

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2023-0119	8/17/23			CU (x3)	Improper Conduct	07/15/2024	Retraining, Suspension (1 day and 1 held in abeyance)	Pending	Open - Assigned to Attorney	Was off-duty and verbally insulted the complainants, in violation of DGO 2.01, Rule 9. Was off-duty and followed the complainants to where they were staying, in violation of DGO 2.01, Rule 9. Was off-duty and engaged in an alcohol related incident, operating a motor vehicle under the influence of alcohol, in violation of DGO 2.01, Rule 9. Engaged in a pattern of conduct reflecting discredit upon the department, in violation of DGO 2.01, Rule 9. Consumed alcohol while on standby pay status, in violation of DGO 2.02 (1) (A) (4).
MCD-2023-0124	8/23/23			ND (x2)	Improper Conduct	07/08/2024	PIP, Retraining, Suspension (5 days and 5 held in abeyance)	Pending	Open - Assigned to Attorney	Engaged in personal business on duty by coaching baseball on numerous occasions and without approval, in violation of DGO 2.01, Rule 10. While on duty, failed to devote entire time to the achievement of work assignments, 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-2023-0131	7/14/23			ND	Improper Conduct	07/05/2024	Admonishment, Retraining	07/05/2024	Closed	Failed to notify the Department regarding a romantic relationship with another Department member, in violation of the Civil Service Commission Policy on Family and Romantic Relationships at Work and DN 23-155.

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.

Complaint Number	Date Filed with IAD	DPA Complaint #	Date Filed with DPA	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2023-0131	7/14/23			CU, ND	Improper Conduct	07/05/2024	Retraining, Written Reprimand	09/04/2024	Closed	Improperly used a department computer for reasons other than department business, in violation of DGO 2.01, Rule 9. Failed to notify the Department regarding a romantic relationship with another Department member, in violation of the Civil Service Commission Policy on Family and Romantic Relationships at Work and DN 23-155.
MCD-2023-0164	9/27/23			CU	Improper Conduct	07/08/2024	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Utilized Department issued cellphone to conduct personal business, in violation of DGO 2.01, Rule 9 - Misconduct and DGO 10.07(I) - Use of Cellular Phones.
MCD-2023-0170	10/3/23			ND (BWC)	Improper Conduct	07/22/2024	PIP, Retraining, Suspension (1 day held in abeyance)	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2023-0249	12/15/23			CU (x2)	Improper Conduct	07/08/2024	Retraining, Suspension (1 day and 1 held in abeyance)	Pending	Open - Assigned to Attorney	Left a personal firearm at a restaurant, which was recovered by a civilian employee and subsequently seized by members of another Police Department. Leaving a loaded firearm unattended is a violation of DGO 2.01.03.D. Consumed an alcoholic beverage while being in possession of a firearm, in violation of DGO 2.02.03 Alcohol Use by Sworn Members.

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MCD-2023-0263	12/14/23	00057776-23		CRD, UA (x3)	Improper Conduct	07/08/2024	Retraining, Suspension (3 days and 2 held in abeyance)	Pending	Open - Assigned to Attorney	Was intoxicated in public and identified self as a police officer, in violation of DGO 2.01, Rule 1 Conduct Unbecoming. Identified self as a police officer while intoxicated to gain access to an area that was not currently open to the public, in violation of DGO 2.01, Rule 27 Prohibition on Use of Authority or Position. Was armed with a firearm while intoxicated in public, in violation of DGO 2.02.03(D). Conduct reflected discredit to the department, in violation of DGO 2.01.03, Rule 1.
MCD-2024-0007	1/3/24			ND (BWC)	Improper Conduct	07/01/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	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-2024-0008	1/3/24			ND (BWC) (x2)	Improper Conduct	07/01/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	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-2024-0018	9/21/23			CUO	Improper Conduct	07/15/2024	PIP, Retraining, Written Reprimand	08/05/2024	Closed	Was insubordinate and subverted the efficiency of the San Francisco Police Department, in violation of DGO 2.01, Rule 9 - Misconduct, and DGO 2.01, Rule 13 - Respectfulness.
MCD-2024-0022	1/30/24	00054752-23		ND (DPA MRF)	Improper Conduct	07/01/2024	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Failed to complete a DPA Member Response Form and/or notify the appropriate DPA investigator within 21 calendar days of notice, in violation of DGO 2.04.C.1.

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MCD-2024-0026	2/5/24			ND (BWC)	Improper Conduct	07/01/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to upload BWC videos within 72 hours after the initial recording date on multiple occasions, in violation of DGO 10.11.03.H.1.
MCD-2024-0039	1/24/24			FTA (Range)	Improper Conduct	07/01/2024	Admonishment, Retraining	08/24/2024	Closed	Failed to appear for mandatory range qualification and is out of compliance with DN 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-2024-0043	1/24/24			FTA (Range)	Improper Conduct	07/01/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	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-2024-0056	2/15/24			ND (BWC)	Improper Conduct	07/22/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0059	2/15/24			ND (BWC)	Improper Conduct	07/01/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to title BWC videos, 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	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.

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MCD-2024-0063	2/28/24			ND	Improper Conduct	07/22/2024	Admonishment, Retraining	07/24/2024	Open - Assigned to Attorney	Failed to assist a lost juvenile in locating their parents, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0066	3/6/24			FTA (Range)	Improper Conduct	07/01/2024	Admonishment, Retraining	07/16/2024	Closed	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).
MCDO-2023-0042	8/25/23	00056495-23	8/25/23	Failure To Take Required Action	Improper Conduct	07/08/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to take required action (DN 22-122).
MCDO-2023-0043	5/9/24	00056315-23	8/13/23	Inappropriate Behavior/ Comments, ND, ND (BWC)	Improper Conduct	07/08/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Behaved or spoke inappropriately (DGO 2.01). Failed to activate a body-worn camera as required (DGO 10.11 & DN 23-045). Failed to comply with Department's Stop Data Collection requirement (DN 20-141 & DB 21-062).
MCDO-2023-0043	5/9/24	00056315-23	8/13/23	Inappropriate Behavior/ Comments, ND, ND (BWC)	Improper Conduct	07/08/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Behaved or spoke inappropriately (DGO 2.01). Failed to activate a body-worn camera as required (DGO 10.11 & DN 23-045). Failed to comply with Department's Stop Data Collection requirement (DN 20-141 & DB 21-062).
MCDO-2024-0001	4/16/24	00058586-24	1/29/24	ND (BWC)	Improper Conduct	07/08/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to activate a body-worn camera as required (DGO 10.11 & DN 23-045).

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OIS-2017-0001	1/6/17			UA	Improper Conduct	07/01/2024	Admonishment, Retraining	Pending	Open - Assigned to Attorney	Officer Involved Shooting Investigation
OIS-2017-0001	1/6/17			ND (BWC), UA	Improper Conduct	07/01/2024	No Further Action	07/01/2024	Open - Assigned to Attorney	Officer Involved Shooting Investigation

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## 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

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

ICD – In Custody Death

OID – Officer Involved Discharge (of Firearm)

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 6, 2024. 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.