

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

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

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

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

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

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

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

## Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

CVC – California Vehicle Code

DB – Department Bulletin

DGO – Department General Order

DM – Department Manual

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

MOU – Memorandum of Understanding

MRF – Member Response Form

ND – Neglect of Duty

ICD – In Custody Death

OC – Oleoresin Capsicum (pepper spray)

OID – Officer Involved Discharge (of Firearm)

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force

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

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MCD-2021-0089	7/8/21			CRD, Failure to Write an Incident Report, ND (x4), ND (BWC)	Improper Conduct	06/08/2022	Retirement	06/28/2024	Closed	11/25/2025	Failure to follow body worn camera policy, in violation of DGO 10.11 & DB 20-175. Failure to make a written report, in violation of DGO 1.03(I)A)(5)(d) & DGO 2.01, Rule 25. Failure to obtain witness information, in violation of DGO 1.03(I)A)(6). Failure to collect physical evidence, in violation of DGO 6.02(II)(E)(1). Failure to properly process property, in violation of DGO 6.15(I)(A). Failure to perform duties according to Department policy, in violation of DGO 2.01, Rule 5. Conduct Reflecting Discredit, in violation of DGO 2.01, Rule 9.
MCD-2022-0196	12/23/22			Failure To Properly Investigate, Failure to Write an Incident Report, ND	Improper Conduct	11/20/2023	Retraining, Suspension (5 days and 5 held in abeyance)	09/22/2025, 11/26/2025, 12/23/2025	Closed	11/12/2025	Failed to investigate an alleged DV incident and verify an existing Emergency Protective Order in violation of DGO 1.03, I, 3 Neglect of Duty. Failed to investigate and write an incident report for a domestic violence incident in violation of DGO 6.09.04(N) Incident Reports. Made a CAD entry inconsistent with what victim stated regarding DV incident in violation of DGO 2.01 Rule 9, Misconduct.
MCD-2022-0196	12/23/22			Failure To Properly Investigate, ND	Improper Conduct	11/20/2023	Retraining, Suspension (5 days and 5 held in abeyance)	10/02/2025, 10/31/2025, 12/23/2025	Closed	11/12/2025	Failed to investigate an alleged DV incident and verify an existing Emergency Protective Order in violation of DGO 1.03, I, 3 Neglect of Duty. Made a CAD entry inconsistent with what victim stated regarding DV incident in violation of DGO 2.01 Rule 9, Misconduct.

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MCD-2023-0181	9/25/23			CU (x7), Inappropriate Behavior / Comments	Improper Conduct	10/20/2023	Board Police Commission, No Further Action (3304 date expired)	11/05/2025	Closed	11/12/2025	Violated the City's EEO Policy and DGO 11.07. Violated the City's Respect Policy. Inappropriate behavior or comments as a supervisor, in violation of DGO 1.06. Conduct as a supervisor affected the efficiency and discipline of the Department, in violation of DGO 2.01, Rule 9.
MCD-2023-0181	9/25/23			CU (x11), Inappropriate Behavior / Comments	Improper Conduct	10/20/2023	Retirement	04/27/2024	Closed	11/12/2025	Violated the City's EEO Policy and DGO 11.07. Inappropriate behavior or comments as a supervisor, in violation of DGO 1.06. Conduct as a supervisor affected the efficiency and discipline of the Department, in violation of DGO 2.01, Rule 9.
MCD-2023-0195	10/3/23			ND (BWC) (x2)	Improper Conduct	06/10/2024	Retraining, Suspension (1 day)	10/15/2025, 11/17/2025	Closed	11/21/2025	Failed to comply with multiple directives to upload BWC videos, in violation of DGO 10.11.03.H.1 BWC Procedures. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2024-0038	1/24/24			FTA (Range)	Improper Conduct	01/13/2025	Retirement	10/07/2025	Closed	11/25/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states, "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualification is a violation of DGO 2.01, Rule 5, Performing Duties (Written Orders).

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MCD-2024-0058	2/15/24			ND (BWC)	Improper Conduct	11/25/2024	Retraining, Suspension (1 day held in abeyance)	10/06/2025	Closed	11/12/2025	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0118	5/20/24			FTA (Range)	Improper Conduct	02/10/2025	Retirement	10/07/2025	Closed	11/25/2025	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0226	10/21/24	00061123-24		ND (DPA MRF)	Improper Conduct	05/19/2025	Retraining	11/04/2025	Closed	11/10/2025	Failed to return a DPA Members Response Form within 21 days, in violation of DGO 2.04.03(C)(1) Responsibilities of Members.
MCD-2024-0234	11/12/24			FTA (Range)	Proper Conduct	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Failed to appear for mandatory range qualification and is out of compliance with Department Notice 22-071 which states, "all members shall qualify at an authorized SFPD range twice annually." Failure to complete the required range qualification is a violation of DGO 2.01, Rule 5, Performing Duties (Written Orders).
MCD-2024-0249	12/17/24			CU (x3)	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Created a hostile work environment, in violation of DN 23-192 - DHR Equitable, Fair and Respectful Workplace Policy. Is in a romantic relationship with another employee, in violation of DN 23-155, Policy of Family and Romantic Relations at Work. Conducts personal business while at work and engages in personal social interaction for an excessive amount of time at work, in violation of DGO 2.01, Rule 3 - Attention to Duty.

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MCD-2025-0009	1/13/25			CU (x2)	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Transmitted and responded to an email, via Department email, demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Transmitted and responded to an email, via Department email, with no reference to a work-related purpose, in violation of DGO 10.08(II)(D)(2) - Unauthorized Use of Office Technologies.
MCD-2025-0019	1/16/25			FTA (Range)	Proper Conduct	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0024	1/21/25			CU	Proper Conduct	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Transmitted an email demonstrating bias or discrimination against a protected group in an email sent via Department email, in violation of DGO 2.01.03, Rule 1 - Misconduct.

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MCD-2025-0094	5/6/25			CU (x2), ND	Improper Conduct	10/30/2025	Termination	08/06/2025	Closed	11/25/2025	While off-duty, purchased a vintage automobile at a price well below its current market value from an elder victim, in violation of DGO 2.01.03, Rule 1. Misconduct, a. Conduct Unbecoming and b. Conduct Reflecting Discredit. While off-duty, used apparent authority on the elder victims to purchase their vintage automobile at a price well below its current market value, in violation of California Code, Welfare and Institutions Code - 15610.70. Was cited for a misdemeanor violation, and failed to notify their Commanding Officer of the arrest, in violation of DGO 2.01.03, Rule 2.g & h., Department Member's Notification Responsibilities.
MCD-2025-0096	5/7/25			ND (Lost Property)	Proper Conduct	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to take proper care of Department Property (cell phone), in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2025-0103	6/6/25			FTA (Range)	Unfounded	11/18/2025	No Further Action	11/18/2025	Closed	11/20/2025	Failed to participate in the range qualification course during the range qualification schedule, in violation of DN 22-071 (Range Qualification) and DGO 10.02.01.B.4 (Range Requalification).
MCD-2025-0114	6/6/25	00061742-24		Failure To Write An Incident Report	Unfounded	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	While on duty, refused to take an incident report in violation of DGO 2.01.03, Rule 9, Written Reports.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/ Discipline Imposed	Actions Date/Range	Incident Status	Closed Date	Complaint Summary
MCD-2025-0130	7/10/25			FTA (Range)	Proper Conduct	11/18/2025	No Further Action	11/18/2025	Closed	11/20/2025	Failed to appear for mandatory range qualification and is out of compliance with DN 22-071 which states, "All sworn members, including Captains and Command Staff, shall qualify at an authorized SFPD range twice annually except as noted." Failure to complete the requested range qualification is a violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0142	7/31/25			FTA (Range)	Improper Conduct	11/05/2025	Admonishment, Retraining	11/19/2025	Closed	11/20/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0143	7/31/25			FTA (Range)	Training Failure	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0144	7/31/25			FTA (Range)	Training Failure	11/05/2025	No Further Action	11/05/2025	Closed	11/10/2025	Failed to appear for bi-annual range requalification, in violation of DGO 10.02(B)(4) Range Requalification.
MCD-2025-0154	9/3/25			Discourtesy	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Was discourteous towards a member of the public, in violation of DGO 2.01.03, Rule 8.
MCD-2025-0157	9/16/25	00066695-25		CU	Insufficient Evidence	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Asked the complainant, "What the F are you looking at?", in violation of DGO 2.01.03, Rule 1a, Conduct Unbecoming and Rule 7, Respectfulness.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/ Discipline Imposed	Actions Date/Range	Incident Status	Closed Date	Complaint Summary
MCD-2025-0163	9/23/25			ND (Lost Property)	Unfounded	10/30/2025	No Further Action	10/30/2025	Closed	11/03/2025	Lost SFPD employee identification card and City & County of San Francisco employee "Disaster Service Worker" (DSW) identification card, in violation of DGO 2.01.03, Rule 23 - Department Property and DGO 10.02.01.A.1 - Equipment, Safekeeping and Use.
MCDO-2022-0011	12/15/22	DPA 00051528-22	7/29/22	ND (BWC)	Improper Conduct	03/28/2023	Retraining, Written Reprimand	09/27/2025	Closed	11/12/2025	Failed to activate body-worn camera, DGO 10.11 & DB 20-175.
MCDO-2024-0034	7/22/25	00061977-24	12/6/24	Inappropriate Behavior / Comments	Improper Conduct	08/26/2025	Retraining, Written Reprimand	10/30/2025	Closed	11/18/2025	Inappropriate Behavior or Comments (DGO 2.01.03 Rules 1, 7 and 8).
OIS-2025-0005	9/23/25			Administrative Investigation	Exceptional Clearance	10/22/2025		10/22/2025	Closed	11/04/2025	Officer Involved Shooting - Administrative Investigation

## Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

CVC – California Vehicle Code

DB – Department Bulletin

DGO – Department General Order

DM – Department Manual

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

MOU – Memorandum of Understanding

MRF – Member Response Form

ND – Neglect of Duty

ICD – In Custody Death

OC – Oleoresin Capsicum (pepper spray)

OID – Officer Involved Discharge (of Firearm)

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force

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

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

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/ Discipline Imposed	Actions Date/Range	Incident Status	Closed Date	Complaint Summary
MCD-2025-0018	1/16/25			FTA (Range)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/13/2025	Closed	12/15/2025	Failed to participate in the Range qualification course during the Range Qualification Schedule, in violation of DN 22-071 (Range Qualification) and DGO 2.01.03, Rule 5 (Performing Duties).
MCD-2025-0030	1/24/25			CU (x3)	Insufficient Evidence	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Subjected a coworker to unwelcome conduct, in violation of DGO 11.07.01.B. (Harassment) and DGO 2.01.03 - Rule 7 (Respectfulness).
MCD-2025-0034	2/5/25			FTA (Range)	Improper Conduct	12/09/2025	Admonishment, Retraining	12/15/2025	Closed	12/17/2025	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0044	2/19/25			CU	Unfounded	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Brought discredit upon the Department when testifying in Superior Court, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2025-0052	2/19/25			ND	Proper Conduct	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Failed to report for duty at the required time and place, in violation of DGO 2.01.03 Rule 4 - Reporting for Duty.
MCD-2025-0061	3/3/25			FTA (Range)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/05/2025	Closed	12/09/2025	Failed to report to bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0065	3/11/25			ND (Lost Property)	Improper Conduct	11/25/2025	Admonishment, Retraining	12/04/2025	Closed	12/15/2025	Failed to properly care for her department issued cell phone, in violation of DGO 2.01.03, Rule 23.
MCD-2025-0066	3/17/25	00061640-24		ND (x2)	Insufficient Evidence	12/02/2025	No Further Action	12/02/2025	Closed	12/02/2025	Failed to provide the complainant with information on how to retrieve their property, in violation of DGO 2.01.03, Rule 5- Performing Duties. Failed to assist the complainant with filing a complaint, in violation of DGO 2.04 - Complaints Against Officers.
MCD-2025-0067	3/3/25			CU	Insufficient Evidence	12/30/2025	No Further Action	12/30/2025	Closed	12/30/2025	Committed child abuse, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/ Discipline Imposed	Actions Date/Range	Incident Status	Closed Date	Complaint Summary
MCD-2025-0070	3/12/25			CU (x2)	Insufficient Evidence, Proper Conduct	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Transmitted a message demonstrating bias or discrimination against a protected group, in violation of DGO 2.01.03 Rule 1 - Misconduct. Transmitted a message with no reference to a work-related purpose, in violation of DGO 10.08(II)(D) - Unauthorized Use of Office Technologies.
MCD-2025-0073	4/1/25			ND (BWC)	Improper Conduct	10/30/2025	Admonishment, Retraining	11/12/2025	Closed	12/01/2025	Failed to comply with multiple directives to upload their BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2025-0081	4/24/25			FTA (Range)	Training Failure	11/25/2025	No Further Action	11/25/2025	Closed	12/01/2025	Failed to participate in the Range Qualification in his scheduled qualification month, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0084	4/24/25			FTA (Range)	Improper Conduct	11/05/2025	Retraining, Written Reprimand	12/16/2025	Closed	12/19/2025	Failed to participate in the Range Qualification in the scheduled qualification month, in violation of Department Notice 22-071 (Range Qualification) and DGO 2.01, Rule 10 (Performing Duties).
MCD-2025-0088	4/24/25			FTA (Range)	Improper Conduct	09/30/2025	Retraining, Written Reprimand	12/08/2025	Closed	12/19/2025	Failed to report for bi-annual Range Qualification, in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0092	3/31/25			CU, ND	Insufficient Evidence	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Inappropriately denying overtime opportunities, in violation of DGO 2.01.03, Rule 1. Collecting overtime but does not respond to calls, does not regularly wear their protective vest and often spends time watching television instead of actively contributing to police operations, in violation of DGO 2.01.03, Rule 3 & DGO 10.02.01, E1.

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

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

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

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

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Finding Date	Actions/ Discipline Imposed	Actions Date/Range	Incident Status	Closed Date	Complaint Summary
MCDO-2025-0002	6/13/25	00063168-25	3/2/25	ND (BWC)	Improper Conduct	12/02/2025	Admonishment, Retraining	12/08/2025	Closed	12/19/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0003	7/3/25	00062769-25	2/10/25	ND (BWC)	Improper Conduct	09/02/2025	Retraining, Written Reprimand	12/02/2025	Closed	12/15/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0003	7/3/25	00062769-25	2/10/25	ND (BWC)	Improper Conduct	09/02/2025	Admonishment, Retraining	10/24/2025	Closed	12/15/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
MCDO-2025-0003	7/3/25	00062769-25	2/10/25	ND (BWC)	Improper Conduct		Admonishment, Retraining	11/19/2025	Closed	12/15/2025	Failed to activate Body-Worn Camera as required (DGO 10.11 & DN 23-045).
OIS-2023-0003	7/26/23			Administrative Investigation, ND (x7), UA (x4)	In Policy	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Officer Involved Shooting - Administrative Investigation
OIS-2023-0003	7/26/23			Administrative Investigation, ND (x7), UA (x4)	In Policy	12/09/2025	No Further Action	12/09/2025	Closed	12/09/2025	Officer Involved Shooting - Administrative Investigation

## Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

CVC – California Vehicle Code

DB – Department Bulletin

DGO – Department General Order

DM – Department Manual

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

MOU – Memorandum of Understanding

MRF – Member Response Form

ND – Neglect of Duty

ICD – In Custody Death

OC – Oleoresin Capsicum (pepper spray)

OID – Officer Involved Discharge (of Firearm)

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

SDCS – Stop Data Collection System

SFDA – San Francisco District Attorney's Office

SFO – San Francisco International Airport

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force/Excessive or Unnecessary Force