

Internal Affairs Division

Quarterly
Report
Q3 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	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%

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%

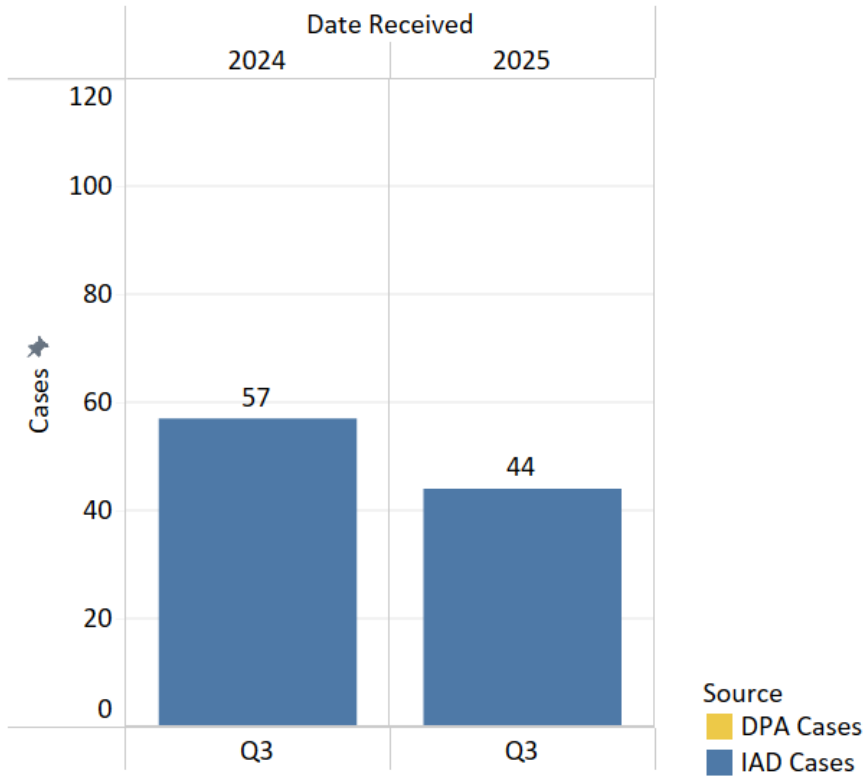
Opened Cases

		Date Received
		Q3
2024	IAD Cases	57
2025	IAD Cases	44

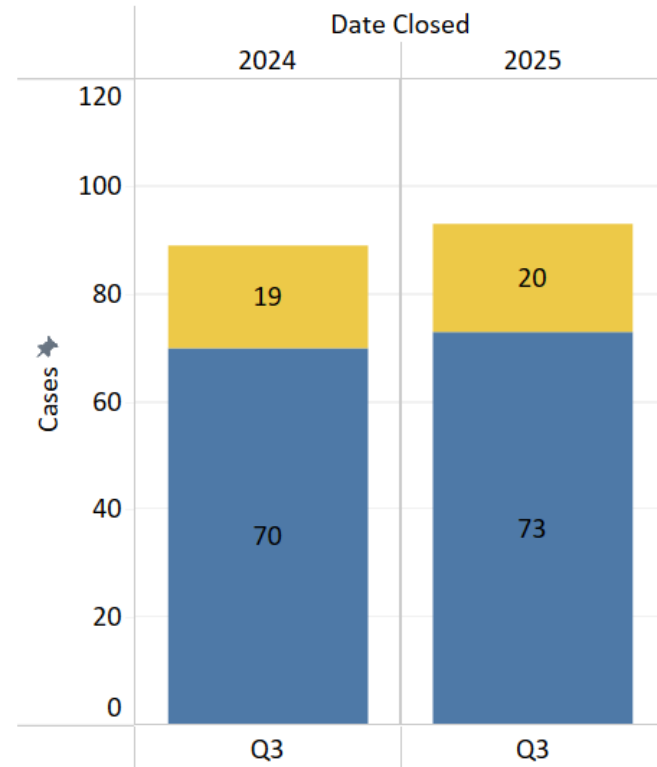
Closed Cases

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

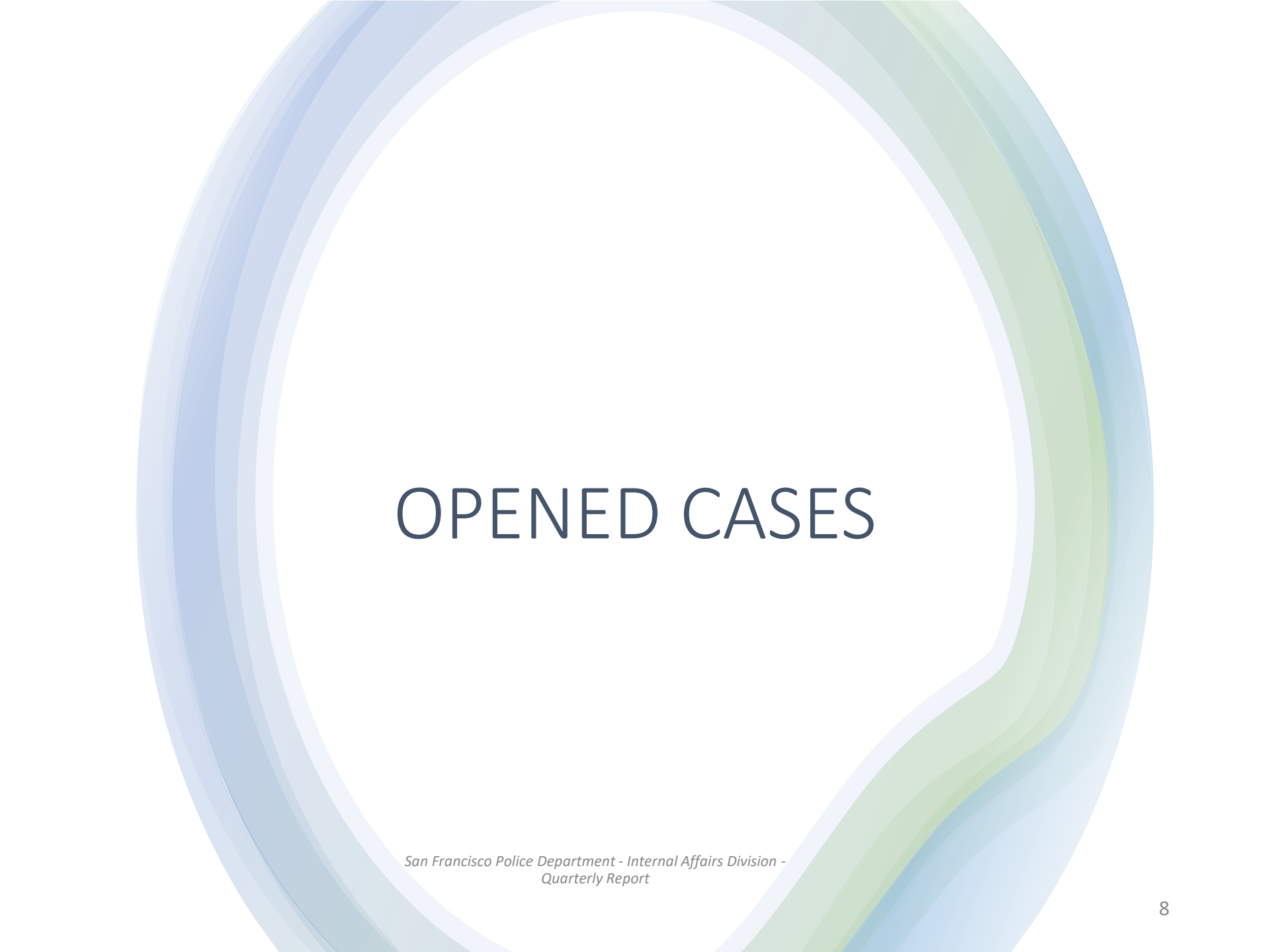
Opened Cases



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

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

Opened Cases – Q3 2025

Number of Allegations

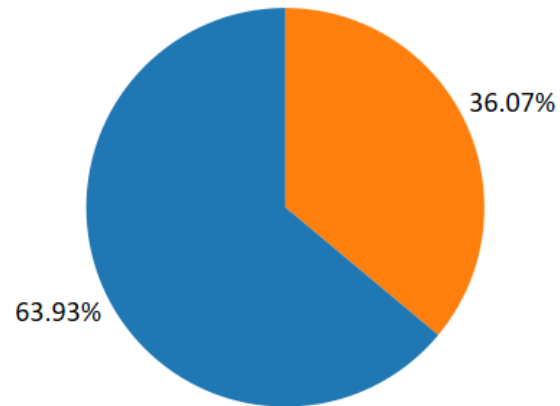
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	20	27.78%
Neglect Of Duty, General	19	26.39%
Failure to Appear, Range	17	23.61%
Unnecessary Force	3	4.17%
Failure To Properly Investigate	2	2.78%
Domestic Violence	2	2.78%
Conduct Reflecting Discredit	2	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

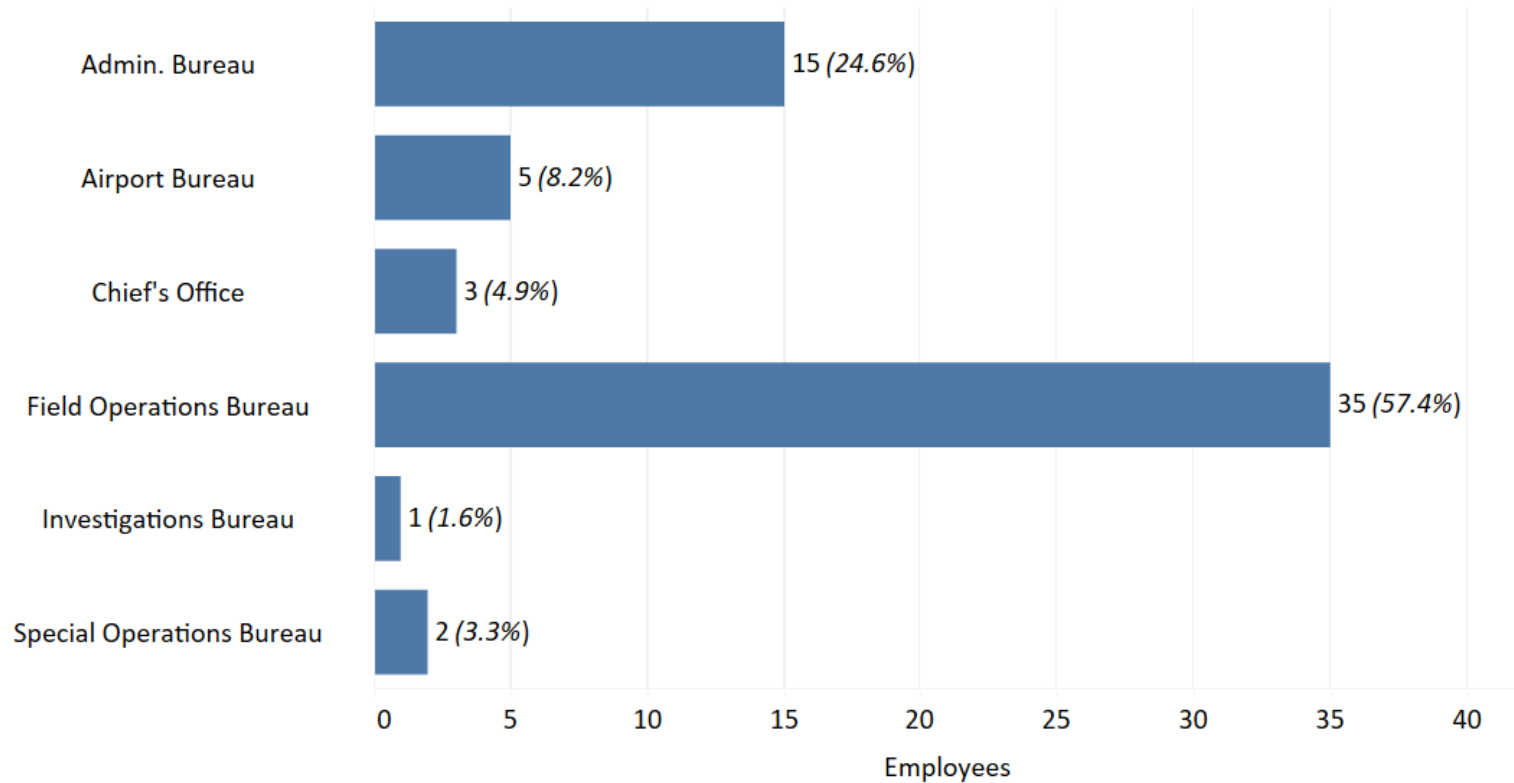
Member Status
PROFESSIONAL STAFF
SWORN



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

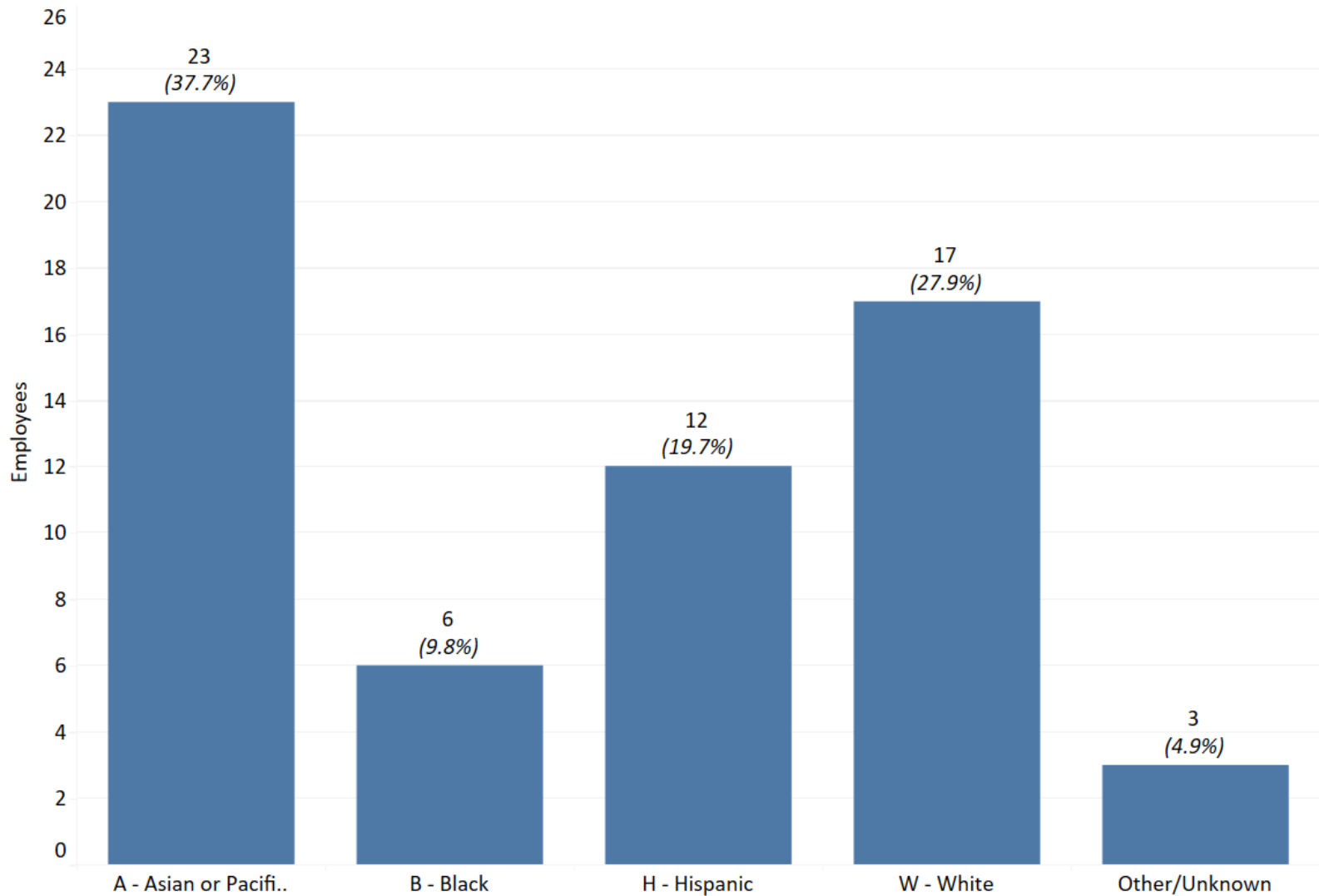
Opened Cases – Q3 2025

Number of Employees by Bureau



Opened Cases – Q3 2025

Number of Employees by Race

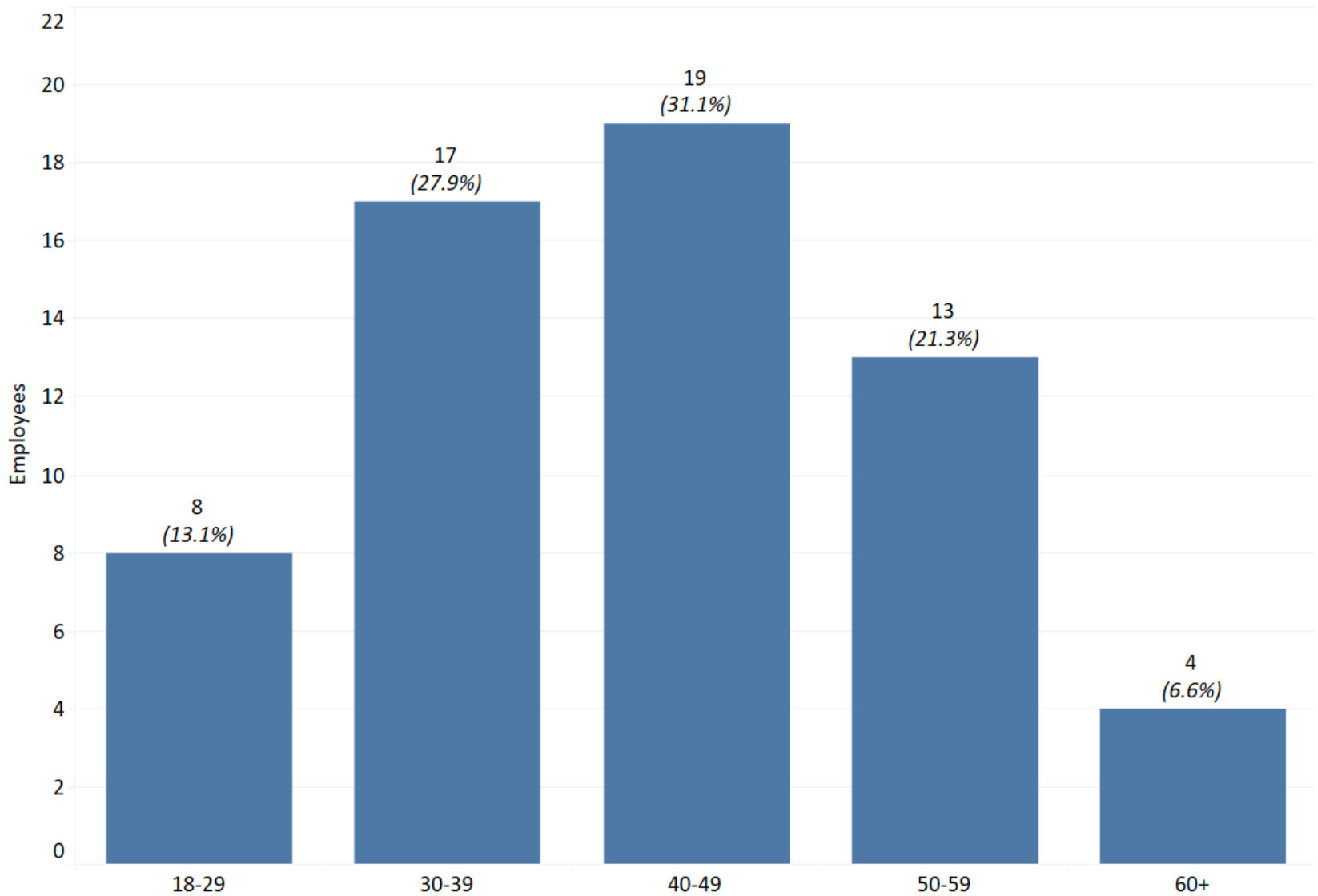


*The Other/Unknown category includes employees whose race does not fall within any other available category

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

Opened Cases – Q3 2025

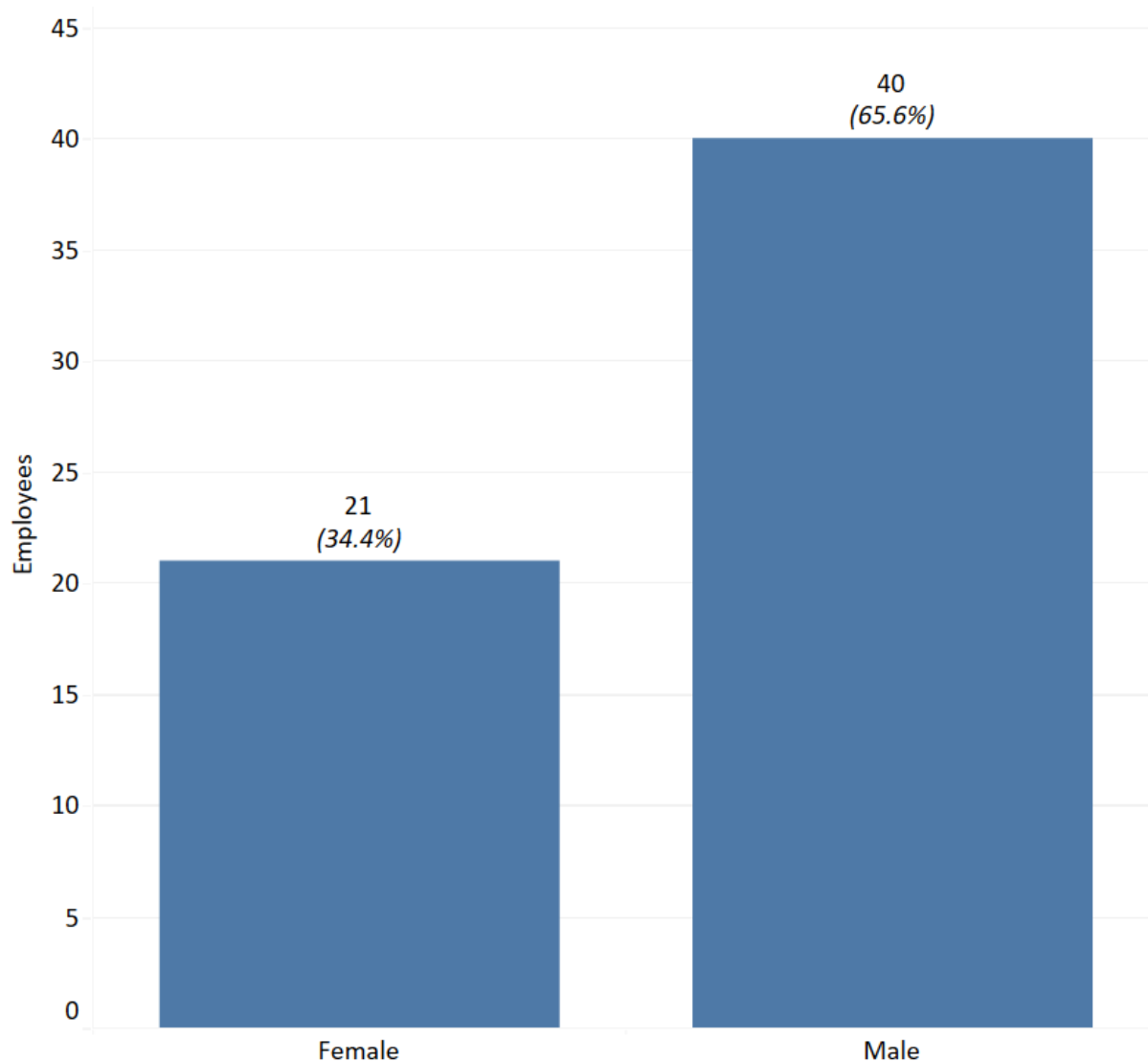
Number of Employees by Age Group



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

Opened Cases – Q3 2025

Number of Employees by Gender

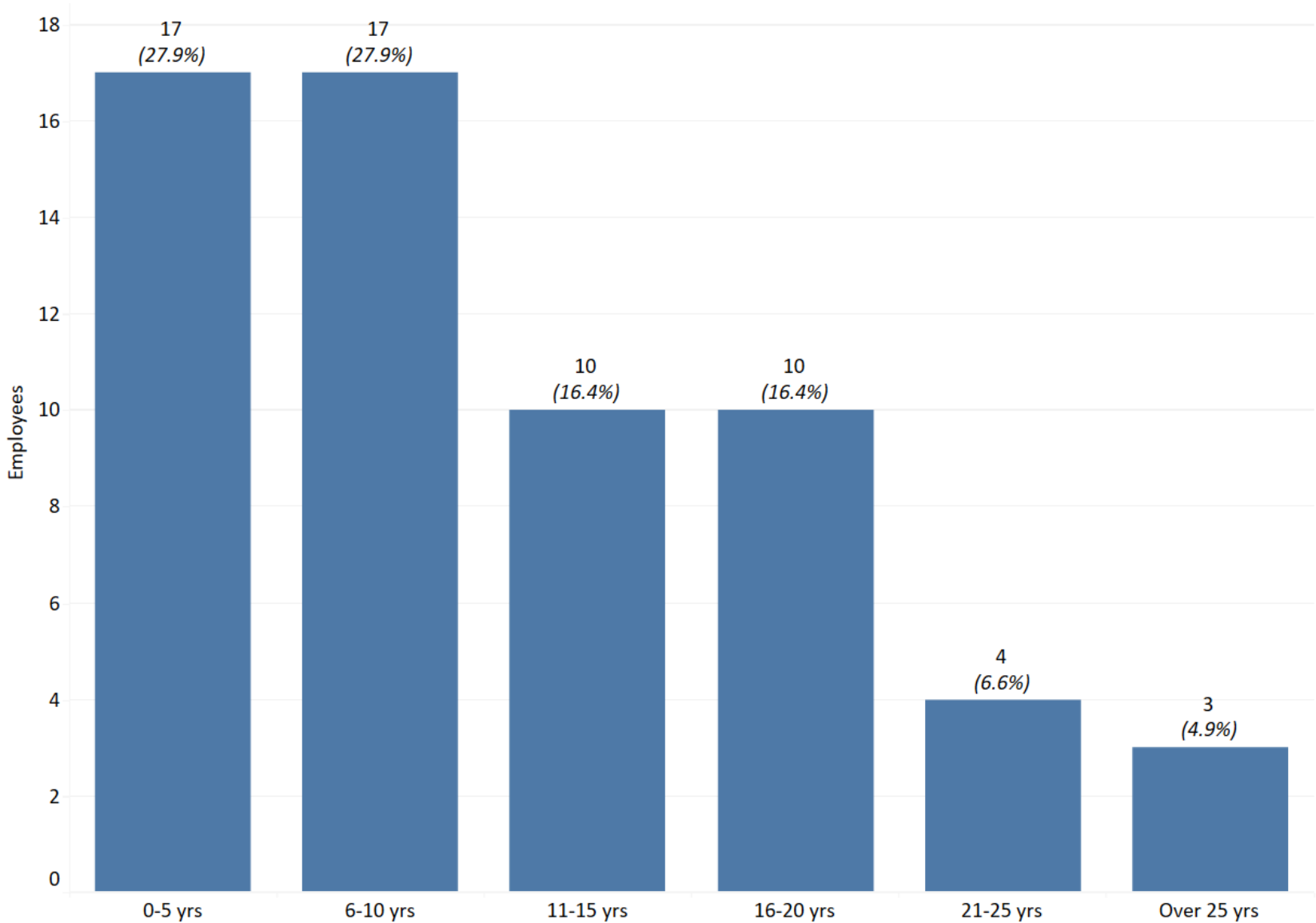


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q3 2025

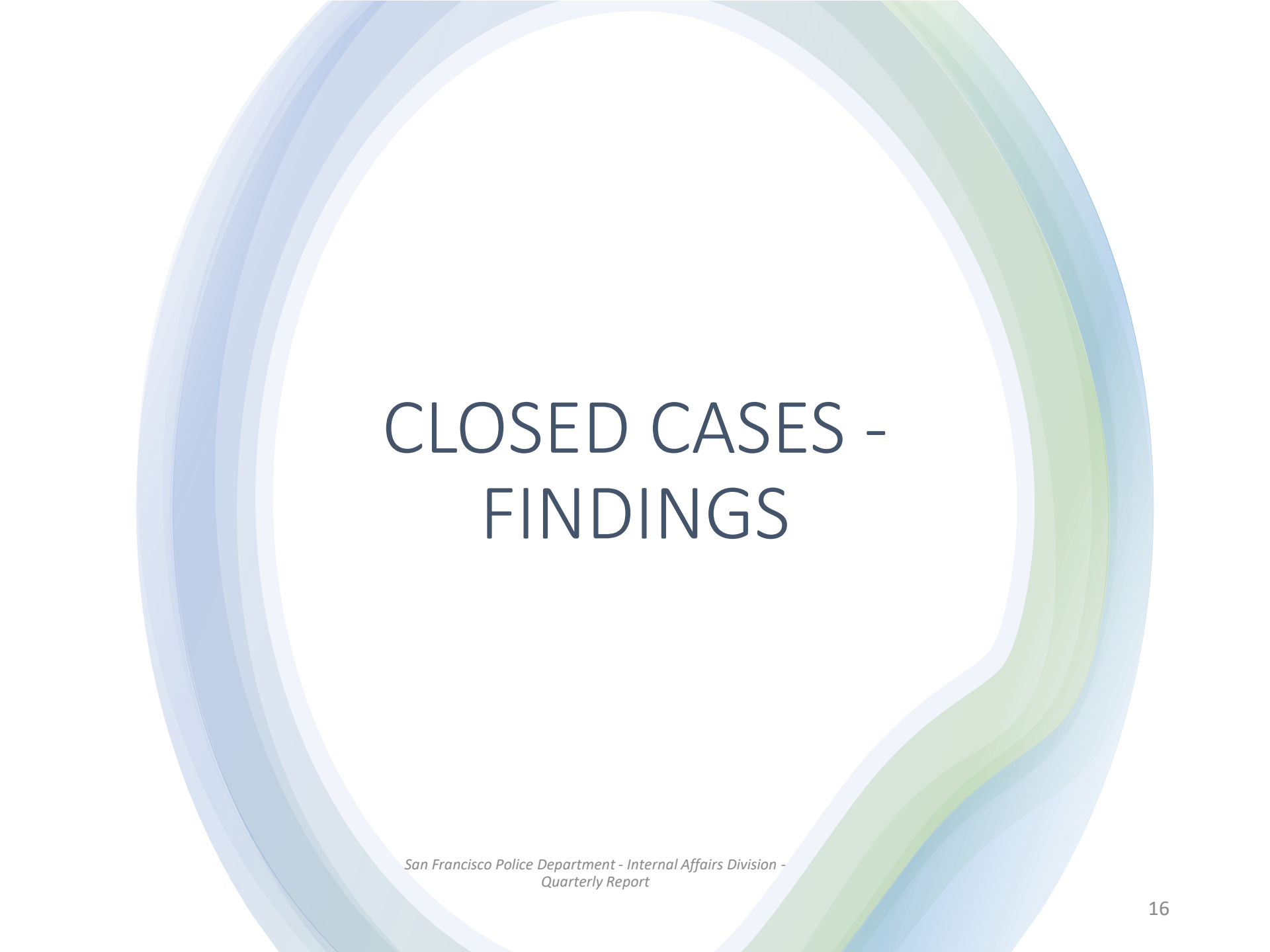
*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q3 2025

Number of Employees by Tenure



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



CLOSED CASES - FINDINGS

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

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

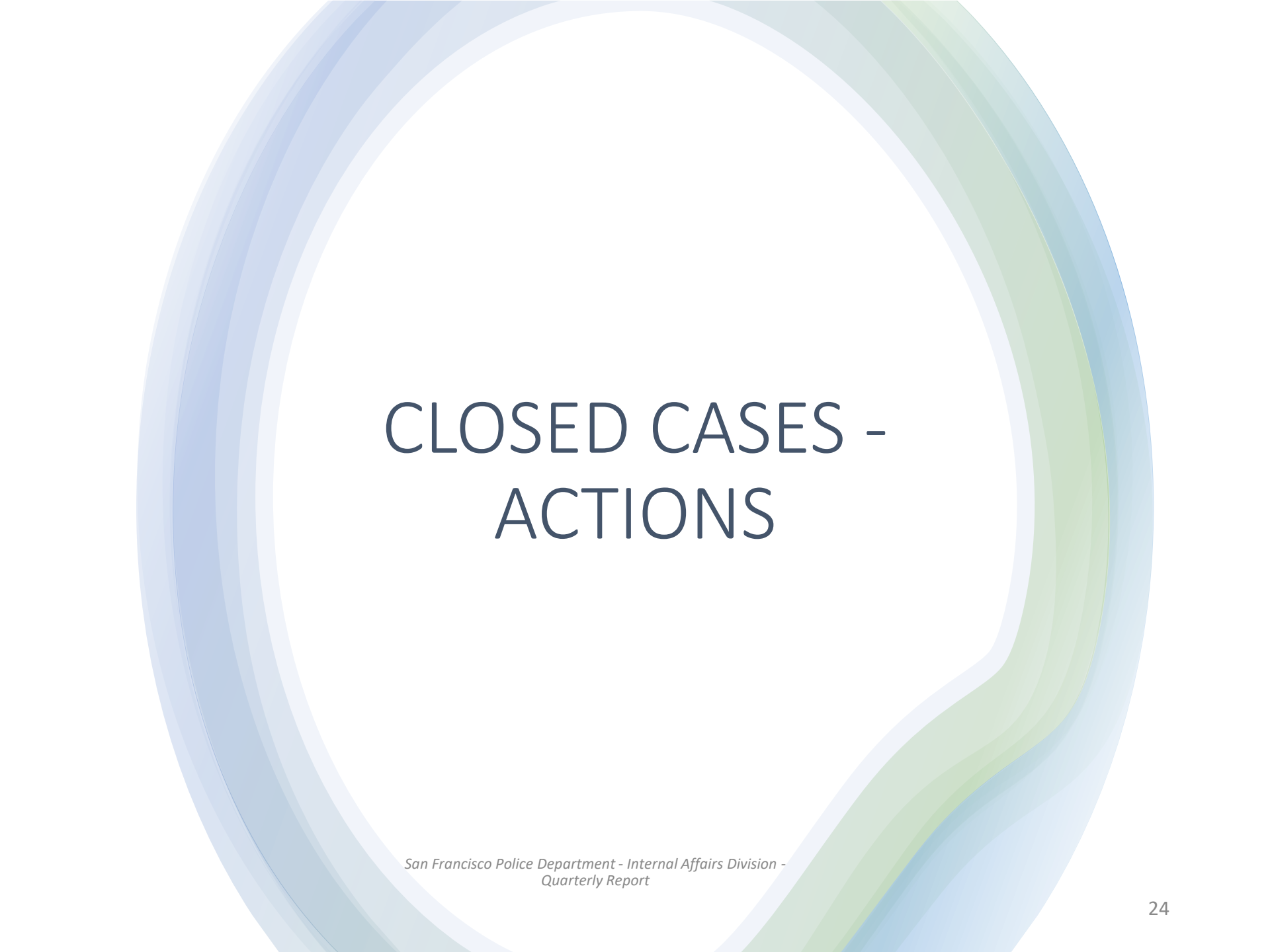
Closed Cases – Q3 2025

Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
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

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

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						Grand Total
		Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigation s Bureau	Special Operations Bureau	
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						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
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%

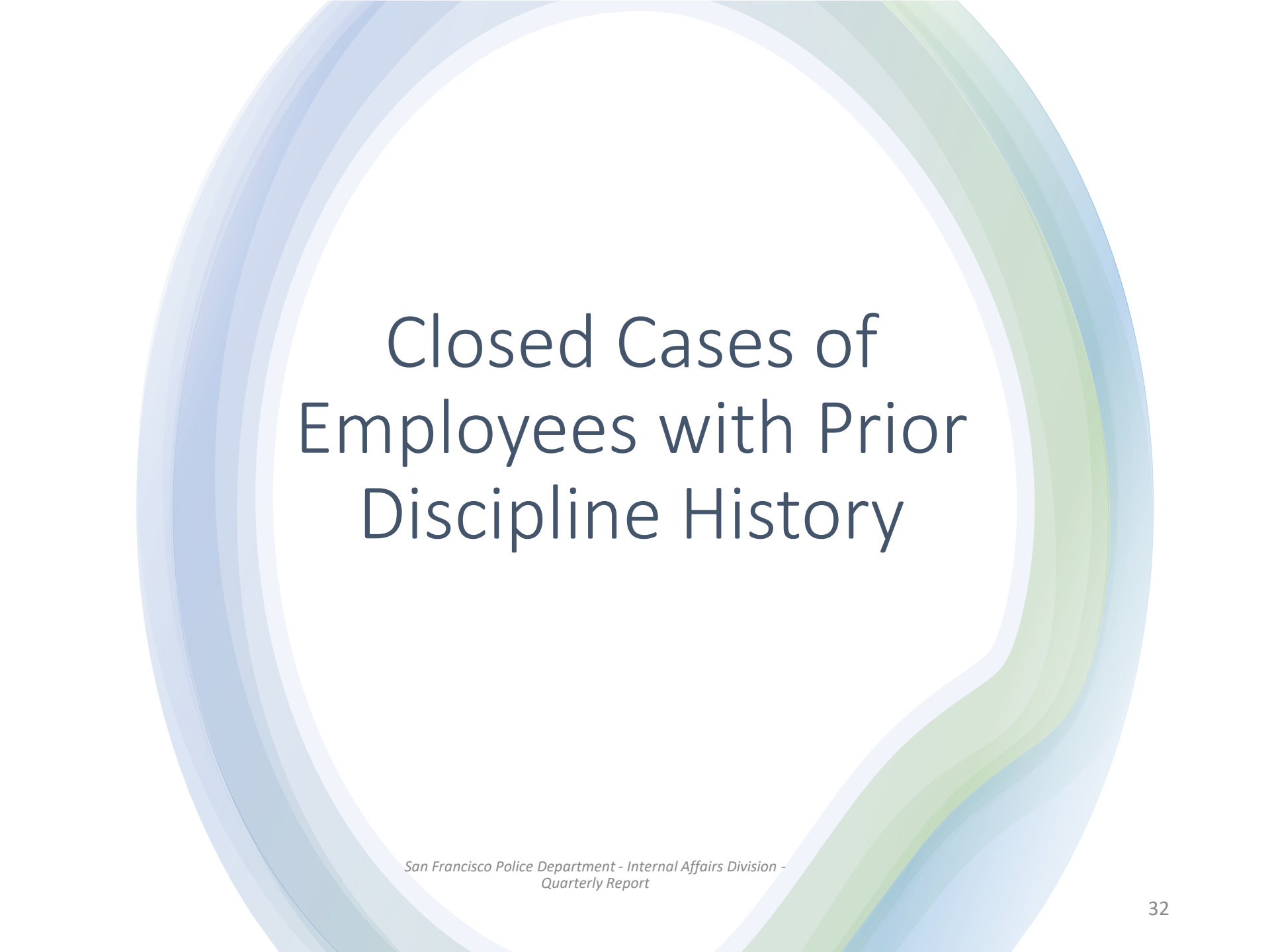
*Table includes actions for those employees with findings of Improper Conduct

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

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

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						Grand Total
		Admin. Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Airport Bureau	Chief's Office	
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				Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	
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)

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	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)

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



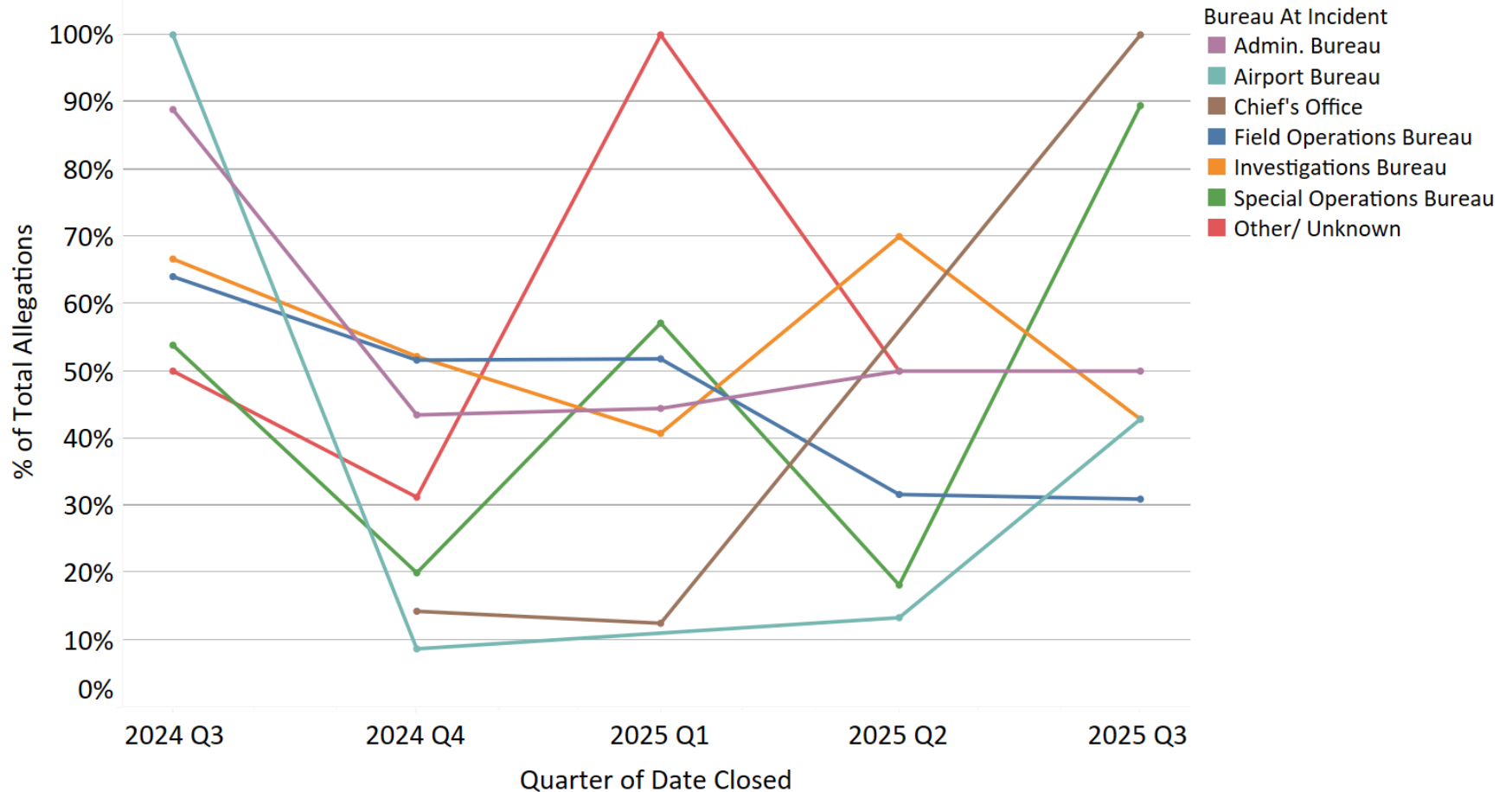
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident						
			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigatio ns 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%	

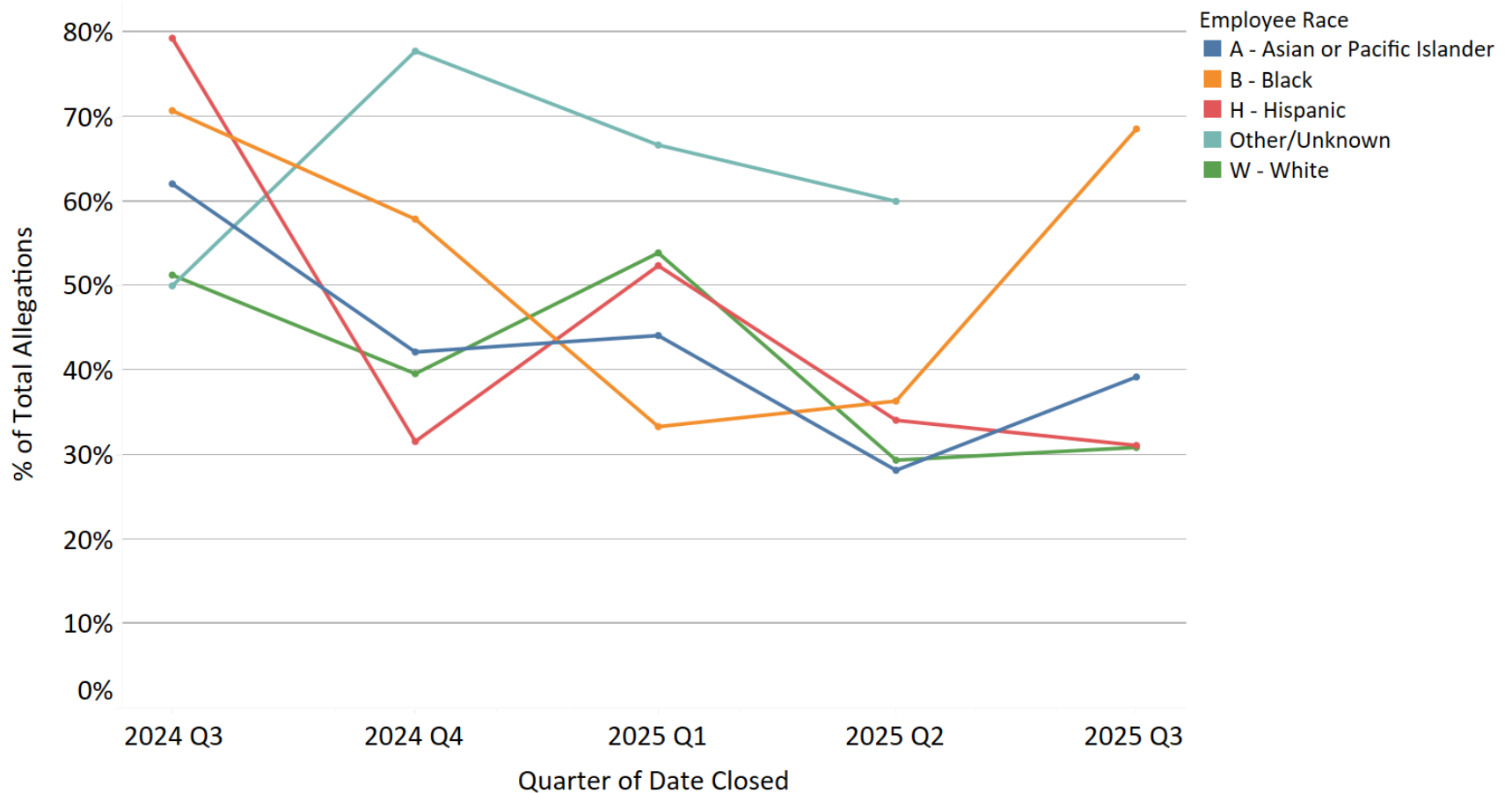
Percentage of Sustained Allegations by Bureau



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%	

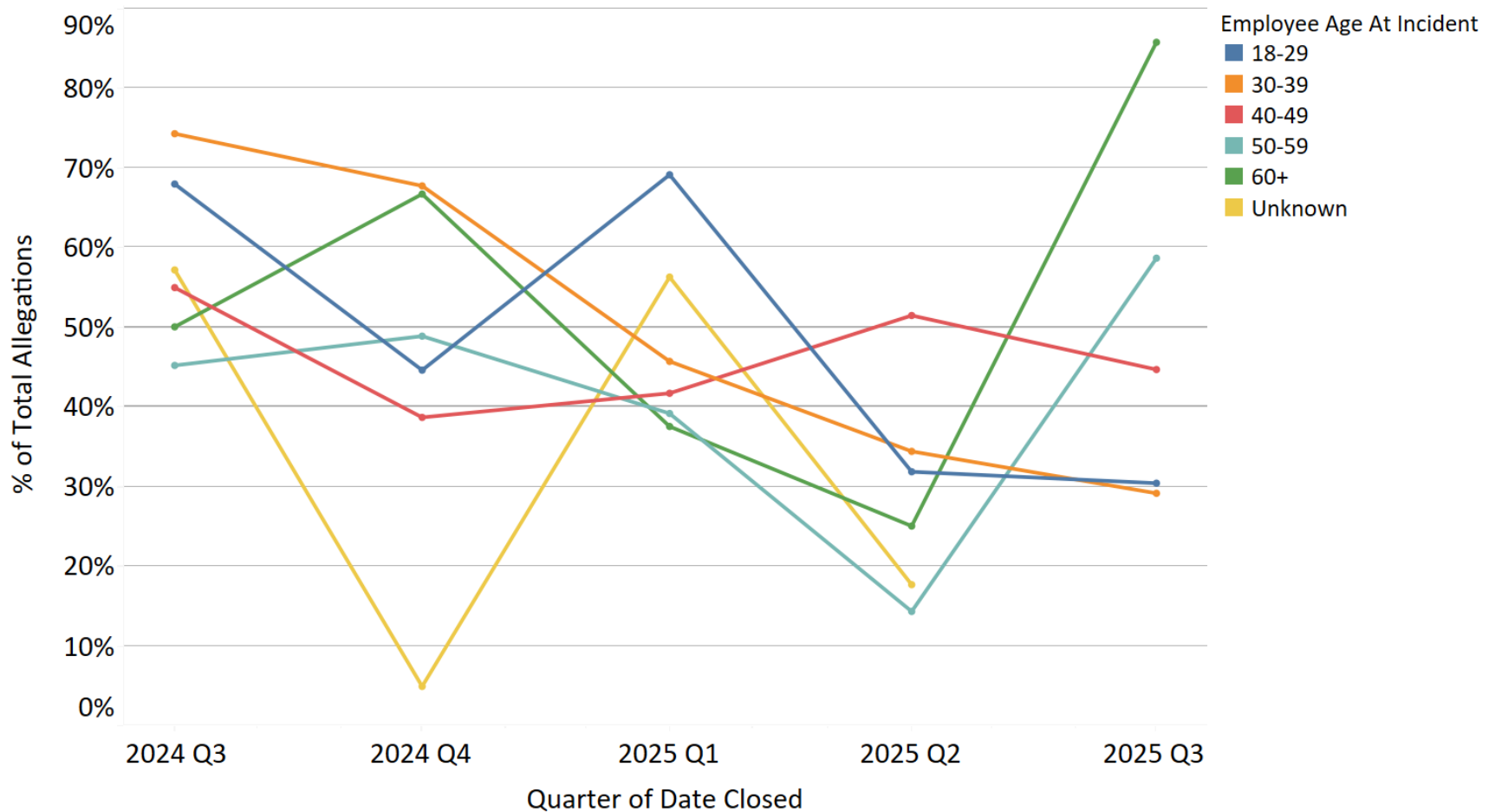
Percentage of Sustained Allegations by Race



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%	

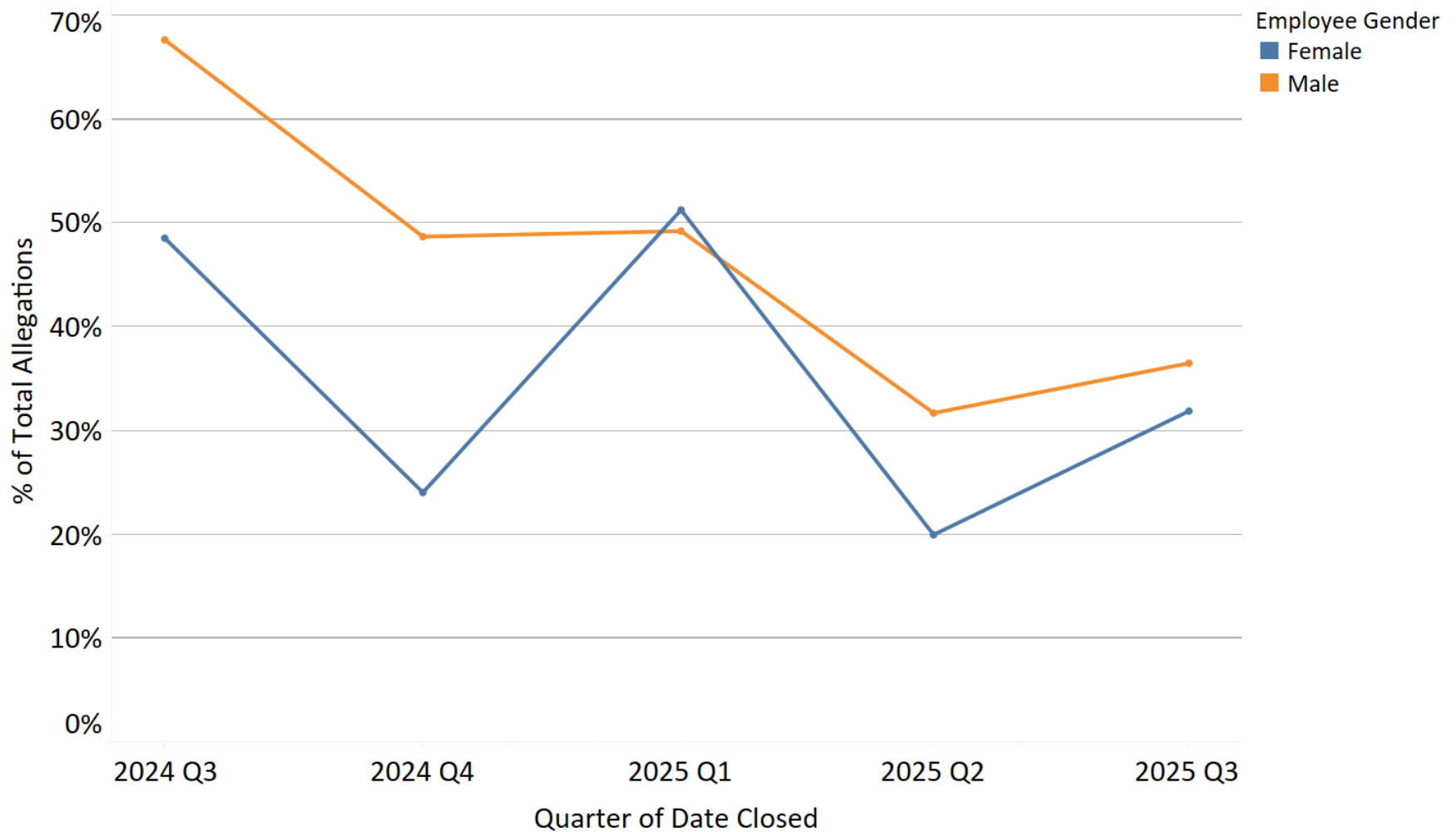
Percentage of Sustained Allegations by Age



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%

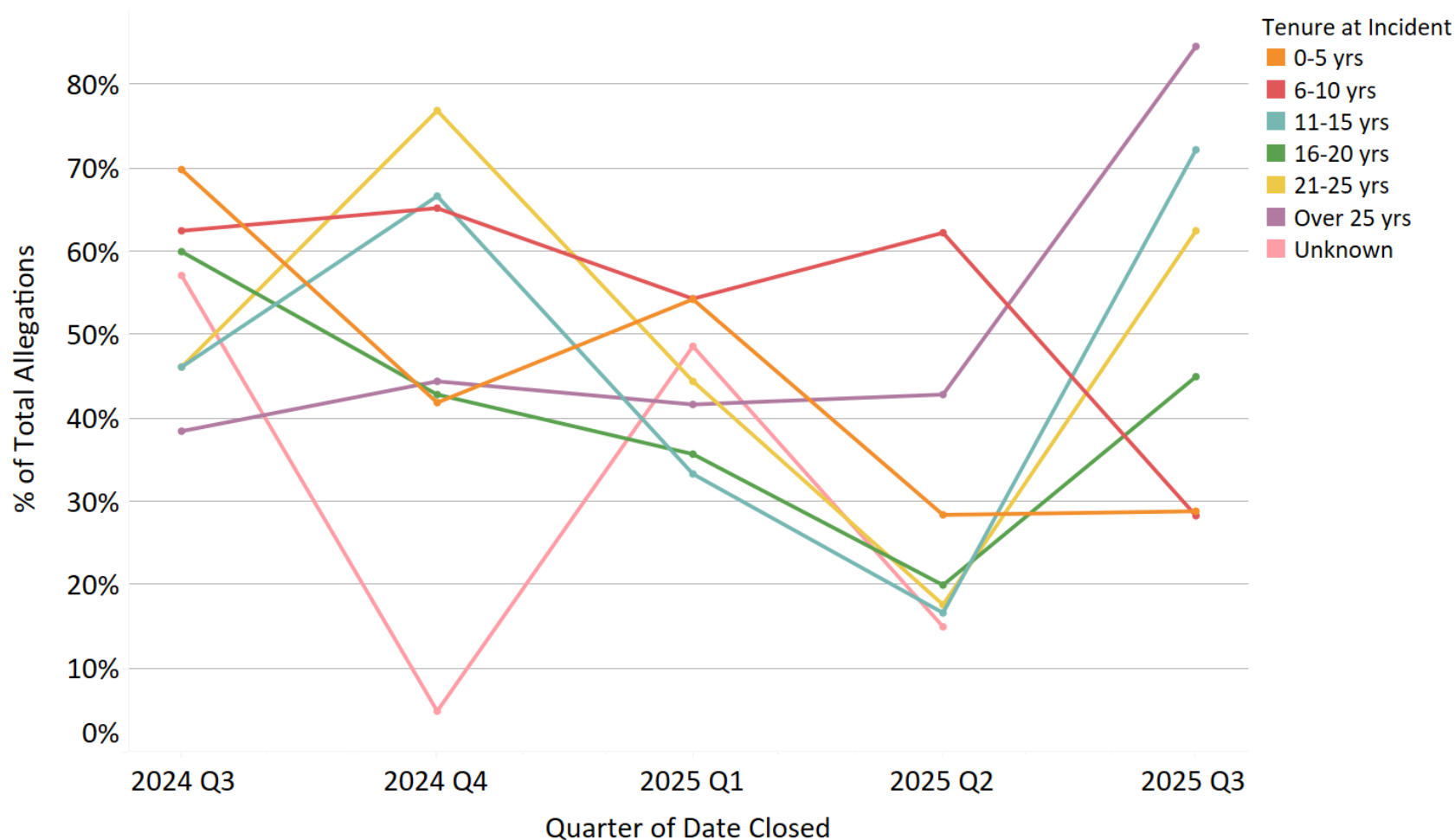
Percentage of Sustained Allegations by Gender



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%	

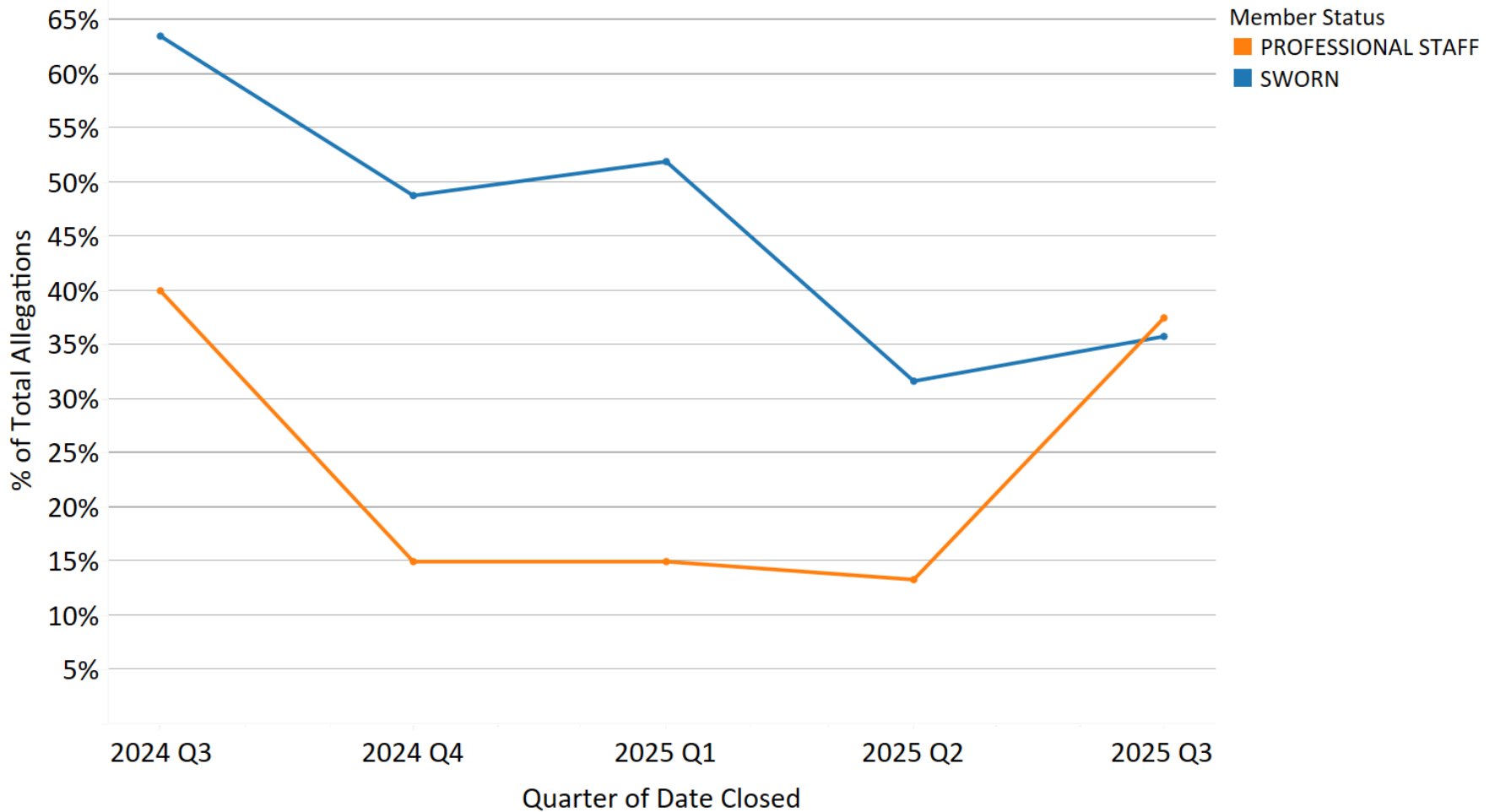
Percentage of Sustained Allegations by Tenure

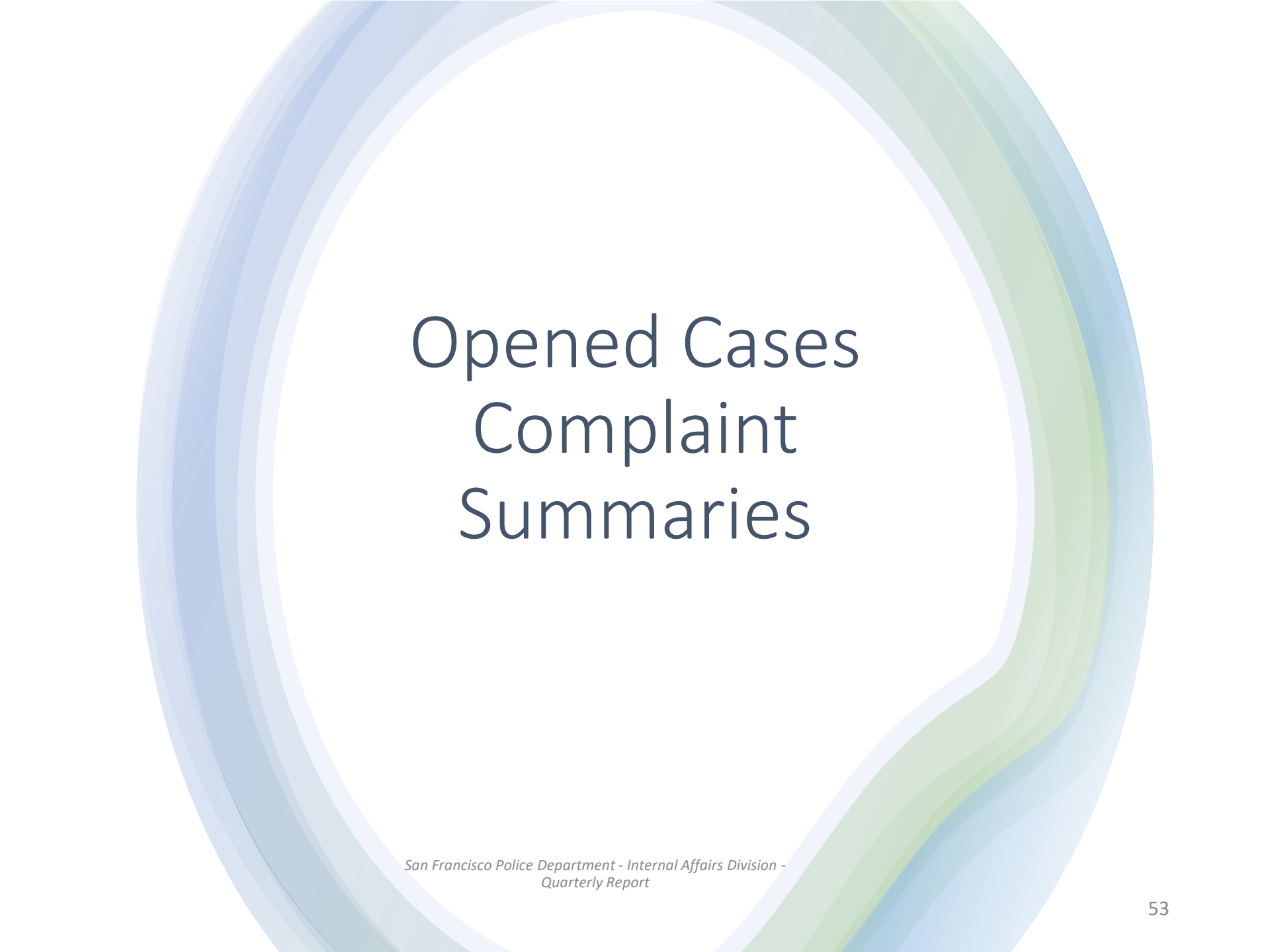


Percentage of Sustained and Not Sustained Allegations by Member Status

			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

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

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.
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.
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.

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