

SFPD Sustained Complaints Report  
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2021-0102		8/19/21	ND	Improper Conduct	09/01/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status. Failed to monitor Department email account
MCD-2021-0103		8/19/21	ND	Improper Conduct	09/01/2021	Incomplete Discipline	Resigned	Closed	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status. Failed to monitor Department email account
MCD-2021-0105		8/19/21	ND	Improper Conduct	09/01/2021	Written Warning, Suspension (10 days held in abeyance)	06/30/2023	Closed	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status. Failed to acknowledge and sign-off on Department Notice within 30 days of issuance. Failed to monitor Department email account.
MCD-2021-0106		8/19/21	ND	Improper Conduct	09/01/2021	Written Warning, Suspension (10 days held in abeyance)	06/30/2023	Closed	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

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MCD-2021-0107		8/19/21	ND	Improper Conduct	09/01/2021	Terminated	4/2/22	Closed	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status. Failed to acknowledge and sign-off on Department Notice within 30 days of issuance. Failed to monitor Department email account.
MCD-2021-0108		8/19/21	ND	Improper Conduct	09/01/2021	Incomplete Discipline	Retired	Closed	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status. Failed to acknowledge and sign-off on Department Notice within 30 days of issuance. Failed to monitor Department email account.
MCD-2021-0109		8/19/21	ND	Improper Conduct	09/01/2021	Terminated	4/2/22	Closed	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status. Failed to acknowledge and sign-off on Department Notice within 30 days of issuance. Failed to monitor Department email account.

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MCD-2021-0110		8/19/21	ND	Improper Conduct	09/01/2021	Incomplete Discipline	Retired	Closed	Failed to adhere to written directives in Department emails in reference to vaccine status reporting. Failed to report vaccine status. Failed to follow a verbal directive from a superior officer when instructed to report vaccine status.
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/22/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	8/16/21	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	ND	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0044	00045036-20	ND	ND	Improper Conduct	09/01/2021	Admonishment, Retraining	09/09/2021	Closed	Failed to wear a face covering, in violation of DN 20-094

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MCD-2020-0149	00045218-20	11/19/20	CU, Failure to Take Required Action	Improper Conduct	09/07/2021	Open - Pending Police Commission	Pending	Open - Pending Police Commission	Endorsed an inappropriate social media post. Was aware of an inappropriate comment by a subordinate and failed to take action.
MCD-2020-0149	00045218-20	11/19/20	CU	Improper Conduct	09/07/2021	Open - Pending Police Commission	Pending	Open - Pending Police Commission	Made an inappropriate social media post which brought discredit to the Department.
MCD-2020-0149	00045218-20	11/19/20	CU	Improper Conduct	09/07/2021	Open - Pending Police Commission	Pending	Open - Pending Police Commission	Endorsed an inappropriate social media post
MCDO-2019-0055	00043686-19	2/25/21	ND	Improper Conduct	09/20/2021	Retraining, Written Reprimand	02/21/2023	Closed	Failed to comply with Stop Data Collection System Implementation. Failure to make an entry to the Stop Data Collection System (SDCS).
MCDO-2020-0041	00045140-2	7/13/21	Failure to Properly Supervise	Improper Conduct	09/20/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to supervise as an FTO.
MCD-2020-0130		10/13/20	ND	Improper Conduct	09/21/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Responded to the scene of an Investigative Detention, in full uniform but did not activate BWC, in violation of DGO 10.11.03 C 1 and DB 18-256. BWC Procedure.
MCD-2020-0130		10/13/20	ND	Improper Conduct	09/21/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Violated DGO 10.11 (Body Worn Camera mute function). Seized a firearm as property for safekeeping, in violation of DGO 2.01, Rule 9. Failed to conduct a thorough criminal investigation on an off-duty Police Officer who was waving a firearm, in violation of DGO 2.01, Rule 1.

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MCD-2020-0130		10/13/20	ND	Improper Conduct	09/21/2021	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to supervise an SFPD member during an investigative detention of an off-duty Police Officer who was waving a firearm, in violation of DGO 1.06, Responsibilities of Superior Officers.
MCDO-2018-0096	0270-18 / 00043120	10/1/20	ND, Unnecessary Force	Improper Conduct	09/27/2021	Incomplete Discipline	Retired	Closed	Failure to follow Pedestrian Stop Procedures, and Follow Department Rules, Procedures, and Training, in Violation of DGO 2.01, Rule 10, General Rule of Conduct, and SFPD's Field Training Manual. Violated DGO 5.01, the Use of Force Policy, by tactical conduct (DGO 5.01, B.2.f) and decisions preceding the use of deadly force, not issuing warnings (DGO 5.01, III.B.2.h) and commands, and creating an undue risk to the public (DGO 5.01, IV.G.2.c)
MCDO-2020-0043	00045169-20	8/23/21	Inappropriate Behavior/Comments, ND	Improper Conduct	09/27/2021	Incomplete Discipline	Retired	Closed	Behaved and spoke inappropriately. Failed to train and lead subordinates in executing their duties and setting an example of efficiency and deportment.
MCDO-2020-0047	00045119-20	9/1/21	ND	Improper Conduct	09/27/2021	Admonishment, Retraining	08/04/2022	Closed	Failed to wear a face covering, in violation of DN 20-094
MCDO-2020-0047	00045119-20	9/1/21	ND	Improper Conduct	09/27/2021	Retraining, Written Reprimand	01/22/2022	Closed	Failed to activate BWC in a timely manner, in violation of DGO 10.11 and DB 18-256.
MCDO-2020-0047	00045119-20	9/1/21	ND	Improper Conduct	09/27/2021	Admonishment, Retraining	01/13/2022	Closed	Failed to wear a face covering, in violation of DN 20-094

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## Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

ATF – Bureau of Alcohol, Tobacco, Firearms and Explosives

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

DB – Department Bulletin

DGO – Department General Order

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

ND – Neglect of Duty

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

PLES – Police Law Enforcement Services

SDCS – Stop Data Collection System

SFO – San Francisco International Airport

SF SPCA – San Francisco Society for the Prevention of Cruelty to Animals

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force

Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on September 12, 2023. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.