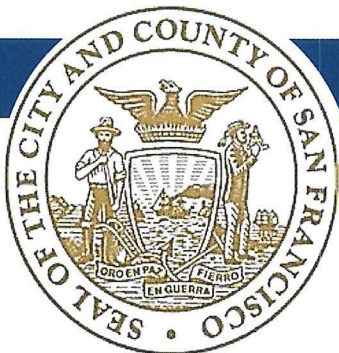


WILLIAM SCOTT
Chief of Police *WS#26*

APPROVED
5/6/24

Internal Affairs Division 2023 Annual Report



CITY & COUNTY OF SAN FRANCISCO
Police Department

May 15, 2024

Safety with Respect

Internal Affairs 2023 Annual Report

LEE ANN KWAIT,
PRINCIPAL
ADMINISTRATIVE
ANALYST

ASHLEY WORSHAM,
INTERNAL AFFAIRS
MANAGING
ATTORNEY

LIEUTENANT LISA
SPRINGER, OFFICER-
IN-CHARGE OF
INTERNAL AFFAIRS

IAD Annual Report Details Results of Disciplinary Actions

Internal Affairs (IAD) Investigations Include:

- On-duty employee misconduct referred to IAD from within the San Francisco Police Department (SFPD)
- Complaints of off-duty misconduct by (SFPD) Employees
- Citizen Complaints of on-duty Professional Staff
- Referrals from other agencies (outside agencies; San Francisco Dept. of Human Resources/Equal Employment Opportunity; San Francisco Department of Police Accountability (DPA))
- “Whistleblower” complaints
- Officer Involved Shooting; In Custody Death; Use of Force resulting in serious bodily injury or hospitalization
- Audits for any policy violations determined from monitoring of department electronic communication devices

Department Demographics

| Tenure Group | | | Age Group | | | Race/Ethnicity | | |
|--------------|-------|--------|-----------|-------|--------|----------------|-------|--------|
| 0-5 | 385 | 14.5% | 18-29 | 164 | 6.2% | Asian | 775 | 29.2% |
| 6-10 | 747 | 28.1% | 30-39 | 743 | 28.0% | Black | 246 | 9.3% |
| 11-15 | 335 | 12.6% | 40-49 | 756 | 28.5% | Hispanic | 470 | 17.7% |
| 16-20 | 450 | 16.9% | 50-59 | 680 | 25.6% | Other/Unknown | 54 | 2.0% |
| 21-25 | 323 | 12.2% | 60+ | 314 | 11.8% | White | 1,112 | 41.9% |
| Over 25 | 417 | 15.7% | Total | 2,657 | 100.0% | Total | 2,657 | 100.0% |
| Total | 2,657 | 100.0% | | | | | | |

Department Demographics

| Member Status | | |
|--------------------|-------|--------|
| Professional Staff | 737 | 27.7% |
| Sworn | 1,920 | 72.3% |
| Total | 2,657 | 100.0% |

| Gender | | |
|--------|-------|--------|
| Male | 2,059 | 77.5% |
| Female | 598 | 22.5% |
| Total | 2,657 | 100.0% |

Safety with Respect

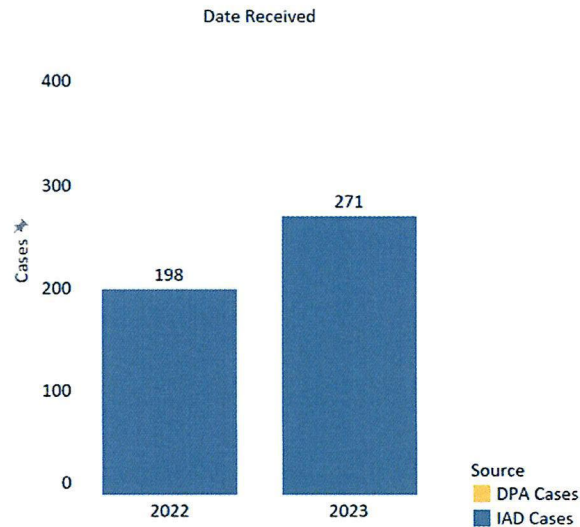
Opened Cases

| | | Date Received | | | | Total |
|------|-----------|---------------|----|----|-----|-------|
| | | Q1 | Q2 | Q3 | Q4 | |
| 2022 | IAD Cases | 68 | 45 | 55 | 30 | 198 |
| 2023 | IAD Cases | 49 | 40 | 82 | 100 | 271 |

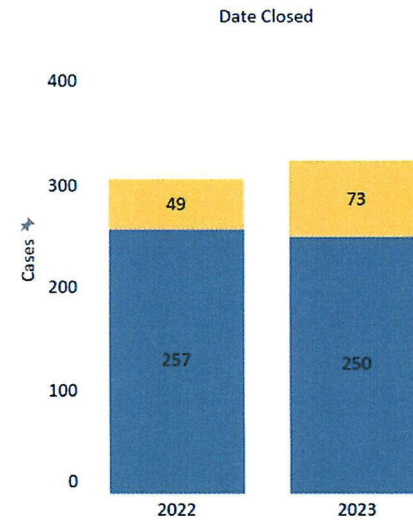
Closed Cases

| | | Date Closed | | | | Total |
|------|-----------|-------------|----|-----|----|-------|
| | | Q1 | Q2 | Q3 | Q4 | |
| 2022 | DPA Cases | 11 | 9 | 16 | 13 | 49 |
| | IAD Cases | 35 | 41 | 139 | 42 | 257 |
| | Total | 46 | 50 | 155 | 55 | 306 |
| 2023 | DPA Cases | 14 | 25 | 16 | 18 | 73 |
| | IAD Cases | 81 | 58 | 58 | 53 | 250 |
| | Total | 95 | 83 | 74 | 71 | 323 |

Opened Cases



Closed Cases



*Counts in the above tables/charts are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions. Please note: DPA cases are opened by DPA and therefore not included in SFPD IAD's count of newly opened cases; however, cases referred to SFPD for discipline are included in closed cases counts.

Allegations From Opened Cases in 2023

| Allegation Type | Number of Allegations | % of Total Allegations |
|---|-----------------------|------------------------|
| Conduct Unbecoming an Officer/Member | 165 | 29.84% |
| Neglect Of Duty, General | 133 | 24.05% |
| Neglect of Duty, Body Worn Camera | 98 | 17.72% |
| Failure to Appear, Range | 37 | 6.69% |
| Discourtesy | 21 | 3.80% |
| Neglect of Duty, Lost Property | 18 | 3.25% |
| Administrative Investigation | 12 | 2.17% |
| Failure To Write An Incident Report | 8 | 1.45% |
| Failure to Appear, DPA | 8 | 1.45% |
| Unnecessary Force | 6 | 1.08% |
| Inappropriate Comments | 6 | 1.08% |
| Unwarranted Action | 5 | 0.90% |
| Neglect of Duty, DPA Member Response Form | 5 | 0.90% |
| Conduct Reflecting Discredit | 5 | 0.90% |
| Failure To Properly Investigate | 4 | 0.72% |
| DUI | 4 | 0.72% |
| Domestic Violence | 4 | 0.72% |
| Writing An Inaccurate Incident Report | 3 | 0.54% |
| Sick Leave Abuse | 3 | 0.54% |
| Weapon Discharge | 2 | 0.36% |
| Inappropriate Behavior/Comments | 2 | 0.36% |
| AWOL | 2 | 0.36% |
| Neglect of Duty, LEP | 1 | 0.18% |
| Issuing Citation | 1 | 0.18% |
| Total Allegations | 553 | 100.00% |

| | | |
|--------------------------|-----|--------|
| Conduct Unbecoming | 165 | 29.84% |
| Neglect of Duty, General | 133 | 24.05% |
| Neglect of Duty, BWC | 98 | 17.72% |
| Failure to Appear, Range | 37 | 6.69% |
| Discourtesy | 21 | 3.80% |

Total Allegations = 553

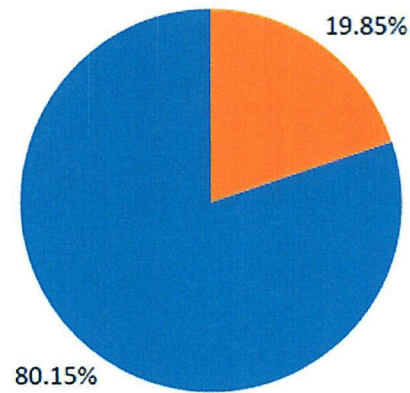
Top 5 = 454 = 82%

Opened Cases in 2023

Number of Employees by Member Status

| Member Status | |
|--------------------|-----|
| PROFESSIONAL STAFF | 54 |
| SWORN | 218 |
| Grand Total | 272 |

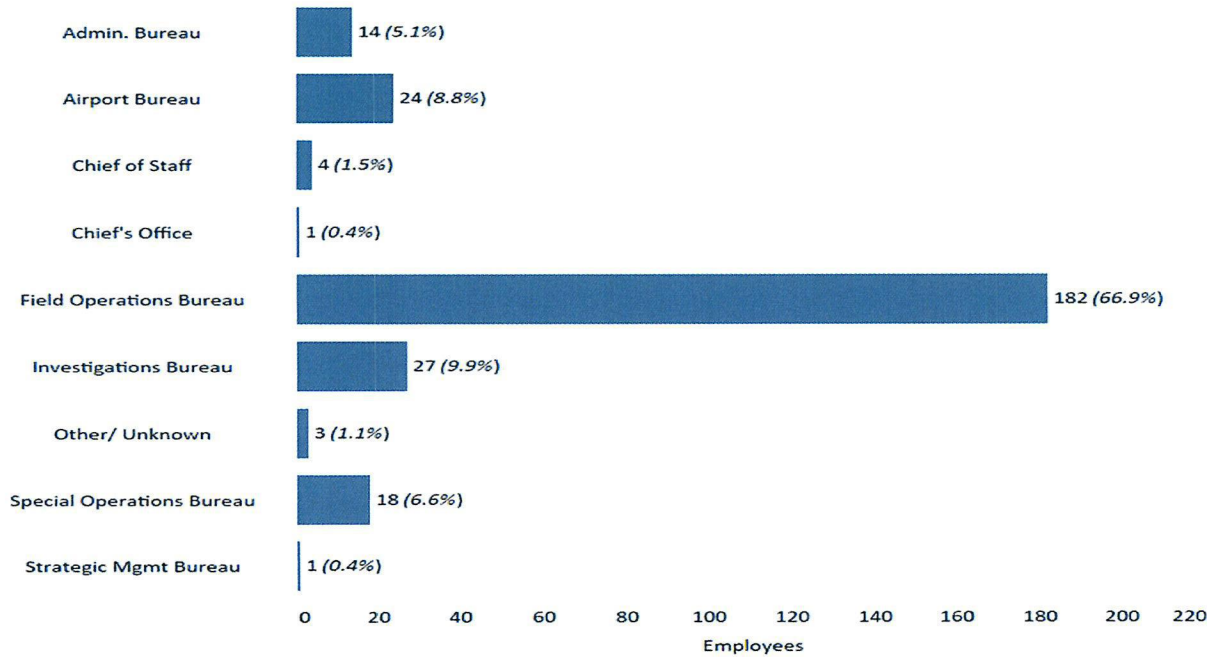
Member Status
PROFESSIONAL STAFF
SWORN



*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Opened Cases in 2023

Number of Employees by Bureau



| Bureau | Number of Employees | Percentage |
|-----------------------------|---------------------|------------|
| Administration Bureau | 412 | 15.0% |
| Airport Bureau | 355 | 12.9% |
| Bureau of Investigations | 334 | 12.2% |
| Chief of Staff | 90 | 3.3% |
| Chief's Office | 29 | 1.1% |
| Field Operations Bureau | 1,264 | 46.0% |
| Special Operations Bureau | 170 | 6.2% |
| Strategic Management Bureau | 91 | 3.3% |
| Total | 2,745 | 100.0% |

*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Closed Cases in 2023

Top 5 Findings (93% of total findings)

| | | |
|-----------------------|-----|--------|
| Improper Conduct | 500 | 57.47% |
| Insufficient Evidence | 147 | 16.90% |
| Proper Conduct | 88 | 10.11% |
| Unfounded | 45 | 5.17% |
| Policy Failure | 29 | 3.33% |

Total Findings = 870 (Top 5 =809/870)

Closed Cases in 2023

Actions

| | | Actions | % of Total Actions |
|----------------------------|---|----------------|-----------------------|
| Non-Disciplinary Action | 11.11 Program | 4 | 0.87% |
| | Admonishment | 69 | 14.97% |
| | Resignation | 32 | 6.94% |
| | Retirement | 22 | 4.77% |
| | Retraining | 176 | 38.18% |
| | Performance Improvement Plan | 4 | 0.87% |
| | Total | 307 | 66.59% |
| Disciplinary Action | Written Reprimand/ Written Warning | 57 | 12.36% |
| | Suspension Held in Abeyance (10 or less days) | 33 | 7.16% |
| | Suspension (10 or less days) | 40 | 8.68% |
| | Suspension Held in Abeyance (11 or more days) | 1 | 0.22% |
| | Suspension (11 or more days) | 7 | 1.52% |
| | Termination held in Abeyance | 4 | 0.87% |
| | Termination | 12 | 2.60% |
| | Total | 154 | 33.41% |
| Grand Total | 461 | 100.00% | |

*Employees may receive multiple actions

*Table includes actions for employees with findings of Improper Conduct

Questions?

**SAN FRANCISCO
POLICE DEPARTMENT**

