

San Francisco Police Department Disciplinary Review Board Presentation 2026 Q1



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



Aggregate Trends Identified by IAD & DPA

IAD aggregate trends

- Conduct Unbecoming (19/35.85%)
- Neglect of Duty, General (16/30.19%)
- Failure to Appear, Range (6/11.32%)

(41 allegations, 26 cases, & 35 employees)

DPA aggregate trends

- Neglect of Duty General (9/50%)
- Unwarranted Action (3/17%)
- Neglect of Duty (BWC) (3/17%)

(18 allegations, 11 Cases, 14 employees)

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



Policy/Training Failure Findings Identified by IAD

There were **zero** IAD cases that resulted in a “Policy Failure” finding in Q1 2026.

There were **zero** IAD cases that resulted in a “Training Failure” finding in Q1 2026.



Policy & Training Failure Findings Identified by DPA

There were **four** DPA cases that resulted in a “Policy Failure” finding in Q1 2026.

There were **zero** DPA cases that resulted in a “Training Failure” finding in Q1 2026.



Policy Failure Findings Identified by DPA

The first policy failure case involved officers that were called to investigate an assault at a bar. The victim/complainant requested officers retrieve security video from the business. The business said the video was not available. The complainant requested the case be investigated but the Department did not assign the case for investigation since there was low probability the case would be solved. The complainant was not notified the case was unassigned.



Policy Failure Findings Identified by DPA

The second policy failure case involved a complainant that alleged that officers failed to make an arrest in an assault case and further failed to assign the case for investigation.



Policy Failure Findings Identified by DPA

The third policy failure case involved an OIS that occurred at the Powell Street BART Station. The incident began in Mint Alley. The armed suspect broke containment and was pursued on foot into a liquor store on 5th Street. The armed suspect broke containment again and entered the Powell Street BART Station. The firearm was visible and carried in his hand. After numerous commands to drop the weapon and attempted use of the bolo wrap, the suspect raised his weapon and pointed it toward the officers. Officers then engaged and fired non-fatal shots at the suspect.



Policy Failure Findings Identified by DPA

The fourth policy failure case involved the loss of a prisoner's property. The complainant was arrested on a valid arrest warrant. At the time of his arrest, the arresting officer seized two bags of property in the suspect's possession. The arresting officer placed the property in the trunk of a patrol vehicle that was transporting the suspect. The arresting officer then left the scene in a different vehicle. The transporting officers brought the suspect to the station where he was escorted inside. The property was not brought inside and subsequently unable to be located.



DRB Recommendations from Q1 2026

Recommendation #1: While DN 26-019 clarified the criteria for case assignments, the DN is silent on any notification for crime victims regarding case assignments. DPA continues to recommend some feedback to crime victims if their case was assigned for investigation or not.

Recommendation #2: As noted in the previous case, the DN governing case assignments was expired and had cross over reference between Station Investigation Teams and General Work investigations. The issuance of DN 26-019 resolved case assignment protocol but remains silent on how a crime victim is notified if a case is assigned or not.

Recommendation #3: DPA recommends that all vehicles be equipped with ERIW or that at a minimum all sergeants have ERIW available in their assigned vehicles for use at critical incidents.

Recommendation #4: Because DGO 6.15 has not been updated in 32 years, it is outdated and fails to address the transfer of responsibility to officers who last handled the property, as well as their resulting accountability. Accordingly, the Department of Police Accountability recommends that the policy be revised. *Note that DGO 6.15 is currently in concurrence.*



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

The Office of Equity and Inclusion (OEI) submitted their review of the Q1 2026 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 2nd Quarter 2026 Discipline Review Board has yet to be scheduled.
- The Office of Equity and Inclusion (OEI) will review the Q2 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.