

Internal Affairs Division

Quarterly
Report
Q2 2025



Safety with Respect

Internal Affairs Division (IAD) investigations include:

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



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%

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%

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%

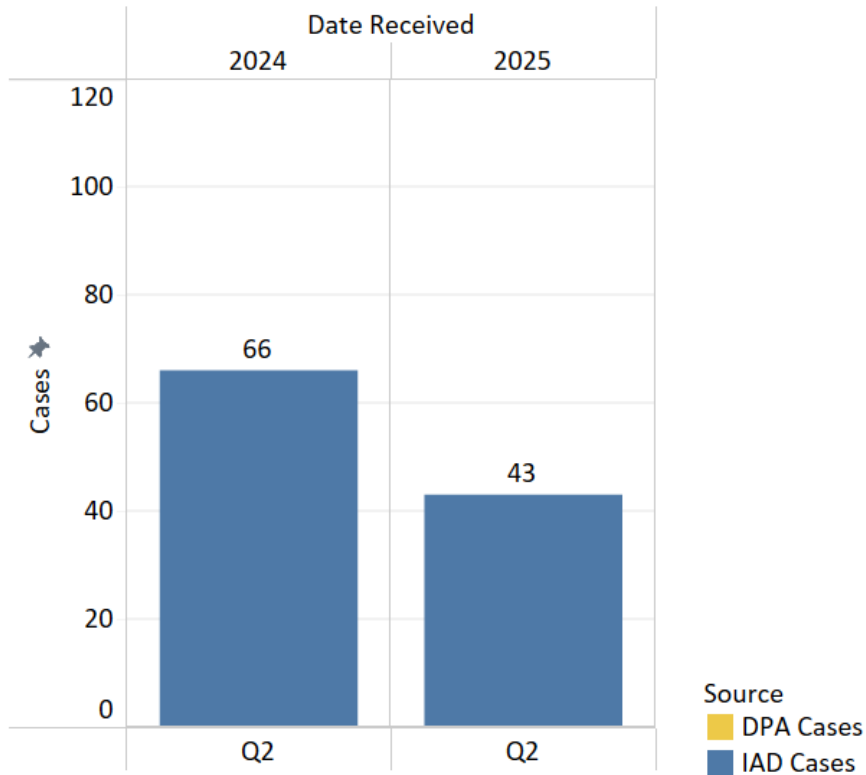
Opened Cases

		Date Received
		Q2
2024	IAD Cases	66
2025	IAD Cases	43

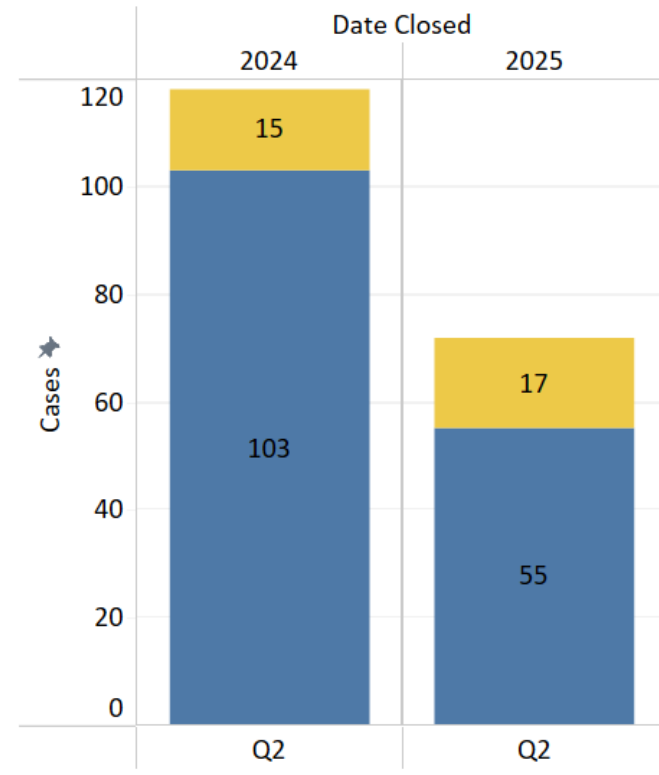
Closed Cases

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

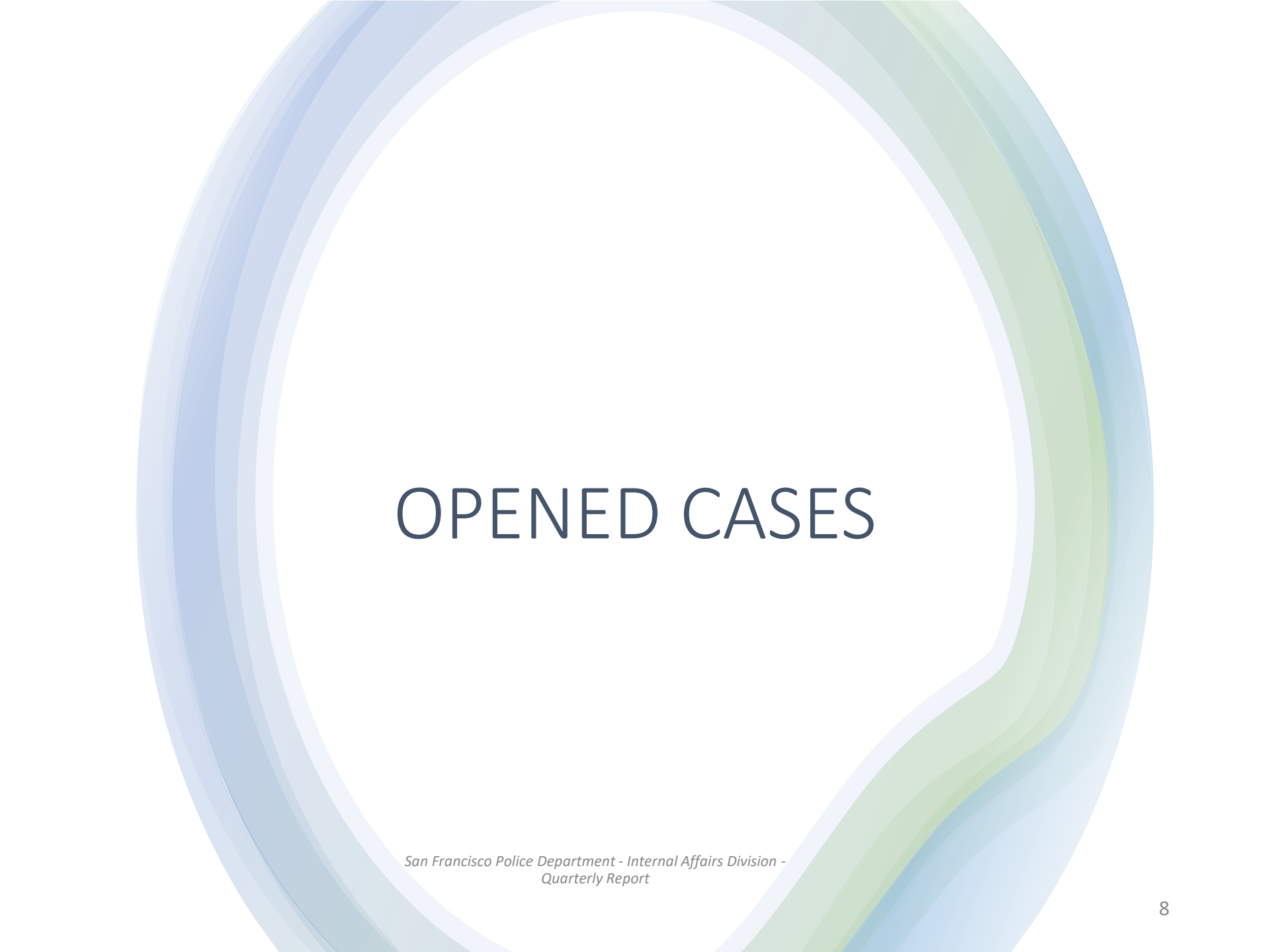
Opened Cases



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

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

Opened Cases – Q2 2025

Number of Allegations

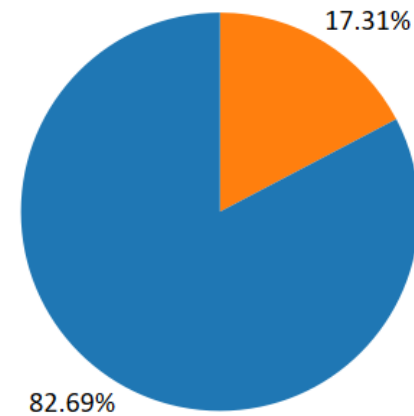
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	19	28.36%
Failure to Appear, Range	16	23.88%
Neglect Of Duty, General	15	22.39%
Neglect of Duty, Body Worn Camera	6	8.96%
Neglect of Duty, Lost Property	5	7.46%
DUI	3	4.48%
Unwarranted Action	1	1.49%
Failure 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

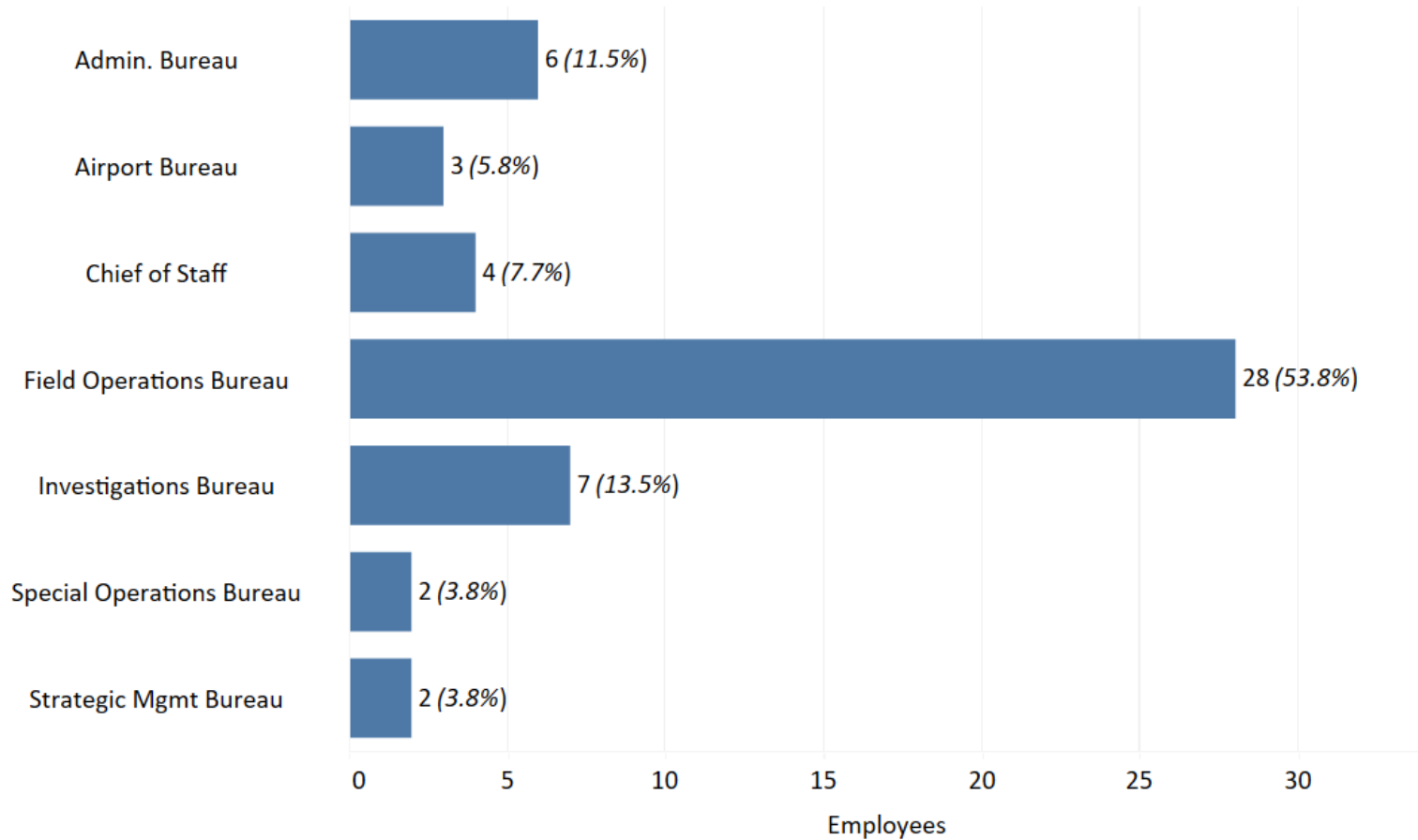
Member Status
PROFESSIONAL STAFF
SWORN



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

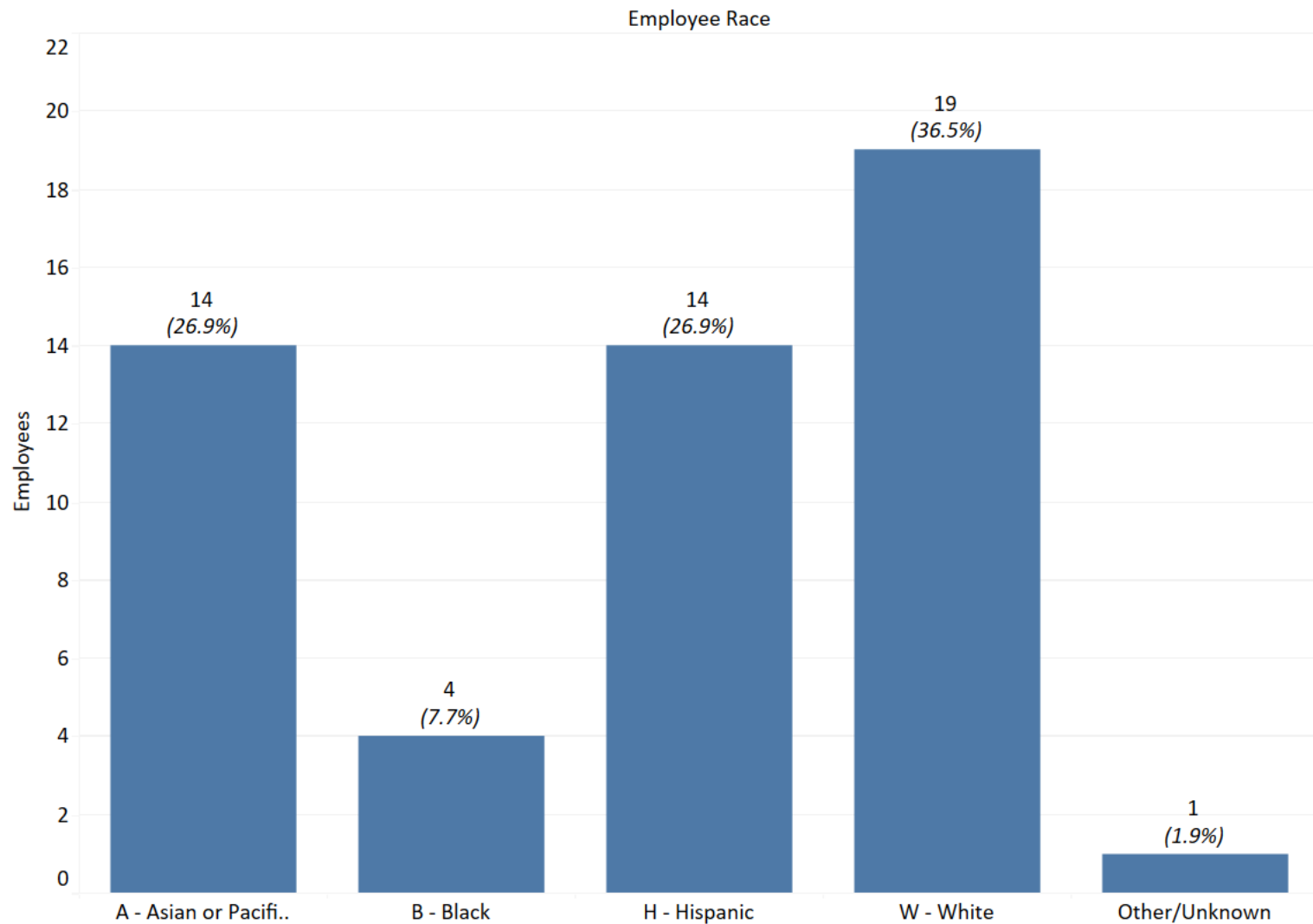
Opened Cases – Q2 2025

Number of Employees by Bureau



Opened Cases – Q2 2025

Number of Employees by Race

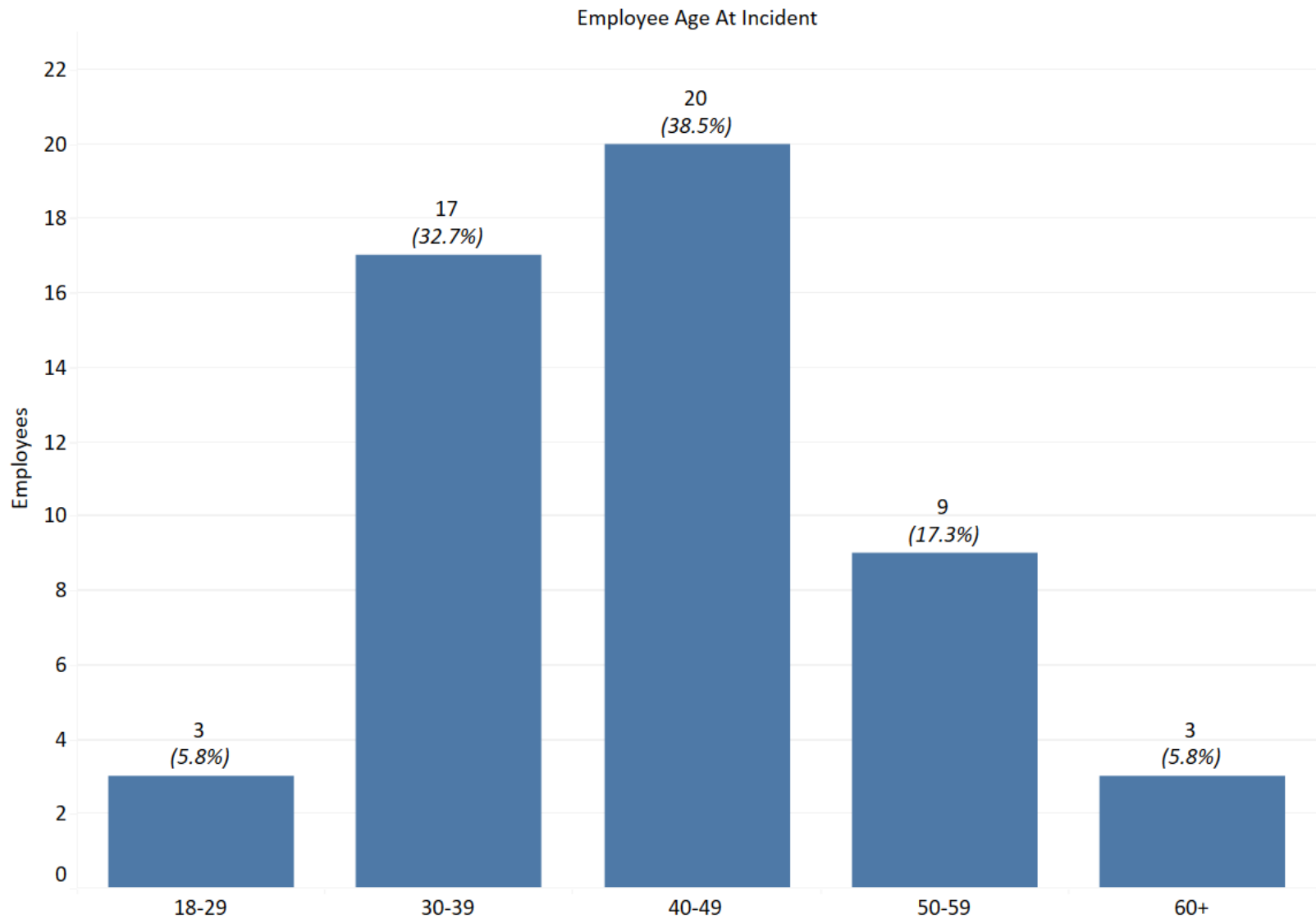


*The Other/Unknown category includes employees whose race does not fall within any other available category

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

Opened Cases – Q2 2025

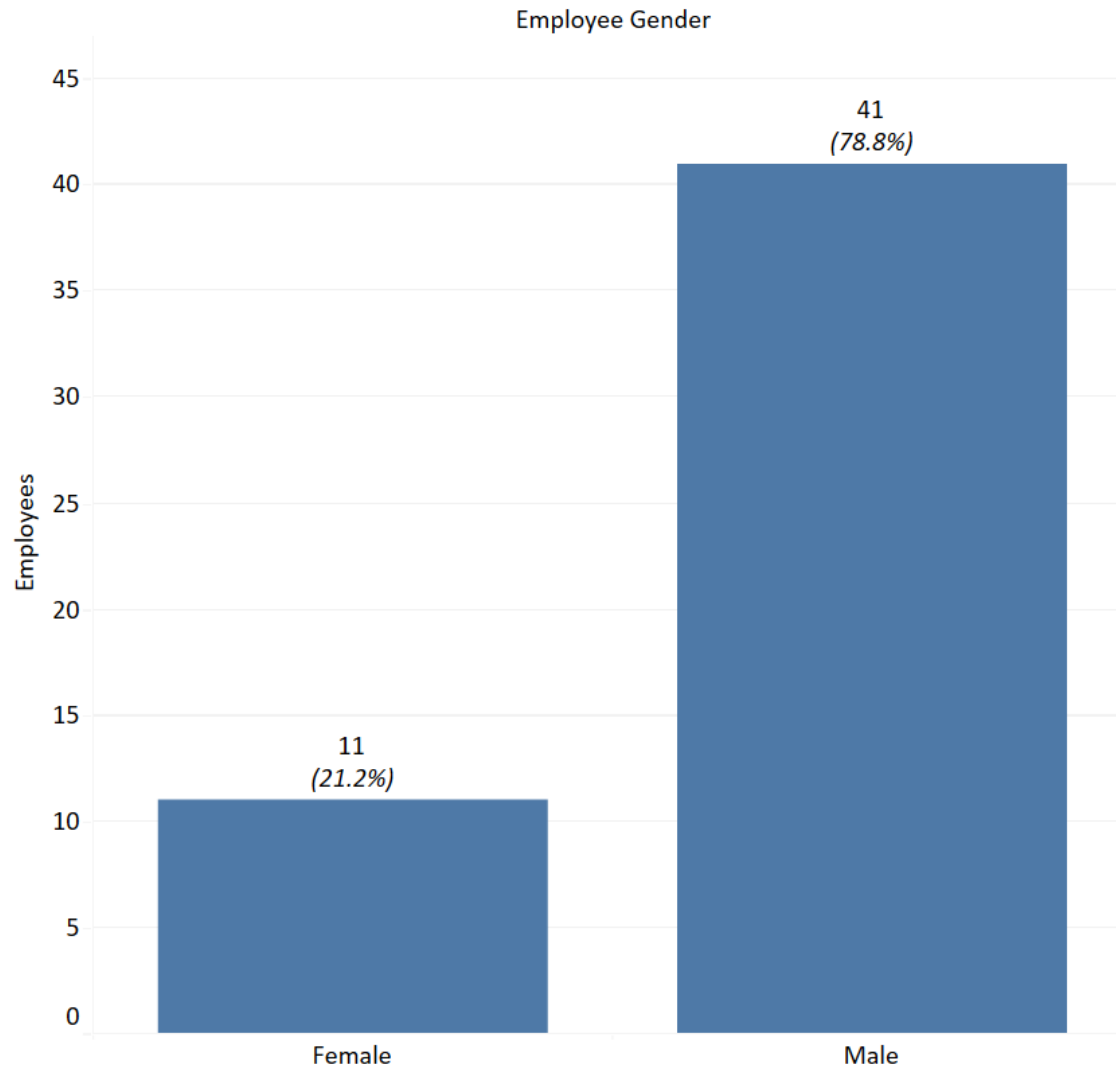
Number of Employees by Age Group



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

Opened Cases – Q2 2025

Number of Employees by Gender

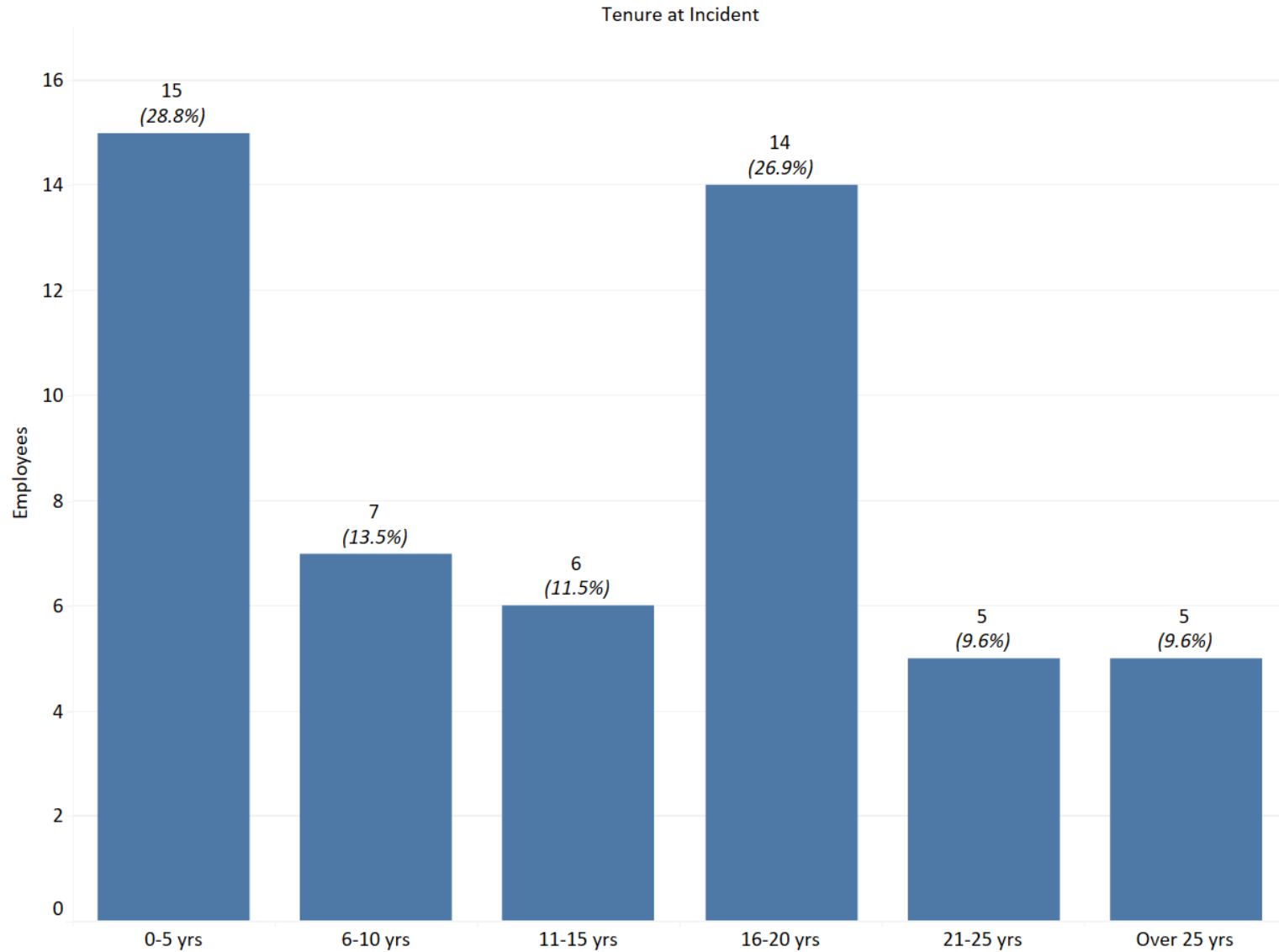


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q2 2025

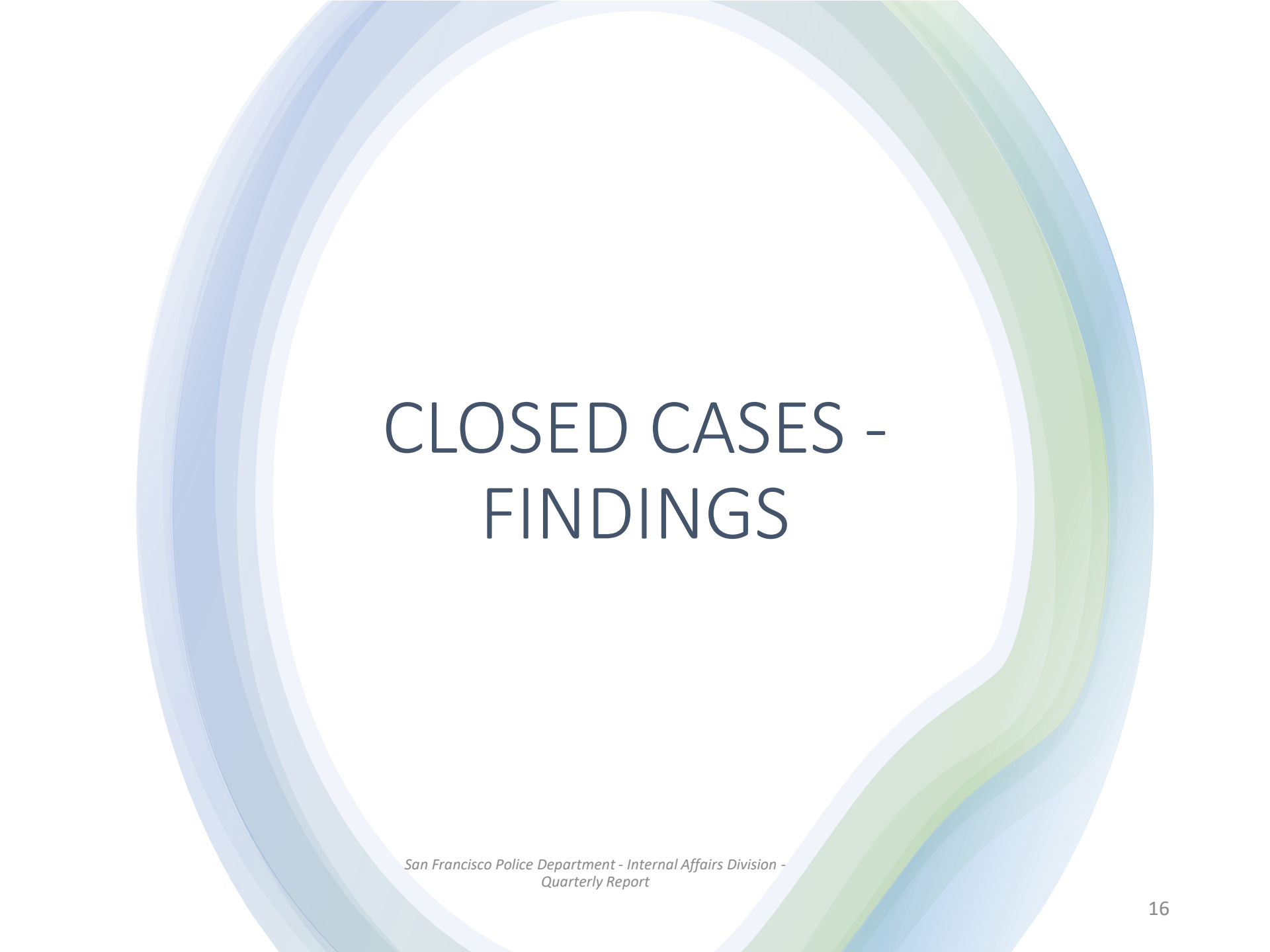
*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q2 2025

Number of Employees by Tenure



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



CLOSED CASES - FINDINGS

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

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		Grand Total
	Female	Male	
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						Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
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%

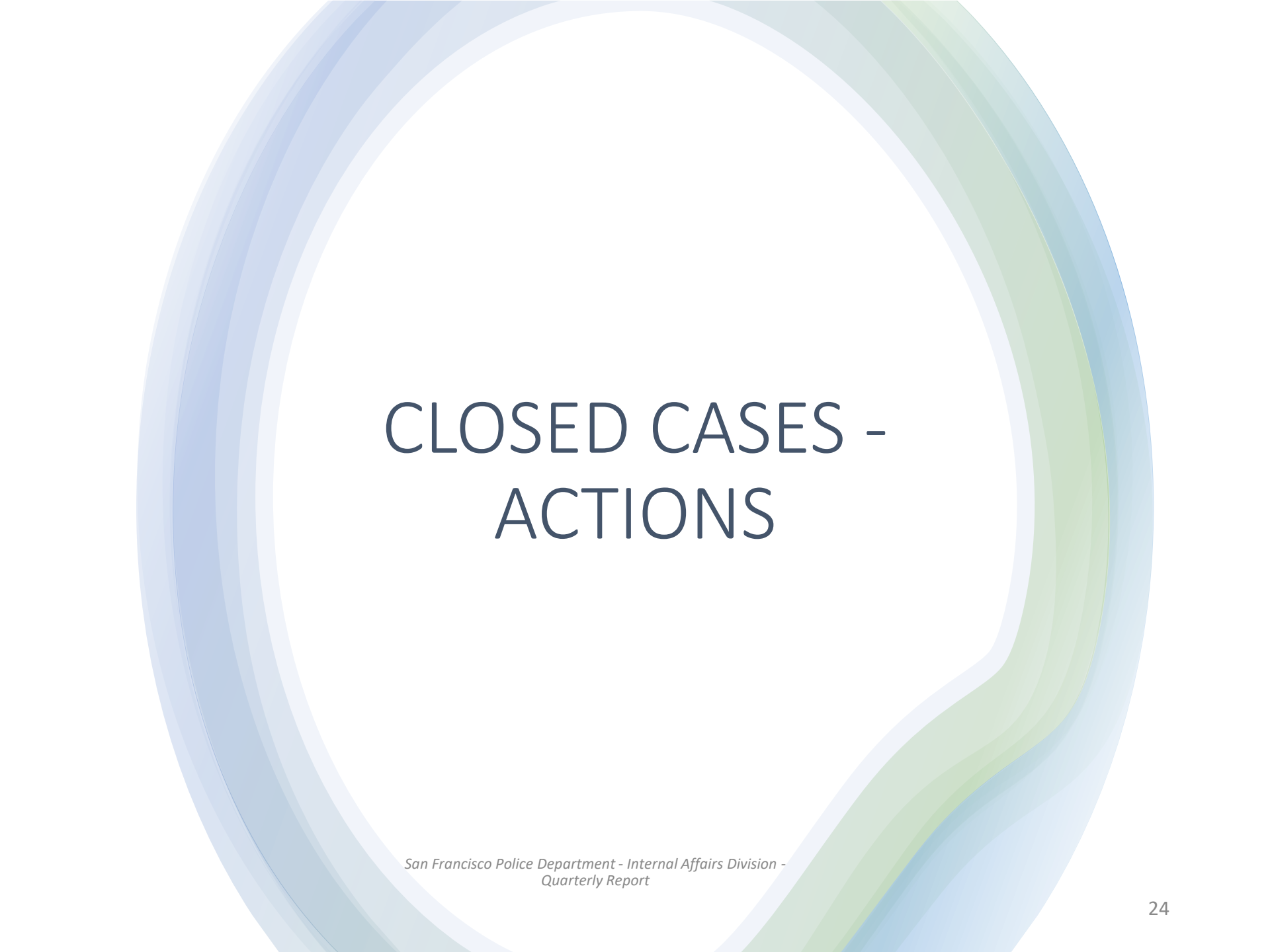
Closed Cases – Q2 2025

Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
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

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

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						Grand Total
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigation s Bureau	Special Operations Bureau	Other/ Unknown	
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					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
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						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
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%

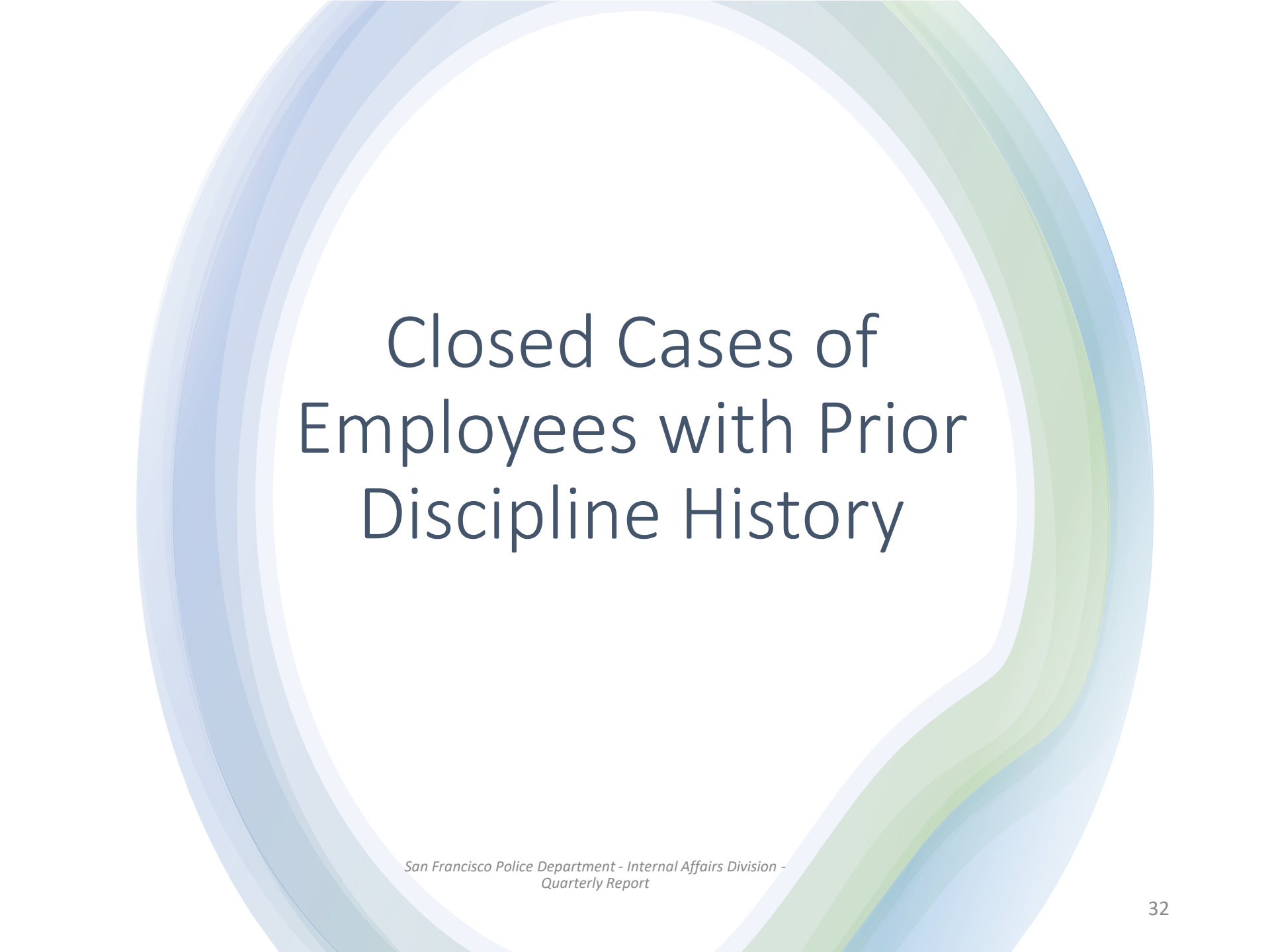
*Table includes actions for those employees with findings of Improper Conduct

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

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

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				Grand Total
		18-29	30-39	40-49	50-59	
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)

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	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)

		Member Status	
Action Type	Action and Suspension Days	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.



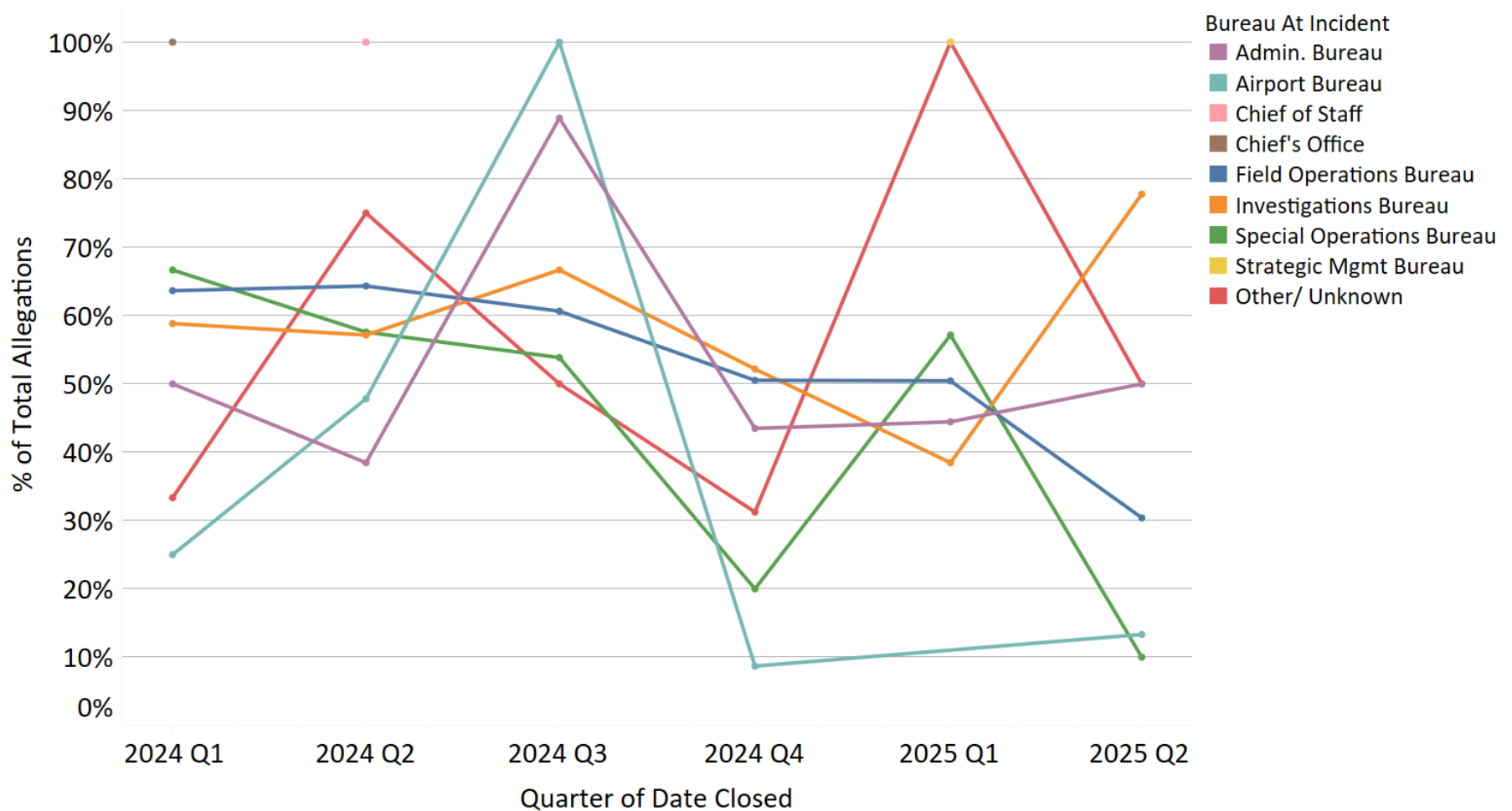
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident							
			Admin. Bureau	Airport Bureau	Chief of Staff	Field Operations Bureau	Investigatio ns 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%

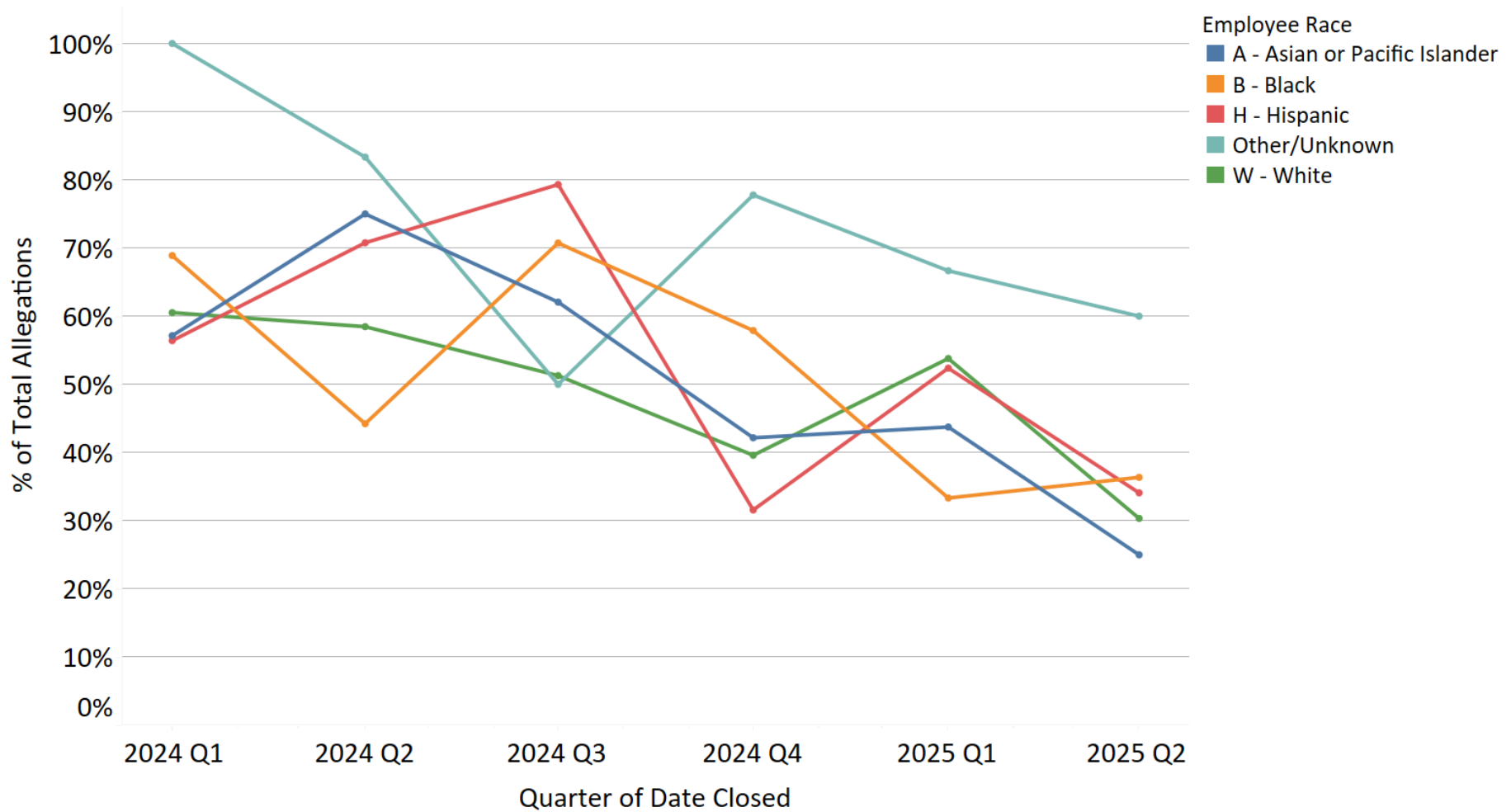
Percentage of Sustained Allegations by Bureau



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%

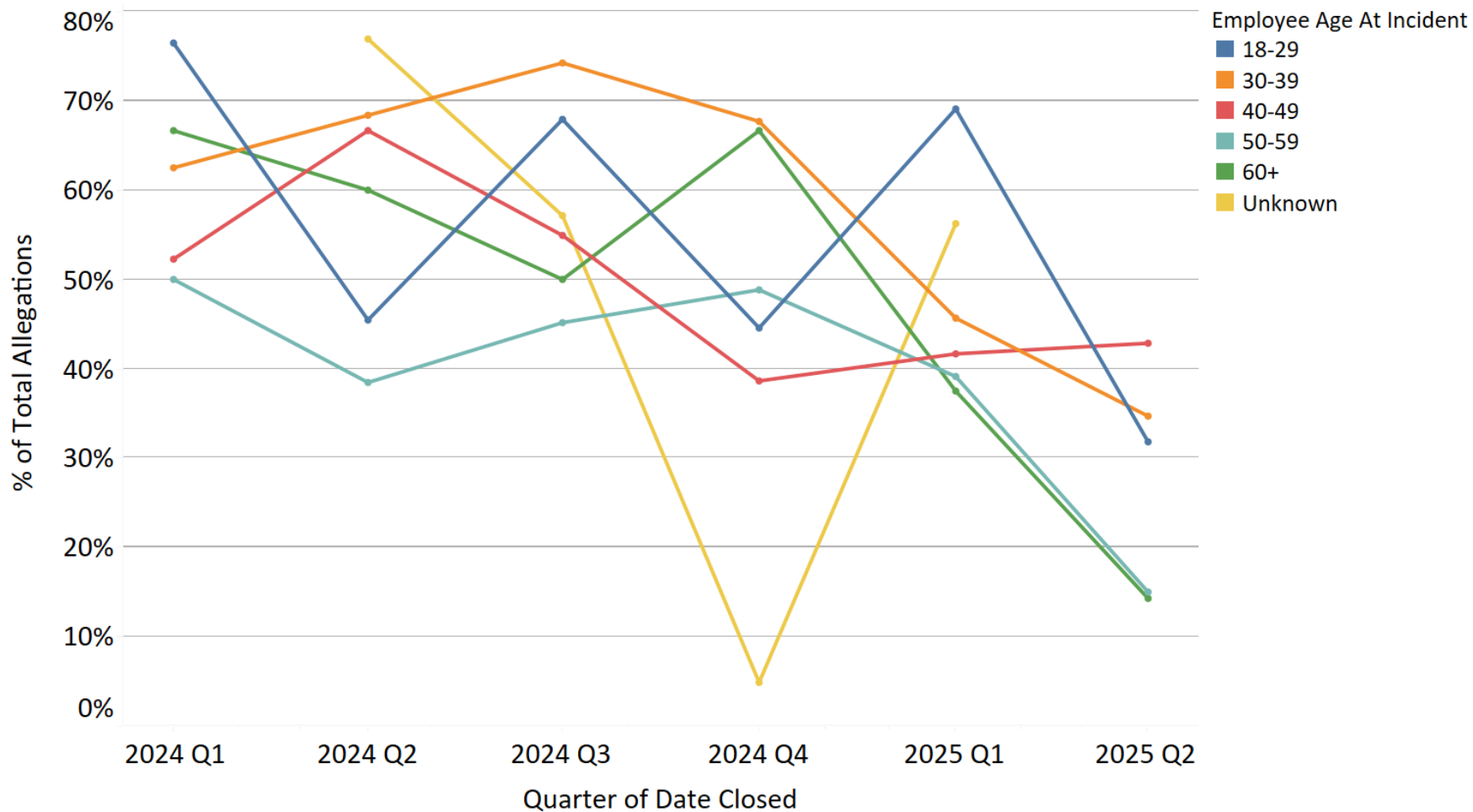
Percentage of Sustained Allegations by Race



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%	

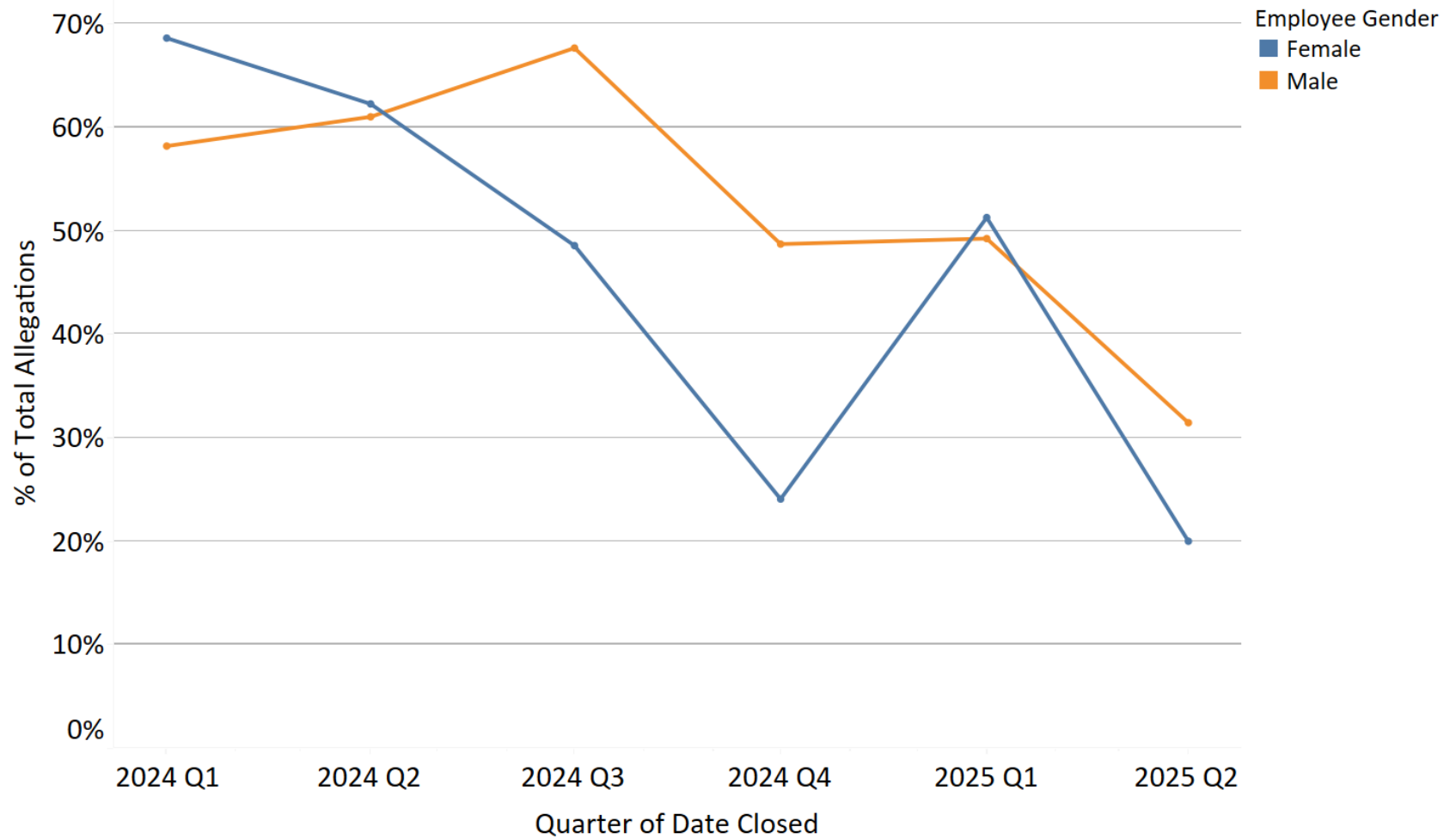
Percentage of Sustained Allegations by Age



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%

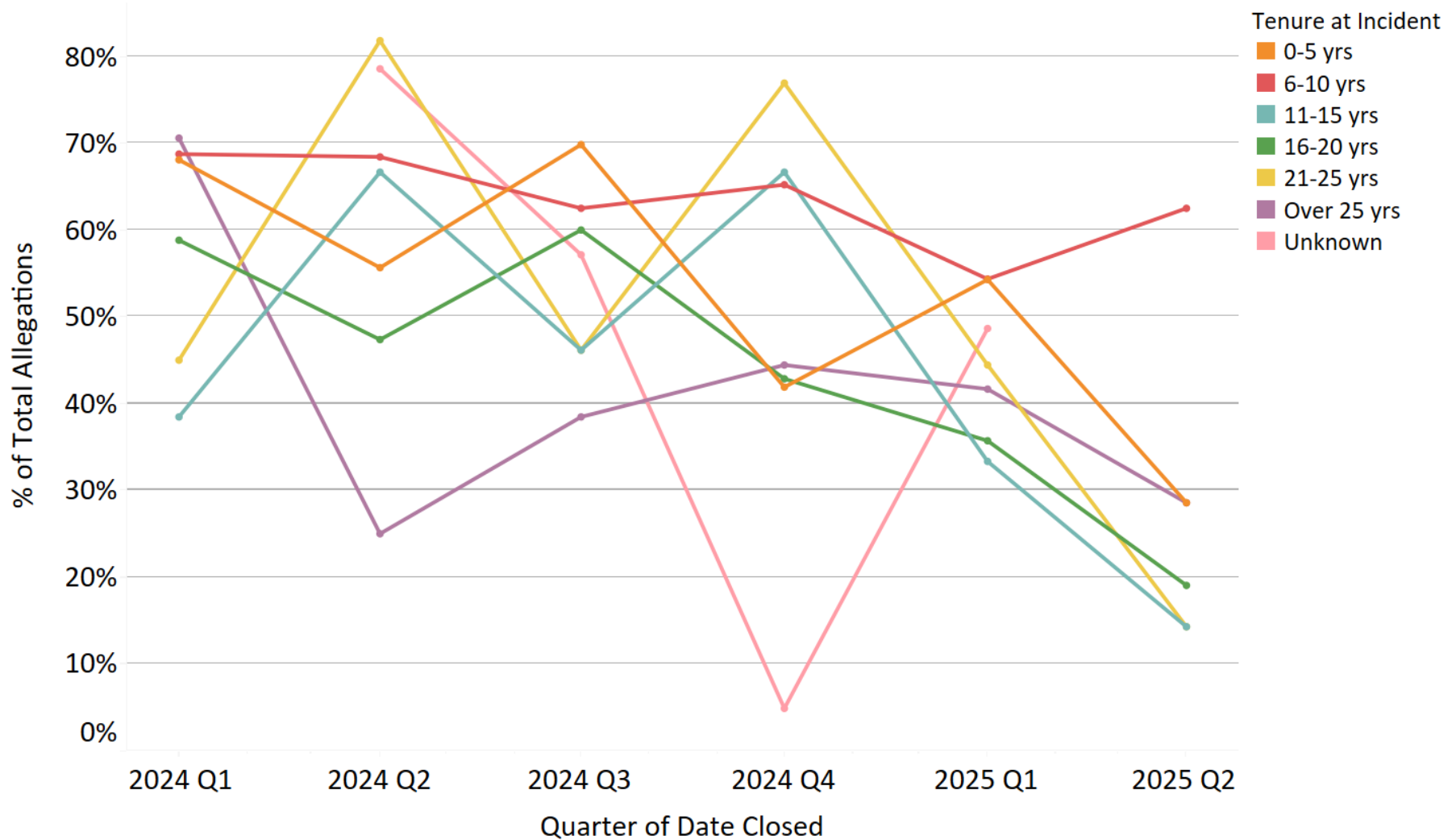
Percentage of Sustained Allegations by Gender



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%	

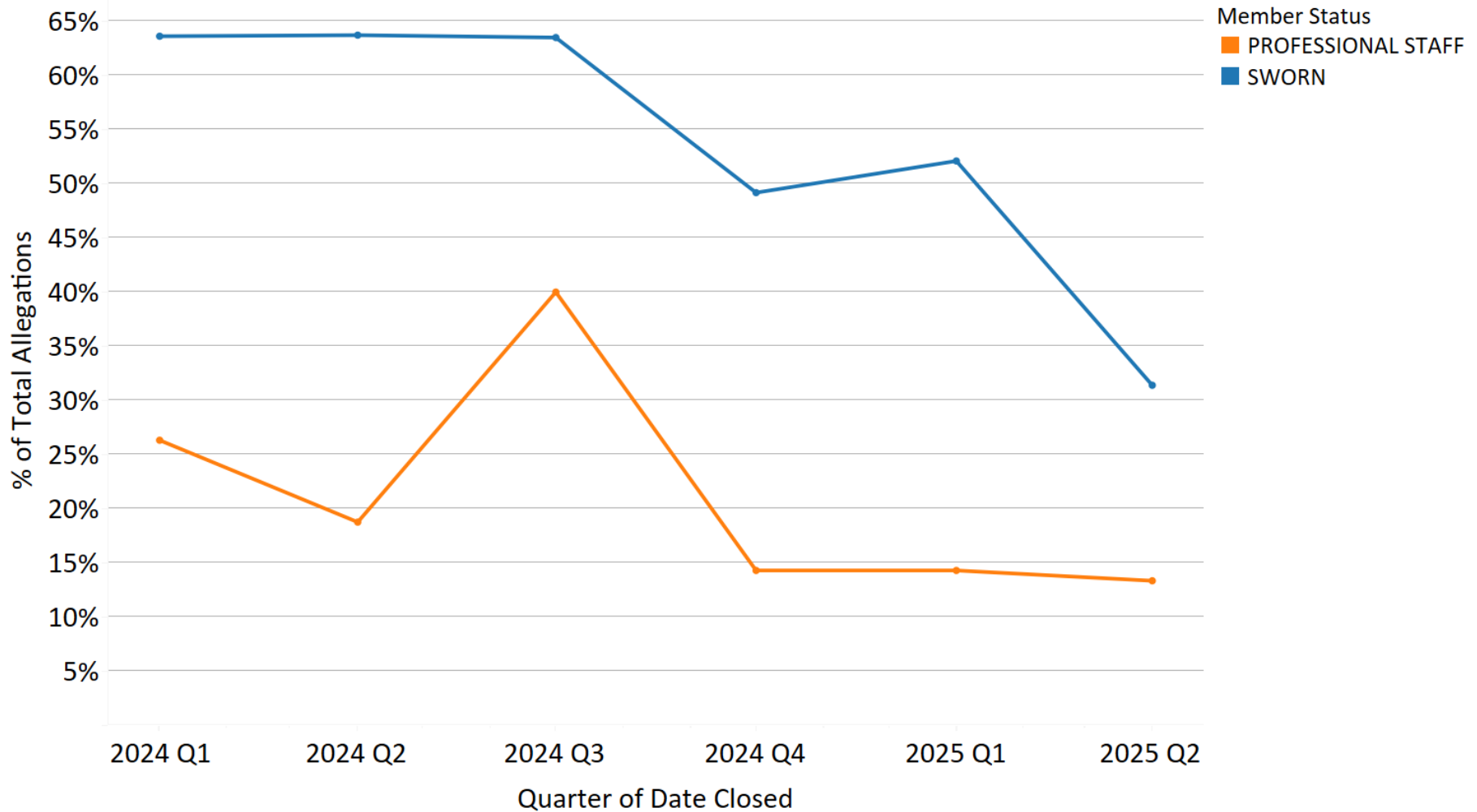
Percentage of Sustained Allegations by Tenure

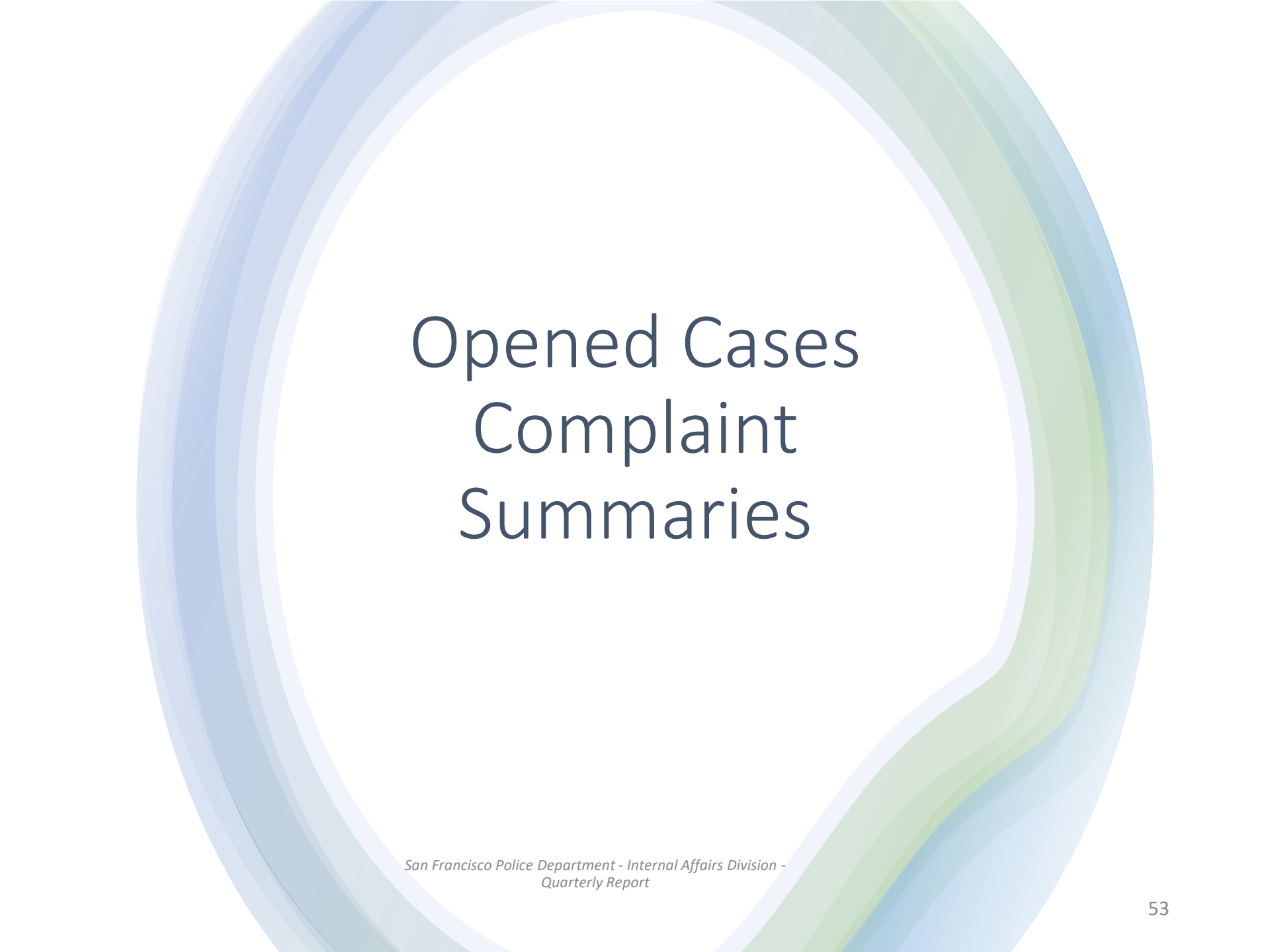


Percentage of Sustained and Not Sustained Allegations by Member Status

			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

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

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