Internal Affairs Division

Quarterly Report

Q2 2025

Safety with Respect

Data Source: San Francisco Police Department's Administrative Investigations Management (AIM) database, queried July 7, 2025

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

Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
  - Findings – pages 16-23
  - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
  - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-59
- Glossary – page 60
- Guide to Acronyms – page 61

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	432	15.3%
Airport Bureau	385	13.6%
Bureau of Investigations	351	12.4%
Chief of Staff	93	3.3%
Chief's Office	41	1.5%
Field Operations Bureau	1,256	44.5%
Special Operations Bureau	168	6.0%
Strategic Management Bureau	95	3.4%
Total	2,821	100.0%

Race/Ethnicity		
Asian	840	29.8%
Black	248	8.8%
Hispanic	518	18.4%
Other/Unknown	59	2.1%
White	1,156	41.0%
Total	2,821	100.0%

*Demographics as of April 2025

San Francisco Police Department Employee Demographics

Age Group		
18-29	212	7.5%
30-39	764	27.1%
40-49	789	28.0%
50-59	659	23.4%
60+	397	14.1%
Total	2,821	100.0%

Gender		
Male	2,158	76.5%
Female	663	23.5%
Total	2,821	100.0%

*Demographics as of April 2025

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	506	17.9%
6-10	718	25.5%
11-15	335	11.9%
16-20	496	17.6%
21-25	297	10.5%
Over 25	469	16.6%
Total	2,821	100.0%

Member Status		
Sworn	1,868	66.2%
Professional Staff	953	33.8%
Total	2,821	100.0%

*Demographics as of April 2025

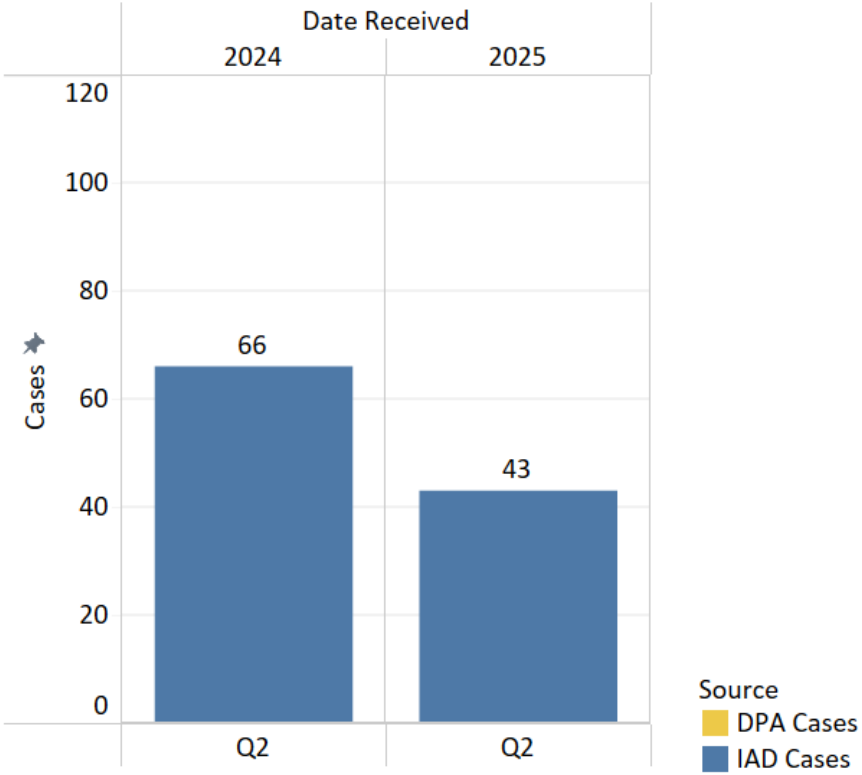
Opened Cases

		Date Received Q2
2024	IAD Cases	66
2025	IAD Cases	43

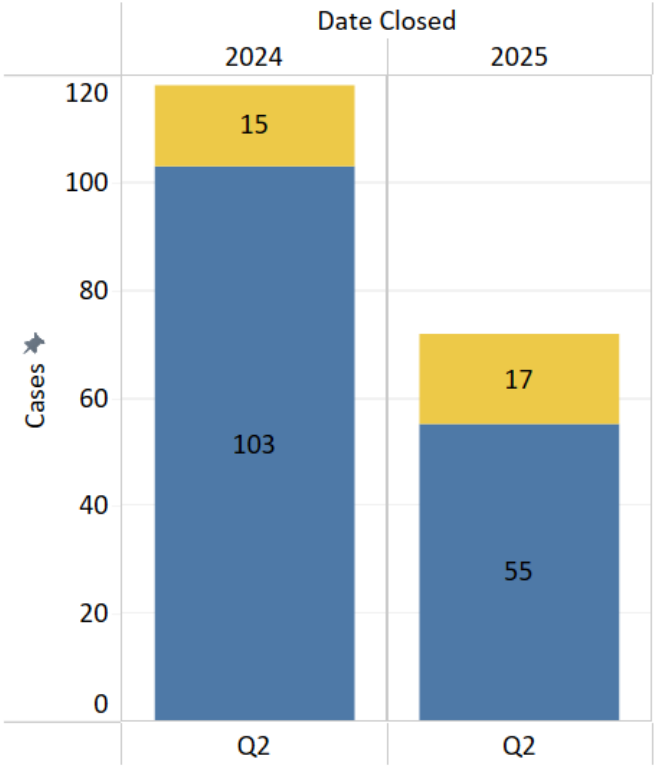
Closed Cases

		Date Closed Q2
2024	DPA Cases	15
	IAD Cases	103
	Total	118
2025	DPA Cases	17
	IAD Cases	55
	Total	72

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.

OPENED CASES

Opened Cases – Q2 2025

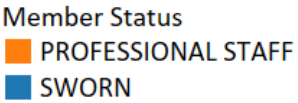
Number of Allegations

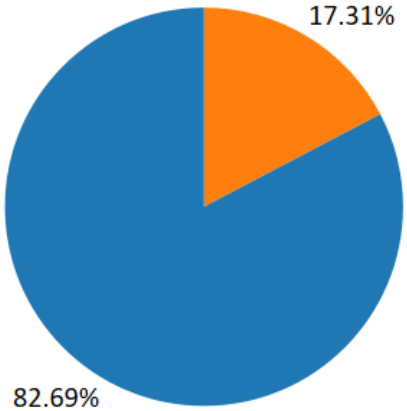
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	19	28.36%
Failure to Appear, Range	16	23.88%
Neglect Of Duty, General	15	22.39%
Neglect of Duty, Body Worn Camera	6	8.96%
Neglect of Duty, Lost Property	5	7.46%
DUI	3	4.48%
Unwarranted Action	1	1.49%
Failure To Write An Incident Report	1	1.49%
Failure To Follow Proper Procedures As Detailed	1	1.49%
Total Allegations	67	100.00%

Opened Cases – Q2 2025

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	9
SWORN	43
Grand Total	52

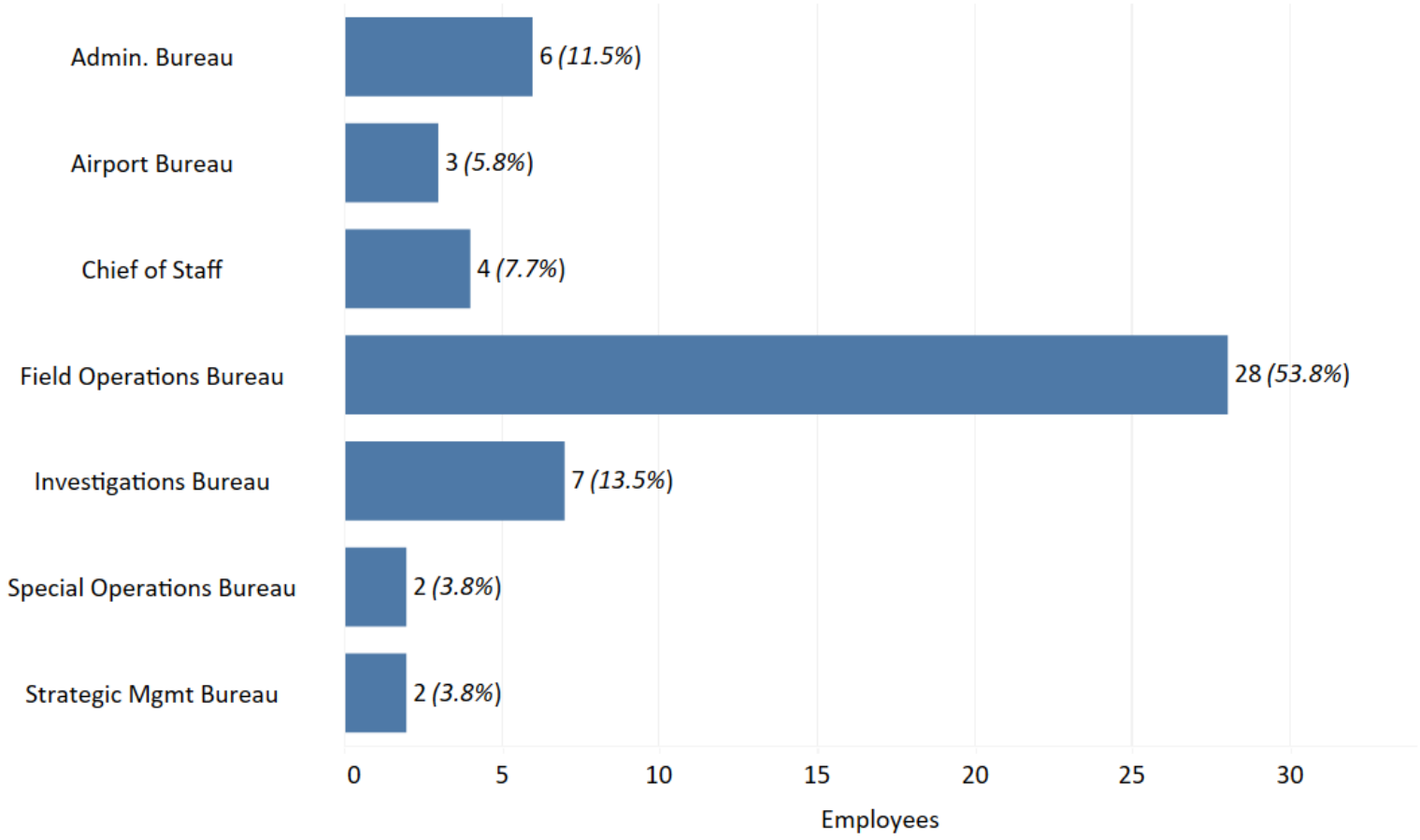




*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Opened Cases – Q2 2025

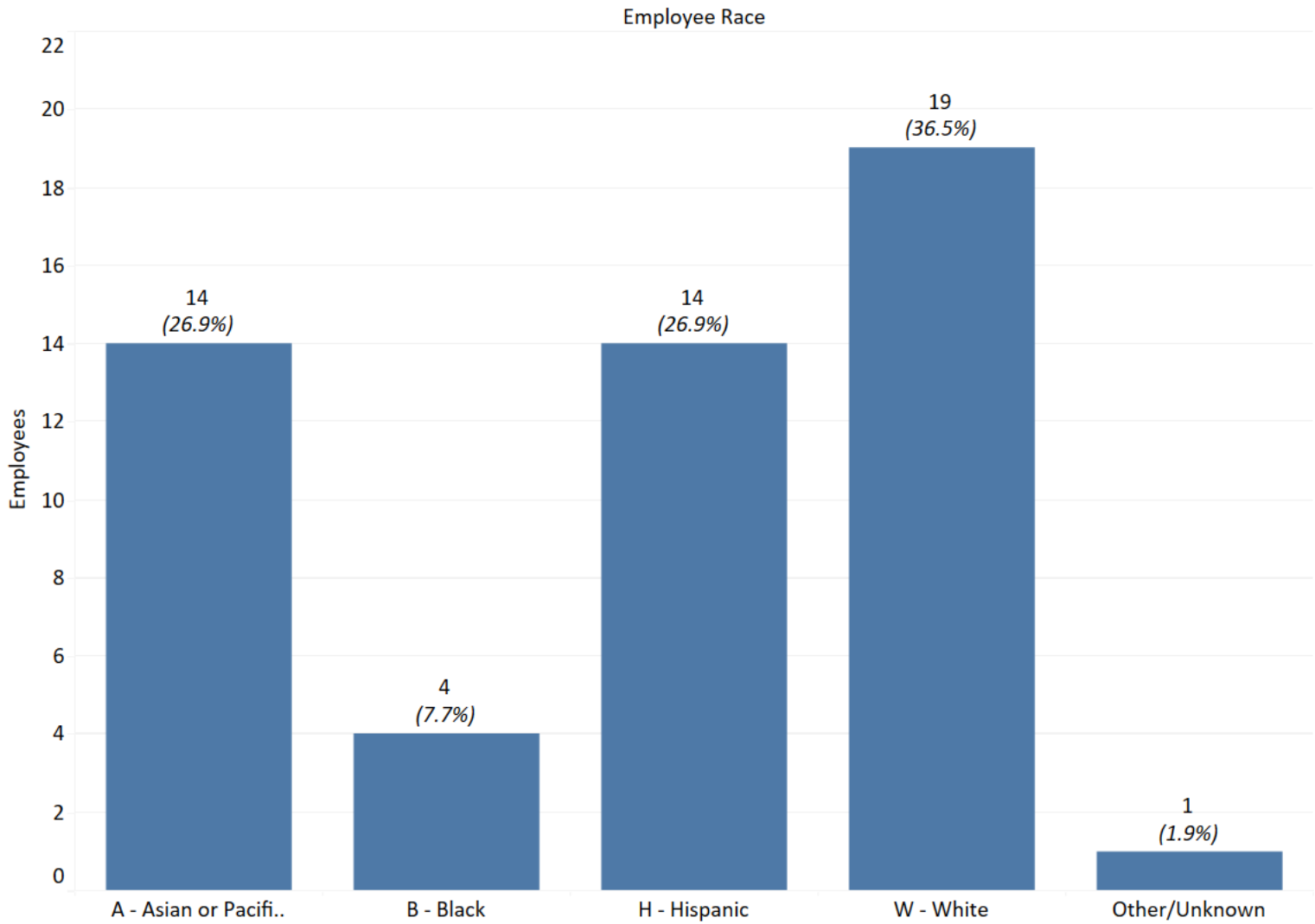
Number of Employees by Bureau



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

Opened Cases – Q2 2025

Number of Employees by Race

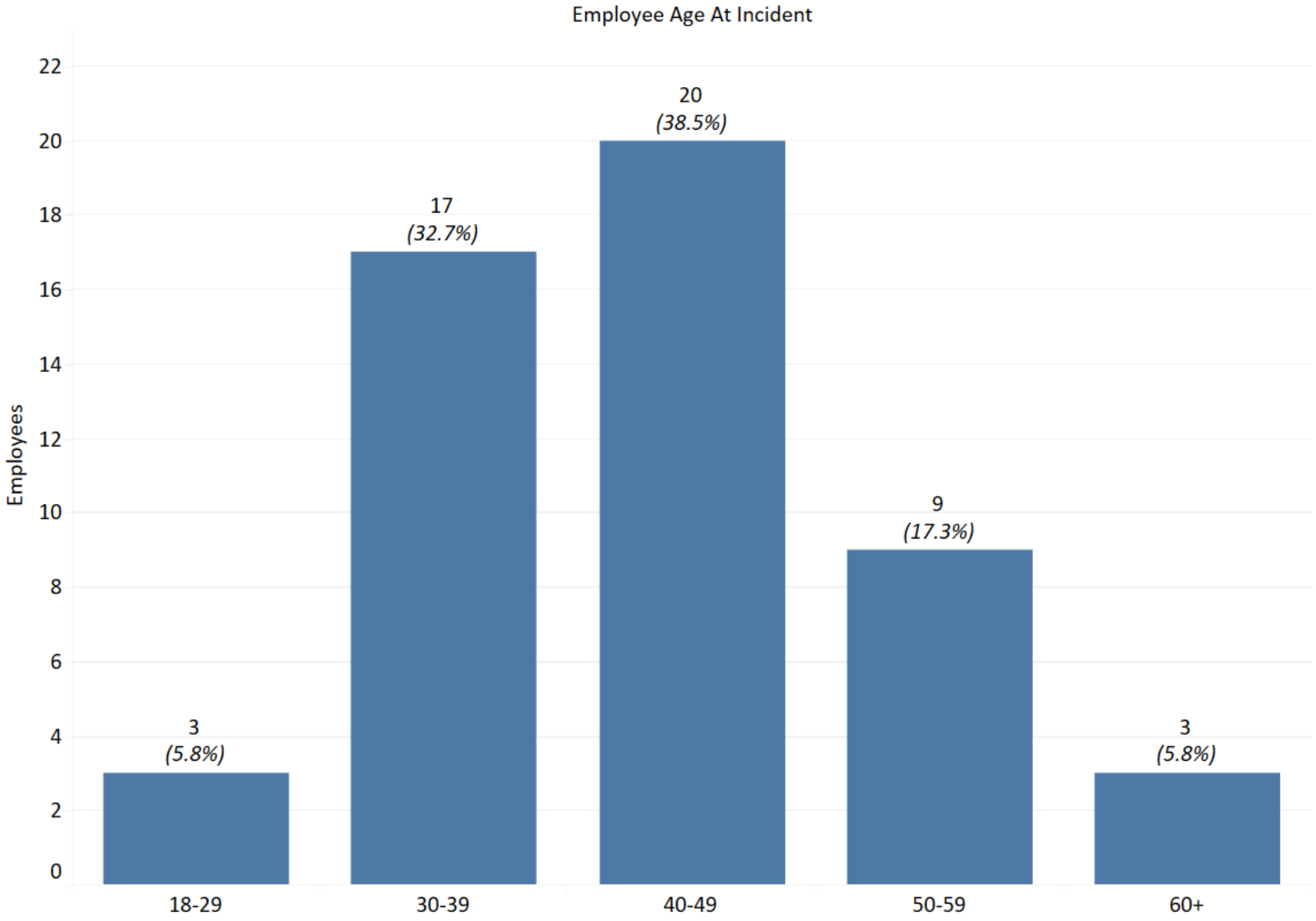


*The Other/Unknown category includes employees whose race does not fall within any other available category

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

Opened Cases – Q2 2025

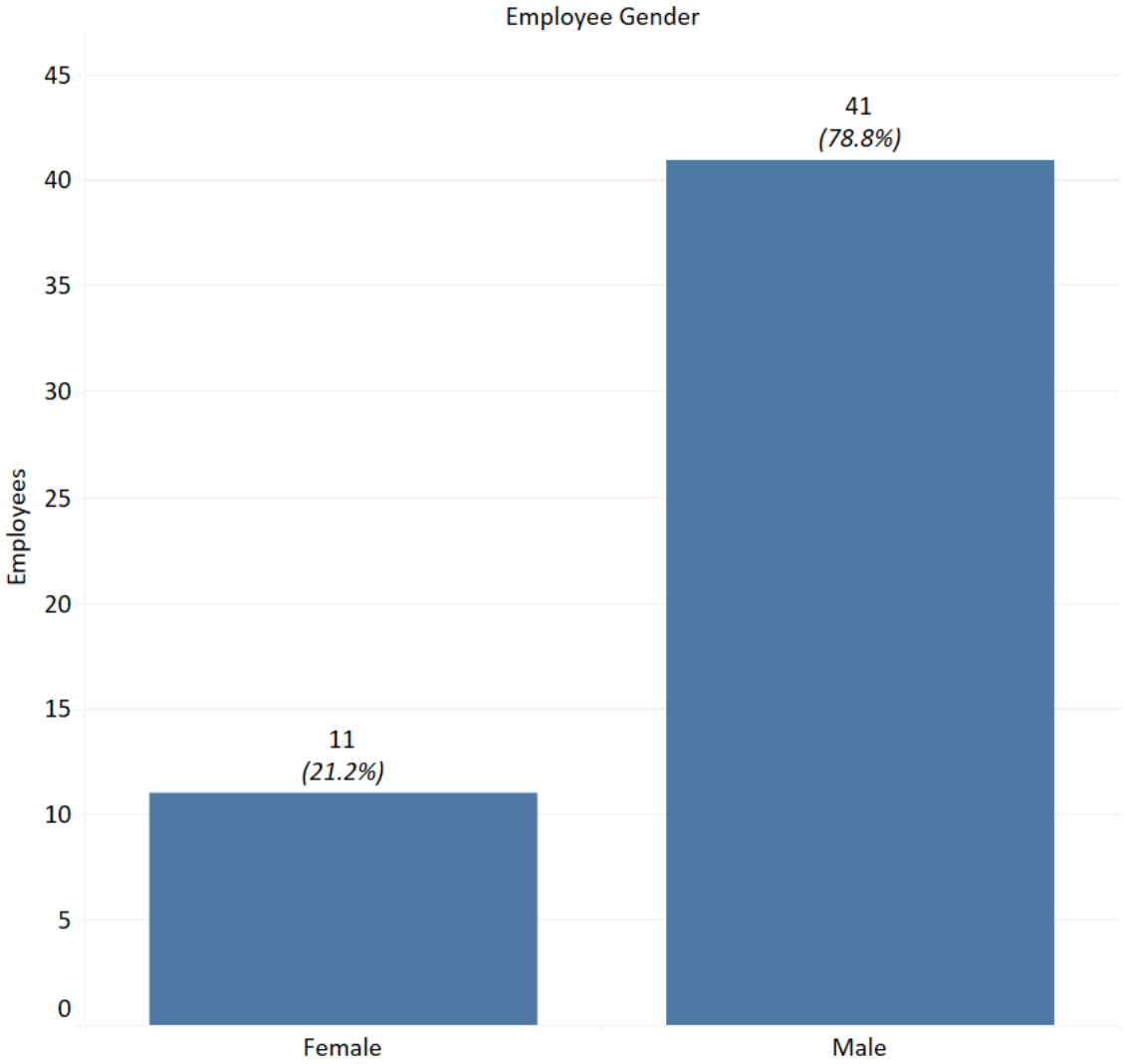
Number of Employees by Age Group



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

Opened Cases – Q2 2025

Number of Employees by Gender

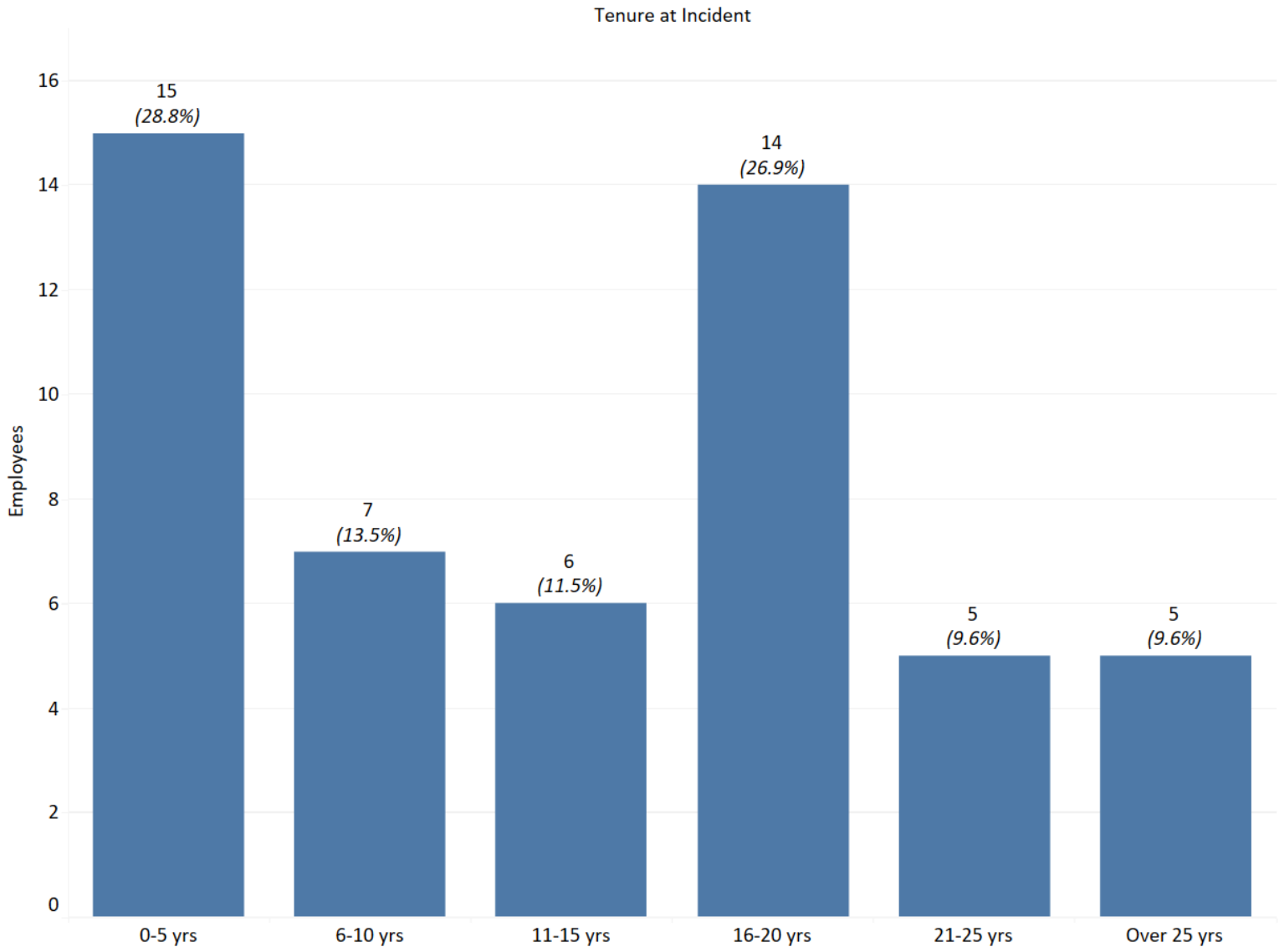


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q2 2025

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

Opened Cases – Q2 2025

Number of Employees by Tenure



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

CLOSED CASES - FINDINGS

Closed Cases – Q2 2025

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Proper Conduct	131	47.99%
Improper Conduct	83	30.40%
Insufficient Evidence	28	10.26%
Allegation Dismissed	13	4.76%
Unfounded	7	2.56%
Policy Failure	7	2.56%
Training Failure	2	0.73%
Exceptional Clearance	2	0.73%
Total Findings	273	100.00%

*Employees may have multiple allegations and findings, above table represents 106 employees

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

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – Q2 2025

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief of Staff	Field Operations Bureau	Investigations Bureau	Other/ Unknown	Special Operations Bureau	Strategic Mgmt Bureau	Grand Total
Allegation Dismissed				13 (4.76%)					13 (4.76%)
Exceptional Clearance				1 (0.37%)			1 (0.37%)		2 (0.73%)
Improper Conduct	3 (1.10%)	2 (0.73%)		69 (25.27%)	7 (2.56%)	1 (0.37%)	1 (0.37%)		83 (30.40%)
Insufficient Evidence				23 (8.42%)		1 (0.37%)	4 (1.47%)		28 (10.26%)
Policy Failure				7 (2.56%)					7 (2.56%)
Proper Conduct	2 (0.73%)	12 (4.40%)	2 (0.73%)	109 (39.93%)	1 (0.37%)		4 (1.47%)	1 (0.37%)	131 (47.99%)
Training Failure				2 (0.73%)					2 (0.73%)
Unfounded	1 (0.37%)	1 (0.37%)	1 (0.37%)	3 (1.10%)	1 (0.37%)				7 (2.56%)
Grand Total	6 (2.20%)	15 (5.49%)	3 (1.10%)	227 (83.15%)	9 (3.30%)	2 (0.73%)	10 (3.66%)	1 (0.37%)	273 (100.00%)

*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 106 employees

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

Closed Cases – Q2 2025

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unkno..	W - White	Grand Total
Allegation Dismissed					13 (4.76%)	13 (4.76%)
Exceptional Clearance		1 (0.37%)			1 (0.37%)	2 (0.73%)
Improper Conduct	17 (6.23%)	4 (1.47%)	15 (5.49%)	3 (1.10%)	44 (16.12%)	83 (30.40%)
Insufficient Evidence	3 (1.10%)	2 (0.73%)	3 (1.10%)		20 (7.33%)	28 (10.26%)
Policy Failure	1 (0.37%)		2 (0.73%)	1 (0.37%)	3 (1.10%)	7 (2.56%)
Proper Conduct	45 (16.48%)	4 (1.47%)	22 (8.06%)		60 (21.98%)	131 (47.99%)
Training Failure				1 (0.37%)	1 (0.37%)	2 (0.73%)
Unfounded	2 (0.73%)		2 (0.73%)		3 (1.10%)	7 (2.56%)
Grand Total	68 (24.91%)	11 (4.03%)	44 (16.12%)	5 (1.83%)	145 (53.11%)	273 (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 106 employees

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

Closed Cases – Q2 2025

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Allegation Dismissed	5 (1.83%)	8 (2.93%)				13 (4.76%)
Exceptional Clearance	1 (0.37%)	1 (0.37%)				2 (0.73%)
Improper Conduct	21 (7.69%)	34 (12.45%)	18 (6.59%)	9 (3.30%)	1 (0.37%)	83 (30.40%)
Insufficient Evidence	3 (1.10%)	8 (2.93%)	8 (2.93%)	6 (2.20%)	3 (1.10%)	28 (10.26%)
Policy Failure	1 (0.37%)	3 (1.10%)	3 (1.10%)			7 (2.56%)
Proper Conduct	35 (12.82%)	42 (15.38%)	10 (3.66%)	42 (15.38%)	2 (0.73%)	131 (47.99%)
Training Failure		2 (0.73%)				2 (0.73%)
Unfounded			3 (1.10%)	3 (1.10%)	1 (0.37%)	7 (2.56%)
Grand Total	66 (24.18%)	98 (35.90%)	42 (15.38%)	60 (21.98%)	7 (2.56%)	273 (100.00%)

*Employees may have multiple allegations and findings, above table represents 106 employees

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

Closed Cases – Q2 2025

Findings by Gender

	Employee Gender		
	Female	Male	Grand Total
Allegation Dismissed		13 (4.76%)	13 (4.76%)
Exceptional Clearance		2 (0.73%)	2 (0.73%)
Improper Conduct	5 (1.83%)	78 (28.57%)	83 (30.40%)
Insufficient Evidence	6 (2.20%)	22 (8.06%)	28 (10.26%)
Policy Failure		7 (2.56%)	7 (2.56%)
Proper Conduct	11 (4.03%)	120 (43.96%)	131 (47.99%)
Training Failure		2 (0.73%)	2 (0.73%)
Unfounded	3 (1.10%)	4 (1.47%)	7 (2.56%)
Grand Total	25 (9.16%)	248 (90.84%)	273 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q2 2025

*Employees may have multiple allegations and findings, above table represents 106 employees

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

Closed Cases – Q2 2025

Findings by Tenure

	Tenure at Incident						
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Allegation Dismissed	13 (4.76%)						13 (4.76%)
Exceptional Clearance	1 (0.37%)		1 (0.37%)				2 (0.73%)
Improper Conduct	28 (10.26%)	35 (12.82%)	7 (2.56%)	8 (2.93%)	3 (1.10%)	2 (0.73%)	83 (30.40%)
Insufficient Evidence	5 (1.83%)	2 (0.73%)	11 (4.03%)	6 (2.20%)	3 (1.10%)	1 (0.37%)	28 (10.26%)
Policy Failure	2 (0.73%)	4 (1.47%)	1 (0.37%)				7 (2.56%)
Proper Conduct	48 (17.58%)	13 (4.76%)	28 (10.26%)	27 (9.89%)	14 (5.13%)	1 (0.37%)	131 (47.99%)
Training Failure		2 (0.73%)					2 (0.73%)
Unfounded	1 (0.37%)		1 (0.37%)	1 (0.37%)	1 (0.37%)	3 (1.10%)	7 (2.56%)
Grand Total	98 (35.90%)	56 (20.51%)	49 (17.95%)	42 (15.38%)	21 (7.69%)	7 (2.56%)	273 (100.00%)

*Employees may have multiple allegations and findings, above table represents 106 employees

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

Closed Cases – Q2 2025

Findings by Member Status

	Member Status		
	PROFESSIONAL STAFF	SWORN	Grand Total
Allegation Dismissed		13 (4.76%)	13 (4.76%)
Exceptional Clearance		2 (0.73%)	2 (0.73%)
Improper Conduct	2 (0.73%)	81 (29.67%)	83 (30.40%)
Insufficient Evidence	4 (1.47%)	24 (8.79%)	28 (10.26%)
Policy Failure		7 (2.56%)	7 (2.56%)
Proper Conduct	6 (2.20%)	125 (45.79%)	131 (47.99%)
Training Failure		2 (0.73%)	2 (0.73%)
Unfounded	3 (1.10%)	4 (1.47%)	7 (2.56%)
Grand Total	15 (5.49%)	258 (94.51%)	273 (100.00%)

*Employees may have multiple allegations and findings, above table represents 106 employees

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

CLOSED CASES - ACTIONS

Closed Cases – Q2 2025

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	4	3.10%
	Admonishment	14	10.85%
	Performance Improvement Plan	13	10.08%
	Resignation	2	1.55%
	Retirement	1	0.78%
	Retraining	51	39.53%
	Total	85	65.89%
Disciplinary Action	Written Reprimand/ Written Warning	21	16.28%
	Suspension Held in Abeyance	12	9.30%
	Suspension (10 or less days)	10	7.75%
	Termination	1	0.78%
	Total	44	34.11%
Grand Total		129	100.00%

*Employees may receive multiple actions, above table represents 55 employees

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

*There was one case closed in Q2 2025 which had an expired 3304 GC date. This case had an Improper Conduct finding involving Neglect of Duty, Body Worn Camera (MCD-2023-0202).

Closed Cases – Q2 2025

Actions by Bureau

Action Type	Action and Suspension Days	Bureau At Incident						
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program			4 3.10%				4 3.10%
	Admonishment		2 1.55%	10 7.75%	2 1.55%			14 10.85%
	Performance Improvement Plan			12 9.30%	1 0.78%			13 10.08%
	Resignation			2 1.55%				2 1.55%
	Retirement						1 0.78%	1 0.78%
	Retraining	1 0.78%	2 1.55%	41 31.78%	6 4.65%	1 0.78%		51 39.53%
	Total	1 0.78%	4 3.10%	69 53.49%	9 6.98%	1 0.78%	1 0.78%	85 65.89%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.78%		18 13.95%	2 1.55%			21 16.28%
	Suspension Held in Abeyance			11 8.53%		1 0.78%		12 9.30%
	Suspension (10 or less days)			8 6.20%	2 1.55%			10 7.75%
	Termination	1 0.78%						1 0.78%
	Total	2 1.55%		37 28.68%	4 3.10%	1 0.78%		44 34.11%
Grand Total		3 2.33%	4 3.10%	106 82.17%	13 10.08%	2 1.55%	1 0.78%	129 100.00%

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

Closed Cases – Q2 2025

Actions by Race

Action Type	Action and Suspension Days	Employee Race					
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				3 2.33%	1 0.78%	4 3.10%
	Admonishment	3 2.33%	1 0.78%	4 3.10%	5 3.88%	1 0.78%	14 10.85%
	Performance Improvement Plan	2 1.55%		5 3.88%	5 3.88%	1 0.78%	13 10.08%
	Resignation				2 1.55%		2 1.55%
	Retirement				1 0.78%		1 0.78%
	Retraining	9 6.98%	3 2.33%	10 7.75%	26 20.16%	3 2.33%	51 39.53%
	Total	14 10.85%	4 3.10%	19 14.73%	42 32.56%	6 4.65%	85 65.89%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.55%	1 0.78%	5 3.88%	13 10.08%		21 16.28%
	Suspension Held in Abeyance	4 3.10%	1 0.78%	1 0.78%	6 4.65%		12 9.30%
	Suspension (10 or less days)	2 1.55%	1 0.78%		5 3.88%	2 1.55%	10 7.75%
	Termination			1 0.78%			1 0.78%
	Total	8 6.20%	3 2.33%	7 5.43%	24 18.60%	2 1.55%	44 34.11%
Grand Total		22 17.05%	7 5.43%	26 20.16%	66 51.16%	8 6.20%	129 100.00%

*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 – Q2 2025

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	11.11 Program	3 2.33%		1 0.78%			4 3.10%
	Admonishment	1 0.78%	5 3.88%	3 2.33%	4 3.10%	1 0.78%	14 10.85%
	Performance Improvement Plan	4 3.10%	4 3.10%	3 2.33%	2 1.55%		13 10.08%
	Resignation		1 0.78%	1 0.78%			2 1.55%
	Retirement			1 0.78%			1 0.78%
	Retraining	11 8.53%	21 16.28%	11 8.53%	7 5.43%	1 0.78%	51 39.53%
	Total	19 14.73%	31 24.03%	20 15.50%	13 10.08%	2 1.55%	85 65.89%
Disciplinary Action	Written Reprimand/ Written Warning	7 5.43%	9 6.98%	3 2.33%	2 1.55%		21 16.28%
	Suspension Held in Abeyance	1 0.78%	7 5.43%	3 2.33%	1 0.78%		12 9.30%
	Suspension (10 or less days)	3 2.33%	2 1.55%	5 3.88%			10 7.75%
	Termination	1 0.78%					1 0.78%
	Total	12 9.30%	18 13.95%	11 8.53%	3 2.33%		44 34.11%
Grand Total		31 24.03%	49 37.98%	31 24.03%	16 12.40%	2 1.55%	129 100.00%

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

Closed Cases – Q2 2025

Actions by Gender

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		4 3.10%	4 3.10%
	Admonishment		14 10.85%	14 10.85%
	Performance Improvement Plan	1 0.78%	12 9.30%	13 10.08%
	Resignation		2 1.55%	2 1.55%
	Retirement		1 0.78%	1 0.78%
	Retraining	3 2.33%	48 37.21%	51 39.53%
	Total	4 3.10%	81 62.79%	85 65.89%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.55%	19 14.73%	21 16.28%
	Suspension Held in Abeyance	1 0.78%	11 8.53%	12 9.30%
	Suspension (10 or less days)		10 7.75%	10 7.75%
	Termination		1 0.78%	1 0.78%
	Total	3 2.33%	41 31.78%	44 34.11%
Grand Total		7 5.43%	122 94.57%	129 100.00%

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

Closed Cases – Q2 2025

Actions by Tenure

Action Type	Action and Suspension Days	Tenure at Incident						
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	2 1.55%	1 0.78%		1 0.78%			4 3.10%
	Admonishment	4 3.10%	3 2.33%	2 1.55%	2 1.55%	1 0.78%	2 1.55%	14 10.85%
	Performance Improvement Plan	5 3.88%	4 3.10%	2 1.55%	2 1.55%			13 10.08%
	Resignation		2 1.55%					2 1.55%
	Retirement					1 0.78%		1 0.78%
	Retraining	16 12.40%	19 14.73%	6 4.65%	6 4.65%	2 1.55%	2 1.55%	51 39.53%
	Total	27 20.93%	29 22.48%	10 7.75%	11 8.53%	4 3.10%	4 3.10%	85 65.89%
Disciplinary Action	Written Reprimand/ Written Warning	9 6.98%	8 6.20%	1 0.78%	3 2.33%			21 16.28%
	Suspension Held in Abeyance	2 1.55%	7 5.43%	1 0.78%	1 0.78%	1 0.78%		12 9.30%
	Suspension (10 or less days)	2 1.55%	5 3.88%	2 1.55%	1 0.78%			10 7.75%
	Termination	1 0.78%						1 0.78%
	Total	14 10.85%	20 15.50%	4 3.10%	5 3.88%	1 0.78%		44 34.11%
Grand Total		41 31.78%	49 37.98%	14 10.85%	16 12.40%	5 3.88%	4 3.10%	129 100.00%

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

Closed Cases – Q2 2025

Actions by Member Status

Action Type	Action and Suspension Days	Member Status		
		PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.78%	3 2.33%	4 3.10%
	Admonishment	1 0.78%	13 10.08%	14 10.85%
	Performance Improvement Plan		13 10.08%	13 10.08%
	Resignation		2 1.55%	2 1.55%
	Retirement		1 0.78%	1 0.78%
	Retraining	2 1.55%	49 37.98%	51 39.53%
	Total	4 3.10%	81 62.79%	85 65.89%
Disciplinary Action	Written Reprimand/ Written Warning		21 16.28%	21 16.28%
	Suspension Held in Abeyance		12 9.30%	12 9.30%
	Suspension (10 or less days)	1 0.78%	9 6.98%	10 7.75%
	Termination		1 0.78%	1 0.78%
	Total	1 0.78%	43 33.33%	44 34.11%
Grand Total		5 3.88%	124 96.12%	129 100.00%

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

Closed Cases of Employees with Prior Discipline History

Closed Cases – Q2 2025

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

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	2	2.74%
	Admonishment	6	8.22%
	Performance Improvement Plan	8	10.96%
	Resignation	2	2.74%
	Retirement	1	1.37%
	Retraining	28	38.36%
	Total	47	64.38%
Disciplinary Action	Written Reprimand/ Written Warning	12	16.44%
	Suspension Held in Abeyance	8	10.96%
	Suspension (10 or less days)	6	8.22%
	Total	26	35.62%
Grand Total		73	100.00%

*Employees may receive multiple actions – above table represents 31 employees

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

Closed Cases – Q2 2025

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	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown	
Non-Disciplinary Action	11.11 Program		2 2.74%				2 2.74%
	Admonishment		4 5.48%	2 2.74%			6 8.22%
	Performance Improvement Plan		7 9.59%	1 1.37%			8 10.96%
	Resignation		2 2.74%				2 2.74%
	Retirement					1 1.37%	1 1.37%
	Retraining	1 1.37%	21 28.77%	5 6.85%	1 1.37%		28 38.36%
	Total	1 1.37%	36 49.32%	8 10.96%	1 1.37%	1 1.37%	47 64.38%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.37%	9 12.33%	2 2.74%			12 16.44%
	Suspension Held in Abeyance		7 9.59%		1 1.37%		8 10.96%
	Suspension (10 or less days)		5 6.85%	1 1.37%			6 8.22%
	Total	1 1.37%	21 28.77%	3 4.11%	1 1.37%		26 35.62%
Grand Total		2 2.74%	57 78.08%	11 15.07%	2 2.74%	1 1.37%	73 100.00%

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

Closed Cases – Q2 2025

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	11.11 Program				2 2.74%		2 2.74%
	Admonishment	1 1.37%	1 1.37%	1 1.37%	3 4.11%		6 8.22%
	Performance Improvement Plan			4 5.48%	3 4.11%	1 1.37%	8 10.96%
	Resignation				2 2.74%		2 2.74%
	Retirement				1 1.37%		1 1.37%
	Retraining	4 5.48%	3 4.11%	5 6.85%	15 20.55%	1 1.37%	28 38.36%
	Total	5 6.85%	4 5.48%	10 13.70%	26 35.62%	2 2.74%	47 64.38%
Disciplinary Action	Written Reprimand/ Written Warning		1 1.37%	3 4.11%	8 10.96%		12 16.44%
	Suspension Held in Abeyance	3 4.11%	1 1.37%	1 1.37%	3 4.11%		8 10.96%
	Suspension (10 or less days)	2 2.74%	1 1.37%		2 2.74%	1 1.37%	6 8.22%
	Total	5 6.85%	3 4.11%	4 5.48%	13 17.81%	1 1.37%	26 35.62%
Grand Total		10 13.70%	7 9.59%	14 19.18%	39 53.42%	3 4.11%	73 100.00%

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

Closed Cases – Q2 2025

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

Action Type	Action and Suspension Days	Employee Age At Incident				
		18-29	30-39	40-49	50-59	Grand Total
Non-Disciplinary Action	11.11 Program	2 2.74%				2 2.74%
	Admonishment		2 2.74%	2 2.74%	2 2.74%	6 8.22%
	Performance Improvement Plan	1 1.37%	3 4.11%	3 4.11%	1 1.37%	8 10.96%
	Resignation		1 1.37%	1 1.37%		2 2.74%
	Retirement			1 1.37%		1 1.37%
	Retraining	5 6.85%	13 17.81%	7 9.59%	3 4.11%	28 38.36%
	Total	8 10.96%	19 26.03%	14 19.18%	6 8.22%	47 64.38%
Disciplinary Action	Written Reprimand/ Written Warning	3 4.11%	6 8.22%	2 2.74%	1 1.37%	12 16.44%
	Suspension Held in Abeyance	1 1.37%	5 6.85%	2 2.74%		8 10.96%
	Suspension (10 or less days)	2 2.74%	1 1.37%	3 4.11%		6 8.22%
	Total	6 8.22%	12 16.44%	7 9.59%	1 1.37%	26 35.62%
Grand Total		14 19.18%	31 42.47%	21 28.77%	7 9.59%	73 100.00%

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

Closed Cases – Q2 2025

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

Action Type	Action and Suspension Days	Employee Gender	
		Male	Grand Total
Non-Disciplinary Action	11.11 Program	2 2.74%	2 2.74%
	Admonishment	6 8.22%	6 8.22%
	Performance Improvement Plan	8 10.96%	8 10.96%
	Resignation	2 2.74%	2 2.74%
	Retirement	1 1.37%	1 1.37%
	Retraining	28 38.36%	28 38.36%
	Total	47 64.38%	47 64.38%
Disciplinary Action	Written Reprimand/ Written Warning	12 16.44%	12 16.44%
	Suspension Held in Abeyance	8 10.96%	8 10.96%
	Suspension (10 or less days)	6 8.22%	6 8.22%
	Total	26 35.62%	26 35.62%
Grand Total		73 100.00%	73 100.00%

*Table includes actions for those employees with findings of Improper Conduct. **There were no female employees with improper conduct findings and discipline history in the closed cases of Q2 2025.

Closed Cases – Q2 2025

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

		Tenure at Incident						
Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	2 2.74%						2 2.74%
	Admonishment	1 1.37%	2 2.74%	1 1.37%	1 1.37%		1 1.37%	6 8.22%
	Performance Improvement Plan	2 2.74%	3 4.11%	2 2.74%	1 1.37%			8 10.96%
	Resignation		2 2.74%					2 2.74%
	Retirement					1 1.37%		1 1.37%
	Retraining	7 9.59%	14 19.18%	4 5.48%	2 2.74%		1 1.37%	28 38.36%
	Total	12 16.44%	21 28.77%	7 9.59%	4 5.48%	1 1.37%	2 2.74%	47 64.38%
Disciplinary Action	Written Reprimand/ Written Warning	4 5.48%	6 8.22%	1 1.37%	1 1.37%			12 16.44%
	Suspension Held in Abeyance	1 1.37%	6 8.22%	1 1.37%				8 10.96%
	Suspension (10 or less days)	2 2.74%	3 4.11%	1 1.37%				6 8.22%
	Total	7 9.59%	15 20.55%	3 4.11%	1 1.37%			26 35.62%
Grand Total		19 26.03%	36 49.32%	10 13.70%	5 6.85%	1 1.37%	2 2.74%	73 100.00%

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

Closed Cases – Q2 2025

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

Action Type	Action and Suspension Days	Member Status	
		SWORN	Grand Total
Non-Disciplinary Action	11.11 Program	2 2.74%	2 2.74%
	Admonishment	6 8.22%	6 8.22%
	Performance Improvement Plan	8 10.96%	8 10.96%
	Resignation	2 2.74%	2 2.74%
	Retirement	1 1.37%	1 1.37%
	Retraining	28 38.36%	28 38.36%
	Total	47 64.38%	47 64.38%
Disciplinary Action	Written Reprimand/ Written Warning	12 16.44%	12 16.44%
	Suspension Held in Abeyance	8 10.96%	8 10.96%
	Suspension (10 or less days)	6 8.22%	6 8.22%
	Total	26 35.62%	26 35.62%
Grand Total		73 100.00%	73 100.00%

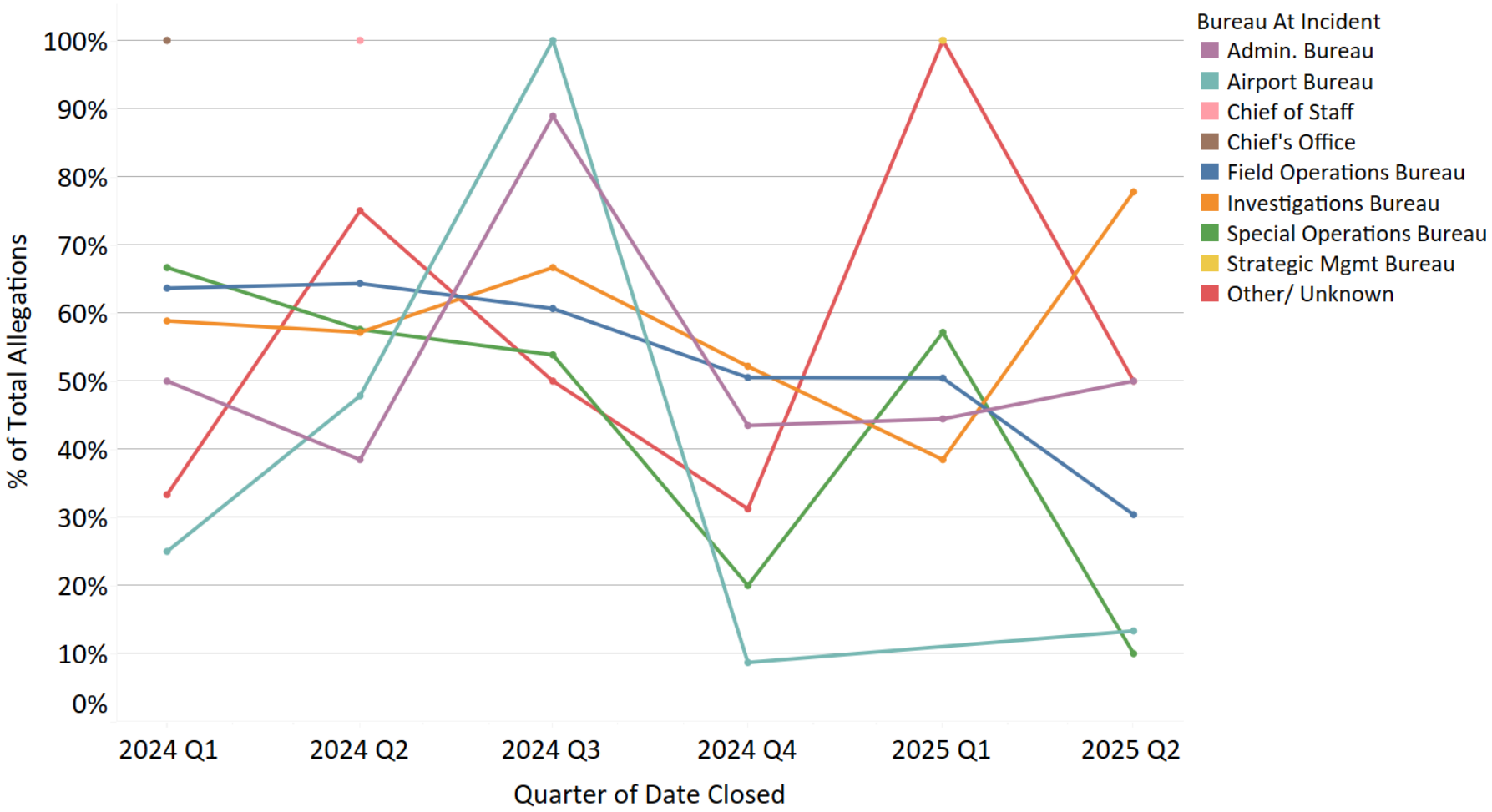
*Table includes actions for those employees with findings of Improper Conduct. **There were no Professional Staff employees with improper conduct findings and discipline history in the closed cases of Q2 2025.

Trends

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident							
			Admin. Bureau	Airport Bureau	Chief of Staff	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Strategic Mgmt Bureau	Other/ Unknown
2024	Q2	Not Sustained	8 61.54%	12 52.17%		71 35.68%	6 42.86%	14 42.42%		1 25.00%
		Sustained	5 38.46%	11 47.83%	3 100.00%	128 64.32%	8 57.14%	19 57.58%		3 75.00%
2025	Q2	Not Sustained	3 50.00%	13 86.67%	3 100.00%	158 69.60%	2 22.22%	9 90.00%	1 100.00%	1 50.00%
		Sustained	3 50.00%	2 13.33%		69 30.40%	7 77.78%	1 10.00%		1 50.00%

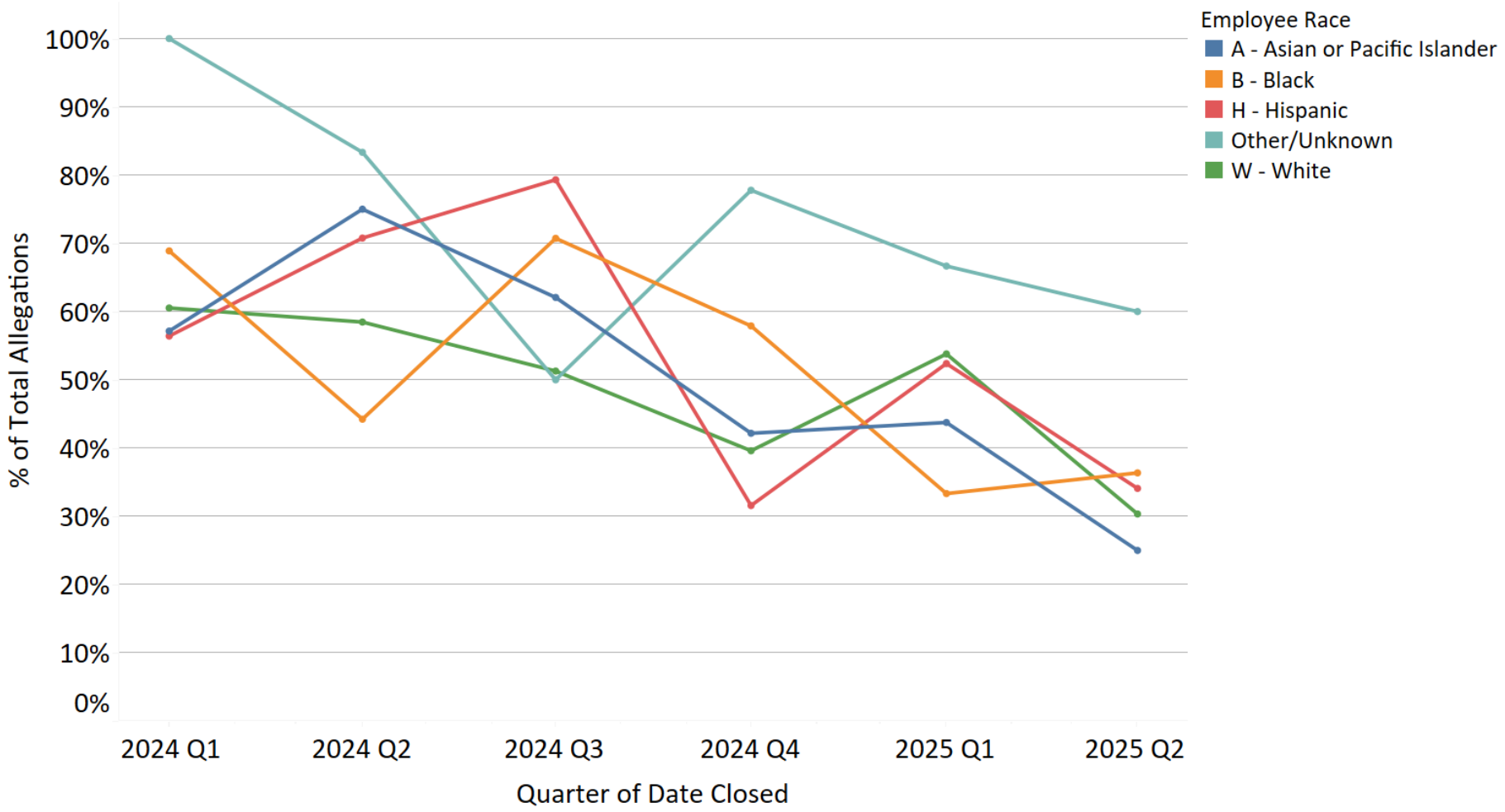
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White
2024	Q2	Not Sustained	9 25.00%	29 55.77%	19 29.23%	1 16.67%	54 41.54%
		Sustained	27 75.00%	23 44.23%	46 70.77%	5 83.33%	76 58.46%
2025	Q2	Not Sustained	51 75.00%	7 63.64%	29 65.91%	2 40.00%	101 69.66%
		Sustained	17 25.00%	4 36.36%	15 34.09%	3 60.00%	44 30.34%

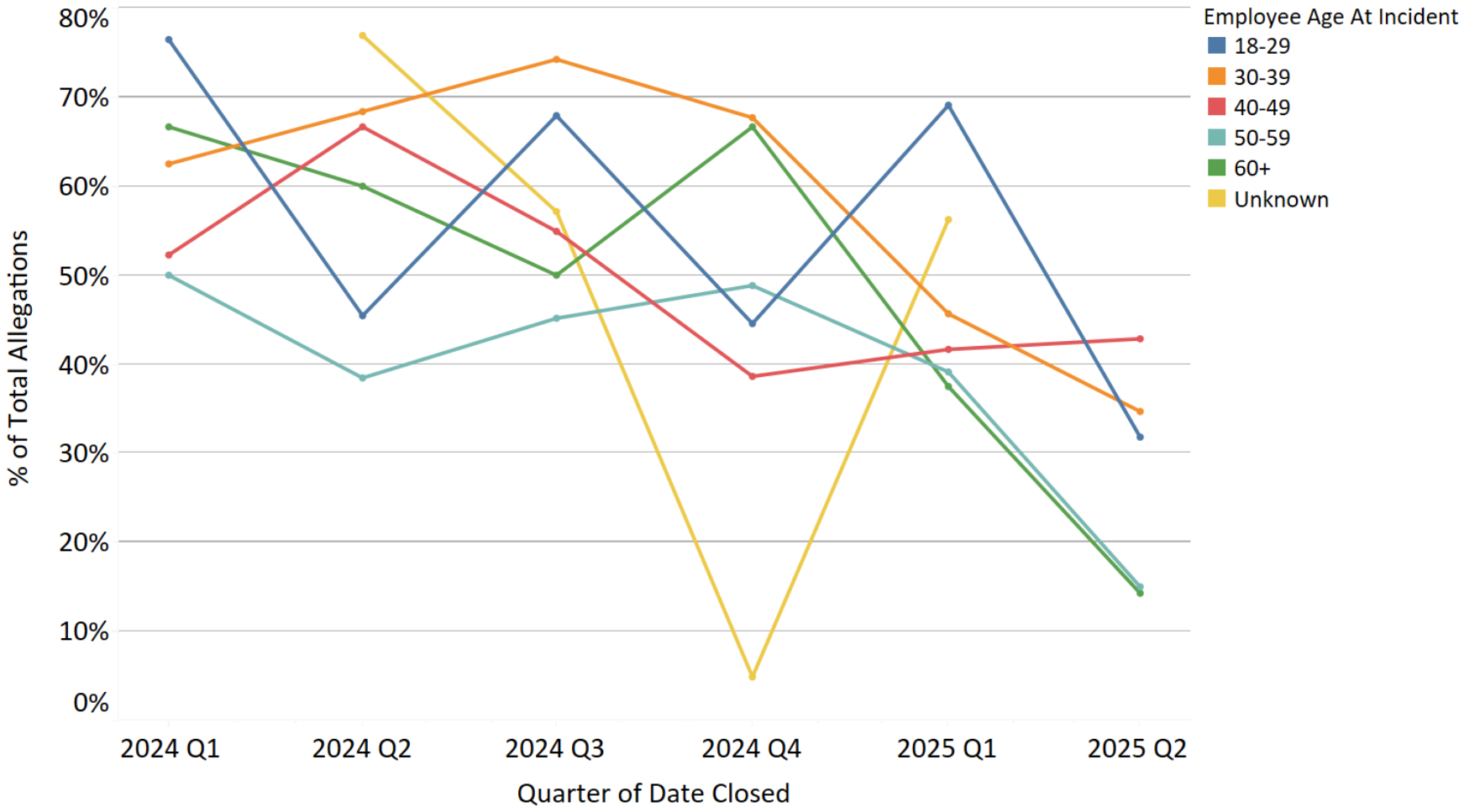
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident					
			18-29	30-39	40-49	50-59	60+	Unknown
2024	Q2	Not Sustained	30 54.55%	43 31.62%	18 33.33%	16 61.54%	2 40.00%	3 23.08%
		Sustained	25 45.45%	93 68.38%	36 66.67%	10 38.46%	3 60.00%	10 76.92%
2025	Q2	Not Sustained	45 68.18%	64 65.31%	24 57.14%	51 85.00%	6 85.71%	
		Sustained	21 31.82%	34 34.69%	18 42.86%	9 15.00%	1 14.29%	

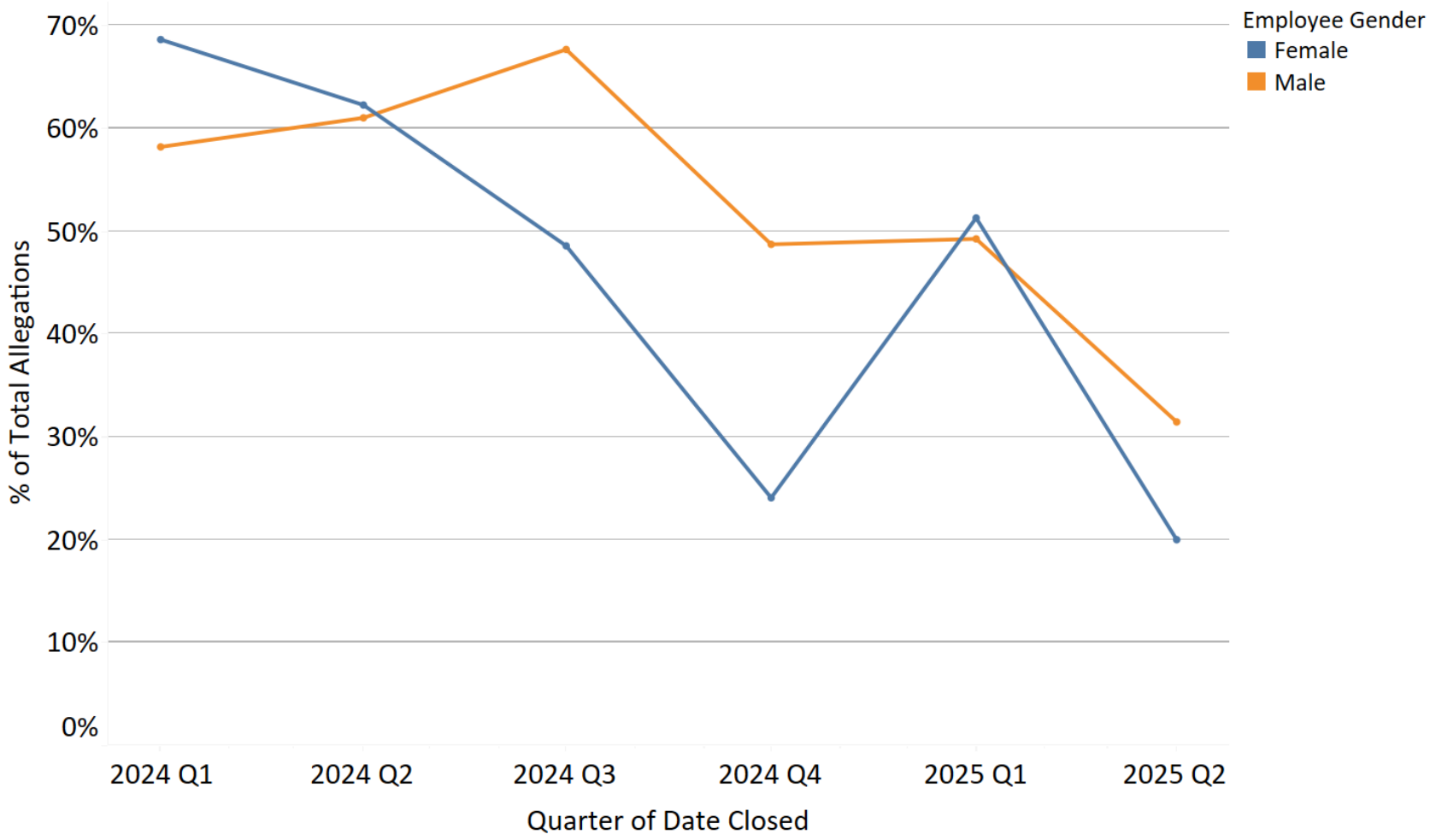
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
2024	Q2	Not Sustained	20 37.74%	92 38.98%
		Sustained	33 62.26%	144 61.02%
2025	Q2	Not Sustained	20 80.00%	170 68.55%
		Sustained	5 20.00%	78 31.45%

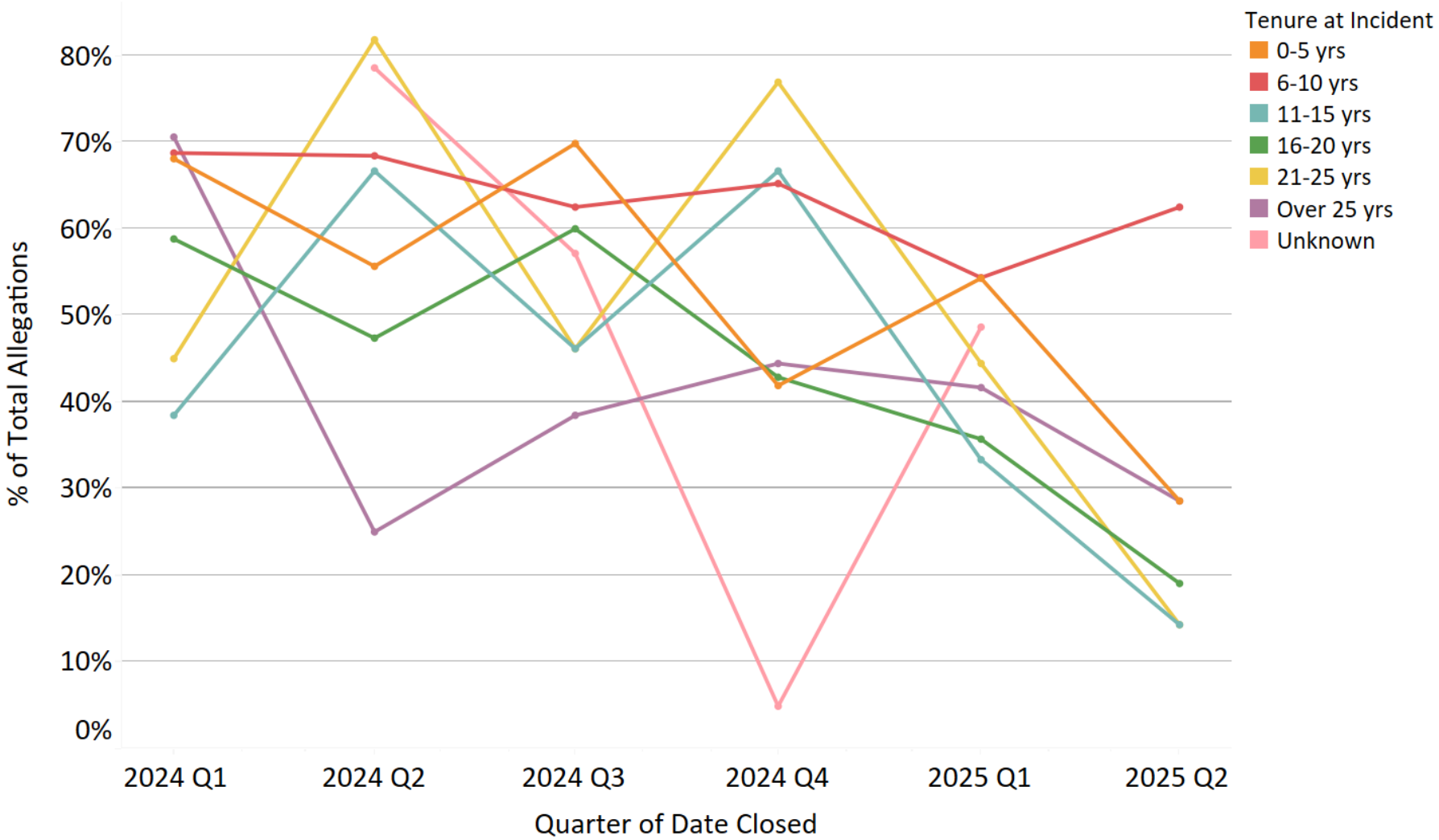
Percentage of Sustained Allegations by Gender



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	Unknown
2024	Q2	Not Sustained	47 44.34%	24 31.58%	12 33.33%	10 52.63%	4 18.18%	12 75.00%	3 21.43%
		Sustained	59 55.66%	52 68.42%	24 66.67%	9 47.37%	18 81.82%	4 25.00%	11 78.57%
2025	Q2	Not Sustained	70 71.43%	21 37.50%	42 85.71%	34 80.95%	18 85.71%	5 71.43%	
		Sustained	28 28.57%	35 62.50%	7 14.29%	8 19.05%	3 14.29%	2 28.57%	

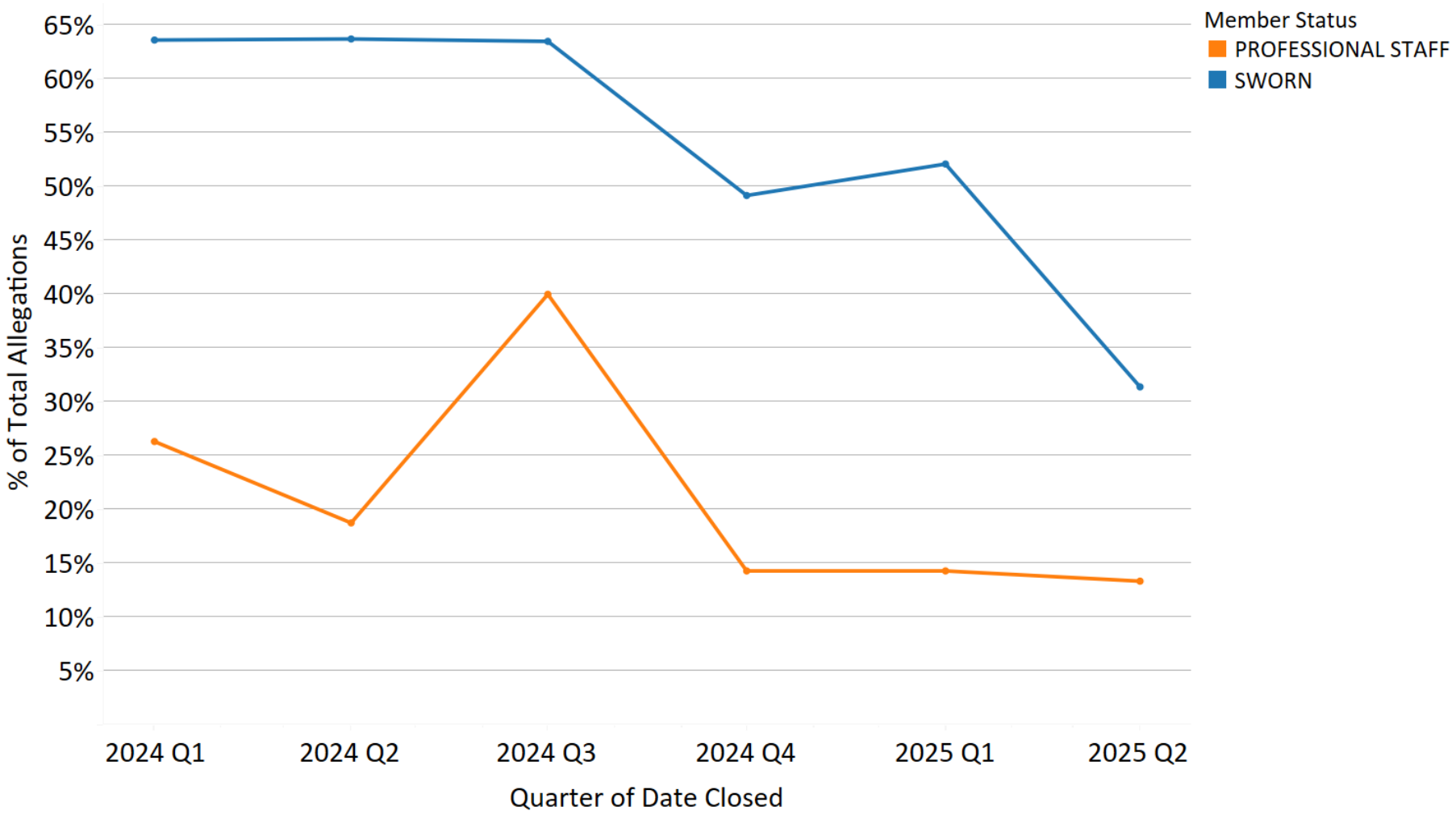
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL STAFF	SWORN
2024	Q2	Not Sustained	13 81.25%	99 36.26%
		Sustained	3 18.75%	174 63.74%
2025	Q2	Not Sustained	13 86.67%	177 68.60%
		Sustained	2 13.33%	81 31.40%

Percentage of Sustained Allegations by Member Status



Opened Cases Complaint Summaries

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0073	ND (BWC)	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0074	ND (BWC)	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0079	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0080	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0081	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0082	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0083	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0084	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0086	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0087	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0088	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0089	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0090	CU (x2), Failure to Follow Proper Procedures as Detailed, ND, ND (BWC) (x2)	Failed to activate BWC during a detention or arrest, in violation of DGO 10.11.03, C. - (BWC) Authorized Use. Allowed an unauthorized person to ride in a marked police vehicle while on-duty without approval, in violation of DGO 2.01.03, Rule 1- Misconduct. Failed to follow all procedures for members involved in vehicle crashes (e.g. remaining on scene until a supervisor arrives, notify DEM & investigating the collision), in violation of DGO 2.06.04- Vehicle Crashes Involving Members. Wrote a materially incomplete incident report, in violation DGO 2.01.03, Rule 9-Written Reports. Allowed an unauthorized person, a non-SFPD member, to use a Department Police Radio, in violation of DGO 10.02.01, 1- Equipment-Safekeeping and Use.
MCD-2025-0091	CU	Transmitted a text message via Department cell phone, demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03 Rule 1 - Misconduct.
MCD-2025-0093	DUI	Was off-duty and arrested for driving under the influence, in violation of DGO 2.01.03 Rule 1 - Misconduct.
MCD-2025-0094	CU, ND	While off-duty, purchased a vintage automobile at a price well below its current market value from an elder victim, in violation of DGO 2.01.03, Rule 1, Misconduct. Was cited for a misdemeanor violation and failed to notify a Commanding Officer of the arrest, in violation of DGO 2.01.03.g, Department Member's Notification Responsibilities.
MCD-2025-0095	ND	Lost a subject in custody's wallet while transporting them, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0096	ND (Lost Property)	Failed to take proper care of Department Property (cell phone), in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2025-0097	CU, ND	Spoke in a disrespectful manner, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Spends social time with a coworker by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0097	ND	Arrives late to work, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty.
MCD-2025-0097	ND	Uses the Department gym for two hours or more, in violation of DGO 2.01.03, Rule 23 - Attention to Duty.
MCD-2025-0097	ND	Leaves assigned work location to spend social time with a coworker by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0098	CU	Exceeded the maximum overtime hours allowed, in violation of the City and County of San Francisco's overtime ordinance pursuant to Administrative Code 18.13.1.
MCD-2025-0098	CU	Engaged in an undisclosed romantic relationship with a subordinate, in violation of DN 23-155, requiring disclosure to the SFPD Human Resources Manager.
MCD-2025-0098	CU (x3)	Engaged in an undisclosed romantic relationship with a subordinate, in violation of DN 23-155, requiring disclosure to the SFPD Human Resources Manager. Displayed favoritism and failed to treat subordinates fairly, in violation of DGO 2.01.03, Rule 1. Engaged in the unfair distribution of overtime, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0098	CU, ND	Engaged in the unfair distribution of overtime, in violation of DGO 2.01.03, Rule 1. Failed to properly supervise by allowing a subordinate to violate the overtime policy, in violation of DGO 1.04(I)(A)(1)(c).
MCD-2025-0098	ND	Failed to properly supervise by allowing a subordinate to violate the overtime policy, in violation of DGO 1.04(I)(A)(1)(c).
MCD-2025-0099	DUI	Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct.
MCD-2025-0099	DUI	Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0101	CU, ND (x2)	Consistently arrived late for work, in violation of DGO 2.01.03, Rule 4, Reporting for Duty. Failed to complete assigned work assigned, in violation of DGO 2.01.03, Rule 5, Performing Duties. Behaved in a rude and unprofessional manner to Department members, in violation of DGO 2.01.03, Rule 1(a), Conduct Unbecoming an Employee.
MCD-2025-0102	CU (x2), ND	Operated a motor vehicle and involved in a vehicle collision resulting in the death of an individual, in violation of Department General Order 2.01.03, Rule #1 - Misconduct. Was charged for misdemeanor 192(c)(2)PC - Vehicular Manslaughter w/o Gross Negligence, in violation of Department General Order 2.01.03, Rule #1 - Misconduct. Failed to properly notify the Department in a timely manner, in violation of Department General Order 2.01.01, Rule #2 - Department Member's Notification Responsibilities.
MCD-2025-0103	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0104	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0105	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0106	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0107	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0108	FTA (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0109	ND (Lost Property)	Lost department issued identification card in, violation of DGO 2.01.03 Rule 23 - Deputy Property.
MCD-2025-0110	ND (BWC)	Failed to follow BWC policy on many untitled videos, in violation of DGO 10.01.03, H,2 - Storage and Use of Recordings.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0111	ND (Lost Property)	Lost an SFPD Star, in violation of DGO 2.01.03 Rule 23.
MCD-2025-0112	ND (Lost Property)	While off duty, lost a wallet containing a department issued identification card, in violation of DGO 2.01.03 Rule 23, Department Property.
MCD-2025-0113	ND (Lost Property)	Lost multiple Department keys while on duty, in violation of DGO 2.01.03 Rule 23 - Care of Department Property.
MCD-2025-0114	Failure To Write An Incident Report	Refused to take an incident report in violation of DGO 2.01.03, Rule 9, Written Reports
MCD-2025-0115	ND	Failed to verify the amount of US Currency booked, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0115	ND	Failed to properly count and book US Currency, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0116	CU	Ordered employees to provide rides to work, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0117	ND	Instructed a training course with their family member, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work. Attended a conference, but did not accurately report the training in HRMS, in violation of DN 23-050, Timekeeping Responsibilities and Inadequate Balance in HRMS.
MCD-2025-0117	CU	Instructed a training course with their family member, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work.
MCD-2025-0118	CU	Accessed HRMS while off duty from a department computer to change work status without supervisory approval, and in violation of orders prohibiting the changing of work status. Violated DGO 2.01.03, Rule 1 - Misconduct, Rule 5 - Performing Duties, Rule 14 - Insubordination, and DGO 10.08.II.D - Unauthorized Use of Office Technology,
MCD-2025-0119	CU	Sent and received an email from a department issued email address with no reference to a work-related purpose, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Officer Technologies.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0120	CU	Sent an unprofessional text message to a group chat, purchased alcohol while in uniform and on duty, and has shown a pattern of rudeness and hostility, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0121	UA	Attempted to use a Department issued ID badge to enter a secure area within the San Francisco International Airport but was denied entry because the badge had expired. Contacted another employee who allowed entry to the area. Entry into this area without a current ID badge is a violation of DGO 2.01.03, Rule 5 - Performance of Duties in accordance with department policies and procedures and Code of Federal Regulations 1540.105(a)91) - Circumvention of Federal Security Procedure.
MCD-2025-0122	ND (BWC)	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03(H)(1) - BWC Procedures.

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
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

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

Guide to Acronyms

- AI – Administrative Investigation
- AWOL – Absent Without Leave
- BWC – Body Worn Camera
- CAD – Computer Aided Dispatch
- CIT – Crisis Intervention Team
- CRD – Conduct Reflecting Discredit
- CU – Conduct Unbecoming
- CVC – California Vehicle Code
- DB – Department Bulletin
- DEM – San Francisco Department of Emergency Management
- DGO – Department General Order
- DM – Department Manual
- DN – Department Notice
- 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
- OID – Officer Involved Discharge (of Firearm)
- OIS – Officer Involved Shooting
- PIP – Performance Improvement Plan
- UA – Unwarranted Action
- UOF – Use of Force/Excessive or Unnecessary Force

Internal Affairs Division

Quarterly Report

Q3 2025

Safety with Respect

Data Source: San Francisco Police Department's Administrative Investigations Management (AIM) database, queried October 6, 2025

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

Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
  - Findings – pages 16-23
  - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
  - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-59
- Glossary – page 60
- Guide to Acronyms – page 61

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	530	19.0%
Airport Bureau	374	13.4%
Bureau of Investigations	347	12.4%
Chief's Office	216	7.7%
Field Operations Bureau	1,152	41.3%
Special Operations Bureau	169	6.1%
Total	2,788	100.0%

Race/Ethnicity		
Asian	830	29.8%
Black	240	8.6%
Hispanic	518	18.6%
Other/Unknown	66	2.4%
White	1,134	40.7%
Total	2,788	100.0%

*Demographics as of August 28, 2025

*Bureau of Assignment data in this report reflects an SFPD organizational restructure per DN 25-085 (August 18, 2025)

San Francisco Police Department Employee Demographics

Age Group		
18-29	209	7.5%
30-39	755	27.1%
40-49	797	28.6%
50-59	634	22.7%
60+	393	14.1%
Total	2,788	100.0%

Gender		
Male	2,134	76.5%
Female	654	23.5%
Total	2,788	100.0%

*Demographics as of August 28, 2025

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	513	18.4%
6-10	684	24.5%
11-15	380	13.6%
16-20	497	17.8%
21-25	261	9.4%
Over 25	453	16.2%
Total	2,788	100.0%

Member Status		
Sworn	1,856	66.6%
Professional Staff	932	33.4%
Total	2,788	100.0%

*Demographics as of August 28, 2025

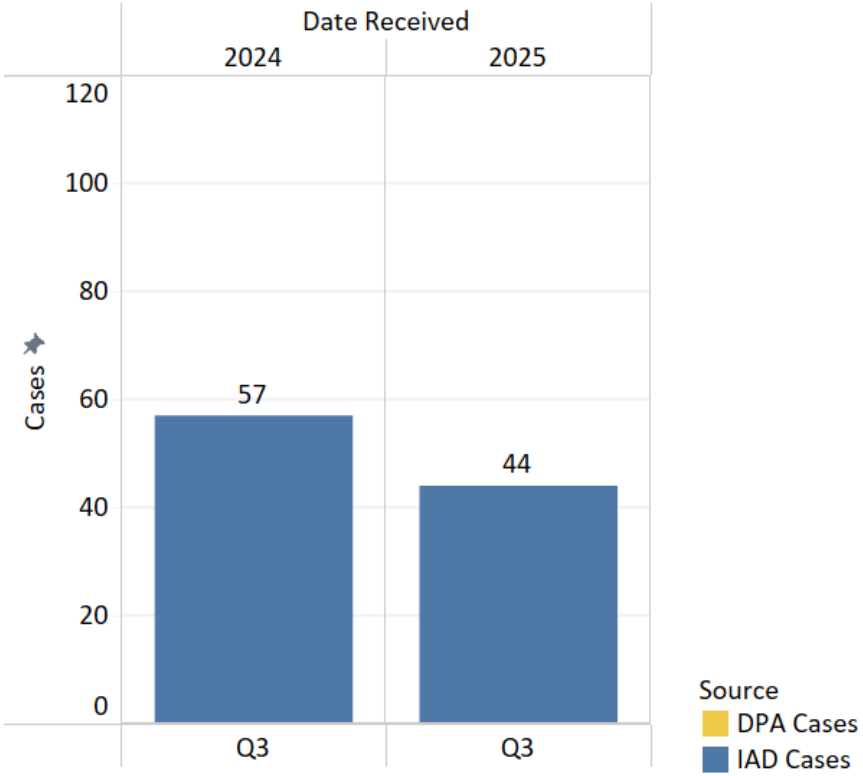
Opened Cases

		Date Received Q3
2024	IAD Cases	57
2025	IAD Cases	44

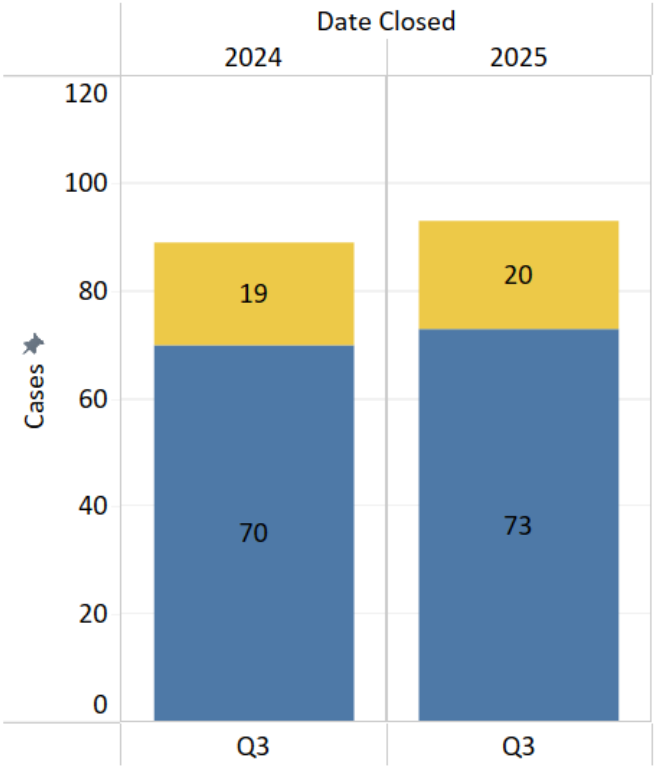
Closed Cases

		Date Closed Q3
2024	DPA Cases	19
	IAD Cases	70
	Total	89
2025	DPA Cases	20
	IAD Cases	73
	Total	93

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.

OPENED CASES

Opened Cases – Q3 2025

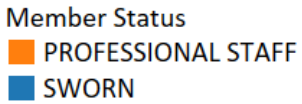
Number of Allegations

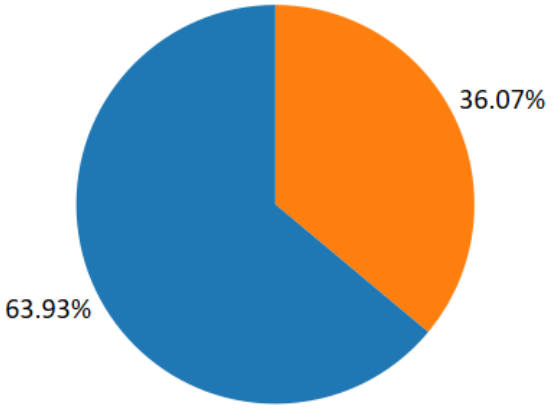
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	20	27.78%
Neglect Of Duty, General	19	26.39%
Failure to Appear, Range	17	23.61%
Unnecessary Force	3	4.17%
Failure To Properly Investigate	2	2.78%
Domestic Violence	2	2.78%
Conduct Reflecting Discredit	2	2.78%
Administrative Investigation	2	2.78%
Weapon Discharge	1	1.39%
Neglect of Duty, Lost Property	1	1.39%
Neglect of Duty, Body Worn Camera	1	1.39%
Failure To Write An Incident Report	1	1.39%
DUI	1	1.39%
Total Allegations	72	100.00%

Opened Cases – Q3 2025

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	22
SWORN	39
Grand Total	61

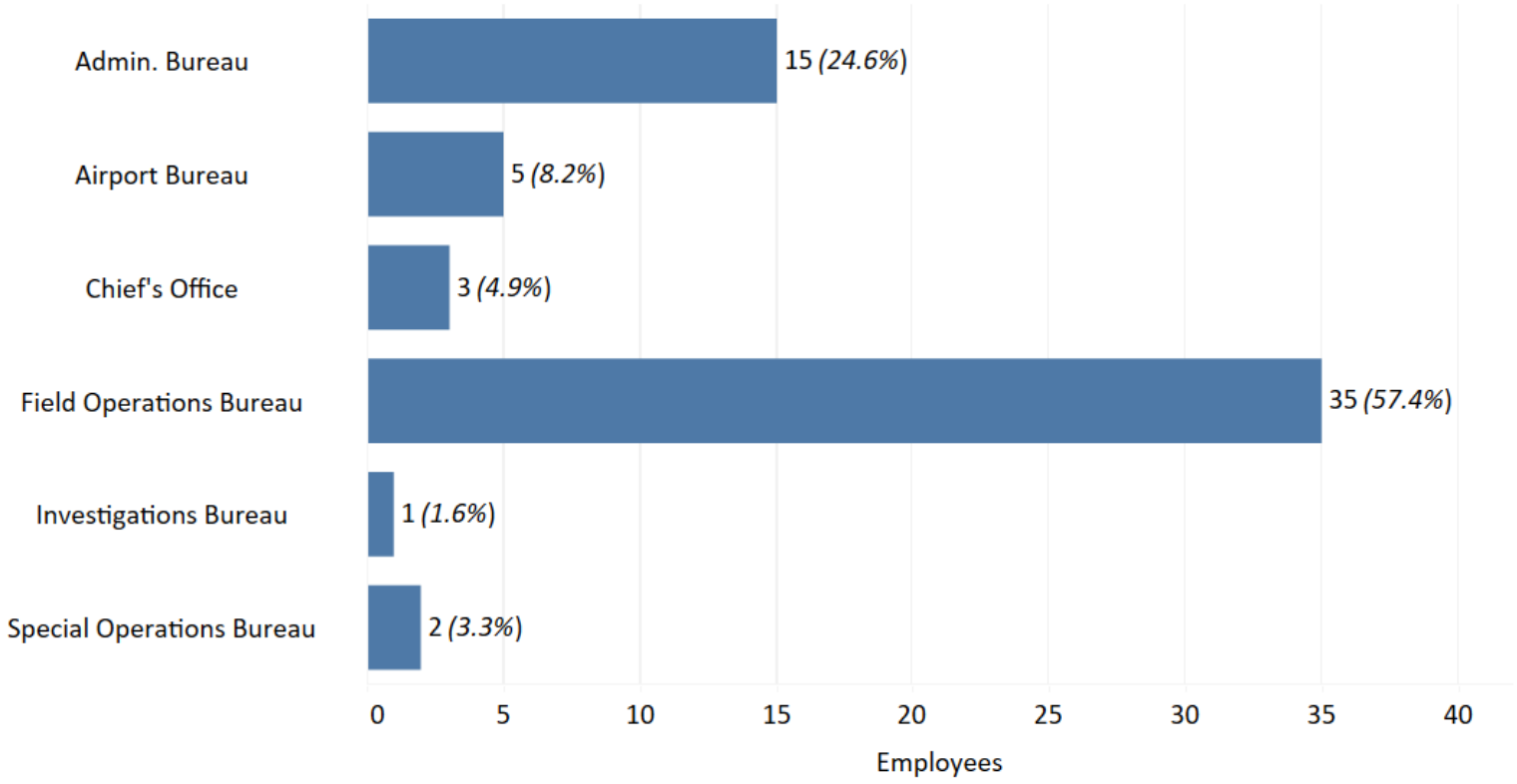




*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Opened Cases – Q3 2025

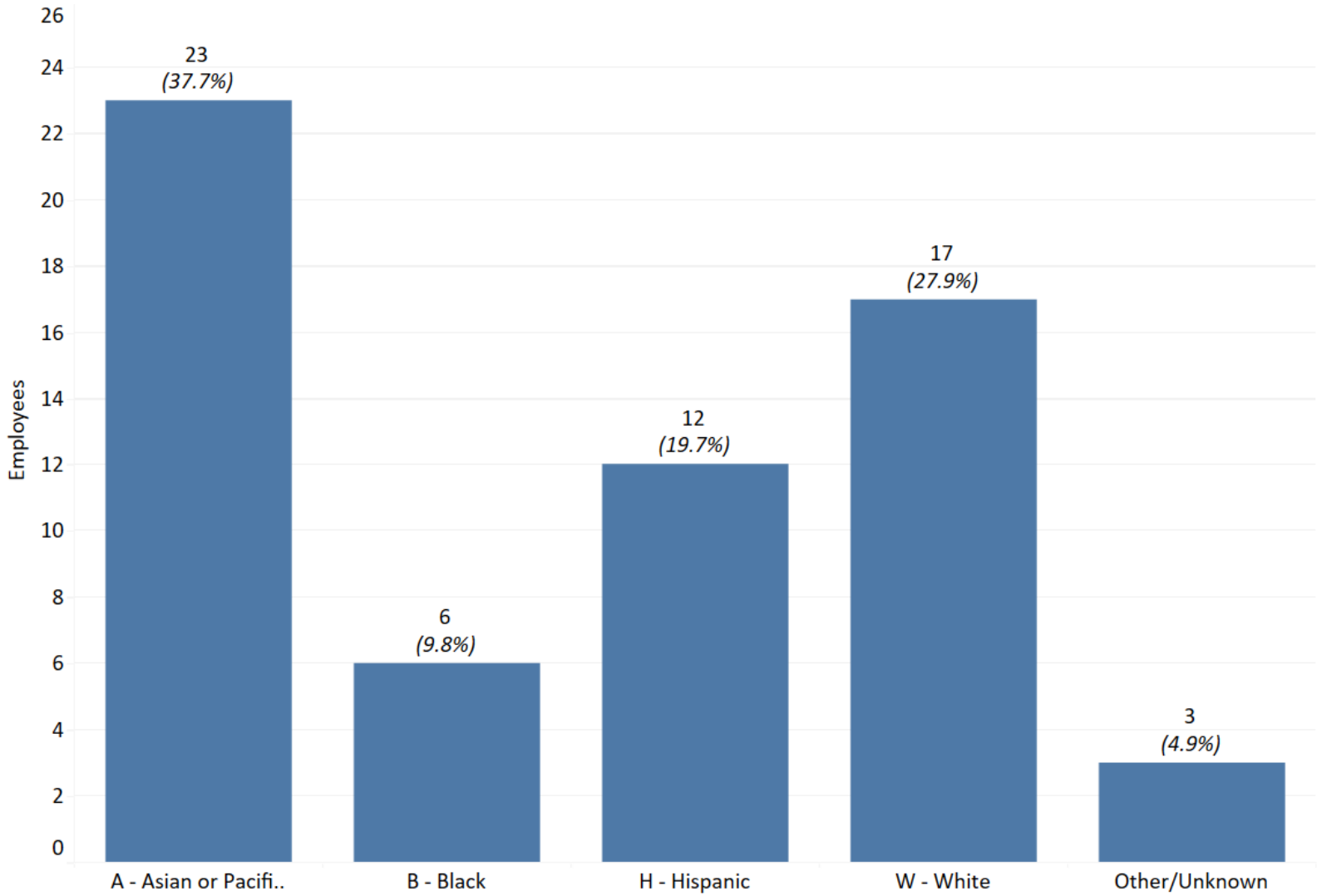
Number of Employees by Bureau



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

Opened Cases – Q3 2025

Number of Employees by Race

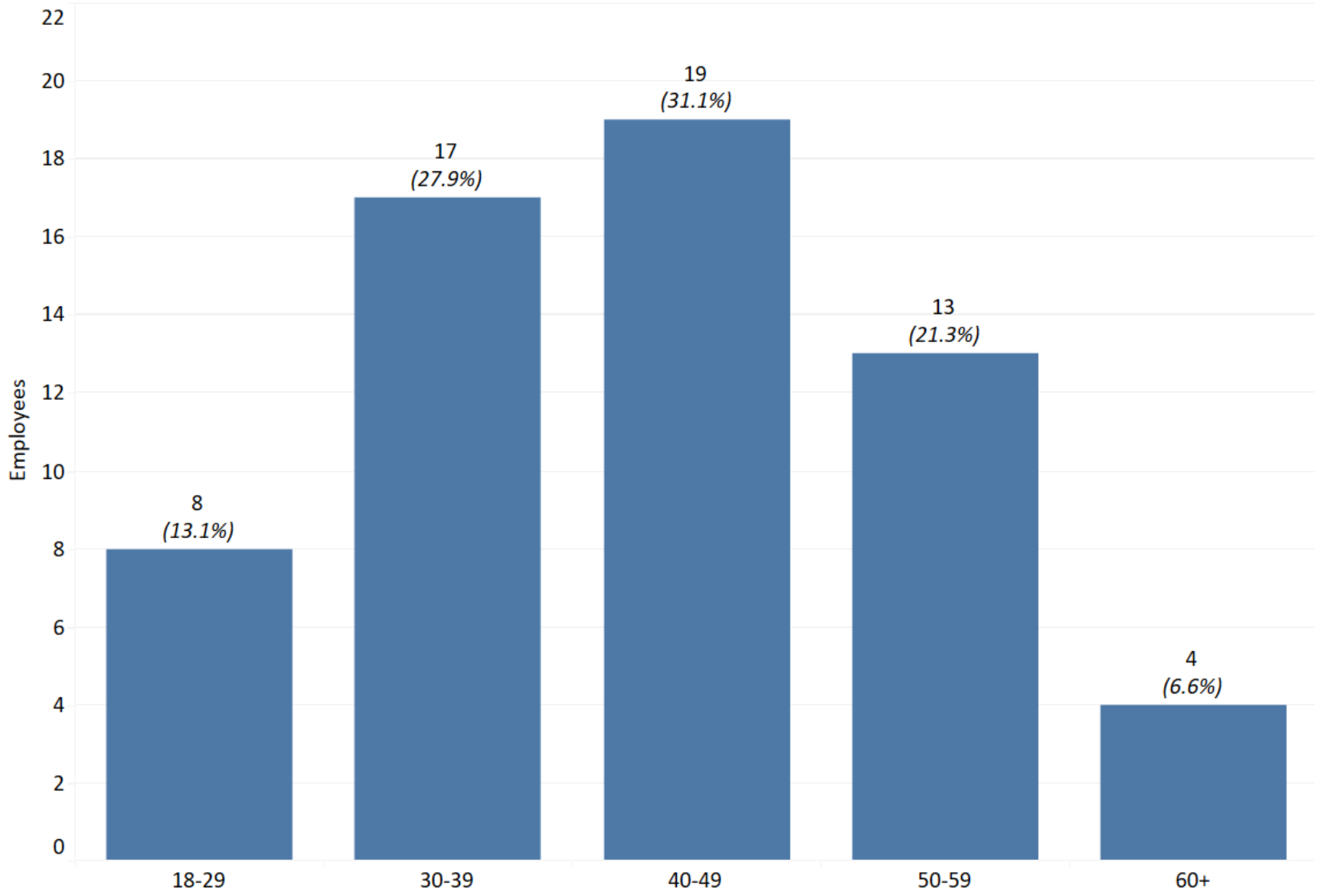


*The Other/Unknown category includes employees whose race does not fall within any other available category

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

Opened Cases – Q3 2025

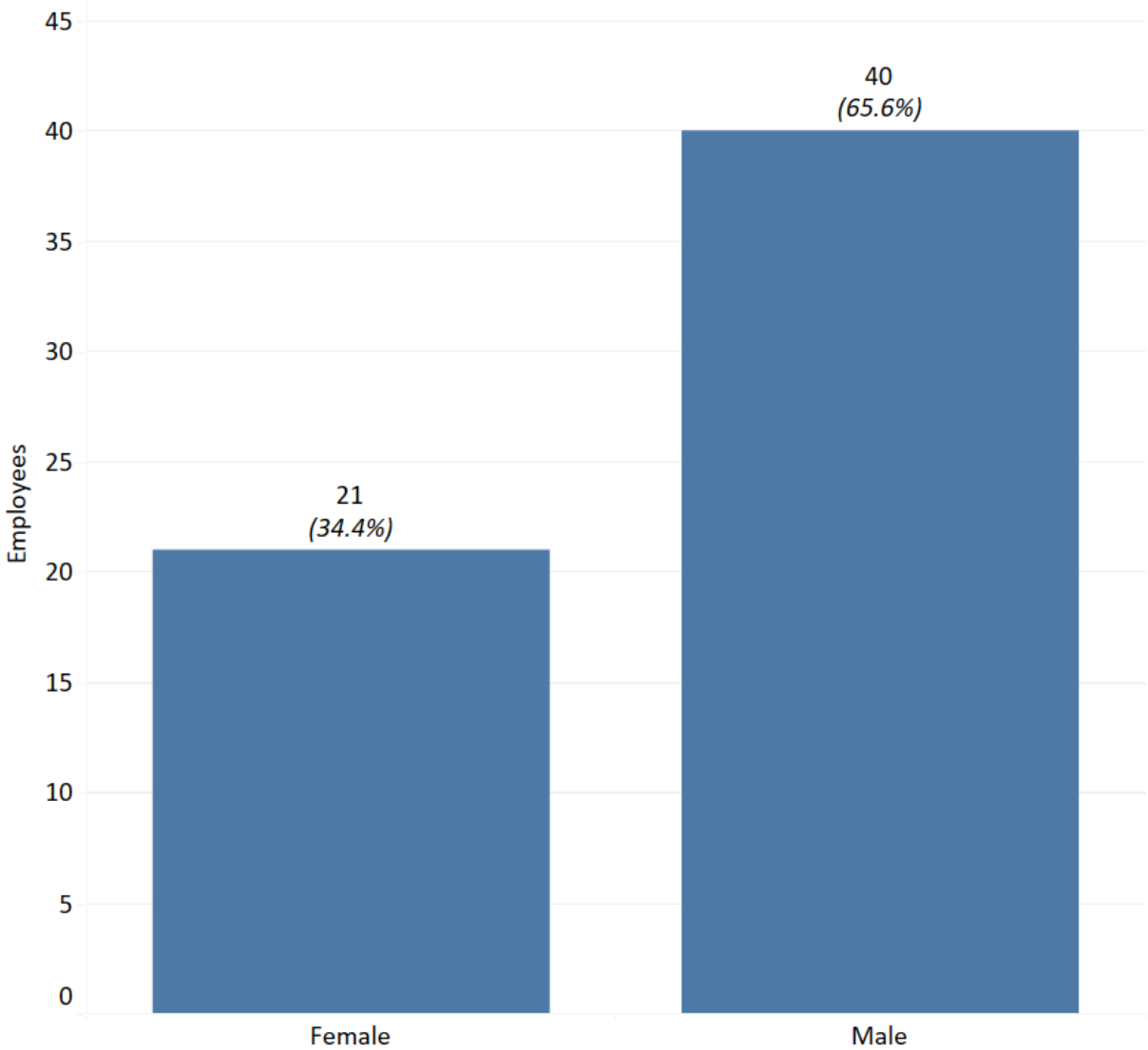
Number of Employees by Age Group



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

Opened Cases – Q3 2025

Number of Employees by Gender

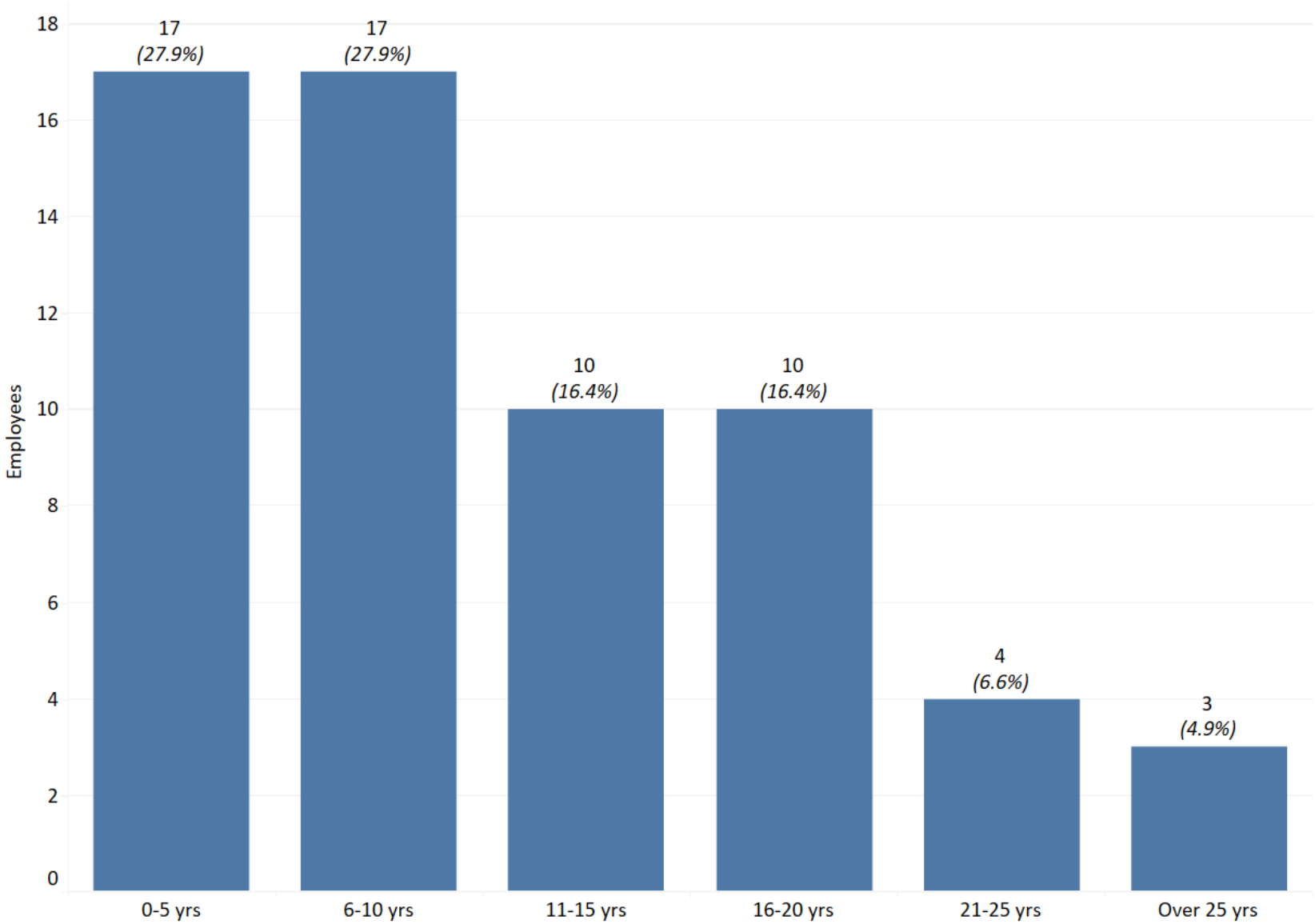


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q3 2025

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

Opened Cases – Q3 2025

Number of Employees by Tenure



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

CLOSED CASES - FINDINGS

Closed Cases – Q3 2025

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Proper Conduct	174	52.89%
Improper Conduct	118	35.87%
Insufficient Evidence	21	6.38%
Unfounded	8	2.43%
Policy Failure	7	2.13%
Exceptional Clearance	1	0.30%
Total Findings	329	100.00%

*Employees may have multiple allegations and findings, above table represents 126 employees

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

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – Q3 2025

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Grand Total
Exceptional Clearance				1 (0.30%)			1 (0.30%)
Improper Conduct	7 (2.13%)	3 (0.91%)	1 (0.30%)	87 (26.44%)	3 (0.91%)	17 (5.17%)	118 (35.87%)
Insufficient Evidence	5 (1.52%)	3 (0.91%)		9 (2.74%)	3 (0.91%)	1 (0.30%)	21 (6.38%)
Policy Failure				5 (1.52%)	1 (0.30%)	1 (0.30%)	7 (2.13%)
Proper Conduct	2 (0.61%)	1 (0.30%)		171 (51.98%)			174 (52.89%)
Unfounded				8 (2.43%)			8 (2.43%)
Grand Total	14 (4.26%)	7 (2.13%)	1 (0.30%)	281 (85.41%)	7 (2.13%)	19 (5.78%)	329 (100.00%)

*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 126 employees

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

Closed Cases – Q3 2025

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unkno..	Grand Total
Exceptional Clearance				1 (0.30%)		1 (0.30%)
Improper Conduct	20 (6.08%)	24 (7.29%)	28 (8.51%)	46 (13.98%)		118 (35.87%)
Insufficient Evidence	7 (2.13%)	5 (1.52%)	3 (0.91%)	5 (1.52%)	1 (0.30%)	21 (6.38%)
Policy Failure		1 (0.30%)	2 (0.61%)	4 (1.22%)		7 (2.13%)
Proper Conduct	24 (7.29%)	3 (0.91%)	56 (17.02%)	88 (26.75%)	3 (0.91%)	174 (52.89%)
Unfounded		2 (0.61%)	1 (0.30%)	5 (1.52%)		8 (2.43%)
Grand Total	51 (15.50%)	35 (10.64%)	90 (27.36%)	149 (45.29%)	4 (1.22%)	329 (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 126 employees

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

Closed Cases – Q3 2025

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Exceptional Clearance		1 (0.30%)				1 (0.30%)
Improper Conduct	24 (7.29%)	46 (13.98%)	25 (7.60%)	17 (5.17%)	6 (1.82%)	118 (35.87%)
Insufficient Evidence	2 (0.61%)	5 (1.52%)	7 (2.13%)	6 (1.82%)	1 (0.30%)	21 (6.38%)
Policy Failure	3 (0.91%)	2 (0.61%)	2 (0.61%)			7 (2.13%)
Proper Conduct	48 (14.59%)	103 (31.31%)	20 (6.08%)	3 (0.91%)		174 (52.89%)
Unfounded	2 (0.61%)	1 (0.30%)	2 (0.61%)	3 (0.91%)		8 (2.43%)
Grand Total	79 (24.01%)	158 (48.02%)	56 (17.02%)	29 (8.81%)	7 (2.13%)	329 (100.00%)

*Employees may have multiple allegations and findings, above table represents 126 employees

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

Closed Cases – Q3 2025

Findings by Gender

	Employee Gender		
	Female	Male	Grand Total
Exceptional Clearance		1 (0.30%)	1 (0.30%)
Improper Conduct	15 (4.56%)	103 (31.31%)	118 (35.87%)
Insufficient Evidence	6 (1.82%)	15 (4.56%)	21 (6.38%)
Policy Failure		7 (2.13%)	7 (2.13%)
Proper Conduct	22 (6.69%)	152 (46.20%)	174 (52.89%)
Unfounded	4 (1.22%)	4 (1.22%)	8 (2.43%)
Grand Total	47 (14.29%)	282 (85.71%)	329 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q3 2025

*Employees may have multiple allegations and findings, above table represents 126 employees

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

Closed Cases – Q3 2025

Findings by Tenure

	Tenure at Incident						
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Exceptional Clearance		1 (0.30%)					1 (0.30%)
Improper Conduct	43 (13.07%)	32 (9.73%)	13 (3.95%)	9 (2.74%)	10 (3.04%)	11 (3.34%)	118 (35.87%)
Insufficient Evidence	6 (1.82%)	5 (1.52%)	1 (0.30%)	6 (1.82%)	3 (0.91%)		21 (6.38%)
Policy Failure	3 (0.91%)	2 (0.61%)		1 (0.30%)		1 (0.30%)	7 (2.13%)
Proper Conduct	94 (28.57%)	73 (22.19%)	4 (1.22%)	2 (0.61%)	1 (0.30%)		174 (52.89%)
Unfounded	3 (0.91%)			2 (0.61%)	2 (0.61%)	1 (0.30%)	8 (2.43%)
Grand Total	149 (45.29%)	113 (34.35%)	18 (5.47%)	20 (6.08%)	16 (4.86%)	13 (3.95%)	329 (100.00%)

*Employees may have multiple allegations and findings, above table represents 126 employees

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

Closed Cases – Q3 2025

Findings by Member Status

	Member Status		
	PROFESSIONAL STAFF	SWORN	Grand Total
Exceptional Clearance		1 (0.30%)	1 (0.30%)
Improper Conduct	6 (1.82%)	112 (34.04%)	118 (35.87%)
Insufficient Evidence	7 (2.13%)	14 (4.26%)	21 (6.38%)
Policy Failure		7 (2.13%)	7 (2.13%)
Proper Conduct	3 (0.91%)	171 (51.98%)	174 (52.89%)
Unfounded		8 (2.43%)	8 (2.43%)
Grand Total	16 (4.86%)	313 (95.14%)	329 (100.00%)

*Employees may have multiple allegations and findings, above table represents 126 employees

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

CLOSED CASES - ACTIONS

Closed Cases – Q3 2025

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	44	28.03%
	Resignation	3	1.91%
	Retirement	4	2.55%
	Retraining	70	44.59%
	Total	121	77.07%
Disciplinary Action	Written Reprimand/ Written Warning	19	12.10%
	Suspension Held in Abeyance	8	5.10%
	Suspension (10 or less days)	4	2.55%
	Suspension (11 or more days)	1	0.64%
	Termination	4	2.55%
	Total	36	22.93%
Grand Total		157	100.00%

*Employees may receive multiple actions, above table represents 81 employees

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

Closed Cases – Q3 2025

Actions by Bureau

Action Type	Action and Suspension Days	Bureau At Incident						
		Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Grand Total
Non-Disciplinary Action	Admonishment	4 2.55%	2 1.27%	1 0.64%	33 21.02%	2 1.27%	2 1.27%	44 28.03%
	Resignation				3 1.91%			3 1.91%
	Retirement				3 1.91%		1 0.64%	4 2.55%
	Retraining	4 2.55%	3 1.91%	1 0.64%	55 35.03%	3 1.91%	4 2.55%	70 44.59%
	Total	8 5.10%	5 3.18%	2 1.27%	94 59.87%	5 3.18%	7 4.46%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning		1 0.64%		17 10.83%	1 0.64%		19 12.10%
	Suspension Held in Abeyance				6 3.82%		2 1.27%	8 5.10%
	Suspension (10 or less days)				3 1.91%		1 0.64%	4 2.55%
	Suspension (11 or more days)				1 0.64%			1 0.64%
	Termination	1 0.64%			2 1.27%		1 0.64%	4 2.55%
	Total	1 0.64%	1 0.64%		29 18.47%	1 0.64%	4 2.55%	36 22.93%
Grand Total		9 5.73%	6 3.82%	2 1.27%	123 78.34%	6 3.82%	11 7.01%	157 100.00%

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

Closed Cases – Q3 2025

Actions by Race

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Grand Total
Non-Disciplinary Action	Admonishment	10 6.37%	8 5.10%	9 5.73%	17 10.83%	44 28.03%
	Resignation	1 0.64%			2 1.27%	3 1.91%
	Retirement			3 1.91%	1 0.64%	4 2.55%
	Retraining	15 9.55%	12 7.64%	16 10.19%	27 17.20%	70 44.59%
	Total	26 16.56%	20 12.74%	28 17.83%	47 29.94%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	4 2.55%	3 1.91%	6 3.82%	6 3.82%	19 12.10%
	Suspension Held in Abeyance	2 1.27%	1 0.64%		5 3.18%	8 5.10%
	Suspension (10 or less days)	1 0.64%			3 1.91%	4 2.55%
	Suspension (11 or more days)			1 0.64%		1 0.64%
	Termination		1 0.64%	1 0.64%	2 1.27%	4 2.55%
	Total	7 4.46%	5 3.18%	8 5.10%	16 10.19%	36 22.93%
Grand Total		33 21.02%	25 15.92%	36 22.93%	63 40.13%	157 100.00%

*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 – Q3 2025

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	10 6.37%	18 11.46%	10 6.37%	5 3.18%	1 0.64%	44 28.03%
	Resignation	1 0.64%	2 1.27%				3 1.91%
	Retirement		1 0.64%		3 1.91%	1 0.64%	4 2.55%
	Retraining	17 10.83%	30 19.11%	13 8.28%	8 5.10%	2 1.27%	70 44.59%
	Total	28 17.83%	51 32.48%	23 14.65%	16 10.19%	4 2.55%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	4 2.55%	9 5.73%	3 1.91%	2 1.27%	1 0.64%	19 12.10%
	Suspension Held in Abeyance	2 1.27%	4 2.55%	1 0.64%	1 0.64%		8 5.10%
	Suspension (10 or less days)		4 2.55%				4 2.55%
	Suspension (11 or more days)		1 0.64%				1 0.64%
	Termination	1 0.64%		2 1.27%		1 0.64%	4 2.55%
	Total	7 4.46%	18 11.46%	6 3.82%	3 1.91%	2 1.27%	36 22.93%
Grand Total		35 22.29%	69 43.95%	29 18.47%	19 12.10%	6 3.82%	157 100.00%

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

Closed Cases – Q3 2025

Actions by Gender

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	12 7.64%	32 20.38%	44 28.03%
	Resignation		3 1.91%	3 1.91%
	Retirement		4 2.55%	4 2.55%
	Retraining	13 8.28%	57 36.31%	70 44.59%
	Total	25 15.92%	96 61.15%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.27%	17 10.83%	19 12.10%
	Suspension Held in Abeyance		8 5.10%	8 5.10%
	Suspension (10 or less days)		4 2.55%	4 2.55%
	Suspension (11 or more days)		1 0.64%	1 0.64%
	Termination		4 2.55%	4 2.55%
	Total	2 1.27%	34 21.66%	36 22.93%
Grand Total		27 17.20%	130 82.80%	157 100.00%

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

Closed Cases – Q3 2025

Actions by Tenure

Action Type	Action and Suspension Days	Tenure at Incident						
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	Admonishment	20 12.74%	9 5.73%	5 3.18%	7 4.46%	1 0.64%	2 1.27%	44 28.03%
	Resignation	1 0.64%	2 1.27%					3 1.91%
	Retirement		1 0.64%			2 1.27%	1 0.64%	4 2.55%
	Retraining	33 21.02%	17 10.83%	6 3.82%	8 5.10%	3 1.91%	3 1.91%	70 44.59%
	Total	54 34.39%	29 18.47%	11 7.01%	15 9.55%	6 3.82%	6 3.82%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	11 7.01%	4 2.55%	1 0.64%	1 0.64%	1 0.64%	1 0.64%	19 12.10%
	Suspension Held in Abeyance	4 2.55%	3 1.91%			1 0.64%		8 5.10%
	Suspension (10 or less days)	1 0.64%	3 1.91%					4 2.55%
	Suspension (11 or more days)		1 0.64%					1 0.64%
	Termination	1 0.64%		1 0.64%			2 1.27%	4 2.55%
	Total	17 10.83%	11 7.01%	2 1.27%	1 0.64%	2 1.27%	3 1.91%	36 22.93%
Grand Total		71 45.22%	40 25.48%	13 8.28%	16 10.19%	8 5.10%	9 5.73%	157 100.00%

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

Closed Cases – Q3 2025

Actions by Member Status

Action Type	Action and Suspension Days	Member Status		
		PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	3 1.91%	41 26.11%	44 28.03%
	Resignation		3 1.91%	3 1.91%
	Retirement		4 2.55%	4 2.55%
	Retraining	4 2.55%	66 42.04%	70 44.59%
	Total	7 4.46%	114 72.61%	121 77.07%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.64%	18 11.46%	19 12.10%
	Suspension Held in Abeyance		8 5.10%	8 5.10%
	Suspension (10 or less days)		4 2.55%	4 2.55%
	Suspension (11 or more days)		1 0.64%	1 0.64%
	Termination	1 0.64%	3 1.91%	4 2.55%
	Total	2 1.27%	34 21.66%	36 22.93%
Grand Total		9 5.73%	148 94.27%	157 100.00%

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

Closed Cases of Employees with Prior Discipline History

Closed Cases – Q3 2025

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

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	24	25.26%
	Resignation	2	2.11%
	Retirement	2	2.11%
	Retraining	42	44.21%
	Total	70	73.68%
Disciplinary Action	Written Reprimand/ Written Warning	14	14.74%
	Suspension Held in Abeyance	6	6.32%
	Suspension (10 or less days)	3	3.16%
	Termination	2	2.11%
	Total	25	26.32%
Grand Total		95	100.00%

*Employees may receive multiple actions – above table represents 47 employees

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

Closed Cases – Q3 2025

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

Action Type	Action and Suspension Days	Bureau At Incident						
		Admin. Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Airport Bureau	Chief's Office	Grand Total
Non-Disciplinary Action	Admonishment	1 1.05%	17 17.89%	1 1.05%	2 2.11%	2 2.11%	1 1.05%	24 25.26%
	Resignation		2 2.11%					2 2.11%
	Retirement		2 2.11%					2 2.11%
	Retraining	1 1.05%	34 35.79%	1 1.05%	3 3.16%	2 2.11%	1 1.05%	42 44.21%
	Total	2 2.11%	55 57.89%	2 2.11%	5 5.26%	4 4.21%	2 2.11%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning		14 14.74%					14 14.74%
	Suspension Held in Abeyance		5 5.26%		1 1.05%			6 6.32%
	Suspension (10 or less days)		3 3.16%					3 3.16%
	Termination		1 1.05%		1 1.05%			2 2.11%
	Total		23 24.21%		2 2.11%			25 26.32%
	Grand Total	2 2.11%	78 82.11%	2 2.11%	7 7.37%	4 4.21%	2 2.11%	95 100.00%

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

Closed Cases – Q3 2025

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

Action Type	Action and Suspension Days	Employee Race				
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Grand Total
Non-Disciplinary Action	Admonishment	2 2.11%	5 5.26%	7 7.37%	10 10.53%	24 25.26%
	Resignation				2 2.11%	2 2.11%
	Retirement			2 2.11%		2 2.11%
	Retraining	5 5.26%	8 8.42%	11 11.58%	18 18.95%	42 44.21%
	Total	7 7.37%	13 13.68%	20 21.05%	30 31.58%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	3 3.16%	2 2.11%	4 4.21%	5 5.26%	14 14.74%
	Suspension Held in Abeyance	1 1.05%	1 1.05%		4 4.21%	6 6.32%
	Suspension (10 or less days)	1 1.05%			2 2.11%	3 3.16%
	Termination		1 1.05%		1 1.05%	2 2.11%
	Total	5 5.26%	4 4.21%	4 4.21%	12 12.63%	25 26.32%
Grand Total		12 12.63%	17 17.89%	24 25.26%	42 44.21%	95 100.00%

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

Closed Cases – Q3 2025

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

		Employee Age At Incident					
Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	Admonishment	4 4.21%	12 12.63%	4 4.21%	3 3.16%	1 1.05%	24 25.26%
	Resignation		2 2.11%				2 2.11%
	Retirement				2 2.11%	1 1.05%	2 2.11%
	Retraining	8 8.42%	22 23.16%	6 6.32%	5 5.26%	1 1.05%	42 44.21%
	Total	12 12.63%	36 37.89%	10 10.53%	10 10.53%	3 3.16%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	3 3.16%	8 8.42%	2 2.11%	1 1.05%		14 14.74%
	Suspension Held in Abeyance	1 1.05%	3 3.16%	1 1.05%	1 1.05%		6 6.32%
	Suspension (10 or less days)		3 3.16%				3 3.16%
	Termination			2 2.11%			2 2.11%
	Total	4 4.21%	14 14.74%	5 5.26%	2 2.11%		25 26.32%
Grand Total		16 16.84%	50 52.63%	15 15.79%	12 12.63%	3 3.16%	95 100.00%

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

Closed Cases – Q3 2025

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	7 7.37%	17 17.89%	24 25.26%
	Resignation		2 2.11%	2 2.11%
	Retirement		2 2.11%	2 2.11%
	Retraining	9 9.47%	33 34.74%	42 44.21%
	Total	16 16.84%	54 56.84%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.11%	12 12.63%	14 14.74%
	Suspension Held in Abeyance		6 6.32%	6 6.32%
	Suspension (10 or less days)		3 3.16%	3 3.16%
	Termination		2 2.11%	2 2.11%
	Total	2 2.11%	23 24.21%	25 26.32%
Grand Total		18 18.95%	77 81.05%	95 100.00%

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

Closed Cases – Q3 2025

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

		Tenure at Incident						
Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	Admonishment	8 8.42%	6 6.32%	3 3.16%	5 5.26%		2 2.11%	24 25.26%
	Resignation		2 2.11%					2 2.11%
	Retirement					1 1.05%	1 1.05%	2 2.11%
	Retraining	18 18.95%	11 11.58%	4 4.21%	5 5.26%	2 2.11%	2 2.11%	42 44.21%
	Total	26 27.37%	19 20.00%	7 7.37%	10 10.53%	3 3.16%	5 5.26%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning	8 8.42%	4 4.21%	1 1.05%		1 1.05%		14 14.74%
	Suspension Held in Abeyance	3 3.16%	2 2.11%			1 1.05%		6 6.32%
	Suspension (10 or less days)	1 1.05%	2 2.11%					3 3.16%
	Termination			1 1.05%			1 1.05%	2 2.11%
	Total	12 12.63%	8 8.42%	2 2.11%		2 2.11%	1 1.05%	25 26.32%
Grand Total		38 40.00%	27 28.42%	9 9.47%	10 10.53%	5 5.26%	6 6.32%	95 100.00%

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

Closed Cases – Q3 2025

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

Action Type	Action and Suspension Days	Member Status		
		PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	1 1.05%	23 24.21%	24 25.26%
	Resignation		2 2.11%	2 2.11%
	Retirement		2 2.11%	2 2.11%
	Retraining	1 1.05%	41 43.16%	42 44.21%
	Total	2 2.11%	68 71.58%	70 73.68%
Disciplinary Action	Written Reprimand/ Written Warning		14 14.74%	14 14.74%
	Suspension Held in Abeyance		6 6.32%	6 6.32%
	Suspension (10 or less days)		3 3.16%	3 3.16%
	Termination		2 2.11%	2 2.11%
	Total		25 26.32%	25 26.32%
Grand Total		2 2.11%	93 97.89%	95 100.00%

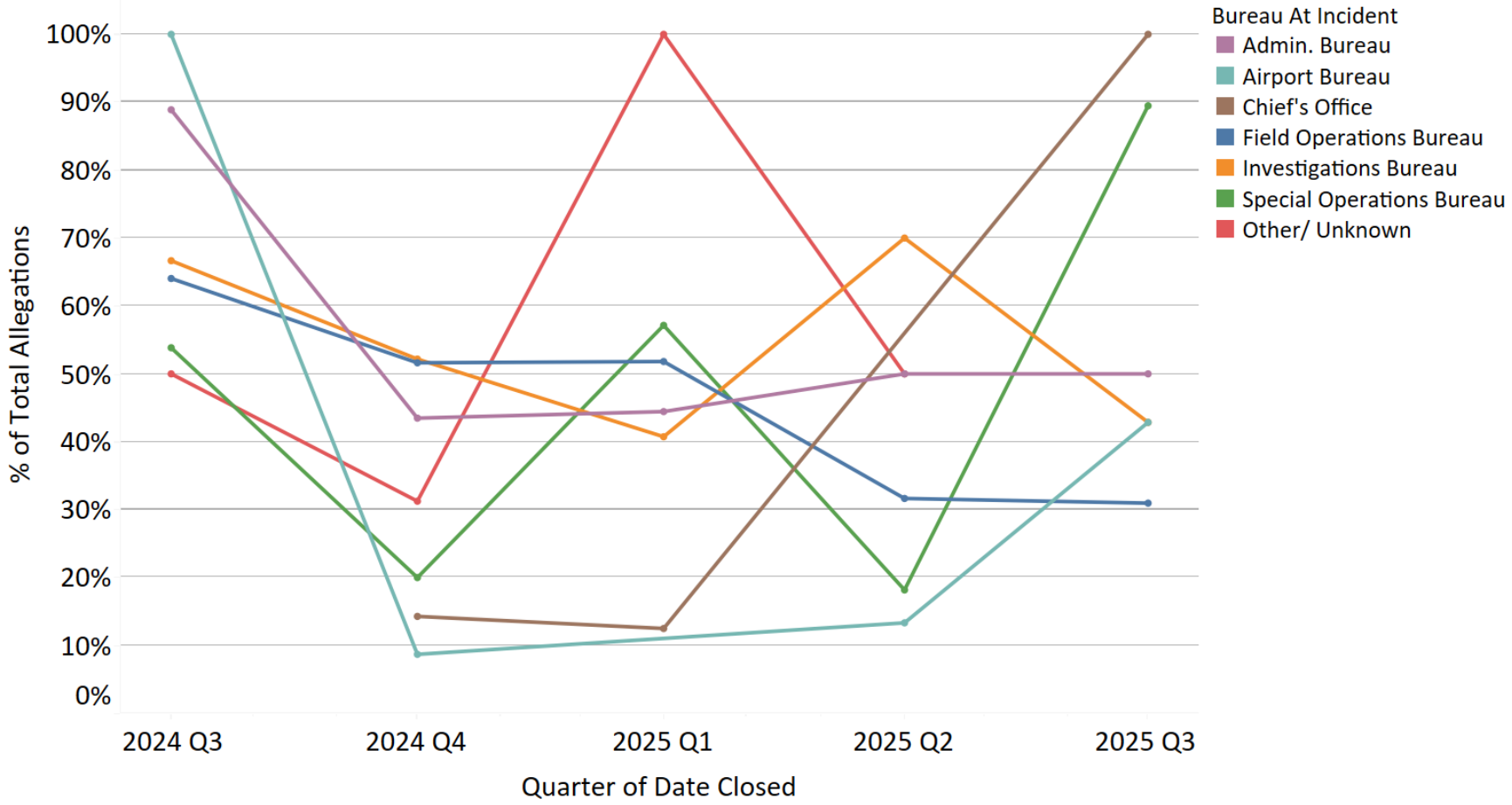
*Table includes actions for those employees with findings of Improper Conduct.

Trends

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident						
			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown
2024	Q3	Not Sustained	1 11.11%		12 100.00%	64 35.96%	6 33.33%	6 46.15%	1 50.00%
		Sustained	8 88.89%	5 100.00%		114 64.04%	12 66.67%	7 53.85%	1 50.00%
2025	Q3	Not Sustained	7 50.00%	4 57.14%		194 69.04%	4 57.14%	2 10.53%	
		Sustained	7 50.00%	3 42.86%	1 100.00%	87 30.96%	3 42.86%	17 89.47%	

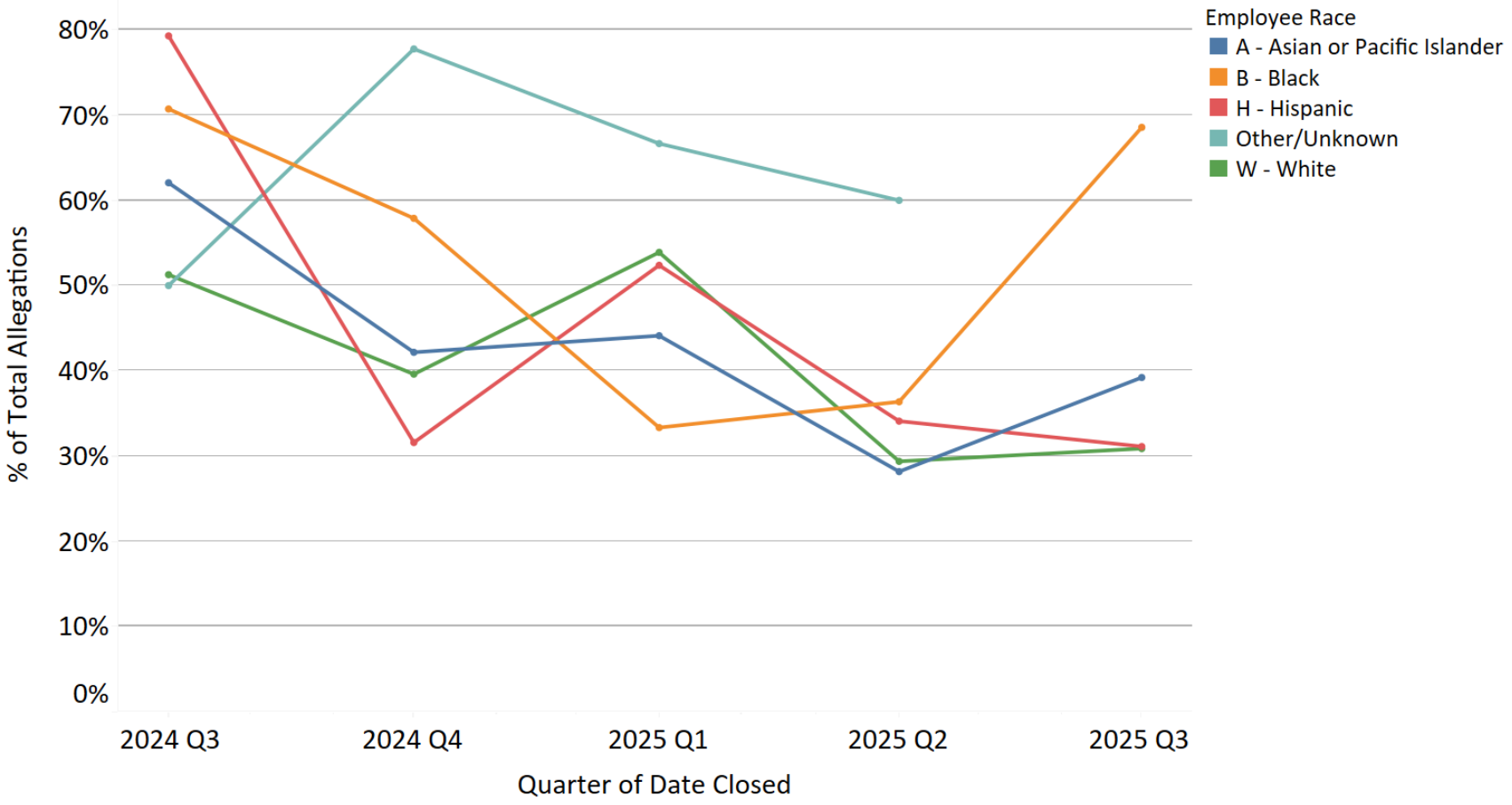
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2024	Q3	Not Sustained	33 37.93%	12 29.27%	6 20.69%	38 48.72%	1 50.00%
		Sustained	54 62.07%	29 70.73%	23 79.31%	40 51.28%	1 50.00%
2025	Q3	Not Sustained	31 60.78%	11 31.43%	62 68.89%	103 69.13%	4 100.00%
		Sustained	20 39.22%	24 68.57%	28 31.11%	46 30.87%	

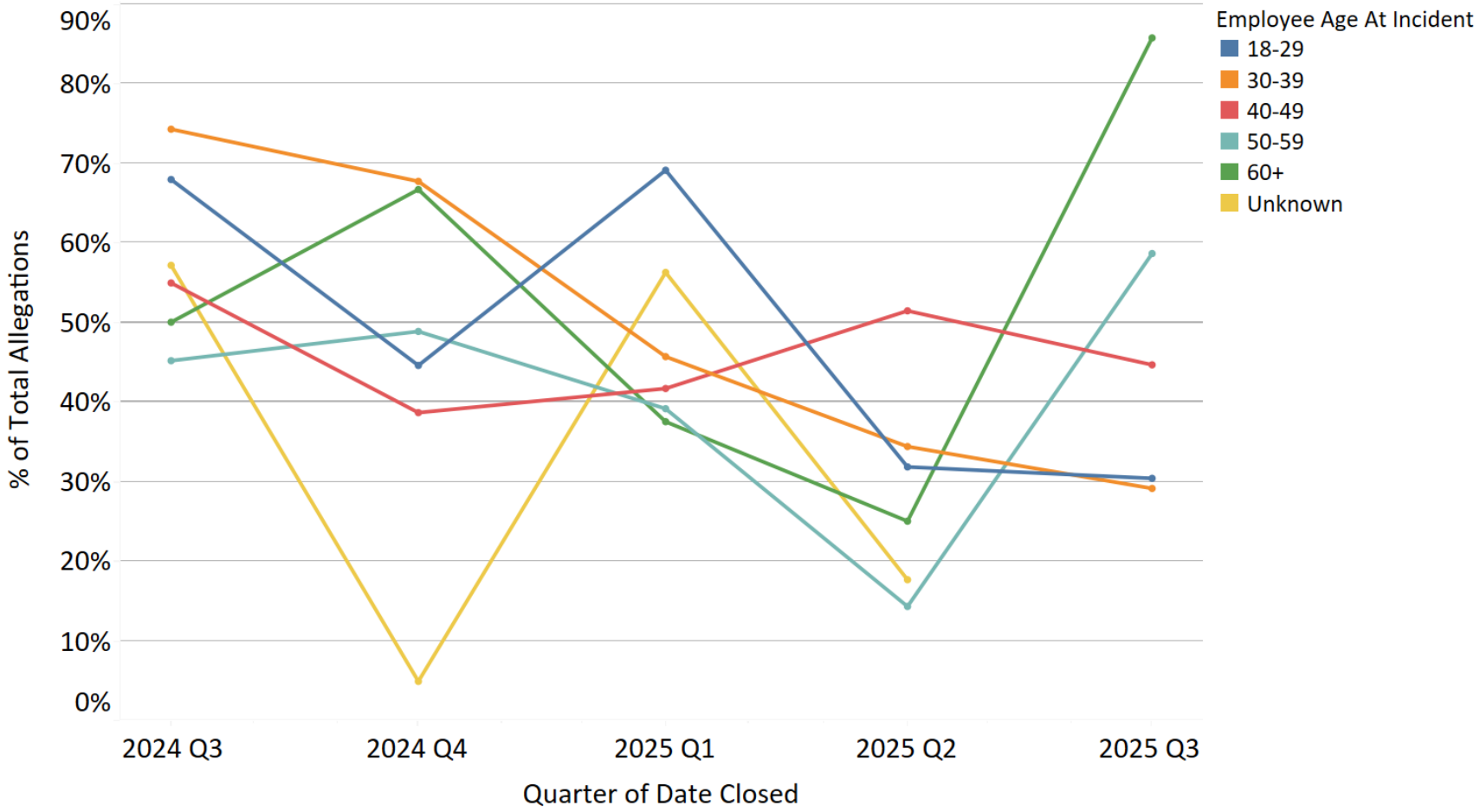
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident					
			18-29	30-39	40-49	50-59	60+	Unknown
2024	Q3	Not Sustained	17 32.08%	17 25.76%	32 45.07%	17 54.84%	1 50.00%	6 42.86%
		Sustained	36 67.92%	49 74.24%	39 54.93%	14 45.16%	1 50.00%	8 57.14%
2025	Q3	Not Sustained	55 69.62%	112 70.89%	31 55.36%	12 41.38%	1 14.29%	
		Sustained	24 30.38%	46 29.11%	25 44.64%	17 58.62%	6 85.71%	

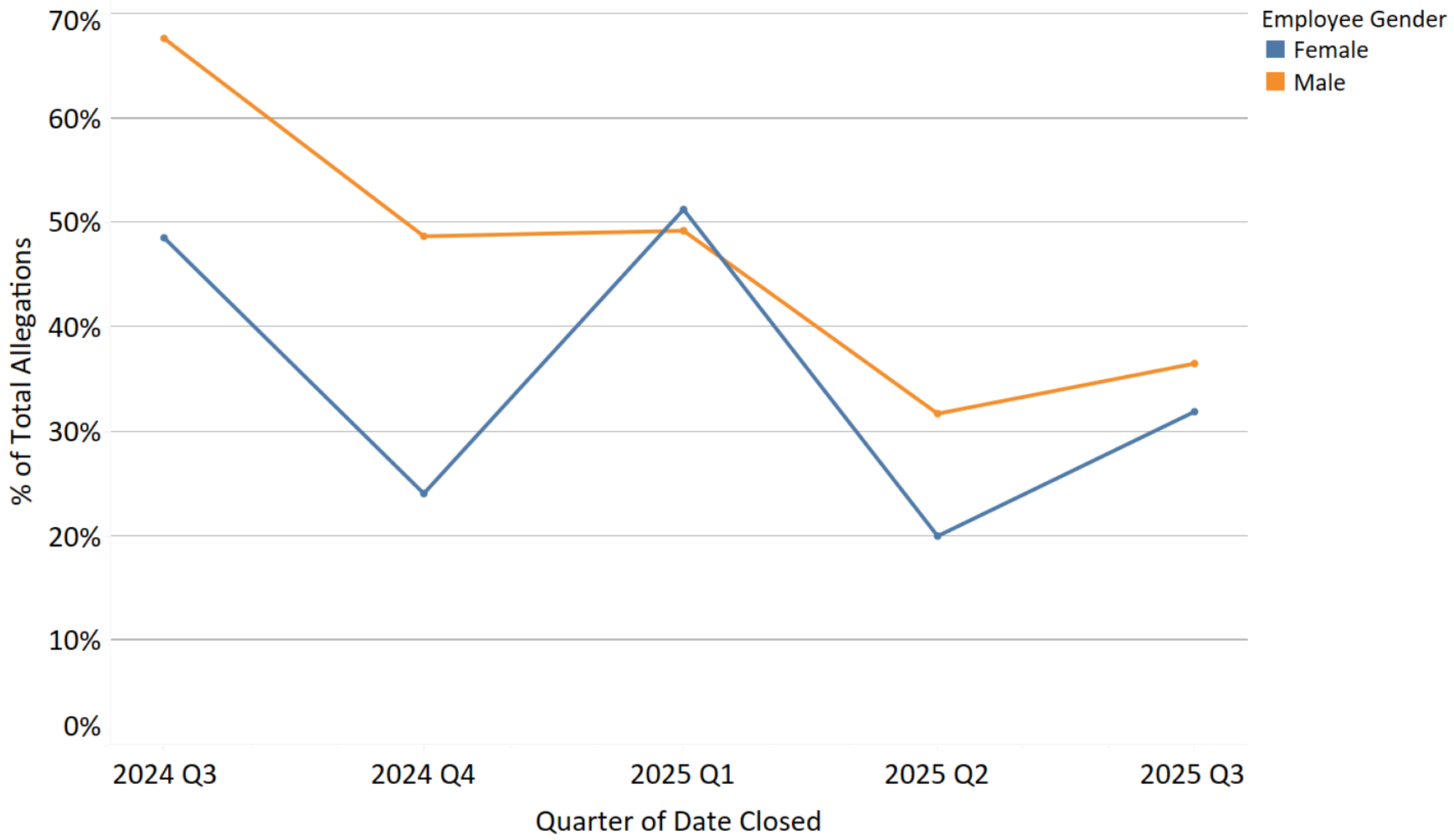
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
2024	Q3	Not Sustained	36 51.43%	54 32.34%
		Sustained	34 48.57%	113 67.66%
2025	Q3	Not Sustained	32 68.09%	179 63.48%
		Sustained	15 31.91%	103 36.52%

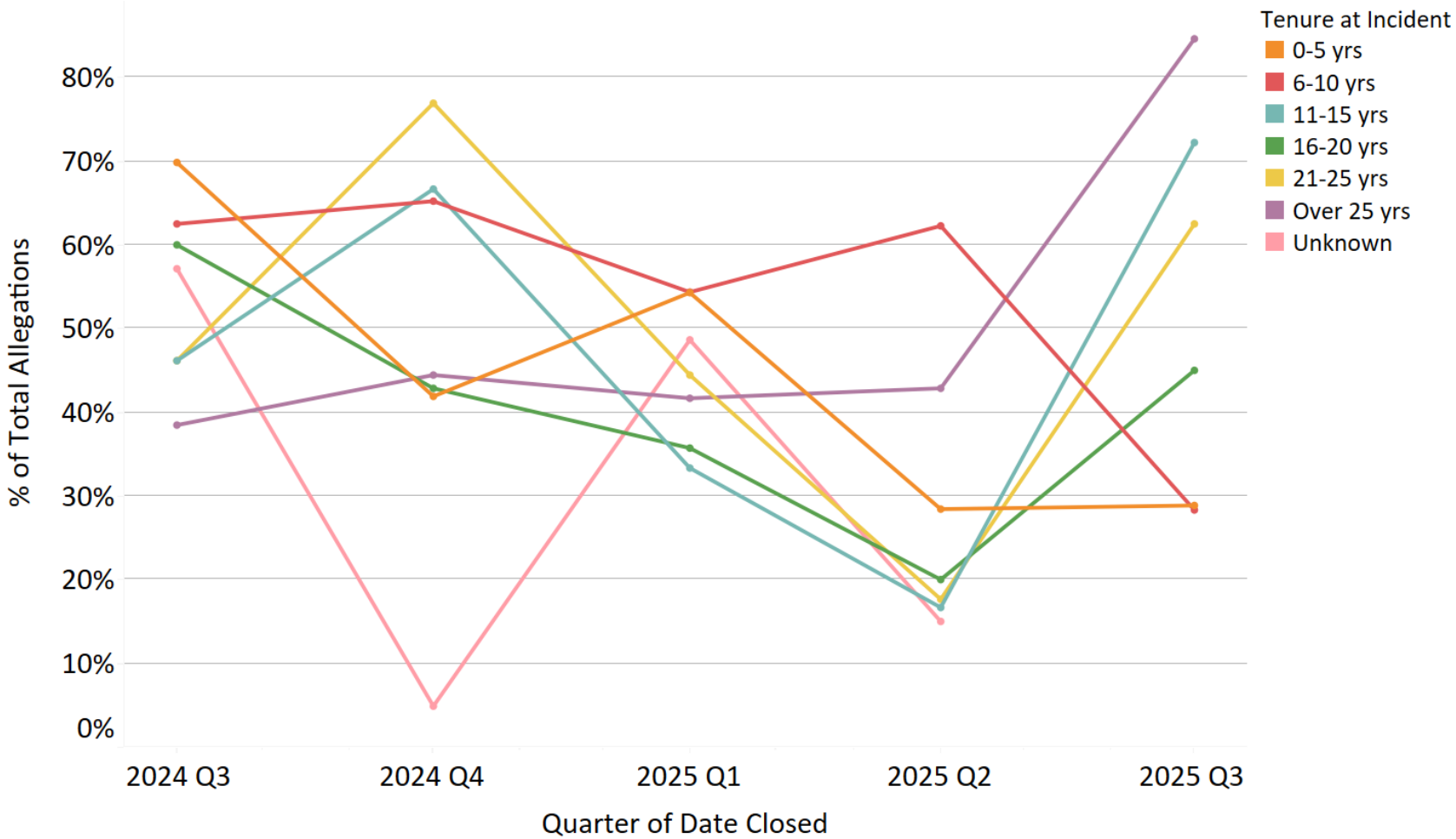
Percentage of Sustained Allegations by Gender



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	Unknown
2024	Q3	Not Sustained	38 30.16%	15 37.50%	14 53.85%	2 40.00%	7 53.85%	8 61.54%	6 42.86%
		Sustained	88 69.84%	25 62.50%	12 46.15%	3 60.00%	6 46.15%	5 38.46%	8 57.14%
2025	Q3	Not Sustained	106 71.14%	81 71.68%	5 27.78%	11 55.00%	6 37.50%	2 15.38%	
		Sustained	43 28.86%	32 28.32%	13 72.22%	9 45.00%	10 62.50%	11 84.62%	

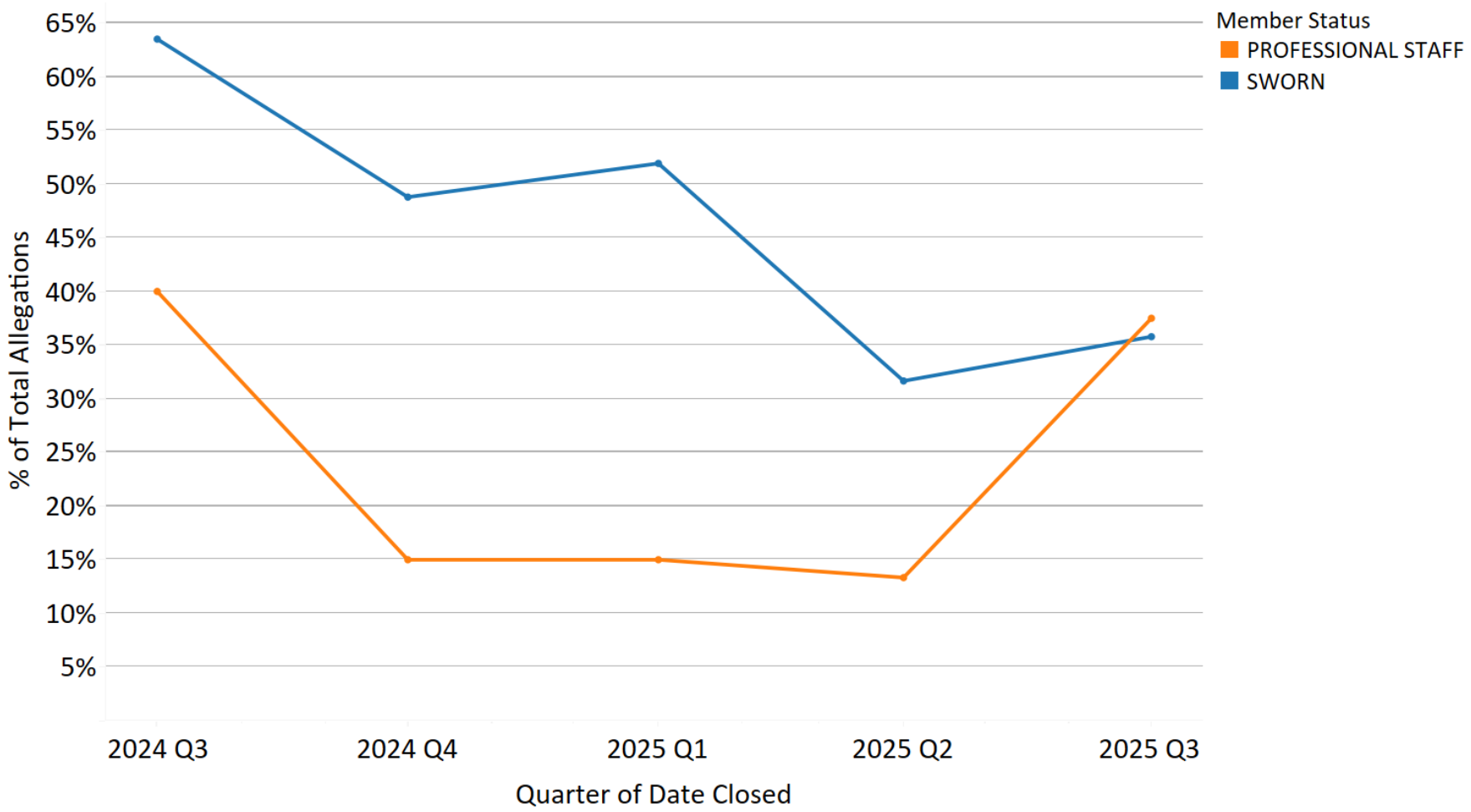
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL STAFF	SWORN
2024	Q3	Not Sustained	9 60.00%	81 36.49%
		Sustained	6 40.00%	141 63.51%
2025	Q3	Not Sustained	10 62.50%	201 64.22%
		Sustained	6 37.50%	112 35.78%

Percentage of Sustained Allegations by Member Status



Opened Cases Complaint Summaries

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0055	CU	Was disrespectful and refused to provide badge number when requested. (DGO 2.01, Rule 8. Public Courtesy).
MCD-2025-0123	ND (x2)	Intentionally disparaged the complainant from pursuing the return of property by providing false information. Did not produce a supervisor upon request and was unhelpful when complainant requested information on how to make a complaint. These alleged actions are in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0124	ND	Was sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0125	CU	Verbally told an officer not to provide backup to another officer on a call for service, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0126	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0127	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0128	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0129	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0130	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0131	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0132	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0133	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0134	DUI	Was involved in an off-duty DUI, in violation of 23152(a) CVC - Driving Under the Influence of Alcohol and 23152(b) CVC - Driving with Blood Alcohol Content of 0.08% or greater. This alleged action is a violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0135	CU	Manufactured and sold duplicate Security Access Devices in the form of key fobs/rings for profit, in violation of DGO 2.01.03, Rule 27 c and e, Prohibition on Use of Authority or Position.
MCD-2025-0136	CU	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CU	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CU	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CRD, CU	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct. Impaired the operation and efficiency of the Department by not acknowledging a close friend relationship with a test participant to DHR, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit.
MCD-2025-0136	CU	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	CU	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0137	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0138	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0139	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0140	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0141	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0142	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0143	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0144	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0145	FTA (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0146	CU	Improperly authorized the granting of SFPD IT access to a recently separated employee, in violation of Department Policy (DGO 2.01.03, Rule 1).
MCD-2025-0147	DV	Was the dominant aggressor in a domestic violence incident, in violation of DGO 2.01.03, Rule 1, Misconduct.
MCD-2025-0148	CU	Engaged in a romantic relationship with a direct subordinate and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.
MCD-2025-0148	CU	Engaged in a romantic relationship with a direct supervisor and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0149	CU, ND (x3)	Fell asleep on duty on two seperate occasions, in violation of DGO Rule 1 - Misconduct. Was observed shopping for personal items while on duty on a department computer, in violation of DGO 2.01, Rule 3 - Attention to Duty. Failed to use the SFPD Language Line for an LEP member of the public, in violation of DGO 5.20 - Language Access Services for Limited English Proficient (LEP) Persons. Pointed directly at an LEP individual and began laughing at them, in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0150	ND	Failed to properly document a harassment incident in violation of Department Policy (DGO 2.01.03, Rule 9 - Written Reports)
MCD-2025-0151	ND	Often left work early, worked half days, or not shown up for work while still taking regular pay. These alleged allegations are a violation of DGO 2.01.03 Rule #4 - Reporting to Duty and DGO 2.01.03 Rule #3 - Attention to duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
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MCD-2025-0155	ND	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0156	CRD, DV	Was involved in a domestic violence incident involving battery, in violation of DGO 2.01.03, Rule 1 - Misconduct. Became the subject of an Emergency Protective Order, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit.
MCD-2025-0157	CU	Spoke rudely to a complainant, in violation of DGO 2.01.03, Rule 1a, Conduct Unbecoming and Rule 7, Respectfulness.
MCD-2025-0158	Failure To Write An Incident Report	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0159	CU	Used sick pay (SP) while on vacation outside the country, in violation of DGO 2.01.03, Rule 22 Sickness or Injury.
MCD-2025-0159	CU	Approved falsely reported sick pay use, in violation of DGO 1.06.03 Commissioned Officers, A. General Duties, 2. Supervision.
MCD-2025-0160	CU	Was unprofessional when issuing a parking citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0161	CU (x2)	Made subordinate employees procure coffee and meals, in violation of DGO 2.01.03, Rule 1 - Misconduct. Placed hands on a subordinate employee's shoulders and rubbed them, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0162	CU	Is harassing an ex-romantic partner. (DGO 2.01.03, Rule 1)
MCD-2025-0163	ND (Lost Property)	Lost an SFPD employee identification card and a City & County of San Francisco employee "Disaster Service Worker" (DSW) identification card, in violation of DGO 2.01.03, Rule 23 - Department Property and DGO 10.02.01.A.1 - Equipment, Safekeeping and Use.
MCD-2025-0165	Failure To Properly Investigate, ND (x2), ND (BWC)	Failed to ensure a thorough and complete investigation was conducted in regard to a traffic collision, in violation of DGO 2.01.03, Rule 16 - Investigative Responsibility. Failed to notify Department Operations Center (DOC) and the Traffic Collision Investigations Unit (TCIU) when required, in violation of DGO 9.02.03 Vehicle Crashes - Procedures. Failed to document material witness statements and submitted reports containing factually inaccurate information, in violation of DGO 2.01.03, Rule 9 - Written Reports. Failed to comply with Department's Body Worn Camera (BWC) policy at the scene of a traffic collision, in violation DGO 10.11 - Body Worn Camera.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0165	Failure To Properly Investigate	Failed to ensure a thorough and complete investigation was conducted in regard to a traffic collision, in violation of DGO 2.01.03, Rule 16 - Investigative Responsibility.
OID-2025-0003	Weapon Discharge	Officer involved firearm discharge, administrative investigation.
OIS-2025-0004	Administrative Investigation	OIS Administrative Investigation - "Covered Incident" under the SFPD/SFDA MOU.
OIS-2025-0005	Administrative Investigation	OIS Administrative Investigation - "Covered Incident" under the SFPD/SFDA MOU.
UOF 25-0001	UOF	Use of force, administrative investigation
UOF 25-0001	UOF	Use of force, administrative investigation
UOF 25-0001	UOF	Use of force, administrative 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
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

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

Guide to Acronyms

- AI – Administrative Investigation
- AWOL – Absent Without Leave
- BWC – Body Worn Camera
- CAD – Computer Aided Dispatch
- CIT – Crisis Intervention Team
- CRD – Conduct Reflecting Discredit
- CU – Conduct Unbecoming
- CVC – California Vehicle Code
- DB – Department Bulletin
- DEM – San Francisco Department of Emergency Management
- DGO – Department General Order
- DM – Department Manual
- DN – Department Notice
- 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
- OID – Officer Involved Discharge (of Firearm)
- OIS – Officer Involved Shooting
- PIP – Performance Improvement Plan
- UA – Unwarranted Action
- UOF – Use of Force/Excessive or Unnecessary Force

Internal Affairs Division

Annual Report 2025

Safety with Respect

Data Source: San Francisco Police Department's Administrative Investigations Management (AIM) database, queried January 14, 2026

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

Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
  - Findings – pages 16-23
  - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
  - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-78
- Glossary – page 79
- Guide to Acronyms – page 80

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	427	15.2%
Airport Bureau	380	13.6%
Bureau of Investigations	334	11.9%
Chief of Staff	93	3.3%
Chief's Office	37	1.3%
Field Operations Bureau	1,267	45.2%
Special Operations Bureau	173	6.2%
Strategic Management Bureau	91	3.2%
Total	2,802	100.0%

Race/Ethnicity		
Asian	840	30.0%
Black	247	8.8%
Hispanic	510	18.2%
Other/Unknown	60	2.1%
White	1,145	40.9%
Total	2,802	100.0%

*Demographics as of January 2025

San Francisco Police Department Employee Demographics

Age Group		
18-29	203	7.2%
30-39	756	27.0%
40-49	793	28.3%
50-59	660	23.6%
60+	390	13.9%
Total	2,802	100.0%

Gender		
Male	2,138	76.3%
Female	664	23.7%
Total	2,802	100.0%

*Demographics as of January 2025

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	501	17.9%
6-10	336	12.0%
11-15	483	17.2%
16-20	290	10.3%
21-25	726	25.9%
Over 25	466	16.6%
Total	2,802	100.0%

Member Status		
Sworn	1,850	66.0%
Professional Staff	952	34.0%
Total	2,802	100.0%

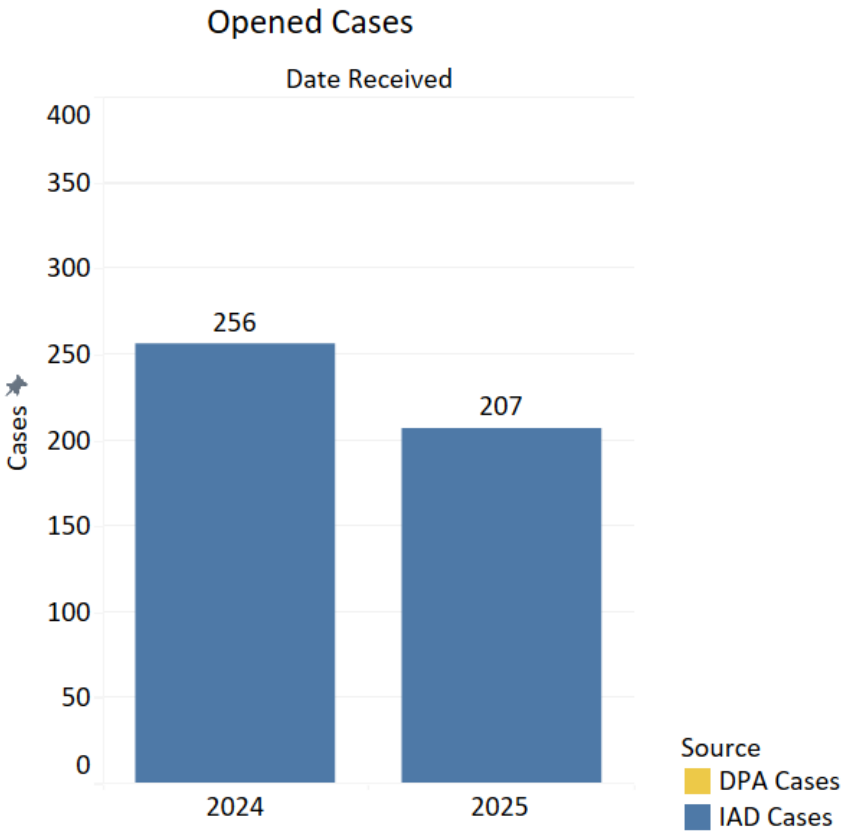
*Demographics as of January 2025

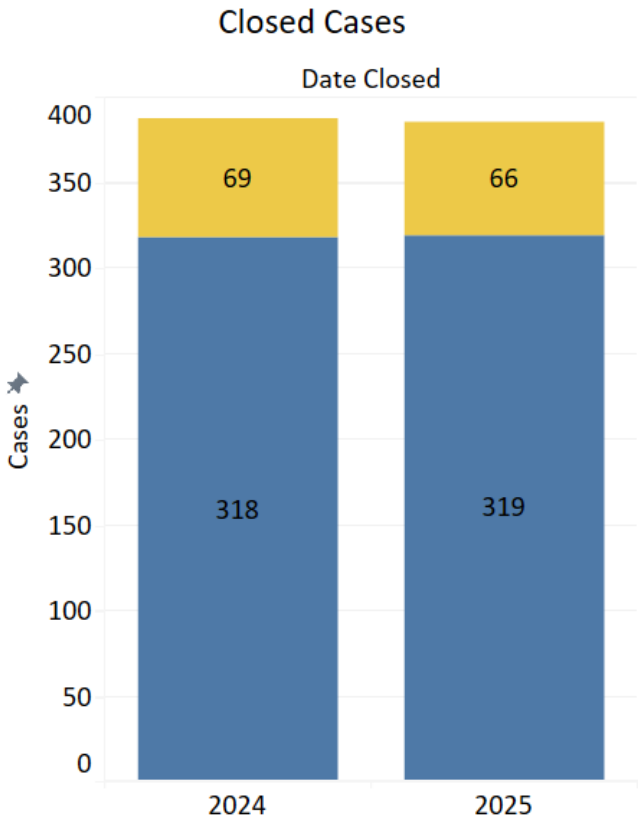
Opened Cases

2024	IAD Cases	256
2025	IAD Cases	207

Closed Cases

2024	DPA Cases	69
	IAD Cases	318
	Total	387
2025	DPA Cases	66
	IAD Cases	319
	Total	385





*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.

OPENED CASES

Opened Cases – 2025

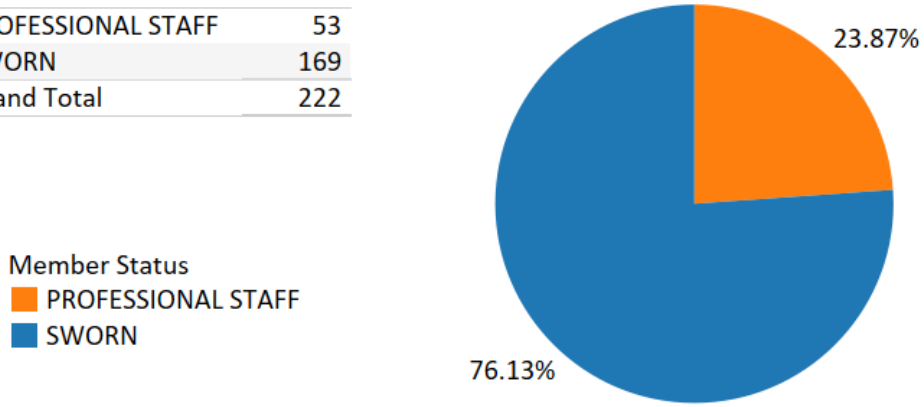
Number of Allegations

Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	102	30.54%
Neglect Of Duty, General	73	21.86%
Failure to Appear, Range	64	19.16%
Unnecessary Force	15	4.49%
Neglect of Duty, Body Worn Camera	14	4.19%
Neglect of Duty, Lost Property	10	2.99%
Conduct Reflecting Discredit	9	2.69%
DUI	6	1.80%
Administrative Investigation	6	1.80%
Weapon Discharge	5	1.50%
Domestic Violence	5	1.50%
Unwarranted Action	4	1.20%
Failure To Write An Incident Report	4	1.20%
Failure To Properly Investigate	4	1.20%
Discourtesy	4	1.20%
Insubordination	2	0.60%
Inappropriate Behavior/Comments	2	0.60%
Escape	2	0.60%
Writing An Inaccurate Incident Report	1	0.30%
Neglect of Duty, LEP	1	0.30%
Failure To Follow Proper Procedures As Detailed	1	0.30%
Total Allegations	334	100.00%

Opened Cases – 2025

Number of Employees by Member Status

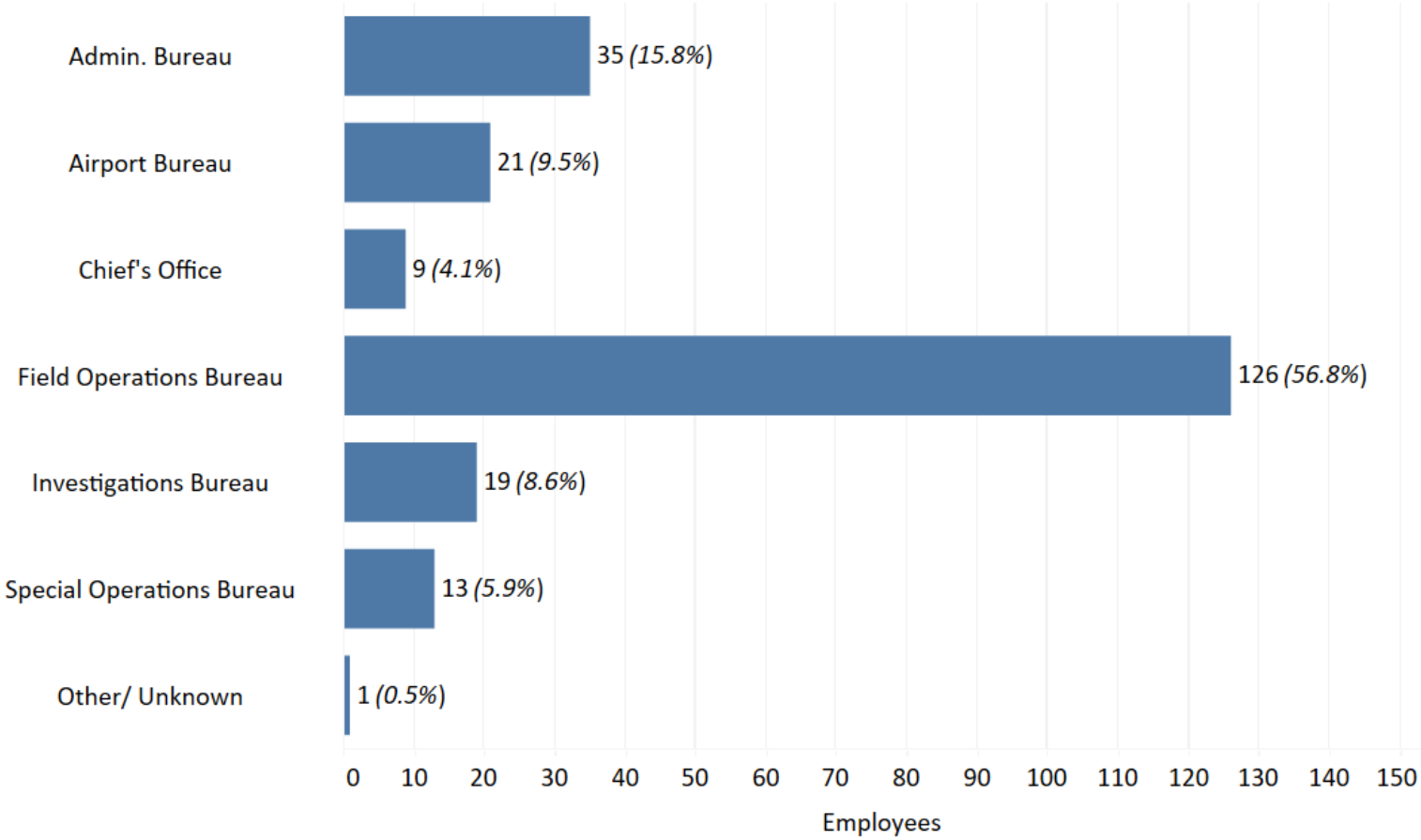
Member Status	
PROFESSIONAL STAFF	53
SWORN	169
Grand Total	222



*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions. Allegations involving unknown members or SFPD in general are not included in the above charts or employee counts of the opened cases employee breakdowns on the following pages.

Opened Cases – 2025

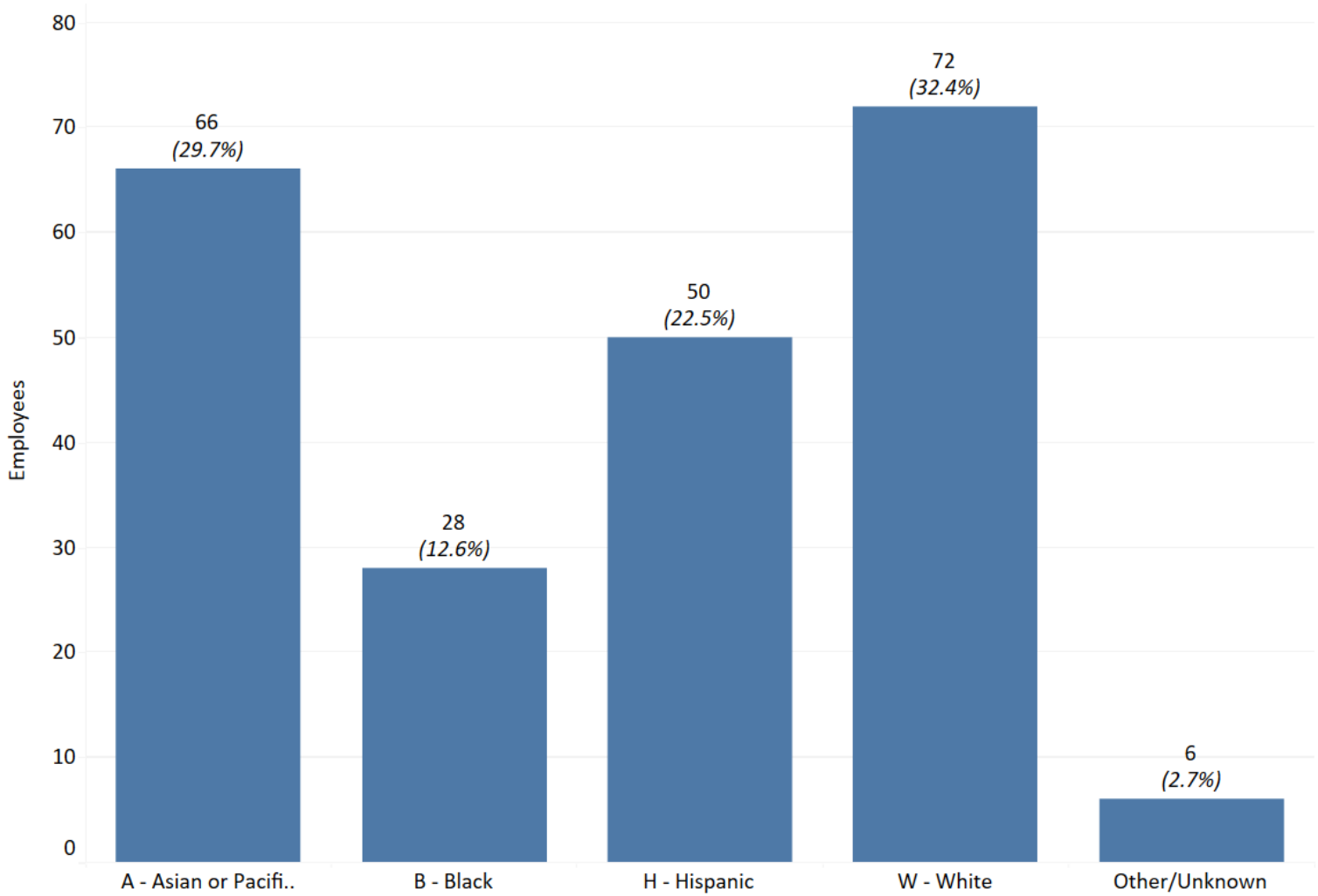
Number of Employees by Bureau



*Percentages are rounded and may not sum to exactly 100%. Two employees had multiple opened cases and were assigned to different bureaus.

Opened Cases – 2025

Number of Employees by Race

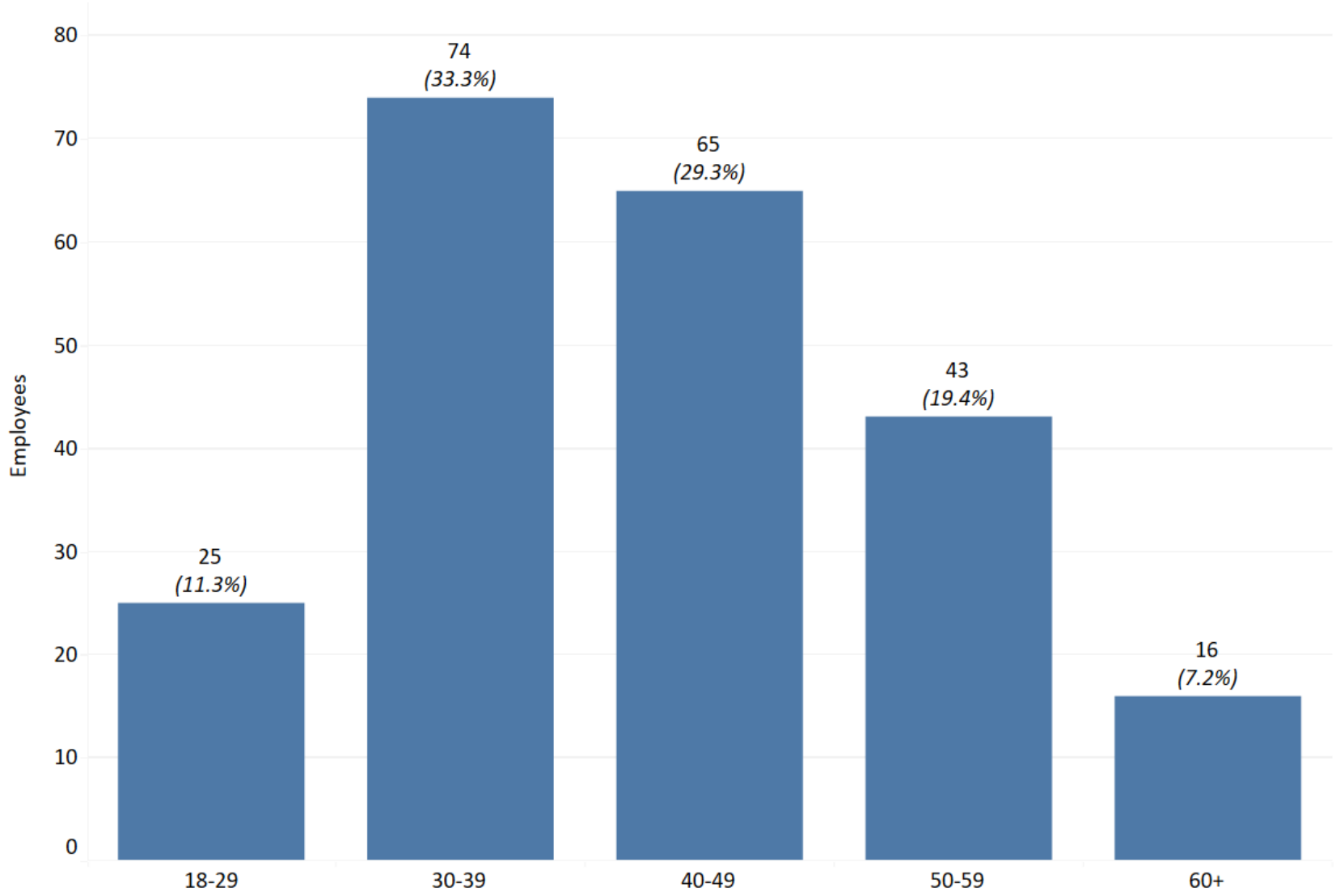


*The Other/Unknown category includes employees whose race does not fall within any other available category.

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

Opened Cases – 2025

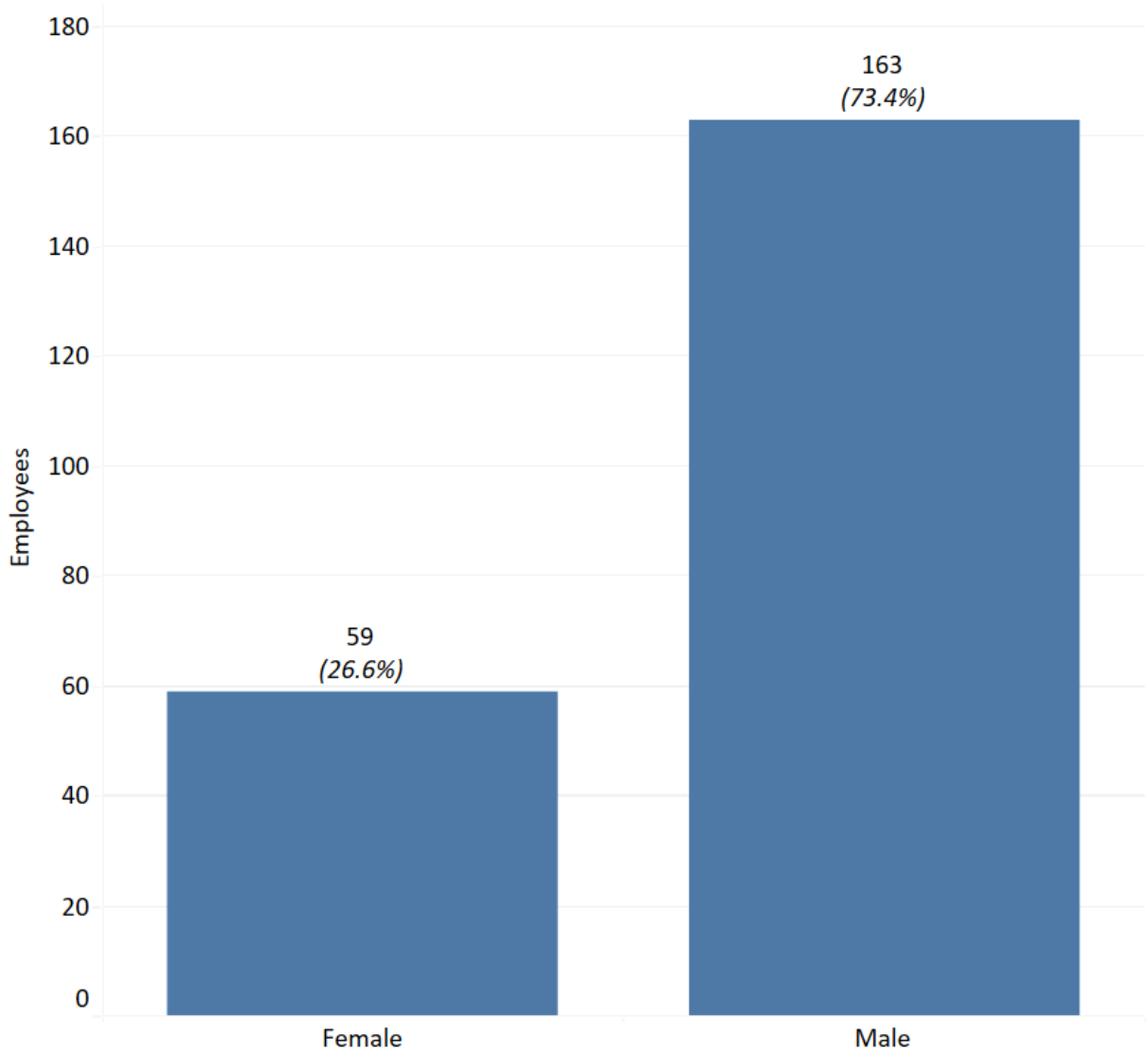
Number of Employees by Age Group



*Percentages are rounded and may not sum to exactly 100%. One employee had multiple cases and was in two different age brackets.

Opened Cases – 2025

Number of Employees by Gender

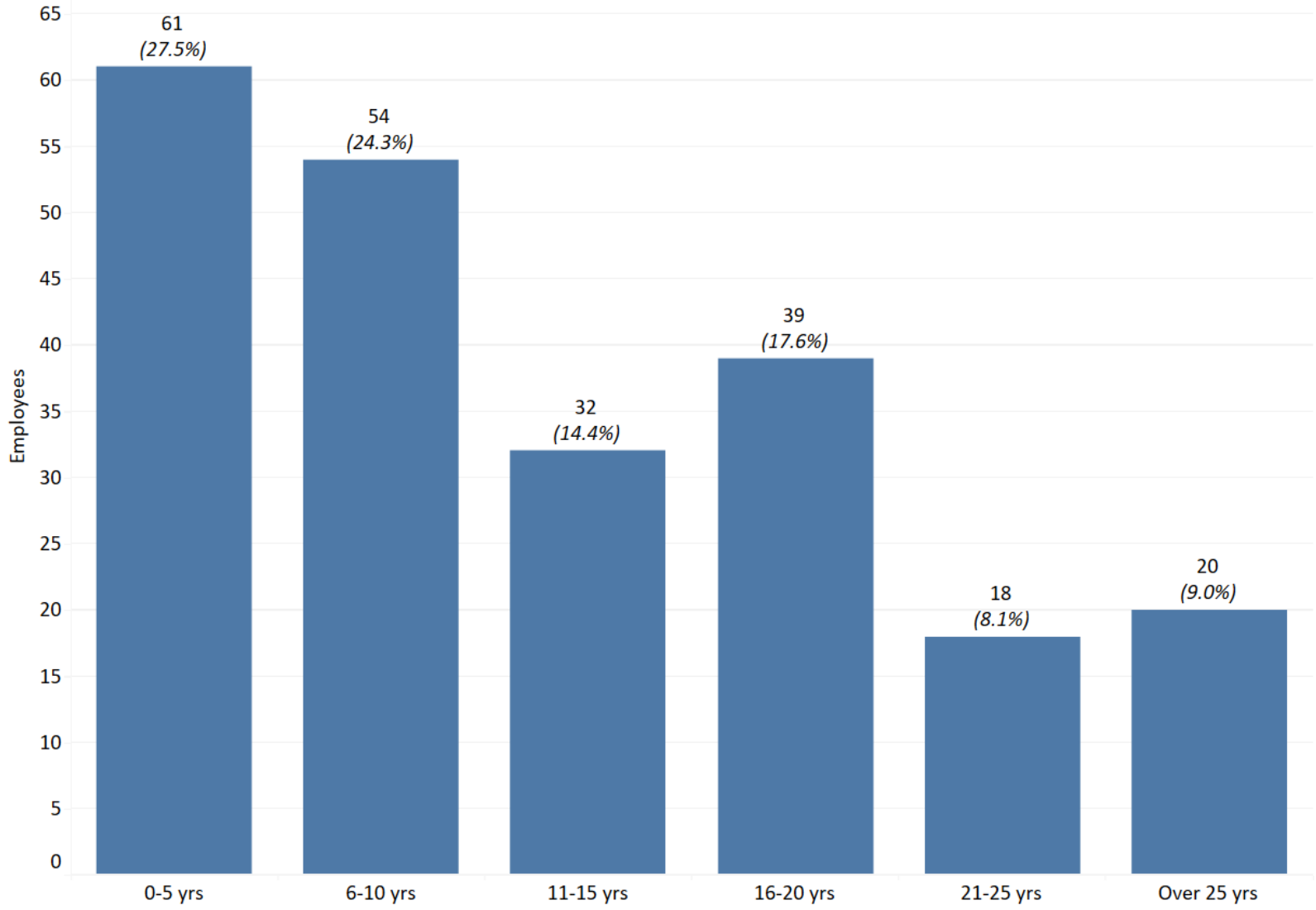


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of 2025

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

Opened Cases – 2025

Number of Employees by Tenure



*Percentages are rounded and may not sum to exactly 100%. Two employees had multiple cases and were in different tenure brackets.

CLOSED CASES - FINDINGS

Closed Cases – 2025

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Improper Conduct	486	42.26%
Proper Conduct	438	38.09%
Insufficient Evidence	139	12.09%
Unfounded	37	3.22%
Policy Failure	20	1.74%
Allegation Dismissed	13	1.13%
Training Failure	12	1.04%
Exceptional Clearance	5	0.43%
Total Findings	1,150	100.00%

*Employees may have multiple allegations and findings, above table represents 422 employees. There were seven policy failure allegations against SFPD in general in the closed cases of 2025. These are not included in the above table or the following employee demographic breakdowns, but they are available for summary review in the monthly Closed Cases reports for 2025.

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – 2025

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Improper Conduct	27 (2.35%)	8 (0.70%)	2 (0.17%)	346 (30.09%)	49 (4.26%)	50 (4.35%)	4 (0.35%)	486 (42.26%)
Insufficient Evidence	17 (1.48%)	14 (1.22%)	13 (1.13%)	67 (5.83%)	7 (0.61%)	19 (1.65%)	2 (0.17%)	139 (12.09%)
Policy Failure	1 (0.09%)			14 (1.22%)	3 (0.26%)	2 (0.17%)		20 (1.74%)
Proper Conduct	6 (0.52%)	15 (1.30%)	5 (0.43%)	391 (34.00%)	12 (1.04%)	9 (0.78%)		438 (38.09%)
Training Failure				7 (0.61%)	5 (0.43%)			12 (1.04%)
Unfounded	2 (0.17%)	2 (0.17%)	2 (0.17%)	22 (1.91%)	5 (0.43%)	4 (0.35%)		37 (3.22%)
Exceptional Clearance				2 (0.17%)	1 (0.09%)	2 (0.17%)		5 (0.43%)
Allegation Dismissed				13 (1.13%)				13 (1.13%)
Grand Total	53 (4.61%)	39 (3.39%)	22 (1.91%)	862 (74.96%)	82 (7.13%)	86 (7.48%)	6 (0.52%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees. 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.

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

Closed Cases – 2025

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Improper Conduct	103 (8.96%)	60 (5.22%)	101 (8.78%)	216 (18.78%)	6 (0.52%)	486 (42.26%)
Insufficient Evidence	33 (2.87%)	26 (2.26%)	21 (1.83%)	58 (5.04%)	1 (0.09%)	139 (12.09%)
Policy Failure	3 (0.26%)	1 (0.09%)	4 (0.35%)	11 (0.96%)	1 (0.09%)	20 (1.74%)
Proper Conduct	91 (7.91%)	15 (1.30%)	102 (8.87%)	226 (19.65%)	4 (0.35%)	438 (38.09%)
Training Failure	4 (0.35%)		3 (0.26%)	4 (0.35%)	1 (0.09%)	12 (1.04%)
Unfounded	8 (0.70%)	6 (0.52%)	9 (0.78%)	14 (1.22%)		37 (3.22%)
Exceptional Clearance		1 (0.09%)		4 (0.35%)		5 (0.43%)
Allegation Dismissed				13 (1.13%)		13 (1.13%)
Grand Total	242 (21.04%)	109 (9.48%)	240 (20.87%)	546 (47.48%)	13 (1.13%)	1,150 (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 422 employees

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

Closed Cases – 2025

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	103 (8.96%)	197 (17.13%)	100 (8.70%)	73 (6.35%)	13 (1.13%)	486 (42.26%)
Insufficient Evidence	10 (0.87%)	36 (3.13%)	46 (4.00%)	35 (3.04%)	12 (1.04%)	139 (12.09%)
Policy Failure	4 (0.35%)	8 (0.70%)	6 (0.52%)	2 (0.17%)		20 (1.74%)
Proper Conduct	110 (9.57%)	212 (18.43%)	56 (4.87%)	55 (4.78%)	5 (0.43%)	438 (38.09%)
Training Failure	2 (0.17%)	8 (0.70%)	1 (0.09%)	1 (0.09%)		12 (1.04%)
Unfounded	2 (0.17%)	12 (1.04%)	10 (0.87%)	11 (0.96%)	2 (0.17%)	37 (3.22%)
Exceptional Clearance	1 (0.09%)	3 (0.26%)	1 (0.09%)			5 (0.43%)
Allegation Dismissed	5 (0.43%)	8 (0.70%)				13 (1.13%)
Grand Total	237 (20.61%)	484 (42.09%)	220 (19.13%)	177 (15.39%)	32 (2.78%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees

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

Closed Cases – 2025

Findings by Gender

	Employee Gender		
	Female	Male	Grand Total
Improper Conduct	65 (5.65%)	421 (36.61%)	486 (42.26%)
Insufficient Evidence	37 (3.22%)	102 (8.87%)	139 (12.09%)
Policy Failure	1 (0.09%)	19 (1.65%)	20 (1.74%)
Proper Conduct	43 (3.74%)	395 (34.35%)	438 (38.09%)
Training Failure	2 (0.17%)	10 (0.87%)	12 (1.04%)
Unfounded	14 (1.22%)	23 (2.00%)	37 (3.22%)
Exceptional Clearance		5 (0.43%)	5 (0.43%)
Allegation Dismissed		13 (1.13%)	13 (1.13%)
Grand Total	162 (14.09%)	988 (85.91%)	1,150 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of 2025

*Employees may have multiple allegations and findings, above table represents 422 employees

Closed Cases – 2025

Findings by Tenure

	Tenure at Incident						
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Improper Conduct	158 (13.74%)	170 (14.78%)	55 (4.78%)	36 (3.13%)	29 (2.52%)	38 (3.30%)	486 (42.26%)
Insufficient Evidence	27 (2.35%)	38 (3.30%)	20 (1.74%)	24 (2.09%)	14 (1.22%)	16 (1.39%)	139 (12.09%)
Policy Failure	5 (0.43%)	8 (0.70%)	4 (0.35%)	1 (0.09%)		2 (0.17%)	20 (1.74%)
Proper Conduct	193 (16.78%)	129 (11.22%)	53 (4.61%)	38 (3.30%)	18 (1.57%)	7 (0.61%)	438 (38.09%)
Training Failure	3 (0.26%)	6 (0.52%)	2 (0.17%)	1 (0.09%)			12 (1.04%)
Unfounded	10 (0.87%)	8 (0.70%)	2 (0.17%)	4 (0.35%)	4 (0.35%)	9 (0.78%)	37 (3.22%)
Exceptional Clearance	1 (0.09%)	1 (0.09%)	2 (0.17%)	1 (0.09%)			5 (0.43%)
Allegation Dismissed	13 (1.13%)						13 (1.13%)
Grand Total	410 (35.65%)	360 (31.30%)	138 (12.00%)	105 (9.13%)	65 (5.65%)	72 (6.26%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees

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

Closed Cases – 2025

Findings by Member Status

	Member Status		
	PROFESSIONAL STAFF	SWORN	Grand Total
Improper Conduct	13 (1.13%)	473 (41.13%)	486 (42.26%)
Insufficient Evidence	33 (2.87%)	106 (9.22%)	139 (12.09%)
Policy Failure		20 (1.74%)	20 (1.74%)
Proper Conduct	19 (1.65%)	419 (36.43%)	438 (38.09%)
Training Failure		12 (1.04%)	12 (1.04%)
Unfounded	10 (0.87%)	27 (2.35%)	37 (3.22%)
Exceptional Clearance		5 (0.43%)	5 (0.43%)
Allegation Dismissed		13 (1.13%)	13 (1.13%)
Grand Total	75 (6.52%)	1,075 (93.48%)	1,150 (100.00%)

*Employees may have multiple allegations and findings, above table represents 422 employees

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

CLOSED CASES - ACTIONS

Closed Cases – 2025

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	8	1.28%
	Admonishment	126	20.22%
	Performance Improvement Plan	28	4.49%
	Resignation	13	2.09%
	Retirement	11	1.77%
	Retraining	265	42.54%
	Total	451	72.39%
Disciplinary Action	Written Reprimand/ Written Warning	77	12.36%
	Suspension Held in Abeyance	44	7.06%
	Suspension (10 or less days)	39	6.26%
	Suspension (11 or more days)	5	0.80%
	Termination held in Abeyance	1	0.16%
	Termination	6	0.96%
	Total	172	27.61%
Grand Total		623	100.00%

*Employees may receive multiple actions, above table represents 257 employees

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

Closed Cases – 2025

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				8 1.28%				8 1.28%
	Admonishment	6 0.96%	4 0.64%	2 0.32%	100 16.05%	9 1.44%	4 0.64%	1 0.16%	126 20.22%
	Performance Improvement Plan				26 4.17%	2 0.32%			28 4.49%
	Resignation	1 0.16%			9 1.44%	1 0.16%	2 0.32%	1 0.16%	13 2.09%
	Retirement				5 0.80%	2 0.32%	3 0.48%	1 0.16%	11 1.77%
	Retraining	10 1.61%	5 0.80%	2 0.32%	217 34.83%	21 3.37%	9 1.44%	1 0.16%	265 42.54%
	Total	17 2.73%	9 1.44%	4 0.64%	365 58.59%	35 5.62%	18 2.89%	4 0.64%	451 72.39%
Disciplinary Action	Written Reprimand/ Written Warning	2 0.32%	1 0.16%		69 11.08%	5 0.80%			77 12.36%
	Suspension Held in Abeyance				37 5.94%	3 0.48%	4 0.64%		44 7.06%
	Suspension (10 or less days)	1 0.16%			29 4.65%	7 1.12%	2 0.32%		39 6.26%
	Suspension (11 or more days)	1 0.16%			3 0.48%		1 0.16%		5 0.80%
	Termination held in Abeyance						1 0.16%		1 0.16%
	Termination	2 0.32%	1 0.16%		2 0.32%		1 0.16%		6 0.96%
	Total	6 0.96%	2 0.32%		140 22.47%	15 2.41%	9 1.44%		172 27.61%
Grand Total		23 3.69%	11 1.77%	4 0.64%	505 81.06%	50 8.03%	27 4.33%	4 0.64%	623 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was assigned to different bureaus.

Closed Cases – 2025

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	11.11 Program				7 1.12%	1 0.16%	8 1.28%
	Admonishment	27 4.33%	19 3.05%	32 5.14%	46 7.38%	2 0.32%	126 20.22%
	Performance Improvement Plan	5 0.80%	3 0.48%	9 1.44%	10 1.61%	1 0.16%	28 4.49%
	Resignation	2 0.32%	1 0.16%	1 0.16%	8 1.28%	1 0.16%	13 2.09%
	Retirement	2 0.32%		4 0.64%	5 0.80%		11 1.77%
	Retraining	55 8.83%	35 5.62%	59 9.47%	111 17.82%	5 0.80%	265 42.54%
	Total	91 14.61%	58 9.31%	105 16.85%	187 30.02%	10 1.61%	451 72.39%
Disciplinary Action	Written Reprimand/ Written Warning	16 2.57%	8 1.28%	18 2.89%	35 5.62%		77 12.36%
	Suspension Held in Abeyance	10 1.61%	5 0.80%	6 0.96%	22 3.53%	1 0.16%	44 7.06%
	Suspension (10 or less days)	7 1.12%	5 0.80%	4 0.64%	21 3.37%	2 0.32%	39 6.26%
	Suspension (11 or more days)	1 0.16%		3 0.48%	1 0.16%		5 0.80%
	Termination held in Abeyance			1 0.16%			1 0.16%
	Termination	1 0.16%	1 0.16%	2 0.32%	2 0.32%		6 0.96%
	Total	35 5.62%	19 3.05%	34 5.46%	81 13.00%	3 0.48%	172 27.61%
Grand Total		126 20.22%	77 12.36%	139 22.31%	268 43.02%	13 2.09%	623 100.00%

*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 – 2025

Actions by Age Group

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program	3 0.48%	4 0.64%	1 0.16%			8 1.28%
	Admonishment	23 3.69%	55 8.83%	26 4.17%	17 2.73%	5 0.80%	126 20.22%
	Performance Improvement Plan	11 1.77%	8 1.28%	6 0.96%	3 0.48%		28 4.49%
	Resignation	1 0.16%	9 1.44%	3 0.48%			13 2.09%
	Retirement	1 0.16%	1 0.16%	2 0.32%	7 1.12%	1 0.16%	11 1.77%
	Retraining	63 10.11%	110 17.66%	55 8.83%	31 4.98%	6 0.96%	265 42.54%
	Total	102 16.37%	187 30.02%	93 14.93%	58 9.31%	12 1.93%	451 72.39%
Disciplinary Action	Termination held in Abeyance			1 0.16%			1 0.16%
	Written Reprimand/ Written Warning	23 3.69%	30 4.82%	15 2.41%	8 1.28%	1 0.16%	77 12.36%
	Suspension Held in Abeyance	9 1.44%	21 3.37%	11 1.77%	3 0.48%		44 7.06%
	Suspension (10 or less days)	11 1.77%	15 2.41%	10 1.61%	3 0.48%		39 6.26%
	Suspension (11 or more days)	1 0.16%	3 0.48%	1 0.16%			5 0.80%
	Termination	2 0.32%		2 0.32%		2 0.32%	6 0.96%
	Total	46 7.38%	69 11.08%	40 6.42%	14 2.25%	3 0.48%	172 27.61%
Grand Total		148 23.76%	256 41.09%	133 21.35%	72 11.56%	15 2.41%	623 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was in two different age groups.

Closed Cases – 2025

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	2 0.32%	6 0.96%	8 1.28%
	Admonishment	30 4.82%	96 15.41%	126 20.22%
	Performance Improvement Plan	5 0.80%	23 3.69%	28 4.49%
	Resignation	1 0.16%	12 1.93%	13 2.09%
	Retirement		11 1.77%	11 1.77%
	Retraining	45 7.22%	220 35.31%	265 42.54%
	Total	83 13.32%	368 59.07%	451 72.39%
Disciplinary Action	Written Reprimand/ Written Warning	10 1.61%	67 10.75%	77 12.36%
	Suspension Held in Abeyance	4 0.64%	40 6.42%	44 7.06%
	Suspension (10 or less days)	2 0.32%	37 5.94%	39 6.26%
	Suspension (11 or more days)	1 0.16%	4 0.64%	5 0.80%
	Termination held in Abeyance	1 0.16%		1 0.16%
	Termination		6 0.96%	6 0.96%
	Total	18 2.89%	154 24.72%	172 27.61%
Grand Total		101 16.21%	522 83.79%	623 100.00%

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

Closed Cases – 2025

Actions by Tenure

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	3 0.48%	4 0.64%		1 0.16%			8 1.28%
	Admonishment	46 7.38%	37 5.94%	17 2.73%	15 2.41%	3 0.48%	8 1.28%	126 20.22%
	Performance Improvement Plan	13 2.09%	7 1.12%	4 0.64%	2 0.32%	2 0.32%		28 4.49%
	Resignation	5 0.80%	8 1.28%					13 2.09%
	Retirement	1 0.16%	1 0.16%		2 0.32%	3 0.48%	4 0.64%	11 1.77%
	Retraining	99 15.89%	87 13.96%	34 5.46%	22 3.53%	10 1.61%	13 2.09%	265 42.54%
	Total	167 26.81%	144 23.11%	55 8.83%	42 6.74%	18 2.89%	25 4.01%	451 72.39%
Disciplinary Action	Written Reprimand/ Written Warning	35 5.62%	23 3.69%	8 1.28%	5 0.80%	4 0.64%	2 0.32%	77 12.36%
	Suspension Held in Abeyance	15 2.41%	20 3.21%	3 0.48%	1 0.16%	3 0.48%	2 0.32%	44 7.06%
	Suspension (10 or less days)	10 1.61%	17 2.73%	8 1.28%	2 0.32%	1 0.16%	1 0.16%	39 6.26%
	Suspension (11 or more days)	2 0.32%	2 0.32%			1 0.16%		5 0.80%
	Termination held in Abeyance					1 0.16%		1 0.16%
	Termination	2 0.32%		1 0.16%	1 0.16%		2 0.32%	6 0.96%
	Total	64 10.27%	62 9.95%	20 3.21%	9 1.44%	10 1.61%	7 1.12%	172 27.61%
Grand Total		231 37.08%	206 33.07%	75 12.04%	51 8.19%	28 4.49%	32 5.14%	623 100.00%

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

Closed Cases – 2025

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.16%	7 1.12%	8 1.28%
	Admonishment	8 1.28%	118 18.94%	126 20.22%
	Performance Improvement Plan		28 4.49%	28 4.49%
	Resignation		13 2.09%	13 2.09%
	Retirement		11 1.77%	11 1.77%
	Retraining	11 1.77%	254 40.77%	265 42.54%
	Total	20 3.21%	431 69.18%	451 72.39%
Disciplinary Action	Written Reprimand/ Written Warning	2 0.32%	75 12.04%	77 12.36%
	Suspension Held in Abeyance		44 7.06%	44 7.06%
	Suspension (10 or less days)	1 0.16%	38 6.10%	39 6.26%
	Suspension (11 or more days)		5 0.80%	5 0.80%
	Termination held in Abeyance		1 0.16%	1 0.16%
	Termination	1 0.16%	5 0.80%	6 0.96%
	Total	4 0.64%	168 26.97%	172 27.61%
Grand Total		24 3.85%	599 96.15%	623 100.00%

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

Closed Cases of Employees with Prior Discipline History

Closed Cases – 2025

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

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	5	1.36%
	Admonishment	62	16.85%
	Performance Improvement Plan	20	5.43%
	Resignation	5	1.36%
	Retirement	4	1.09%
	Retraining	157	42.66%
	Total	253	68.75%
Disciplinary Action	Written Reprimand/ Written Warning	53	14.40%
	Suspension Held in Abeyance	31	8.42%
	Suspension (10 or less days)	24	6.52%
	Suspension (11 or more days)	4	1.09%
	Termination held in Abeyance	1	0.27%
	Termination	2	0.54%
	Total	115	31.25%
Grand Total		368	100.00%

*Employees may receive multiple actions – above table represents 137 employees

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	Admin. Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Airport Bureau	Chief's Office	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program		5 1.36%						5 1.36%
	Admonishment	2 0.54%	50 13.59%	6 1.63%	1 0.27%	2 0.54%	1 0.27%		62 16.85%
	Performance Improvement Plan		19 5.16%	1 0.27%					20 5.43%
	Resignation	1 0.27%	5 1.36%						5 1.36%
	Retirement		2 0.54%	1 0.27%				1 0.27%	4 1.09%
	Retraining	4 1.09%	132 35.87%	13 3.53%	5 1.36%	2 0.54%	1 0.27%		157 42.66%
	Total	7 1.90%	213 57.88%	21 5.71%	6 1.63%	4 1.09%	2 0.54%	1 0.27%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.27%	49 13.32%	3 0.82%					53 14.40%
	Suspension Held in Abeyance		27 7.34%	1 0.27%	3 0.82%				31 8.42%
	Suspension (10 or less days)		19 5.16%	4 1.09%	1 0.27%				24 6.52%
	Suspension (11 or more days)	1 0.27%	2 0.54%		1 0.27%				4 1.09%
	Termination held in Abeyance				1 0.27%				1 0.27%
	Termination		1 0.27%		1 0.27%				2 0.54%
	Total	2 0.54%	98 26.63%	8 2.17%	7 1.90%				115 31.25%
Grand Total		9 2.45%	311 84.51%	29 7.88%	13 3.53%	4 1.09%	2 0.54%	1 0.27%	368 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was assigned to different bureaus.

Closed Cases – 2025

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

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				5 1.36%		5 1.36%
	Admonishment	6 1.63%	13 3.53%	18 4.89%	24 6.52%	1 0.27%	62 16.85%
	Performance Improvement Plan	3 0.82%	3 0.82%	8 2.17%	5 1.36%	1 0.27%	20 5.43%
	Resignation				5 1.36%		5 1.36%
	Retirement	1 0.27%		2 0.54%	1 0.27%		4 1.09%
	Retraining	25 6.79%	28 7.61%	37 10.05%	64 17.39%	3 0.82%	157 42.66%
	Total	35 9.51%	44 11.96%	65 17.66%	104 28.26%	5 1.36%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	10 2.72%	7 1.90%	13 3.53%	23 6.25%		53 14.40%
	Suspension Held in Abeyance	7 1.90%	4 1.09%	5 1.36%	14 3.80%	1 0.27%	31 8.42%
	Suspension (10 or less days)	6 1.63%	4 1.09%	3 0.82%	10 2.72%	1 0.27%	24 6.52%
	Suspension (11 or more days)	1 0.27%		2 0.54%	1 0.27%		4 1.09%
	Termination held in Abeyance			1 0.27%			1 0.27%
	Termination		1 0.27%		1 0.27%		2 0.54%
	Total	24 6.52%	16 4.35%	24 6.52%	49 13.32%	2 0.54%	115 31.25%
Grand Total		59 16.03%	60 16.30%	89 24.18%	153 41.58%	7 1.90%	368 100.00%

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program	2 0.54%	3 0.82%				5 1.36%
	Admonishment	9 2.45%	31 8.42%	11 2.99%	9 2.45%	2 0.54%	62 16.85%
	Performance Improvement Plan	8 2.17%	5 1.36%	5 1.36%	2 0.54%		20 5.43%
	Resignation		3 0.82%	2 0.54%			5 1.36%
	Retirement			1 0.27%	3 0.82%	1 0.27%	4 1.09%
	Retraining	35 9.51%	71 19.29%	33 8.97%	16 4.35%	2 0.54%	157 42.66%
	Total	54 14.67%	113 30.71%	52 14.13%	30 8.15%	5 1.36%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	15 4.08%	21 5.71%	12 3.26%	5 1.36%		53 14.40%
	Suspension Held in Abeyance	5 1.36%	16 4.35%	8 2.17%	2 0.54%		31 8.42%
	Suspension (10 or less days)	8 2.17%	9 2.45%	6 1.63%	1 0.27%		24 6.52%
	Suspension (11 or more days)	1 0.27%	2 0.54%	1 0.27%			4 1.09%
	Termination held in Abeyance			1 0.27%			1 0.27%
	Termination			2 0.54%			2 0.54%
	Total	29 7.88%	48 13.04%	30 8.15%	8 2.17%		115 31.25%
Grand Total		83 22.55%	161 43.75%	82 22.28%	38 10.33%	5 1.36%	368 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had an action for multiple cases and was in two different age groups.

Closed Cases – 2025

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

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.27%	4 1.09%	5 1.36%
	Admonishment	15 4.08%	47 12.77%	62 16.85%
	Performance Improvement Plan	3 0.82%	17 4.62%	20 5.43%
	Resignation		5 1.36%	5 1.36%
	Retirement		4 1.09%	4 1.09%
	Retraining	26 7.07%	131 35.60%	157 42.66%
	Total	45 12.23%	208 56.52%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	6 1.63%	47 12.77%	53 14.40%
	Suspension Held in Abeyance	3 0.82%	28 7.61%	31 8.42%
	Suspension (10 or less days)	1 0.27%	23 6.25%	24 6.52%
	Suspension (11 or more days)	1 0.27%	3 0.82%	4 1.09%
	Termination held in Abeyance	1 0.27%		1 0.27%
	Termination		2 0.54%	2 0.54%
	Total	12 3.26%	103 27.99%	115 31.25%
Grand Total		57 15.49%	311 84.51%	368 100.00%

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	3 0.82%	2 0.54%					5 1.36%
	Admonishment	17 4.62%	24 6.52%	9 2.45%	8 2.17%		4 1.09%	62 16.85%
	Performance Improvement Plan	9 2.45%	5 1.36%	3 0.82%	1 0.27%	2 0.54%		20 5.43%
	Resignation		5 1.36%					5 1.36%
	Retirement					2 0.54%	2 0.54%	4 1.09%
	Retraining	53 14.40%	61 16.58%	21 5.71%	10 2.72%	5 1.36%	7 1.90%	157 42.66%
	Total	82 22.28%	97 26.36%	33 8.97%	19 5.16%	9 2.45%	13 3.53%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning	22 5.98%	18 4.89%	6 1.63%	2 0.54%	4 1.09%	1 0.27%	53 14.40%
	Suspension Held in Abeyance	10 2.72%	16 4.35%	2 0.54%		1 0.27%	2 0.54%	31 8.42%
	Suspension (10 or less days)	8 2.17%	10 2.72%	5 1.36%			1 0.27%	24 6.52%
	Suspension (11 or more days)	2 0.54%	1 0.27%			1 0.27%		4 1.09%
	Termination held in Abeyance					1 0.27%		1 0.27%
	Termination			1 0.27%			1 0.27%	2 0.54%
	Total	42 11.41%	45 12.23%	14 3.80%	2 0.54%	7 1.90%	5 1.36%	115 31.25%
Grand Total		124 33.70%	142 38.59%	47 12.77%	21 5.71%	16 4.35%	18 4.89%	368 100.00%

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

Closed Cases – 2025

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

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program		5 1.36%	5 1.36%
	Admonishment	2 0.54%	60 16.30%	62 16.85%
	Performance Improvement Plan		20 5.43%	20 5.43%
	Resignation		5 1.36%	5 1.36%
	Retirement		4 1.09%	4 1.09%
	Retraining	2 0.54%	155 42.12%	157 42.66%
	Total	4 1.09%	249 67.66%	253 68.75%
Disciplinary Action	Written Reprimand/ Written Warning		53 14.40%	53 14.40%
	Suspension Held in Abeyance		31 8.42%	31 8.42%
	Suspension (10 or less days)		24 6.52%	24 6.52%
	Suspension (11 or more days)		4 1.09%	4 1.09%
	Termination held in Abeyance		1 0.27%	1 0.27%
	Termination		2 0.54%	2 0.54%
	Total		115 31.25%	115 31.25%
Grand Total		4 1.09%	364 98.91%	368 100.00%

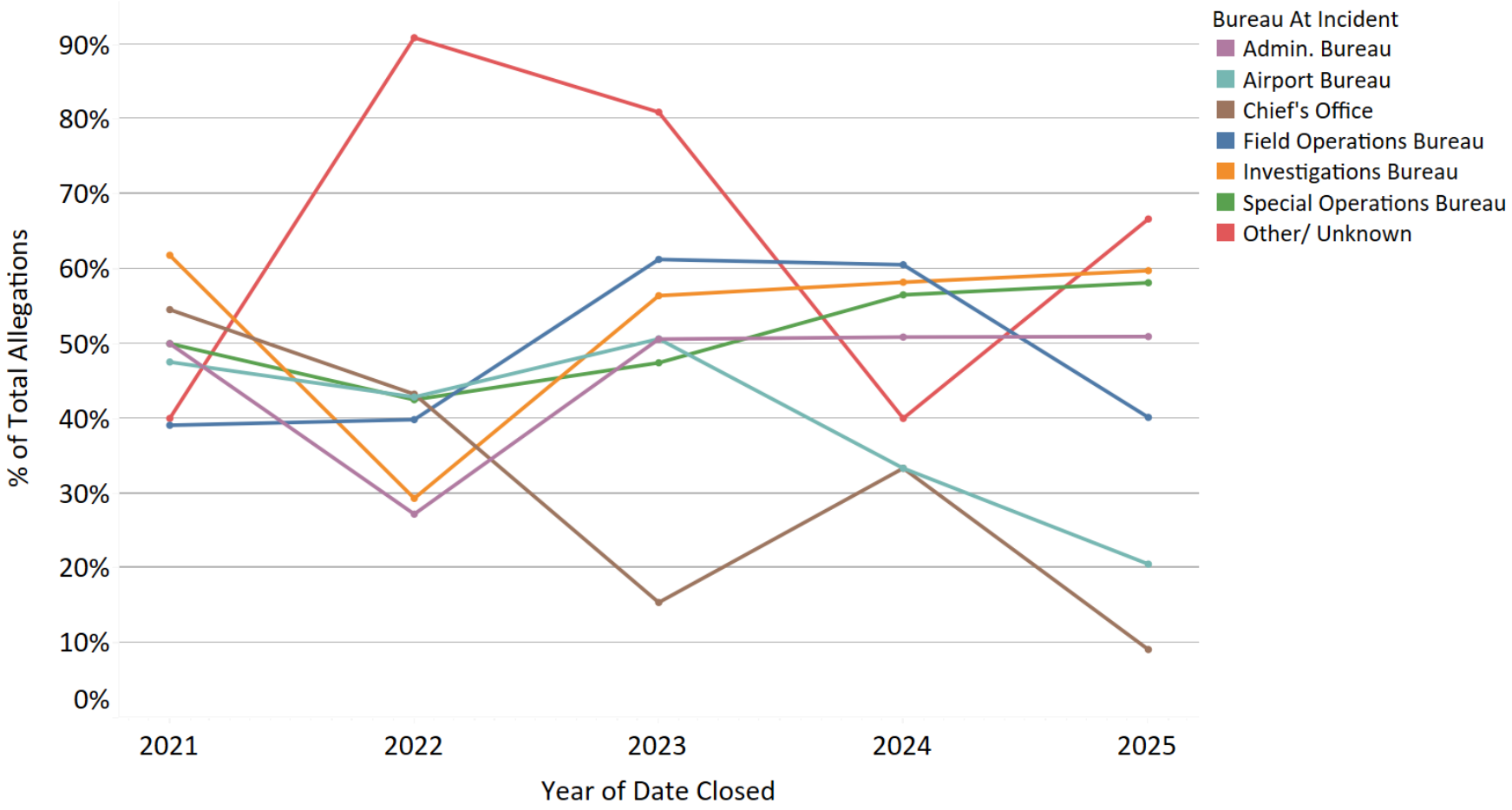
*Table includes actions for those employees with findings of Improper Conduct.

Trends

Percentage of Sustained and Not Sustained Allegations by Bureau

		Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown
2024	Not Sustained	28 49.12%	42 66.67%	24 66.67%	286 39.45%	28 41.79%	30 43.48%	15 60.00%
	Sustained	29 50.88%	21 33.33%	12 33.33%	439 60.55%	39 58.21%	39 56.52%	10 40.00%
2025	Not Sustained	26 49.06%	31 79.49%	20 90.91%	516 59.86%	33 40.24%	36 41.86%	2 33.33%
	Sustained	27 50.94%	8 20.51%	2 9.09%	346 40.14%	49 59.76%	50 58.14%	4 66.67%

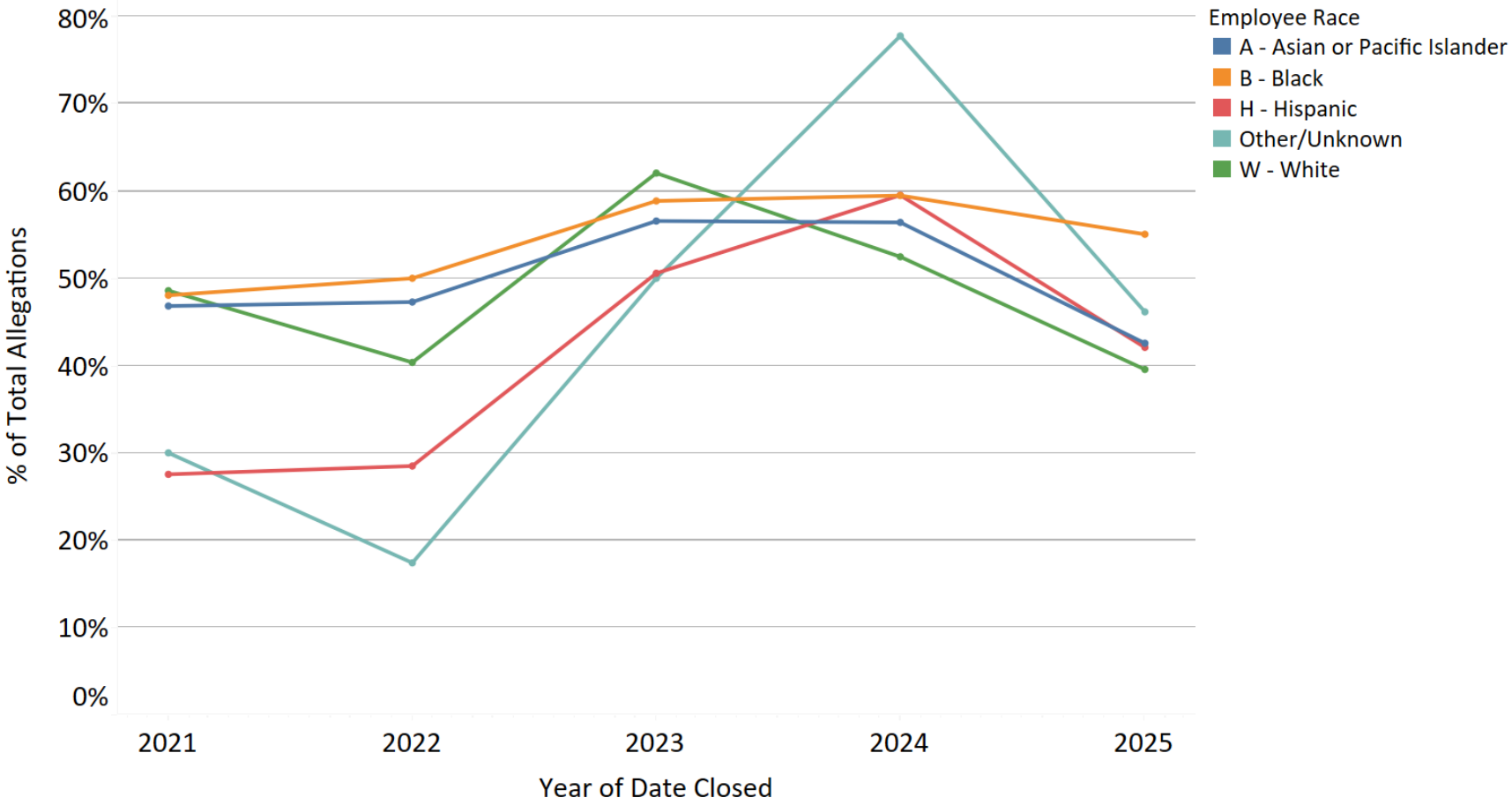
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

		Employee Race				
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2024	Not Sustained	102 43.59%	79 40.51%	85 40.48%	183 47.53%	4 22.22%
	Sustained	132 56.41%	116 59.49%	125 59.52%	202 52.47%	14 77.78%
2025	Not Sustained	139 57.44%	49 44.95%	139 57.92%	330 60.44%	7 53.85%
	Sustained	103 42.56%	60 55.05%	101 42.08%	216 39.56%	6 46.15%

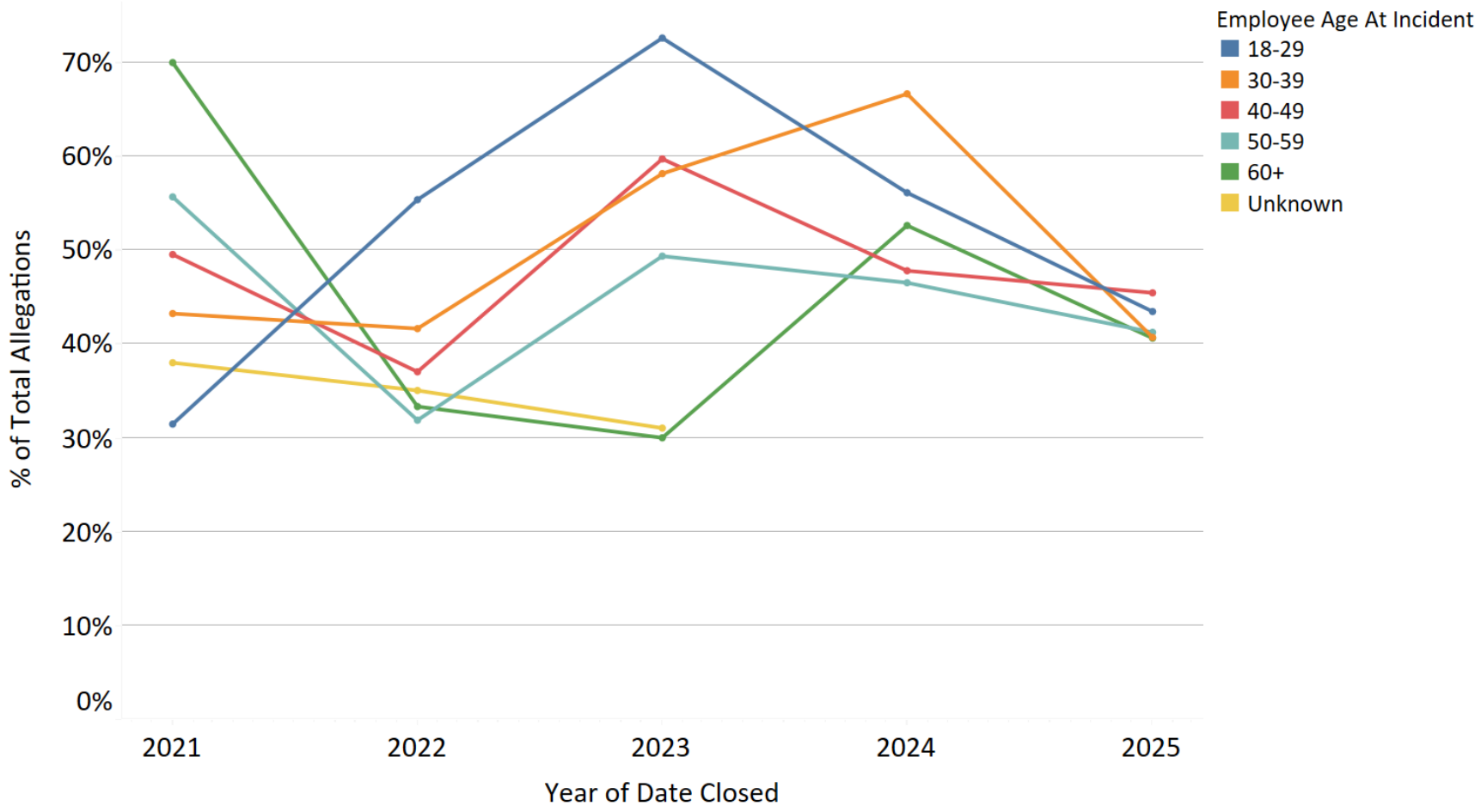
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

		Employee Age At Incident				
		18-29	30-39	40-49	50-59	60+
2024	Not Sustained	111 43.87%	125 33.33%	131 52.19%	77 53.47%	9 47.37%
	Sustained	142 56.13%	250 66.67%	120 47.81%	67 46.53%	10 52.63%
2025	Not Sustained	134 56.54%	287 59.30%	120 54.55%	104 58.76%	19 59.38%
	Sustained	103 43.46%	197 40.70%	100 45.45%	73 41.24%	13 40.62%

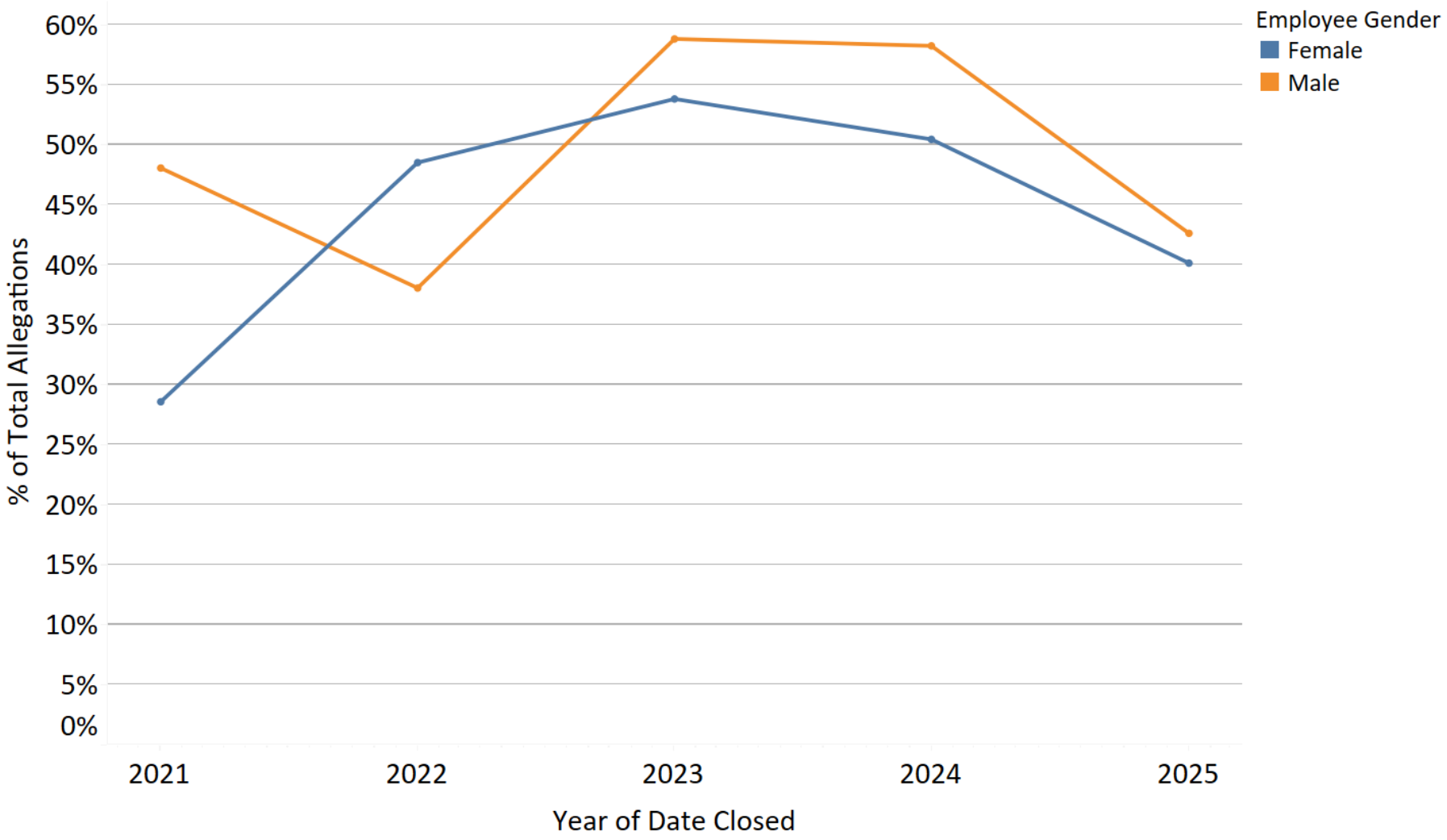
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

		Employee Gender	
		Female	Male
2024	Not Sustained	113 49.56%	340 41.77%
	Sustained	115 50.44%	474 58.23%
2025	Not Sustained	97 59.88%	567 57.39%
	Sustained	65 40.12%	421 42.61%

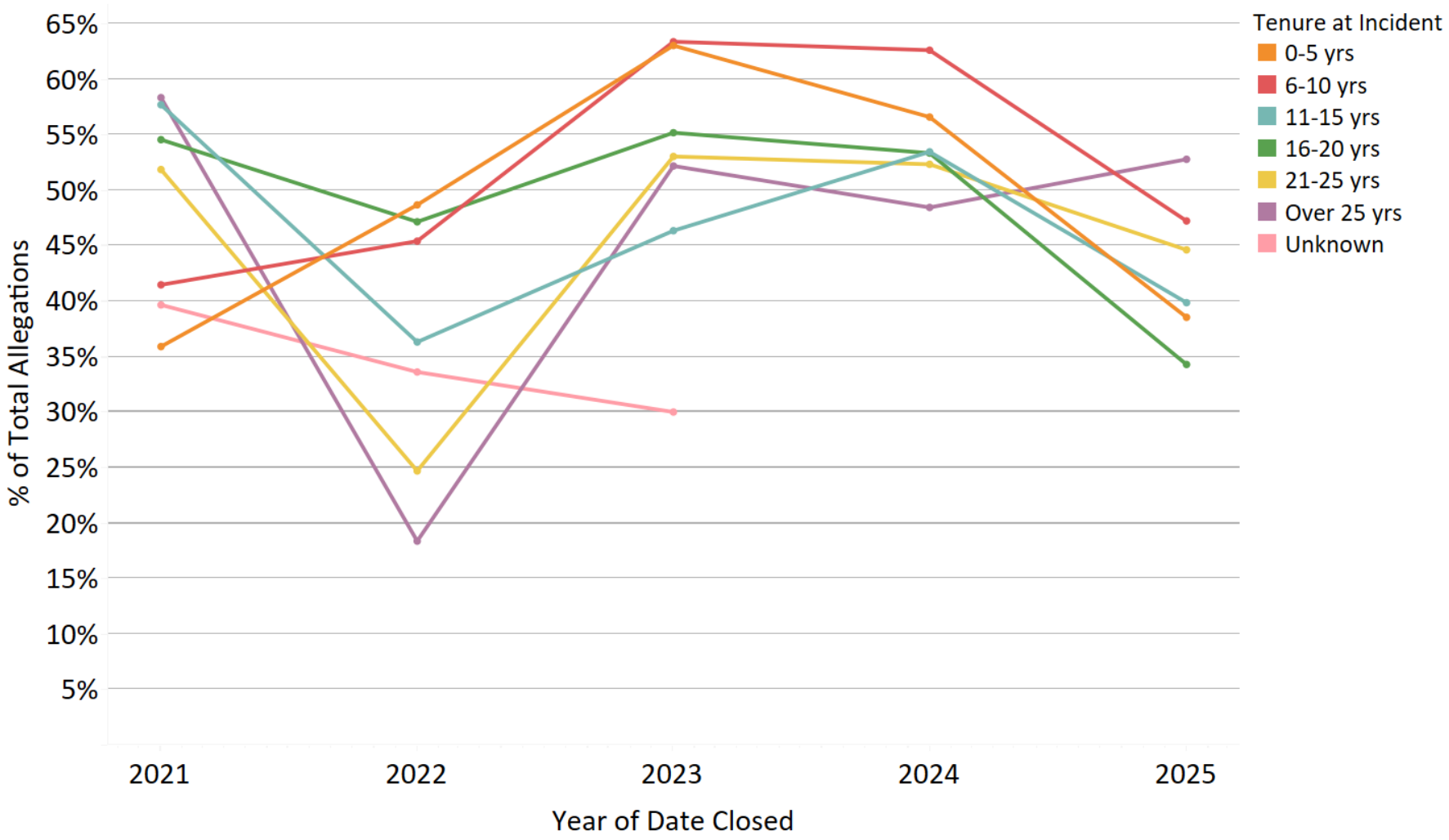
Percentage of Sustained Allegations by Gender



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
2024	Not Sustained	211 43.42%	86 37.39%	54 46.55%	28 46.67%	41 47.67%	33 51.56%
	Sustained	275 56.58%	144 62.61%	62 53.45%	32 53.33%	45 52.33%	31 48.44%
2025	Not Sustained	252 61.46%	190 52.78%	83 60.14%	69 65.71%	36 55.38%	34 47.22%
	Sustained	158 38.54%	170 47.22%	55 39.86%	36 34.29%	29 44.62%	38 52.78%

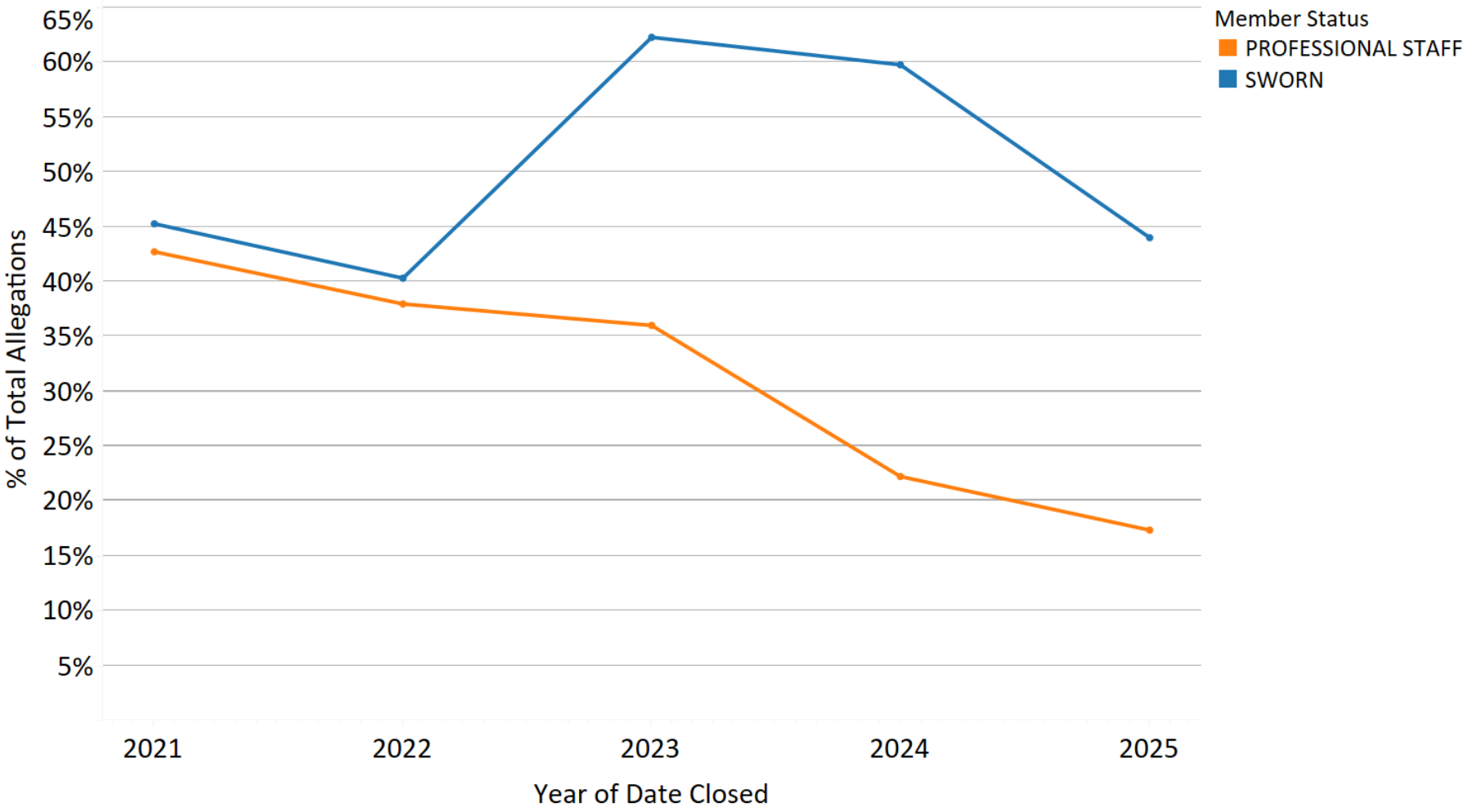
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

		Member Status	
		PROFESSIONAL STAFF	SWORN
2024	Not Sustained	70 77.78%	383 40.23%
	Sustained	20 22.22%	569 59.77%
2025	Not Sustained	62 82.67%	602 56.00%
	Sustained	13 17.33%	473 44.00%

Percentage of Sustained Allegations by Member Status



Opened Cases Complaint Summaries

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0003	DV, Neglect of Duty	Was involved in a domestic violence incident, in violation of DGO 2.01.03, Rule 1 - Misconduct. Traveled out of state without proper notification while on Disability Leave, in violation of DGO 11.01.M.2.e - Personal Compensation.
MCD-2025-0004	Neglect of Duty (BWC)	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2025-0005	Neglect of Duty (BWC)	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0006	Neglect of Duty (BWC)	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0007	Neglect of Duty	While transporting a prisoner, lost property belonging to a subject in custody, in violation of DGO 6.15.I.A, Property Processing.
MCD-2025-0008	Conduct Unbecoming, Neglect of Duty	Wrote a disrespectful email and spoke in an unprofessional tone, in violation of the City's Equitable, Fair, and Respectful Workplace Policy. Denied responsibility for a task, in violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2025-0009	Conduct Unbecoming (x2)	Transmitted and responded to an email, via Department email, demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Transmitted and responded to an email, via Department email, with no reference to a work-related purpose, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Office Technologies.
MCD-2025-0011	Conduct Unbecoming (x3), Neglect of Duty	While on duty, transmitted an email demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Sent emails that had no reference to work related purposes, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Office Technologies.
MCD-2025-0012	Failure to Write an Incident Report, Inappropriate Behavior, Neglect of Duty (LEP)	Refused to take an Incident Report in violation of DGO 2.01.03, Rule 9, Written Reports. Engaged in inappropriate behavior, in violation of DGO 2.01.03, Rule 8 b, Public Courtesy. Failed to utilize an interpreter for a non-English speaking individual, in violation of DGO 5.20 III. F, Language Access Services for Limited English Proficient (LEP) Persons.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0016	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0017	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0018	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0019	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0020	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0021	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0022	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0023	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0024	Conduct Unbecoming	Transmitted an email demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0026	Conduct Unbecoming, Unwarranted Action	Sent an email that contained a potential bias word, in violation of DGO 2.01.03, Rule 1. Sent an email from a department email account that had no work-related purpose, in violation of DGO 10.08 (II)(D)(2).
MCD-2025-0027	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0029	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0028	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0034	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0035	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0036	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0037	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0038	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0039	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0040	Neglect of Duty	Is unable to perform the essential job functions, in violation of DGO 2.01.03, Rule 5 - Peforming Duties & the 12 Essential Functions.
MCD-2025-0041	Discourtesy	Was discourteous to a member of the public by laughing at the complainant after having issued the complainant a parking citation. The allegation would constitute a violation of DGO 2.01.03, Rule 8.
MCD-2025-0042	Neglect of Duty (Lost Property)	Lost a gear bag that contained department issued equipment, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0043	Neglect of Duty	Did not respond to a citizen who inquired via email on how to file a complaint, in violation of DGO 2.05 - Citizen Complaints Against Non-Sworn Members.
MCD-2025-0044	Conduct Unbecoming	Brought discredit upon the Department when testifying in court, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0049	Escape	A prisoner escaped from their custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
OID-2025-0001	Weapon Discharge	Discharged a department issued firearm to kill an animal posing an immediate threat. This incident will be reviewed for compliance with DGO 5.01.08.G.2.a.ii, DGO 5.01.08.G.2.c and DGO 5.01.08.G.2.a.iv.
OID-2025-0001	Weapon Discharge	Discharged a department issued firearm to kill an animal posing an immediate threat. This incident will be reviewed for compliance with DGO 5.01.08.G.2.a.ii, DGO 5.01.08.G.2.c and DGO 5.01.08.G.2.a.iv.
MCD-2025-0050	Neglect of Duty (x2)	Sleeping on duty, in violation of DGO 1.04, Rule 1a and 1b, Supervision and DGO 2.01.03, Rule 3, Attention to Duty.
MCD-2025-0057	Neglect of Duty	Failed to inspect a vehicle and check its credentials prior to allowing it access to a secure area, in violation of DGO 2.01.03, Rule 5 and Rule 9.
MCD-2025-0058	Unwarranted Action	Utilized employee time for personal business, in violation of Department General Order 2.01.03 - 1. Misconduct.
MCD-2025-0058	Unwarranted Action	Directed employees to perform work for personal business, in violation of Department General Order 2.01.03 - 1. Misconduct.
MCD-2025-0059	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0060	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0061	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0062	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0065	Neglect of Duty (Lost Property)	Failed to properly care for department issued cell phone, in violation of DGO 2.01.03, Rule 23.
MCD-2025-0066	Neglect of Duty (x2)	Failed to provide the complainant with information on how to retrieve their property, in violation of DGO 2.01.03, Rule 5- Performing Duties. Failed to assist the complainant with filing a complaint, in violation of DGO 2.04 - Complaints Against Officers.
MCD-2025-0067	Conduct Unbecoming	Allegation of child abuse, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0068	Conduct Unbecoming (x2)	Addressed an email to several groups without obtaining approval, in violation of Department Notice 23-144- Department Email Policy & Procedures. Displayed disrespectful behavior to an employee in the workplace, in violation of the City's Department of HR's Equitable, Fair and Respectful Workplace Policy.
MCD-2025-0069	Conduct Unbecoming, Insubordination	Sent emails flouting the authority of supervisors in their chain of command, in violation of DGO 2.01.03, Rule 14 - Insubordination.
MCD-2025-0070	Conduct Unbecoming (x2)	Transmitted a message demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03 Rule 1 - Misconduct. Transmitted a message with no reference to a work-related purpose, in violation of DGO 10.08(II)(D) - Unauthorized Use of Office Technologies.
OIS-2025-0003	Administrative Investigation	Officer involved shooting investigation – Covered Incident.
MCD-2025-0013	Conduct Unbecoming (x2)	Was under the influence of an intoxicant or drug while on-duty, in violation DGO 2.03.03.B.- Use of Intoxicants or Drugs by Sworn Department Members. Used an intoxicant or drug while on-duty, in violation of DGO 2.03.03.A.- Use of intoxicants or Drugs by Sworn Members.
MCD-2025-0032	Conduct Unbecoming (x2)	Engaged in conduct that impairs the operation or efficiency of the Department or personnel, in violation of DGO 2.01, Rule 1 - Misconduct. Displayed behavior that is rude and unprofessional toward subordinates, in violation of the City and County of San Francisco's Equitable, Fair and Respectful Workplace Policy.
MCD-2025-0045	Neglect of Duty	Violated orders regarding by abandoning their post, in violation of DGO 2.01.03, Rules 4 and 5.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0048	Neglect of Duty	Sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0049	Escape	A prisoner escaped from their custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2025-0063	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0064	Failure to Appear (Range)	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0014	Conduct Unbecoming	Sent an email that contained a potential bias word, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0030	Conduct Unbecoming	Subjected a coworker to unwelcome conduct, in violation of DGO 11.07.01.B. (Harassment) and DGO 2.01.03 - Rule 7 (Respectfulness).
MCD-2025-0031	Neglect Of Duty	Did not devote work time to performing work assignment, and engaged in volunteer work on duty, in violation of DGO 2.01.03, Attention to Duty.
MCD-2025-0031	Neglect Of Duty	Was aware that a subordinate employee misused SFPD time and resources for activities unrelated to work and did not document them accordingly, in violation of DGO 2.01.03, Rule 10.
MCD-2025-0033	Conduct Unbecoming	Was involved in a verbal dispute and battery incident while off-duty, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0052	Neglect Of Duty	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0053	Neglect Of Duty	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0054	Neglect Of Duty	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.

Complaint Summaries – Q1 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0075	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0076	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0077	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0078	Failure to Appear (Range)	Failed to appear for mandatory range qualification, in violation of DGO 2.01, Rule 5 and DN 22-071.
MCD-2025-0085	Neglect of Duty (Lost Property)	Failed to properly secure a department-issued firearm, resulting in its theft, in violation of DGO 10.02.01.B.5 - FIREARMS SECURITY IN VEHICLES.
MCD-2025-0092	Conduct Unbecoming, Neglect of Duty	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
MCD-2025-0092	Conduct Unbecoming, Neglect of Duty	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
MCD-2025-0092	Conduct Unbecoming, Neglect of Duty	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
OID-2025-0002	Weapon Discharge	Negligently discharged a duty weapon in an SFPD locker room, in violation of DGO 5.01.08.G.1.
OIS-2009-0001	Administrative Investigation	Officer Involved Shooting - Administrative Investigation
OIS-2009-0002	Administrative Investigation	Officer Involved Shooting - Administrative Investigation

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0073	Neglect of Duty (BWC)	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0074	Neglect of Duty (BWC)	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0079	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0080	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0081	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0082	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0083	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0084	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0086	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0087	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0088	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0089	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0090	Conduct Unbecoming (x2), Failure to Follow Proper Procedures as Detailed, Neglect of Duty, Neglect of Duty (BWC) (x2)	Failed to activate BWC during a detention or arrest, in violation of DGO 10.11.03, C. - (BWC) Authorized Use. Allowed an unauthorized person to ride in a marked police vehicle while on-duty without approval, in violation of DGO 2.01.03, Rule 1- Misconduct. Failed to follow all procedures for members involved in vehicle crashes (e.g. remaining on scene until a supervisor arrives, notify DEM & investigating the collision), in violation of DGO 2.06.04- Vehicle Crashes Involving Members. Wrote a materially incomplete incident report, in violation DGO 2.01.03, Rule 9-Written Reports. Allowed an unauthorized person, a non-SFPD member, to use a Department Police Radio, in violation of DGO 10.02.01, 1- Equipment-Safekeeping and Use.
MCD-2025-0091	Conduct Unbecoming	Transmitted a text message via Department cell phone, demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03 Rule 1 - Misconduct.
MCD-2025-0093	DUI	Was off-duty and arrested for driving under the influence, in violation of DGO 2.01.03 Rule 1 - Misconduct.
MCD-2025-0094	Conduct Unbecoming, Neglect of Duty	While off-duty, purchased a vintage automobile at a price well below its current market value from an elder victim, in violation of DGO 2.01.03, Rule 1, Misconduct. Was cited for a misdemeanor violation and failed to notify a Commanding Officer of the arrest, in violation of DGO 2.01.03.g, Department Member's Notification Responsibilities.
MCD-2025-0095	Neglect of Duty	Lost a subject in custody's wallet while transporting them, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0096	Neglect of Duty (Lost Property)	Failed to take proper care of Department Property (cell phone), in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2025-0097	Conduct Unbecoming, Neglect of Duty	Spoke in a disrespectful manner, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Spends social time with a coworker by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0097	Neglect of Duty	Arrives late to work, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty.
MCD-2025-0097	Neglect of Duty	Uses the Department gym for two hours or more, in violation of DGO 2.01.03, Rule 23 - Attention to Duty.
MCD-2025-0097	Neglect of Duty	Leaves assigned work location to spend social time with a coworker by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0098	Conduct Unbecoming	Exceeded the maximum overtime hours allowed, in violation of the City and County of San Francisco's overtime ordinance pursuant to Administrative Code 18.13.1.
MCD-2025-0098	Conduct Unbecoming	Engaged in an undisclosed romantic relationship with a subordinate, in violation of DN 23-155, requiring disclosure to the SFPD Human Resources Manager.
MCD-2025-0098	Conduct Unbecoming (x3)	Engaged in an undisclosed romantic relationship with a subordinate, in violation of DN 23-155, requiring disclosure to the SFPD Human Resources Manager. Displayed favoritism and failed to treat subordinates fairly, in violation of DGO 2.01.03, Rule 1. Engaged in the unfair distribution of overtime, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0098	Conduct Unbecoming, Neglect of Duty	Engaged in the unfair distribution of overtime, in violation of DGO 2.01.03, Rule 1. Failed to properly supervise by allowing a subordinate to violate the overtime policy, in violation of DGO 1.04(I)(A)(1)(c).
MCD-2025-0098	Neglect of Duty	Failed to properly supervise by allowing a subordinate to violate the overtime policy, in violation of DGO 1.04(I)(A)(1)(c).
MCD-2025-0099	DUI	Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct.
MCD-2025-0099	DUI	Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0101	Conduct Unbecoming, Neglect of Duty (x2)	Consistently arrived late for work, in violation of DGO 2.01.03, Rule 4, Reporting for Duty. Failed to complete assigned work assigned, in violation of DGO 2.01.03, Rule 5, Performing Duties. Behaved in a rude and unprofessional manner to Department members, in violation of DGO 2.01.03, Rule 1(a), Conduct Unbecoming an Employee.
MCD-2025-0102	Conduct Unbecoming (x2), Neglect of Duty	Operated a motor vehicle and involved in a vehicle collision resulting in the death of an individual, in violation of Department General Order 2.01.03, Rule #1 - Misconduct. Was charged for misdemeanor 192(c)(2)PC - Vehicular Manslaughter w/o Gross Negligence, in violation of Department General Order 2.01.03, Rule #1 - Misconduct. Failed to properly notify the Department in a timely manner, in violation of Department General Order 2.01.01, Rule #2 - Department Member's Notification Responsibilities.
MCD-2025-0103	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0104	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0105	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0106	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0107	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0108	Failure to Appear (Range)	Failed to participate in the range qualification course during the range qualification schedule.
MCD-2025-0109	Neglect of Duty (Lost Property)	Lost department issued identification card in, violation of DGO 2.01.03 Rule 23 - Deputy Property.
MCD-2025-0110	Neglect of Duty (BWC)	Failed to follow BWC policy on many untitled videos, in violation of DGO 10.01.03, H,2 - Storage and Use of Recordings.

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0112	Neglect of Duty (Lost Property)	While off duty, lost a wallet containing a department issued identification card, in violation of DGO 2.01.03 Rule 23, Department Property.
MCD-2025-0113	Neglect of Duty (Lost Property)	Lost multiple Department keys while on duty, in violation of DGO 2.01.03 Rule 23 - Care of Department Property.
MCD-2025-0114	Failure To Write An Incident Report	Refused to take an incident report in violation of DGO 2.01.03, Rule 9, Written Reports
MCD-2025-0115	Neglect of Duty	Failed to verify the amount of US Currency booked, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0115	Neglect of Duty	Failed to properly count and book US Currency, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0116	Conduct Unbecoming	Ordered employees to provide rides to work, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0117	Neglect of Duty	Instructed a training course with their family member, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work. Attended a conference, but did not accurately report the training in HRMS, in violation of DN 23-050, Timekeeping Responsibilities and Inadequate Balance in HRMS.
MCD-2025-0117	Conduct Unbecoming	Instructed a training course with their family member, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work.
MCD-2025-0118	Conduct Unbecoming	Accessed HRMS while off duty from a department computer to change work status without supervisory approval, and in violation of orders prohibiting the changing of work status. Violated DGO 2.01.03, Rule 1 - Misconduct, Rule 5 - Performing Duties, Rule 14 - Insubordination, and DGO 10.08.II.D - Unauthorized Use of Office Technology,

Complaint Summaries – Q2 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0120	Conduct Unbecoming	Sent an unprofessional text message to a group chat, purchased alcohol while in uniform and on duty, and has shown a pattern of rudeness and hostility, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0121	Unwarranted Action	Attempted to use a Department issued ID badge to enter a secure area within the San Francisco International Airport but was denied entry because the badge had expired. Contacted another employee who allowed entry to the area. Entry into this area without a current ID badge is a violation of DGO 2.01.03, Rule 5 - Performance of Duties in accordance with department policies and procedures and Code of Federal Regulations 1540.105(a)91) - Circumvention of Federal Security Procedure.
MCD-2025-0122	Neglect of Duty (BWC)	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03(H)(1) - BWC Procedures.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0055	Conduct Unbecoming	Was disrespectful and refused to provide badge number when requested. (DGO 2.01, Rule 8. Public Courtesy).
MCD-2025-0123	Neglect of Duty (x2)	Intentionally disparaged the complainant from pursuing the return of property by providing false information. Did not produce a supervisor upon request and was unhelpful when complainant requested information on how to make a complaint. These alleged actions are in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0124	Neglect of Duty	Was sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0125	Conduct Unbecoming	Verbally told an officer not to provide backup to another officer on a call for service, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0126	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0127	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0128	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0129	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0130	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0131	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0132	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0133	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0134	DUI	Was involved in an off-duty DUI, in violation of 23152(a) CVC - Driving Under the Influence of Alcohol and 23152(b) CVC - Driving with Blood Alcohol Content of 0.08% or greater. This alleged action is a violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0135	Conduct Unbecoming	Manufactured and sold duplicate Security Access Devices in the form of key fobs/rings for profit, in violation of DGO 2.01.03, Rule 27 c and e, Prohibition on Use of Authority or Position.
MCD-2025-0136	Conduct Unbecoming	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	Conduct Unbecoming	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	Conduct Unbecoming	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	Conduct Reflecting Discredit, Conduct Unbecoming	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct. Impaired the operation and efficiency of the Department by not acknowledging a close friend relationship with a test participant to DHR, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit.
MCD-2025-0136	Conduct Unbecoming	Received confidential information and test material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	Conduct Unbecoming	Disclosed confidential examination information and test material to candidates in the promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0137	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0138	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0139	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0140	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0141	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0142	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0143	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0144	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0145	Failure to Appear (Range)	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0146	Conduct Unbecoming	Improperly authorized the granting of SFPD IT access to a recently separated employee, in violation of Department Policy (DGO 2.01.03, Rule 1).
MCD-2025-0147	DV	Was the dominant aggressor in a domestic violence incident, in violation of DGO 2.01.03, Rule 1, Misconduct.
MCD-2025-0148	Conduct Unbecoming	Engaged in a romantic relationship with a direct subordinate and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.
MCD-2025-0148	Conduct Unbecoming	Engaged in a romantic relationship with a direct supervisor and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0149	Conduct Unbecoming, Neglect of Duty (x3)	Fell asleep on duty on two seperate occasions, in violation of DGO Rule 1 - Misconduct. Was observed shopping for personal items while on duty on a department computer, in violation of DGO 2.01, Rule 3 - Attention to Duty. Failed to use the SFPD Language Line for an LEP member of the public, in violation of DGO 5.20 - Language Access Services for Limited English Proficient (LEP) Persons. Pointed directly at an LEP individual and began laughing at them, in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0150	Neglect of Duty	Failed to properly document a harassment incident in violation of Department Policy (DGO 2.01.03, Rule 9 - Written Reports)
MCD-2025-0151	Neglect of Duty	Often left work early, worked half days, or not shown up for work while still taking regular pay. These alleged allegations are a violation of DGO 2.01.03 Rule #4 - Reporting to Duty and DGO 2.01.03 Rule #3 - Attention to duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.
MCD-2025-0155	Neglect of Duty	Failed to report and/or remain at work for the full duration of their shift, in violation of DGO 2.01.03 - Reporting for Duty.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0156	Conduct Reflecting Discredit, DV	Was involved in a domestic violence incident involving battery, in violation of DGO 2.01.03, Rule 1 - Misconduct. Became the subject of an Emergency Protective Order, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit.
MCD-2025-0157	Conduct Unbecoming	Spoke rudely to a complainant, in violation of DGO 2.01.03, Rule 1a, Conduct Unbecoming and Rule 7, Respectfulness.
MCD-2025-0158	Failure To Write An Incident Report	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0159	Conduct Unbecoming	Used sick pay (SP) while on vacation outside the country, in violation of DGO 2.01.03, Rule 22 Sickness or Injury.
MCD-2025-0159	Conduct Unbecoming	Approved falsely reported sick pay use, in violation of DGO 1.06.03 Commissioned Officers, A. General Duties, 2. Supervision.
MCD-2025-0160	Conduct Unbecoming	Was unprofessional when issuing a parking citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0161	Conduct Unbecoming (x2)	Made subordinate employees procure coffee and meals, in violation of DGO 2.01.03, Rule 1 - Misconduct. Placed hands on a subordinate employee's shoulders and rubbed them, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0162	Conduct Unbecoming	Is harassing an ex-romantic partner. (DGO 2.01.03, Rule 1)
MCD-2025-0163	Neglect of Duty (Lost Property)	Lost an SFPD employee identification card and a City & County of San Francisco employee "Disaster Service Worker" (DSW) identification card, in violation of DGO 2.01.03, Rule 23 - Department Property and DGO 10.02.01.A.1 - Equipment, Safekeeping and Use.
MCD-2025-0165	Failure To Properly Investigate, Neglect of Duty (x2), Neglect of Duty (BWC)	Failed to ensure a thorough and complete investigation was conducted in regard to a traffic collision, in violation of DGO 2.01.03, Rule 16 - Investigative Responsibility. Failed to notify Department Operations Center (DOC) and the Traffic Collision Investigations Unit (TCIU) when required, in violation of DGO 9.02.03 Vehicle Crashes - Procedures. Failed to document material witness statements and submitted reports containing factually inaccurate information, in violation of DGO 2.01.03, Rule 9 - Written Reports. Failed to comply with Department's Body Worn Camera (BWC) policy at the scene of a traffic collision, in violation DGO 10.11 - Body Worn Camera.

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0165	Failure To Properly Investigate	Failed to ensure a thorough and complete investigation was conducted in regard to a traffic collision, in violation of DGO 2.01.03, Rule 16 - Investigative Responsibility.
OID-2025-0003	Weapon Discharge	Officer involved firearm discharge, administrative investigation.
OIS-2025-0004	Administrative Investigation	OIS Administrative Investigation - "Covered Incident" under the SFPD/SFDA MOU.
OIS-2025-0005	Administrative Investigation	OIS Administrative Investigation - "Covered Incident" under the SFPD/SFDA MOU.
UOF 25-0001	UOF	Use of force, administrative investigation
UOF 25-0001	UOF	Use of force, administrative investigation
UOF 25-0001	UOF	Use of force, administrative investigation
MCD-2025-0152	Neglect of Duty(BWC)	Repeatedly failed to upload and/or title BWC footage in a timely manner, in violation of DGO 10.11.03.H.1 (BWC Footage Upload) and DGO 10.11.03.H.2 (Titling Footage).
MCD-2025-0153	Neglect of Duty(BWC)	Failed to title BWC videos, in violation of DGO 10.11.03.H.2, BWC Procedures.
MCD-2025-0154	Discourtesy	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2025-0166	Failure to Appear(Range)	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0167	Failure to Appear(Range)	Failed to participate in the Range Qualification in the scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).

Complaint Summaries – Q3 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0168	Failure to Appear(Range)	Failed to participate in the Range Qualification, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0169	Failure to Appear(Range)	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0170	Neglect of Duty(BWC)	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2025-0171	Neglect Of Duty	While on duty, refused to take an incident report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2025-0172	Conduct Reflecting Discredit, Writing an Inaccurate Incident Report	Submitted an inaccurate police report, in violation of DGO 2.01.03, Rule 9 - Written Reports. Entered inaccurate information into the (SVS) Stolen Vehicle System which later resulted in an out-of-state felony stop on the reporting party/victim, in violation of DGO 2.01.03, Rule 1 - Misconduct (Conduct Reflecting Discredit).

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0164	Neglect of Duty (Lost Property)	Was negligent in the handling of a Department-issued key card, resulting in its loss, in violation of DGO 2.01.03, Rule 23 & DGO 10.02.01.A.1.
MCD-2025-0173	Conduct Unbecoming	Made announcements on a PA system for vehicles to leave a no parking zone using excessive volume. Began writing a parking citation without listening to the complainant's justifications. The complainant described conduct as "rude" and "being a bully." These alleged actions are possible violations of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0174	Failure To Properly Investigate	Failed to properly investigate an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0175	Failure to Properly Investigate	Failed to properly investigate and follow up with the victim regarding an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0176	Conduct Unbecoming	Shouted and used profane language toward another employee during a formal work meeting, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2025-0177	Neglect Of Duty (x3)	Failed to promptly report member misconduct, in violation of DGO 2.01, Rule 5 (eff. 07/20/1994) Performing Duties. Failed to report the disrespectful behavior of a subordinate, in violation of DGO 2.01, Rule 13 (eff. 07/20/1994) Respectfulness. Failed to conduct an administrative investigation of misconduct alleged in an IAD Case, in violation of DGO 1.06.A.4.a(2) (eff. 08/24/1994) Duties of Superior Officers to Conduct an Administrative Investigation.
MCD-2025-0179	Neglect Of Duty	Failed to properly book a destructive device, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty and DGO 6.02.03.B - Chain of Custody.
MCD-2025-0180	Discourtesy	While conducting traffic control, was discourteous toward a citizen, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0181	Conduct Unbecoming	While off duty, engaged in sexual intercourse with a person who was too intoxicated to consent, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0182	Conduct Reflecting Discredit	Has demonstrated a pattern of dishonest behavior as follows: (1) misrepresented the call and text capabilities of a Department issued mobile device (cell phone) and (2) did not provide accurate information when asked about the installation of a motion sensor device at the entry to an SFPD work area, in violation of DGO 2.01.03, 1. Misconduct, a. Conduct Reflecting Discredit.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0183	Failure To Write An Incident Report	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0184	Conduct Unbecoming (x2)	Transmitted a text message via Department cellular phone that demonstrated bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Was unprofessional when interacting with a co-worker, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2025-0185	Conduct Unbecoming (x2)	Was unprofessional and discourteous, in violation of DGO 2.01.03, Rule 7. Over the last several years, has engaged in disrespectful behavior, in violation of the City and County of San Francisco Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0186	Conduct Unbecoming	Was rude towards the complainant, made the complainant wait a long period of time, and told the complainant their reporting would "go nowhere", in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0187	Neglect of Duty(Lost Property)	Lost Department-issued PIC radio, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0188	Conduct Unbecoming	Was disrespectful by blocking a citizen callers phone number who was trying to speak with a supervisor, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0189	DUI	Was driving under the influence while off-duty and was arrested by the California Highway Patrol, in violation of DGO 2.01, Rule 1 (Misconduct).
MCD-2025-0190	Neglect Of Duty	Failed to perform/inattentive to duties due to being asleep , in violation of DGO 2.01.03, Rule 3 Attention to Duty and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0191	Conduct Reflecting Discredit, Neglect of Duty (x2)	Violated law by carrying a live firearm round into an airport, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit. Left residence for more than 24 hours without obtaining written authorization from attending physician or the Police Physician, in violation of DGO 10.11.M.2.d - Sick or Disability Leaves. Left residence for more than 24 hours without notifying the Personnel Sergeant, in violation of DGO 11.01.M.2.e - Sick or Disability Leaves.
MCD-2025-0192	Conduct Unbecoming, Neglect of Duty (x2)	Regularly sleeps on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty. Regularly leaves shift early, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. Falsifies time and attendance records, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0193	Conduct Unbecoming (x2)	Was disrespectful to another SFPD member while they were assisting a member of the public, in violation of DGO 2.01.03, Rule 1 - Misconduct and Rule 7 - Respectfulness.
MCD-2025-0194	Conduct Unbecoming	Bag of marijuana left in trunk of patrol vehicle, in violation of DGO 6.15.I.A - Property Processing.
MCD-2025-0195	Neglect Of Duty (x2)	Used a department computer to attend online college courses and attended online college study sessions while on duty, in violation of DGO 2.01.03 Rule 3 - Attention to Duty, DGO 2.01.03 Rule 1 - Neglect of Duty, and DGO 10.08.II.D - Unauthorized Use of Office Technologies. Often arrives at work between 1 and 1.5 hours late for shift, in violation of the CCSF Employee Handbook - Tardiness.
MCD-2025-0196	Conduct Reflecting Discredit, Conduct Unbecoming	Was contacted by another agency police due to being under the influence of alcohol. Was uncooperative, and disrespectful to police officers, and was arrested for being intoxicated in public, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming. Actions reflected negatively and brought discredit to the San Francisco Police Department, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Reflecting Discredit.
MCD-2025-0197	Neglect Of Duty	Failed to serve discipline paperwork to a member before the 3304 date had passed, in violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0198	Conduct Unbecoming, Inappropriate Behavior/Comments	Inappropriately touched a coworker while working, in violation of DGO 2.01.03, Rule 1 Misconduct - Conduct Unbecoming. Made inappropriate comments and advances toward a coworker while working, in violation of DN 23-0192 Equitable, Fair, and Respectable Workplace and DGO 2.01.03.1a - Conduct Unbecoming.
MCD-2025-0199	Conduct Unbecoming	Violated the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0200	Conduct Unbecoming (x2)	Made disparaging remarks about subordinate employees, in violation of DGO 2.01 - Rule 7 (Respectfulness).
MCD-2025-0201	Conduct Unbecoming (x2)	While off-duty, grabbed the buttocks of two different people without their consent during a party, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming. While off-duty, offered the drug "Molly" to attendees of a party and was seen using a suspected narcotic during the same party, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming/Conduct Reflecting Discredit.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0202	Conduct Unbecoming	Engaged in a text conversation regarding court subpoena/attendance, that was unprofessional and disrespectful, in violation of DGO 2.01.03 Rule 1 Misconduct and DGO 2.01.03 Rule 7 Respectfulness. Was unprofessional when speaking on the phone, in violation of DGO 2.01.03 Rule 1 Misconduct.
MCD-2025-0203	Neglect Of Duty	Finished SFPD training and went home hours before the regular work shift ended without checking in with a supervisor, in violation of DGO 2.01.03, Rule 4, Reporting for duty.
MCD-2025-0204	Conduct Reflecting Discredit	Sent an email which included offensive content and/or content that would bring discredit onto a department member, in violation of DN 23-144 Department Email Policy & Procedures.
MCD-2025-0205	Conduct Unbecoming	Multiple sworn members falsely reported time worked on legal holidays (LH), in violation of DGO 2.01.03, Rule 1 Misconduct.
MCD-2025-0206	Neglect Of Duty	Failed to search for, seize, and book firearm evidence, in violation of DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0207	Conduct Unbecoming	Was insensitive when talking to a citizen trying to make a police report at the front counter, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2026-0001	Conduct Unbecoming, Neglect of Duty (BWC)	Failed to activate a Body-Worn Camera (BWC) and document the ride while transporting the victim of a domestic violence incident, in violation of DGO 2.01.03, Rule 5 - Performing Duties. Engaged in repeated phone calls and text message communications with an alleged victim and established a personal social-media connection for reasons outside the scope of official duties, in violation of DGO 2.01.03, Rule 18 - Compromising Investigations.
MCD-2026-0002	Neglect Of Duty	Traveled overseas on an unspecified date several years ago while on disability without notifying a Personnel Sergeant that they would be away from their residence for a period exceeding 24 hours, in violation of DGO 11.01.I.M.2.e, which states that, "members on sick or disability leave shall notify the Personnel Sergeant whenever they will be away from their residences in excess of 24 hours and provide an address and phone number where can be contacted."
MCD-2026-0003	Conduct Unbecoming	Was dismissive while on the phone with a citizen who was trying to follow up on a case, in violation of DGO 2.01.03, Rule 8, Public Courtesy.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
OID-2025-0005	Weapon Discharge	Negligently discharged a firearm, in violation of DGO 5.01.G.1.
OIS-2025-0006	Administrative Investigation	Officer involved shooting - Administrative Investigation
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force

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
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

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

Guide to Acronyms

- AI – Administrative Investigation
- AWOL – Absent Without Leave
- BWC – Body Worn Camera
- CAD – Computer Aided Dispatch
- CIT – Crisis Intervention Team
- CRD – Conduct Reflecting Discredit
- CU – Conduct Unbecoming
- CVC – California Vehicle Code
- DB – Department Bulletin
- DEM – San Francisco Department of Emergency Management
- DGO – Department General Order
- DM – Department Manual
- DN – Department Notice
- 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
- OID – Officer Involved Discharge (of Firearm)
- OIS – Officer Involved Shooting
- PIP – Performance Improvement Plan
- UA – Unwarranted Action
- UOF – Use of Force/Excessive or Unnecessary Force

Internal Affairs Division

Quarterly Report

Q1 2026

Safety with Respect

Data Source: San Francisco Police Department's Administrative Investigations Management (AIM) database, queried April 14, 2026

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

Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
  - Findings – pages 16-23
  - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
  - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-57
- Glossary – page 58
- Guide to Acronyms – page 59

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	478	16.9%
Airport Bureau	383	13.6%
Bureau of Investigations	358	12.7%
Chief of Staff	184	6.5%
Chief's Office	17	0.6%
Field Operations Bureau	1,227	43.5%
Special Operations Bureau	175	6.2%
Total	2,822	100.0%

Race/Ethnicity		
Asian	846	30.0%
Black	240	8.5%
Hispanic	535	19.0%
Other/Unknown	64	2.3%
White	1,137	40.3%
Total	2,822	100.0%

*Demographics as of January 15, 2026

San Francisco Police Department Employee Demographics

Age Group		
18-29	219	7.8%
30-39	757	26.8%
40-49	820	29.1%
50-59	632	22.4%
60+	394	14.0%
Total	2,822	100.0%

Gender		
Male	2,174	77.0%
Female	648	23.0%
Total	2,822	100.0%

*Demographics as of January 15, 2026

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	527	18.7%
6-10	679	24.1%
11-15	407	14.4%
16-20	514	18.2%
21-25	236	8.4%
Over 25	459	16.3%
Total	2,822	100.0%

Member Status		
Sworn	1,905	67.5%
Professional Staff	917	32.5%
Total	2,822	100.0%

*Demographics as of January 15, 2026

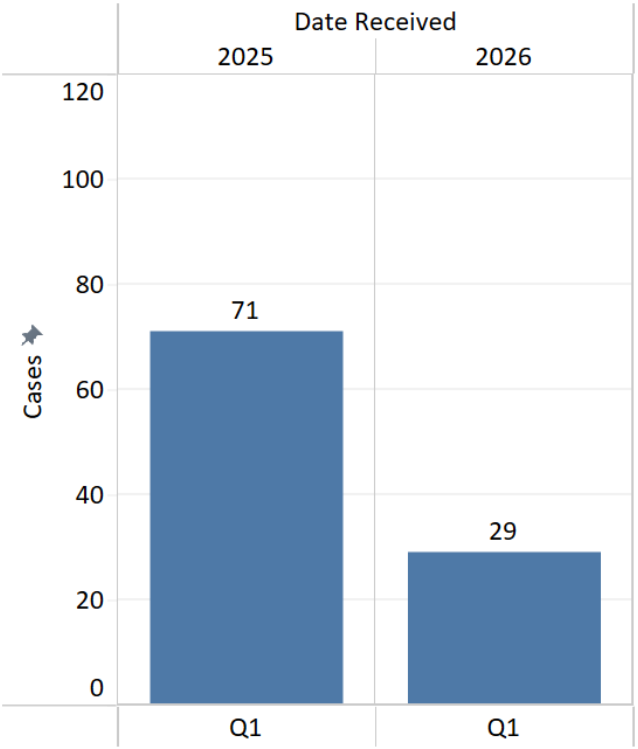
Opened Cases

		Date Received Q1
2025	IAD Cases	71
2026	IAD Cases	29

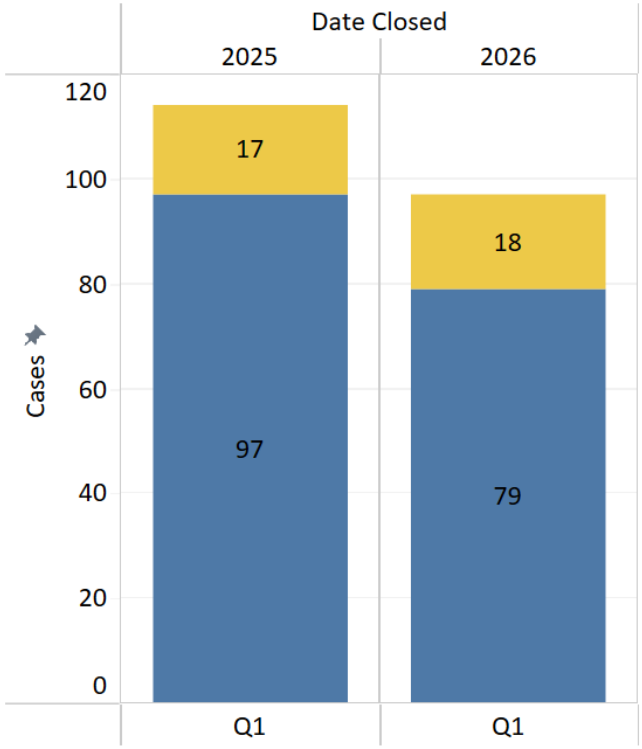
Closed Cases

		Date Closed Q1
2025	DPA Cases	17
	IAD Cases	97
	Total	114
2026	DPA Cases	18
	IAD Cases	79
	Total	97

Opened Cases



Closed Cases



Source
DPA Cases
IAD 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.

OPENED CASES

Opened Cases – Q1 2026

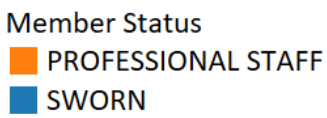
Number of Allegations

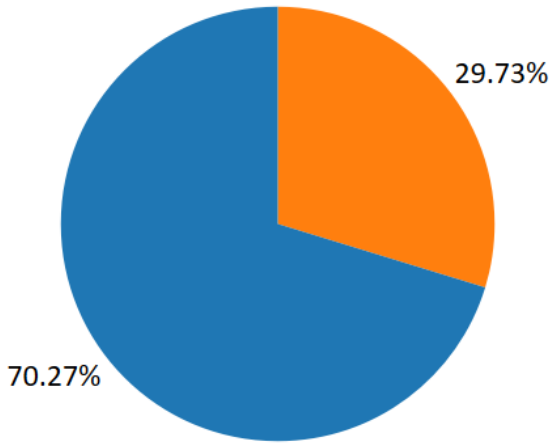
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	19	35.85%
Neglect Of Duty, General	16	30.19%
Failure to Appear, Range	6	11.32%
Writing An Inaccurate Incident Report	2	3.77%
Insubordination	2	3.77%
DUI	2	3.77%
Unnecessary Force	1	1.89%
Neglect of Duty, Lost Property	1	1.89%
Failure To Write An Incident Report	1	1.89%
Domestic Violence	1	1.89%
Discourtesy	1	1.89%
Conduct Reflecting Discredit	1	1.89%
Total Allegations	53	100.00%

Opened Cases – Q1 2026

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	11
SWORN	26
Grand Total	37

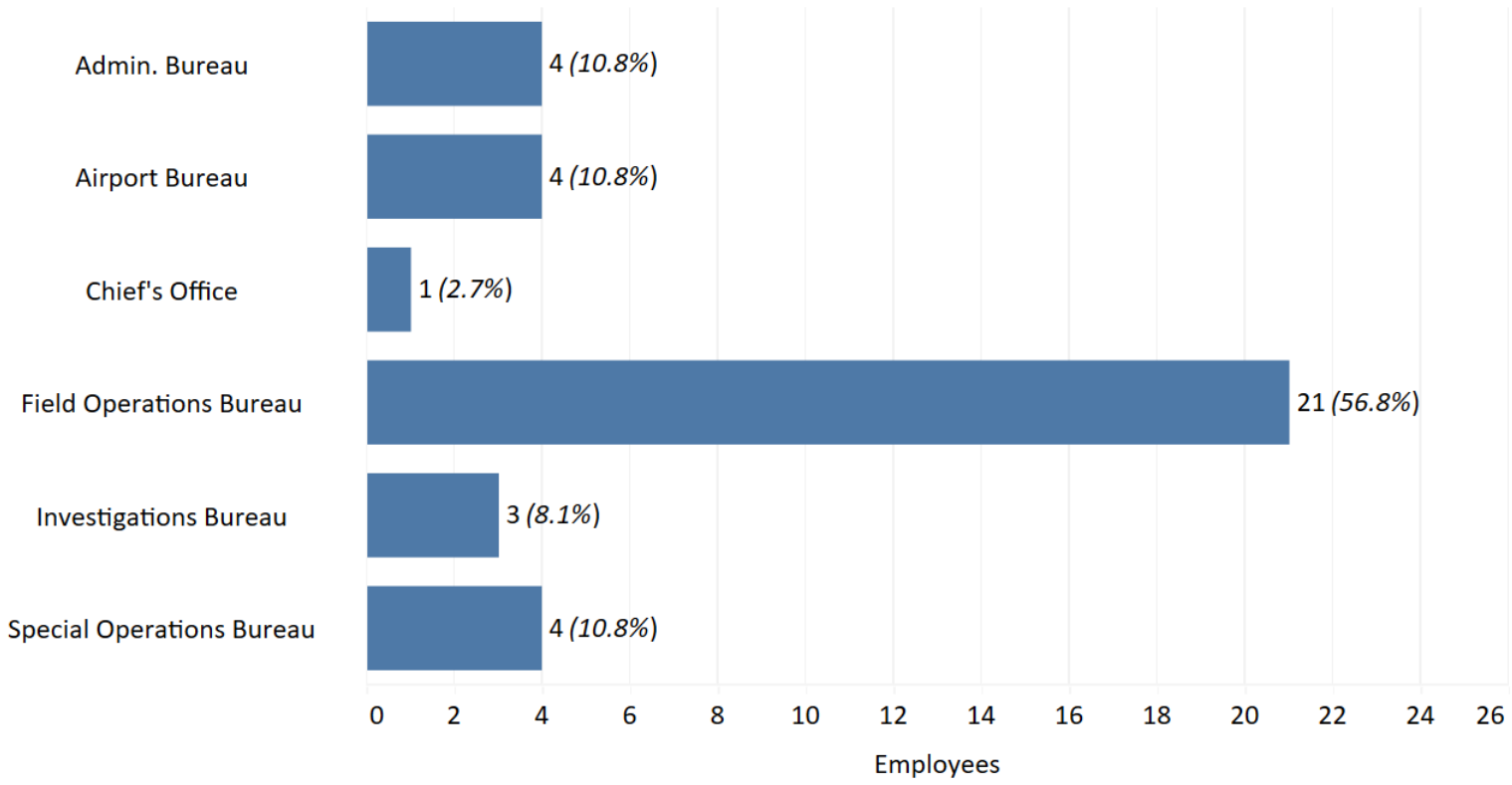




*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Opened Cases – Q1 2026

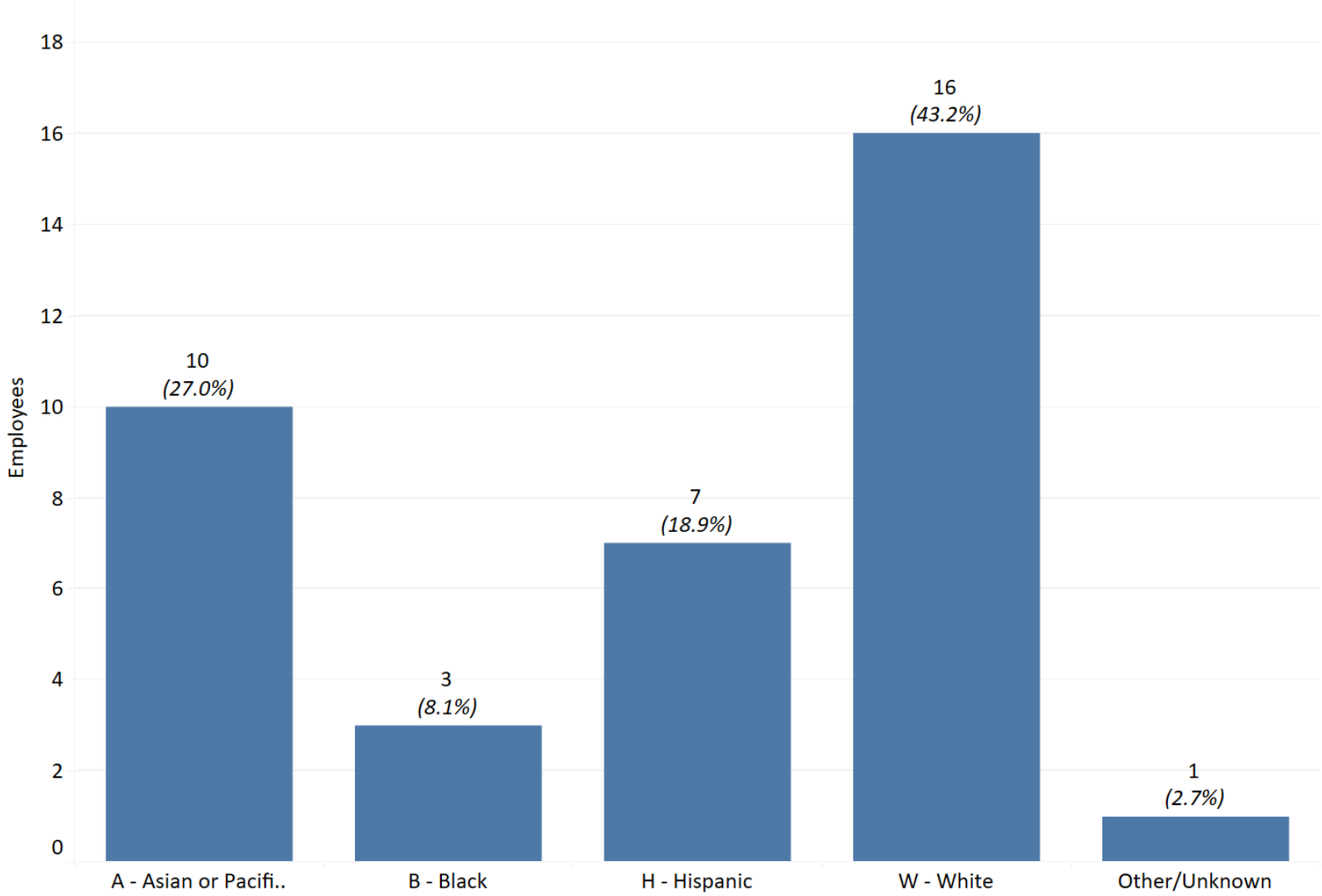
Number of Employees by Bureau



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

Opened Cases – Q1 2026

Number of Employees by Race

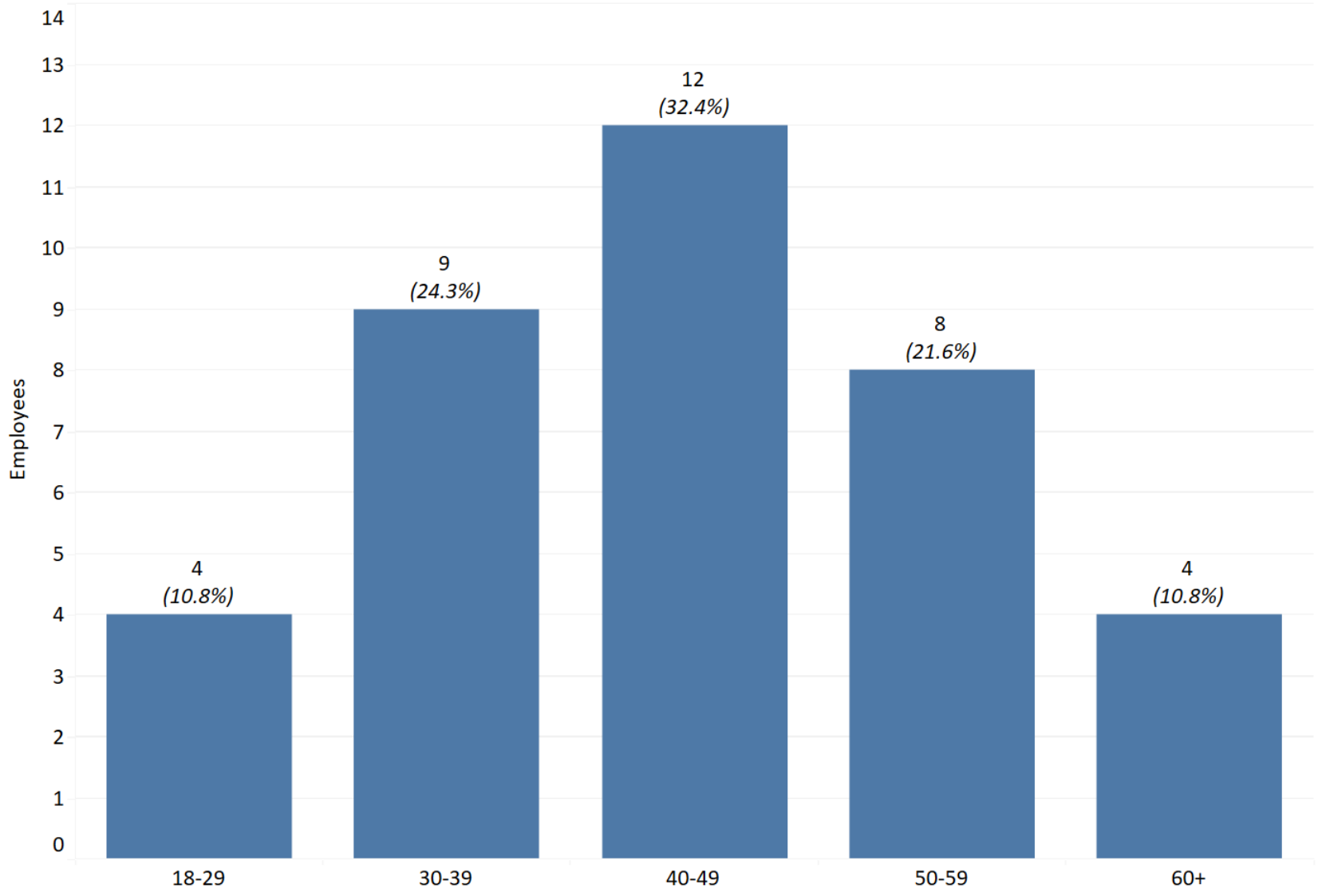


*The Other/Unknown category includes employees whose race does not fall within any other available category.

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

Opened Cases – Q1 2026

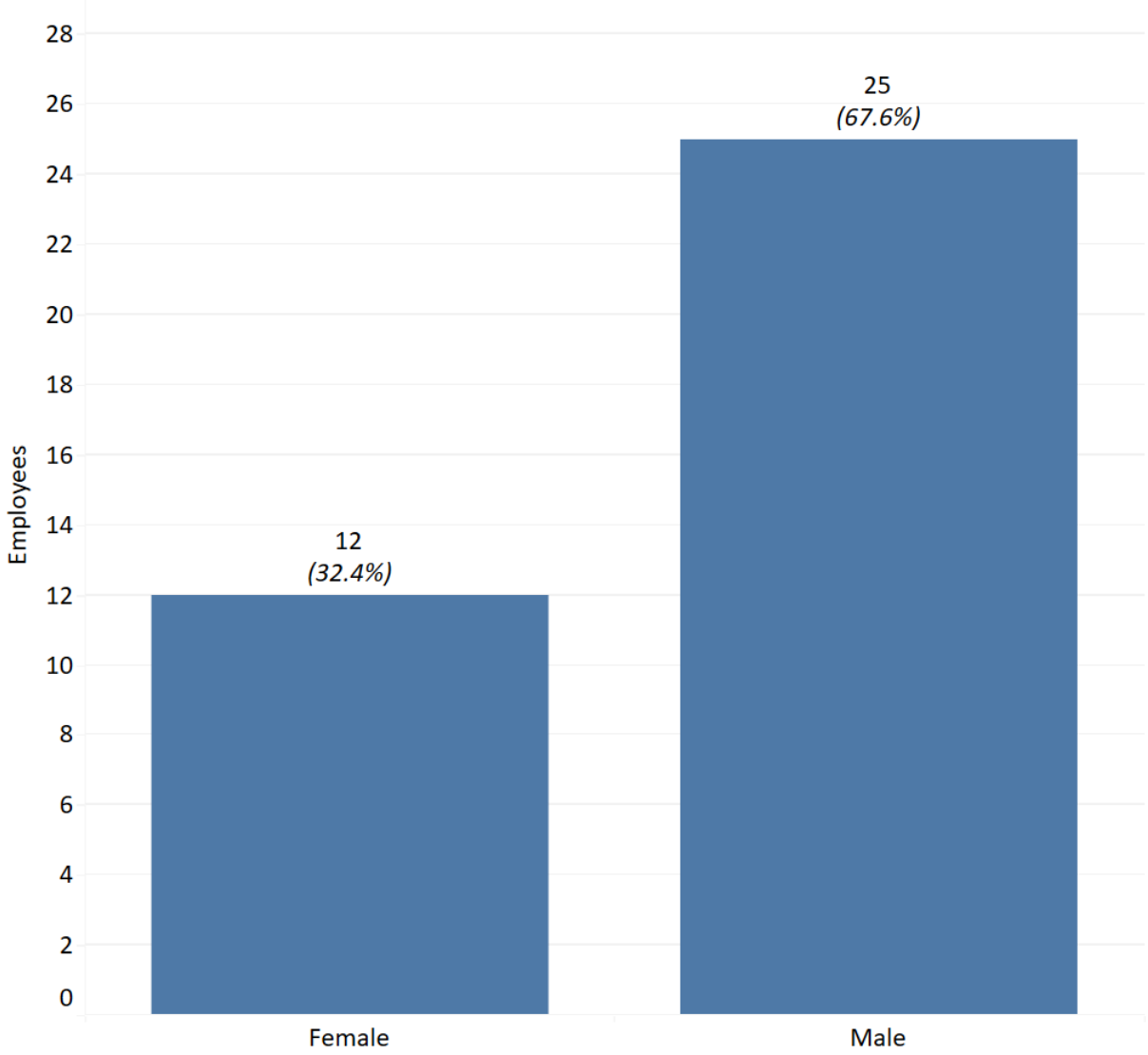
Number of Employees by Age Group



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

Opened Cases – Q1 2026

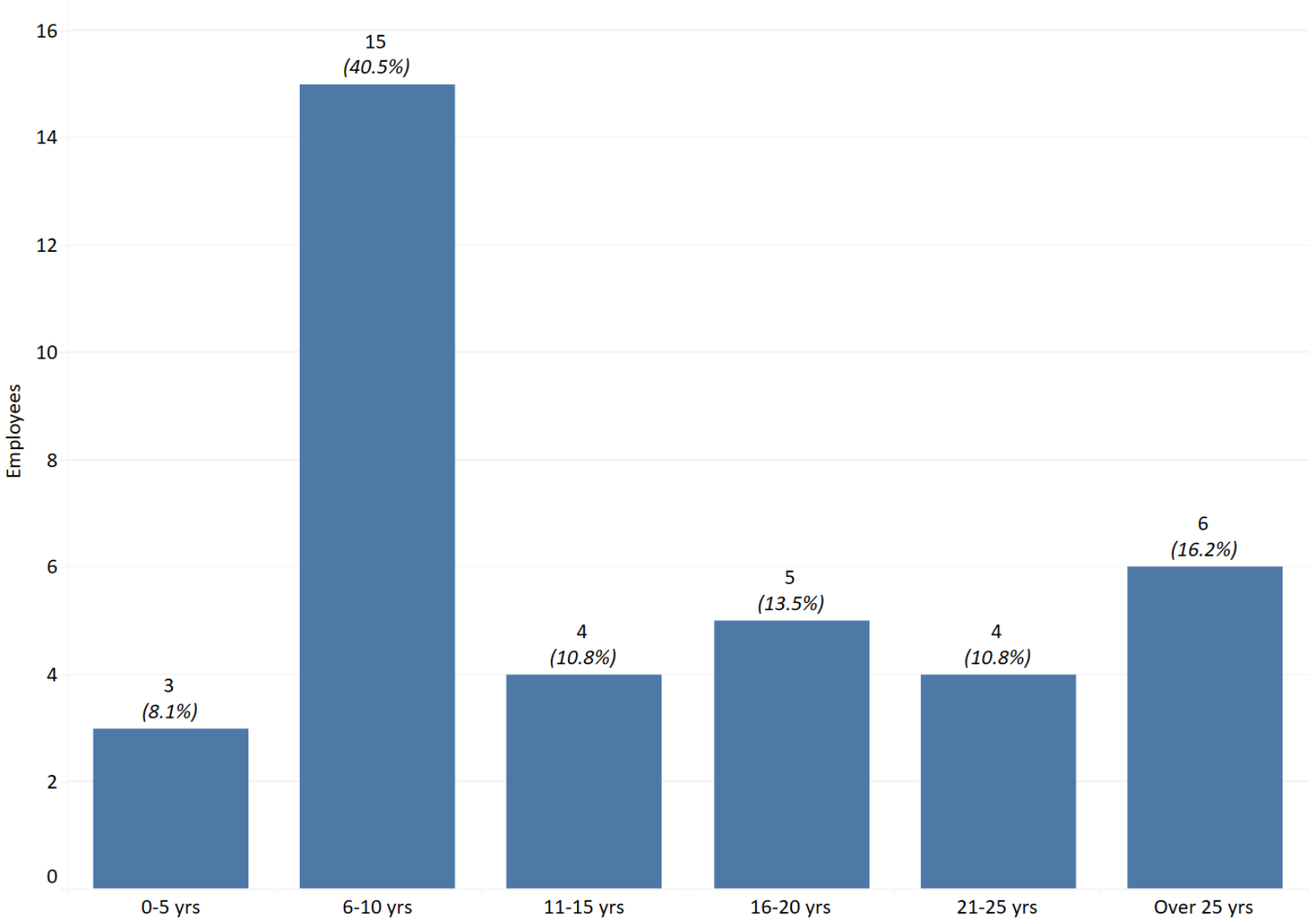
Number of Employees by Gender



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

Opened Cases – Q1 2026

Number of Employees by Tenure



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

CLOSED CASES - FINDINGS

Closed Cases – Q1 2026

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Proper Conduct	125	39.43%
Improper Conduct	116	36.59%
Insufficient Evidence	55	17.35%
Policy Failure	13	4.10%
Unfounded	4	1.26%
Exceptional Clearance	4	1.26%
Total Findings	317	100.00%

*Employees may have multiple allegations and findings, above table represents 130 employees

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

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – Q1 2026

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Strategic Mgmt Bureau	Grand Total
Exceptional Clearance				4 (1.26%)				4 (1.26%)
Improper Conduct	12 (3.79%)	3 (0.95%)	21 (6.62%)	57 (17.98%)	6 (1.89%)	17 (5.36%)		116 (36.59%)
Insufficient Evidence	6 (1.89%)	3 (0.95%)	10 (3.15%)	24 (7.57%)	2 (0.63%)	9 (2.84%)	1 (0.32%)	55 (17.35%)
Policy Failure				7 (2.21%)	6 (1.89%)			13 (4.10%)
Proper Conduct			6 (1.89%)	115 (36.28%)	4 (1.26%)			125 (39.43%)
Unfounded	1 (0.32%)			2 (0.63%)	1 (0.32%)			4 (1.26%)
Grand Total	19 (5.99%)	6 (1.89%)	37 (11.67%)	209 (65.93%)	19 (5.99%)	26 (8.20%)	1 (0.32%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unkno..	Grand Total
Exceptional Clearance	1 (0.32%)		1 (0.32%)	2 (0.63%)		4 (1.26%)
Improper Conduct	34 (10.73%)	21 (6.62%)	27 (8.52%)	33 (10.41%)	1 (0.32%)	116 (36.59%)
Insufficient Evidence	14 (4.42%)	8 (2.52%)	13 (4.10%)	20 (6.31%)		55 (17.35%)
Policy Failure		1 (0.32%)	3 (0.95%)	9 (2.84%)		13 (4.10%)
Proper Conduct	40 (12.62%)	2 (0.63%)	15 (4.73%)	68 (21.45%)		125 (39.43%)
Unfounded	2 (0.63%)		1 (0.32%)	1 (0.32%)		4 (1.26%)
Grand Total	91 (28.71%)	32 (10.09%)	60 (18.93%)	133 (41.96%)	1 (0.32%)	317 (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 130 employees

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

Closed Cases – Q1 2026

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Exceptional Clearance	1 (0.32%)		2 (0.63%)	1 (0.32%)		4 (1.26%)
Improper Conduct	25 (7.89%)	45 (14.20%)	28 (8.83%)	12 (3.79%)	6 (1.89%)	116 (36.59%)
Insufficient Evidence	6 (1.89%)	13 (4.10%)	23 (7.26%)	10 (3.15%)	3 (0.95%)	55 (17.35%)
Policy Failure	2 (0.63%)	9 (2.84%)	1 (0.32%)	1 (0.32%)		13 (4.10%)
Proper Conduct	1 (0.32%)	77 (24.29%)	16 (5.05%)	18 (5.68%)	13 (4.10%)	125 (39.43%)
Unfounded		1 (0.32%)	1 (0.32%)		2 (0.63%)	4 (1.26%)
Grand Total	35 (11.04%)	145 (45.74%)	71 (22.40%)	42 (13.25%)	24 (7.57%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Gender

	Female	Male	Grand Total
Exceptional Clearance	1 (0.32%)	3 (0.95%)	4 (1.26%)
Improper Conduct	27 (8.52%)	89 (28.08%)	116 (36.59%)
Insufficient Evidence	22 (6.94%)	33 (10.41%)	55 (17.35%)
Policy Failure	1 (0.32%)	12 (3.79%)	13 (4.10%)
Proper Conduct	7 (2.21%)	118 (37.22%)	125 (39.43%)
Unfounded	1 (0.32%)	3 (0.95%)	4 (1.26%)
Grand Total	59 (18.61%)	258 (81.39%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Tenure

	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Exceptional Clearance		2 (0.63%)		1 (0.32%)	1 (0.32%)		4 (1.26%)
Improper Conduct	40 (12.62%)	30 (9.46%)	11 (3.47%)	8 (2.52%)	15 (4.73%)	12 (3.79%)	116 (36.59%)
Insufficient Evidence	13 (4.10%)	11 (3.47%)	4 (1.26%)	8 (2.52%)	12 (3.79%)	7 (2.21%)	55 (17.35%)
Policy Failure	3 (0.95%)	6 (1.89%)	1 (0.32%)	2 (0.63%)	1 (0.32%)		13 (4.10%)
Proper Conduct	2 (0.63%)	66 (20.82%)	14 (4.42%)		28 (8.83%)	15 (4.73%)	125 (39.43%)
Unfounded		1 (0.32%)		2 (0.63%)		1 (0.32%)	4 (1.26%)
Grand Total	58 (18.30%)	116 (36.59%)	30 (9.46%)	21 (6.62%)	57 (17.98%)	35 (11.04%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

Closed Cases – Q1 2026

Findings by Member Status

	PROFESSIONAL STAFF	SWORN	Grand Total
Exceptional Clearance		4 (1.26%)	4 (1.26%)
Improper Conduct	26 (8.20%)	90 (28.39%)	116 (36.59%)
Insufficient Evidence	24 (7.57%)	31 (9.78%)	55 (17.35%)
Policy Failure		13 (4.10%)	13 (4.10%)
Proper Conduct	4 (1.26%)	121 (38.17%)	125 (39.43%)
Unfounded	2 (0.63%)	2 (0.63%)	4 (1.26%)
Grand Total	56 (17.67%)	261 (82.33%)	317 (100.00%)

*Employees may have multiple allegations and findings, above table represents 130 employees

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

CLOSED CASES - ACTIONS

Closed Cases – Q1 2026

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	34	26.77%
	Performance Improvement Plan	1	0.79%
	Resignation	6	4.72%
	Retirement	4	3.15%
	Retraining	54	42.52%
	Total	99	77.95%
Disciplinary Action	Written Reprimand/ Written Warning	15	11.81%
	Suspension Held in Abeyance	6	4.72%
	Suspension (10 or less days)	4	3.15%
	Termination	3	2.36%
	Total	28	22.05%
Grand Total		127	100.00%

*Employees may receive multiple actions, above table represents 71 employees

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

*There were two cases closed in Q1 2026 which had an expired 3304 GC date; however, these cases were not sustained.

Closed Cases – Q1 2026

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Grand Total
Non-Disciplinary Action	Admonishment	1 0.79%	1 0.79%	3 2.36%	25 19.69%	3 2.36%	1 0.79%	34 26.77%
	Performance Improvement Plan				1 0.79%			1 0.79%
	Resignation	1 0.79%	1 0.79%		3 2.36%		1 0.79%	6 4.72%
	Retirement	1 0.79%		1 0.79%	1 0.79%		1 0.79%	4 3.15%
	Retraining	3 2.36%	2 1.57%	5 3.94%	38 29.92%	4 3.15%	3 2.36%	54 42.52%
	Total	6 4.72%	4 3.15%	9 7.09%	68 53.54%	7 5.51%	6 4.72%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.57%	1 0.79%	2 1.57%	8 6.30%		2 1.57%	15 11.81%
	Suspension Held in Abeyance				5 3.94%	1 0.79%		6 4.72%
	Suspension (10 or less days)				3 2.36%	1 0.79%		4 3.15%
	Termination	1 0.79%		1 0.79%			1 0.79%	3 2.36%
	Total	3 2.36%	1 0.79%	3 2.36%	16 12.60%	2 1.57%	3 2.36%	28 22.05%
Grand Total		9 7.09%	5 3.94%	12 9.45%	84 66.14%	9 7.09%	9 7.09%	127 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had two cases and was assigned to different bureaus for each case.

Closed Cases – Q1 2026

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	10 7.87%	3 2.36%	12 9.45%	8 6.30%	1 0.79%	34 26.77%
	Performance Improvement Plan			1 0.79%			1 0.79%
	Resignation	2 1.57%	2 1.57%		2 1.57%		6 4.72%
	Retirement	2 1.57%		2 1.57%			4 3.15%
	Retraining	14 11.02%	9 7.09%	16 12.60%	14 11.02%	1 0.79%	54 42.52%
	Total	28 22.05%	14 11.02%	31 24.41%	24 18.90%	2 1.57%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.57%	4 3.15%	4 3.15%	5 3.94%		15 11.81%
	Suspension Held in Abeyance		3 2.36%		3 2.36%		6 4.72%
	Suspension (10 or less days)	1 0.79%			3 2.36%		4 3.15%
	Termination	1 0.79%	1 0.79%		1 0.79%		3 2.36%
	Total	4 3.15%	8 6.30%	4 3.15%	12 9.45%		28 22.05%
Grand Total		32 25.20%	22 17.32%	35 27.56%	36 28.35%	2 1.57%	127 100.00%

*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 2026

Actions by Age Group

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	Admonishment	7 5.51%	14 11.02%	11 8.66%	3 2.36%		34 26.77%
	Performance Improvement Plan			1 0.79%			1 0.79%
	Resignation	1 0.79%	4 3.15%	1 0.79%			6 4.72%
	Retirement		1 0.79%		2 1.57%	1 0.79%	4 3.15%
	Retraining	11 8.66%	23 18.11%	17 13.39%	4 3.15%		54 42.52%
	Total	19 14.96%	42 33.07%	30 23.62%	9 7.09%	1 0.79%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.79%	7 5.51%	6 4.72%	1 0.79%		15 11.81%
	Suspension Held in Abeyance	1 0.79%	3 2.36%	2 1.57%			6 4.72%
	Suspension (10 or less days)	3 2.36%	1 0.79%				4 3.15%
	Termination	2 1.57%				1 0.79%	3 2.36%
	Total	7 5.51%	11 8.66%	8 6.30%	1 0.79%	1 0.79%	28 22.05%
Grand Total		26 20.47%	53 41.73%	38 29.92%	10 7.87%	2 1.57%	127 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee had actions resulting from multiple incidents and is present in two age groups for two action types.

Closed Cases – Q1 2026

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	6 4.72%	28 22.05%	34 26.77%
	Performance Improvement Plan		1 0.79%	1 0.79%
	Resignation	1 0.79%	5 3.94%	6 4.72%
	Retirement	2 1.57%	2 1.57%	4 3.15%
	Retraining	10 7.87%	44 34.65%	54 42.52%
	Total	19 14.96%	80 62.99%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	4 3.15%	11 8.66%	15 11.81%
	Suspension Held in Abeyance	1 0.79%	5 3.94%	6 4.72%
	Suspension (10 or less days)		4 3.15%	4 3.15%
	Termination		3 2.36%	3 2.36%
	Total	5 3.94%	23 18.11%	28 22.05%
Grand Total		24 18.90%	103 81.10%	127 100.00%

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

Closed Cases – Q1 2026

Actions by Tenure

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	Admonishment	12 9.45%	9 7.09%	4 3.15%	3 2.36%	5 3.94%	1 0.79%	34 26.77%
	Performance Improvement Plan		1 0.79%					1 0.79%
	Resignation	3 2.36%	2 1.57%	1 0.79%				6 4.72%
	Retirement				1 0.79%	1 0.79%	2 1.57%	4 3.15%
	Retraining	17 13.39%	20 15.75%	4 3.15%	4 3.15%	7 5.51%	3 2.36%	54 42.52%
	Total	32 25.20%	32 25.20%	9 7.09%	8 6.30%	13 10.24%	6 4.72%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	3 2.36%	8 6.30%		1 0.79%	1 0.79%	2 1.57%	15 11.81%
	Suspension Held in Abeyance	2 1.57%	3 2.36%			1 0.79%		6 4.72%
	Suspension (10 or less days)	3 2.36%	1 0.79%					4 3.15%
	Termination	2 1.57%					1 0.79%	3 2.36%
	Total	10 7.87%	12 9.45%		1 0.79%	2 1.57%	3 2.36%	28 22.05%
Grand Total		42 33.07%	44 34.65%	9 7.09%	9 7.09%	15 11.81%	9 7.09%	127 100.00%

*Table includes actions for those employees with findings of Improper Conduct. One employee was involved in two incidents and was in two different tenure groups.

Closed Cases – Q1 2026

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	1 0.79%	33 25.98%	34 26.77%
	Performance Improvement Plan		1 0.79%	1 0.79%
	Resignation	2 1.57%	4 3.15%	6 4.72%
	Retirement	2 1.57%	2 1.57%	4 3.15%
	Retraining	3 2.36%	51 40.16%	54 42.52%
	Total	8 6.30%	91 71.65%	99 77.95%
Disciplinary Action	Written Reprimand/ Written Warning	2 1.57%	13 10.24%	15 11.81%
	Suspension Held in Abeyance	1 0.79%	5 3.94%	6 4.72%
	Suspension (10 or less days)		4 3.15%	4 3.15%
	Termination	2 1.57%	1 0.79%	3 2.36%
	Total	5 3.94%	23 18.11%	28 22.05%
Grand Total		13 10.24%	114 89.76%	127 100.00%

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

Closed Cases of Employees with Prior Discipline History

Closed Cases – Q1 2026

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

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	14	22.95%
	Performance Improvement Plan	1	1.64%
	Resignation	3	4.92%
	Retirement	2	3.28%
	Retraining	27	44.26%
	Total	47	77.05%
Disciplinary Action	Written Reprimand/ Written Warning	8	13.11%
	Suspension Held in Abeyance	4	6.56%
	Suspension (10 or less days)	1	1.64%
	Termination	1	1.64%
	Total	14	22.95%
Grand Total		61	100.00%

*Employees may receive multiple actions – above table represents 33 employees

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

Closed Cases – Q1 2026

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

Action Type	Action and Suspension Days	Admin. Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Airport Bureau	Grand Total
Non-Disciplinary Action	Admonishment	1 1.64%	13 21.31%				14 22.95%
	Performance Improvement Plan		1 1.64%				1 1.64%
	Resignation		1 1.64%		1 1.64%	1 1.64%	3 4.92%
	Retirement		1 1.64%		1 1.64%		2 3.28%
	Retraining	1 1.64%	24 39.34%	1 1.64%	1 1.64%		27 44.26%
	Total	2 3.28%	40 65.57%	1 1.64%	3 4.92%	1 1.64%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning		7 11.48%		1 1.64%		8 13.11%
	Suspension Held in Abeyance		3 4.92%	1 1.64%			4 6.56%
	Suspension (10 or less days)			1 1.64%			1 1.64%
	Termination				1 1.64%		1 1.64%
	Total		10 16.39%	2 3.28%	2 3.28%		14 22.95%
Grand Total		2 3.28%	50 81.97%	3 4.92%	5 8.20%	1 1.64%	61 100.00%

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

Closed Cases – Q1 2026

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

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Grand Total
Non-Disciplinary Action	Admonishment	5 8.20%	2 3.28%	4 6.56%	3 4.92%	14 22.95%
	Performance Improvement Plan			1 1.64%		1 1.64%
	Resignation		1 1.64%		2 3.28%	3 4.92%
	Retirement			2 3.28%		2 3.28%
	Retraining	7 11.48%	7 11.48%	7 11.48%	6 9.84%	27 44.26%
	Total	12 19.67%	10 16.39%	14 22.95%	11 18.03%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.64%	3 4.92%	3 4.92%	1 1.64%	8 13.11%
	Suspension Held in Abeyance		2 3.28%		2 3.28%	4 6.56%
	Suspension (10 or less days)				1 1.64%	1 1.64%
	Termination		1 1.64%			1 1.64%
	Total	1 1.64%	6 9.84%	3 4.92%	4 6.56%	14 22.95%
Grand Total		13 21.31%	16 26.23%	17 27.87%	15 24.59%	61 100.00%

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

Closed Cases – Q1 2026

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

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	Grand Total
Non-Disciplinary Action	Admonishment	2 3.28%	8 13.11%	3 4.92%	1 1.64%	14 22.95%
	Performance Improvement Plan			1 1.64%		1 1.64%
	Resignation		2 3.28%	1 1.64%		3 4.92%
	Retirement				2 3.28%	2 3.28%
	Retraining	5 8.20%	13 21.31%	8 13.11%	1 1.64%	27 44.26%
	Total	7 11.48%	23 37.70%	13 21.31%	4 6.56%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.64%	3 4.92%	4 6.56%		8 13.11%
	Suspension Held in Abeyance	1 1.64%	2 3.28%	1 1.64%		4 6.56%
	Suspension (10 or less days)		1 1.64%			1 1.64%
	Termination	1 1.64%				1 1.64%
	Total	3 4.92%	6 9.84%	5 8.20%		14 22.95%
Grand Total		10 16.39%	29 47.54%	18 29.51%	4 6.56%	61 100.00%

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

Closed Cases – Q1 2026

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

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	2 3.28%	12 19.67%	14 22.95%
	Performance Improvement Plan		1 1.64%	1 1.64%
	Resignation		3 4.92%	3 4.92%
	Retirement	1 1.64%	1 1.64%	2 3.28%
	Retraining	4 6.56%	23 37.70%	27 44.26%
	Total	7 11.48%	40 65.57%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	2 3.28%	6 9.84%	8 13.11%
	Suspension Held in Abeyance		4 6.56%	4 6.56%
	Suspension (10 or less days)		1 1.64%	1 1.64%
	Termination		1 1.64%	1 1.64%
	Total	2 3.28%	12 19.67%	14 22.95%
Grand Total		9 14.75%	52 85.25%	61 100.00%

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

Closed Cases – Q1 2026

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

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	Admonishment	4 6.56%	6 9.84%	1 1.64%	2 3.28%	1 1.64%		14 22.95%
	Performance Improvement Plan		1 1.64%					1 1.64%
	Resignation		2 3.28%	1 1.64%				3 4.92%
	Retirement					1 1.64%	1 1.64%	2 3.28%
	Retraining	7 11.48%	14 22.95%	1 1.64%	3 4.92%	2 3.28%		27 44.26%
	Total	11 18.03%	23 37.70%	3 4.92%	5 8.20%	4 6.56%	1 1.64%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.64%	5 8.20%		1 1.64%	1 1.64%		8 13.11%
	Suspension Held in Abeyance	1 1.64%	3 4.92%					4 6.56%
	Suspension (10 or less days)		1 1.64%					1 1.64%
	Termination	1 1.64%						1 1.64%
	Total	3 4.92%	9 14.75%		1 1.64%	1 1.64%		14 22.95%
Grand Total		14 22.95%	32 52.46%	3 4.92%	6 9.84%	5 8.20%	1 1.64%	61 100.00%

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

Closed Cases – Q1 2026

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

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment		14 22.95%	14 22.95%
	Performance Improvement Plan		1 1.64%	1 1.64%
	Resignation	1 1.64%	2 3.28%	3 4.92%
	Retirement	1 1.64%	1 1.64%	2 3.28%
	Retraining		27 44.26%	27 44.26%
	Total	2 3.28%	45 73.77%	47 77.05%
Disciplinary Action	Written Reprimand/ Written Warning		8 13.11%	8 13.11%
	Suspension Held in Abeyance		4 6.56%	4 6.56%
	Suspension (10 or less days)		1 1.64%	1 1.64%
	Termination	1 1.64%		1 1.64%
	Total	1 1.64%	13 21.31%	14 22.95%
Grand Total		3 4.92%	58 95.08%	61 100.00%

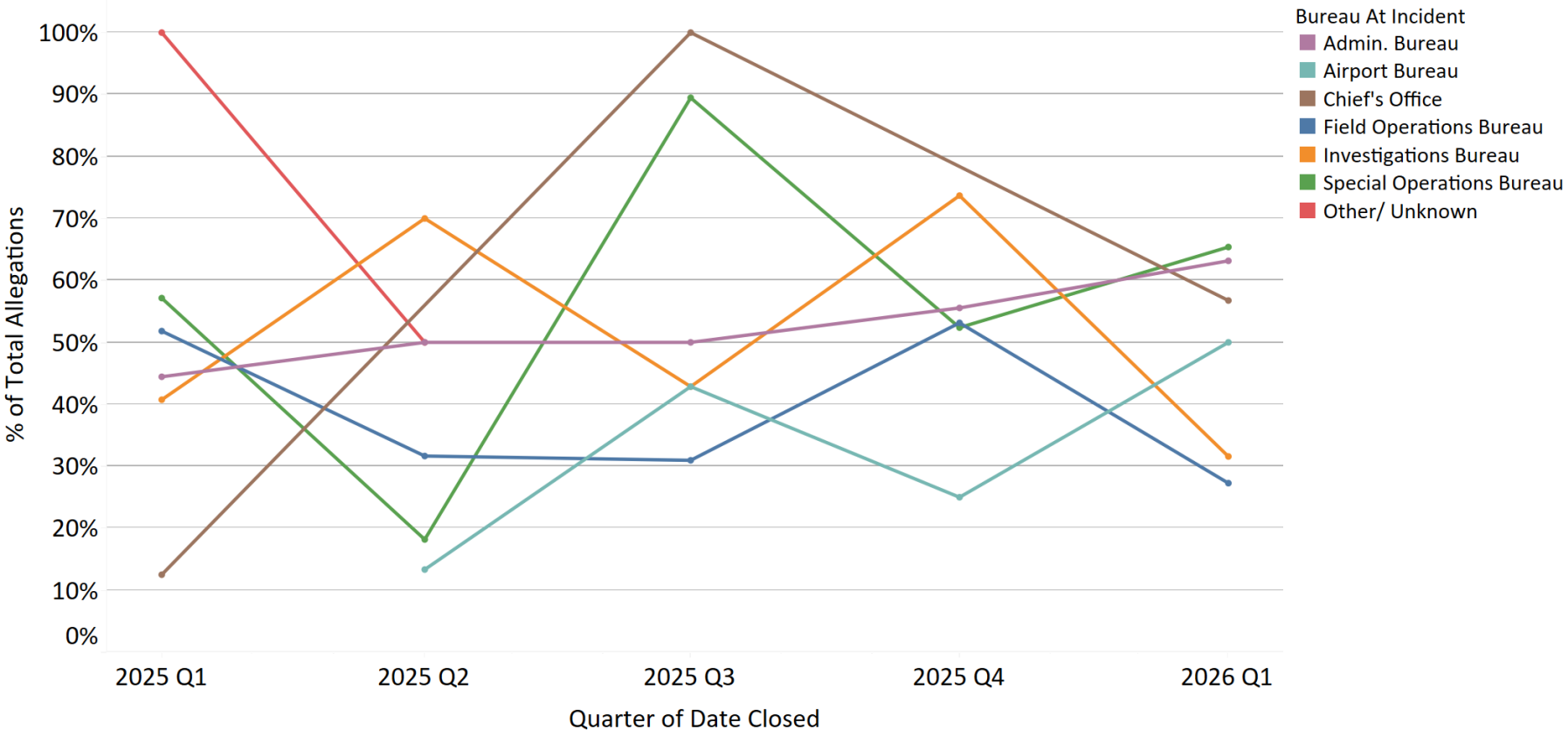
*Table includes actions for those employees with findings of Improper Conduct.

Trends

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident							
			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Strategic Mgmt Bureau	Other/ Unknown
2025	Q1	Not Sustained	5 55.56%	5 100.00%	7 87.50%	106 48.18%	16 59.26%	15 42.86%		
		Sustained	4 44.44%		1 12.50%	114 51.82%	11 40.74%	20 57.14%		1 100.00%
2026	Q1	Not Sustained	7 36.84%	3 50.00%	16 43.24%	152 72.73%	13 68.42%	9 34.62%	1 100.00%	
		Sustained	12 63.16%	3 50.00%	21 56.76%	57 27.27%	6 31.58%	17 65.38%		

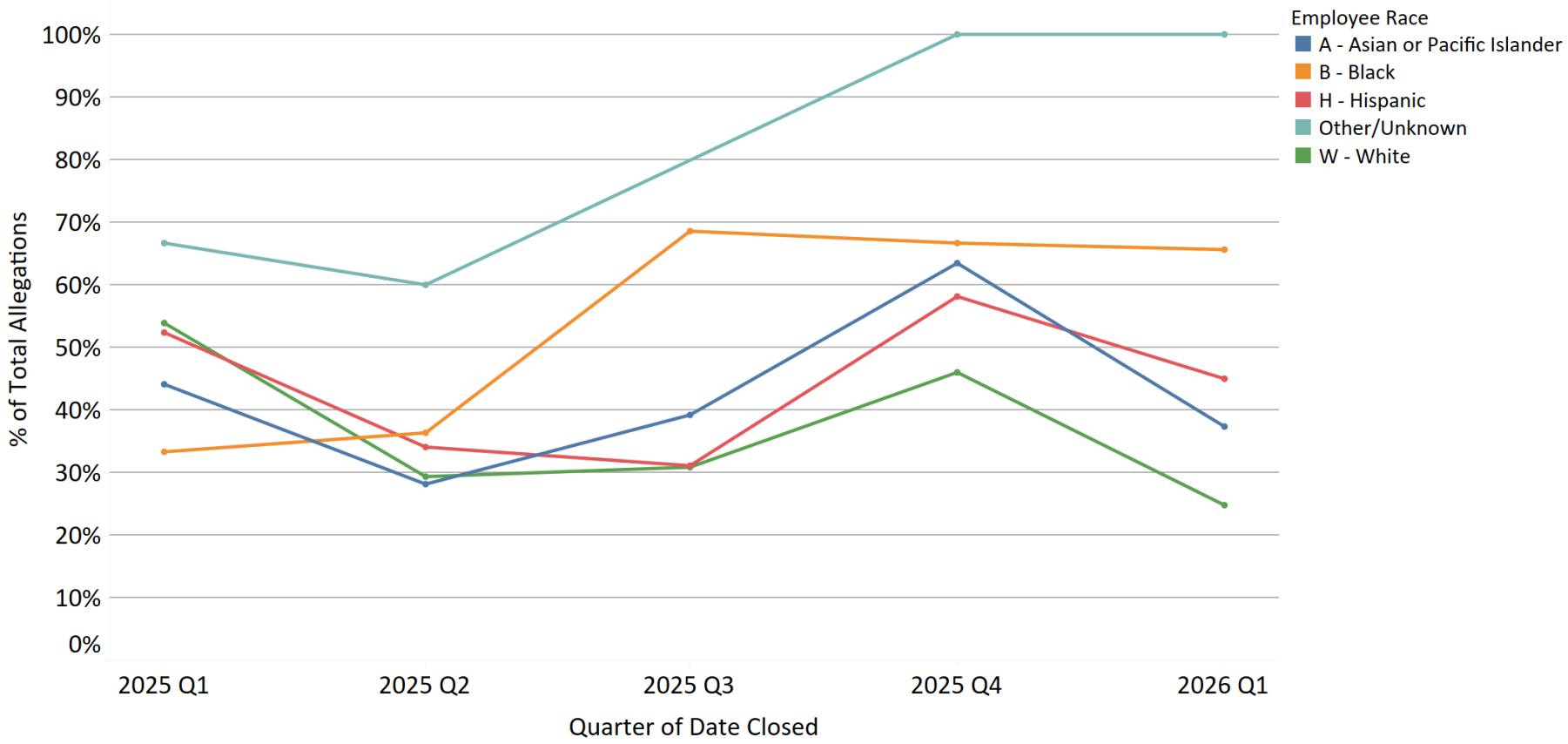
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2025	Q1	Not Sustained	38 55.88%	20 66.67%	30 47.62%	65 46.10%	1 33.33%
		Sustained	30 44.12%	10 33.33%	33 52.38%	76 53.90%	2 66.67%
2026	Q1	Not Sustained	57 62.64%	11 34.38%	33 55.00%	100 75.19%	
		Sustained	34 37.36%	21 65.62%	27 45.00%	33 24.81%	1 100.00%

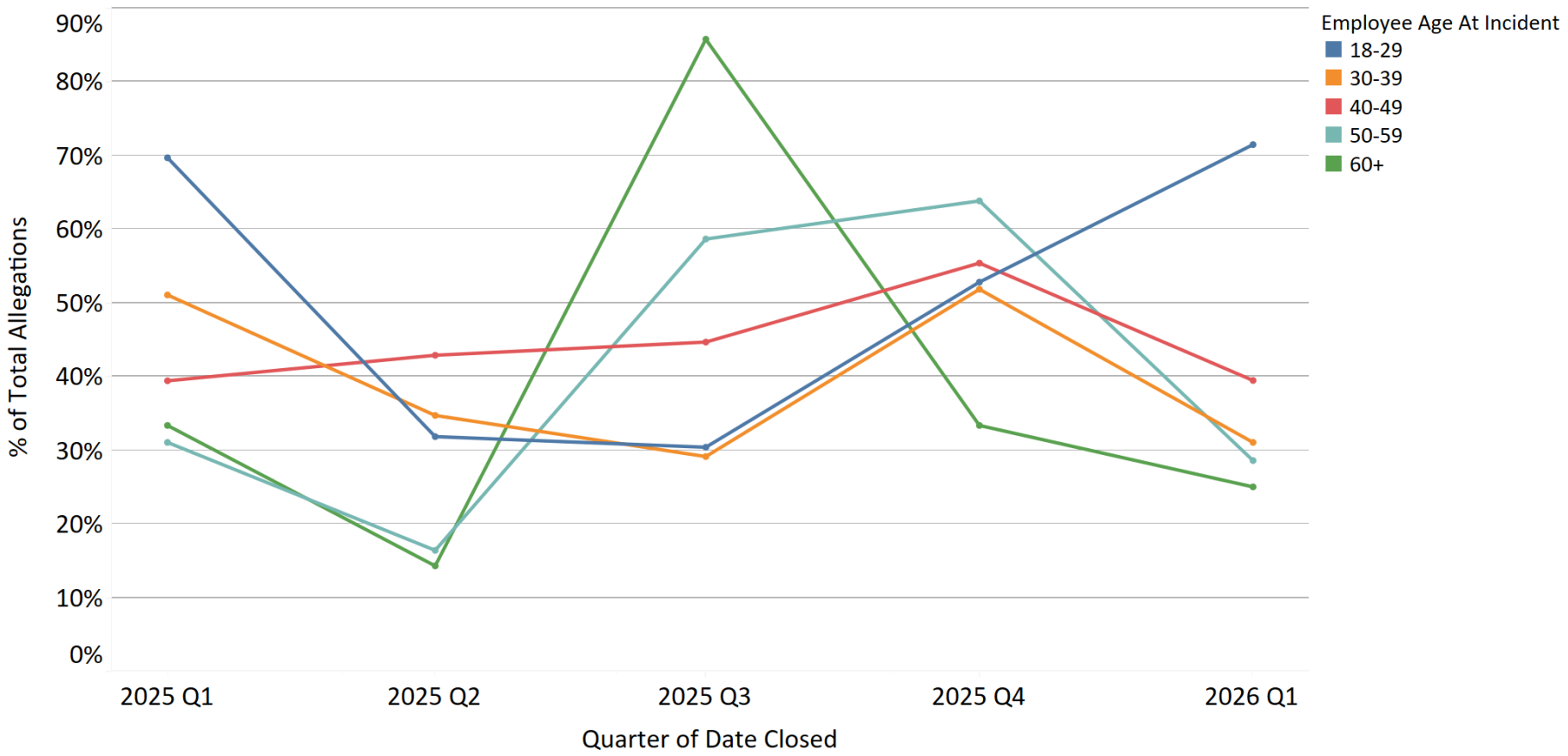
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident				
			18-29	30-39	40-49	50-59	60+
2025	Q1	Not Sustained	17 30.36%	71 48.97%	40 60.61%	20 68.97%	6 66.67%
		Sustained	39 69.64%	74 51.03%	26 39.39%	9 31.03%	3 33.33%
2026	Q1	Not Sustained	10 28.57%	100 68.97%	43 60.56%	30 71.43%	18 75.00%
		Sustained	25 71.43%	45 31.03%	28 39.44%	12 28.57%	6 25.00%

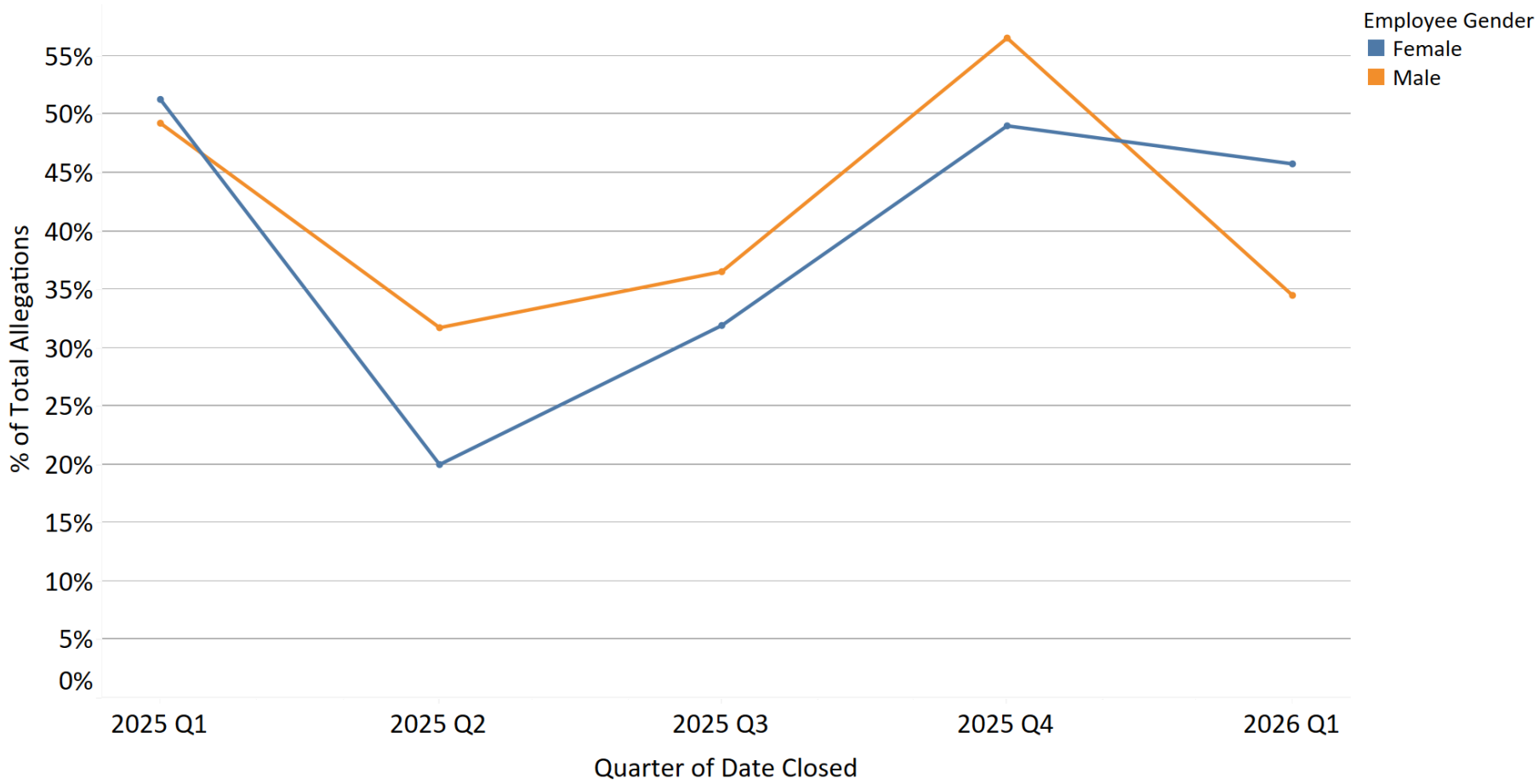
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
2025	Q1	Not Sustained	19 48.72%	135 50.75%
		Sustained	20 51.28%	131 49.25%
2026	Q1	Not Sustained	32 54.24%	169 65.50%
		Sustained	27 45.76%	89 34.50%

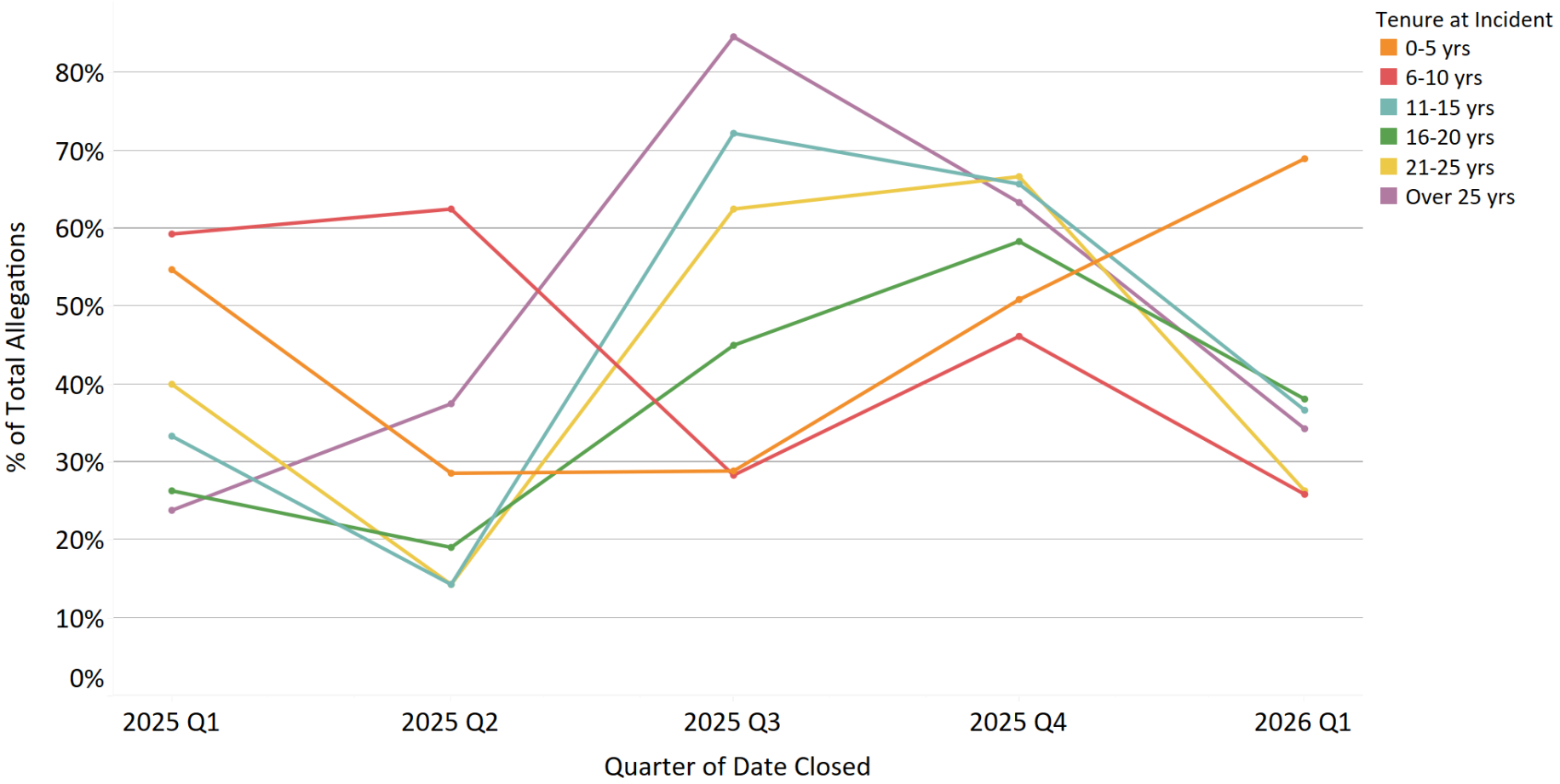
Percentage of Sustained Allegations by Gender



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
2025	Q1	Not Sustained	48 45.28%	46 40.71%	24 66.67%	14 73.68%	6 60.00%	16 76.19%
		Sustained	58 54.72%	67 59.29%	12 33.33%	5 26.32%	4 40.00%	5 23.81%
2026	Q1	Not Sustained	18 31.03%	86 74.14%	19 63.33%	13 61.90%	42 73.68%	23 65.71%
		Sustained	40 68.97%	30 25.86%	11 36.67%	8 38.10%	15 26.32%	12 34.29%

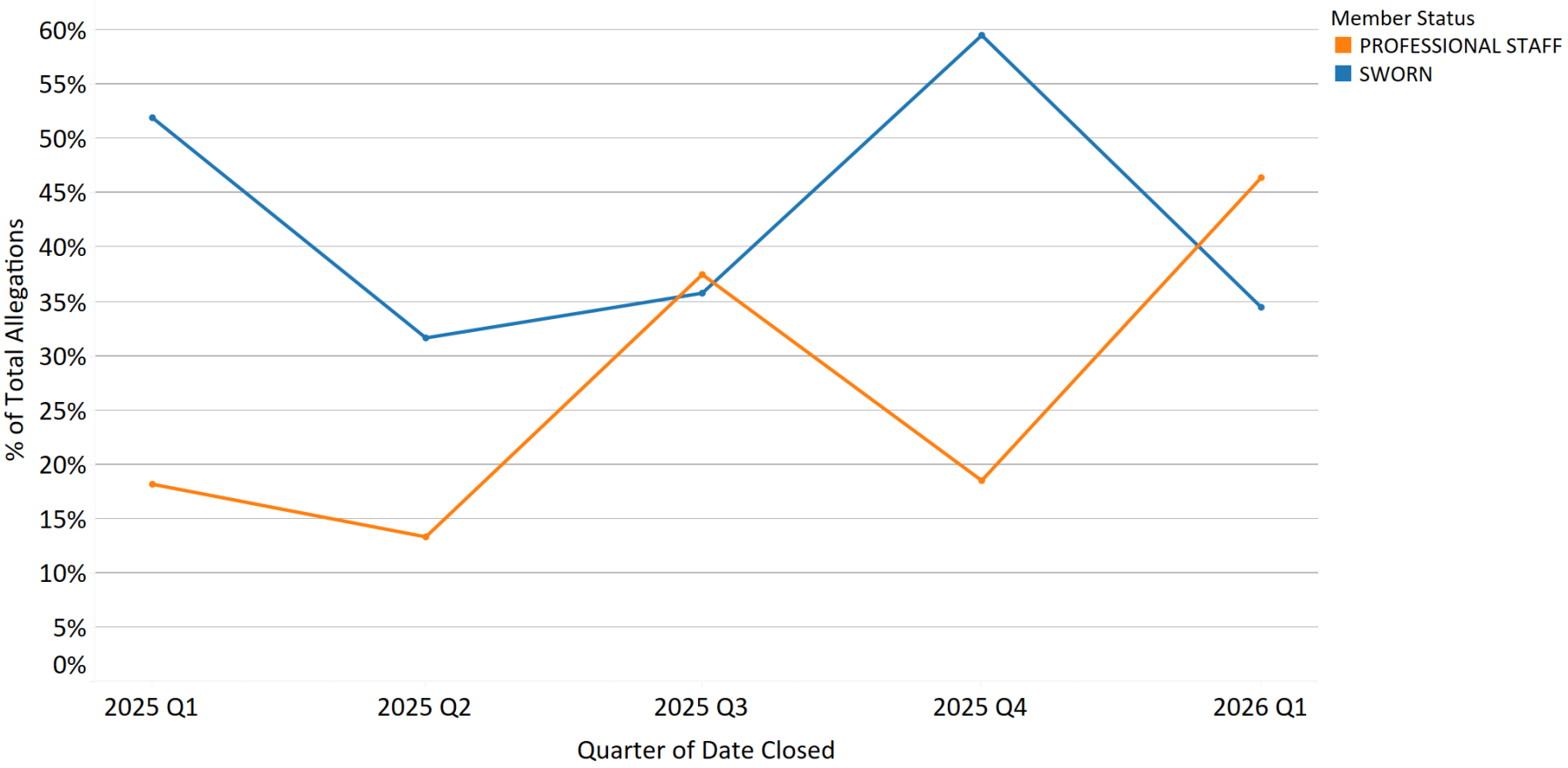
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL STAFF	SWORN
2025	Q1	Not Sustained	18 81.82%	136 48.06%
		Sustained	4 18.18%	147 51.94%
2026	Q1	Not Sustained	30 53.57%	171 65.52%
		Sustained	26 46.43%	90 34.48%

Percentage of Sustained Allegations by Member Status



Opened Cases Complaint Summaries

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0004	Domestic Violence, DUI	Was involved in a domestic violence and burglary incident resulting in arrest, in violation of DGO 2.01.03 - Rule 1 (Misconduct). Was driving under the influence of alcohol, resulting in arrest, in violation of DGO 2.01.03 - Rule 1 (Misconduct).
MCD-2026-0007	Conduct Unbecoming (x3)	Repeatedly attempted to contact the complainant by cell phone after being told not to, in violation of DGO 2.01.03, Rule 1, Misconduct. Arrived at the door to the complainant's residence after being told not to and remained outside refusing to leave, in violation of DGO 2.01.03, Rule 1, Misconduct. Sexually assaulted the complainant, in violation of DGO 2.01.03, Rule 1, Misconduct.
MCD-2026-0009	Failure to Appear (Range)	Failed to appear for mandatory Range requalification in violation of Department Notice 25-084 (Range Qualification).
MCD-2026-0010	Failure to Appear (Range)	Failed to appear for mandatory Range requalification in violation of Department Notice 25-084 (Range Qualification).
MCD-2026-0011	Failure to Appear (Range)	Failed to appear for mandatory Range requalification in violation of Department Notice 25-084 (Range Qualification).
MCD-2026-0013	Conduct Unbecoming	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0014	Conduct Reflecting Discredit, Conduct Unbecoming	While performing traffic enforcement duties, raised their voice and spoke to the complainant in a humiliating and disrespectful manner before directing the complainant to leave without issuing a citation, in violation of DGO 2.01.03, Rule 7 (Respectfulness). Allegedly stated to the complainant, "Go back to your f***ing country," in violation of DGO 2.01.03, Rule 8(d) (Public Courtesy) and Rule 1 (Misconduct - Conduct Reflecting Discredit).
MCD-2026-0015	Conduct Unbecoming	Was unprofessional and dismissive to the complainant while directing traffic, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2026-0016	Failure To Write An Incident Report	Failed to make a police report in violation of DGO 2.01.03, 09. Written Reports.
MCD-2026-0017	DUI, Neglect of Duty	Arrested for driving while under the influence of alcohol, in violation of DGO 2.01.03, Rule 1, Misconduct. Failed to notify the department of the incident, in violation of DGO 2.01.03, Rule 2, Member Notification Responsibility.

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0018	Neglect Of Duty	Failed to properly report hours and absences in HRMS, in violation of DN 24-048 (Timely and Accurate HRMS Entries).
MCD-2026-0019	Neglect Of Duty	Following an incident in which the complainant reported being assaulted and was seriously injured, told the complainant that they would not forward the case to the District Attorney's Office for prosecution, in violation of DGO 2.01.03, Rule 1 (Misconduct - Neglect of Duty).
MCD-2026-0020	Neglect Of Duty	Failed to notify a supervisor/senior ranking officer of a public complaint, in violation of DGO 2.04.02, Rule B - Complaints.
MCD-2026-0021	Neglect Of Duty (x2)	Was subpoenaed to court and did not appear as ordered, in violation of DGO 3.08.I.A - Court Appearances. Did not confirm receipt of the SFDA E-Subpoenas, in violation of DN 25-070 - E-Subpoena Service.
MCD-2026-0021	Neglect Of Duty (x2)	Was subpoenaed to court and did not appear as ordered, in violation of DGO 3.08.I.A - Court Appearances. Did not confirm receipt of the SFDA E-Subpoenas, in violation of DN 25-070 - E-Subpoena Service.
MCD-2026-0022	Neglect Of Duty, Writing an Inaccurate Incident Report (x2)	Submitted an incident report that did not match their Body Worn Camera footage, in violation of DGO 2.01.03, Rule 9 - Written Reports. Engaged in misconduct by documenting observations in an incident report that were not personally made, thus submitting inaccurate information in an official police report, in violation of DGO 2.01.03, Rule 1 - Misconduct. Left the scene of a death investigation without meeting the required conditions or obtaining proper authorization, in violation of DGO 6.05.04.A.5 - Leaving the Scene.
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0023	Conduct Unbecoming	An Event Action Plan was leaked to the media by an unknown SFPD member, in violation of DGO 2.01.03 - Rule 20 (Divulging Confidential Information).
MCD-2026-0024	Neglect of Duty (Lost Property)	Lost a department-issued star while on duty, in violation of DGO 2.01.03, Rule 23.
MCD-2026-0025	Conduct Unbecoming, Negelct of Duty	Refused to accept a crime report, in violation of DGO 2.01.03, Rule 5 Performing Duties. Was dismissive and kept playing games on their phone while the complainant was speaking, in violation of DGO 2.01.03, Rule 7 Respectfulness.
MCD-2026-0026	Failure to Appear (Range)	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0027	Conduct Unbecoming, Negelct of Duty	Failed to take action on an assigned project as directed, in violation of DGO 2.01.03, Rule 5 - Performing Duties - Members/employees shall perform their duties promptly and according to Department policies and procedures. Lied or misrepresented facts regarding the project, in violation of DGO 2.01.03, Rule 1a - Misconduct/Conduct Unbecoming - Unprofessional Conduct.
MCD-2026-0028	Failure to Appear (Range)	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0029	Failure to Appear (Range)	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.

Complaint Summaries – Q1 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0030	Conduct Unbecoming	Took a report of assault from the Complainant. The Complainant believed questions were inappropriate and that the complaint was not taken seriously. These allegations are potential violations of DGO 2.01 - Rule 8: Public Courtesy.
MCD-2026-0031	Insubordination (x2), Neglect of Duty (x2)	Failed to improve over multiple 90-day Performance Improvement Plan (PIP) periods. Continuing failure to improve, failure to meet Department expectations, and a generally lax attitude at work rise to a level of behavior that is in violation of DGO 2.01.03, Rules 3, 4, 5, and 14. Did not meet performance expectations set by supervisor, in violation of DGO 2.01.03, Rule 3 - Attention to Duty and Rule 5 - Performing Duties. Reported to work late on multiple occasions, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. Called in late to take a sick day but checked in with the wrong person, in violation of DGO 2.01.03, Rule 14 - Insubordination. Refused to sign PIP agreements nor offered a rebuttal, in violation of DGO 2.01.03, Rule 14 - Insubordination.
MCD-2026-0032	Neglect Of Duty (x2)	Wore an unauthorized morale patch on uniform while on duty, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only. Wore an unassigned Department Star number on plate carrier, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only.
MCD-2026-0033	Discourtesy	Was rude while issuing a citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2026-0035	Conduct Unbecoming an Officer	Solicits support for a family member's private enterprise in a manner that implies retaliation if support is not shown, and uses department workspace to promote a personal business operated by their family member, in violation of DGO 2.01.03, Rule 27(e) - Prohibition on Use of Authority or Position.
MCD-2026-0036	Neglect Of Duty	Completed a police report that was inaccurate, and failed to upload video footage to the report, in violation of DGO 2.01.03, Rule 9, Written Reports.
UOF 26-0001	Unnecessary Force	Use of Force - Administrative 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
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

Guide to Acronyms

- AI – Administrative Investigation
- AWOL – Absent Without Leave
- BWC – Body Worn Camera
- CAD – Computer Aided Dispatch
- CIT – Crisis Intervention Team
- CRD – Conduct Reflecting Discredit
- CU – Conduct Unbecoming
- CVC – California Vehicle Code
- DB – Department Bulletin
- DEM – San Francisco Department of Emergency Management
- DGO – Department General Order
- DM – Department Manual
- DN – Department Notice
- 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
- OID – Officer Involved Discharge (of Firearm)
- OIS – Officer Involved Shooting
- PIP – Performance Improvement Plan
- UA – Unwarranted Action
- UOF – Use of Force/Excessive or Unnecessary Force

Internal Affairs Division

Quarterly Report

Q2 2026

Safety with Respect

Data Source: San Francisco Police Department's Administrative Investigations Management (AIM) database, queried July 9, 2026

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

Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
  - Findings – pages 16-23
  - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
  - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-58
- Glossary – page 59
- Guide to Acronyms – page 60

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	510	17.9%
Airport Bureau	399	14.0%
Bureau of Investigations	354	12.4%
Chief of Staff	99	3.5%
Chief's Office	13	0.5%
Field Operations Bureau	1,298	45.6%
Special Operations Bureau	172	6.0%
Total	2,845	100.0%

Race/Ethnicity		
Asian	857	30.1%
Black	240	8.4%
Hispanic	539	18.9%
Other/Unknown	68	2.4%
White	1,141	40.1%
Total	2,845	100.0%

*Demographics as of April 2026

San Francisco Police Department Employee Demographics

Age Group		
18-29	222	7.8%
30-39	744	26.2%
40-49	842	29.6%
50-59	639	22.5%
60+	398	14.0%
Total	2,845	100.0%

Gender		
Male	2,199	77.3%
Female	646	22.7%
Total	2,845	100.0%

*Demographics as of April 2026

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	537	18.9%
6-10	654	23.0%
11-15	446	15.7%
16-20	491	17.3%
21-25	227	8.0%
Over 25	490	17.2%
Total	2,845	100.0%

Member Status		
Sworn	1,920	67.5%
Professional Staff	925	32.5%
Total	2,845	100.0%

*Demographics as of April 2026

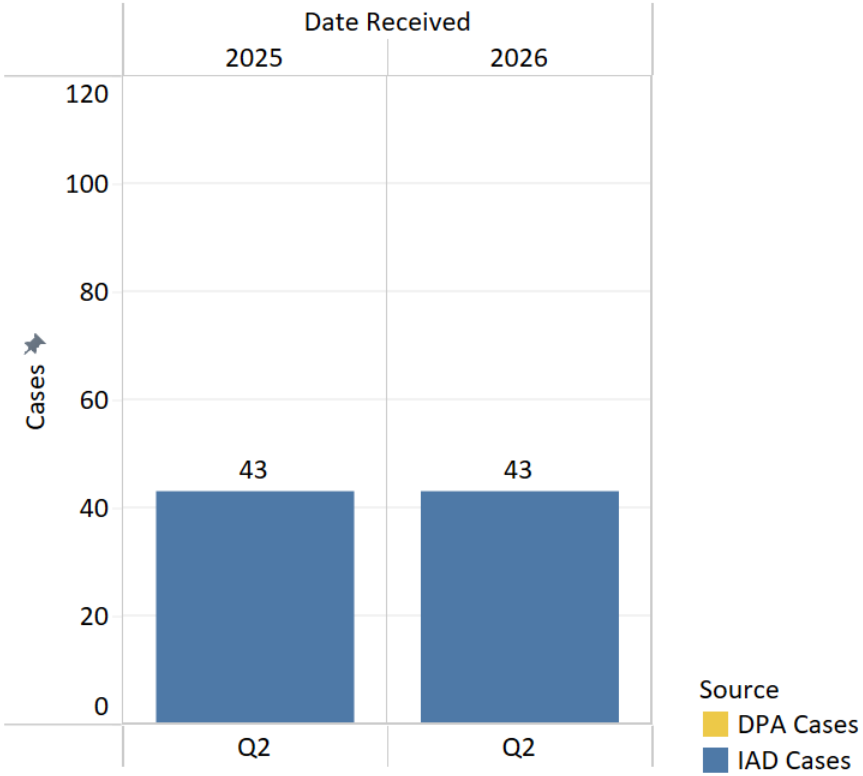
Opened Cases

		Date Received Q2
2025	IAD Cases	43
2026	IAD Cases	43

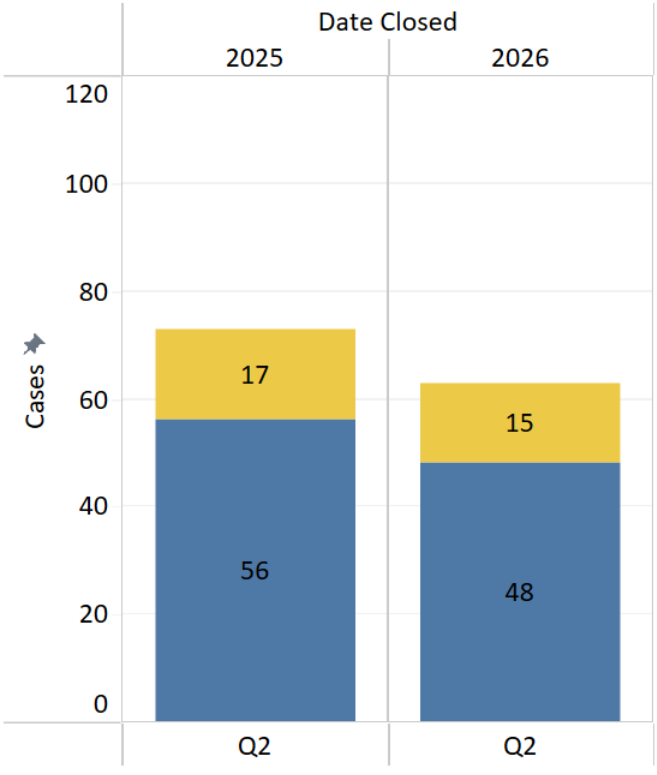
Closed Cases

		Date Closed Q2
2025	DPA Cases	17
	IAD Cases	56
	Total	73
2026	DPA Cases	15
	IAD Cases	48
	Total	63

Opened Cases



Closed Cases



Source
DPA Cases
IAD 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.

OPENED CASES

Opened Cases – Q2 2026

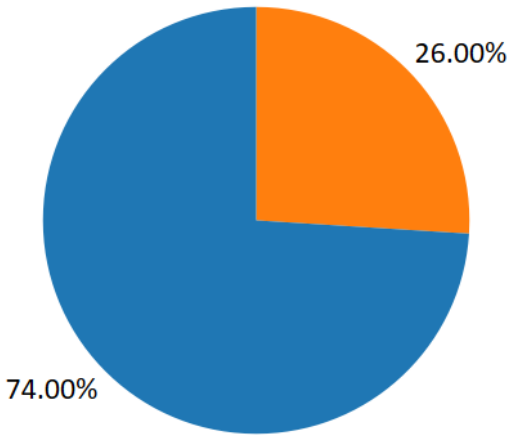
Number of Allegations

Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	22	33.33%
Neglect Of Duty, General	11	16.67%
Failure to Appear, Range	11	16.67%
Neglect of Duty, Lost Property	5	7.58%
Conduct Reflecting Discredit	3	4.55%
Administrative Investigation	3	4.55%
Unwarranted Action	2	3.03%
Insubordination	2	3.03%
Inappropriate Comments	2	3.03%
Unnecessary Force	1	1.52%
Neglect of Duty, Body Worn Camera	1	1.52%
Failure To Write An Incident Report	1	1.52%
Domestic Violence	1	1.52%
Discourtesy	1	1.52%
Total Allegations	66	100.00%

Opened Cases – Q2 2026

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	13
SWORN	37
Grand Total	50

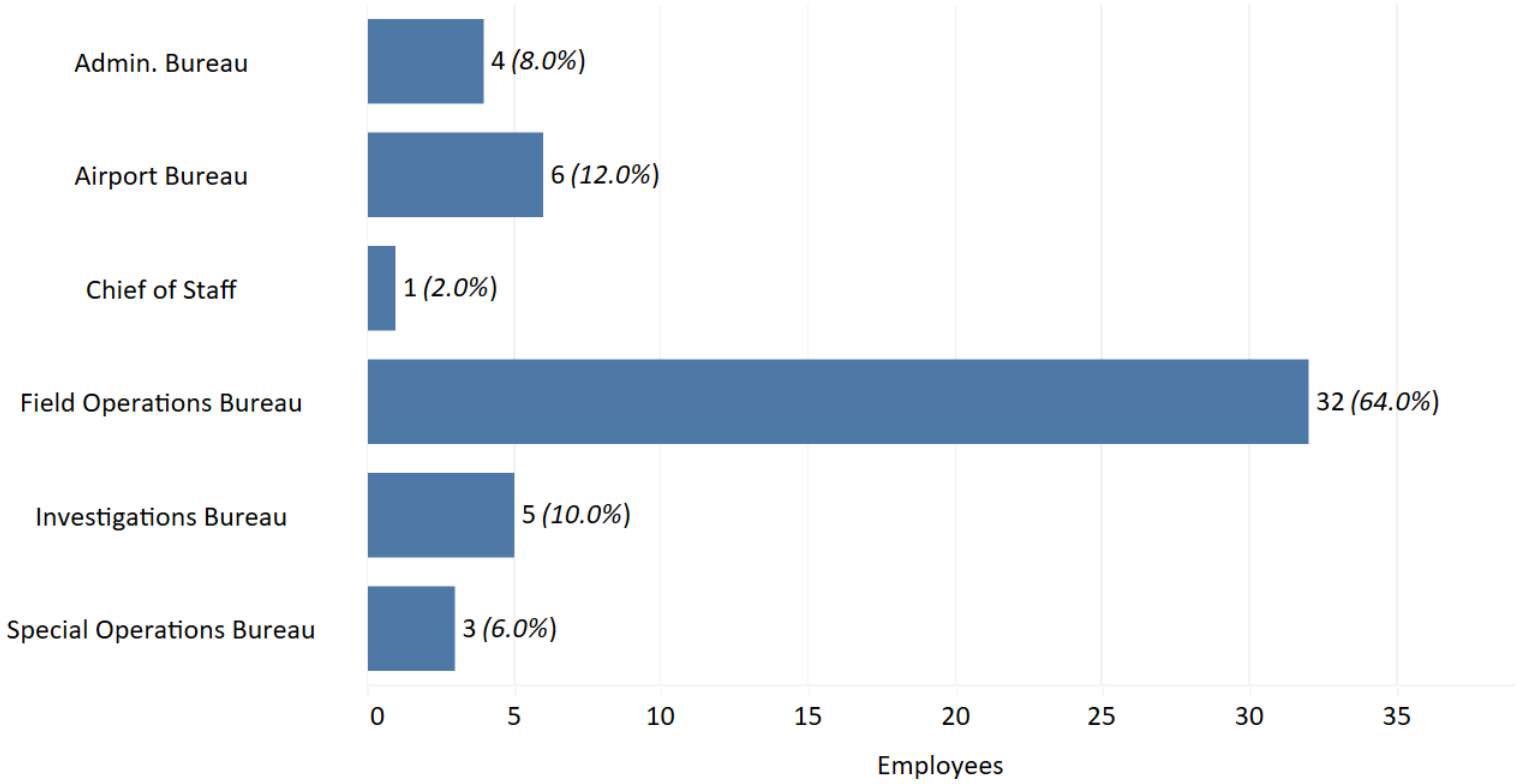


Member Status
- PROFESSIONAL STAFF
- SWORN

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

Opened Cases – Q2 2026

Number of Employees by Bureau

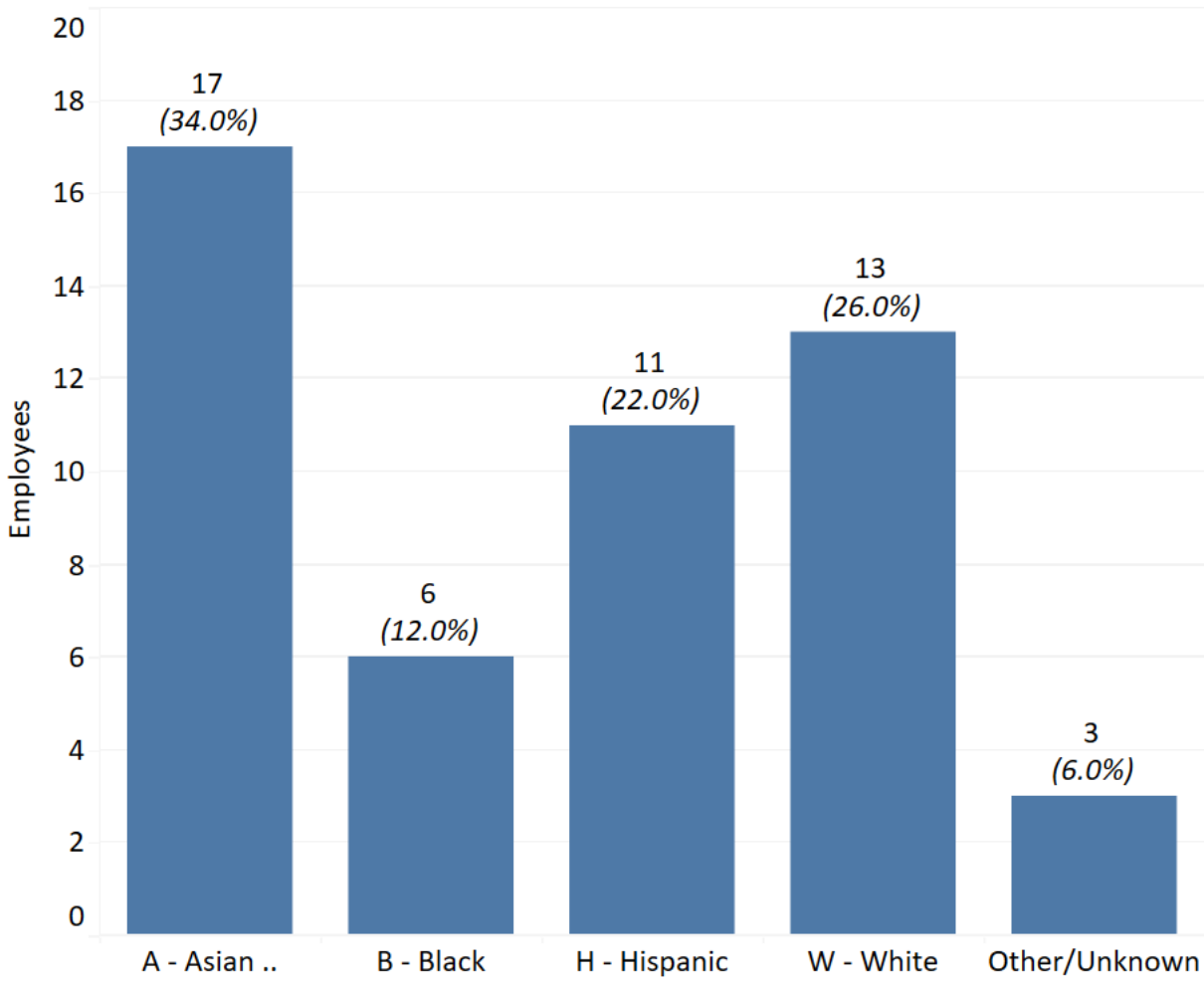


*One employee had more than one case and is represented in two different bureaus.

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

Opened Cases – Q2 2026

Number of Employees by Race

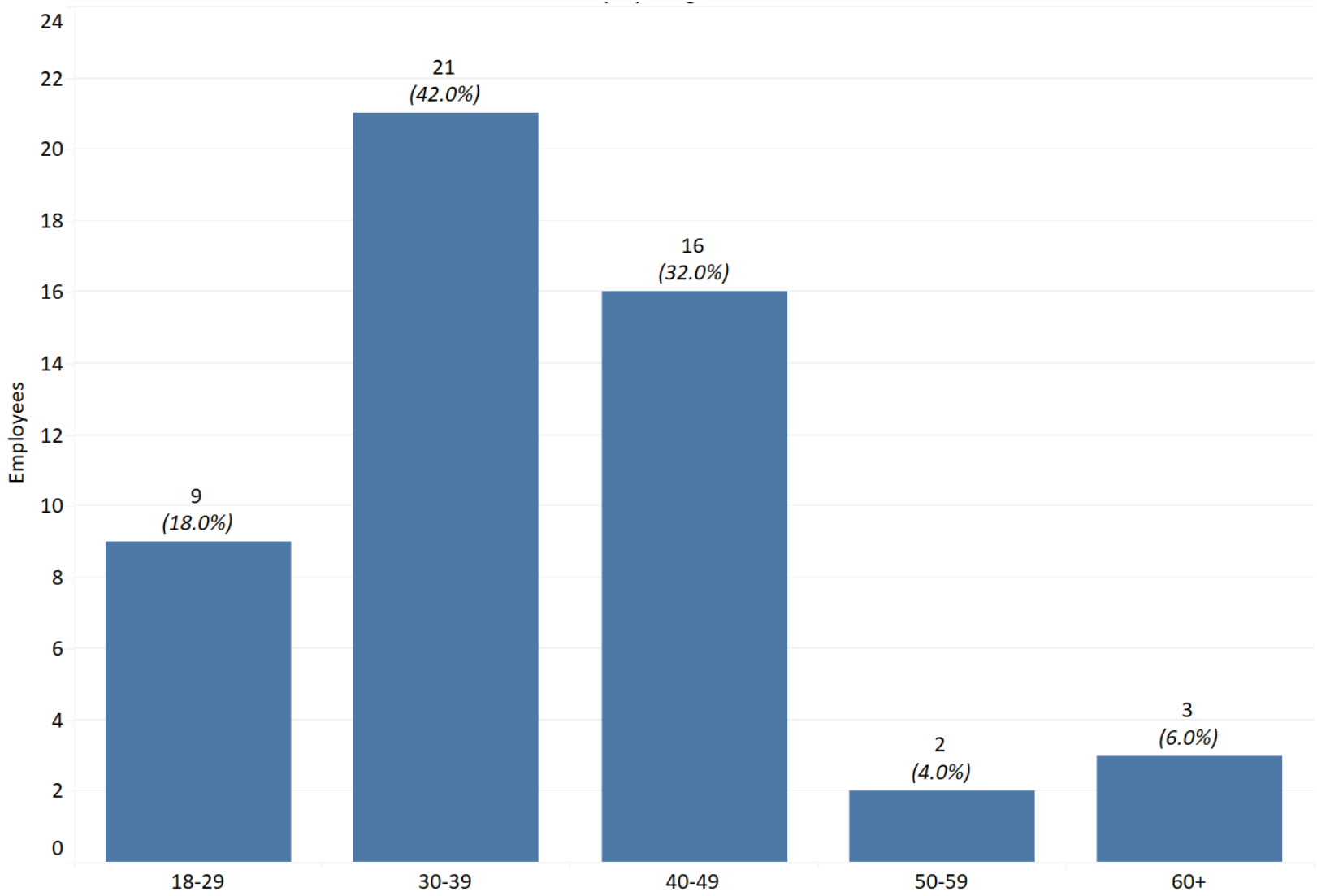


*The Other/Unknown category includes employees whose race does not fall within any other available category.

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

Opened Cases – Q2 2026

Number of Employees by Age Group

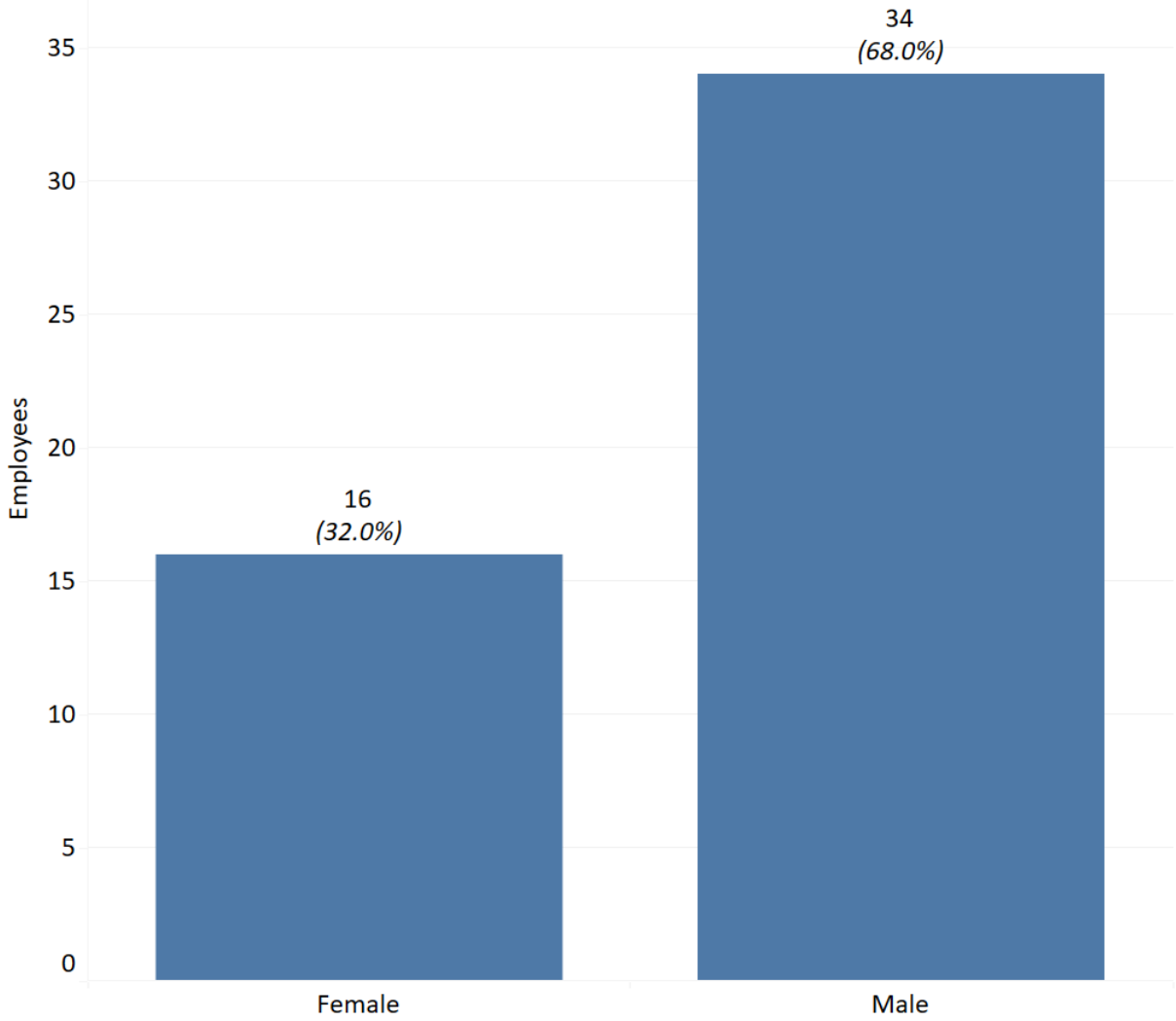


*One employee had more than one case and is represented in two different age groups at the time of the incidents.

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

Opened Cases – Q2 2026

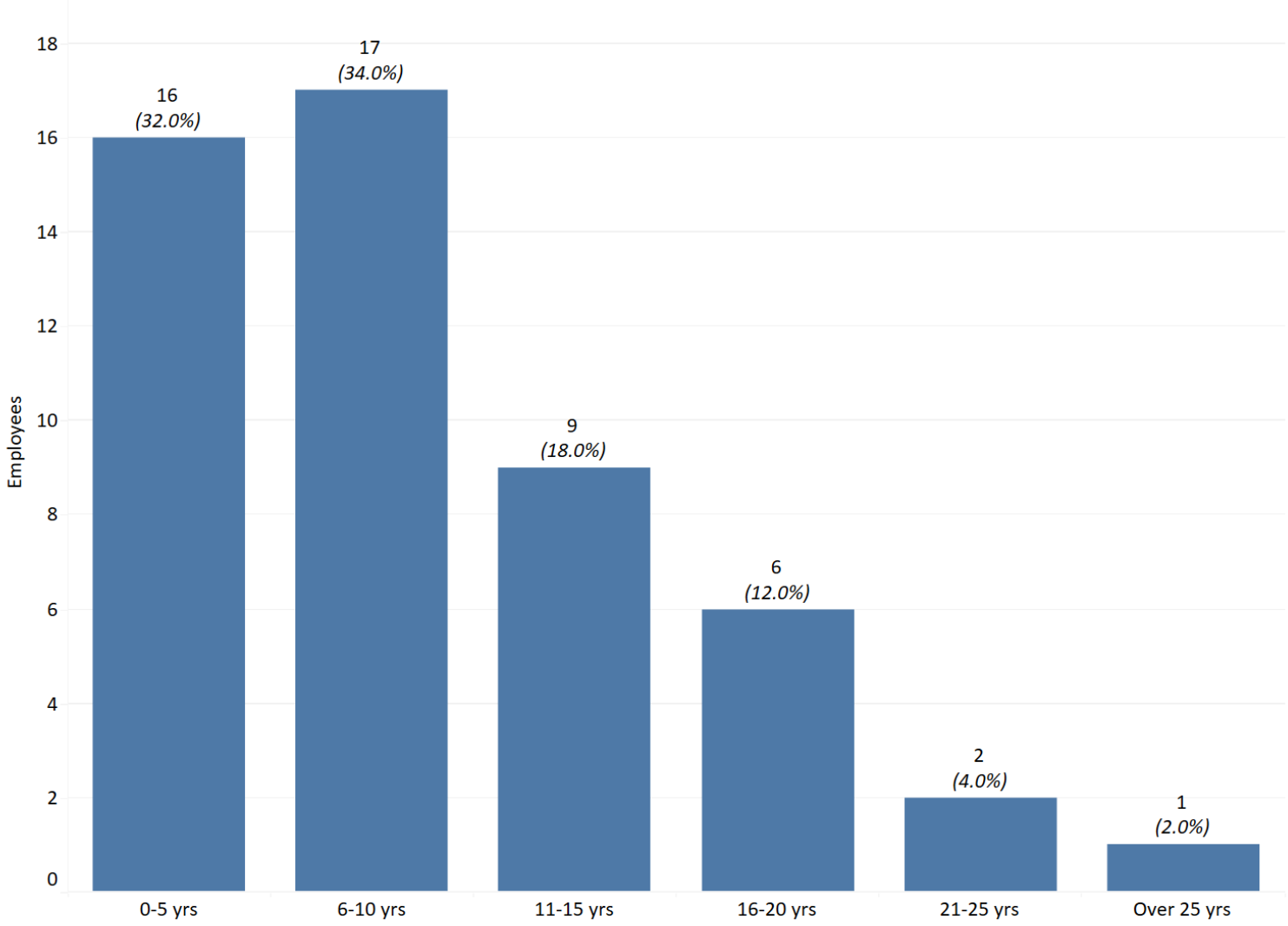
Number of Employees by Gender



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

Opened Cases – Q2 2026

Number of Employees by Tenure



*One employee had more than one case and is represented in two different tenure groups at the time of the incidents.

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

CLOSED CASES - FINDINGS

Closed Cases – Q2 2026

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Improper Conduct	95	59.38%
Insufficient Evidence	40	25.00%
Proper Conduct	19	11.88%
Unfounded	2	1.25%
Policy Failure	2	1.25%
Training Failure	1	0.62%
Allegation Dismissed	1	0.62%
Total Findings	160	100.00%

*Employees may have multiple allegations and findings, above table represents allegations for 78 employees

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

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – Q2 2026

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Improper Conduct	17 (10.62%)	4 (2.50%)	1 (0.62%)	57 (35.62%)	3 (1.88%)	11 (6.88%)	2 (1.25%)	95 (59.38%)
Insufficient Evidence	2 (1.25%)	8 (5.00%)		19 (11.88%)		11 (6.88%)		40 (25.00%)
Policy Failure				2 (1.25%)				2 (1.25%)
Proper Conduct		1 (0.62%)		16 (10.00%)		2 (1.25%)		19 (11.88%)
Training Failure	1 (0.62%)							1 (0.62%)
Unfounded				2 (1.25%)				2 (1.25%)
Allegation Dismissed				1 (0.62%)				1 (0.62%)
Grand Total	20 (12.50%)	13 (8.12%)	1 (0.62%)	97 (60.62%)	3 (1.88%)	24 (15.00%)	2 (1.25%)	160 (100.00%)

*Employees may have multiple allegations and findings, above table represents allegations for 78 employees

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

Closed Cases – Q2 2026

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unkno..	Grand Total
Improper Conduct	16 (10.00%)	16 (10.00%)	29 (18.12%)	33 (20.62%)	1 (0.62%)	95 (59.38%)
Insufficient Evidence	7 (4.38%)	16 (10.00%)	12 (7.50%)	5 (3.12%)		40 (25.00%)
Policy Failure			2 (1.25%)			2 (1.25%)
Proper Conduct	2 (1.25%)	1 (0.62%)	15 (9.38%)	1 (0.62%)		19 (11.88%)
Training Failure				1 (0.62%)		1 (0.62%)
Unfounded	1 (0.62%)		1 (0.62%)			2 (1.25%)
Allegation Dismissed			1 (0.62%)			1 (0.62%)
Grand Total	26 (16.25%)	33 (20.62%)	60 (37.50%)	40 (25.00%)	1 (0.62%)	160 (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 allegations for 78 employees

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

Closed Cases – Q2 2026

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	13 (8.12%)	27 (16.88%)	23 (14.37%)	28 (17.50%)	4 (2.50%)	95 (59.38%)
Insufficient Evidence	4 (2.50%)	12 (7.50%)	15 (9.38%)	7 (4.38%)	2 (1.25%)	40 (25.00%)
Policy Failure		1 (0.62%)	1 (0.62%)			2 (1.25%)
Proper Conduct		14 (8.75%)	3 (1.88%)	2 (1.25%)		19 (11.88%)
Training Failure	1 (0.62%)					1 (0.62%)
Unfounded	1 (0.62%)		1 (0.62%)			2 (1.25%)
Allegation Dismissed		1 (0.62%)				1 (0.62%)
Grand Total	19 (11.88%)	55 (34.38%)	43 (26.88%)	37 (23.12%)	6 (3.75%)	160 (100.00%)

*Employees may have multiple allegations and findings, above table represents allegations for 78 employees

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

Closed Cases – Q2 2026

Findings by Gender

	Female	Male	Grand Total
Improper Conduct	18 (11.25%)	77 (48.12%)	95 (59.38%)
Insufficient Evidence	8 (5.00%)	32 (20.00%)	40 (25.00%)
Policy Failure	1 (0.62%)	1 (0.62%)	2 (1.25%)
Proper Conduct	1 (0.62%)	18 (11.25%)	19 (11.88%)
Training Failure	1 (0.62%)		1 (0.62%)
Unfounded	2 (1.25%)		2 (1.25%)
Allegation Dismissed		1 (0.62%)	1 (0.62%)
Grand Total	31 (19.38%)	129 (80.62%)	160 (100.00%)

*Employees may have multiple allegations and findings, above table represents allegations for 78 employees

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

Closed Cases – Q2 2026

Findings by Tenure

	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Improper Conduct	26 (16.25%)	13 (8.12%)	20 (12.50%)	16 (10.00%)	10 (6.25%)	10 (6.25%)	95 (59.38%)
Insufficient Evidence	9 (5.62%)	9 (5.62%)	4 (2.50%)	2 (1.25%)	14 (8.75%)	2 (1.25%)	40 (25.00%)
Policy Failure	1 (0.62%)			1 (0.62%)			2 (1.25%)
Proper Conduct	14 (8.75%)	2 (1.25%)	1 (0.62%)	1 (0.62%)		1 (0.62%)	19 (11.88%)
Training Failure	1 (0.62%)						1 (0.62%)
Unfounded	1 (0.62%)	1 (0.62%)					2 (1.25%)
Allegation Dismissed	1 (0.62%)						1 (0.62%)
Grand Total	53 (33.12%)	25 (15.62%)	25 (15.62%)	20 (12.50%)	24 (15.00%)	13 (8.12%)	160 (100.00%)

*Employees may have multiple allegations and findings, above table represents allegations for 78 employees

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

Closed Cases – Q2 2026

Findings by Member Status

	PROFESSIONAL STAFF	SWORN	Grand Total
Improper Conduct	17 (10.62%)	78 (48.75%)	95 (59.38%)
Insufficient Evidence	11 (6.88%)	29 (18.12%)	40 (25.00%)
Policy Failure		2 (1.25%)	2 (1.25%)
Proper Conduct	1 (0.62%)	18 (11.25%)	19 (11.88%)
Training Failure		1 (0.62%)	1 (0.62%)
Unfounded	2 (1.25%)		2 (1.25%)
Allegation Dismissed		1 (0.62%)	1 (0.62%)
Grand Total	31 (19.38%)	129 (80.62%)	160 (100.00%)

*Employees may have multiple allegations and findings, above table represents allegations for 78 employees

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

CLOSED CASES - ACTIONS

Closed Cases – Q2 2026

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	1	0.83%
	Admonishment	31	25.62%
	Performance Improvement Plan	1	0.83%
	Resignation	3	2.48%
	Retirement	3	2.48%
	Retraining	55	45.45%
	Total	94	77.69%
Disciplinary Action	Written Reprimand/ Written Warning	11	9.09%
	Suspension Held in Abeyance	5	4.13%
	Suspension (10 or less days)	7	5.79%
	Suspension Held in Abeyance (11 or more days)	1	0.83%
	Suspension (11 or more days)	2	1.65%
	Termination	1	0.83%
	Total	27	22.31%
Grand Total		121	100.00%

*Employees may receive multiple actions, above table represents 60 employees

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

*There were two cases closed in Q2 2026 which had an expired 3304 GC date, MCD-2024-0265 and MCDO-2022-0009.

Closed Cases – Q2 2026

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				1 0.83%				1 0.83%
	Admonishment	3 2.48%	2 1.65%	1 0.83%	20 16.53%	2 1.65%	3 2.48%		31 25.62%
	Performance Improvement Plan				1 0.83%				1 0.83%
	Resignation	2 1.65%			1 0.83%				3 2.48%
	Retirement	1 0.83%				1 0.83%		1 0.83%	3 2.48%
	Retraining	3 2.48%	3 2.48%	1 0.83%	41 33.88%	2 1.65%	5 4.13%		55 45.45%
	Total	9 7.44%	5 4.13%	2 1.65%	64 52.89%	5 4.13%	8 6.61%	1 0.83%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning		1 0.83%		10 8.26%				11 9.09%
	Suspension Held in Abeyance				4 3.31%		1 0.83%		5 4.13%
	Suspension (10 or less days)				6 4.96%		1 0.83%		7 5.79%
	Suspension Held in Abeyance (11 or more days)				1 0.83%				1 0.83%
	Suspension (11 or more days)				1 0.83%		1 0.83%		2 1.65%
	Termination		1 0.83%						1 0.83%
	Total		2 1.65%		22 18.18%		3 2.48%		27 22.31%
Grand Total		9 7.44%	7 5.79%	2 1.65%	86 71.07%	5 4.13%	11 9.09%	1 0.83%	121 100.00%

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

Closed Cases – Q2 2026

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	11.11 Program	1 0.83%					1 0.83%
	Admonishment	10 8.26%	3 2.48%	8 6.61%	9 7.44%	1 0.83%	31 25.62%
	Performance Improvement Plan		1 0.83%				1 0.83%
	Resignation				3 2.48%		3 2.48%
	Retirement			1 0.83%	2 1.65%		3 2.48%
	Retraining	14 11.57%	8 6.61%	19 15.70%	13 10.74%	1 0.83%	55 45.45%
	Total	25 20.66%	12 9.92%	28 23.14%	27 22.31%	2 1.65%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.83%	1 0.83%	5 4.13%	4 3.31%		11 9.09%
	Suspension Held in Abeyance	2 1.65%	2 1.65%	1 0.83%			5 4.13%
	Suspension (10 or less days)	3 2.48%	2 1.65%	2 1.65%			7 5.79%
	Suspension Held in Abeyance (11 or more days)			1 0.83%			1 0.83%
	Suspension (11 or more days)			2 1.65%			2 1.65%
	Termination			1 0.83%			1 0.83%
	Total	6 4.96%	5 4.13%	12 9.92%	4 3.31%		27 22.31%
Grand Total		31 25.62%	17 14.05%	40 33.06%	31 25.62%	2 1.65%	121 100.00%

*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 – Q2 2026

Actions by Age Group

Action Type	Action and Suspension Days	Employee Age At Incident 18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.83%				1 0.83%
	Admonishment	6 4.96%	8 6.61%	11 9.09%	4 3.31%	2 1.65%	31 25.62%
	Performance Improvement Plan		1 0.83%				1 0.83%
	Resignation	1 0.83%	1 0.83%		1 0.83%		3 2.48%
	Retirement				2 1.65%	1 0.83%	3 2.48%
	Retraining	7 5.79%	20 16.53%	18 14.88%	8 6.61%	2 1.65%	55 45.45%
	Total	14 11.57%	31 25.62%	29 23.97%	15 12.40%	5 4.13%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.83%	7 5.79%	2 1.65%	1 0.83%		11 9.09%
	Suspension Held in Abeyance		2 1.65%	1 0.83%	2 1.65%		5 4.13%
	Suspension (10 or less days)		3 2.48%	3 2.48%	1 0.83%		7 5.79%
	Suspension Held in Abeyance (11 or more days)		1 0.83%				1 0.83%
	Suspension (11 or more days)		1 0.83%	1 0.83%			2 1.65%
	Termination					1 0.83%	1 0.83%
	Total	1 0.83%	14 11.57%	7 5.79%	4 3.31%	1 0.83%	27 22.31%
Grand Total		15 12.40%	45 37.19%	36 29.75%	19 15.70%	6 4.96%	121 100.00%

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

Closed Cases – Q2 2026

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.83%	1 0.83%
	Admonishment	5 4.13%	26 21.49%	31 25.62%
	Performance Improvement Plan		1 0.83%	1 0.83%
	Resignation	1 0.83%	2 1.65%	3 2.48%
	Retirement	2 1.65%	1 0.83%	3 2.48%
	Retraining	8 6.61%	47 38.84%	55 45.45%
	Total	16 13.22%	78 64.46%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.83%	10 8.26%	11 9.09%
	Suspension Held in Abeyance		5 4.13%	5 4.13%
	Suspension (10 or less days)	1 0.83%	6 4.96%	7 5.79%
	Suspension Held in Abeyance (11 or more days)		1 0.83%	1 0.83%
	Suspension (11 or more days)		2 1.65%	2 1.65%
	Termination		1 0.83%	1 0.83%
	Total	2 1.65%	25 20.66%	27 22.31%
Grand Total		18 14.88%	103 85.12%	121 100.00%

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

Closed Cases – Q2 2026

Actions by Tenure

Action Type	Action and Suspension Days	Tenure at Incident						
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program				1 0.83%			1 0.83%
	Admonishment	9 7.44%	10 8.26%	2 1.65%	4 3.31%	5 4.13%	1 0.83%	31 25.62%
	Performance Improvement Plan				1 0.83%			1 0.83%
	Resignation	1 0.83%	1 0.83%	1 0.83%				3 2.48%
	Retirement			1 0.83%		2 1.65%		3 2.48%
	Retraining	18 14.88%	11 9.09%	6 4.96%	12 9.92%	5 4.13%	3 2.48%	55 45.45%
	Total	28 23.14%	22 18.18%	10 8.26%	18 14.88%	12 9.92%	4 3.31%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	6 4.96%	1 0.83%	1 0.83%	3 2.48%			11 9.09%
	Suspension Held in Abeyance			2 1.65%	1 0.83%		2 1.65%	5 4.13%
	Suspension (10 or less days)	1 0.83%		1 0.83%	4 3.31%		1 0.83%	7 5.79%
	Suspension Held in Abeyance (11 or more days)	1 0.83%						1 0.83%
	Suspension (11 or more days)	1 0.83%		1 0.83%				2 1.65%
	Termination						1 0.83%	1 0.83%
	Total	9 7.44%	1 0.83%	5 4.13%	8 6.61%		4 3.31%	27 22.31%
Grand Total		37 30.58%	23 19.01%	15 12.40%	26 21.49%	12 9.92%	8 6.61%	121 100.00%

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

Closed Cases – Q2 2026

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.83%	1 0.83%
	Admonishment	5 4.13%	26 21.49%	31 25.62%
	Performance Improvement Plan		1 0.83%	1 0.83%
	Resignation	1 0.83%	2 1.65%	3 2.48%
	Retirement	1 0.83%	2 1.65%	3 2.48%
	Retraining	5 4.13%	50 41.32%	55 45.45%
	Total	12 9.92%	82 67.77%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning		11 9.09%	11 9.09%
	Suspension Held in Abeyance		5 4.13%	5 4.13%
	Suspension (10 or less days)		7 5.79%	7 5.79%
	Suspension Held in Abeyance (11 or more days)		1 0.83%	1 0.83%
	Suspension (11 or more days)		2 1.65%	2 1.65%
	Termination	1 0.83%		1 0.83%
	Total	1 0.83%	26 21.49%	27 22.31%
Grand Total		13 10.74%	108 89.26%	121 100.00%

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

Closed Cases of Employees with Prior Discipline History

Closed Cases – Q2 2026

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

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	17	23.29%
	Performance Improvement Plan	1	1.37%
	Resignation	2	2.74%
	Retraining	33	45.21%
	Total	53	72.60%
Disciplinary Action	Written Reprimand/ Written Warning	8	10.96%
	Suspension Held in Abeyance	4	5.48%
	Suspension (10 or less days)	6	8.22%
	Suspension Held in Abeyance (11 or more days)	1	1.37%
	Suspension (11 or more days)	1	1.37%
	Total	20	27.40%
Grand Total		73	100.00%

*Employees may receive multiple actions – above table represents 33 employees

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

Closed Cases – Q2 2026

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	Field Operations Bureau	Special Operations Bureau	Airport Bureau	
Non-Disciplinary Action	Admonishment	1 1.37%	13 17.81%	2 2.74%	1 1.37%	17 23.29%
	Performance Improvement Plan		1 1.37%			1 1.37%
	Resignation	1 1.37%	1 1.37%			2 2.74%
	Retraining	1 1.37%	27 36.99%	3 4.11%	2 2.74%	33 45.21%
	Total	3 4.11%	42 57.53%	5 6.85%	3 4.11%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning		7 9.59%		1 1.37%	8 10.96%
	Suspension Held in Abeyance		3 4.11%	1 1.37%		4 5.48%
	Suspension (10 or less days)		5 6.85%	1 1.37%		6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%			1 1.37%
	Suspension (11 or more days)		1 1.37%			1 1.37%
	Total		17 23.29%	2 2.74%	1 1.37%	20 27.40%
Grand Total		3 4.11%	59 80.82%	7 9.59%	4 5.48%	73 100.00%

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

Closed Cases – Q2 2026

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

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Grand Total
Non-Disciplinary Action	Admonishment	6 8.22%	3 4.11%	3 4.11%	5 6.85%	17 23.29%
	Performance Improvement Plan		1 1.37%			1 1.37%
	Resignation				2 2.74%	2 2.74%
	Retraining	9 12.33%	7 9.59%	11 15.07%	6 8.22%	33 45.21%
	Total	15 20.55%	11 15.07%	14 19.18%	13 17.81%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.37%	1 1.37%	5 6.85%	1 1.37%	8 10.96%
	Suspension Held in Abeyance	2 2.74%	2 2.74%			4 5.48%
	Suspension (10 or less days)	2 2.74%	2 2.74%	2 2.74%		6 8.22%
	Suspension Held in Abeyance (11 or more days)			1 1.37%		1 1.37%
	Suspension (11 or more days)			1 1.37%		1 1.37%
	Total	5 6.85%	5 6.85%	9 12.33%	1 1.37%	20 27.40%
Grand Total		20 27.40%	16 21.92%	23 31.51%	14 19.18%	73 100.00%

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

Closed Cases – Q2 2026

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

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	Admonishment	4 5.48%	5 6.85%	4 5.48%	3 4.11%	1 1.37%	17 23.29%
	Performance Improvement Plan		1 1.37%				1 1.37%
	Resignation		1 1.37%		1 1.37%		2 2.74%
	Retraining	4 5.48%	15 20.55%	9 12.33%	4 5.48%	1 1.37%	33 45.21%
	Total	8 10.96%	22 30.14%	13 17.81%	8 10.96%	2 2.74%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning		7 9.59%	1 1.37%			8 10.96%
	Suspension Held in Abeyance		2 2.74%	1 1.37%	1 1.37%		4 5.48%
	Suspension (10 or less days)		2 2.74%	3 4.11%	1 1.37%		6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%				1 1.37%
	Suspension (11 or more days)		1 1.37%				1 1.37%
	Total		13 17.81%	5 6.85%	2 2.74%		20 27.40%
Grand Total		8 10.96%	35 47.95%	18 24.66%	10 13.70%	2 2.74%	73 100.00%

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

Closed Cases – Q2 2026

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

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	3 4.11%	14 19.18%	17 23.29%
	Performance Improvement Plan		1 1.37%	1 1.37%
	Resignation		2 2.74%	2 2.74%
	Retraining	5 6.85%	28 38.36%	33 45.21%
	Total	8 10.96%	45 61.64%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.37%	7 9.59%	8 10.96%
	Suspension Held in Abeyance		4 5.48%	4 5.48%
	Suspension (10 or less days)	1 1.37%	5 6.85%	6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%	1 1.37%
	Suspension (11 or more days)		1 1.37%	1 1.37%
	Total	2 2.74%	18 24.66%	20 27.40%
Grand Total		10 13.70%	63 86.30%	73 100.00%

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

Closed Cases – Q2 2026

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

Action Type	Action and Suspension Days	Tenure at Incident						
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	Admonishment	6 8.22%	6 8.22%	1 1.37%	1 1.37%	3 4.11%		17 23.29%
	Performance Improvement Plan				1 1.37%			1 1.37%
	Resignation		1 1.37%	1 1.37%				2 2.74%
	Retraining	13 17.81%	7 9.59%	3 4.11%	6 8.22%	3 4.11%	1 1.37%	33 45.21%
	Total	19 26.03%	14 19.18%	5 6.85%	8 10.96%	6 8.22%	1 1.37%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning	5 6.85%	1 1.37%	1 1.37%	1 1.37%			8 10.96%
	Suspension Held in Abeyance			2 2.74%	1 1.37%		1 1.37%	4 5.48%
	Suspension (10 or less days)	1 1.37%		1 1.37%	3 4.11%		1 1.37%	6 8.22%
	Suspension Held in Abeyance (11 or more days)	1 1.37%						1 1.37%
	Suspension (11 or more days)	1 1.37%						1 1.37%
	Total	8 10.96%	1 1.37%	4 5.48%	5 6.85%		2 2.74%	20 27.40%
Grand Total		27 36.99%	15 20.55%	9 12.33%	13 17.81%	6 8.22%	3 4.11%	73 100.00%

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

Closed Cases – Q2 2026

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

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	3 4.11%	14 19.18%	17 23.29%
	Performance Improvement Plan		1 1.37%	1 1.37%
	Resignation	1 1.37%	1 1.37%	2 2.74%
	Retraining	3 4.11%	30 41.10%	33 45.21%
	Total	7 9.59%	46 63.01%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning		8 10.96%	8 10.96%
	Suspension Held in Abeyance		4 5.48%	4 5.48%
	Suspension (10 or less days)		6 8.22%	6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%	1 1.37%
	Suspension (11 or more days)		1 1.37%	1 1.37%
	Total		20 27.40%	20 27.40%
Grand Total		7 9.59%	66 90.41%	73 100.00%

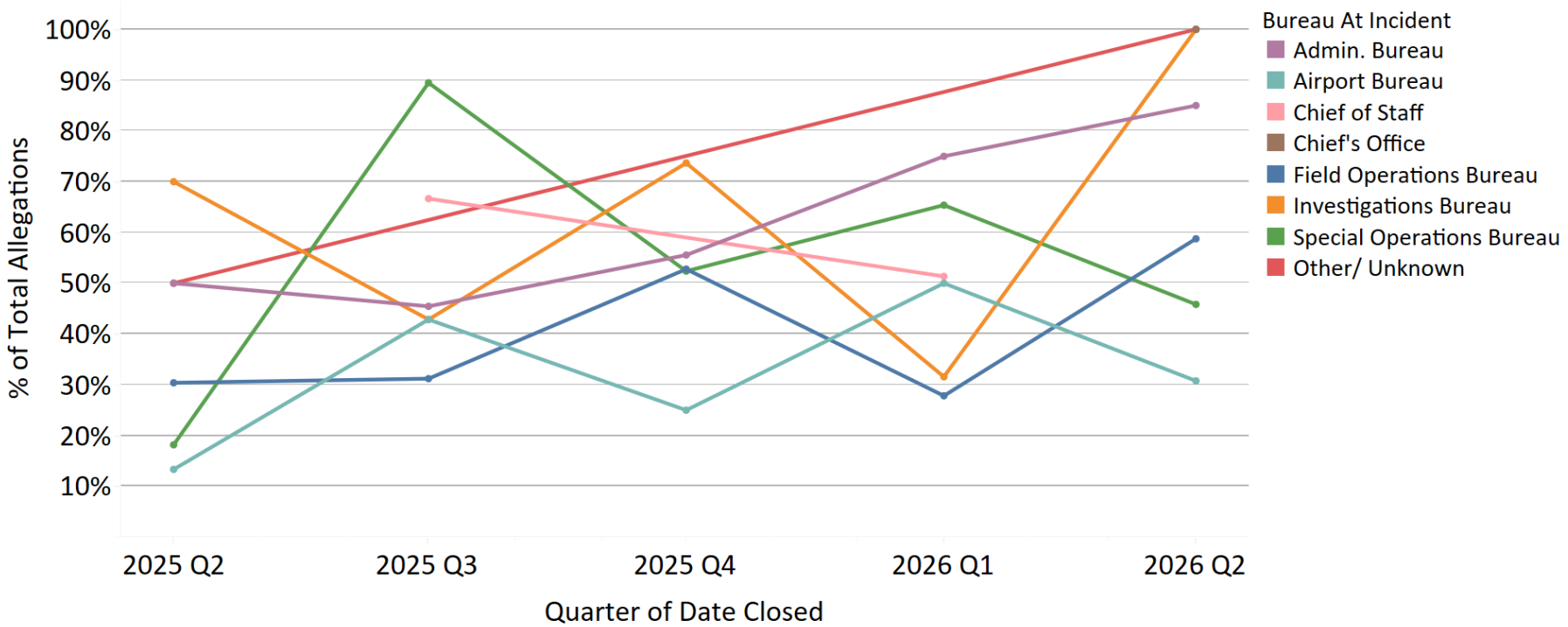
*Table includes actions for those employees with findings of Improper Conduct.

Trends

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident							
			Admin. Bureau	Airport Bureau	Chief of Staff	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown
2025	Q2	Not Sustained	3 50.00%	13 86.67%	3 100.00%		158 69.60%	3 30.00%	9 81.82%	1 50.00%
		Sustained	3 50.00%	2 13.33%			69 30.40%	7 70.00%	2 18.18%	1 50.00%
2026	Q2	Not Sustained	3 15.00%	9 69.23%			40 41.24%		13 54.17%	
		Sustained	17 85.00%	4 30.77%		1 100.00%	57 58.76%	3 100.00%	11 45.83%	2 100.00%

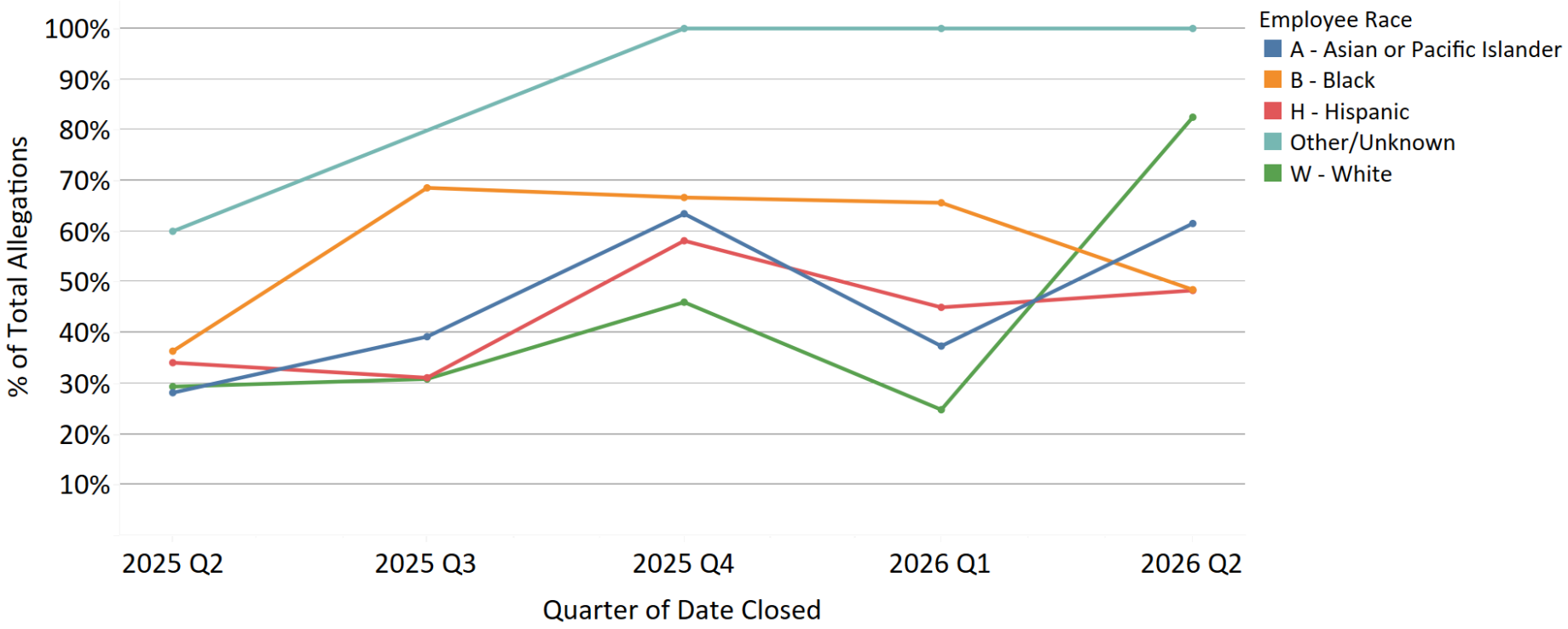
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2025	Q2	Not Sustained	51 71.83%	7 63.64%	29 65.91%	101 70.63%	2 40.00%
		Sustained	20 28.17%	4 36.36%	15 34.09%	42 29.37%	3 60.00%
2026	Q2	Not Sustained	10 38.46%	17 51.52%	31 51.67%	7 17.50%	
		Sustained	16 61.54%	16 48.48%	29 48.33%	33 82.50%	1 100.00%

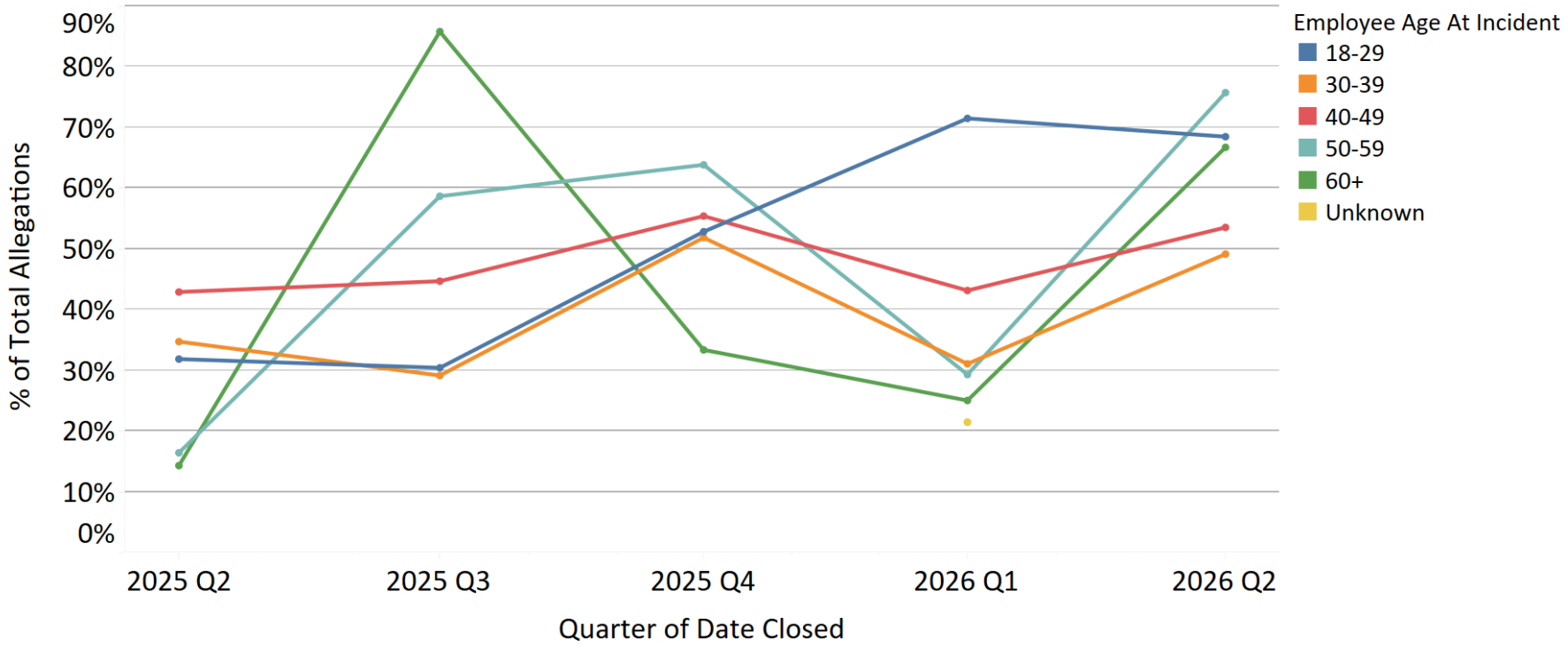
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident				
			18-29	30-39	40-49	50-59	60+
2025	Q2	Not Sustained	45 68.18%	64 65.31%	24 57.14%	51 83.61%	6 85.71%
		Sustained	21 31.82%	34 34.69%	18 42.86%	10 16.39%	1 14.29%
2026	Q2	Not Sustained	6 31.58%	28 50.91%	20 46.51%	9 24.32%	2 33.33%
		Sustained	13 68.42%	27 49.09%	23 53.49%	28 75.68%	4 66.67%

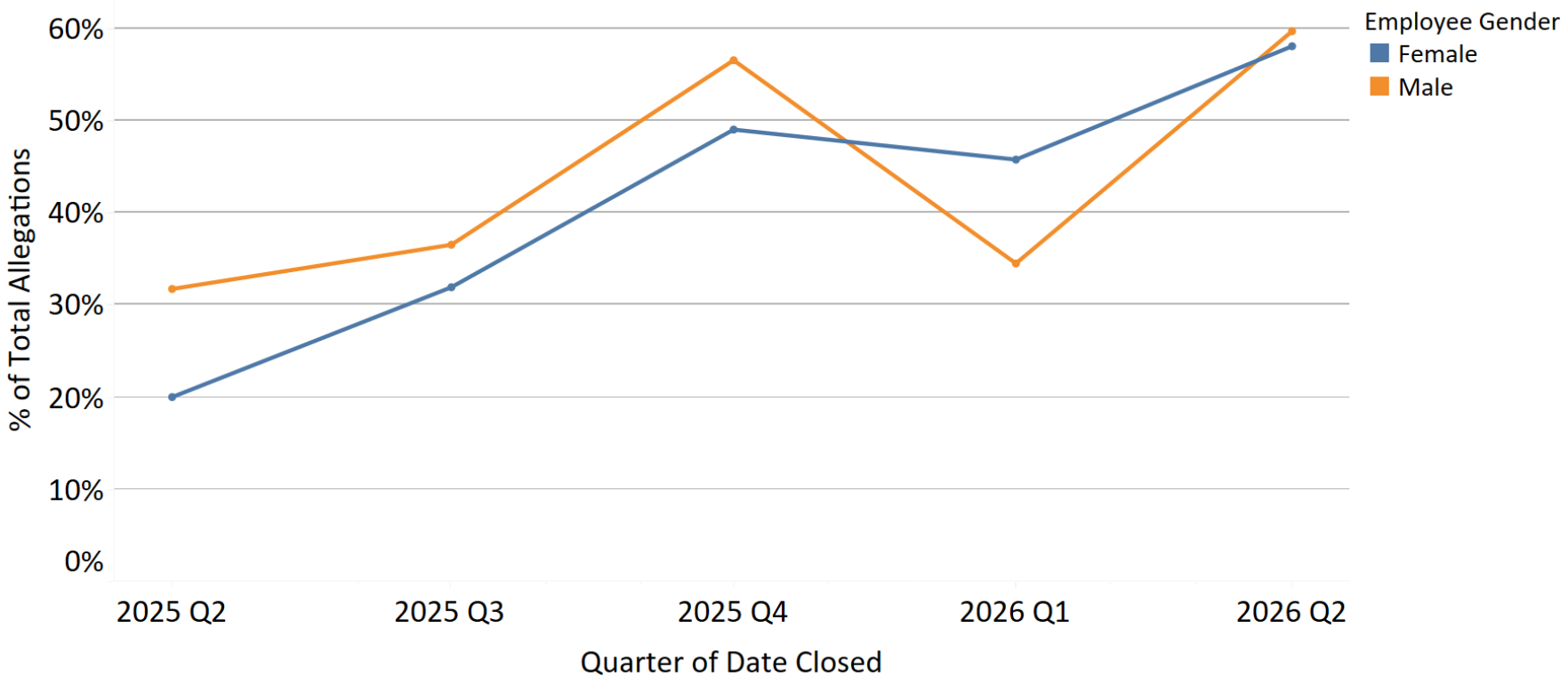
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Female	Male
2025	Q2	Not Sustained	20 80.00%	170 68.27%
		Sustained	5 20.00%	79 31.73%
2026	Q2	Not Sustained	13 41.94%	52 40.31%
		Sustained	18 58.06%	77 59.69%

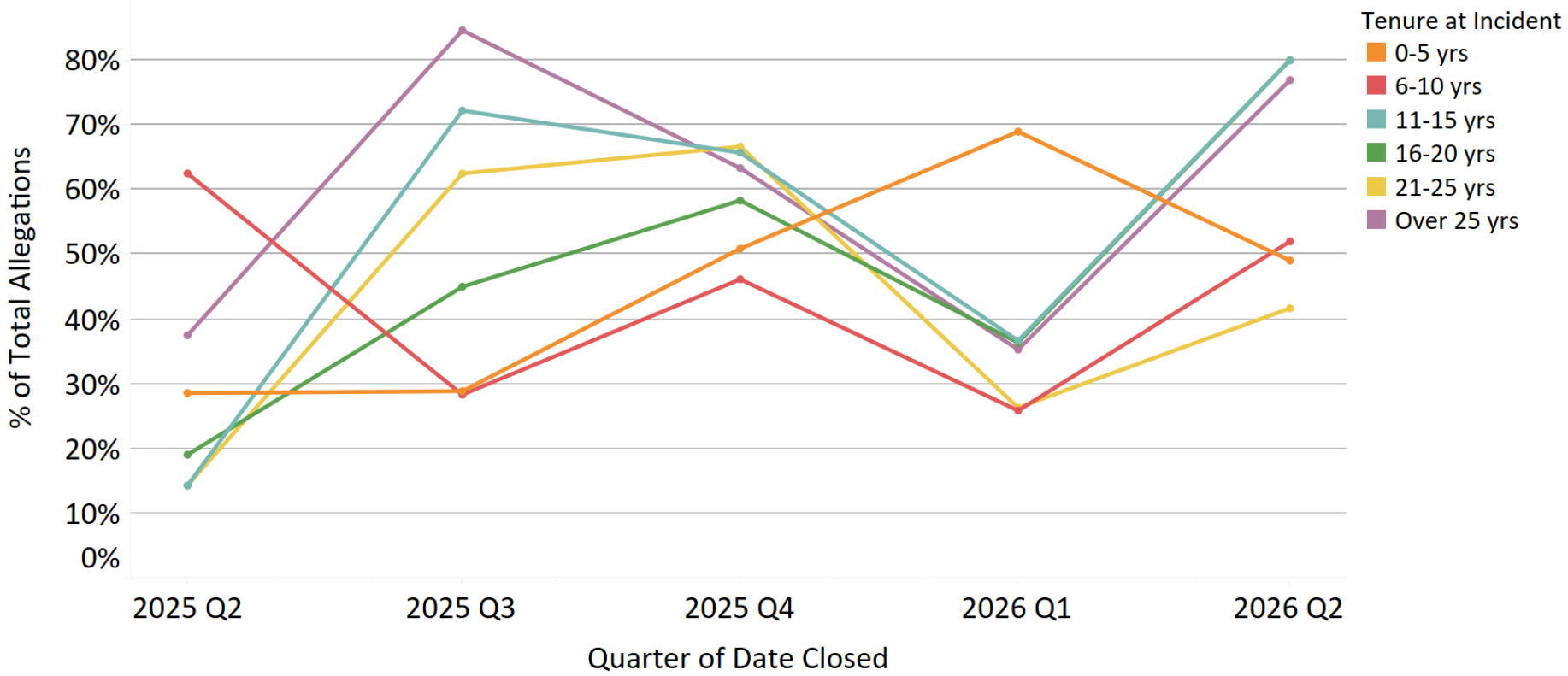
Percentage of Sustained Allegations by Gender



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
2025	Q2	Not Sustained	70 71.43%	21 37.50%	42 85.71%	34 80.95%	18 85.71%	5 62.50%
		Sustained	28 28.57%	35 62.50%	7 14.29%	8 19.05%	3 14.29%	3 37.50%
2026	Q2	Not Sustained	27 50.94%	12 48.00%	5 20.00%	4 20.00%	14 58.33%	3 23.08%
		Sustained	26 49.06%	13 52.00%	20 80.00%	16 80.00%	10 41.67%	10 76.92%

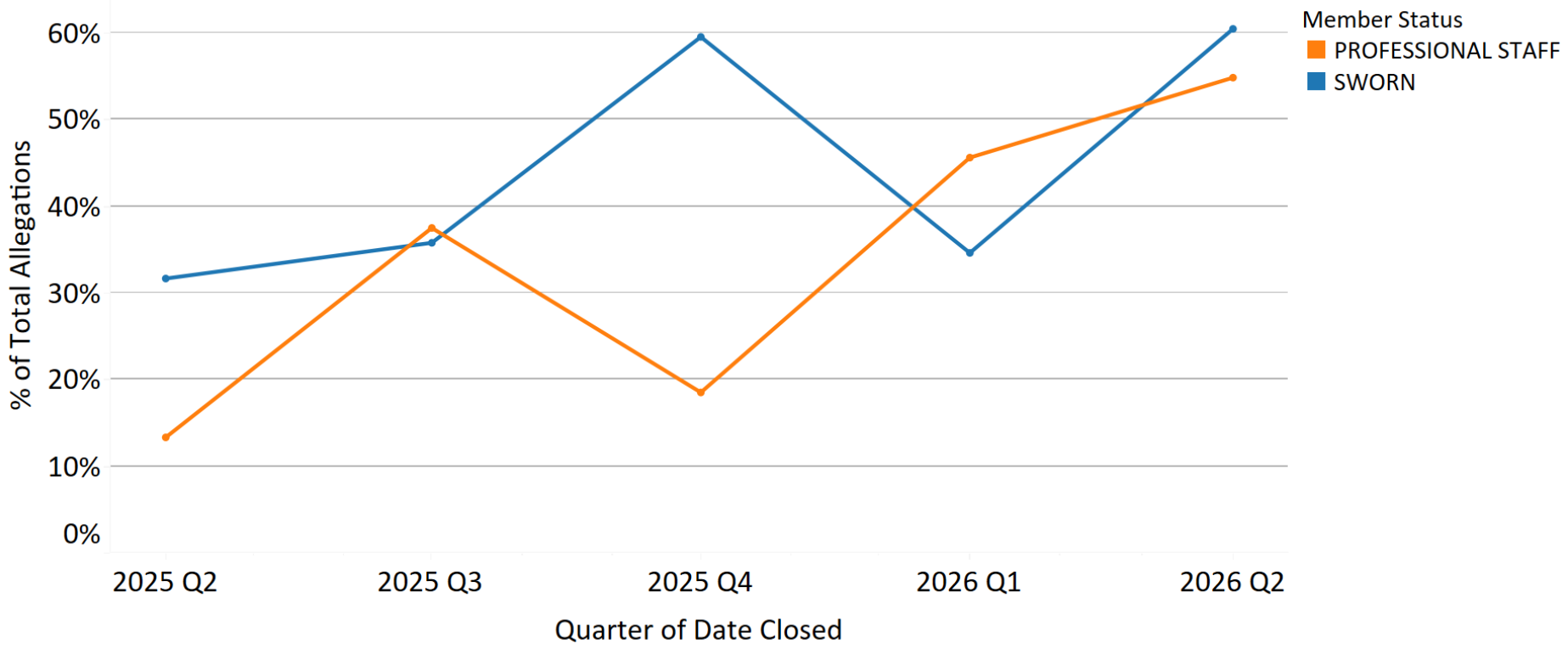
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			PROFESSIONAL STAFF	SWORN
2025	Q2	Not Sustained	13 86.67%	177 68.34%
		Sustained	2 13.33%	82 31.66%
2026	Q2	Not Sustained	14 45.16%	51 39.53%
		Sustained	17 54.84%	78 60.47%

Percentage of Sustained Allegations by Member Status



Opened Cases Complaint Summaries

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0037	Conduct Unbecoming	Violated DGO 2.01.03, Rule 1(d), issued an improper citation.
MCD-2026-0038	Conduct Unbecoming	Took a photo with an AK-47 rifle and posted it on social media, in violation of DGO 2.01.03 Rule 1 Misconduct.
MCD-2026-0039	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0040	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0041	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0042	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0043	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0046	Neglect Of Duty	Spent work hours doing schoolwork neglected workplace duties. Regularly leaves work early to attend classes. These allegations are potential violations of DGO 2.01.03 Rule 3 - Attention to Duty, Rule 4 - Reporting for Duty, and DGO 1.04 - Duties of Sergeants.
MCD-2026-0049	Neglect Of Duty	Made the complainant wait too long in the waiting area and failed to take a police report. These allegations are potential violations of DGO 2.01 - Rule 1: Neglect of Duty.
MCD-2026-0050	Failure To Write An Incident Report	Refused to take a police report, in violation of DGO 2.01, Rule 1: Neglect of Duty.
MCD-2026-0051	Neglect of Duty (Lost Property)	Lost a department issued body worn camera. This allegation is a potential violation of DGO 10.02.01.A.1 - Safekeeping of Equipment.
MCD-2026-0052	Conduct Unbecoming	Arrested for possession of a stolen firearm and possession of stolen property, in violation of DGO 2.01.03, Rule 1 Misconduct.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0053	Conduct Unbecoming, Insubordination	Was insubordinate to a supervisor, in violation of DGO 2.01.03, Rule 14. Engaged in disrespectful behavior toward others, in violation of DGO 2.01.03, Rule 7.
MCD-2026-0054	Conduct Unbecoming	Bullied another member for several months, in violation of the Department of Human Resources' Equitable, Fair, and Respectful Workplace Policy.
MCD-2026-0056	Insubordination	Was insubordinate, in violation of DGO 2.01.03, Rule 14.
MCD-2026-0057	Neglect Of Duty	Neglected to notify a supervisor regarding an in-person complaint by a citizen, in violation of DGO 2.04.02(B).
MCD-2026-0058	Neglect of Duty (Lost Property)	Lost a department-issued radio while on duty, in violation of DGO 2.01.03, Rule 23.
MCD-2026-0059	Conduct Unbecoming	Received "special treatment" by being recorded as working regular hours while out on leave, in violation of DGO 2.01.03, Rule 1.
MCD-2026-0059	Neglect Of Duty	Failed to monitor an employee HRMS panel, in violation of DGO 1.04(A)(2)(b) - Supervision/Reports and Records.
MCD-2026-0059	Neglect Of Duty	Failed to monitor an employee HRMS panel of a subordinate employee, in violation of DGO 1.04(A)(2)(b) - Supervision/Reports and Records.
MCD-2026-0059	Neglect Of Duty	Failed to properly monitor an employee HRMS panel, in violation of DGO 1.06(A)(4) - General Duties/Records Maintenance.
MCD-2026-0060	Inappropriate Comments	Made inappropriate comments to the reportee regarding a complaint they wanted to file, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0060	Inappropriate Comments	Made inappropriate comments to the reportee regarding a complaint they wanted to file, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0061	Conduct Unbecoming	Contacted a complainant and requested withdrawal of a complaint regarding a potential violation or face retaliation, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming and DN 23-192 Equitable, Fair, and Respectful Workplace Policy.
MCD-2026-0062	Conduct Unbecoming	Was rude to a member of the public, in violation of DGO 2.01.09 Rule #1 (a) - Conduct Unbecoming.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0063	Conduct Unbecoming	Behaved in a hostile and intimidating manner toward another on-duty SFPD member, in violation of DGO 2.01, Rule 9 Misconduct and DN 20-132 Rumors and Bullying in the Workplace.
MCD-2026-0064	Neglect Of Duty	Failed to complete a required police report and instead directed victims to go elsewhere in violation of Department General Order 2.01.03, 9. Written Reports.
MCD-2026-0064	Neglect Of Duty	Failed to complete a required police report and instead directed victims to go elsewhere in violation of Department General Order 2.01.03, 9. Written Reports.
MCD-2026-0065	Conduct Reflecting Discredit, Conduct Unbecoming (x5)	While off duty, caused a disturbance that resulted in a police response. Was advised by venue personnel to leave, in violation of DGO 2.01.03, Rule 1 - Misconduct. Presented an SFPD identification while being detained by the local police officers, in violation of DGO 2.01.03, Rule 1 - Misconduct. Returned to the venue after having been verbally trespassed, resulting in a second police response, in violation of DGO 2.01.03, Rule 1 - Misconduct. Threatened a security guard, in violation of DGO 2.01.03, Rule 1 - Misconduct. Spoke rudely, in violation of DGO 2.01.03, Rule 1 - Misconduct. Conduct generated multiple calls for service. Self identified as a police officer during the incident, thereby bringing discredit upon the department, in violation of DGO 2.01.03 Rule 1 - Misconduct.
MCD-2026-0066	Neglect Of Duty, Neglect of Duty (BWC)	Was on duty without required equipment and was involved in an incident necessitating police action, in violation of DGO 10.02.E, Rule 2 [Required Equipment]. Failed to active a body worn camera per DGO 10.11.05, Rule B [Activation of Body Worn Camera].
MCD-2026-0067	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qulification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0068	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0069	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qulification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0070	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0071	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qulification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0072	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qulification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0073	Neglect of Duty (Lost Property)	Lost a Department issued police star, in violation of DGO 2.01.03, Rule 23 Department Property.
MCD-2026-0074	Conduct Reflecting Discredit, Conduct Unbecoming	Gave a testimonial in an official capacity without permission from the Police Commission, in violation of DGO 2.01.03, Rule 27 - Prohibition on Use of Authority or Position. Engaged in conduct that reflects discredit upon the Department, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2026-0074	Conduct Reflecting Discredit, Conduct Unbecoming	Gave a testimonial in an official capacity without permission from the Police Commission, in violation of DGO 2.01.03, Rule 27 - Prohibition on Use of Authority or Position. Engaged in conduct that reflects discredit upon the Department, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2026-0075	Neglect Of Duty	Lost property belonging to a prisoner, in violation of DGO 2.01.03 - Neglect of Duty.
MCD-2026-0076	Discourtesy	Was discourteous to a member of the public, in violation of DGO 2.01.03 - Rule 7, Respectfulness.
MCD-2026-0077	Neglect of Duty (Lost Property)	Lost a Department-issued star, in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2026-0078	Neglect of Duty (Lost Property)	Lost a Department-issued Body Worn Camera (BWC) while on duty, in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2026-0079	Conduct Unbecoming (x3), Domestic Violence	Was detained during a domestic disturbance investigation, in violation of DGO 2.01.03, Rule 1 Misconduct. Was cited for misdemeanor battery, in violation of DGO 2.01.03, Rule 1 Misconduct. Became the restrained party in an Emergency Protective Order, in violation of DGO 2.01.03, Rule 1 Misconduct.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0080	Neglect Of Duty	Negligently discharged an Extended Range Impact Weapon (ERIW) while on duty, in violation of DGO 2.01.03, Rule 23 (Department Property).
MCD-2026-0081	Conduct Unbecoming	Engaged in unwarranted advances towards an intoxicated person, in violation of DGO 2.01.03, Rule 1.
MCD-2026-0082	Neglect Of Duty	Refused to add information to a police report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2026-0083	Conduct Unbecoming, Unwarranted Action	Acted unprofessionally during a traffic stop, in violation of DGO 2.01.03, Rule 1 - Misconduct and Rule 8 - Public Courtesy. Detention of the complainant was in violation of DGO 5.03 Investigative Detentions.
MCD-2026-0083	Conduct Unbecoming, Unwarranted Action	Acted unprofessionally during a traffic stop, in violation of DGO 2.01.03, Rule 1 - Misconduct and Rule 8 - Public Courtesy. Detention of the complainant was in violation of DGO 5.03 Investigative Detentions.
OIS-2026-0001	Administrative Investigation	OIS - Administrative Investigation
OIS-2026-0001	Administrative Investigation	OIS - Administrative Investigation
OIS-2026-0001	Administrative Investigation	OIS - Administrative Investigation
UOF 26-0002	Unnecessary Force	Use of Force - Administrative 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
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

Guide to Acronyms

- AI – Administrative Investigation
- AWOL – Absent Without Leave
- BWC – Body Worn Camera
- CAD – Computer Aided Dispatch
- CIT – Crisis Intervention Team
- CRD – Conduct Reflecting Discredit
- CU – Conduct Unbecoming
- CVC – California Vehicle Code
- DB – Department Bulletin
- DEM – San Francisco Department of Emergency Management
- DGO – Department General Order
- DM – Department Manual
- DN – Department Notice
- 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
- OID – Officer Involved Discharge (of Firearm)
- OIS – Officer Involved Shooting
- PIP – Performance Improvement Plan
- UA – Unwarranted Action
- UOF – Use of Force/Excessive or Unnecessary Force

SFPD Sustained Complaints Report
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2024-0229		10/24/24	CU	Improper Conduct	10/07/2025	Retraining, Written Reprimand	pending	Open - Assigned to Attorney	Was disrespectful to subordinates, in violation of DN 23-192 - DHR Equitable, Fair and Respectful Workplace Policy & DGO 2.01.03.
MCD-2025-0094		5/6/25	CU (x2), ND	Improper Conduct	10/30/2025	Termination	08/06/2025	Closed	While off-duty, purchased an automobile at a price well below its current market value from an elder victim, in violation of DGO 2.01.03, Rule 1. Misconduct, a. Conduct Unbecoming and b. Conduct Reflecting Discredit. While off-duty, used apparent authority on the elder victims to purchase their vintage automobile at a price well below its current market value, in violation of California Code, Welfare and Institutions Code - 15610.70. Was cited for a misdemeanor violation, and failed to notify a Commanding Officer of the arrest, in violation of DGO 2.01.03, Rule 2.g & h., Department Member's Notification Responsibilities.
MCD-2025-0178		10/31/24	CU	Improper Conduct	10/30/2025	Retraining, Suspension (1 day held in abeyance)	pending	Open - Assigned to Attorney	Made an unwelcome, sexually inappropriate comment at work, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2024-0243	00061532-24	11/21/24	CU, ND	Improper Conduct	10/20/2025	Retraining, Suspension (1 day)	pending	Open - Assigned to Attorney	Engaging in personal business while on-duty, in violation of DGO 2.01.03 Rule 3 - Attention to Duty. Conducted secondary employment in violation of DGO 11.02 Sec II, H-Seconday Employment.
MCD-2025-0073		4/1/25	ND (BWC)	Improper Conduct	10/30/2025	Admonishment, Retraining	11/12/2025	Closed	Failed to comply with multiple directives to upload their BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

Internal Affairs Division

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2023-0233	10/30/23			CU	Improper Conduct	11/25/2025	Resignation	01/04/2025	Open - Assigned to Attorney	Improperly possessed a firearm in carry-on baggage at an airport security checkpoint while off duty, in violation of Department Notice 23-082 (Prohibited Items at Airport Security Checkpoints).
MCD-2024-0265	12/5/24			CU (x2), Inappropriate Behavior / Comments	Improper Conduct	11/17/2025	Retraining, Suspension (1 day and 5 held in abeyance)	Pending	Open - Assigned to Attorney	Displayed disrespectful behavior by slapping a subordinate across the face, in violation of the City and County's Equitable, Fair, and Respectful Workplace Policy. Displayed disrespectful behavior by writing an inappropriate phrase, in violation of the Equitable, Fair, and Respectful Workplace Policy. Used profane and discourteous language toward a person in custody, in violation of DGO 2.01.03, Rule #30 - Responsibilities of Members with Persons Who are Detained or In Custody.
MCD-2025-0005	1/7/25			ND (BWC)	Improper Conduct	11/25/2025	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0020	1/16/25			FTA (Range)	Improper Conduct	11/18/2025	Resignation	01/16/2025	Open - Assigned to Attorney	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2025-0048	2/24/25			ND	Improper Conduct	11/25/2025	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Has been sleeping on duty. The allegation would constitute a violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0050	3/5/25			ND (x2)	Improper Conduct	11/25/2025	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Was sleeping on duty, in violation of DGO 1.04, Rule 1a and 1b - Supervision. Was sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0061	3/3/25			FTA (Range)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/05/2025	Closed	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.

Note: While efforts were made to present narrative related only to sustained complaints, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0065	3/11/25			ND (Lost Property)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/04/2025	Closed	Failed to properly care for department issued cell phone, in violation of DGO 2.01.03, Rule 23.
MCD-2025-0074	4/22/25			ND (BWC)	Improper Conduct	11/05/2025	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to upload BWC videos within 72 hours after the recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0084	4/24/25			FTA (Range)	Improper Conduct	11/05/2025	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0106	6/6/25			FTA (Range)	Improper Conduct	11/05/2025	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0126	7/10/25			FTA (Range)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/04/2025	Closed	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0131	7/10/25			FTA (Range)	Improper Conduct	11/18/2025	Admonishment, Retraining	11/27/2025	Closed	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0142	7/31/25			FTA (Range)	Improper Conduct	11/05/2025	Admonishment, Retraining	11/19/2025	Closed	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.

Note: While efforts were made to present narrative related only to sustained complaints, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0167	9/22/25			FTA (Range)	Improper Conduct	11/18/2025	Admonishment, Retraining	12/11/2025	Closed	Failed to participate in the Range Qualification in scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0169	9/22/25			FTA (Range)	Improper Conduct	11/18/2025	Admonishment, Retraining	11/26/2025	Closed	Failed to participate in the Range Qualification in scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0170	7/16/25			ND (BWC)	Improper Conduct	11/18/2025	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2025-0095	4/29/25			ND	Improper Conduct	11/05/2025	Admonishment, Retraining	12/05/2025	Closed	Lost a subject in custody's wallet while transporting them to a police station in violation of DGO 2.01.03, Rule 1.

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Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2023-0027	2/14/23			ND (BWC)	Improper Conduct	12/16/2025	Admonishment, Retraining	12/31/2025	Closed	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2024-0102	5/2/24			ND (BWC)	Improper Conduct	12/16/2025	Retraining, Suspension (1 day and 1 held in abeyance)	pending	Open - Assigned to Attorney	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0139	5/5/24			DUI	Improper Conduct	12/30/2025	11.11 Program, Retraining, Suspension (10 days)	pending	Open - Assigned to Attorney	Was at a traffic light, asleep behind the steering wheel of a vehicle. Charged with driving while intoxicated 23152 (b) VC.
MCD-2024-0259	12/16/24			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/05/2025	Closed	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2024-0264	12/26/24			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/03/2025	Closed	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2025-0006	1/7/25			ND (BWC)	Improper Conduct	12/09/2025	Admonishment, Retraining	12/17/2025	Closed	Failed to comply with multiple directives to upload their BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0013	1/14/25			CU (x2)	Improper Conduct	12/26/2025	11.11 Program, Board Police Commission, Retraining, Suspension (10 days and 10 held in abeyance)	pending	Open - Pending Police Commission	Was under the influence of an intoxicant or drug while on-duty, in violation DGO 2.03.03.B.- Use of Intoxicants or Drugs by Sworn Department Members. Used an intoxicant or drug while on-duty, in violation of DGO 2.03.03.A.- Use of intoxicants or Drugs by Sworn Members.

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Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0018	1/16/25			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/13/2025	Closed	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0034	2/5/25			FTA (Range)	Improper Conduct	12/09/2025	Admonishment, Retraining	12/15/2025	Closed	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0039	2/18/25			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	pending	Open - Assigned to Attorney	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0046	2/14/24			CU	Improper Conduct	12/09/2025	Retraining, Written Reprimand	pending	Open - Assigned to Attorney	Brought alcohol into workplace, in violation of DGO 2.01.02.03 (C) Alcohol Use by Department Members.
MCD-2025-0049	2/24/25			Escape	Improper Conduct	12/09/2025	Retraining, Written Reprimand	pending	Open - Assigned to Attorney	A prisoner escaped from their custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2025-0049	2/24/25			Escape	Improper Conduct	12/09/2025	Retraining, Written Reprimand	pending	Open - Assigned to Attorney	A prisoner escaped from their custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2025-0057	3/3/25			ND	Improper Conduct	12/09/2025	Retraining, Written Warning	12/18/2025	Closed	Failed to properly inspect a vehicle prior to granting it access to a secure area, in violation of DGO 2.01.03, Rule 5, Performing Duties and Airport Bureau, Traffic Division Unit Order 23-01.
MCD-2025-0085	3/13/25			ND (Lost Property)	Improper Conduct	12/09/2025	Retraining, Written Reprimand	pending	Open - Assigned to Attorney	Failed to properly secure a department-issued firearm, resulting in its theft, in violation of DGO 10.02.01.B.5 - Firearms Security in Vehicles.

Note: While efforts were made to present narrative related only to sustained complaints, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0093	5/5/25			DUI (x2)	Improper Conduct	12/30/2025	Resignation	05/06/2025	Open - Assigned to Attorney	Was off-duty and arrested for driving under the influence, in violation of DGO 2.01.03 Rule 1 - Misconduct. Was off-duty and was dishonest when answering a question from another agency Police Officer, in violation of DGO 2.01.03 Rule 1 - Misconduct.
MCD-2025-0099	5/19/25			DUI (x2)	Improper Conduct	12/30/2025	Termination	05/19/2025	Open - Assigned to Attorney	Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct.
MCD-2025-0124	7/7/25			ND	Improper Conduct	12/09/2025	Admonishment, Retraining	12/18/2025	Closed	Was sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0128	7/10/25			FTA (Range)	Improper Conduct	12/16/2025	Retraining	12/29/2025	Closed	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0138	7/31/25			FTA (Range)	Improper Conduct	12/30/2025	Admonishment, Retraining	pending	Open - Assigned to Attorney	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0140	7/31/25			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	pending	Open - Assigned to Attorney	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0146	8/6/25			CU	Improper Conduct	12/09/2025	Retraining, Written Reprimand	12/11/2025	Closed	Improperly authorized the reactivation of access to a recently separated employee, in violation of Department Policy (DGO 2.01.03, Rule 1).

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Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0149	8/8/25			CU, ND (x3)	Improper Conduct	12/30/2025	Retirement	11/01/2025	Open - Assigned to Attorney	Fell asleep while on duty, in violation of DGO Rule 1 - Misconduct. Was observed shopping while on duty, in violation of DGO 2.01, Rule 3 - Attention to Duty. Failed to use the SFPD Language Line for an LEP member of the public, in violation of DGO 5.20 - Language Access Services for Limited English Proficient (LEP) Persons. Engaged in discourteous and unprofessional conduct toward members of the public, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0164	10/5/25			ND (Lost Property)	Improper Conduct	12/02/2025	Admonishment, Retraining	pending	Open - Assigned to Attorney	Was negligent in the handling of a Department-issued key card, resulting in its loss, in violation of DGO 2.01.03, Rule 23 & DGO 10.02.01.A.1.
MCDO-2024-0035	7/29/25	00060902-24	8/22/24	ND (BWC)	Improper Conduct	12/30/2025	Admonishment, Retraining	pending	Open - Assigned to Attorney	Failure to activate a BWC (DGO 10.11).
MCDO-2025-0002	6/13/25	00063168-25	3/2/25	ND (BWC)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/11/2025	Closed	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0002	6/13/25	00063168-25	3/2/25	ND (BWC)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/08/2025	Closed	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0007	9/23/25	00062710-25	2/10/25	Inappropriate Behavior/ Comments	Improper Conduct	12/02/2025	Retraining, Written Reprimand	pending	Open - Assigned to Attorney	Behaved and spoke inappropriately. (DGO 2.01, Rule 8).
MCDO-2025-0011	11/13/25	00063675-25	3/26/25	ND	Improper Conduct	12/30/2025	Admonishment, Retraining	pending	Open - Assigned to Attorney	Failure to make an arrest (DGO 10.11, DGO 6.09).

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Guide to Acronyms

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BWC – Body Worn Camera

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ICD – In Custody Death

OC – Oleoresin Capsicum (pepper spray)

OID – Officer Involved Discharge (of Firearm)

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force

Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on January 14, 2026. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.

Internal Affairs Division

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-2019-0154	8/8/19			CU (x2)	Improper Conduct	06/22/2020	Board Police Commission, Suspension (180 days), Termination held in abeyance	09/18/2024, 03/14/2025, 09/18/2027	Closed	10/08/2025	Pulled the Fire Alarm at another agency Police Station and brought discredit to the Department in presence of the other agency Chief of Police. Was dishonest at the Internal Affairs interview, in violation of DGO 2.01, Rule 21.
MCD-2019-0154	8/8/19			CU	Insufficient Evidence	06/22/2020	No Further Action	06/22/2020	Closed	10/08/2025	Department memorandum did not accurately depict the incident as it occurred.
MCD-2021-0094	7/9/21			CU (x7)	Improper Conduct	06/08/2022	Retraining, Suspension (1 day)	09/22/2025, 10/22/2025	Closed	10/07/2025	Improperly accessed a law enforcement database on multiple occasions.
MCD-2021-0094	7/9/21			CU	Insufficient Evidence	06/08/2022	No Further Action	06/08/2022	Closed	10/07/2025	Improperly accessed a law enforcement database.
MCD-2021-0094	7/9/21			ND	Policy Failure	06/08/2022	No Further Action	06/08/2022	Closed	10/07/2025	Failed to enter the proper information into a law enforcement database, in violation of DB 18-162.
MCD-2022-0060	5/9/22			ND (x2), Failure to Write an Incident Report	Improper Conduct	03/28/2023	Resignation	08/26/2022	Closed	10/08/2025	Failed to exercise reasonable diligence during a call for service that involved a serious crime, in violation of DGO 1.03. Failed to author a report regarding a crime, in violation of DGO 1.03. Responded to an A priority call, but failed to identify and/or seize potential evidence, in violation of DGO 6.02(II) (E)(1) and DGO 2.01 Rule 10.
MCD-2022-0060	5/9/22			ND (BWC)	Unfounded	03/28/2023	No Further Action	03/28/2023	Closed	10/08/2025	Failed to activate a Department issued Body Worn Camera as required during a call for service.

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MCD-2022-0060	5/9/22			Failure to Write an Incident Report, ND (x2)	Improper Conduct	03/28/2023	Retraining, Suspension (1 day and 1 held in abeyance)	09/23/2025, 10/01/2025, 09/10/2027	Closed	10/08/2025	Failed to exercise reasonable diligence during a call for service that involved a serious crime, in violation of DGO 1.03. Failed to author a report regarding a crime, in violation of DGO 1.03. Responded to an A priority call, but failed to identify and/or seize potential evidence, in violation of DGO 6.02(II) (E)(1) and DGO 2.01 Rule 10.
MCD-2023-0124	8/23/23			ND (x3)	Improper Conduct	07/08/2024	Retraining, Suspension (1 day and 2 held in abeyance)	09/17/2025, 09/22/2025, 09/17/2026	Closed	10/10/2025	Engaged in personal business on duty, in violation of DGO 2.01, Rule 40. While on duty failed to devote entire time to the achievement of respective assignment, in violation of DGO 2.01, Rule 1. Turns in overtime cards after designated work hours when not at work, in violation of DGO 2.01, Rule 9.
MCD-2023-0124	8/23/23			ND	Exceptional Clearance	07/08/2024	No Further Action	07/08/2024	Closed	10/10/2025	Conducted personal business on duty.
MCD-2024-0092	4/23/24			ND (x2)	Improper Conduct	10/24/2024	Retraining, Suspension (2 days)	10/02/2025, 10/22/2025	Closed	10/14/2025	Was involved in a vehicle crash while responding Code 3 to the vicinity of a pursuit, in violation of DGO 5.05 IV(C)(5), responding to the vicinity of the pursuit. Ran a stop sign which caused a traffic crash, in violation of DGO 5.05 I(A) - Drive with due regard.
MCD-2024-0092	4/23/24			ND	Policy Failure	10/24/2024	No Further Action	10/24/2024	Closed	10/14/2025	Was involved in a vehicle crash and was not wearing a seat belt, in violation of DGO 9.04, Seat Belt Policy.

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-2024-0116	5/10/24			Failure to Properly Investigate, ND (BWC), ND	Improper Conduct	02/10/2025	Retraining, Suspension (1 day held in abeyance)	05/28/2025, 04/21/2026	Closed	10/07/2025	Failed to properly investigate a theft or robbery of a cell phone, and a battery committed in their presence, in violation of DGO 2.01.03, Rule 1- Neglect of Duty. Failed to activate BWC at the scene of a robbery or theft and a battery, in violation DGO 10.11, Body Worn Cameras. Failed to immediately notify dispatch when they on-viewed a possible crime in progress, in violation of DGO 1.03(A)(1), Radio Contact and Notification.
MCD-2024-0116	5/10/24			CU (x2)	Insufficient Evidence	02/10/2025	No Further Action	02/10/2025	Closed	10/07/2025	Used profane language to a member of the public, in violation of DGO 2.01.03, Rule 8- Public Courtesy. Was dishonest in interview, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2024-0116	5/10/24			Failure to Properly Investigate, ND (x2), ND (BWC)	Improper Conduct	02/10/2025	PIP, Retraining, Suspension (2 days)	09/11/2025, 10/02/2025	Closed	10/07/2025	Failed to properly investigate a theft or robbery of a cell phone, and a battery committed in their presence, in violation of DGO 2.01.03, Rule 1- Neglect of Duty. Failed to activate a BWC at the scene of a robbery or theft and a battery, in violation DGO 10.11, Body Worn Cameras. Failed to immediately notify dispatch when they on-viewed a possible crime in progress, in violation of DGO 1.03(A)(1), Radio Contact and Notification. Did not have the required equipment, in violation of DGO 10.02.01.E.q.
MCD-2024-0145	6/5/24			ND (BWC)	Improper Conduct	03/10/2025	Admonishment, Retraining	09/24/2025	Closed	10/07/2025	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.

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MCD-2024-0188	8/16/24	00060675-24		CU (x2), ND, UA	Insufficient Evidence, Unfounded, Proper Conduct	10/07/2025	No Further Action	10/07/2025	Closed	10/07/2025	Was discourteous while interacting with members of the public, in violation of DGO 2.01.03, Rule 8 - Public Courtesy. Failed to promptly provide name and badge number when requested by a member of the public, in violation of DGO 2.01.03, Rule 8 - Public Courtesy. Cited a member of the public's vehicle without cause, in violation of DGO 2.01.03, Rule 8 - Public Courtesy. Deliberately stood on the complainant's foot, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2024-0212	10/3/24			ND	Policy Failure	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Is on unauthorized leave status, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0216	10/9/24			CU	Insufficient Evidence	10/07/2025	No Further Action	10/07/2025	Closed	10/07/2025	Was disrespectful to a subordinate, in violation of DN 23-192 - DHR Equitable, Fair and Respectful Workplace Policy.
MCD-2024-0238	10/28/24			ND	Improper Conduct	03/03/2025	Admonishment, PIP, Retraining	10/05/2025	Closed	10/07/2025	Overtime hours were excessive, in violation of Department Bulletin (DB) 24-086.
MCD-2024-0239	11/14/24			CU	Insufficient Evidence	10/07/2025	No Further Action	10/07/2025	Closed	10/07/2025	Engaged in conduct that may compromise the prosecution of a criminal offense, in violation of DGO 2.01.03, Rule 18.
MCD-2024-0248	12/2/24			CU	Insufficient Evidence	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Engaged in an inappropriate relationship with direct/indirect supervisor, in violation of Department Notice 2023-0155 and CSC 2017-01.

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MCD-2024-0248	12/2/24			CU (x2)	Insufficient Evidence	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Engages in inappropriate behavior with recruits. Any recruits that resist and/or speak up, incur retaliation. (DGO 2.01.03, Rule #7, DN 23-192, City and County of San Francisco - Equitable, Fair, and Respectful Workplace Policy). Engaged in an inappropriate relationship with a subordinate, (DN 23.155, CSC no. 2017-01).
MCD-2024-0258	12/26/24			FTA (Range)	Improper Conduct	05/19/2025	Admonishment, Retraining	10/08/2025	Closed	10/14/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2024-0261	12/26/24			FTA (Range)	Improper Conduct	08/26/2025	Retraining, Written Reprimand	09/23/2025	Closed	10/07/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0032	2/3/25			CU (x2)	Unfounded	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Engaged in conduct that impairs the operation or efficiency of the Department or personnel, in violation of DGO 2.01, Rule 1 - Misconduct. Displayed behavior that is rude and unprofessional toward subordinates, in violation of the City and County of San Francisco's Equitable, Fair and Respectful Workplace Policy.
MCD-2025-0037	2/5/25			FTA (Range)	Improper Conduct	09/30/2025	Admonishment, Retraining	10/04/2025	Closed	10/06/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).

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MCD-2025-0055	9/25/25	2025-0055		CU	Insufficient Evidence	10/07/2025	No Further Action	10/07/2025	Closed	10/07/2025	Was disrespectful and refused to provide badge number when requested. (DGO 2.01, Rule 8. Public Courtesy).
MCD-2025-0060	3/3/25			FTA (Range)	Improper Conduct	09/30/2025	Admonishment, Retraining	10/06/2025	Closed	10/06/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0083	4/24/25			FTA (Range)	Improper Conduct	09/30/2025	Admonishment, Retraining	10/06/2025	Closed	10/14/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0087	4/24/25			FTA (Range)	Proper Conduct	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0108	6/6/25			FTA (Range)	Proper Conduct	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0127	7/10/25			FTA (Range)	Improper Conduct	09/30/2025	Admonishment, Retraining	10/07/2025	Closed	10/14/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0139	7/31/25			FTA (Range)	Improper Conduct	09/30/2025	Admonishment, Retraining	10/08/2025	Closed	10/14/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).

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MCDO-2023-0010	10/19/23	00053663-23	2/8/23	ND, UA	Improper Conduct	12/18/2023	Retirement	06/30/2025	Closed	10/07/2025	Improper search or seizure of a person, property, vehicle, or location; improper entry (DGO 5.03). Failure to comply with Stop Data Collection Requirements (DB 21-062).
MCDO-2024-0033	7/14/25	00061308-24	10/6/24	UOF	Improper Conduct	08/26/2025	Retraining, Suspension (1 day and 3 held in abeyance)	10/10/2025, 11/05/2025, 09/29/2026	Closed	10/14/2025	Failure to Comply with DGO 5.01.08(B). Physical Controls/Personal Body Weapons.
MCDO-2025-0001	6/4/25	00062960-25	2/22/25	Driving Improperly, ND	Improper Conduct	09/02/2025	Counseling, Retraining	03/03/2025, 05/29/2025	Closed	10/03/2025	Improper driving (California Vehicle Code Section 21460(a)). Violation of department rule or law (DGO 5.05).
MCDO-2025-0005	8/20/25	00064980-25	1/14/25	ND	Improper Conduct	09/30/2025	Admonishment, Retraining	10/03/2025	Closed	10/06/2025	Failed to obtain language services in accordance with DGO 5.20.
MCDO-2025-0006	9/10/25	00062539-25	1/28/25	Driving Improperly	Policy Failure	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Drove vehicle improperly (DGO 5.05, DN 25-011).
OID-2025-0001	2/13/25			Weapon Discharge	In Policy	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Discharged a department issued firearm to kill an animal posing an immediate threat. This incident reviewed for compliance with DGO 5.01.08.G.2.a.ii, DGO 5.01.08.G.2.c and DGO 5.01.08.G.2.a.iv.
OID-2025-0001	2/13/25			Weapon Discharge	In Policy	09/30/2025	No Further Action	09/30/2025	Closed	10/01/2025	Discharged a department issued firearm to kill an animal posing an immediate threat. This incident reviewed for compliance with DGO 5.01.08.G.2.a.ii, DGO 5.01.08.G.2.c and DGO 5.01.08.G.2.a.iv.

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MCD-2020-0145	11/12/20			ND (x2)	Improper Conduct	11/02/2021	Retraining, Written Reprimand	11/07/2025	Closed	11/12/2025	Failed to obey a written and verbal order to report for duty, in violation of DGO 2.01, Rule 10 (Written Orders).
MCD-2021-0089	7/8/21			CRD, Failure to Write an Incident Report, ND (x4), ND (BWC)	Improper Conduct	06/08/2022	Board Police Commission, Retraining, Suspension (90 days)	11/19/2025, 02/17/2026	Closed	11/25/2025	1: Failure to comply with body worn camera policy, in violation of DGO 10.11 & DB 20-175); 2: Failure to make a written report, in violation of DGO l.03(1)(A)(5)(D) & DGO 2.01, Rule 25; 3: Failure to properly investigate. Failure to obtain witness information and statements, in violation of DGO 1.03(1)(A)(6)); 4: Failure to collect physical evidence & failure to properly process property, in violation of DGO 6.02 (I)(E)(D) & 6.15(I)(A) and (B)(l) and (2); 5: Failure to perform duties according to department policy & engaging in conduct that reflects discredit upon the department, in violation of 2.01, Rule 5 & Rule 9.
MCD-2021-0089	7/8/21			ND	Improper Conduct	06/08/2022	Retraining, Suspension (1 day held in abeyance)	10/08/2024	Closed	11/25/2025	Failed to report misconduct, in violation of DGO 2.04.02(B).

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MCD-2021-0089	7/8/21			CRD, Failure to Write an Incident Report, ND (x4), ND (BWC)	Improper Conduct	06/08/2022	Retirement	06/28/2024	Closed	11/25/2025	Failure to follow body worn camera policy, in violation of DGO 10.11 & DB 20-175. Failure to make a written report, in violation of DGO 1.03I)A)(5)(d) & DGO 2.01, Rule 25. Failure to obtain witness information, in violation of DGO 1.03(I)(A)(6). Failure to collect physical evidence, in violation of DGO 6.02(II)(E)(1). Failure to properly process property, in violation of DGO 6.15(I)(A). Failure to perform duties according to Department policy, in violation of DGO 2.01, Rule 5. Conduct Reflecting Discredit, in violation of DGO 2.01, Rule 9.
MCD-2022-0196	12/23/22			Failure To Properly Investigate, Failure to Write an Incident Report, ND	Improper Conduct	11/20/2023	Retraining, Suspension (5 days and 5 held in abeyance)	09/22/2025, 11/26/2025, 12/23/2025	Closed	11/12/2025	Failed to investigate an alleged DV incident and verify an existing Emergency Protective Order in violation of DGO 1.03, I, 3 Neglect of Duty. Failed to investigate and write an incident report for a domestic violence incident in violation of DGO 6.09.04(N) Incident Reports. Made a CAD entry inconsistent with what victim stated regarding DV incident in violation of DGO 2.01 Rule 9, Misconduct.
MCD-2022-0196	12/23/22			Failure To Properly Investigate, ND	Improper Conduct	11/20/2023	Retraining, Suspension (5 days and 5 held in abeyance)	10/02/2025, 10/31/2025, 12/23/2025	Closed	11/12/2025	Failed to investigate an alleged DV incident and verify an existing Emergency Protective Order in violation of DGO 1.03, I, 3 Neglect of Duty. Made a CAD entry inconsistent with what victim stated regarding DV incident in violation of DGO 2.01 Rule 9, 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-2023-0181	9/25/23			CU (x7), Inappropriate Behavior / Comments	Improper Conduct	10/20/2023	Board Police Commission, No Further Action (3304 date expired)	11/05/2025	Closed	11/12/2025	Violated the City's EEO Policy and DGO 11.07. Violated the City's Respect Policy. Inappropriate behavior or comments as a supervisor, in violation of DGO 1.06. Conduct as a supervisor affected the efficiency and discipline of the Department, in violation of DGO 2.01, Rule 9.
MCD-2023-0181	9/25/23			CU (x11) , Inappropriate Behavior / Comments	Improper Conduct	10/20/2023	Retirement	04/27/2024	Closed	11/12/2025	Violated the City's EEO Policy and DGO 11.07. Inappropriate behavior or comments as a supervisor, in violation of DGO 1.06. Conduct as a supervisor affected the efficiency and discipline of the Department, in violation of DGO 2.01, Rule 9.
MCD-2023-0195	10/3/23			ND (BWC) (x2)	Improper Conduct	06/10/2024	Retraining, Suspension (1 day)	10/15/2025, 11/17/2025	Closed	11/21/2025	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-2024-0038	1/24/24			FTA (Range)	Improper Conduct	01/13/2025	Retirement	10/07/2025	Closed	11/25/2025	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 (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-2024-0058	2/15/24			ND (BWC)	Improper Conduct	11/25/2024	Retraining, Suspension (1 day held in abeyance)	10/06/2025	Closed	11/12/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0118	5/20/24			FTA (Range)	Improper Conduct	02/10/2025	Retirement	10/07/2025	Closed	11/25/2025	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0226	10/21/24	00061123-24		ND (DPA MRF)	Improper Conduct	05/19/2025	Retraining	11/04/2025	Closed	11/10/2025	Failed to return a DPA Members Response Form within 21 days, in violation of DGO 2.04.03(C)(1) Responsibilities of Members.
MCD-2024-0234	11/12/24			FTA (Range)	Proper Conduct	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	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 (Written Orders).
MCD-2024-0249	12/17/24			CU (x3)	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Created a hostile work environment, in violation of DN 23-192 - DHR Equitable, Fair and Respectful Workplace Policy. Is in a romantic relationship with another employee, in violation of DN 23-155, Policy of Family and Romantic Relations at Work. Conducts personal business while at work and engages in personal social interaction for an excessive amount of time at work, in violation of DGO 2.01, Rule 3 - Attention to Duty.

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-2025-0009	1/13/25			CU (x2)	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Transmitted and responded to an email, via Department email, demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Transmitted and responded to an email, via Department email, with no reference to a work-related purpose, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Office Technologies.
MCD-2025-0019	1/16/25			FTA (Range)	Proper Conduct	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0024	1/21/25			CU	Proper Conduct	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Transmitted an email demonstrating bias or discrimination against a protected group in an email sent via Department email, in violation of DGO 2.01.03, 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-2025-0094	5/6/25			CU (x2), ND	Improper Conduct	10/30/2025	Termination	08/06/2025	Closed	11/25/2025	While off-duty, purchased a vintage automobile at a price well below its current market value from an elder victim, in violation of DGO 2.01.03, Rule 1. Misconduct, a. Conduct Unbecoming and b. Conduct Reflecting Discredit. While off-duty, used apparent authority on the elder victims to purchase their vintage automobile at a price well below its current market value, in violation of California Code, Welfare and Institutions Code - 15610.70. Was cited for a misdemeanor violation, and failed to notify their Commanding Officer of the arrest, in violation of DGO 2.01.03, Rule 2.g & h., Department Member's Notification Responsibilities.
MCD-2025-0096	5/7/25			ND (Lost Property)	Proper Conduct	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to take proper care of Department Property (cell phone), in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2025-0103	6/6/25			FTA (Range)	Unfounded	11/18/2025	No Further Action	11/18/2025	Closed	11/20/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0114	6/6/25	00061742-24		Failure To Write An Incident Report	Unfounded	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	While on duty, refused to take an incident report in violation of DGO 2.01.03, Rule 9, Written Reports.

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-2025-0130	7/10/25			FTA (Range)	Proper Conduct	11/18/2025	No Further Action	11/18/2025	Closed	11/20/2025	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0142	7/31/25			FTA (Range)	Improper Conduct	11/05/2025	Admonishment, Retraining	11/19/2025	Closed	11/20/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0143	7/31/25			FTA (Range)	Training Failure	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0144	7/31/25			FTA (Range)	Training Failure	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0154	9/3/25			Discourtesy	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2025-0157	9/16/25	00066695-25		CU	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Asked the complainant, "What the F are you looking at?", in violation of DGO 2.01.03, Rule 1a, Conduct Unbecoming and Rule 7, 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
MCD-2025-0163	9/23/25			ND (Lost Property)	Unfounded	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Lost SFPD employee identification card and City & County of San Francisco employee "Disaster Service Worker" (DSW) identification card, in violation of DGO 2.01.03, Rule 23 - Department Property and DGO 10.02.01.A.1 - Equipment, Safekeeping and Use.
MCDO-2022-0011	12/15/22	DPA 00051528-22	7/29/22	ND (BWC)	Improper Conduct	03/28/2023	Retraining, Written Reprimand	09/27/2025	Closed	11/12/2025	Failed to activate body-worn camera, DGO 10.11 & DB 20-175.
MCDO-2024-0034	7/22/25	00061977-24	12/6/24	Inappropriate Behavior / Comments	Improper Conduct	08/26/2025	Retrainining, Written Reprimand	10/30/2025	Closed	11/18/2025	Inappropriate Behavior or Comments (DGO 2.01.03 Rules 1, 7 and 8).
OIS-2025-0005	9/23/25			Administrative Investigation	Exceptional Clearance	10/22/2025		10/22/2025	Closed	11/04/2025	Officer Involved Shooting - Administrative Investigation

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

MOU – Memorandum of Understanding

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

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force

Internal Affairs Division

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-2023-0105	7/31/23			DV	Proper Conduct	03/04/2024	No Further Action	03/04/2024	Closed	12/17/2025	Committed domestic battery on their ex-spouse, in violation of DGO 2.01, Rule 9.
MCD-2023-0105	7/31/23			Failure To Properly Investigate, ND	Training Failure	03/04/2024	No Further Action	03/04/2024	Closed	12/17/2025	Failed to thoroughly investigate a Domestic Violence (DGO 6.09.04(B). Failed to write a complete incident report following a Domestic Violence incident (DGO 2.01, Rule 5).
MCD-2023-0105	7/31/23			ND	Proper Conduct	03/04/2024	No Further Action	03/04/2024	Closed	12/17/2025	Failed to make an arrest in a Domestic Violence incident (DGO 6.09.02(A)).
MCD-2023-0105	7/31/23			Failure To Properly Investigate, ND (x2)	Proper Conduct	12/04/2025	No Further Action	12/04/2025	Closed	12/17/2025	Failed to thoroughly investigate a Domestic Violence (DGO 6.09.04(B)). Failed to make an arrest in a Domestic Violence incident (DGO 6.09.02(A)). Failure to Supervise at the scene of a Domestic Violence incident (DGO 1.04.A.1.a).
MCD-2023-0170	10/3/23			ND (BWC)	Improper Conduct	07/22/2024	Retraining, Suspension (1 day held in abeyance)	09/08/2025, 12/12/2025	Closed	12/15/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0211	10/3/23			ND (BWC) (x2)	Improper Conduct	03/11/2024	Retraining, Written Reprimand	12/09/2025	Closed	12/15/2025	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-2024-0028	2/5/24			ND (BWC)	Improper Conduct	11/25/2024	PIP, Retraining, Written Reprimand	11/18/2025, 12/01/2025	Closed	12/19/2025	Failed to properly tag BWC videos on multiple occasions, in violation of DGO 10.11.03.H.2.
MCD-2024-0061	3/8/24			ND (BWC)	Improper Conduct	07/01/2024	Retraining, Written Reprimand	11/11/2025	Closed	12/03/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.

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-2024-0181	7/11/24			ND (BWC)	Improper Conduct	07/24/2025	Retraining, Suspension (1 day held in abeyance)	11/28/2025	Closed	12/03/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2024-0250	12/12/24			DV	Improper Conduct	09/30/2025	Retraining, Suspension (1 day held in abeyance)	10/31/2025	Closed	12/16/2025	Became the subject of a domestic violence restraining order, in violation of DGO 2.01.03, Rule 1, Conduct Reflecting Discredit.
MCD-2024-0250	12/12/24			Neglect Of Duty	Proper Conduct	09/30/2025	No Further Action	09/30/2025	Closed	12/16/2025	Is unable to perform the essential job functions of the department, Essential Job Function #12 as required by the San Francisco Police Department and DN 22-071, in violation of DGO 2.01.03 Rule 5, Performing Duties.
MCD-2024-0259	12/16/24			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/05/2025	Closed	12/12/2025	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2024-0264	12/26/24			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/03/2025	Closed	12/05/2025	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2025-0006	1/7/25			ND (BWC)	Improper Conduct	12/09/2025	Admonishment, Retraining	12/17/2025	Closed	12/19/2025	Failed to comply with multiple directives to upload their BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0007	1/8/25			ND	Improper Conduct	09/30/2025	Admonishment, Retraining	12/06/2025	Closed	12/10/2025	While transporting a prisoner, lost property belonging to a custody, in violation of DGO 6.15.I.A, Property Processing.

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-2025-0018	1/16/25			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/13/2025	Closed	12/15/2025	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0030	1/24/25			CU (x3)	Insufficient Evidence	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Subjected a coworker to unwelcome conduct, in violation of DGO 11.07.01.B. (Harassment) and DGO 2.01.03 - Rule 7 (Respectfulness).
MCD-2025-0034	2/5/25			FTA (Range)	Improper Conduct	12/09/2025	Admonishment, Retraining	12/15/2025	Closed	12/17/2025	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0044	2/19/25			CU	Unfounded	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Brought discredit upon the Department when testifying in Superior Court, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0052	2/19/25			ND	Proper Conduct	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0061	3/3/25			FTA (Range)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/05/2025	Closed	12/09/2025	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0065	3/11/25			ND (Lost Property)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/04/2025	Closed	12/15/2025	Failed to properly care for her department issued cell phone, in violation of DGO 2.01.03, Rule 23.
MCD-2025-0066	3/17/25	00061640-24		ND (x2)	Insufficient Evidence	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Failed to provide the complainant with information on how to retrieve their property, in violation of DGO 2.01.03, Rule 5- Performing Duties. Failed to assist the complainant with filing a complaint, in violation of DGO 2.04 - Complaints Against Officers.
MCD-2025-0067	3/3/25			CU	Insufficient Evidence	12/30/2025	No Further Action	12/30/2025	Closed	12/30/2025	Committed child abuse, in violation of DGO 2.01.03, 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-2025-0070	3/12/25			CU (x2)	Insufficient Evidence, Proper Conduct	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Transmitted a message demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03 Rule 1 - Misconduct. Transmitted a message with no reference to a work-related purpose, in violation of DGO 10.08(II)(D) - Unauthorized Use of Office Technologies.
MCD-2025-0073	4/1/25			ND (BWC)	Improper Conduct	10/30/2025	Admonishment, Retraining	11/12/2025	Closed	12/01/2025	Failed to comply with multiple directives to upload their BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0081	4/24/25			FTA (Range)	Training Failure	11/25/2025	No Further Action	11/25/2025	Closed	12/01/2025	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0084	4/24/25			FTA (Range)	Improper Conduct	11/05/2025	Retraining, Written Reprimand	12/16/2025	Closed	12/19/2025	Failed to participate in the Range Qualification in the scheduled qualification month, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0088	4/24/25			FTA (Range)	Improper Conduct	09/30/2025	Retraining, Written Reprimand	12/08/2025	Closed	12/19/2025	Failed to report for bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0092	3/31/25			CU, ND	Insufficient Evidence	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.

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-2025-0092	3/31/25			CU, ND	Insufficient Evidence	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
MCD-2025-0092	3/31/25			CU, ND	Insufficient Evidence	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.
MCD-2025-0095	4/29/25			ND	Improper Conduct	11/05/2025	Admonishment, Retraining	12/05/2025	Closed	12/10/2025	Lost a subject in custody's wallet while transporting them to a police station in violation of DGO 2.01.03, Rule 1.
MCD-2025-0097	5/7/25			CU, ND	Unfounded/Insufficient Evidence	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Speaking to another employee in a disrespectful manner, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Spends social time by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0097	5/7/25			ND	Insufficient Evidence	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Arrives late to work, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty
MCD-2025-0097	5/7/25			ND	Insufficient Evidence	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Uses the Department gym for two hours or more, in violation of DGO 2.01.03, Rule 23 - Attention to Duty.
MCD-2025-0097	5/7/25			ND	Insufficient Evidence	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Leaves assignment to spend social time by going on walks and going to dinner while on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.

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-2025-0104	6/6/25			FTA (Range)	Proper Conduct	12/16/2025	No Further Action	12/16/2025	Closed	12/18/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0112	6/3/25			ND (Lost Property)	Proper Conduct	11/25/2025	No Further Action	11/25/2025	Closed	12/01/2025	While off duty, lost a wallet containing a department issued identification card, in violation of DGO 2.01.03 Rule 23, Department Property.
MCD-2025-0124	7/7/25			ND	Improper Conduct	12/09/2025	Admonishment, Retraining	12/18/2025	Closed	12/19/2025	Was sleeping on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0126	7/10/25			FTA (Range)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/04/2025	Closed	12/05/2025	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0131	7/10/25			FTA (Range)	Improper Conduct	11/18/2025	Admonishment, Retraining	11/27/2025	Closed	12/10/2025	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0146	8/6/25			CU	Improper Conduct	12/09/2025	Retraining, Written Reprimand	12/11/2025	Closed	12/15/2025	Improperly authorized the reactivation of access to a recently separated employee, in violation of Department Policy. (DGO 2.01.03, Rule 1).
MCD-2025-0150	8/26/25	00066341-25		Discourtesy, ND	Proper Conduct	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Failed to properly document a harassment incident in violation of Department Policy (DGO 2.01.03, Rule 9 - Written Reports). Was discourteous to the complainant, in violation of DGO 2.01.03, Rule 8.

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-2025-0158	9/16/25	00064375-25		Failure To Write An Incident Report	Insufficient Evidence	12/30/2025	No Further Action	12/30/2025	Closed	12/30/2025	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0160	9/24/25	00066691-25		CU	Insufficient Evidence	12/16/2025	No Further Action	12/16/2025	Closed	12/18/2025	Was unprofessional when issuing a parking citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0167	9/22/25			FTA (Range)	Improper Conduct	11/18/2025	Admonishment, Retraining	12/11/2025	Closed	12/15/2025	Failed to participate in the Range Qualification in the scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0169	9/22/25			FTA (Range)	Improper Conduct	11/18/2025	Admonishment, Retraining	11/26/2025	Closed	12/02/2025	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0170	7/16/25			ND (BWC)	Improper Conduct	11/18/2025	Admonishment, Retraining	12/15/2025	Closed	12/17/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2025-0175	10/8/25	00062186-24		Failure To Properly Investigate	Proper Conduct	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Failed to properly investigate and follow up with the victim regarding an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCDO-2024-0022	4/3/25	00061544-24	10/26/24	Inappropriate Behavior/ Comments	Improper Conduct	07/24/2025	Retraining, Suspension (1 day)	12/02/2025	Closed	12/05/2025	Behaved or spoke inappropriately. (DGO 2.01, Rule 28).

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-2024-0024	4/11/25	00060169-24	6/21/24	Failure To Properly Investigate, Failure to Write an Incident Report	Improper Conduct	06/02/2025	Admonishment, Retraining	10/13/2025	Closed	12/19/2025	Failure to prepare an incident report (DGO 2.01.03(9); DGO 1.03(I)(A)(1)). Failure to properly investigate (DGO 1.03(I)(A)(5)(d)).
MCDO-2024-0024	4/11/25	00060169-24	6/21/24	Failure To Provide Medical Treatment, ND (LEP)	Proper Conduct	09/09/2025	No Further Action	09/09/2025	Closed	12/19/2025	Failure to provide medical treatment (DGO 2.01.03(1) and (16)). Failure to provide language access services (DGO 5.20(III)).
MCDO-2024-0024	4/11/25	00060169-24	6/21/24	Failure To Properly Investigate, Failure To Write An Incident Report	Improper Conduct	06/02/2025	Retraining, Written Reprimand	10/13/2025	Closed	12/19/2025	Failure to prepare an incident report (DGO 2.01.03(9); DGO 1.03(I)(A)(1)). Failure to properly investigate (DGO 1.03(I)(A)(5)(d)).
MCDO-2024-0024	4/11/25	00060169-24	6/21/24	Failure To Provide Medical Treatment, ND (LEP)	Proper Conduct	09/09/2025	No Further Action	09/09/2025	Closed	12/19/2025	Failure to provide medical treatment (DGO 2.01.03(1) and (16)). Failure to provide language access services (DGO 5.20(III)).
MCDO-2024-0031	6/3/25	00060921-24	8/23/24	Inappropriate Behavior/ Comments	Improper Conduct	07/24/2025	Retraining, Suspension (1 day)	12/09/2025	Closed	12/10/2025	Inappropriate behavior or comments (DGO 2.01).
MCDO-2025-0002	6/13/25	00063168-25	3/2/25	ND (BWC)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/11/2025	Closed	12/19/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).

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-2025-0002	6/13/25	00063168-25	3/2/25	ND (BWC)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/08/2025	Closed	12/19/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0003	7/3/25	00062769-25	2/10/25	ND (BWC)	Improper Conduct	09/02/2025	Retraining, Written Reprimand	12/02/2025	Closed	12/15/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0003	7/3/25	00062769-25	2/10/25	ND (BWC)	Improper Conduct	09/02/2025	Admonishment, Retraining	10/24/2025	Closed	12/15/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0003	7/3/25	00062769-25	2/10/25	ND (BWC)	Improper Conduct		Admonishment, Retraining	11/19/2025	Closed	12/15/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
OIS-2023-0003	7/26/23			Administrative Investigation, ND (x7), UA (x4)	In Policy	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Officer Involved Shooting - Administrative Investigation
OIS-2023-0003	7/26/23			Administrative Investigation, ND (x7), UA (x4)	In Policy	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Officer Involved Shooting - Administrative Investigation

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

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DB – Department Bulletin

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DM – Department Manual

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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

MOU – Memorandum of Understanding

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

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force

Internal Affairs Division

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0147	8/14/25			CU, DV	Improper Conduct	04/14/2026	Board Police Commission, Termination	Pending	Open - Pending Police Commission	Was the dominant aggressor in a domestic violence incident, in violation of violation of DGO 2.01.03, Rule 1, Misconduct.
MCD-2026-0034	5/12/25			CU	Improper Conduct	04/14/2026	Pending	Pending	Open - Assigned to Attorney	Subjected a colleague to unwelcome physical conduct based on gender, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2026-0045	1/14/26			CRD, CU (x9)	Improper Conduct	04/28/2026	Termination	Pending	Open - Assigned to Attorney	Solicited payments from vendors to a third party, in violation of DGO 2.01, Rule 9 and SF Campaign & Governmental Code (C&GC) 3.620. Solicited and accepted paid media promotion from sources, in violation of DGO 2.01, Rule 27, SF Campaign & Governmental Code (C&GC) 3.216, and DB 17-118. Utilized city resources for personal gain, in violation of DGO 2.01, Rule 9 and SF Campaign & Governmental Code (C&GC) 3.218. Used workplace authority to obtain benefits without Police Commission approval, in violation of DGO 2.01, Rule 27. Directed subordinates to provide support for personal media promotion without Police Commission approval, in violation of DGO 2.01.03, Rules 27(d) & (e). Violated the Political Reform Act, in violation of DGO 2.01.03, Rule 1 and PRA 87100. Brought discredit to the Department, in violation of DGO 2.01.03, Rule 1.
MCDO-2025-0019	2/19/26	DPA 00064999-25	5/28/25	Unwarranted Action	Improper Conduct	04/02/2026	Retraining	Pending	Open - Assigned to Attorney	Issued a citation without cause. (DGO 2.01.03(1)(d))
MCDO-2025-0019	2/19/26	DPA 00064999-25	5/28/25	UOF, Use of Pepper Spray	Improper Conduct	04/02/2026	Retraining, Suspension (3 days and 1 held in abeyance)	Pending	Open - Assigned to Attorney	Used unnecessary or excessive force, in violation of (DGO 5.01.01, 5.01.03(B) and (D), 5.01.04(B), PC 835a(a)(4)). Used a liquid chemical agent, in violation of DGO 5.01.03(D) and DN 19-277).

Note: While efforts were made to present narrative related only to sustained complaints, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCDO-2025-0019	2/19/26	DPA 00064999-25	5/28/25	Failure To Properly Supervise	Improper Conduct	04/02/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failure to properly supervise, in violation of DGO 5.01.09(B)(2).
MCDO-2025-0020	3/5/26	00064046-25	4/22/25	Inappropriate Behavior/ Comments	Improper Conduct	04/14/2026	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Inappropriate behavior/comments (DGO 2.01.03, Rule 1)
MCDO-2025-0022	2/23/26	00065188-25	6/8/25	Inappropriate Behavior/ Comments, Unwarranted Action	Improper Conduct	04/28/2026	Retraining, Suspension (1 day held in abeyance)	Pending	Open - Assigned to Attorney	Issued an invalid order. (DGO 2.10.03(1)(d)). Behaved or spoke inappropriately. (DGO 2.10.03(1)(b)).
MCDO-2025-0025	3/11/26	00066794-25	9/15/25	ND (BWC)	Improper Conduct	04/02/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to activate body-worn camera (DGO 10.11, DB 23-045).
MCDO-2025-0025	3/11/26	00066794-25	9/15/25	ND (BWC)	Improper Conduct	04/02/2026	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to activate body-worn camera (DGO 10.11, DB 23-045).
MCDO-2025-0026	3/26/26	00065588-25	6/29/25	Failure To Properly Investigate, Failure to Take Required Action	Improper Conduct	04/14/2026	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to take required action (DGO 1.03.I(A)(5)(d)). Failed to properly investigate (DGO 1.03.I(A)(3)).

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SIDA – Security Identification Display Area

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Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on May 4, 2026. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.

Internal Affairs Division

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-2022-0131	9/1/22			ND (BWC)	Improper Conduct	04/03/2023	Retraining, Written Reprimand	04/15/2026	Closed	04/21/2026	Failed to title multiple BWC videos, a violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2022-0132	9/1/22			ND (BWC)	Improper Conduct	04/03/2023	Retraining, Written Reprimand	03/23/2026	Closed	04/13/2026	Failed to title multiple BWC videos, a violation of DGO 10.11.03.H.2 - BWC Procedures.
MCD-2024-0139	5/5/24			DUI	Improper Conduct	12/30/2025	11.11 Program, Retraining, Suspension (10 days)	02/12/2026	Closed	04/14/2026	Was at a traffic light, asleep behind the steering wheel of a vehicle. Charged with driving while intoxicated 23152 (b) VC.
MCD-2024-0163	7/22/24			FTA (Range)	Improper Conduct	09/16/2024	Admonishment, Retraining	04/09/2026	Closed	04/13/2026	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 (Written Orders).
MCD-2024-0221	10/2/24			CU	Insufficient Evidence	09/30/2025	No Further Action	09/30/2025	Closed	04/14/2026	Participated in a meeting intended to undermine and oppose a newly appointed leader, in violation of the City and County of San Francisco's Equitable, Fair, and Respectful Workplace Policy.
MCD-2024-0221	10/2/24			CU	Improper Conduct	09/30/2025	Admonishment, Retraining	10/01/2025	Closed	04/14/2026	Displayed disrespectful behavior by making inappropriate remarks, in violation of the City and County of San Francisco's Equitable, Fair, and Respectful Workplace Policy.

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-2024-0221	10/2/24			CU	Insufficient Evidence	09/30/2025	No Further Action	09/30/2025	Closed	04/14/2026	Engaged in conduct that impairs the operations/efficiency of the department, in violation of DGO 2.01, Rule 9 and DGO 2.01.03, Rule 1.
MCD-2024-0221	10/2/24			CU, ND	Improper Conduct	09/30/2025	Counseling, Retraining	04/14/2026	Closed	04/14/2026	Displayed disrespectful behavior, in violation of the City and County of San Francisco's Equitable, Fair, and Respectful Workplace Policy. Was asleep during a training in violation of DGO 2.01.03, Rule 3 Attention to Duty.
MCD-2024-0221	10/2/24			CU	Insufficient Evidence	09/30/2025	No Further Action	09/30/2025	Closed	04/14/2026	Organized and led a meeting promoting mass resignations and the signing of petitions opposing the appointment of a new superior officer, in violation of the City and County of San Francisco's Equitable, Fair, and Respectful Workplace Policy.
MCD-2024-0221	10/2/24			CU	Improper Conduct	09/30/2025	Admonishment, Retraining	10/01/2025	Closed	04/14/2026	Displayed disrespectful behavior making inappropriate remarks, and by failing to provide access to information, in violation of the City and County of San Francisco's Equitable, Fair, and Respectful Workplace Policy.
MCD-2024-0246	12/4/24			ND (Lost Property)	Improper Conduct	03/17/2025	Admonishment, Retraining	09/18/2025	Closed	04/24/2026	Lost a department issued star, in violation of DGO 2.01, Rule 23 (Department Property).
MCD-2025-0003	1/6/25			DV	Insufficient Evidence	02/05/2026	No Further Action	02/05/2026	Closed	04/02/2026	Was involved in a domestic violence incident, in violation of DGO 2.01.03, 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-2025-0003	1/6/25			ND	Improper Conduct	02/05/2026	Admonishment, Retraining	04/02/2026	Closed	04/02/2026	Traveled out of state without proper notification while on Disability Leave, in violation of DGO 11.01.M.2.e - Personal Compensation.
MCD-2025-0017	1/16/25			FTA (Range)	Improper Conduct	09/30/2025	Admonishment, Retraining	04/15/2026	Closed	04/17/2026	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0036	2/5/25			FTA (Range)	Improper Conduct	06/16/2025	Resignation	02/20/2026	Closed	04/14/2026	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0042	2/12/25			ND (Lost Property)	Improper Conduct	10/30/2025	Admonishment, Retraining	04/10/2026	Closed	04/13/2026	Lost a gear bag that contained department issued equipment, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0049	2/24/25			Escape	Improper Conduct	12/09/2025	Retraining, Written Reprimand	04/21/2026	Closed	04/23/2026	A prisoner escaped from custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2025-0049	2/24/25			Escape	Improper Conduct	12/09/2025	Retraining, Written Reprimand	02/11/2026	Closed	04/23/2026	A prisoner escaped from custody, in violation of DGO 5.18 - Prisoner Handling and Transportation & DGO 2.01.03, Rule 30 - Responsibilities of Members with Persons Who Are Detained or In Custody.
MCD-2025-0050	3/5/25			ND (x2)	Improper Conduct	11/25/2025	PIP, Retraining, Written Reprimand	03/02/2026	Closed	04/15/2026	Was sleeping on duty, in violation of DGO 1.04, Rule 1a and 1b - Supervision and DGO 2.01.03, Rule 3 - Attention to Duty.

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MCD-2025-0074	4/22/25			ND (BWC)	Improper Conduct	11/05/2025	Admonishment, Retraining	04/02/2026	Closed	04/06/2026	Failed to comply with multiple directives to upload BWC videos within 72 hours after the recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0079	4/24/25			FTA (Range)	Improper Conduct	11/05/2025	Admonishment, Retraining	03/31/2026	Closed	04/01/2026	Failed to participate in the Range Qualification in the scheduled qualification month, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0090	4/14/25			CU, Failure to Follow Proper Procedures as Detailed, ND (BWC) (x2), Writing an Inaccurate Incident Report	Improper Conduct	01/27/2026	Retraining, Suspension (5 days and 3 held in abeyance)	03/10/2026, 04/01/2026	Closed	04/02/2026	Failed to activate a BWC during a detention or arrest, in violation of DGO 10.11.03, C. - (BWC) Authorized Use. Failed to follow all procedures for members involved in vehicle crashes (e.g. remaining on scene until a supervisor arrives, notify DEM & investigating their own collision), in violation of DGO 2.06.04- Vehicle Crashes Involving Members. Allowed a family member to ride in a marked police vehicle while on-duty without approval, in violation of DGO 2.01.03, Rule 1- Misconduct. Wrote a materially incomplete incident report, in violation DGO 2.01.03, Rule 9-Written Reports.
MCD-2025-0090	4/14/25			CU	Proper Conduct	01/27/2026	No Further Action	01/27/2026	Closed	04/02/2026	Allowed a non-SFPD member to use a Department Police Radio, in violation of DGO 10.02.01, 1- Equipment- Safekeeping and Use.

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MCD-2025-0106	6/6/25			FTA (Range)	Improper Conduct	11/05/2025	Admonishment, Retraining	04/01/2026	Closed	04/01/2026	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0138	7/31/25			FTA (Range)	Improper Conduct	12/30/2025	Admonishment, Retraining	04/02/2026	Closed	04/23/2026	Failed to appear for bi-annual range requalification for, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0159	9/22/25			ND	Improper Conduct	02/05/2026	Admonishment, Retraining	04/27/2026	Closed	04/28/2026	Used sick pay (SP) while on vacation, in violation of DGO 2.01.03, Rule 22 Sickness or Injury.
MCD-2025-0159	9/22/25			CU	Improper Conduct	02/05/2026	Admonishment, Retraining	02/12/2026	Closed	04/28/2026	Approved falsely reported sick pay use, in violation of DGO 1.06.03 Commissioned Officers, A. General Duties, 2. Supervision.
MCD-2025-0164	10/5/25			ND (Lost Property)	Improper Conduct	12/02/2025	Admonishment, Retraining	04/02/2026	Closed	04/06/2026	Was negligent in the handling of a Department-issued key card, resulting in its loss, in violation of DGO 2.01.03, Rule 23 & DGO 10.02.01.A.1.
MCD-2025-0182	11/3/25			CU	Insufficient Evidence	04/28/2026	No Further Action	04/28/2026	Closed	04/29/2026	Demonstrated a pattern of dishonest behavior. Misrepresented the capabilities of a Department issued mobile device and did not provide accurate information when asked about technical devices at an SFPD workspace, in violation of DGO 2.01.03, 1. Misconduct.
MCD-2025-0183	10/14/25			Failure To Write An Incident Report	Improper Conduct	02/06/2026	Admonishment, Retraining	04/02/2026	Closed	04/02/2026	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.

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-2026-0002	12/31/25			ND	Improper Conduct	03/24/2026	Admonishment, Retraining	04/02/2026	Closed	04/02/2026	Traveled overseas on an unspecified date several years ago while on disability without notifying a Personnel Sergeant, in violation of DGO 11.01.I.M.2.e, which states that, "members on sick or disability leave shall notify the Personnel Sergeant whenever they will be away from their residences in excess of 24 hours and provide an address and phone number where can be contacted."
MCD-2026-0014	2/4/26	00069725-26		CRD, CU	Insufficient Evidence	04/14/2026	No Further Action	04/14/2026	Closed	04/14/2026	Was performing traffic enforcement duties, spoke loudly to the complainant in a humiliating and disrespectful manner before directing the complainant to leave without issuing a citation, in violation of DGO 2.01.03, Rule 7 (Respectfulness), DGO 2.01.03, Rule 8(d) (Public Courtesy), and Rule 1 (Misconduct - Conduct Reflecting Discredit).
MCD-2026-0025	2/24/26	00070892-26		CU, ND	Insufficient Evidence, Unfounded	04/02/2026	No Further Action	04/02/2026	Closed	04/07/2026	Refused to accept a crime report, in violation of DGO 2.01.03, Rule 5 Performing Duties. Was dismissive and kept playing games on a phone while the complainant was speaking, in violation of DGO 2.01.03, Rule 7 Respectfulness.
MCD-2026-0030	3/2/26	00070044-26		CU	Insufficient Evidence	04/02/2026	No Further Action	04/02/2026	Closed	04/07/2026	Took a report of assault from the Complainant. The Complainant believed questions were inappropriate that complaint was not taken seriously. These allegations are potential violations of DGO 2.01 - Rule 8: Public Courtesy.

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-2019-0057	4/17/25	00044028-19	10/19/19	UA	Training Failure	08/19/2025	Admonishment, Retraining	09/15/2025	Closed	04/14/2026	Conducted an improper search or seizure (Fourth Amendment).
MCDO-2019-0057	4/17/25	00044028-19	10/19/19	Inappropriate Behavior/ Comments, Misrepresenting the Truth	Improper Conduct	08/19/2025	Board Police Commission, Retraining, Suspension (45 days and 45 days held in abeyance)	04/08/2026; 06/12/2026; 04/29/2029	Closed	04/14/2026	Spoke or behaved inappropriately (DGO 2.01). Misrepresented the truth (DGO 2.01 & DB-19-144).
MCDO-2019-0057	4/17/25	00044028-19	10/19/19	ND (BWC)	Proper Conduct	08/19/2025	No Further Action	08/19/2025	Closed	04/14/2026	Failed to timely activate a body-worn camera (DGO 10.11 & DB 18-256).
MCDO-2019-0057	4/17/25	00044028-19	10/19/19	Writing An Inaccurate Incident Report	Dismissed	04/08/2026	Board Police Commission	04/08/2026	Closed	04/14/2026	Prepared an inaccurate police report (DB 18-154).
MCDO-2024-0016	3/6/25	00060021-24	6/10/24	Failure To Take Required Action, Inappropriate Behavior/ Comments	Improper Conduct	04/21/2025	Retraining, Written Reprimand	03/27/2026	Closed	04/14/2026	Failed to take required action, in violation of DGO 6.09. Behaved or spoke inappropriately, in violation of DGO 2.01.
MCDO-2024-0035	7/29/25	00060902-24	8/22/24	ND (BWC)	Improper Conduct	12/30/2025	Admonishment, Retraining	02/23/2026	Closed	04/15/2026	Failure to activate BWC, in violation of DGO 10.11.
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	ND (BWC)	Improper Conduct	02/10/2026	Retraining, Written Reprimand	04/09/2026	Closed	04/14/2026	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	ND (BWC)	Improper Conduct	02/10/2026	Admonishment, Retraining	04/10/2026	Closed	04/14/2026	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0011	11/13/25	00063675-25	3/26/25	Policy/ Procedure	Policy Failure	12/30/2025	No Further Action	12/30/2025	Closed	04/13/2026	Policy or procedure complaint (DGO 10.11, DGO 6.09).
MCDO-2025-0011	11/13/25	00063675-25	3/26/25	ND	Improper Conduct	12/30/2025	Admonishment, Retraining	04/07/2026	Closed	04/13/2026	Failure to make an Arrest, in violation of DGO 10.11, DGO 6.09.

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-2025-0012	11/25/25	00064983-25	5/28/25	Inappropriate Behavior/ Comments	Improper Conduct	01/27/2026	Admonishment, Retraining	04/20/2026	Closed	04/21/2026	Behaved or spoke inappropriately. (DGO 2.01, Rule 8).
MCDO-2025-0024	3/2/26	00067344-25	10/10/25	ND (BWC)	Proper Conduct	03/24/2026	No Further Action	03/24/2026	Closed	04/13/2026	Failed to activate body-worn camera (DGO 10.11).

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Internal Affairs Division

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MCD-2025-0098	5/8/25			CU, ND	Improper Conduct	05/07/2026	Retraining, Written Reprimand	Pending	Open - Pending Chief's Hearing	Failed to properly supervise by allowing a subordinate to violate the overtime policy, in violation of DGO 1.04(I)(A)(1)(c). Conduct interacting with civilian employees brought discredit to the Department, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0098	5/8/25			CU, ND	Improper Conduct	05/07/2026	Retraining, Written Reprimand	Pending	Open - Pending Chief's Hearing	Demonstrated conduct unbecoming an officer by engaging in inappropriate activities with subordinates, in violation of DGO 2.01.03, Rule 1. Did not act in a manner that cultivates and maintains a healthy and productive environment, in violation of DGO 2.01.03, Rule 7.
MCD-2025-0116	6/25/25			CU	Improper Conduct	05/05/2026	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Ordered subordinates to provide rides to work, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0118	6/23/25			Insubordination	Improper Conduct	05/05/2026	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Changed work status in HRMS without supervisory approval, in violation of orders prohibiting changing the HRMS status. This is a violation of DGO 2.01.03, Rule 1 - Misconduct, Rule 5 - Performing Duties, and Rule 14 - Insubordination.
MCD-2025-0122	6/11/25			ND (BWC)	Improper Conduct	05/15/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03(H)(1) - BWC Procedures.
MCD-2025-0197	12/3/25			ND	Improper Conduct	05/05/2026	Admonishment, Retraining	05/07/2026	Open - Assigned to Attorney	Failed to serve discipline paperwork to a member before the 3304 date had passed, in violation of DGO 2.01 .03, Rule 5, Performing Duties.
MCD-2026-0024	2/12/26			ND (Lost Property)	Improper Conduct	05/05/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Lost a department-issued star while on duty, in violation of DGO 2.01.03, Rule 23.

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MCDO-2025-0027	4/10/26	00065522-25	6/25/25	CRD, ND	Improper Conduct	05/08/2026	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Inappropriate Behavior or Comments (DGO 2.01.03(1)(b)). Violation of Department Rule or Law (DN 24-198).
OID-2025-0003	8/20/25			Weapon Discharge	Not In Policy	05/19/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	OID - Administrative Investigation
OID-2025-0005	12/4/25			Weapon Discharge	Improper Conduct		Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Negligently discharged a personal firearm, in violation of DGO 5.01.G.1.

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Internal Affairs Division

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MCD-2019-0229	11/11/19			CU	Improper Conduct	10/22/2020	Board Police Commission, Retraining, Suspension (30 days)	06/21/2023, 09/09/2024	Closed	05/19/2026	While off-duty, was intoxicated in a public place, DGO 2.01, Rule 9.
MCD-2020-0131	10/13/20			Failure To Write An Incident Report, ND (BWC)	Improper Conduct	06/30/2021	Retraining, Suspension (1 day)	05/10/2026, 05/11/2026	Closed	05/15/2026	Violated DGO 10.11 (Body Worn Camera) while conducting an investigation. Failed to write a police report, in violation of DGO 1.03 A, 5, d.
MCD-2020-0131	10/13/20			ND	Policy Failure	06/30/2021	No Further Action	06/30/2021	Closed	05/15/2026	Failed to adhere to DGO 6.09 (Domestic Violence) while conducting an investigation.
MCD-2020-0131	10/13/20			ND, ND (BWC)	Improper Conduct	06/30/2021	Retraining, Suspension (3 days)	09/30/2021, 10/17/2021	Closed	05/15/2026	Violated DGO 10.11 (Body Worn Camera) while conducting an investigation. Failed to ensure the proper completion of an assignment in violation of DGO 2.01(19) (Equal Rank Responsibility).
MCD-2020-0131	10/13/20			Neglect Of Duty	Policy Failure	06/30/2021	No Further Action	06/30/2021	Closed	05/15/2026	Failed to adhere to DGO 6.09 (Domestic Violence) while conducting an investigation.
MCD-2022-0159	8/29/22			ND (x2)	Improper Conduct	06/05/2023	Admonishment, Retraining	07/08/2023	Closed	05/15/2026	Left assigned post without being relieved and without a supervisor's permission in violation of DGO 2.01 (44) - Leaving Assigned Posts. Disobeyed a verbal directive not to retrieve a personal vehicle while assigned a detail in violation of DGO 2.01 (10) - Written Orders.

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MCD-2022-0159	8/29/22			ND	Insufficient Evidence	06/05/2023	No Further Action	06/05/2023	Closed	05/15/2026	Left an assigned post for an extended period of time for personal reasons, causing inattention to duty in violation of DGO 2.01 (40) - Personal Business.
MCD-2022-0159	8/29/22			ND (x2)	Insufficient Evidence	06/05/2023	No Further Action	06/05/2023	Closed	05/15/2026	Left assigned post for an extended period of time for personal reasons, and was inattentive to duty in violation of DGO 2.01(40) Personal Business.
MCD-2024-0265	12/5/24			CU (x2), Inappropriate Behavior/ Comments	Improper Conduct	11/17/2025	Admonishment, Retraining	12/10/2025, 04/30/2026	Closed	05/06/2026	Displayed disrespectful behavior by slapping a subordinate across the face. Displayed disrespectful behavior by writing an inappropriate phrase. Used profane and discourteous language toward a person in custody, in violation of DGO 2.01.03, Rule #30 - Responsibilities of Members with Persons Who are Detained or In Custody.

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MCD-2024-0265	12/5/24			CU (x7), Inappropriate Behavior/ Comments, UOF	Insufficient Evidence	11/17/2025	No Further Action	11/17/2025	Closed	05/06/2026	Displayed disrespectful behavior by making inappropriate and offensive comments, bullying and threatening a subordinate. Challenged a subordinate to a fight and cut their shirt. Routinely displays disrespectful behavior in the workplace by using derogatory and offensive terms in the presence of other unit members. Discouraged others from reporting workplace issues and instead instructed them to "fight things out." Used unnecessary force against a suspect in custody, in violation of DGO 2.01.03, Rule #1 Misconduct.
MCD-2025-0039	2/18/25			FTA (Range)	Improper Conduct	12/02/2025	Retirement	04/30/2026	Closed	05/15/2026	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0135	7/30/25			CU	Insufficient Evidence	03/10/2026	No Further Action	03/10/2026	Closed	05/06/2026	Manufactured and sold duplicate Security Access Devices for profit, in violation of DGO 2.01.03, Rule 27 c and e, Prohibition on Use of Authority or Position.
MCD-2025-0135	7/30/25			CU	Improper Conduct	03/10/2026	Admonishment, Retraining	03/13/2026	Closed	05/06/2026	Created and distributed duplicate Security Access Devices without authorization, in violation of DGO 2.01.03, Rule 1 (Misconduct).

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MCD-2025-0137	7/31/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining	05/18/2026	Closed	05/19/2026	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DGO 10.02.01.B.4 (Range Requalification) and Department Notice 22-071 (Range Qualification Schedule).
MCD-2025-0161	8/29/25			CU	Insufficient Evidence	05/05/2026	No Further Action	05/05/2026	Closed	05/06/2026	Made other employees provide coffee and meals, in violation of DGO 2.01.03, Rule 1 - Misconduct. Placed hands on a subordinate employee's shoulders and rubbed them, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0202	12/21/25			CU (x2)	Improper Conduct	03/10/2026	Retraining, Written Reprimand	05/01/2026	Closed	05/11/2026	Engaged in a text conversation, that was unprofessional and disrespectful, in violation of DGO 2.01.03 Rule 1 Misconduct and DGO 2.01.03 Rule 7 Respectfulness. Was unprofessional when speaking on the phone, in violation of DGO 2.01.03 Rule 1 Misconduct.
MCD-2026-0034	5/12/25			CU	Improper Conduct	04/14/2026	Termination	04/23/2026	Closed	05/22/2026	Subjected a colleague to unwelcome physical conduct based on gender, in the form of sexual harassment, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2026-0037	4/21/26			CU	Insufficient Evidence	05/15/2026	No Further Action	05/15/2026	Closed	05/18/2026	Violated DGO 2.01.03, Rule 1(d), when issuing a citation.
MCDO-2025-0016	1/23/26	00066395-25	8/22/25	ND	Improper Conduct	02/05/2026	Retraining	04/23/2026	Closed	05/04/2026	Failed to comply with Department Bulletin (DB 23-159).

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MCDO-2025-0020	3/5/26	00064046-25	4/22/25	Inappropriate Behavior/ Comments	Improper Conduct	04/14/2026	Retraining, Written Reprimand	05/18/2026	Closed	05/20/2026	Inappropriate behavior/comments (DGO 2.01.03, Rule 1).
OIS-2024-0002	7/22/24			Administrative Investigation, ND (x5), ND (BWC) (x2), UOF (x4), Unwarranted Action	In Policy	05/15/2026	No Further Action	05/15/2026	Closed	05/19/2026	OIS - Administrative Investigation

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MCD-2025-0193	11/21/25			Conduct Unbecoming an Officer	Improper Conduct	06/16/2026	Resignation	04/28/2026	Closed	Behaved in a manner that was unprofessional or would reflect discredit upon the Department during an incident, in violation of DGO 2.01.03, Rule 1 - Misconduct. Was disrespectful to another SFPD member while they were assisting a member of the public, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Was evasive during an administrative interview, in violation of DGO 2.01.03 Rule 17 - Cooperation with Administrative Investigations.
MCD-2025-0193	11/21/25			Conduct Unbecoming an Officer	Improper Conduct	06/16/2026	Resignation	04/28/2026	Closed	Behaved in a manner that was unprofessional or would reflect discredit upon the Department during an incident, in violation of DGO 2.01.03, Rule 1 - Misconduct. Was disrespectful to another SFPD member while they were assisting a member of the public, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Was evasive during an administrative interview, in violation of DGO 2.01.03 Rule 17 - Cooperation with Administrative Investigations.
MCD-2025-0193	11/21/25			Conduct Unbecoming an Officer	Improper Conduct	06/16/2026	Resignation	04/28/2026	Closed	Behaved in a manner that was unprofessional or would reflect discredit upon the Department during an incident, in violation of DGO 2.01.03, Rule 1 - Misconduct. Was disrespectful to another SFPD member while they were assisting a member of the public, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Was evasive during an administrative interview, in violation of DGO 2.01.03 Rule 17 - Cooperation with Administrative Investigations.

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MCD-2026-0032	2/2/26			Conduct Unbecoming an Officer	Improper Conduct	06/16/2026	Admonishment		Open - Assigned to Attorney	Was wearing an inappropriate morale patch on duty uniform while on duty and assigned to a special event, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only. Was wearing a department star in public view on a plate carrier which was no longer their assigned Department Star number, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only.
MCD-2026-0032	2/2/26			Conduct Unbecoming an Officer	Improper Conduct	06/16/2026	Retraining		Open - Assigned to Attorney	Was wearing an inappropriate morale patch on duty uniform while on duty and assigned to a special event, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only. Was wearing a department star in public view on a plate carrier which was no longer their assigned Department Star number, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only.
MCD-2026-0032	2/2/26			Conduct Unbecoming an Officer	Improper Conduct	06/16/2026	Admonishment		Open - Assigned to Attorney	Was wearing an inappropriate morale patch on duty uniform while on duty and assigned to a special event, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only. Was wearing a department star in public view on a plate carrier which was no longer their assigned Department Star number, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only.

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MCD-2026-0032	2/2/26			Conduct Unbecoming an Officer	Improper Conduct	06/16/2026	Retraining		Open - Assigned to Attorney	Was wearing an inappropriate morale patch on duty uniform while on duty and assigned to a special event, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only. Was wearing a department star in public view on a plate carrier which was no longer their assigned Department Star number, in violation of DGO 10.02.01.F.1 - Department-Issued Items Only.
MCD-2026-0042	4/9/26			Failure to Appear(Range)	Improper Conduct	06/16/2026	Retraining		Open - Assigned to Attorney	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0043	4/9/26			Failure to Appear(Range)	Improper Conduct	06/16/2026	Admonishment		Open - Assigned to Attorney	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0043	4/9/26			Failure to Appear(Range)	Improper Conduct	06/16/2026	Retraining		Open - Assigned to Attorney	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0051	4/8/26			Neglect of Duty(Lost Property)	Improper Conduct	06/23/2026	Termination	06/23/2026	Open - Assigned to Attorney	Lost a department issued body worn camera. This allegation is a potential violation of DGO 10.02.01.A.1 - Safekeeping of Equipment.
MCDO-2025-0029	5/4/26	00068958-25	12/23/25	Failure To Write An Incident Report	Improper Conduct	06/16/2026	Retraining		Open - Assigned to Attorney	Failure to write an incident report (DGO 9.02).
MCDO-2025-0029	5/4/26	00068958-25	12/23/25	Failure To Write An Incident Report	Improper Conduct	06/16/2026	Suspension Held in Abeyance		Open - Assigned to Attorney	Failure to write an incident report (DGO 9.02).

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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-2024-0053	3/5/24			CU	Improper Conduct	12/16/2024	Admonishment, Retraining	03/20/2024	Closed	06/29/2026	Disrespectful to superior officers by yelling and using profane language, in violation of DGO 2.01.03, Rule 7 (Respectfulness).
MCD-2024-0053	3/5/24			Sick Leave Abuse	Insufficient Evidence	12/16/2024	No Further Action	12/16/2024	Closed	06/29/2026	Has displayed a pattern of possible sick pay abuse, in violation of DGO 2.01.03, Rule 22 - Sickness or Injury and DGO. 2.01 Rule 41.
MCD-2025-0109	5/15/25			ND (Lost Property)	Improper Conduct	11/05/2025	Admonishment, Retraining	01/16/2026	Closed	06/02/2026	Lost a department issued identification card, in violation of DGO 2.01.03 Rule 23 - Department Property.
MCD-2025-0122	6/11/25			ND (BWC)	Improper Conduct	05/15/2026	Admonishment, Retraining	06/06/2026	Closed	06/23/2026	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03(H)(1) - BWC Procedures.
MCD-2025-0176	10/14/25			CU	Improper Conduct	01/27/2026	Retirement	02/28/2026	Closed	06/29/2026	Shouted and used profane language toward another employee during a formal work meeting, in violation of DGO 2.01.03, Rule 7 - Respectfulness and the City and County of San Francisco's Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0193	11/21/25			CU (x3)	Improper Conduct	06/16/2026	Resignation	04/28/2026	Closed	06/26/2026	Behaved in a manner that was unprofessional or would reflect discredit upon the Department during an incident, in violation of DGO 2.01.03, Rule 1 - Misconduct. Was disrespectful to another SFPD member while they were assisting a member of the public, in violation of DGO 2.01.03, Rule 7 - Respectfulness. Was evasive during an administrative interview, in violation of DGO 2.01.03 Rule 17 - Cooperation with Administrative Investigations.
MCD-2026-0015	1/26/26			CU	Insufficient Evidence	06/23/2026	No Further Action	06/23/2026	Closed	06/23/2026	Was unprofessional and dismissive to the complainant while directing traffic, in violation of DGO 2.01.03, Rule 8, Public Courtesy.

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-2026-0024	2/12/26			ND (Lost Property)	Improper Conduct	05/05/2026	Admonishment, Retraining	06/03/2026	Closed	06/05/2026	Lost a department-issued star while on duty, in violation of DGO 2.01.03, Rule 23.
MCD-2026-0033	3/9/26	00071618-26		Discourtesy	Insufficient Evidence	05/15/2026	Retraining	06/08/2026	Closed	06/12/2026	Was rude while issuing a citation, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2026-0036	3/23/26	00071562-26		ND, Writing an Inaccurate Incident Report	Insufficient Evidence, Proper Conduct	06/23/2026	No Further Action	06/23/2026	Closed	06/23/2026	Completed a police report that was inaccurate, and failed to upload video footage to the report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2026-0045	1/14/26			CRD, CU (x9)	Improper Conduct	04/28/2026	Resignation	05/27/2026	Closed	06/03/2026	Solicited payments from vendors to a third party, in violation of DGO 2.01, Rule 9 and SF Campaign & Governmental Code (C&GC) 3.620. Solicited and accepted paid media promotion from sources, in violation of DGO 2.01, Rule 27, SF Campaign & Governmental Code (C&GC) 3.216, and DB 17-118. Utilized city resources for personal gain, in violation of DGO 2.01, Rule 9 and SF Campaign & Governmental Code (C&GC) 3.218. Used workplace authority to obtain benefits without Police Commission approval, in violation of DGO 2.01, Rule 27. Directed subordinates to provide support for personal media promotion without Police Commission approval, in violation of DGO 2.01.03, Rules 27(d) & (e). Violated the Political Reform Act, in violation of DGO 2.01.03, Rule 1 and PRA 87100. Brought discredit to the Department, in violation of DGO 2.01.03, Rule 1.
MCD-2026-0060	5/12/26	00071885-26		Inappropriate Comments	Unfounded	06/23/2026	No Further Action	06/23/2026	Closed	06/23/2026	Made inappropriate comments to the reportee regarding the complaint they wanted to file, in violation of DGO 2.01.03, Rule 8.

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-2026-0060	5/12/26	00071885-26		Inappropriate Comments	Insufficient Evidence	06/23/2026	No Further Action	06/23/2026	Closed	06/23/2026	Made inappropriate comments to the reportee regarding the complaint they wanted to file, in violation of DGO 2.01.03, Rule 8.
MCDO-2020-0046	8/24/21	00045164-20	10/20/20	Inappropriate Comments, UOF, Writing an Inaccurate Incident Report	Improper Conduct	10/12/2021	Admonishment, Retraining	05/28/2026	Closed	06/03/2026	Failed to comply with DGO 5.01, Use of Force. Spoke inappropriately, DGO 2.01, Rules 9 & 14. Prepared an inaccurate incident report.
MCDO-2020-0046	8/24/21	00045164-20	10/20/20	Failure To Properly Supervise, ND	Improper Conduct	10/12/2021	Retirement	05/15/2021	Closed	06/03/2026	Failed to properly supervise, DGO 1.04. Failed to advise bystanders, DGO 2.04.
MCDO-2020-0046	8/24/21	00045164-20	10/20/20	ND (Face Covering)	Improper Conduct	10/12/2021	Admonishment, Retraining	11/09/2021	Closed	06/03/2026	Failed to wear a mask as required by DB 20-094.
MCDO-2021-0059	7/25/22	00048766-21	11/16/21	Failure To Take Required Action, ND (BWC)	Improper Conduct	10/27/2022	Retraining, Suspension (5 days and 5 held in abeyance)	02/14/2026, 12/27/2023, 2/3/2027	Closed	06/03/2026	Failed to take required action when failed to attempt to arrest the suspects, DGO 2.01 & DGO 5.05. Failed to activate a body-worn camera as required, DGO 10.11 & DB 20-175.
MCDO-2021-0059	7/25/22	00048766-21	11/16/21	Failure To Take Required Action	Not Sustained	10/27/2023	No Further Action	10/27/2023	Closed	06/03/2026	Failed to take required action/ failed to attempt to arrest suspects, DGO 2.01 & DGO 5.05. Failed to activate a body-worn camera as required, DGO 10.11 & DB 20-175. Was inattentive to duty, DGO 2.01, Rule1.
MCDO-2021-0059	7/25/22	00048766-21	11/16/21	Inattention To Duty, ND (BWC)	Improper Conduct	10/27/2022	Retraining, Suspension (2 days)	02/23/2026, 12/13/2023	Closed	06/03/2026	Failed to take required action/ failed to attempt to arrest suspects, DGO 2.01 & DGO 5.05. Failed to activate a body-worn camera as required, DGO 10.11 & DB 20-175. Was inattentive to duty, DGO 2.01, Rule1.

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-2021-0059	7/25/22	00048766-21	11/16/21	Failure To Take Required Action	Not Sustained	10/27/2023	No Further Action	10/27/2023	Closed	06/03/2026	Failed to attempt to arrest suspects, DGO 2.01 & DGO 5.05.
MCDO-2021-0059	7/25/22	00048766-21	11/16/21	ND (BWC)	Improper Conduct	10/27/2022	Retraining, Written Reprimand	11/10/2023	Closed	06/03/2026	Failed to activate a body-worn camera as required, DGO 10.11 & DB 20-175.
MCDO-2021-0059	7/25/22	00048766-21	11/16/21	Failure To Take Required Action, ND (BWC)	Improper Conduct	10/27/2022	Retraining, Suspension (5 days and 5 held in abeyance)	02/17/2026, 2/3/2027, 12/24/2023	Closed	06/03/2026	Failed to take required action, failed to attempt to arrest suspects, DGO 2.01 & DGO 5.05. Failed to activate a body-worn camera as required, DGO 10.11 & DB 20-175.
MCDO-2022-0009	12/6/22	DPA 00049559-22	1/19/22	Failure To Properly Supervise	Insufficient Evidence	06/25/2026	No Further Action	06/26/2026	Closed	06/29/2026	Failed to properly supervise, DGO 1.04 and DGO 5.01.
MCDO-2022-0009	12/6/22	DPA 00049559-22	1/19/22	UOF	Improper Conduct	12/19/2022	No Further Action	06/08/2026	Closed	06/29/2026	Used unnecessary or excessive force, DGO 5.01
MCDO-2023-0050	9/3/24	00057769-23	11/27/23	UA (x3)	Improper Conduct	10/16/2024	Retraining, Suspension (1 day held in abeyance)	06/19/2026, 6/19/2027	Closed	06/26/2026	Detention without justification (DGO 5.03.02.D). Citation without cause (DGO 2.01.09). Violation of department rule or law (DGO 9.01.02).
MCDO-2025-0025	3/11/26	00066794-25	9/15/25	ND (BWC)	Improper Conduct	04/02/2026	Admonishment, Retraining	04/22/2026	Closed	06/30/2026	Failed to activate body-worn camera (DGO 10.11, DB 23-045).
MCDO-2025-0025	3/11/26	00066794-25	9/15/25	ND (BWC)	Improper Conduct	04/02/2026	Retraining, Written Reprimand	06/04/2026	Closed	06/30/2026	Failed to activate body-worn camera (DGO 10.11, DB 23-045).

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-2025-0028	4/23/26	00066024-25	7/29/25	Failure To Receive A Citizen's Arrest, Failure to Write an Incident Report	Insufficient Evidence	05/12/2026	Retraining	06/06/2026	Closed	06/30/2026	Failed to prepare an Incident Report (DGO 2.01). Failed to receive a private person arrest (citizen arrest) (DGO 5.04).
MCDO-2025-0028	4/23/26	00066024-25	7/29/25	Failure To Receive A Citizen's Arrest, Failure to Write an Incident Report	Insufficient Evidence	05/12/2026	Retraining	06/20/2026	Closed	06/30/2026	Failed to prepare an Incident Report (DGO 2.01). Failed to receive a private person arrest (citizen arrest) (DGO 5.04).
MCDO-2025-0028	4/23/26	00066024-25	7/29/25	Failure To Receive A Citizen's Arrest, Failure to Write an Incident Report	Insufficient Evidence	05/12/2026	Retraining	06/07/2026	Closed	06/30/2026	Failed to prepare an Incident Report (DGO 2.01). Failed to receive a private person arrest (citizen arrest) (DGO 5.04).
MCDO-2025-0028	4/23/26	00066024-25	7/29/25	Failure To Receive A Citizen's Arrest, Failure to Write an Incident Report	Insufficient Evidence	05/12/2026	Retraining	06/05/2026	Closed	06/30/2026	Failed to prepare an Incident Report (DGO 2.01). Failed to receive a private person arrest (citizen arrest) (DGO 5.04).

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

MOU – Memorandum of Understanding

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

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force

Internal Affairs Division

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0035	2/5/25			FTA (Range)	Improper Conduct	01/07/2026	Admonishment, Retraining	01/14/2026	Closed	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0069	3/24/25			CU, Insubordination	Improper Conduct	01/20/2026	Retraining, Suspension (1 day and 2 held in abeyance)		Open - Assigned to Attorney	Sent emails flouting the authority of a superior, in violation of DGO 2.01.03, Rule 14 - Insubordination. Emails sent were unprofessional, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2025-0080	4/24/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	Failed to participate in the Range Qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0090	4/14/25			CU, Failure to Follow Proper Procedures as Detailed, ND (BWC) (x2), Writing an Inaccurate Incident Report	Improper Conduct	01/27/2026	Retraining, Suspension (5 days and 3 held in abeyance)		Open - Assigned to Attorney	Failed to activate BWC during a detention or arrest (x2), in violation of DGO 10.11.03, C. - (BWC) Authorized Use. Failed to follow all procedures for members involved in vehicle crashes (e.g. remaining on scene until a supervisor arrives, notify DEM & investigating one's own collision), in violation of DGO 2.06.04- Vehicle Crashes Involving Members. Violated SFPD ride along policy. Wrote a materially incomplete incident report, in violation DGO 2.01.03, Rule 9-Written Reports.
MCD-2025-0090	4/14/25			CU	Proper Conduct	01/27/2026	No Further Action	01/27/2026	Open - Assigned to Attorney	Allowed a non-SFPD member to use a Department Police Radio, in violation of DGO 10.02.01, 1- Equipment-Safekeeping and Use.
MCD-2025-0107	6/6/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0110	6/11/25			ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining		Open - Assigned to Attorney	Failed to follow the BWC policy on many untitled videos, in violation of DGO 10.01.03, H,2 - Storage and Use of Recordings.

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Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0137	7/31/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining		Open - Assigned to Attorney	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DGO 10.02.01.B.4 (Range Requalification) and Department Notice 22-071 (Range Qualification Schedule).
MCD-2025-0145	7/31/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining		Open - Assigned to Attorney	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0152	7/15/25			ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining		Open - Assigned to Attorney	Repeatedly failed to upload and/or title BWC footage in a timely manner, in violation of DGO 10.11.03.H.1 (BWC Footage Upload) and DGO 10.11.03.H.2 (Titling Footage).
MCD-2025-0153	7/15/25			ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	Failed to title BWC videos, in violation of DGO 10.11.03.H.2, BWC Procedures.
MCD-2025-0166	9/22/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining		Open - Assigned to Attorney	Failed to participate in the Range Qualification, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0176	10/14/25			CU	Improper Conduct	01/27/2026	Retraining, Suspension (3 days)		Open - Assigned to Attorney	Shouted and used profane language toward another employee during a formal work meeting, in violation of DGO 2.01.03, Rule 7 - Respectfulness and the City and County of San Francisco's Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0184	10/28/25			CU	Improper Conduct	01/07/2026	Admonishment, Retraining	01/22/2026	Closed	Was unprofessional when interacting with the public, in violation of DGO 2.01.03 Rule 1.
MCDO-2025-0004	7/8/25	00064463-25	5/8/25	ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	Failure to Activate Body-Worn Camera in violation of (DGO 10.11 & DN 23-045).
MCDO-2025-0004	7/8/25	00064463-25	5/8/25	ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	Failure to Activate Body-Worn Camera in violation of (DGO 10.11 & DN 23-045).

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Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCDO-2025-0008	10/14/25	00064864-25	5/22/25	Failure To Provide Medical Treatment, Failure to Report the Use of Force	Improper Conduct	01/27/2026	Retraining, Written Reprimand		Open - Assigned to Attorney	Failure to Report Use of Force (DGO 5.01). Failure to Provide Medical Treatment (DGO 5.01).
MCDO-2025-0008	10/14/25	00064864-25	5/22/25	Failure To Provide Name Or Star Number	Improper Conduct	01/27/2026	Admonishment, Retraining		Open - Assigned to Attorney	Failure to Provide Name or Star Number (DGO 2.01).
MCDO-2025-0012	11/25/25	00064983-25	5/28/25	Inappropriate Behavior/ Comments	Improper Conduct	01/27/2026	Admonishment, Retraining		Open - Assigned to Attorney	Inappropriate behavior or comments (DGO 2.01, Rule 8).

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Internal Affairs Division

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0003	1/6/25			ND	Improper Conduct	02/05/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Traveled out of state without proper notification while on Disability Leave, in violation of DGO 11.01.M.2.e - Personal Compensation.
MCD-2025-0120	6/30/25			CU (x2)	Improper Conduct	02/10/2026	Termination	09/27/2025	Closed	Sent an unprofessional text message and has shown a pattern of rudeness and hostility, in violation of DGO 2.01.03, Rule 7 & DHR's Equitable, Fair, and Respectful Workplace Policy. Purchased alcohol while on duty, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0159	9/22/25			ND	Improper Conduct	02/05/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Used sick pay (SP) while on vacation outside the country, in violation of DGO 2.01.03, Rule 22 Sickness or Injury.
MCD-2025-0159	9/22/25			CU	Improper Conduct	02/05/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Approved falsely reported sick pay use, in violation of DGO 1.06.03 Commissioned Officers, A. General Duties, 2. Supervision.
MCD-2025-0183	10/14/25			Failure To Write An Incident Report	Improper Conduct	02/06/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0194	11/25/25			CU	Improper Conduct	02/10/2026	No Further Action	02/10/2026	Closed	Bag of marijuana left in trunk of a patrol vehicle, in violation of DGO 6.15.I.A - Property Processing. "Unknown member" was not identified.
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	ND (BWC)	Improper Conduct	02/10/2026	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	ND (BWC)	Improper Conduct	02/10/2026	Admonishment, Retraining	02/26/2026	Open - Assigned to Attorney	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0016	1/23/26	00066395-25	8/22/25	ND	Improper Conduct	02/05/2026	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to comply with Department Bulletin (DB 23-159).

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Internal Affairs Division

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2025-0101	5/5/25			Insubordination, ND	Improper Conduct	03/10/2026	Retraining, Written Warning	03/13/2026	Closed	Consistently arrived late for work shift, in violation of DGO 2.01.03, Rule 4, Reporting for Duty. Was insubordinate with a supervisor, in violation of DGO 2.01.03, Rule 14, Insubordination.
MCD-2025-0115	6/18/25			ND	Improper Conduct	03/10/2026	Admonishment, Retraining	03/23/2026	Closed	Failed to verify the amount of US Currency booked, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0115	6/18/25			ND (x2)	Improper Conduct	03/10/2026	Admonishment, Retraining	03/12/2026	Closed	Failed to properly count and book US Currency, in violation of DGO 6.15(III)(A)(3)(d). Failed to document the seizure of US Currency in an incident report, in violation of DGO 6.15(III)(A)(10).
MCD-2025-0125	7/16/25			CU (x2)	Improper Conduct	03/03/2026	Termination		Open - Pending Police Commission	Verbally told an officer not to provide backup to another officer on a call for service, in violation of DGO 2.01.03, Rule 1 - Misconduct. Was dishonest during an Internal Affairs interview, in violation of DGO 2.01.03 Rule 17 - Cooperation with Administrative Investigations.
MCD-2025-0134	7/21/25			DUI	Improper Conduct	03/24/2026	11.11 Program, Retraining, Suspension (10 days)		Open - Assigned to Attorney	Was off-duty and drove a vehicle under the influence of alcohol, in violation of 23152(a) CVC - Driving Under the Influence of Alcohol and 23152(b) CVC - Driving with Blood Alcohol Content of 0.08% or greater.
MCD-2025-0187	10/29/25			ND (Lost Property)	Improper Conduct	03/10/2026	Admonishment, Retraining	03/16/2026	Closed	Lost a Department-issued PIC radio, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0202	12/21/25			CU (x2)	Improper Conduct	03/10/2026	Retraining, Written Warning		Open - Assigned to Attorney	Engaged in a text conversation that was unprofessional and disrespectful, in violation of DGO 2.01.03 Rule 1 Misconduct and DGO 2.01.03 Rule 7 Respectfulness. Was unprofessional when speaking on the phone, in violation of DGO 2.01.03 Rule 1 Misconduct.

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Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/ Discipline Imposed	Actions Date/ Range	Incident Status	Complaint Summary
MCD-2026-0002	12/31/25			ND	Improper Conduct	03/24/2026	Admonishment, Retraining	04/02/2026	Closed	Traveled overseas while on disability without notifying a supervisor, in violation of DGO 11.01.I.M.2.e.
MCDO-2025-0014	12/30/25	DPA 00063844-25	1/12/25	Failure To Properly Investigate	Improper Conduct	03/03/2026	Retraining, Suspension (1 day held in abeyance)		Open - Assigned to Attorney	Failed to properly investigate, in violation of DGO 9.01.02, 9.01.03(A)(2)-(3), and 9.01.04(A)(5)(c).
MCDO-2025-0014	12/30/25	DPA 00063844-25	1/12/25	Failure To Properly Investigate, Failure to Write an Incident Report	Improper Conduct	03/03/2026	Retraining, Suspension (1 day and 1 held in abeyance)		Open - Assigned to Attorney	Failed to properly investigate, in violation of DGO 9.01.02, 9.01.03(A)(2)-(3), and 9.01.04(A)(5)(c). Failed to prepare a report, in violation of DGO 9.02.02(a)(7), DM 3, and DGO 1.03(A)(5)(d).
MCDO-2025-0023	3/3/26	00065268-25	6/12/25	CU	Improper Conduct	03/24/2026	Retraining, Suspension (1 day and 1 held in abeyance)		Open - Assigned to Attorney	Behaved or spoke inappropriately (DGO 2.01.03, Rule 1).
OIS-2024-0003	9/13/24			ND	Not In Policy	03/10/2026	Exceptional Clearance	03/10/2026	Closed	OIS Administrative Investigation

Note: While efforts were made to present narrative related only to sustained complaints, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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

MOU – Memorandum of Understanding

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

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force

Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on February 19, 2026. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.

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-2022-0152	9/6/22			Insubordination, ND (Vaccination Related)	Improper Conduct	10/27/2022	Suspension Held in Abeyance (10 days)	06/05/2026	Closed	01/08/2026	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). It is alleged that the above-listed accused member's failure to comply with the COVID-19 vaccination mandate constituted insubordination in that they subverted the order, efficiency, and discipline of the Department, in violation of DGO 2.01 Rule 9 (Misconduct).
MCD-2022-0153	9/6/22			Insubordination, ND (Vaccination Related)	Improper Conduct	10/27/2022	Resignation	12/16/2025	Closed	01/08/2026	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). It is alleged that the above-listed accused member's failure to comply with the COVID-19 vaccination mandate constituted insubordination in that they subverted the order, efficiency, and discipline of the Department, in violation of DGO 2.01 Rule 9 (Misconduct).
MCD-2023-0027	2/14/23			ND (BWC)	Improper Conduct	12/16/2025	Admonishment, Retraining	12/31/2025	Closed	01/08/2026	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0233	10/30/23			CU	Improper Conduct	11/25/2025	Resignation	01/04/2025	Closed	01/08/2026	Improperly possessed a firearm in carry-on baggage at an airport security checkpoint while off duty, in violation of Department Notice 23-082 (Prohibited Items at Airport Security Checkpoints).

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-2024-0036	1/24/24			FTA (Range)	Improper Conduct	04/08/2024	Admonishment, Retraining	12/23/2025	Closed	01/08/2026	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 (Written Orders).
MCD-2024-0040	1/24/24			FTA (Range)	Improper Conduct	04/08/2024	Admonishment, Retraining	12/24/2025	Closed	01/08/2026	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 (Written Orders).
MCD-2024-0051	3/5/24			CU (x2), Inappropriate Comments	Insufficient Evidence, Proper Conduct	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Removed an employee's overtime entries in HRMS on three separate occassions, in violation of Department Notice 23-050 (Timekeeping Responsibilities and Inadequate Balance in HRMS) and in violation of DGO 2.01.03, Rule 7 (Respectfulness). Made an unwelcome comment by asking about sexual orientation, in violation of DGO 11.07.02.B. (Harassment). Caused discomfort when requesting to take a photo, in violation of DGO 2.01.03, Rule 7 (Respectfulness).
MCD-2024-0097	4/10/24			FTA (Range)	Improper Conduct	02/10/2025	Admonishment, Retraining	12/22/2025	Closed	01/12/2026	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.

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-2024-0151	7/15/24			ND, ND (BWC)	Improper Conduct	02/10/2025	Admonishment, Retraining	12/24/2025	Closed	01/09/2026	Failed to notify DEM and their supervisor of an on-duty vehicle collision, in violation of DGO 2.06 - Vehicle Collisions Involving Members. Failed to activate BWC, in violation of DGO 10.11.03.C.
MCD-2024-0151	7/15/24			ND	Insufficient Evidence	02/10/2025	No Further Action	02/10/2025	Closed	01/09/2026	Failed to remain at the scene of the collision, in violation of DGO 2.06.I.A.1.
MCD-2024-0151	7/15/24			ND, ND (BWC)	Improper Conduct	02/10/2025	Admonishment, Retraining	12/31/2025	Closed	01/09/2026	Failed to notify DEM and their supervisor of an on-duty vehicle collision, in violation of DGO 2.06 - Vehicle Collisions Involving Members. Failed to activate BWC, in violation of DGO 10.11.03.C.
MCD-2024-0151	7/15/24			ND	Insufficient Evidence	02/10/2025	No Further Action	02/10/2025	Closed	01/09/2026	Failed to remain at the scene of the collision, in violation of DGO 2.06.I.A.1.
MCD-2024-0173	7/22/24			FTA (Range)	Improper Conduct	01/13/2025	Admonishment, Retraining	01/18/2026	Closed	01/23/2026	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 (Written Orders).
MCD-2024-0210	9/6/24			CU (x2)	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Engaged in disrespectful behavior towards a subordinate on two occasions, in violation of the City's Equitable, Fair and Respectful Workplace policy.
MCD-2024-0210	9/6/24			CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Engaged in disrespectful behavior towards a subordinate, in violation of the City's Equitable, Fair and Respectful Workplace policy.
MCD-2025-0005	1/7/25			ND (BWC)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/23/2025	Closed	01/08/2026	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - 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-2025-0020	1/16/25			FTA (Range)	Improper Conduct	11/18/2025	Resignation	01/16/2025	Closed	01/09/2026	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2025-0028	2/3/25			FTA (Range)	Improper Conduct	07/24/2025	Admonishment, Retraining	08/18/2025	Closed	01/08/2026	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01.03 Rule 5 (Performing Duties).
MCD-2025-0035	2/5/25			FTA (Range)	Improper Conduct	01/07/2026	Admonishment, Retraining	01/14/2026	Closed	01/26/2026	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0057	3/3/25			ND	Improper Conduct	12/09/2025	Retraining, Written Warning	12/18/2025	Closed	01/09/2026	Failed to properly inspect a vehicle prior to granting it access to a secure area, in violation of DGO 2.01.03, Rule 5 Performing Duties and Airport Bureau, Traffic Division Unit Order 23-01.
MCD-2025-0062	3/3/25			FTA (Range)	Improper Conduct	07/24/2025	Admonishment, Retraining	01/08/2026	Closed	01/20/2026	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0086	4/24/25			FTA (Range)	Improper Conduct	08/26/2025	Admonishment, Retraining	12/22/2025	Closed	01/08/2026	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0093	5/5/25			DUI (x2)	Improper Conduct	12/30/2025	Resignation	05/06/2025	Closed	01/27/2026	Was off-duty and arrested for driving under the influence, in violation of DGO 2.01.03 Rule 1 - Misconduct. Was off-duty and was dishonest when answering a question from a police officer, in violation of DGO 2.01.03 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-2025-0128	7/10/25			FTA (Range)	Improper Conduct	12/16/2025	Retraining	12/29/2025	Closed	01/08/2026	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0133	7/10/25			FTA (Range)	Improper Conduct	09/09/2025	Admonishment	01/07/2026	Closed	01/12/2026	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0141	7/31/25			FTA (Range)	Proper Conduct	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0148	7/17/25			CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Engaged in a romantic relationship with a direct subordinate and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.
MCD-2025-0148	7/17/25			CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Engaged in a romantic relationship with a direct supervisor and failed to report, in violation of DN 23-155 Family and Romantic Relationships at Work.

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-2025-0149	8/8/25			CU, ND (x3)	Improper Conduct	12/30/2025	Retirement	11/01/2025	Closed	01/27/2026	Fell asleep on duty on two seperate occasions, in violation of DGO Rule 1 - Misconduct. Was observed shopping while on duty, in violation of DGO 2.01, Rule 3 - Attention to Duty. Failed to use the SFPD Language Line for an LEP member of the public, in violation of DGO 5.20 - Language Access Services for Limited English Proficient (LEP) Persons. Engaged in discourteous and unprofessional conduct toward members of the public, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0151	8/21/25			ND	Insufficient Evidence	01/07/2026	No Further Action	01/07/2026	Closed	01/07/2026	Has often left work early, worked half days, or not shown up for work while still taking regular pay. These allegations are a violation of DGO 2.01.03 Rule #4 - Reporting to Duty and DGO 2.01.03 Rule #3 - Attention to duty.
MCD-2025-0173	10/8/25	00066818-25		CU	Insufficient Evidence	12/16/2025	Retraining	12/24/2025	Closed	01/12/2026	Made announcements on a PA system for vehicles to leave a no parking zone using excessive volume. Began writing a parking citation without listening to the complainant's justifications. The complainant described conduct as "rude" and "being a bully." These alleged actions are possible violations of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0184	10/28/25			CU	Insufficient Evidence	01/07/2026	Admonishment, Retraining	01/22/2026	Closed	01/28/2026	Transmitted a text message via Department cellular phone that demonstrated bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0184	10/28/25			CU	Improper Conduct	01/07/2026	Admonishment, Retraining	01/22/2026	Closed	01/28/2026	Was unprofessional when interacting with the public, in violation of DGO 2.01.03 Rule 1.

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-2025-0207	12/30/25	00067964-25		CU	Insufficient Evidence	01/27/2026	No Further Action	01/27/2026	Closed	01/27/2026	Was insensitive when talking to a citizen trying to make a police report, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCDO-2022-0031	4/5/23	00051654-22	8/10/22	Failure To Write An Incident Report	Improper Conduct	05/22/2023	Retraining, Written Warning	12/31/2025	Closed	01/08/2026	Failed to prepare an incident report (DGO 5.04).
MCDO-2023-0035	3/25/24	00056105-23	7/27/23	Inappropriate Behavior/ Comments	Improper Conduct	05/20/2024	PIP, Retraining, Written Reprimand	12/18/2025	Closed	01/09/2026	Behaved and spoke inappropriately (DGO 2.01).
MCDO-2024-0021	3/31/25	00060735-24	8/7/24	ND	Improper Conduct	06/02/2025	Admonishment, Retraining	08/07/2025	Closed	01/08/2026	Failed to comply with Department's Stop Data Collection requirement (DN 20-141/DB 21-062).
MCDO-2024-0021	3/31/25	00060735-24	8/7/24	Inappropriate Behavior/ Comments	Improper Conduct	06/02/2025	Retraining, Written Warning	12/24/2025	Closed	01/08/2026	Behaved or spoke inappropriately (DGO 2.01.03, Rule 8).
MCDO-2024-0021	3/31/25	00060735-24	8/7/24	ND	Not Sustained	11/24/2025	No Further Action	11/24/2025	Closed	01/08/2026	Failed to comply with Department General Order 5.01.02(C).

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-2022-0079	6/15/22			CRD, ND (x2)	Insufficient Evidence	06/02/2023	No Further Action	06/02/2023	Closed	02/10/2026	Violated Body Worn Camera policies. Brought discredit to the Department. Failed to supervise, in violation of DGO 1.06.I.A.2.
MCD-2022-0079	6/15/22			CRD, CU	Proper Conduct, Insufficient Evidence	06/02/2023	No Further Action	06/02/2023	Closed	02/10/2026	Brought discredit to the Department.
MCD-2022-0079	6/15/22			ND, ND (BWC)	Improper Conduct	06/02/2023	Admonishment, Retraining	05/28/2025	Closed	02/10/2026	Violated Body Worn Camera policies. Did not have all Department required equipment during an incident.
MCD-2022-0079	6/15/22			CRD, CU	Proper Conduct, Insufficient Evidence	06/02/2023	No Further Action	06/02/2023	Closed	02/10/2026	Brought discredit to the Department.
MCD-2022-0079	6/15/22			ND (x2), ND (BWC)	Improper Conduct	06/02/2023	Retraining, Written Reprimand	07/14/2023	Closed	02/10/2026	Violated Body Worn Camera policies. Did not have all Department required equipment during an incident.
MCD-2022-0079	6/15/22			CRD, ND (x2), ND (BWC)	Improper Conduct	06/02/2023	Retirement	04/30/2025	Closed	02/10/2026	Violated Body Worn Camera policies. Brought discredit to the Department. Did not have all Department required equipment during an incident.
MCD-2022-0079	6/15/22			Failure To Provide Medical Treatment, ND	Insufficient Evidence	05/22/2025	No Further Action	05/22/2025	Closed	02/10/2026	Failed to render medical aid. Submitted an inaccurate Department Form.
MCD-2022-0079	6/15/22			CRD, ND	Insufficient Evidence	06/02/2023	No Further Action	06/02/2023	Closed	02/10/2026	Approved and submitted an inaccurate Department Form. Brought discredit to the Department.
MCD-2022-0079	6/15/22			CRD, ND (x3)	Improper Conduct	06/02/2023	Admonishment, Retraining	05/30/2025	Closed	02/10/2026	Violated Body Worn Camera policies. Brought discredit to the Department. Failed to supervise subordinates. Did not have all Department required equipment during an incident.

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-2022-0079	6/15/22			CU	Insufficient Evidence	06/02/2023	No Further Action	06/02/2023	Closed	02/10/2026	Gave contradictory information during an administrative interview.
MCD-2022-0079	6/15/22			CRD, ND (BWC)	Proper Conduct	06/02/2023	No Further Action	06/02/2023	Closed	02/10/2026	Violated Body Worn Camera policies. Brought discredit to the Department.
MCD-2022-0079	6/15/22			Neglect Of Duty	Improper Conduct	06/02/2023	Retraining, Written Reprimand	09/11/2023	Closed	02/10/2026	Did not have all Department required equipment during an incident.
MCD-2022-0079	6/15/22			CRD, Failure to Provide Medical Treatment, ND (x2), ND (BWC)	Improper Conduct	06/02/2023	Admonishment, Retraining	06/17/2025	Closed	02/10/2026	Violated Body Worn Camera policies. Brought discredit to the Department. Did not have all Department required equipment during an incident. Failed to render medical aid.
MCD-2022-0079	6/15/22			CRD, ND (BWC)	Proper Conduct	06/02/2023	No Further Action	06/02/2023	Closed	02/10/2026	Violated Body Worn Camera policies. Brought discredit to the Department.
MCD-2022-0177	11/14/22			CU (x4), ND	Insufficient Evidence	04/24/2023	No Further Action	04/24/2023	Closed	02/23/2026	Used language indicating bias in an email sent via a Department email account, in violation of DGO 2.01, Rule 9. Attempted to use their official position during phone calls with another city agency regarding a personal matter, in violation of DGO 2.01, Rule 45. Used a cellular phone while operating a motor vehicle, in violation of DN 19-201. Attempted to use their official position to avoid consequences for using a cellular phone while driving, in violation of DGO 2.01, Rule 45.

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-2022-0177	11/14/22			CU (x2), Discourtesy, ND (x3)	Improper Conduct	04/24/2023	Termination	12/23/2022	Closed	02/23/2026	Sent a personal email from Department email account, in violation of DGO 10.08.II.D.2. Used profane, threatening, and disrespectful language during a phone call while representing their position as a member of SFPD, in violation of DGO 2.01, Rule 9. Was discourteous towards a member of the public, in violation of DGO 2.01, Rule 14. Repeatedly made calls to another city agency regarding a personal matter, in violation of DGO 2.01, Rule 40. Engaged in a verbal dispute with another driver while operating a motor vehicle, in violation of DGO 2.01, Rule 9.
MCD-2023-0088	7/13/23			CU (x2), DV	Improper Conduct	09/02/2025	Resignation	02/19/2025	Closed	02/09/2026	Was involved in a Domestic Violence incident involving assault of a former romantic partner, in violation of DGO 2.01, Rule 9. Was arrested for a violation of a restraining order, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2024-0102	5/2/24			Neglect of Duty(BWC)	Improper Conduct	12/16/2025	Retraining, Suspension (1 day held in abeyance)	02/03/2026, 01/14/2027	Closed	02/09/2026	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0113	5/6/24			CU, DUI	Improper Conduct	06/02/2025	Board Police Commission, Retraining, Suspension (10 days and 10 held in abeyance)	01/07/2026, 01/23/2026, 01/08/2028	Closed	02/09/2026	Was involved in a vehicle collision while off-duty in a Department rental vehicle and fled the scene, in violation of DGO 2.01, Rule 1. Was driving under the influence while off-duty in a Department rental vehicle, in violation of DGO 2.01, Rule 1.

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-2024-0177	7/8/24			CRD, CU (x4)	Improper Conduct	03/31/2025	Retirement	08/30/2025	Closed	02/09/2026	Entered overtime into HRMS panel that was not authorized or approved, in violation of DGO 2.02.03, Rule 1, Misconduct. Entered overtime into HRMS panel for work that was not done, in violation of DGO 2.01.03, Rule 9, Written Reports. Submitted overtime with the San Francisco Police Department that overlapped hours worked in secondary employment, in violation of DGO 2.01, Rule 1. Entered overtime into HRMS without proper authorization from a Commander or Deputy Chief, in violation of DN 21-045, Overtime Rules and Reporting. Was arrested and charged with three Felonies, in violation of DGO 2.01, Rule 1.
MCD-2024-0211	10/3/24			ND	Improper Conduct	07/24/2025	Admonishment, Retraining	08/25/2025	Closed	02/18/2026	Failed to report for duty on a non-discretionary day, in violation of DGO 2.01.03, Rule 4, Reporting for Duty.
MCD-2024-0222	10/15/24			CU	Exceptional Clearance	02/10/2026	No Further Action	02/10/2026	Closed	02/11/2026	Discriminated against a member of the Department, in violation of DGO 11.07, Prohibiting Discrimination, Harassment, and Retaliation.
MCD-2025-0048	2/24/25			ND	Improper Conduct	11/25/2025	Retraining, Written Reprimand	02/16/2026	Closed	02/20/2026	Has been sleeping on duty. The allegation would constitute a violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2025-0080	4/24/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	02/10/2026	Failed to participate in the Range Qualification in their scheduled qualification month, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).

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-2025-0099	5/19/25			DUI (x2)	Improper Conduct	12/30/2025	Termination	05/20/2025	Closed	02/03/2026	Operated a motor vehicle while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct. Was involved in an off-duty vehicle collision, resulting in injury to others, while under the influence of alcohol, in violation of DGO 2.01, Rule 1 - Misconduct.
MCD-2025-0107	6/6/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	02/09/2026	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0110	6/11/25			ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/17/2026	Closed	02/23/2026	Failed to follow the BWC policy on many untitled videos, in violation of DGO 10.01.03, H,2 - Storage and Use of Recordings.
MCD-2025-0113	6/3/25			ND (Lost Property)	Exceptional Clearance	02/06/2026	No Further Action	02/06/2026	Closed	02/09/2026	Lost multiple Department keys (fleet keys, office keys, roll up door key) while deploying spike strips to a fleeing stolen vehicle, in violation of DGO 2.01.03 Rule 23 - Care of Department Property.
MCD-2025-0117	5/29/25			CU (x2), ND (x3)	Insufficient Evidence, Proper Conduct	02/05/2026	No Further Action	02/05/2026	Closed	02/24/2026	A married couple instructed a training course together where one spouse was the other's supervisor, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work.
MCD-2025-0117	5/29/25			CU (x2)	Insufficient Evidence	02/05/2026	No Further Action	02/05/2026	Closed	02/24/2026	A married couple instructed a training course together where one spouse was the other's supervisor, in violation of DN 23-155, Policy on Family and Romantic Relationships at Work.

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-2025-0120	6/30/25			CU (x2)	Improper Conduct	02/10/2026	Termination	09/27/2025	Closed	02/23/2026	Sent an unprofessional text message and has shown a pattern of rudeness and hostility, in violation of DGO 2.01.03, Rule 7 & DHR's Equitable, Fair, and Respectful Workplace Policy. Purchased alcohol while on duty, in violation of DGO 2.01.03, Rule 1.
MCD-2025-0136	7/31/25			CU	Insufficient Evidence	09/25/2025	No Further Action	09/25/2025	Closed	02/09/2026	Disclosed confidential examination information and material to candidates in a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	7/31/25			CU	Insufficient Evidence	09/25/2025	No Further Action	09/25/2025	Closed	02/09/2026	Received confidential information and material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	7/31/25			CU	Insufficient Evidence	09/25/2025	No Further Action	09/25/2025	Closed	02/09/2026	Received confidential information and material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, 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-2025-0136	7/31/25			CU	Insufficient Evidence	09/25/2025	No Further Action	09/25/2025	Closed	02/09/2026	Disclosed confidential examination information and material of a test exam to candidates in a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	7/31/25			CU	Improper Conduct	09/25/2025	Admonishment, Retraining	02/05/2026	Closed	02/09/2026	Impaired the operation and efficiency of the Department by not acknowledging a close friend relationship with a test participant to DHR, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit.
MCD-2025-0136	7/31/25			CU	Insufficient Evidence	09/25/2025	No Further Action	09/25/2025	Closed	02/09/2026	Received confidential information and material for a promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0136	7/31/25			CU	Proper Conduct	09/25/2025	No Further Action	09/25/2025	Closed	02/09/2026	Disclosed confidential information and material of a test exam to candidates in the Sergeant promotional process, in violation of: a) Cheating or Fraud in Examination - CCSF Civil Service Commission Rule 210.4 / 210.4.1 b) DN 25-009 c) DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0140	7/31/25			FTA (Range)	Proper Conduct	01/27/2026	No Further Action	01/27/2026	Closed	02/11/2026	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.

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-2025-0145	7/31/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/26/2026	Closed	02/27/2026	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0152	7/15/25			ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/18/2026	Closed	02/23/2026	Repeatedly failed to upload and/or title BWC footage in a timely manner, in violation of DGO 10.11.03.H.1 (BWC Footage Upload) and DGO 10.11.03.H.2 (Titling Footage).
MCD-2025-0153	7/15/25			ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	02/10/2026	Failed to title BWC videos, in violation of DGO 10.11.03.H.2, BWC Procedures.
MCD-2025-0166	9/22/25			FTA (Range)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/18/2026	Closed	02/23/2026	Failed to participate in the Range Qualification in the scheduled qualification month, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0180	10/21/25	00067314-25		Discourtesy	Insufficient Evidence	02/06/2026	No Further Action	02/06/2026	Closed	02/09/2026	Was discourteous toward a citizen, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0194	11/25/25			CU	Improper Conduct	02/10/2026	No Further Action	02/10/2026	Closed	02/12/2026	Bag of marijuana left in trunk of a patrol vehicle, in violation of DGO 6.15.I.A - Property Processing.
MCDO-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCDO-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCDO-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.

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-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCDO-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCDO-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCDO-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCDO-2021-0018	3/19/21	00045911-21	3/19/21	ND (BWC)	Policy Failure	02/10/2026	No Further Action	02/10/2026	Closed	02/10/2026	Failed to activate Body-Worn Camera as required, in violation of DGO 10.11 and DB 20-175.
MCDO-2023-0021	1/12/24	00053758-23	2/15/23	Failure To Issue A Certificate Of Release, Failure to Properly Process Property, ND	Improper Conduct	02/05/2024	Retirement	06/30/2025	Closed	02/10/2026	Failure to issue a Certificate of Release (DGO 5.03.03.C.1). Failure to comply with Stop Data Collection Requirement (DB 21-062). Failure to properly process property (DGO 6.15.III.A.1).
MCDO-2024-0029	6/4/25	00061742-24	11/13/24	ND (BWC)	Improper Conduct	07/24/2025	Retraining, Suspension (1 day held in abeyance)	01/29/2026, 01/27/2027	Closed	02/11/2026	Failure to activate body-worn camera (DGO 10.11 & DN 23-045).
MCDO-2024-0029	6/4/25	00061742-24	11/13/24	ND	Improper Conduct	07/24/2025	Admonishment, Retraining	10/06/2025	Closed	02/11/2026	Failure to comply with DGO 10.11 and DN 23-045.
MCDO-2024-0036	9/25/25	00062079-24	12/16/24	UA	Policy Failure	12/02/2025	No Further Action	12/02/2025	Closed	02/11/2026	Improper Search or Seizure of a Person, Property, Vehicle, or Location; Improper Entry - Fourth Amendment.

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-2024-0036	9/25/25	00062079-24	12/16/24	UA	Policy Failure	12/02/2025	No Further Action	12/02/2025	Closed	02/11/2026	Improper Search or Seizure of a Person, Property, Vehicle, or Location; Improper Entry - Fourth Amendment.
MCDO-2025-0004	7/8/25	00064463-25	5/8/25	ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	02/10/2026	Failure to Activate Body-Worn Camera in violation of (DGO 10.11 & DN 23-045).
MCDO-2025-0004	7/8/25	00064463-25	5/8/25	ND (BWC)	Improper Conduct	01/27/2026	Admonishment, Retraining	02/09/2026	Closed	02/10/2026	Failure to Activate Body-Worn Camera in violation of (DGO 10.11 & DN 23-045).
MCDO-2025-0007	9/23/25	00062710-25	2/10/25	Inappropriate Behavior/ Comments	Improper Conduct	12/02/2025	Retraining, Written Reprimand	02/03/2026	Closed	02/10/2026	Behaved and spoke inappropriately, in violation of DGO 2.01, Rule 8.
MCDO-2025-0009	10/14/25	00062599-25	1/30/25	Inappropriate Behavior/ Comments	Exceptional Clearance	02/10/2026	No Further Action	02/10/2026	Closed	02/24/2026	Inappropriate behavior or comments (DGO 2.01).
MCDO-2025-0015	12/29/25	DPA 00067021-25	9/26/25	Failure To Properly Investigate	Policy Failure	02/05/2026	No Further Action	02/05/2026	Closed	02/06/2026	SFPD failure to properly investigate (DN 22-040).

Internal Affairs Division

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-2021-0104	7/16/21			Harassing	Improper Conduct	08/16/2021	Resignation	07/13/2023	Closed	03/24/2026	Sexually harassed a subordinate, in violation of DGO 11.07, Prohibiting Discrimination, Harassment and Retaliation.
MCD-2023-0173	10/3/23			ND (BWC)	Improper Conduct	02/26/2024	Retraining, Written Reprimand	03/04/2026	Closed	03/09/2026	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0215	10/3/23			ND (BWC) (x2)	Improper Conduct	02/12/2024	Retraining, Suspension (1 day held in abeyance)	03/16/2026	Closed	03/23/2026	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-2024-0164	7/22/24			FTA (Range)	Improper Conduct	09/03/2024	Admonishment, Retraining	09/12/2024	Closed	03/09/2026	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 (Written Orders).
MCD-2024-0176	7/22/24			ND	Improper Conduct	04/28/2025	Retraining, Written Reprimand	02/18/2026	Closed	03/09/2026	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	7/22/24			Neglect Of Duty	Exceptional Clearance	04/28/2025	No Further Action	04/28/2025	Closed	03/09/2026	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	7/22/24			ND	Improper Conduct	04/28/2025	Suspension (1 day)	08/27/2025	Closed	03/09/2026	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	7/22/24			ND	Improper Conduct	04/28/2025	Suspension (1 day)	08/27/2025	Closed	03/09/2026	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.

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-2024-0176	7/22/24			ND	Improper Conduct	04/28/2025	Retraining, Written Reprimand	11/17/2025	Closed	03/09/2026	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	7/22/24			ND	Proper Conduct	04/28/2025	No Further Action	04/28/2025	Closed	03/09/2026	Failed to search a subject in custody prior to transport and the subject had a loaded firearm in their pants, in violation of DGO 2.01, Rule 5.
MCD-2024-0176	7/22/24			ND	Insufficient Evidence	04/28/2025	No Further Action	04/28/2025	Closed	03/09/2026	Failed to ensure that a prisoner was searched while in custody at an SFPD District Station, in violation of DGO 2.01.03, Rule 5 & the Booking and Detention Manual.
MCD-2024-0229	10/24/24			CU	Improper Conduct	10/07/2025	Retraining, Written Reprimand	03/19/2026	Closed	03/23/2026	Was disrespectful to subordinates, in violation of DN 23-192 - DHR Equitable, Fair and Respectful Workplace Policy & DGO 2.01.03.
MCD-2024-0229	10/24/24			CU (x3)	Insufficient Evidence	10/07/2025	No Further Action	10/07/2025	Closed	03/23/2026	Refused to comply with policy, in violation of DGO 2.01.03, Rule 5 - Performing Duties. Was insubordinate to supervisors, in violation of DGO 2.01.03, Rule 14 - Insubordination. Had subordinates work past their scheduled shifts and denied them compensation for the hours they worked, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0040	2/13/25			ND	Unfounded	02/06/2026	No Further Action	02/06/2026	Closed	03/10/2026	Failure to perform to perform the essential job functions for sworn members of the San Francisco Police Department, specifically compliance with number 9 and 12 of the Essential Job Functions for a Sworn Member of SFPD.
MCD-2025-0085	3/13/25			ND (Lost Property)	Improper Conduct	12/09/2025	Retraining, Written Reprimand	02/09/2026	Closed	03/11/2026	Failed to properly secure a department-issued firearm, resulting in its theft, in violation of DGO 10.02.01.B.5 - FIREARMS SECURITY IN VEHICLES.

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-2025-0100	5/19/25			CU, ND	Unfounded	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Disclosed confidential information regarding an EEO complaint, in violation of DGO 2.01, Rule 20 (Divulging Confidential Information).
MCD-2025-0101	5/5/25			Insubordination	Improper Conduct	03/10/2026	Retraining, Written Warning	03/13/2026	Closed	03/16/2026	Consistently arrived late for work shift, in violation of DGO 2.01.03, Rule 4, Reporting for Duty. Was insubordinate with a supervisor, in violation of DGO 2.01.03, Rule 14, Insubordination.
MCD-2025-0101	5/5/25			ND (x2)	Insufficient Evidence	03/10/2026	No Further Action	03/10/2026	Closed	03/16/2026	Engaged in personal business while on duty, in violation of DGO 2.01.03, Rule 3, Attention to Duty. Failed to complete assigned work, in violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0115	6/18/25			ND	Improper Conduct	03/10/2026	Admonishment, Retraining	03/23/2026	Closed	03/25/2026	Failed to verify the amount of US Currency booked, in violation of DGO 6.15(III)(A)(3)(d).
MCD-2025-0115	6/18/25			ND (x2)	Improper Conduct	03/10/2026	Admonishment, Retraining	03/12/2026	Closed	03/25/2026	Failed to properly count and book US Currency, in violation of DGO 6.15(III)(A)(3)(d). Failed to document the seizure of US Currency in an incident report, in violation of DGO 6.15(III)(A)(10).
MCD-2025-0171	7/29/25	00065803-25		ND	Insufficient Evidence	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	While on duty, refused to take an incident report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2025-0172	8/26/25	00064962-25		CU, Writing an Inaccurate Incident Report	Insufficient Evidence	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Submitted an inaccurate police report, in violation of DGO 2.01.03, Rule 9 - Written Reports. Entered inaccurate information into the (SVS) Stolen Vehicle System which later resulted in an out-of-state felony stop on the reporting party/victim, in violation of DGO 2.01.03, Rule 1 - Misconduct (Conduct Reflecting Discredit).
MCD-2025-0174	10/8/25	00064218-25		Failure To Properly Investigate	Proper Conduct	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Failed to properly investigate an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.

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-2025-0178	10/31/24			CU	Improper Conduct	10/30/2025	Retraining, Suspension (1 day held in abeyance)	03/19/2026	Closed	03/23/2026	Made an unwelcome, sexually inappropriate comment at work, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0178	10/31/24			CU (x4)	Insufficient Evidence	10/30/2025	Retraining	03/19/2026	Closed	03/23/2026	Required an officer to take a swim test while counterparts were not required, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy. Made an officer inappropriately share locker space, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy. Refused to comply with the Lactation Facility requirement, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy. Gave an officer a different workload than their counterparts, in violation of DGO 11.07, the City's EEO Policy and the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0186	10/27/25	00067581-25		CU	Insufficient Evidence	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Was rude towards the complainant, made the complainant wait a long period of time, and told the complainant that the SF Police Code violation that the complainant was reporting would "go nowhere", in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0187	10/29/25			ND (Lost Property)	Improper Conduct	03/10/2026	Admonishment, Retraining	03/16/2026	Closed	03/20/2026	Lost a Department-issued PIC radio, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0188	11/4/25	00067105-25		CU	Unfounded	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Was disrespectful by blocking a citizen callers phone number who was trying to speak with a sergeant, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.

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-2026-0003	12/30/25	00068237-25		CU, ND	Unfounded, Proper Conduct	03/03/2026	No Further Action	03/03/2026	Closed	03/04/2026	Failed to perform duties, in violation of DGO 2.01.03, Rule 5. Was dismissive while on the phone with a citizen who was trying to follow up on a case, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0013	1/5/26	00068870-25		CU	Insufficient Evidence	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0016	1/22/26	00069269-26		Failure To Write An Incident Report	Proper Conduct	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Failed to make a police report in violation of DGO 2.01.03, 09. Written Reports.
MCD-2026-0019	2/9/26	00069722-26		ND	Proper Conduct	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Following an incident in which the complainant reported that being assaulted and seriously injured, told the complainant the case would not be sent to the District Attorney for prosecution, in violation of DGO 2.01.03, Rule 1 (Misconduct - Neglect of Duty).
MCD-2026-0020	2/10/26	00068552-25		ND	Insufficient Evidence	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	Failed to notify a supervisor/senior ranking officer of a public complaint, in violation of DGO 2.04.02, Rule B - Complaints. Was discourteous to the complainant, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCDO-2021-0055	6/22/22	00047655-21	8/24/21	ND (x3)	Improper Conduct	07/19/2022	Retraining, Suspension (2 days)	03/29/2023	Closed	03/31/2026	Failed to activate a siren as required by DGO 5.05, Emergency Response and Pursuit Driving. Failed to care for Department or City equipment resulting in its damage or loss, DGO 2.01, Rules 22 & 23. Failed to notify Dispatch as required by DGO 5.05, Emergency Response and Pursuit Driving.
MCDO-2021-0055	6/22/22	00047655-21	8/24/21	ND	Improper Conduct	07/19/2022	Admonishment, Retraining	03/26/2026	Closed	03/31/2026	Failed to notify Dispatch as required by DGO 5.05, Emergency Response and Pursuit Driving.

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-2022-0050	7/3/23	00052210-22	9/27/22	ND (BWC)	Improper Conduct	08/10/2023	Retraining, Written Reprimand	03/25/2026	Closed	03/27/2026	Failure to activate Body Worn camera (DGO 10.11 & DB 20-175).
MCDO-2024-0027	4/19/25	00061761-24	11/15/24	Failure To Write An Incident Report	Insufficient Evidence	10/03/2025	No Further Action	10/03/2025	Closed	03/16/2026	Failure to prepare an Incident Report,(DGO 9.02.03.A.1).
MCDO-2025-0013	11/25/25	00065494-25	6/24/25	Failure To Properly Supervise	Unfounded	01/27/2026	No Further Action	01/27/2026	Closed	03/09/2026	Failure to properly supervise . (DGO 3.13 & DGO 5.03).
MCDO-2025-0017	1/26/26	00068072-25	11/13/25	Failure To Take Required Action	Proper Conduct	03/03/2026	No Further Action	03/03/2026	Closed	03/23/2026	Policy Failure Allegation: SFPD failure to properly investigate (DN 22-040).
MCDO-2025-0018	2/9/26	00067007-25	9/26/25	Failure To Take Required Action	Policy Failure	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	SFPD failure to take required action (DN 20-107, DN 18-027, and DN 22-040).
MCDO-2025-0021	3/6/26	00067637-25	10/24/25	Failure To Properly Process Property	Policy Failure	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	Failure to properly care for, process, or book property (DGO 6.15).
MCDO-2025-0021	3/6/26	00067637-25	10/24/25	Failure To Properly Process Property	Policy Failure	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	Failure to properly care for, process, or book property (DGO 6.15).
MCDO-2025-0021	3/6/26	00067637-25	10/24/25	Failure To Properly Process Property	Policy Failure	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	Failure to properly care for, process, or book property (DGO 6.15).
OIS-2023-0001	5/19/23			ND (x11)	In Policy	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	OIS - Administrative Investigation

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
OIS-2023-0001	5/19/23			ND (x11)	In Policy	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	OIS - Administrative Investigation
OIS-2023-0001	5/19/23			ND (x11)	In Policy	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	OIS - Administrative Investigation
OIS-2023-0001	5/19/23			ND (x12)	In Policy	03/24/2026	No Further Action	03/24/2026	Closed	03/24/2026	OIS - Administrative Investigation
OIS-2023-0005	10/9/23			Administrative Investigation, ND (x3), UOF (x4), UA	In Policy	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	OIS Administrative Investigation
OIS-2024-0003	9/13/24			Administrative Investigation, ND (x5), ND (BWC) (x2), UOF (x4), UA	In Policy	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	OIS Administrative Investigation
OIS-2024-0003	9/13/24			Administrative Investigation, ND (x5), ND(BWC) (x2), UOF (x4), UA	In Policy	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	OIS Administrative Investigation
OIS-2024-0003	9/13/24			Administrative Investigation, ND (x5), ND (BWC) (x2), UOF (x4), UA	In Policy	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	OIS Administrative Investigation

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
OIS-2025-0003	3/8/25			Administrative Investigation, ND (x8), UOF (x4), UA	In Policy	03/10/2026	No Further Action	03/10/2026	Closed	03/11/2026	OIS Administrative Investigation

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

MOU – Memorandum of Understanding

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

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force

Case No	Date Received by IAD	DPA Case Number	Date Received by DPA	3304 Date	Allegation	Status	Complaint Summary
MCDO-2025-0004	7/8/25	00064463-25	5/8/25	5/7/26	Neglect of Duty(BWC)	Open - Pending Chief's Decision	Failure to Activate Body-Worn Camera in violation of DGO 10.11 & DN 23-045.
MCDO-2025-0004	7/8/25	00064463-25	5/8/25	5/7/26	Neglect of Duty(BWC)	Open - Pending Chief's Decision	Failure to Activate Body-Worn Camera in violation of DGO 10.11 & DN 23-045.
MCDO-2025-0008	10/14/25	00064864-25	5/22/25	5/21/26	Failure To Provide Medical Treatment, Failure to Report Use of Force	Open - Pending Chief's Decision	Failure to Report Use of Force (DGO 5.01). Failure to Provide Medical Treatment (DGO 5.01).
MCDO-2025-0008	10/14/25	00064864-25	5/22/25	5/21/26	Failure To Provide Name Or Star Number	Open - Pending Chief's Decision	Failure to Provide Name or Star Number (DGO 2.01).
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	7/30/26	Neglect of Duty(BWC)	Open - Pending Lt. Evaluation	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	7/30/26	Neglect of Duty(BWC)	Open - Pending Lt. Evaluation	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0012	11/25/25	00064983-25	5/28/25	5/27/26	Inappropriate Behavior/Comments	Open - Pending Chief's Decision	Inappropriate behavior or comments (DGO 2.01, Rule 8).
MCDO-2025-0013	11/25/25	00065494-25	6/24/25	6/23/26	Failure To Properly Supervise	Open - Pending Chief's Decision	Failure to properly supervise (DGO 3.13 & DGO 5.03).

Case No	Date Received by IAD	DPA Case Number	Date Received by DPA	3304 Date	Allegation	Status	Complaint Summary
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	7/30/26	Neglect of Duty(BWC)	Open - Pending Chief's Decision	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0010	10/14/25	00066057-25	7/31/25	7/30/26	Neglect of Duty(BWC)	Open - Pending Chief's Decision	Failure to Activate Body-Worn Camera (DGO 10.11 & DN 23-045).
MCDO-2025-0014	12/30/25	DPA 00063844-25	1/12/25	4/11/26	Failure To Properly Investigate	Open - Pending Chief's Decision	Failed to properly investigate. DGO 9.01.02, 9.01.03(A)(2)-(3), and 9.01.04(A)(5)(c)
MCDO-2025-0014	12/30/25	DPA 00063844-25	1/12/25	4/11/26	Failure To Properly Investigate, Failure to Write an Incident Report	Open - Pending Chief's Decision	Failed to properly investigate, DGO 9.01.02, 9.01.03(A)(2)-(3), and 9.01.04(A)(5)(c) and failed to prepare a report, DGO 9.02.02(a)(7), DM 3, and DGO 1.03(A)(5)(d).
MCDO-2025-0016	1/23/26	00066395-25	8/22/25	8/21/26	Neglect Of Duty	Open - Pending Chief's Decision	Failed to comply with Department Bulletin (DB 23-159).