

# San Francisco Police Department Disciplinary Review Board Presentation 2025 Q2



**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**



## Second Quarter Disciplinary Review Board Findings and Recommendations

August 26, 2025

### Members present:

#### Voting Board Members

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

#### Advisory Board Members

- (Not present)
- Chief of Staff Sharon Woo

#### Assignments

Administration Bureau  
Field Operations Bureau

Police Commission  
Department of Police Accountability



# Aggregate Trends Identified by IAD & DPA

## IAD aggregate trends

- Conduct Unbecoming (19/28.36%)
- Failure to Appear, Range (16/23.88%)
- Neglect of Duty, General (15/22.39%)
- Neglect of Duty, Body Worn Camera (6/8.96%)

*There were 43 cases opened in Q2 2025 involving 52 employees. The trends are calculated by # of allegations. There were 67 allegations.*

## DPA aggregate trends

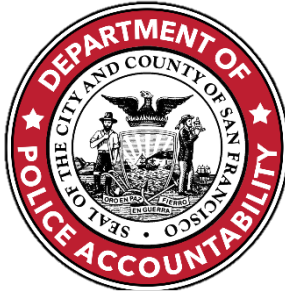
- Behaved or spoke inappropriately (CUO): 20% (4 allegations)
- Failed to properly supervise(ND): 15 % (3 allegations)
- Failure to activate BWC (ND): 15% (3 allegations)
- Failure to take required action (ND): 10% (2 allegations)



## Policy/Training Failure Findings Identified by IAD

There were **zero** IAD cases that resulted in a “Policy Failure” finding in Q2 2025.

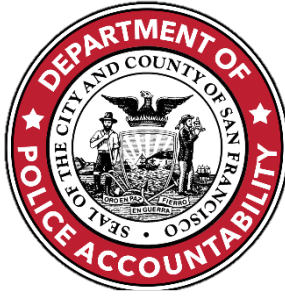
There were **zero** IAD cases that resulted in a “Training Failure” finding in Q2 2025.



## Policy Failure Findings Identified by DPA

There was **one** DPA cases that resulted in a “Policy Failure” finding in Q2 2025.

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## Policy Failure Findings Identified by DPA

The first policy failure case involved a swatting incident. The complainant in this matter has complained on several occasions concerning “swatting” incidents and police response to the complainant’s residence.

This complaint was filed before the recent swatting DN 25-019 was implemented.

DN 25-019 addressing police response to swatting incidents was implemented earlier this year. It is hopeful that the DN will address law enforcement response to such incidents however the origins of the calls remain a more global problem.

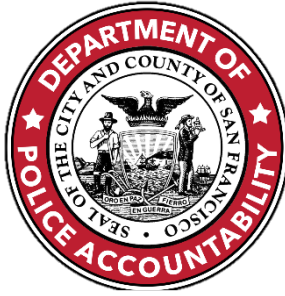


# Training Failure Findings Identified by DPA

The training failure case involved a search and seizure incident. Officers responded to a non-injury accident with property damages only. While the complainant was being cleared by medical personnel, an officer entered the complainant's vehicle to obtain potential proof of insurance from the glove box of the car.

DPA found the entry to the vehicle and the search were violative of the 4<sup>th</sup> amendment (Case law held that warrantless entry to a vehicle to locate registration and other identification is not permitted by federal constitutional law. (*People v. Lopez* (2019) 8 Cal.5th 353.) However, since the officer was attempting to adhere to DGO 9.02.03(L) – exchange of information in a non-injury traffic collision – DPA deemed the warrantless entry a training failure.





## DRB Recommendations from Q2 2025

**Recommendation #1:** Retrain and update 4<sup>th</sup> amendment training to confirm the definitions of a warrantless search and the circumstances under which a warrantless search is justified.



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

The Office of Equity and Inclusion (OEI) submitted their review of the Q2 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 3<sup>rd</sup> Quarter 2025 Discipline Review Board has yet to be scheduled.
- The Office of Equity and Inclusion (OEI) will review the Q3 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.