

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-2021-0362	12/16/21			CRD, CU	Improper Conduct	08/05/2024	Resignation	07/17/2024	Closed	Committed a sexual battery, conduct reflecting discredit on the department, in violation of DGO 2.01, Rule 9.
MCD-2023-0179	9/26/23			CU	Improper Conduct	08/05/2024	Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Was involved in an off-duty incident. While personal vehicle was being towed, removed a duty belt and vest from the vehicle, identified self as a police officer and demanded release of the vehicle. Was intoxicated while in possession of a firearm which was located inside the holster of the duty belt. Conduct brought discredit to the Department, in violation of DGO 2.01, Rule 9.
MCD-2023-0204	10/3/23			ND (BWC) (x2)	Improper Conduct	08/05/2024	PIP, 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-2023-0214	10/3/23			ND (BWC) (x2)	Improper Conduct	08/05/2024	PIP, 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-2023-0236	11/2/23			ND (BWC) (x2)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to upload BWC videos within 72 hours, in violation of DGO 10.11.03.H.1. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.

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-2023-0237	11/2/23			ND (BWC) (x2)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to comply with multiple directives to upload BWC videos within 72 hours, in violation of DGO 10.11.03.H.1. Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2023-0244	11/2/23			ND	Improper Conduct	08/05/2024	Retirement	04/27/2024	Closed	Failed to update HRMS to reflect training attended, in violation of DGO 3.012(II)(D).
MCD-2023-0253	12/19/23			FTA (Range)	Improper Conduct	08/05/2024	Admonishment, Retraining	08/14/2024	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 10 Written Orders.
MCD-2023-0256	12/19/23			FTA (Range)	Improper Conduct	08/05/2024	Admonishment, Retraining	08/12/2024	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 10 Written Orders.
MCD-2024-0004	1/3/24			ND (BWC) (x2)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to dock BWC within 72 hours on 5 occasions, in violation of DGO 10.11.03.H.1. Failed to title 15 BWC videos, in violation of DGO 10.11.03.H.2.
MCD-2024-0134	5/13/24			Neglect Of Duty	Improper Conduct	08/05/2024	Retirement	04/27/2024	Closed	Failed to care for Department Property, in violation of DGO 2.01.03, Rule 22.
MCDO-2023-0046	5/31/24	00056792-23	9/19/23	ND, ND (BWC)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to comply with DGO 5.01. Failed to activate body-worn camera as required (DGO 10.11 & DN 23-045).

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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
MCDO-2023-0046	5/31/24	00056792-23	9/19/23	ND (BWC)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to activate body-worn camera as required (DGO 10.11 & DN 23-045).
MCDO-2023-0047	6/3/24	00056763-23	9/19/23	Failure To Take Required Action, ND (x2), UA	Improper Conduct	08/22/2024	Board Police Commission, Termination	Pending	Open - Pending Police Commission	Knowingly made false statements (DGO 2.01, Rule 9). Violation of Department Rule or Law (DGO 2.01, Rule 10). Failure to take required action (DGO 1.04.A.4). Failure to comply with Stop Data Collection Requirements (DN 20-141 & DB 21-062).
MCDO-2023-0048	5/28/24	00056644-23	9/8/23	ND (BWC)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to activate body-worn camera as required (DGO 10.11 & DN 23-045).
MCDO-2023-0048	5/28/24	00056644-23	9/8/23	ND (BWC)	Improper Conduct	08/05/2024	PIP, Retraining, Written Reprimand	Pending	Open - Assigned to Attorney	Failed to activate body-worn camera as required (DGO 10.11 & DN 23-045).
MCDO-2023-0049	6/27/24	00057776-23	11/27/23	CU (x3)	Improper Conduct	08/12/2024	11.11 Program, Retraining, Suspension, 3 days and 2 held in abeyance)	Pending	Open - Assigned to Attorney	Misused police authority (DGO 2.01). Failed to comply with DGO 2.01. Failed to comply with DGO 2.02.
MCDO-2024-0002	7/15/24	00058863-24	2/14/24	ND (BWC)	Improper Conduct	08/05/2024	PIP, 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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Guide to Acronyms

ACE – Access Control Event	FTA – Failure to Appear
AI – Administrative Investigation	FTO – Field Training Officer
AWOL – Absent Without Leave	HRMS – Human Resource Management System
BWC – Body Worn Camera	LEP – Language Access Services for Limited English Proficient
CAD – Computer Aided Dispatch	ND – Neglect of Duty
CIT – Crisis Intervention Team	ICD – In Custody Death
CRD – Conduct Reflecting Discredit	OID – Officer Involved Discharge (of Firearm)
CSI – Crime Scene Investigation	OIS – Officer Involved Shooting
CU – Conduct Unbecoming	PIP – Performance Improvement Plan
DB – Department Bulletin	PLES – Police Law Enforcement Services
DGO – Department General Order	SDCS – Stop Data Collection System
DN – Department Notice	SFO – San Francisco International Airport
DOC – Department Operations Center	SF SPCA – San Francisco Society for the Prevention of Cruelty to Animals
DPA – San Francisco Department of Police Accountability	SIDA – Security Identification Display Area
DSW – Disaster Service Worker	TSA – Transportation Security Administration
DUI – Driving Under the Influence	UA – Unwarranted Action
DV – Domestic Violence	UOF – Use of Force
EEO – Equal Employment Opportunity	
ERIW – Extended Range Impact Weapon	
FMLA – Family and Medical Leave Act	

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.