

San Francisco Police Department Disciplinary Review Board Presentation 2025 Q3



CITY & COUNTY OF SAN FRANCISCO

Police Department



Presented By:

Lieutenant Lisa Springer

San Francisco Police Department

Chief of Staff Sharon Woo

Department of Police Accountability



Third Quarter Disciplinary Review Board Findings and Recommendations

November 13, 2025

Members present:

Voting Board Members

- Deputy Chief Nicole Jones (Chair)
- Deputy Chief Derrick Lew

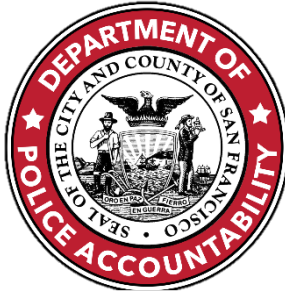
Advisory Board Members

- Sergeant Stacy Youngblood
- Chief of Staff Sharon Woo
- Captain Thomas Harvey
- Captain Sean Frost

Assignments

Administration Bureau
Field Operations Bureau

Police Commission
Department of Police Accountability
Risk Management Office
Staff Services



Aggregate Trends Identified by IAD & DPA

IAD aggregate trends

- Conduct Unbecoming (20/27.78%)
- Failure to Appear, Range (17/23.61%)
- Neglect of Duty, General (19/26.39%)

There were 44 cases opened in Q3 2025 involving 61 employees. There were 72 allegations.

DPA aggregate trends

- Neglect of Duty, (BWC) (22/18.03%)
- Neglect of Duty General (63/51.63%)
- Conduct Unbecoming (18/14.75%)

There were 50 cases opened in Q3 2025 involving 75 employees. There were 122 allegations.

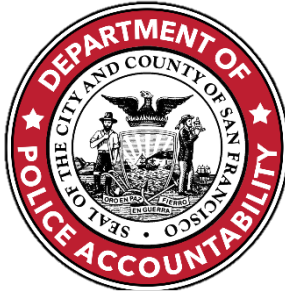
**** The trends are calculated by # of allegations.***



Policy/Training Failure Findings Identified by IAD

There were **two** IAD cases that resulted in a “Policy Failure” finding in Q3 2025.

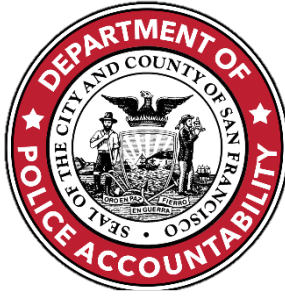
There were **zero** IAD cases that resulted in a “Training Failure” finding in Q3 2025.



Policy Failure Findings Identified by DPA

There were **two** DPA cases that resulted in a “Policy Failure” finding in Q3 2025.

There were **zero** DPA cases that resulted in a “Training Failure” finding in Q3 2025.



Policy Failure Findings Identified by IAD

The first policy failure case involved the FLOCK Database. An outside agency contacted the Department after one of their FLOCK images of a stolen vehicle appeared on a personal Instagram account. The image also included text stating that the vehicle had been stolen from a relative. An audit was conducted and found that the license plate was searched multiple times by a member of the SFPD with FLOCK access.

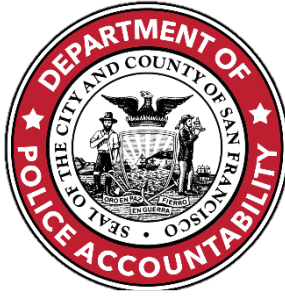
Although there were numerous allegations and findings in this case, the policy failure explored was DGO 2.01.03, Rule 19 (Conflict of Interest in Investigations) as the vehicle that the member searched the database for was their spouse's vehicle.



Policy Failure Findings Identified by IAD

The second policy failure case involved an anonymous Whistleblower complaint alleging that a member circumvented the purchasing policy for years by inappropriately using a personal account to purchase and later be reimbursed for supplies for a specialized unit to obtain credit card rewards.

The complainant stated that over multiple years the member knowingly violated the City and Department's purchasing process and that they exploited the use of the City's 12b compliant vendor. Items that they believed that were needed for day-to-day operations or projects were personally purchased from local stores such as Home Depot, Costco and Amazon. These purchases were made using their personal credit card. It is not a known fact, but it is assumed that by using their credit card they would receive certain purchasing points or credits. The member would then turn in these receipts for reimbursement to the vendor. This way of purchasing circumvents many policies within the city and department. These purchases could have been done through approved vendors but instead for convenience and possible personal benefit they were made using non approved ways.



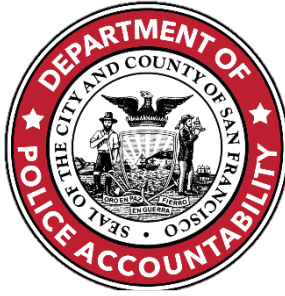
Policy Failure Findings Identified by DPA

The first policy failure case involved a patrol vehicle that was parked in a red zone for over 24 hours, violating California Vehicle Code section 22500(c), SFPD Department General Order 5.05, and SFPD Department Notice 25-011. The patrol vehicle was one of seven vehicles parked in the Union Square area as a deterrent to abate smash and grab thefts and civil unrest in the area.



Policy Failure Findings Identified by DPA

The second policy failure case involved a case in which plain clothes officers seized two cellphones after arrests in auto burglary/robbery investigation. The phones were given to the sergeant in charge of the investigation to author a search warrant to retrieve data. The sergeant placed the phones on a charging bank in a safe in the office. Numerous other seized phones were also on the charging bank. The seized phones from this investigation could not be found. DGO 6.15 – Property Processing has not been updated since 1994. While DGO 6.15 provides a process for seizing property, issuing receipts, conducting computer inquiries and providing guidance on how to handle and safely package property, DGO 6.15 does not address how to maintain property such a mobile devices and the necessary safeguards needed until a search warrant could be obtained.



DRB Recommendations from Q3 2025

Recommendation #1: DGO 2.01.03, Rule 19 (Conflict of Interest in Investigations) should be expanded to include clear language that members should not conduct *any* part of an investigation if there is a conflict of interest.

Recommendation #2: The DPA recommends that a policy or procedure be added or modified to address the lack of clear guidelines for parking patrol vehicles used for officers or vehicles deployed at the Mobile Command Center or for use as deterrent or decoy vehicles. There are no clear Department policies, procedures, or Operational Orders designating legal parking areas for these circumstances.



DRB Recommendations from Q3 2025

Recommendation #3: The Department had no adequate guidelines on how the named officer should safely secure the phone while it was under their care. There was no log or record maintained, and no guidelines in place for them to follow once the phone was ready to be forwarded to the appropriate mobile device forensic unit for data extraction. DPA recommends that DGO 6.15 be updated to contain guidelines and recordkeeping methods on evidence that investigators possess in furtherance of an investigation to remedy such gaps and ensure safekeeping of properties held during an investigation. It should also contain guidelines for investigators to follow once they have completed working with the evidence.



Office of Equity & Inclusion (OEI) Review Regarding Equity and Discipline

The Office of Equity and Inclusion (OEI) submitted their review of the Q3 2025 IAD Quarterly Reports. Based on a review of the information, no findings indicated any negative trends towards bias, disparities, or inequities in the discipline imposed on officers. No corrective action was recommended.



Next Step Outcomes and Inputs:

- The 4th Quarter 2025 Discipline Review Board has yet to be scheduled.
- The Office of Equity and Inclusion (OEI) will review the Q4 2025 IAD quarterly report. Based on a review, they will determine if any findings indicate any negative trends towards bias, disparities, or inequities in the discipline imposed on officers and determine if corrective action is needed.