

San Francisco Police Department Disciplinary Review Board Presentation 2025 Q4



CITY & COUNTY OF SAN FRANCISCO

Police Department



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Department of Police Accountability



Aggregate Trends Identified by IAD & DPA

IAD aggregate trends

- Conduct Unbecoming (25/37.31%)
- Neglect of Duty, General (15/22.39%)
- Unnecessary Force (12/17.91%)

There were 67 allegations, 41 cases, & 48 employees

DPA aggregate trends

There were XX allegations, XX cases, & XX employees

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



Policy/Training Failure Findings Identified by IAD

There were **three** IAD cases that resulted in a “Policy Failure” finding in Q4 2025.

There were **four** IAD cases that resulted in a “Training Failure” finding in Q4 2025.



Policy Failure Findings Identified by DPA

There was **one** DPA cases that resulted in a “Policy Failure” finding in Q4 2025.

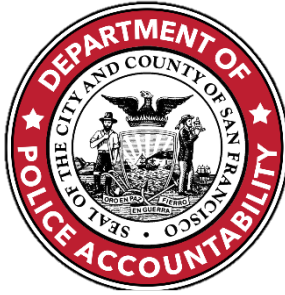
There were **zero** DPA cases that resulted in a “Training Failure” finding in Q4 2025.



Policy Failure Findings Identified by IAD

The first policy failure case involved an Activity Report Audit that was conducted of the Lexis Nexis Accurint LE system. This system is a search engine for law enforcement use that primarily searches Personally Identifiable Information (PII) from large nationwide databases. During the audit, it was discovered that an officer made numerous queries and had typed “SFPD” in the reference box in violation of Department policy. Per Department policy, when a member makes a query into the Accurint LE system, the member must put a reason for the search in a box labeled “Reference”. This is a required field by Accurint, and our Department policy states that members must use a CAD number, Case number, or other Department approved reason. At the time DB 18-162 expired on 09/05/2020. The first query made by the member was on 10/08/2020.

There is no recommendation since the Department has since transitioned from Lexis Nexis to Thomson Reuter’s Clear. This information was published in DN 23-100 and the parameters are clearly outlined.



Policy Failure Findings Identified by IAD

The second policy failure case involved a member involved collision that occurred on December 29, 2023. The policy failure was regarding the member's failure to wear their seatbelt. The member was assigned to TAC and was assisting with an operation to arrest a murder suspect. The member had to be prepared to exit the vehicle quickly and due to the way the vehicle is constructed, the amount of equipment the member was wearing, and the amount of equipment contained in the vehicle, quickly accessing and removing a seat belt was not feasible. At the time, the policy did not allow for an officer to keep their seat belt off for any reason.

No recommendation since the gap in the seat belt policy was resolved with the update of DGO 9.04 which went into effect 7/16/24 and now states, "In preparation for taking police action, such as arriving for a call for service, making a vehicle traffic stop, or actively searching for an individual officers may remove the seat belt for a quick exit prior to stopping the vehicle."



Policy Failure Findings Identified by IAD

The third policy failure case involved personal leave. The Department received notification of a possible violation of personal leave by a member. In the process of gathering information for a report on all employees who had applied for personal leave related to childcare, HR discovered that the member was listed among those who had recently applied for personal leave. Upon reviewing the information, HR noted that the member's last sick leave had expired in March 2024. Although the leave had expired, the member remained in contact with their home station, DHR, the Medical Liaison Unit and the Personal Leave Unit and they continued to be carried sick leave without pay (SL).



Training Failure Findings Identified by IAD

The first training failure case was regarding a member involved domestic disturbance that occurred on July 5, 2023. The training failure involved one of the responding officers that was on his sergeant ride-along in his 2nd phase of Field Training. The investigation revealed that it would be unreasonable for the trainee officer to complete the investigation without any guidance.

There are no recommendations. The purpose of the Field Training Program is to teach and lead new officers to be able to assume the full responsibilities of a patrol officer under the guidance of a field trainer and supervisor. The sustained findings in this case were for the sergeant who was on scene.



Training Failure Findings Identified by IAD

The three other training failure cases were regarding failure to appear at the range. The members involved were all lateral officers that had recently qualified at the range during their time at the Academy. When their month to qualify came up based on their star number, they believed that their recent qualification at the Academy counted.



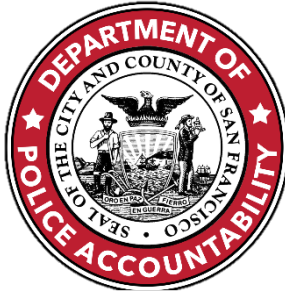
Policy Failure Findings Identified by DPA

The first policy failure case involved



Policy Failure Findings Identified by DPA

The second policy failure case involved



DRB Recommendations from Q4 2025

Recommendation #1: Regarding Personal Leave, the Department needs to set clear procedures for tracking, notifying, and communicating with members on leave and their chain of command.

Recommendation #2: The Department needs to ensure that it is made clear to lateral officers joining the Department that they must qualify during their assigned month based on their star number, even if that means qualifying twice in a 6-month period.

Recommendation #3:



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

The Office of Equity and Inclusion (OEI) submitted their review of the Q4 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 1st Quarter 2026 Discipline Review Board has yet to be scheduled.
- The Office of Equity and Inclusion (OEI) will review the Q1 2026 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.