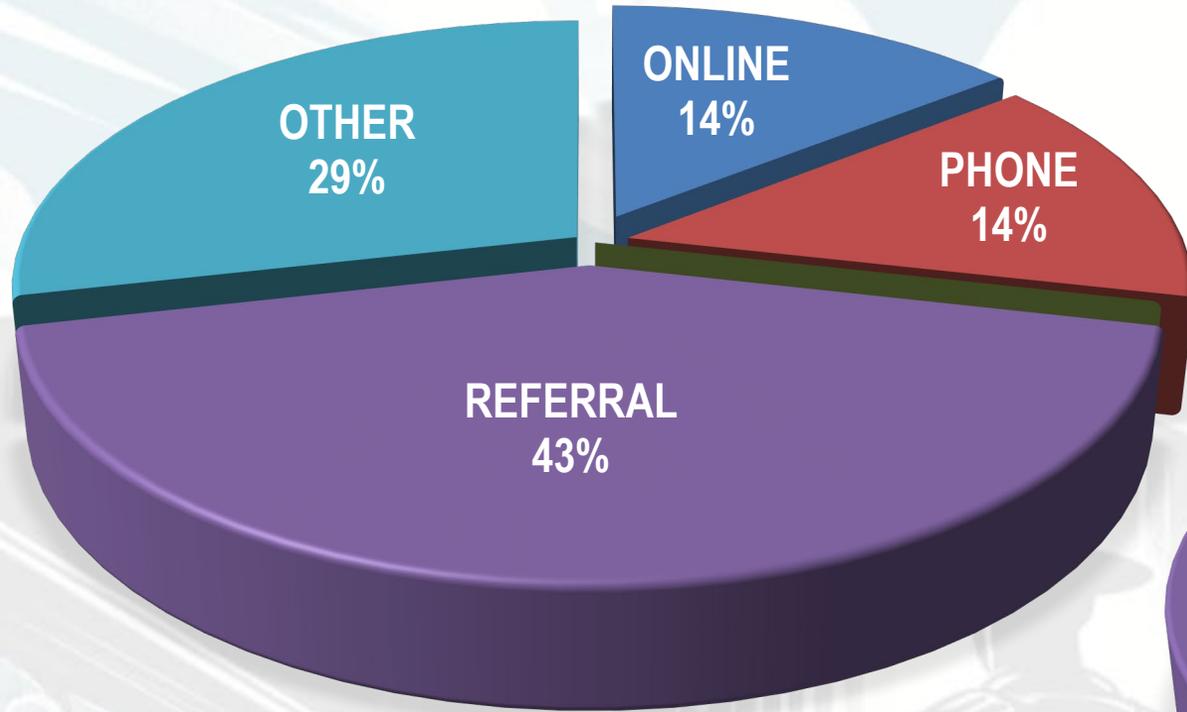
3-YEAR COMPARISON



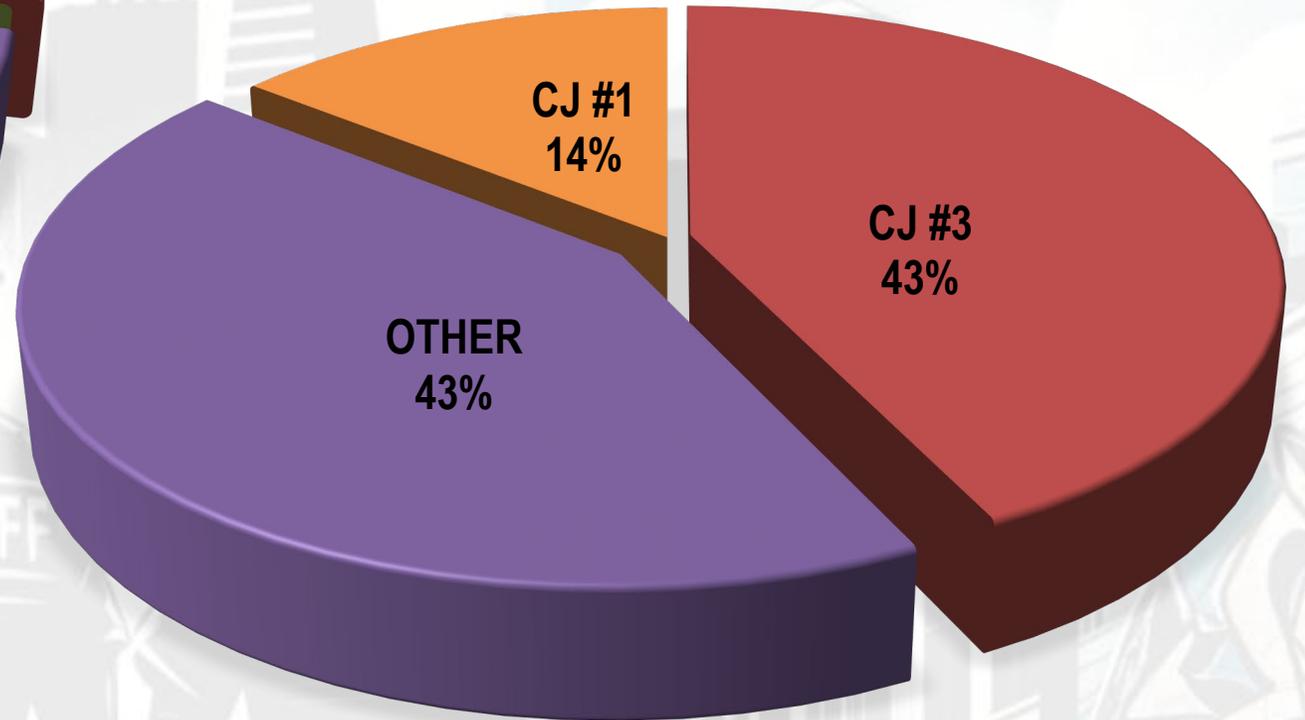
**Case
Stats**

SOURCES OF COMPLAINTS

Q4 2025
COMPLAINT MODES
N=7

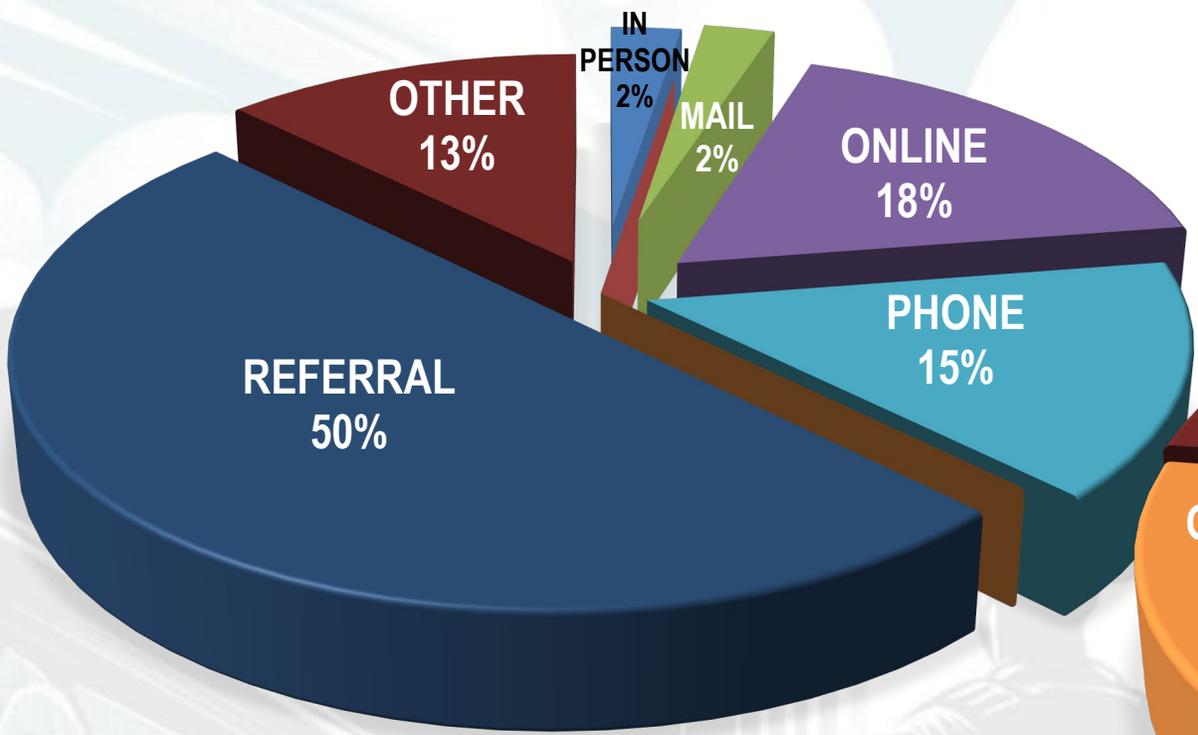


Q4 2025
COMPLAINT LOCATIONS
N=7

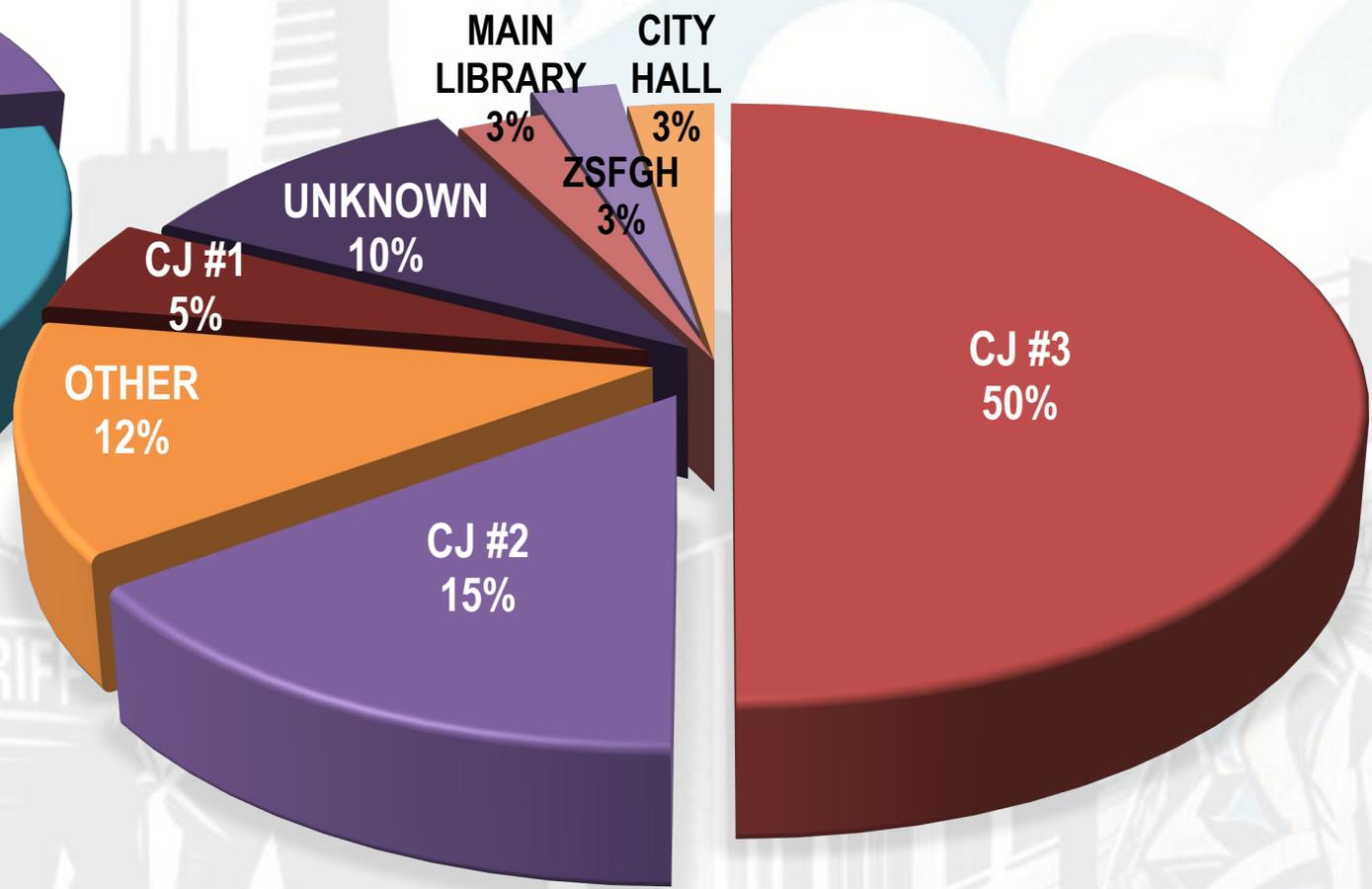


SOURCES OF COMPLAINTS

2025
COMPLAINT MODES
N=40

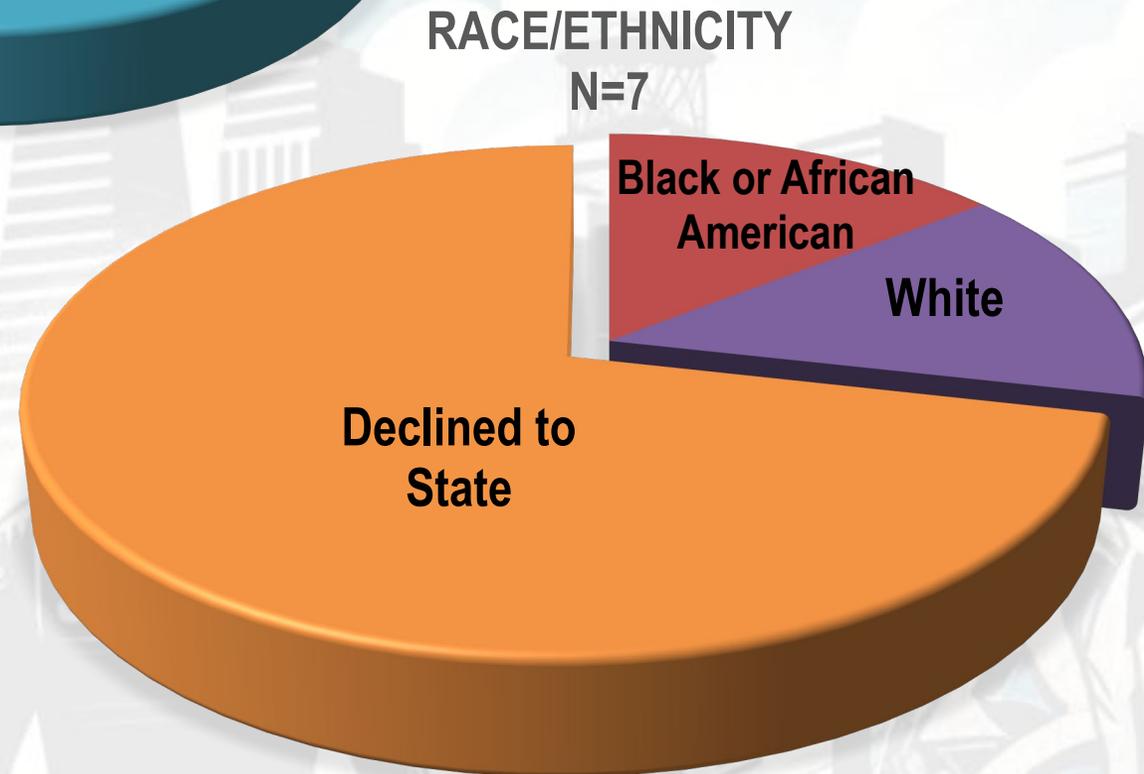
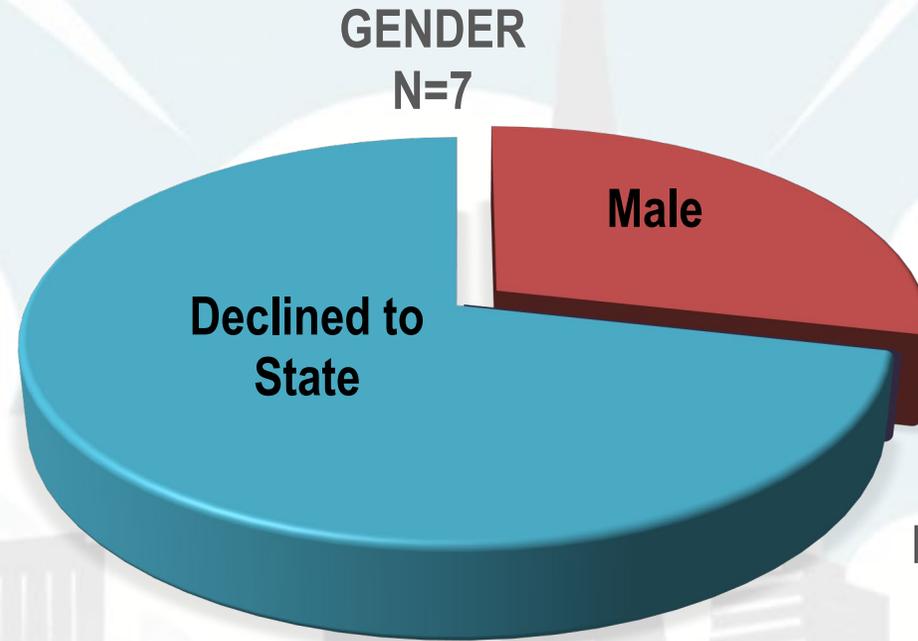


2025
COMPLAINT LOCATIONS
N=40



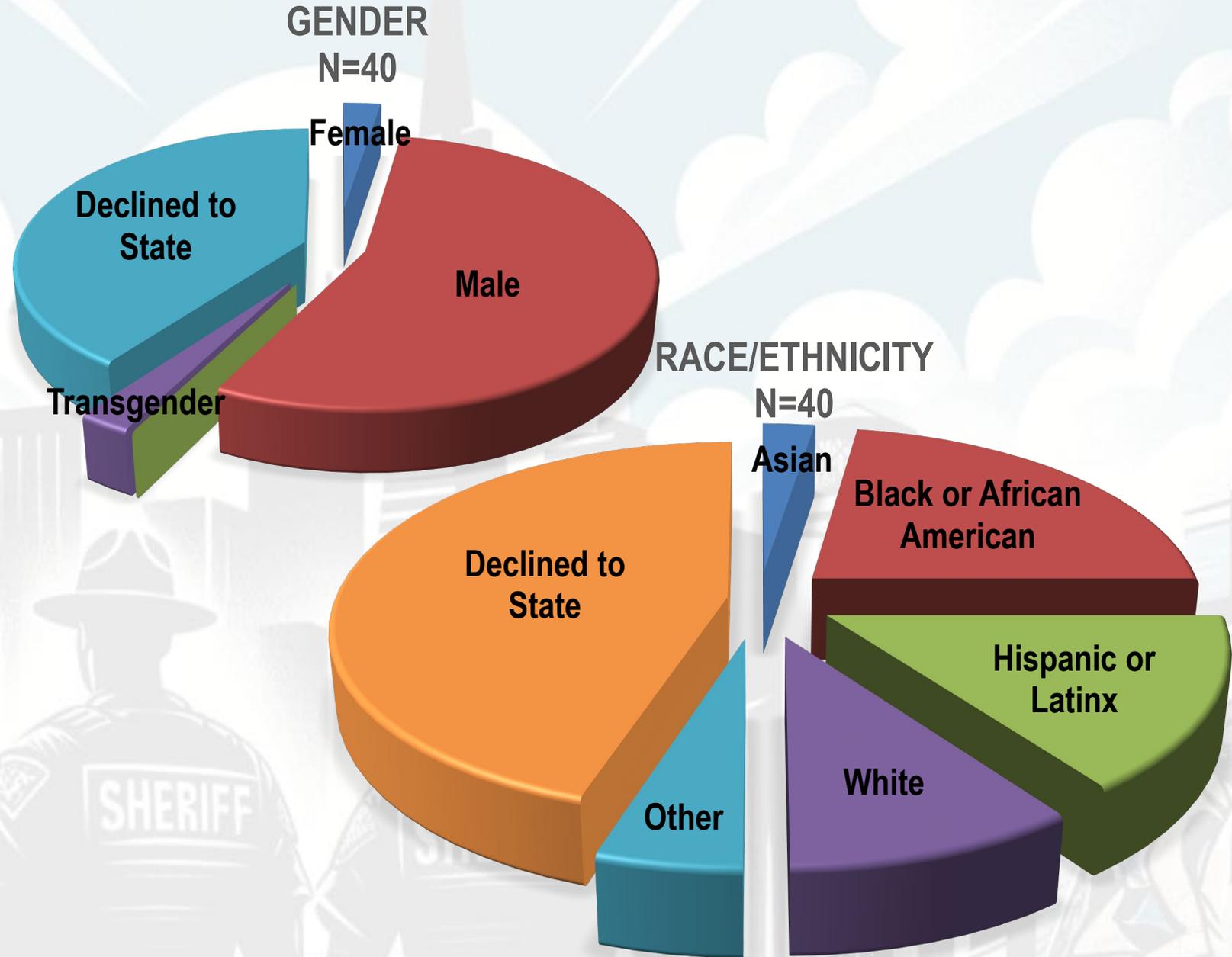
Complainants	#	%
Complainants	7	100%
Anonymous Complainants	0	0%
Total	7	100%
Gender	#	%
Female	0	0%
Male	2	29%
Genderqueer / Gender Non-binary	0	0%
Transgender	0	0%
Declined to State	5	71%
Grand Total	7	100.00%
Race/Ethnicity	#	%
Asian	0	0%
Black or African American	1	14%
Hispanic or Latinx	0	0%
White	1	14%
Other	0	0%
Declined to State	5	71%
Total	7	100.00%
Age	#	%
1-13 (by an adult)	0	0%
14-16	0	0%
17-19	0	0%
20-30	0	0%
31-40	1	14%
41-50	1	14%
51-60	0	0%
61-70	0	0%
71-80	0	0%
Over 80	0	0%
Declined to State	5	71%
Grand Total	7	100%

Complainant Demographics Q4 2025



Complainants	#	%
Complainants	39	98%
Anonymous Complainants	1	3%
Total	40	100%
Gender	#	%
Female	1	3%
Male	22	55%
Genderqueer / Gender Non-binary	0	0%
Transgender	1	3%
Declined to State	16	40%
Grand Total	40	100.00%
Race/Ethnicity	#	%
Asian	1	3%
Black or African American	9	23%
Hispanic or Latinx	6	15%
White	4	10%
Other	2	5%
Declined to State	18	45%
Total	40	100.00%
Age	#	%
1-13 (by an adult)	0	0%
14-16	0	0%
17-19	0	0%
20-30	1	3%
31-40	2	5%
41-50	2	5%
51-60	0	0%
61-70	0	0%
71-80	0	0%
Over 80	0	0%
Declined to State	35	88%
Grand Total	40	100%

Complainant Demographics 2025

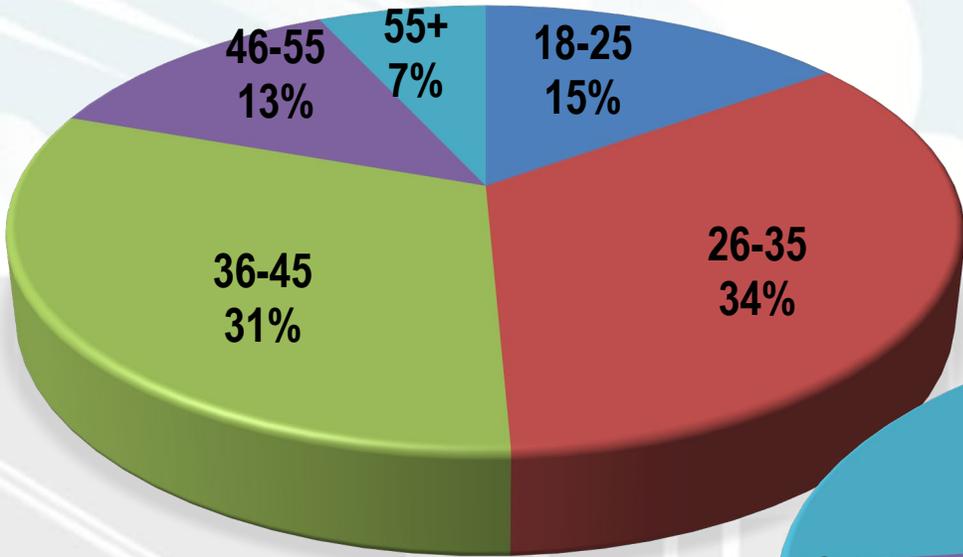


Jail Population Demographics

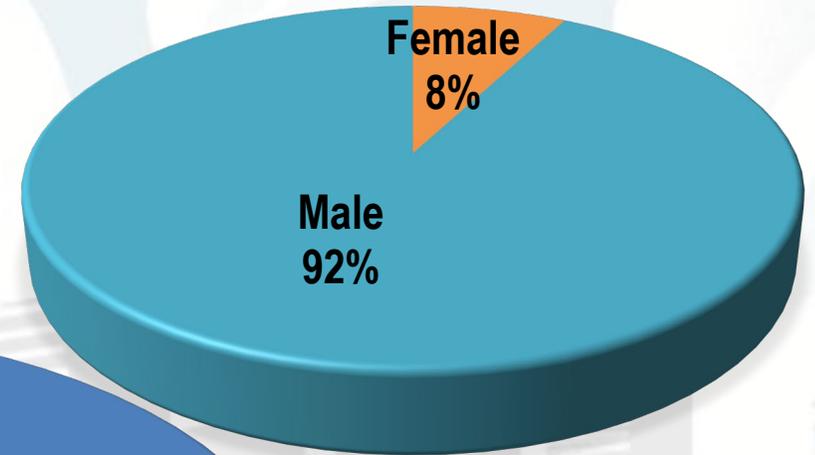
February 27, 2026: Jail Population (N) = 1290

[Current jail data and trends | San Francisco Sheriff's Department](#)

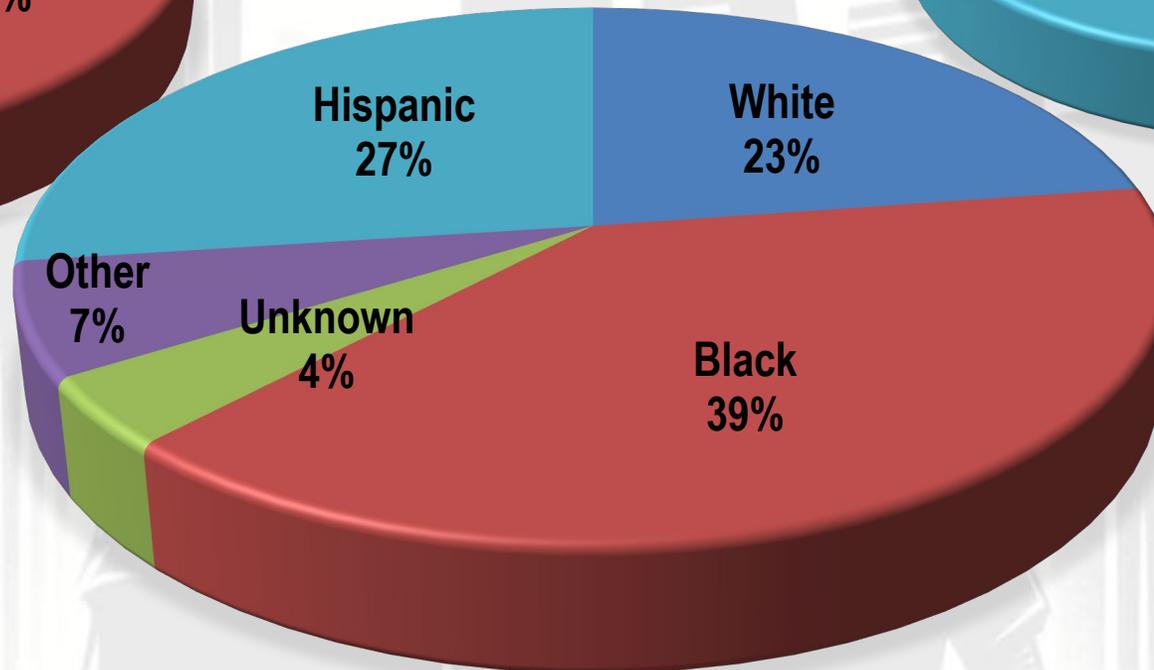
AGE GROUPS



GENDER*



ETHNICITY



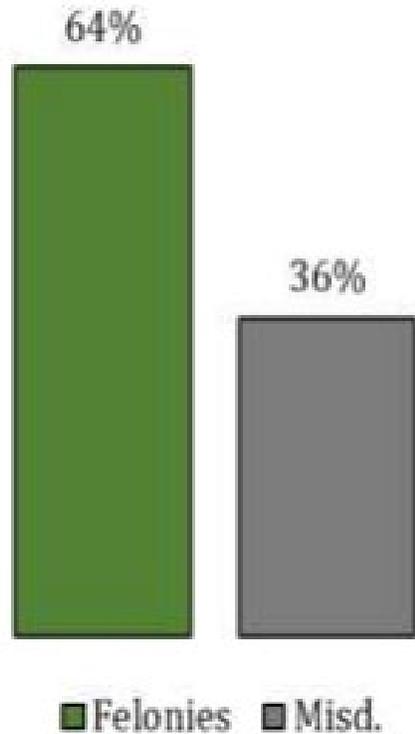
*SFSO's data set does not include gender identity. Age is age at the time of booking. Ethnicity and Race are self-reported.

Jail Population Trend

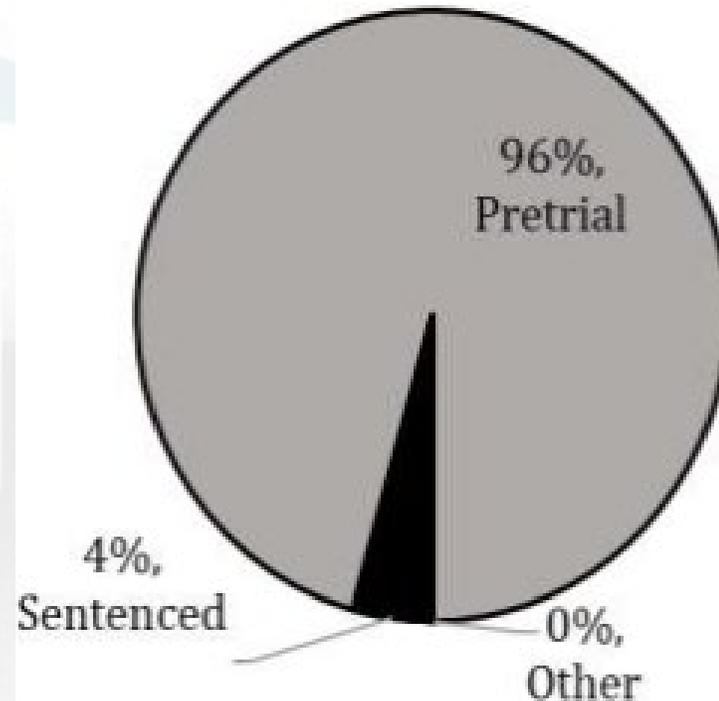
December 2025 Report – Safety + Justice Challenge, MacArther Foundation

[2025 12 Jail Population Report.pdf](#)

Crime Class at Booking



Legal Status

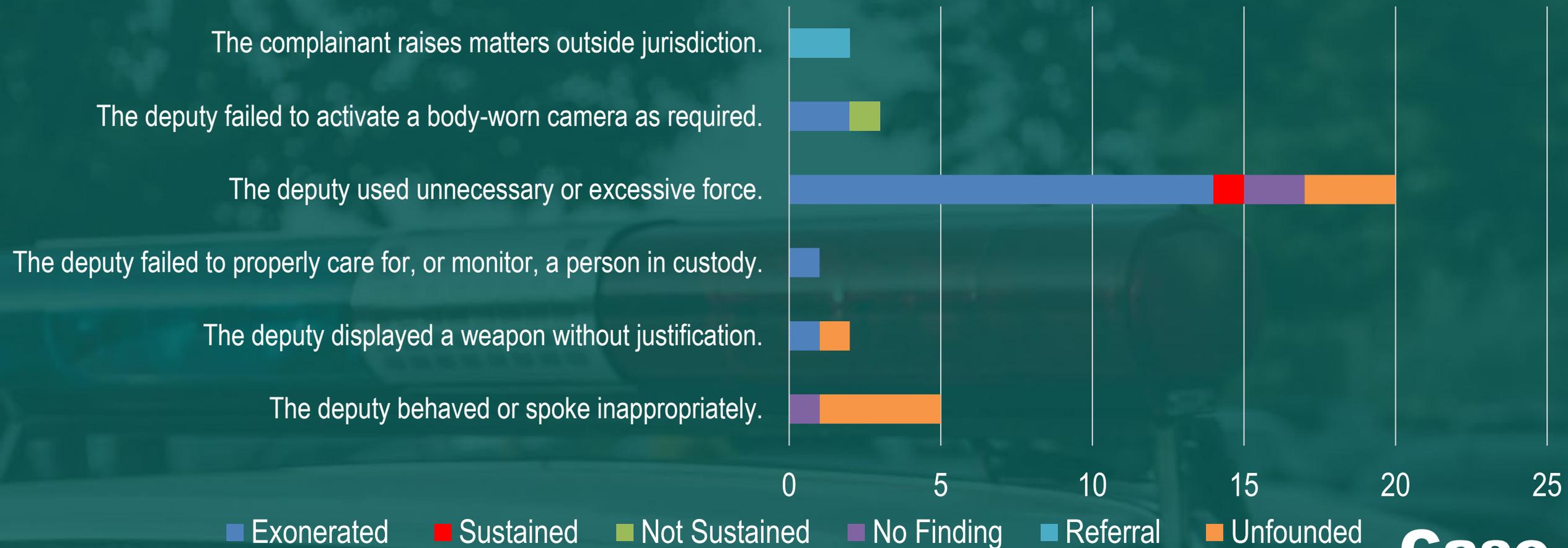


SFSO Data Shows Jail Population is Approximately:

- 97% Felony Charge(s)
- 3% Misdemeanor Charge(s)

Case Findings Q4 2025

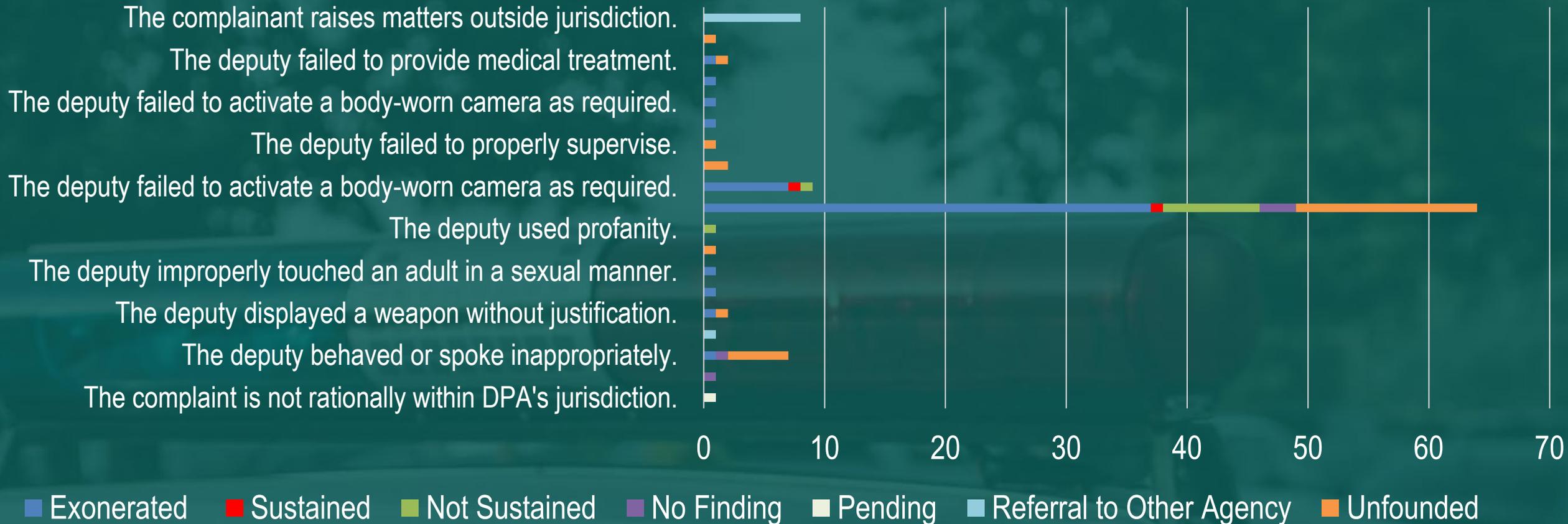
N=33 Allegations / 11 Cases



**Case
Stats**

Case Findings 2025

N=106 Allegations/41 Cases



**Case
Stats**

Investigative Challenges

Surveillance Cameras

- Limited Locations and Views

- Malfunctions

- Retention Period – See Policy 416.5

Body Worn Cameras

- Not Enough For All Sworn Personnel

- Inconsistent Activation

Questions & Comments...



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Appendix 1 – Disposition Definitions

Policy 1010.5.4

- ▶ 1010.5.4 DISPOSITIONS
- ▶ Each personnel complaint shall be classified with one of the following dispositions available to the Administration:
 - ▶ **Unfounded** - When the investigation discloses that the alleged acts did not occur or did not involve department employees. Complaints that are determined to be clearly not true will fall within the classification of unfounded (Penal Code § 832.8).
 - ▶ **Exonerated** - When the investigation discloses that the alleged act occurred, however, the act was justified, lawful and/or proper.
 - ▶ **Not sustained** - When the investigation discloses that there is insufficient evidence to sustain the complaint allegation or to conclusively disprove the allegation.
 - ▶ **Sustained** - A final determination by an investigating agency, commission, board, hearing officer, or arbitrator, as applicable, following an investigation and opportunity for an administrative appeal pursuant to Government Code § 3304 and Government Code § 3304.5 that the actions of a deputy or employee were found to violate law or department policy (Penal Code § 832.8).

Appendix 2 – Media Retention / Video Surveillance Audit Policy 416.5 & 416.7

416.5 STORAGE AND RETENTION OF MEDIA

All downloaded media shall be stored in a secure area with access restricted to authorized persons. A recording needed as evidence shall be copied to a suitable medium and booked into evidence in accordance with established evidence procedures. All actions taken with respect to retention of media shall be appropriately documented. The type of video surveillance technology employed and the manner in which recordings are used and stored will affect retention periods. **The recordings should be stored and retained in accordance with the established records retention schedule and for a minimum of one year.** Prior to destruction, written consent shall be obtained from the City Attorney, only if the recording is subject to a litigation hold. If recordings are evidence in any claim filed or any pending litigation, they shall be preserved until pending litigation is resolved (Government Code § 34090.6). Recordings should be retained consistent with any litigation hold letter received by the Department. Any recordings needed as evidence in a criminal or civil proceeding shall be copied to a suitable medium and booked into evidence in accordance with current evidence procedures.

416.7 VIDEO SURVEILLANCE AUDIT

The Sheriff or the authorized designee will conduct an annual review of the public safety video surveillance system. The review should include an analysis of the cost, benefit and effectiveness of the system, including any public safety issues that were effectively addressed or any significant prosecutions that resulted, and any systemic operational or administrative issues that were identified, including those related to training, discipline or policy. The results of each review shall be appropriately documented and maintained by the Sheriff or the authorized designee. Any recommendations for training or policy should be promptly addressed.