

Internal Affairs Division

Quarterly
Report
Q2 2024



Safety with Respect

Internal Affairs Division (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
- 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
- Bias determined from monitoring of department electronic communication devices



Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
 - Findings – pages 16-23
 - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
 - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-59
- Glossary – page 60

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	402	14.7%
Airport Bureau	355	13.0%
Bureau of Investigations	335	12.3%
Chief of Staff	90	3.3%
Chief's Office	28	1.0%
Field Operations Bureau	1,258	46.0%
Special Operations Bureau	172	6.3%
Strategic Management Bureau	92	3.4%
Total	2,732	100.0%

Race/Ethnicity		
Asian	821	30.1%
Black	242	8.9%
Hispanic	492	18.0%
Other/Unknown	60	2.2%
White	1,117	40.9%
Total	2,732	100.0%

San Francisco Police Department Employee Demographics

Age Group		
18-29	193	7.1%
30-39	774	28.3%
40-49	779	28.5%
50-59	643	23.5%
60+	343	12.6%
Total	2,732	100.0%

Gender		
Male	2,078	76.1%
Female	654	23.9%
Total	2,732	100.0%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	493	18.0%
6-10	334	12.2%
11-15	441	16.1%
16-20	299	10.9%
21-25	746	27.3%
Over 25	419	15.3%
Total	2,732	100.0%

Member Status		
Sworn	1,856	67.9%
Professional Staff	876	32.1%
Total	2,732	100.0%

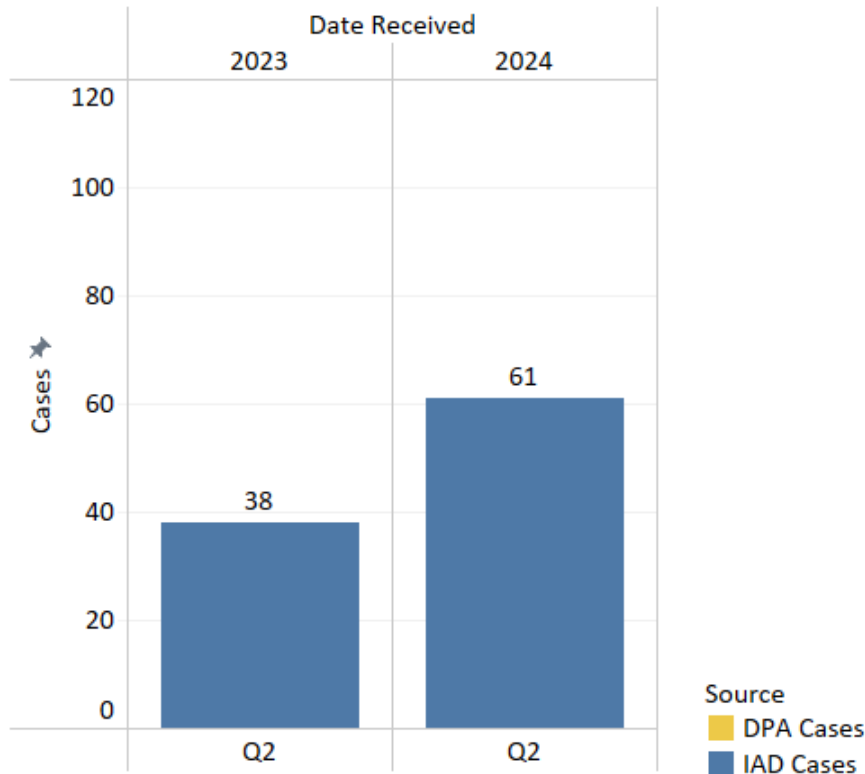
Opened Cases

		Date Received
		Q2
2023	IAD Cases	38
2024	IAD Cases	61

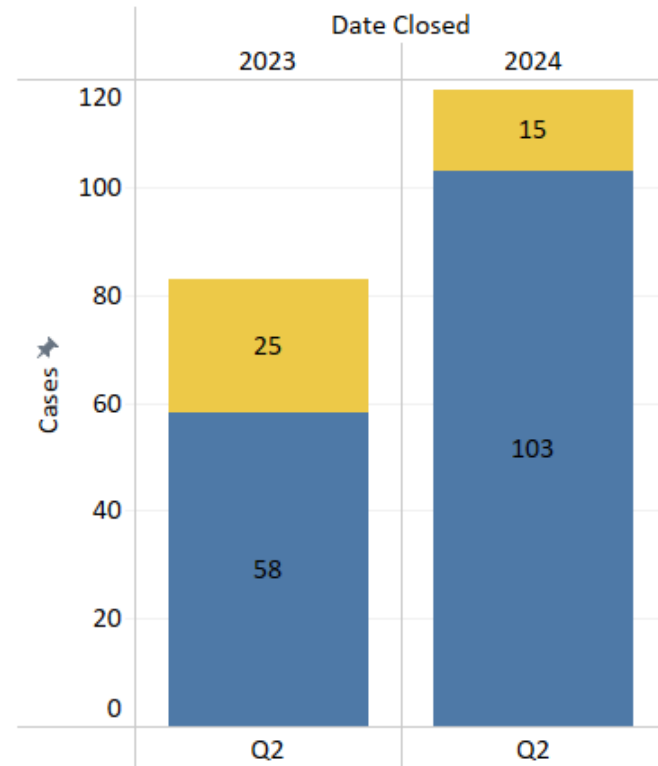
Closed Cases

		Date Closed
		Q2
2023	DPA Cases	25
	IAD Cases	58
	Total	83
2024	DPA Cases	15
	IAD Cases	103
	Total	118

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.



OPENED CASES

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Opened Cases – Q2 2024

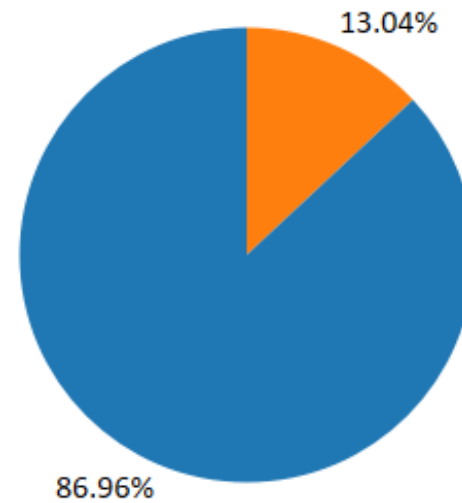
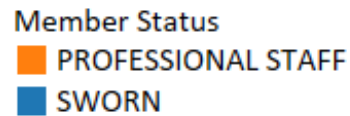
Number of Allegations

Allegation Type	Number of Allegations	≡	% of Total Allegations
Failure to Appear, Range	24		27.59%
Neglect Of Duty, General	19		21.84%
Conduct Unbecoming an Officer/Member	17		19.54%
Neglect of Duty, Body Worn Camera	13		14.94%
Administrative Investigation	4		4.60%
Failure To Properly Investigate	2		2.30%
DUI	2		2.30%
Writing An Inaccurate Incident Report	1		1.15%
Neglect of Duty, Lost Property	1		1.15%
Neglect of Duty, DPA Member Response Form	1		1.15%
Inappropriate Comments	1		1.15%
Failure To Write An Incident Report	1		1.15%
Failure to Appear, DPA	1		1.15%
Total Allegations	87		100.00%

Opened Cases – Q2 2024

Number of Employees by Member Status

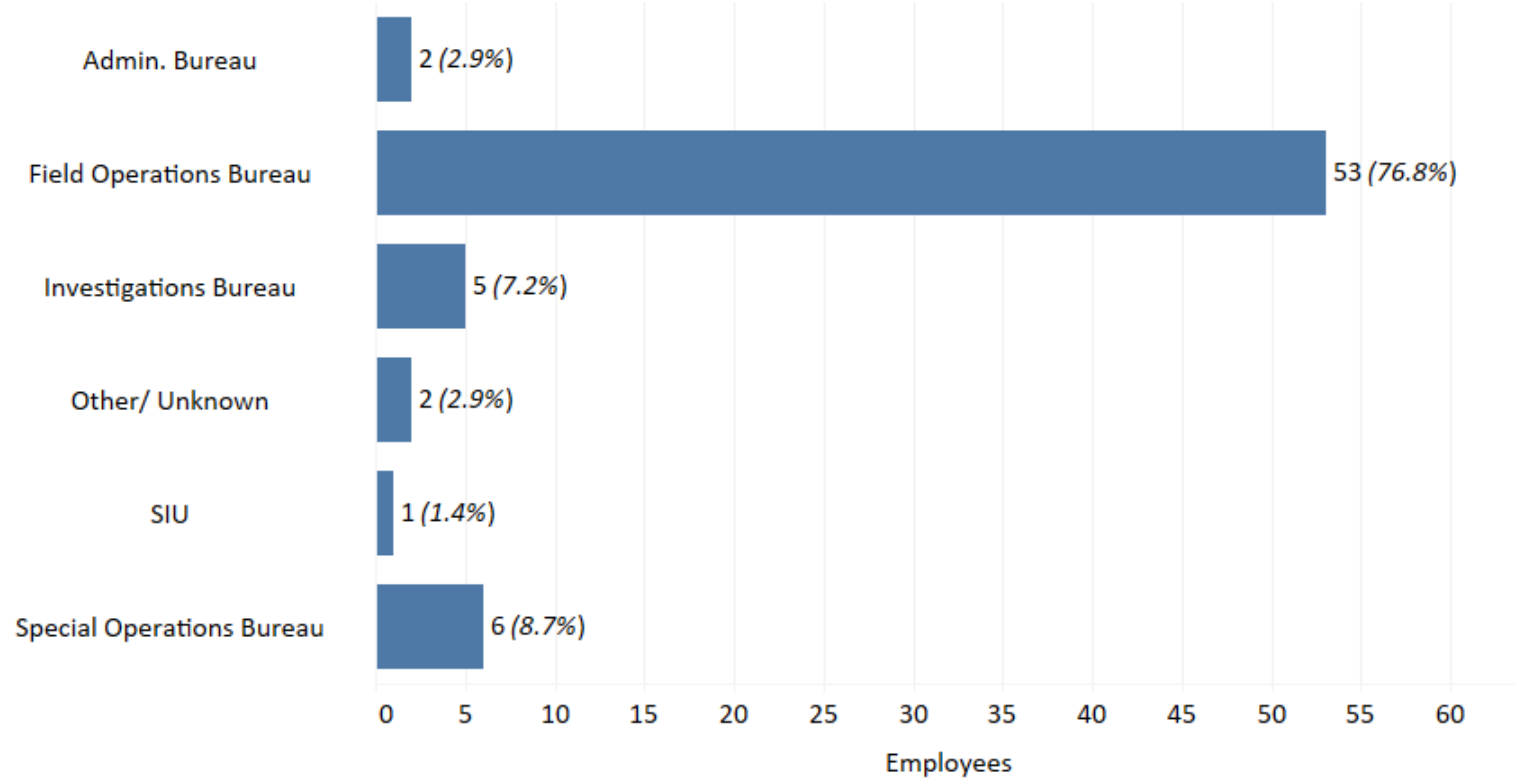
Member Status	
PROFESSIONAL STAFF	9
SWORN	60
Grand Total	69



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

Opened Cases – Q2 2024

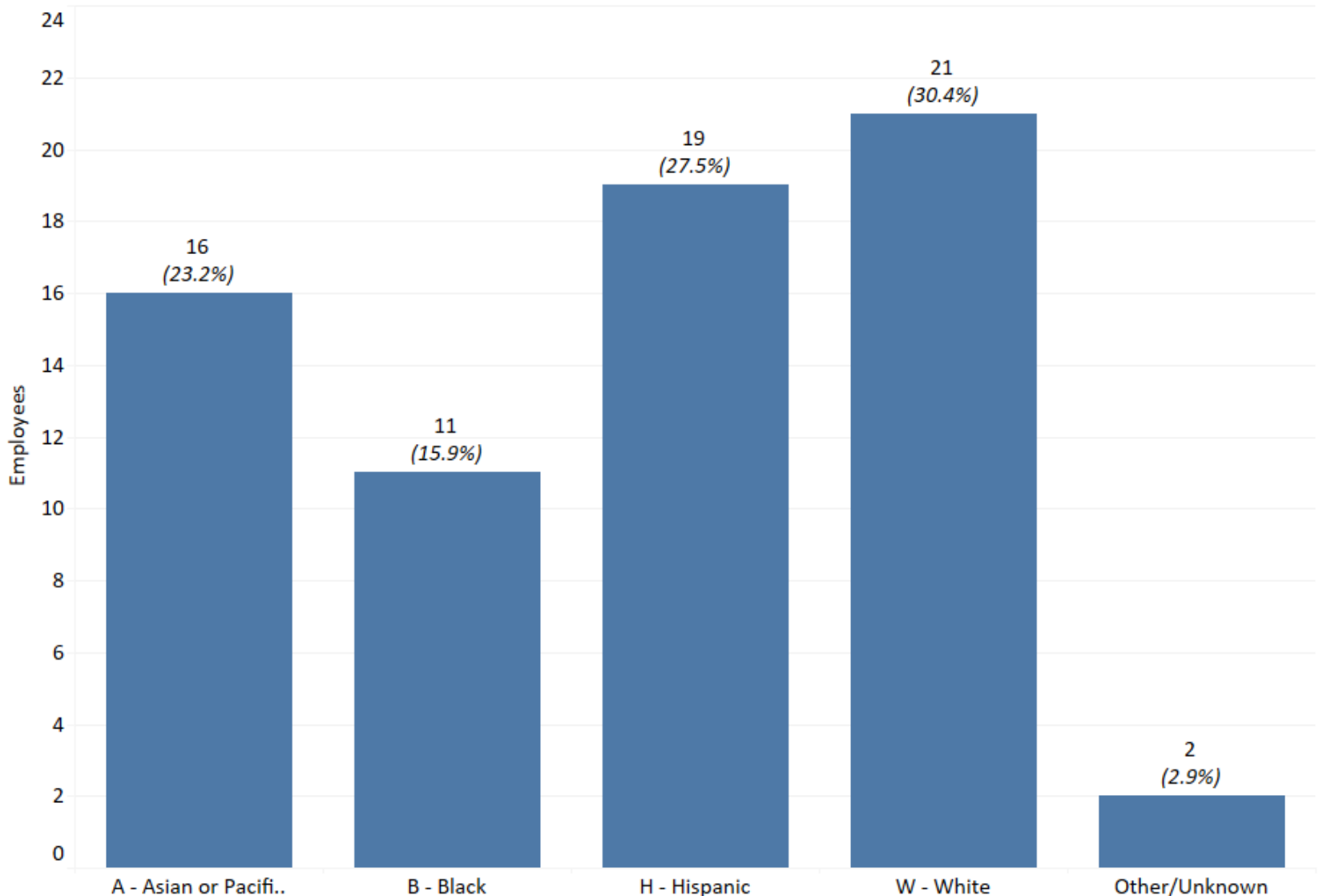
Number of Employees by Bureau



*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q2 2024

Number of Employees by Race

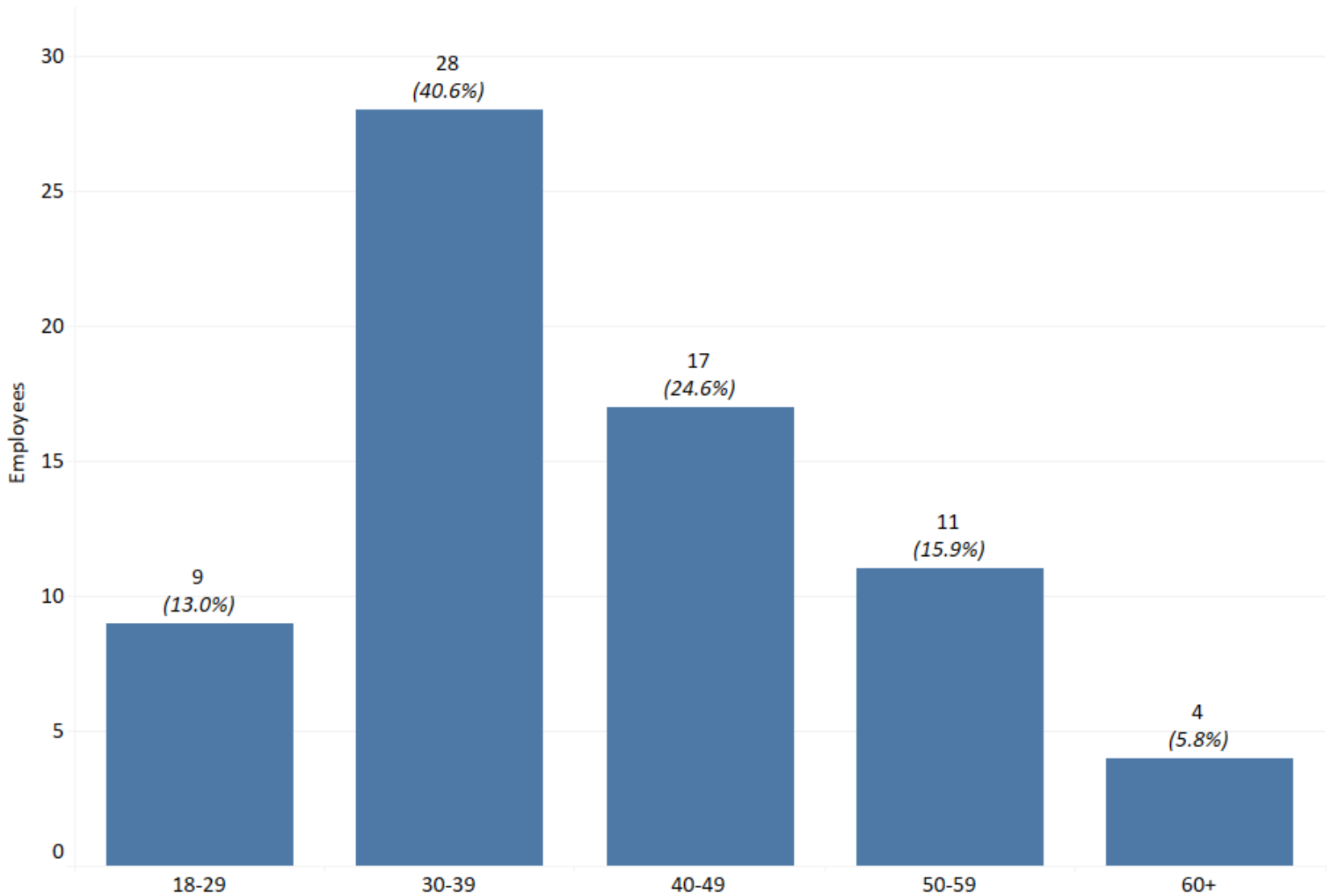


*The Other/Unknown category includes employees whose race does not fall within any other available category

*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q2 2024

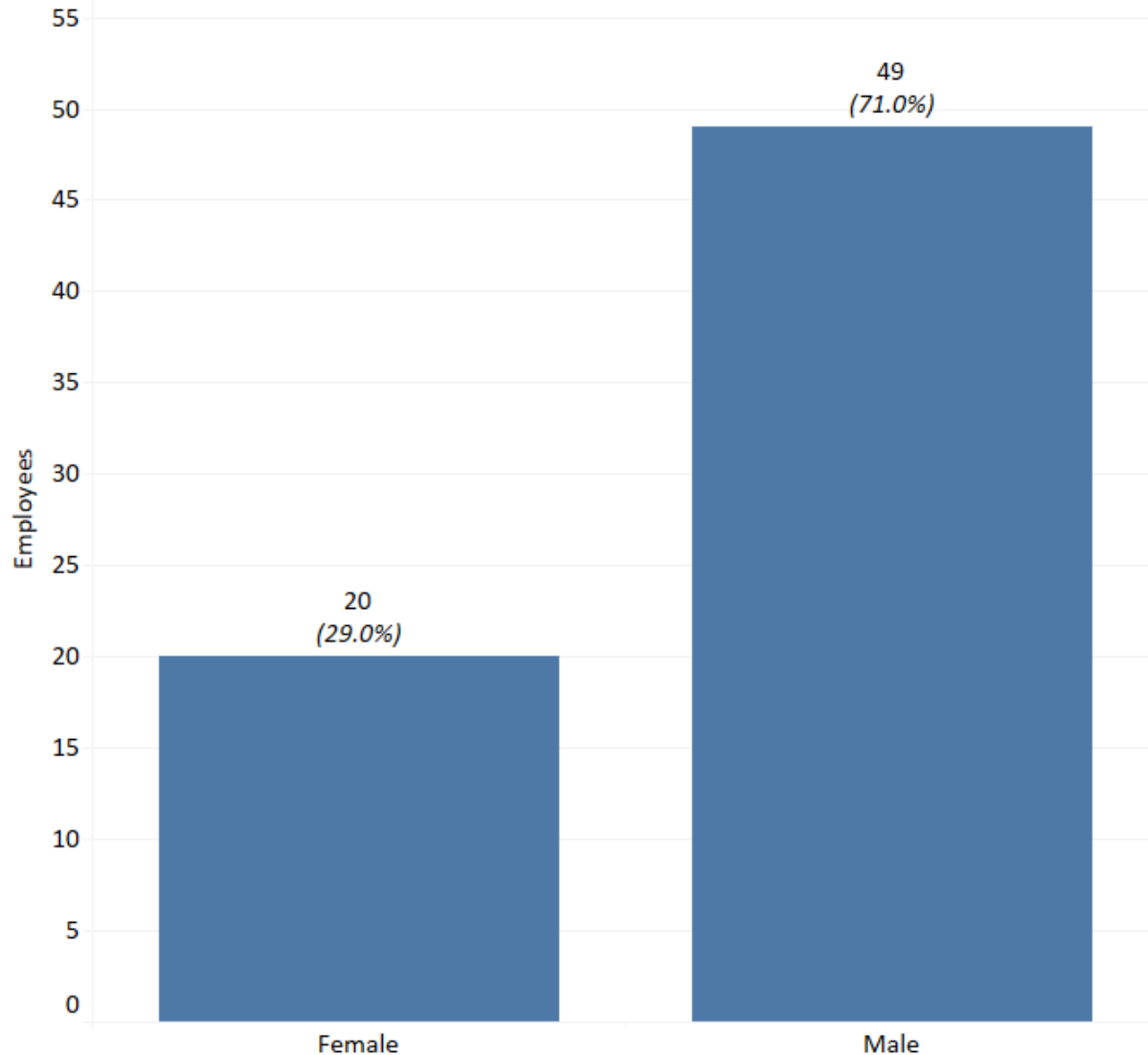
Number of Employees by Age Group



*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q2 2024

Number of Employees by Gender

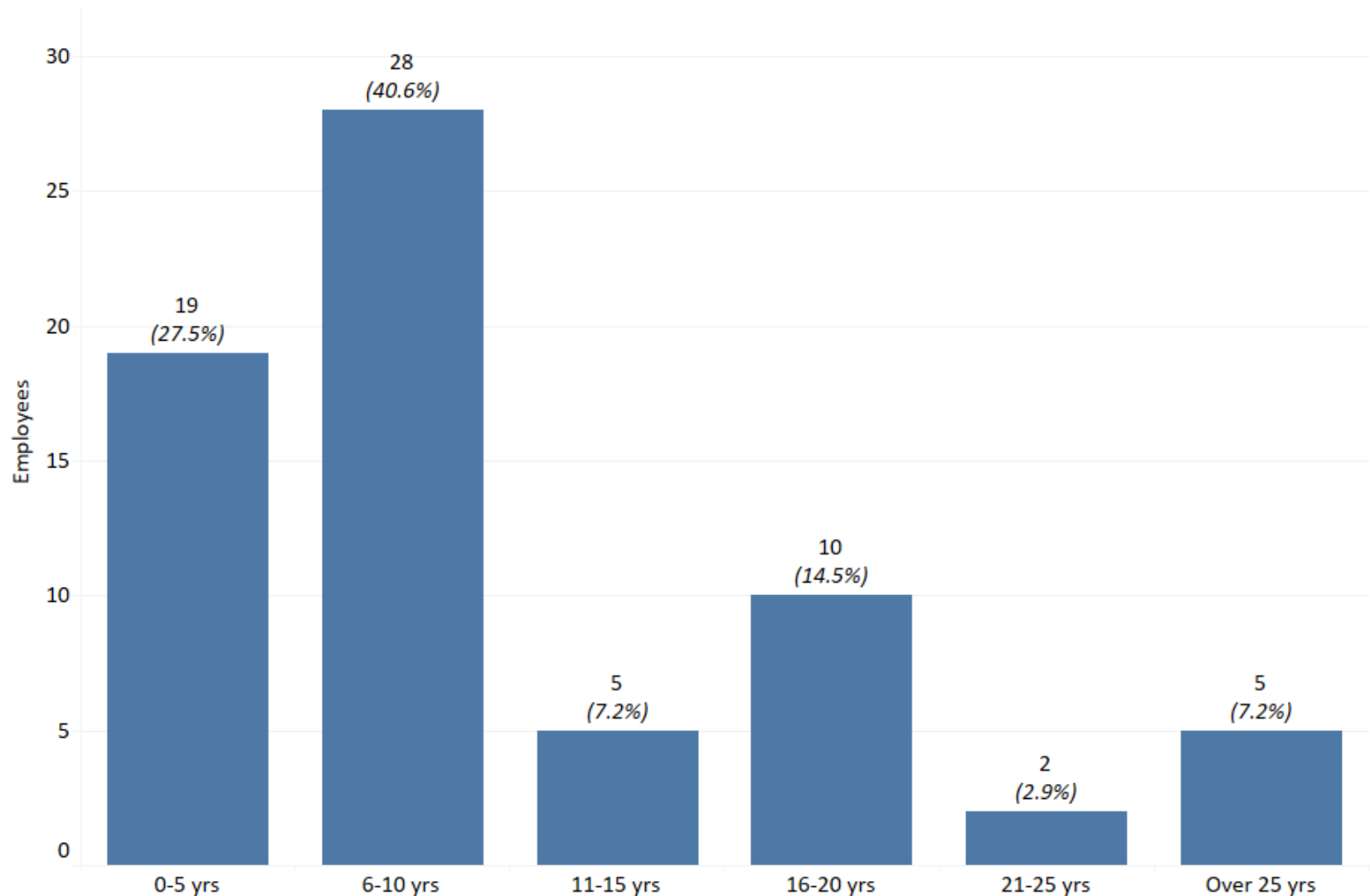


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q2 2024

*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q2 2024

Number of Employees by Tenure



*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - FINDINGS

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q2 2024

Overall Breakdown of Findings

	Number of Findings	≡	% of Total Findings
Improper Conduct	177		61.25%
Proper Conduct	65		22.49%
Insufficient Evidence	18		6.23%
In Policy	18		6.23%
Unfounded	7		2.42%
Policy Failure	2		0.69%
Withdrawn	1		0.35%
Training Failure	1		0.35%
Total Findings	289		100.00%

*Employees may have multiple allegations and findings, above table represents 137 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q2 2024

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief of Staff	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Grand Total
Improper Conduct	5 (1.73%)	11 (3.81%)	3 (1.04%)	128 (44.29%)	8 (2.77%)	3 (1.04%)	19 (6.57%)	177 (61.25%)
In Policy				18 (6.23%)				18 (6.23%)
Insufficient Evidence	3 (1.04%)	3 (1.04%)		9 (3.11%)		1 (0.35%)	2 (0.69%)	18 (6.23%)
Policy Failure				1 (0.35%)	1 (0.35%)			2 (0.69%)
Proper Conduct	5 (1.73%)	6 (2.08%)		40 (13.84%)	4 (1.38%)		10 (3.46%)	65 (22.49%)
Training Failure				1 (0.35%)				1 (0.35%)
Unfounded		3 (1.04%)		1 (0.35%)	1 (0.35%)		2 (0.69%)	7 (2.42%)
Withdrawn				1 (0.35%)				1 (0.35%)
Grand Total	13 (4.50%)	23 (7.96%)	3 (1.04%)	199 (68.86%)	14 (4.84%)	4 (1.38%)	33 (11.42%)	289 (100.00%)

*Other/Unknown indicates Employee has separated from SFPD, and assignment was not retained in the AIM database, or the assignment was highly specific or unique.

*Employees may have multiple allegations and findings, above table represents 137 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q2 2024

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unkno..	W - White	Grand Total
Improper Conduct	27 (9.34%)	23 (7.96%)	46 (15.92%)	5 (1.73%)	76 (26.30%)	177 (61.25%)
In Policy	3 (1.04%)				15 (5.19%)	18 (6.23%)
Insufficient Evidence	3 (1.04%)	8 (2.77%)	2 (0.69%)		5 (1.73%)	18 (6.23%)
Policy Failure			1 (0.35%)		1 (0.35%)	2 (0.69%)
Proper Conduct	2 (0.69%)	18 (6.23%)	15 (5.19%)	1 (0.35%)	29 (10.03%)	65 (22.49%)
Training Failure					1 (0.35%)	1 (0.35%)
Unfounded	1 (0.35%)	3 (1.04%)	1 (0.35%)		2 (0.69%)	7 (2.42%)
Withdrawn					1 (0.35%)	1 (0.35%)
Grand Total	36 (12.46%)	52 (17.99%)	65 (22.49%)	6 (2.08%)	130 (44.98%)	289 (100.00%)

*Other/Unknown category includes employees whose race does not fall within any other available category

*Employees may have multiple allegations and findings, above table represents 137 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q2 2024

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	25 (8.65%)	94 (32.53%)	41 (14.19%)	12 (4.15%)	5 (1.73%)	177 (61.25%)
In Policy		18 (6.23%)				18 (6.23%)
Insufficient Evidence	1 (0.35%)	8 (2.77%)	3 (1.04%)	5 (1.73%)	1 (0.35%)	18 (6.23%)
Policy Failure		2 (0.69%)				2 (0.69%)
Proper Conduct	28 (9.69%)	12 (4.15%)	13 (4.50%)	11 (3.81%)	1 (0.35%)	65 (22.49%)
Training Failure		1 (0.35%)				1 (0.35%)
Unfounded		2 (0.69%)	3 (1.04%)	2 (0.69%)		7 (2.42%)
Withdrawn	1 (0.35%)					1 (0.35%)
Grand Total	55 (19.03%)	137 (47.40%)	60 (20.76%)	30 (10.38%)	7 (2.42%)	289 (100.00%)

*Employees may have multiple allegations and findings, above table represents 137 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q2 2024

Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	33 (11.42%)	144 (49.83%)	177 (61.25%)
In Policy		18 (6.23%)	18 (6.23%)
Insufficient Evidence	6 (2.08%)	12 (4.15%)	18 (6.23%)
Policy Failure		2 (0.69%)	2 (0.69%)
Proper Conduct	12 (4.15%)	53 (18.34%)	65 (22.49%)
Training Failure		1 (0.35%)	1 (0.35%)
Unfounded	2 (0.69%)	5 (1.73%)	7 (2.42%)
Withdrawn		1 (0.35%)	1 (0.35%)
Grand Total	53 (18.34%)	236 (81.66%)	289 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q2 2024

*Employees may have multiple allegations and findings, above table represents 137 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q2 2024

Findings by Tenure

	Tenure at Incident						Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Improper Conduct	60 (20.76%)	53 (18.34%)	24 (8.30%)	12 (4.15%)	19 (6.57%)	9 (3.11%)	177 (61.25%)
In Policy	8 (2.77%)	4 (1.38%)	6 (2.08%)				18 (6.23%)
Insufficient Evidence	4 (1.38%)	5 (1.73%)	3 (1.04%)	1 (0.35%)	1 (0.35%)	4 (1.38%)	18 (6.23%)
Policy Failure		1 (0.35%)	1 (0.35%)				2 (0.69%)
Proper Conduct	34 (11.76%)	9 (3.11%)	2 (0.69%)	10 (3.46%)	4 (1.38%)	6 (2.08%)	65 (22.49%)
Training Failure		1 (0.35%)					1 (0.35%)
Unfounded	1 (0.35%)	4 (1.38%)				2 (0.69%)	7 (2.42%)
Withdrawn	1 (0.35%)						1 (0.35%)
Grand Total	108 (37.37%)	77 (26.64%)	36 (12.46%)	23 (7.96%)	24 (8.30%)	21 (7.27%)	289 (100.00%)

*Employees may have multiple allegations and findings, above table represents 137 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q2 2024

Findings by Member Status

	PROFESSIONAL		Grand Total
	STAFF	SWORN	
Improper Conduct	3 (1.04%)	174 (60.21%)	177 (61.25%)
In Policy		18 (6.23%)	18 (6.23%)
Insufficient Evidence	5 (1.73%)	13 (4.50%)	18 (6.23%)
Policy Failure		2 (0.69%)	2 (0.69%)
Proper Conduct	4 (1.38%)	61 (21.11%)	65 (22.49%)
Training Failure		1 (0.35%)	1 (0.35%)
Unfounded	3 (1.04%)	4 (1.38%)	7 (2.42%)
Withdrawn		1 (0.35%)	1 (0.35%)
Grand Total	15 (5.19%)	274 (94.81%)	289 (100.00%)

*Employees may have multiple allegations and findings, above table represents 137 employees

*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - ACTIONS

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q2 2024

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	1	0.46%
	Admonishment	30	13.82%
	Resignation	4	1.84%
	Retirement	1	0.46%
	Retraining	97	44.70%
	Performance Improvement Plan	13	5.99%
	Total	146	67.28%
Disciplinary Action	Written Reprimand/ Written Warning	29	13.36%
	Suspension Held in Abeyance	31	14.29%
	Suspension (10 or less days)	9	4.15%
	Suspension (11 or more days)	1	0.46%
	Term. Abeyance & Suspension (10 or less days)	1	0.46%
	Total	71	32.72%
Grand Total		217	100.00%

*Employees may receive multiple actions, above table represents 97 employees

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief of Staff	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Grand Total
Non-Disciplinary Action	11.11 Program				1 0.46%				1 0.46%
	Admonishment		1 0.46%	1 0.46%	23 10.60%	3 1.38%		2 0.92%	30 13.82%
	Resignation				2 0.92%		1 0.46%	1 0.46%	4 1.84%
	Retirement	1 0.46%							1 0.46%
	Retraining	1 0.46%	5 2.30%	2 0.92%	74 34.10%	5 2.30%		10 4.61%	97 44.70%
	Performance Improvement Plan			1 0.46%	12 5.53%				13 5.99%
	Total		2 0.92%	6 2.76%	4 1.84%	112 51.61%	8 3.69%	1 0.46%	13 5.99%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.46%	1 0.46%	1 0.46%	24 11.06%			2 0.92%	29 13.36%
	Suspension Held in Abeyance		3 1.38%		22 10.14%	1 0.46%		5 2.30%	31 14.29%
	Suspension (10 or less days)				7 3.23%	1 0.46%		1 0.46%	9 4.15%
	Suspension (11 or more days)				1 0.46%				1 0.46%
	Term. Abeyance & Suspension (10 or less days)				1 0.46%				1 0.46%
	Total		1 0.46%	4 1.84%	1 0.46%	55 25.35%	2 0.92%		8 3.69%
Grand Total		3 1.38%	10 4.61%	5 2.30%	167 76.96%	10 4.61%	1 0.46%	21 9.68%	217 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Race

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Non-Disciplinary Action	11.11 Program			1 0.46%			1 0.46%
	Admonishment	3 1.38%	3 1.38%	9 4.15%	15 6.91%		30 13.82%
	Resignation	1 0.46%			3 1.38%		4 1.84%
	Retirement		1 0.46%				1 0.46%
	Retraining	16 7.37%	10 4.61%	27 12.44%	42 19.35%	2 0.92%	97 44.70%
	Performance Improvement Plan	3 1.38%	2 0.92%	6 2.76%	2 0.92%		13 5.99%
	Total	23 10.60%	16 7.37%	43 19.82%	62 28.57%	2 0.92%	146 67.28%
Disciplinary Action	Written Reprimand/ Written Warning	7 3.23%	3 1.38%	10 4.61%	8 3.69%	1 0.46%	29 13.36%
	Suspension Held in Abeyance	3 1.38%	5 2.30%	7 3.23%	15 6.91%	1 0.46%	31 14.29%
	Suspension (10 or less days)	4 1.84%		2 0.92%	3 1.38%		9 4.15%
	Suspension (11 or more days)			1 0.46%			1 0.46%
	Term. Abeyance & Suspension (10 or less days)				1 0.46%		1 0.46%
	Total	14 6.45%	8 3.69%	20 9.22%	27 12.44%	2 0.92%	71 32.72%
Grand Total	37 17.05%	24 11.06%	63 29.03%	89 41.01%	4 1.84%	217 100.00%	

*Other/Unknown category includes employees whose race does not fall within any other available category

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Age Group

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.46%					1 0.46%
	Admonishment	7 3.23%	11 5.07%	7 3.23%	3 1.38%	2 0.92%	30 13.82%
	Resignation	1 0.46%	2 0.92%	1 0.46%			4 1.84%
	Retirement			1 0.46%			1 0.46%
	Retraining	17 7.83%	47 21.66%	21 9.68%	9 4.15%	3 1.38%	97 44.70%
	Performance Improvement Plan	3 1.38%	7 3.23%	3 1.38%			13 5.99%
	Total	29 13.36%	67 30.88%	33 15.21%	12 5.53%	5 2.30%	146 67.28%
Disciplinary Action	Written Reprimand/ Written Warning	6 2.76%	15 6.91%	6 2.76%	2 0.92%		29 13.36%
	Suspension Held in Abeyance	3 1.38%	20 9.22%	6 2.76%	2 0.92%		31 14.29%
	Suspension (10 or less days)	1 0.46%	3 1.38%	2 0.92%	2 0.92%	1 0.46%	9 4.15%
	Suspension (11 or more days)	1 0.46%					1 0.46%
	Term. Abeyance & Suspension (10 or less days)		1 0.46%				1 0.46%
	Total	11 5.07%	39 17.97%	14 6.45%	6 2.76%	1 0.46%	71 32.72%
Grand Total	40 18.43%	106 48.85%	47 21.66%	18 8.29%	6 2.76%	217 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.46%	1 0.46%
	Admonishment	4 1.84%	26 11.98%	30 13.82%
	Resignation	1 0.46%	3 1.38%	4 1.84%
	Retirement	1 0.46%		1 0.46%
	Retraining	14 6.45%	83 38.25%	97 44.70%
	Performance Improvement Plan	3 1.38%	10 4.61%	13 5.99%
	Total	23 10.60%	123 56.68%	146 67.28%
Disciplinary Action	Written Reprimand/ Written Warning	4 1.84%	25 11.52%	29 13.36%
	Suspension Held in Abeyance	6 2.76%	25 11.52%	31 14.29%
	Suspension (10 or less days)		9 4.15%	9 4.15%
	Suspension (11 or more days)		1 0.46%	1 0.46%
	Term. Abeyance & Suspension (10 or less days)		1 0.46%	1 0.46%
	Total	10 4.61%	61 28.11%	71 32.72%
Grand Total		33 15.21%	184 84.79%	217 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Tenure

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	11.11 Program	1 0.46%						1 0.46%
	Admonishment	9 4.15%	9 4.15%	1 0.46%	6 2.76%	4 1.84%	1 0.46%	30 13.82%
	Resignation	1 0.46%	1 0.46%	2 0.92%				4 1.84%
	Retirement			1 0.46%				1 0.46%
	Retraining	34 15.67%	28 12.90%	10 4.61%	9 4.15%	11 5.07%	5 2.30%	97 44.70%
	Performance Improvement Plan	4 1.84%	7 3.23%	2 0.92%				13 5.99%
	Total	49 22.58%	45 20.74%	16 7.37%	15 6.91%	15 6.91%	6 2.76%	146 67.28%
Disciplinary Action	Written Reprimand/ Written Warning	10 4.61%	10 4.61%	4 1.84%	1 0.46%	2 0.92%	2 0.92%	29 13.36%
	Suspension Held in Abeyance	13 5.99%	7 3.23%	4 1.84%	2 0.92%	4 1.84%	1 0.46%	31 14.29%
	Suspension (10 or less days)	1 0.46%	5 2.30%	1 0.46%		1 0.46%	1 0.46%	9 4.15%
	Suspension (11 or more days)	1 0.46%						1 0.46%
	Term. Abeyance & Suspension (10 or less days)	1 0.46%						1 0.46%
	Total	26 11.98%	22 10.14%	9 4.15%	3 1.38%	7 3.23%	4 1.84%	71 32.72%
Grand Total		75 34.56%	67 30.88%	25 11.52%	18 8.29%	22 10.14%	10 4.61%	217 100.00%

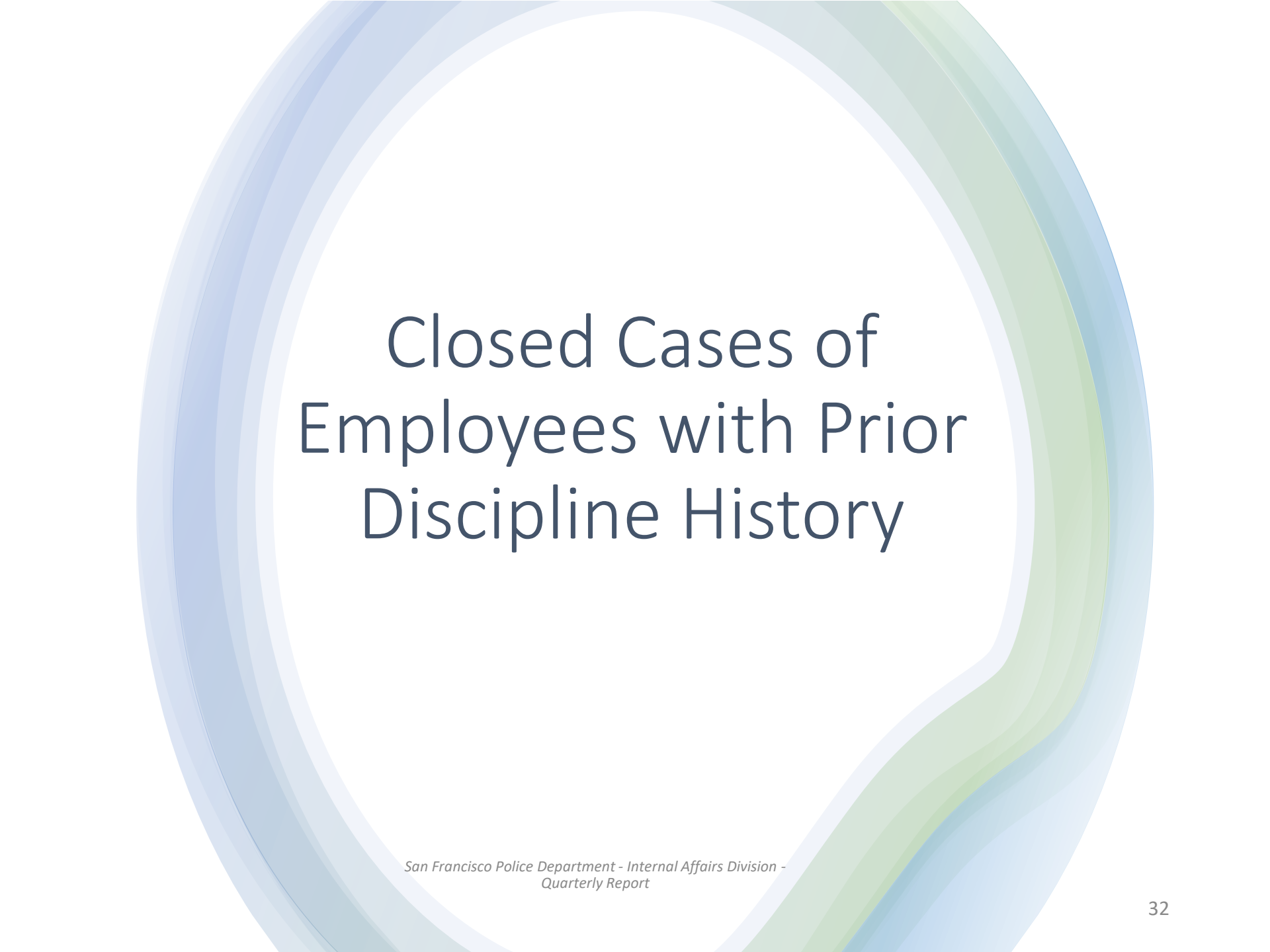
*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.46%	1 0.46%
	Admonishment	2 0.92%	28 12.90%	30 13.82%
	Resignation		4 1.84%	4 1.84%
	Retirement		1 0.46%	1 0.46%
	Retraining	3 1.38%	94 43.32%	97 44.70%
	Performance Improvement Plan		13 5.99%	13 5.99%
	Total		5 2.30%	141 64.98%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.46%	28 12.90%	29 13.36%
	Suspension Held in Abeyance		31 14.29%	31 14.29%
	Suspension (10 or less days)		9 4.15%	9 4.15%
	Suspension (11 or more days)		1 0.46%	1 0.46%
	Term. Abeyance & Suspension (10 or less days)		1 0.46%	1 0.46%
	Total		1 0.46%	70 32.26%
Grand Total		6 2.76%	211 97.24%	217 100.00%

*Table includes actions for those employees with findings of Improper Conduct



Closed Cases of Employees with Prior Discipline History

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q2 2024

Actions for Employees with Discipline History (within past 7 years)

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	1	1.06%
	Admonishment	9	9.57%
	Resignation	3	3.19%
	Retraining	41	43.62%
	Performance Improvement Plan	6	6.38%
	Total	60	63.83%
Disciplinary Action	Written Reprimand/ Written Warning	12	12.77%
	Suspension Held in Abeyance	17	18.09%
	Suspension (10 or less days)	4	4.26%
	Suspension (11 or more days)	1	1.06%
	Total	34	36.17%
Grand Total		94	100.00%

*Employees may receive multiple actions – above table represents 39 employees

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Bureau, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Grand Total
Non-Disciplinary Action	11.11 Program		1 1.06%				1 1.06%
	Admonishment		9 9.57%				9 9.57%
	Resignation		1 1.06%		1 1.06%	1 1.06%	3 3.19%
	Retraining	1 1.06%	35 37.23%	1 1.06%		4 4.26%	41 43.62%
	Performance Improvement Plan		6 6.38%				6 6.38%
	Total		1 1.06%	52 55.32%	1 1.06%	1 1.06%	5 5.32%
Disciplinary Action	Written Reprimand/ Written Warning		11 11.70%			1 1.06%	12 12.77%
	Suspension Held in Abeyance	1 1.06%	13 13.83%			3 3.19%	17 18.09%
	Suspension (10 or less days)		3 3.19%	1 1.06%			4 4.26%
	Suspension (11 or more days)		1 1.06%				1 1.06%
	Total		1 1.06%	28 29.79%	1 1.06%		4 4.26%
Grand Total		2 2.13%	80 85.11%	2 2.13%	1 1.06%	9 9.57%	94 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Race, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Grand Total
Non-Disciplinary Action	11.11 Program			1 1.06%		1 1.06%
	Admonishment		2 2.13%	4 4.26%	3 3.19%	9 9.57%
	Resignation	1 1.06%			2 2.13%	3 3.19%
	Retraining	4 4.26%	4 4.26%	15 15.96%	18 19.15%	41 43.62%
	Performance Improvement Plan	1 1.06%		4 4.26%	1 1.06%	6 6.38%
	Total	6 6.38%	6 6.38%	24 25.53%	24 25.53%	60 63.83%
Disciplinary Action	Written Reprimand/ Written Warning	3 3.19%	1 1.06%	6 6.38%	2 2.13%	12 12.77%
	Suspension Held in Abeyance	1 1.06%	2 2.13%	4 4.26%	10 10.64%	17 18.09%
	Suspension (10 or less days)			2 2.13%	2 2.13%	4 4.26%
	Suspension (11 or more days)			1 1.06%		1 1.06%
	Total	4 4.26%	3 3.19%	13 13.83%	14 14.89%	34 36.17%
Grand Total		10 10.64%	9 9.57%	37 39.36%	38 40.43%	94 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Age Group, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program	1 1.06%					1 1.06%
	Admonishment	2 2.13%	4 4.26%	2 2.13%	1 1.06%		9 9.57%
	Resignation		2 2.13%	1 1.06%			3 3.19%
	Retraining	4 4.26%	24 25.53%	9 9.57%	3 3.19%	1 1.06%	41 43.62%
	Performance Improvement Plan		3 3.19%	3 3.19%			6 6.38%
	Total	7 7.45%	33 35.11%	15 15.96%	4 4.26%	1 1.06%	60 63.83%
Disciplinary Action	Written Reprimand/ Written Warning		8 8.51%	3 3.19%	1 1.06%		12 12.77%
	Suspension Held in Abeyance	1 1.06%	12 12.77%	3 3.19%	1 1.06%		17 18.09%
	Suspension (10 or less days)	1 1.06%	1 1.06%	1 1.06%		1 1.06%	4 4.26%
	Suspension (11 or more days)	1 1.06%					1 1.06%
	Total	3 3.19%	21 22.34%	7 7.45%	2 2.13%	1 1.06%	34 36.17%
Grand Total	10 10.64%	54 57.45%	22 23.40%	6 6.38%	2 2.13%	94 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Gender, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		1 1.06%	1 1.06%
	Admonishment		9 9.57%	9 9.57%
	Resignation	1 1.06%	2 2.13%	3 3.19%
	Retraining	2 2.13%	39 41.49%	41 43.62%
	Performance Improvement Plan		6 6.38%	6 6.38%
	Total		3 3.19%	57 60.64%
Disciplinary Action	Written Reprimand/ Written Warning		12 12.77%	12 12.77%
	Suspension Held in Abeyance	2 2.13%	15 15.96%	17 18.09%
	Suspension (10 or less days)		4 4.26%	4 4.26%
	Suspension (11 or more days)		1 1.06%	1 1.06%
	Total	2 2.13%	32 34.04%	34 36.17%
Grand Total		5 5.32%	89 94.68%	94 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Tenure, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Tenure at Incident						Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Non-Disciplinary Action	11.11 Program	1 1.06%						1 1.06%
	Admonishment	2 2.13%	4 4.26%	1 1.06%	1 1.06%		1 1.06%	9 9.57%
	Resignation		1 1.06%	2 2.13%				3 3.19%
	Retraining	13 13.83%	16 17.02%	5 5.32%	1 1.06%	5 5.32%	1 1.06%	41 43.62%
	Performance Improvement Plan		5 5.32%	1 1.06%				6 6.38%
	Total	16 17.02%	26 27.66%	9 9.57%	2 2.13%	5 5.32%	2 2.13%	60 63.83%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.13%	7 7.45%	1 1.06%		2 2.13%		12 12.77%
	Suspension Held in Abeyance	7 7.45%	4 4.26%	3 3.19%		3 3.19%		17 18.09%
	Suspension (10 or less days)	1 1.06%	3 3.19%					4 4.26%
	Suspension (11 or more days)	1 1.06%						1 1.06%
	Total	11 11.70%	14 14.89%	4 4.26%		5 5.32%		34 36.17%
Grand Total	27 28.72%	40 42.55%	13 13.83%	2 2.13%	10 10.64%	2 2.13%	94 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q2 2024

Actions by Member Status, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program	1 1.06%	1 1.06%
	Admonishment	9 9.57%	9 9.57%
	Resignation	3 3.19%	3 3.19%
	Retraining	41 43.62%	41 43.62%
	Performance Improvement Plan	6 6.38%	6 6.38%
	Total	60 63.83%	60 63.83%
Disciplinary Action	Written Reprimand/ Written Warning	12 12.77%	12 12.77%
	Suspension Held in Abeyance	17 18.09%	17 18.09%
	Suspension (10 or less days)	4 4.26%	4 4.26%
	Suspension (11 or more days)	1 1.06%	1 1.06%
	Total	34 36.17%	34 36.17%
Grand Total	94 100.00%	94 100.00%	

*Table includes actions for those employees with findings of Improper Conduct



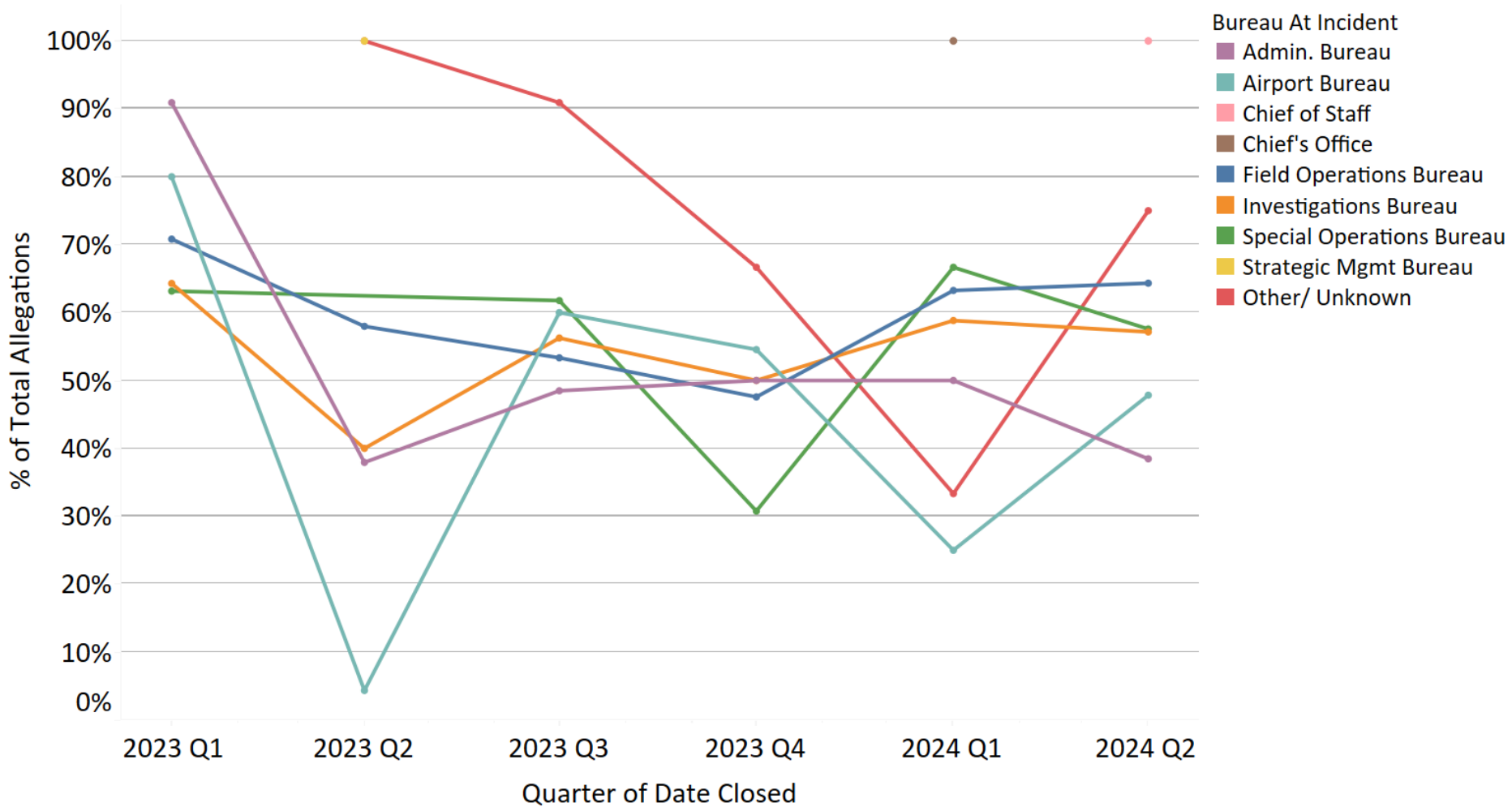
Trends

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident								
			Admin. Bureau	Airport Bureau	Chief of Staff	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Strategic Mgmt Bureau	Other/Unknown
Not Sustained	2023	Q2	18 62.07%	22 95.65%		1 100.00%	58 42.03%	3 60.00%	12 100.00%		
	2024	Q2	8 61.54%	12 52.17%			71 35.68%	6 42.86%	14 42.42%		1 25.00%
Sustained	2023	Q2	11 37.93%	1 4.35%			80 57.97%	2 40.00%		3 100.00%	1 100.00%
	2024	Q2	5 38.46%	11 47.83%		3 100.00%	128 64.32%	8 57.14%	19 57.58%		3 75.00%

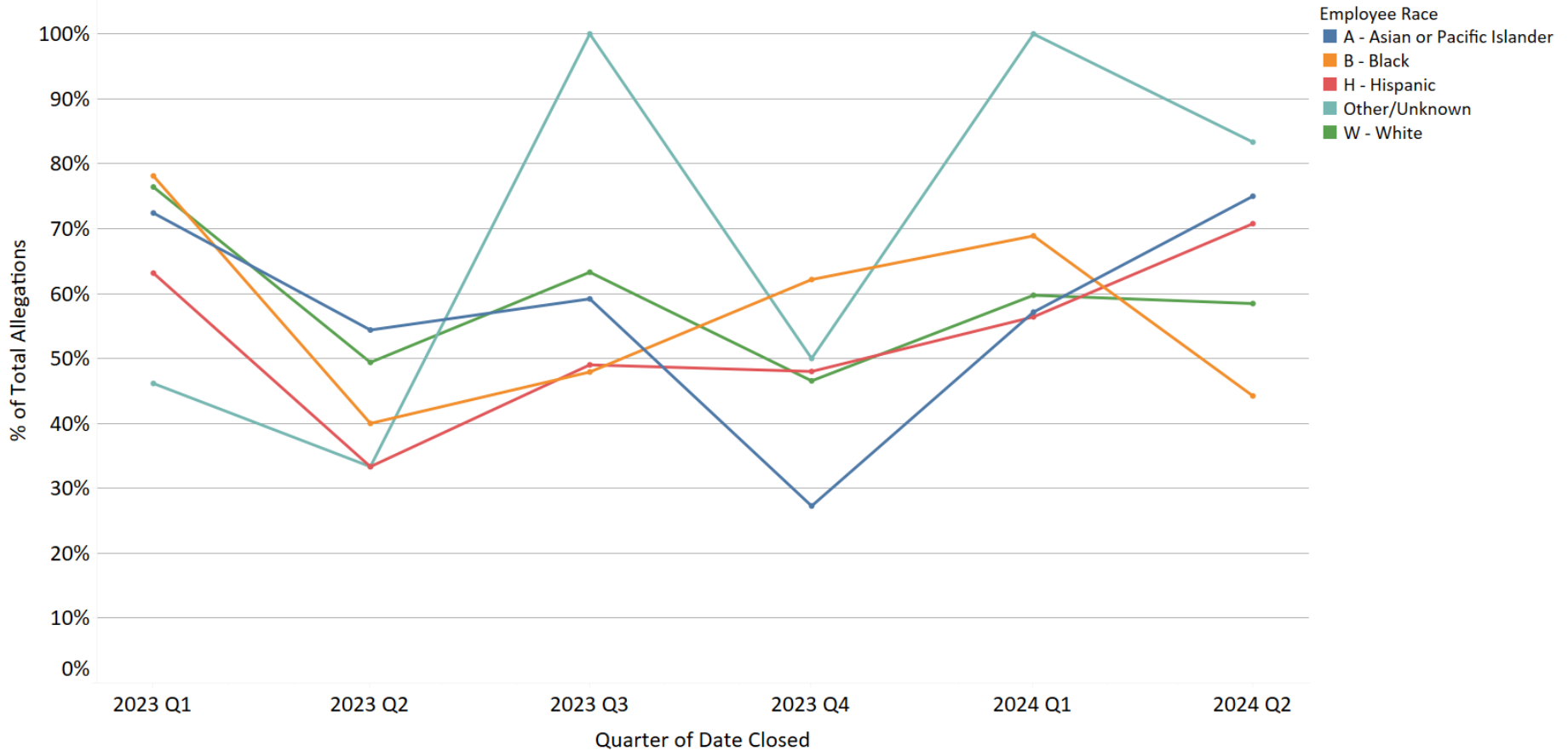
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White
Not Sustained	2023	Q2	26 45.61%	18 60.00%	26 66.67%	2 66.67%	42 50.60%
	2024	Q2	9 25.00%	29 55.77%	19 29.23%	1 16.67%	54 41.54%
Sustained	2023	Q2	31 54.39%	12 40.00%	13 33.33%	1 33.33%	41 49.40%
	2024	Q2	27 75.00%	23 44.23%	46 70.77%	5 83.33%	76 58.46%

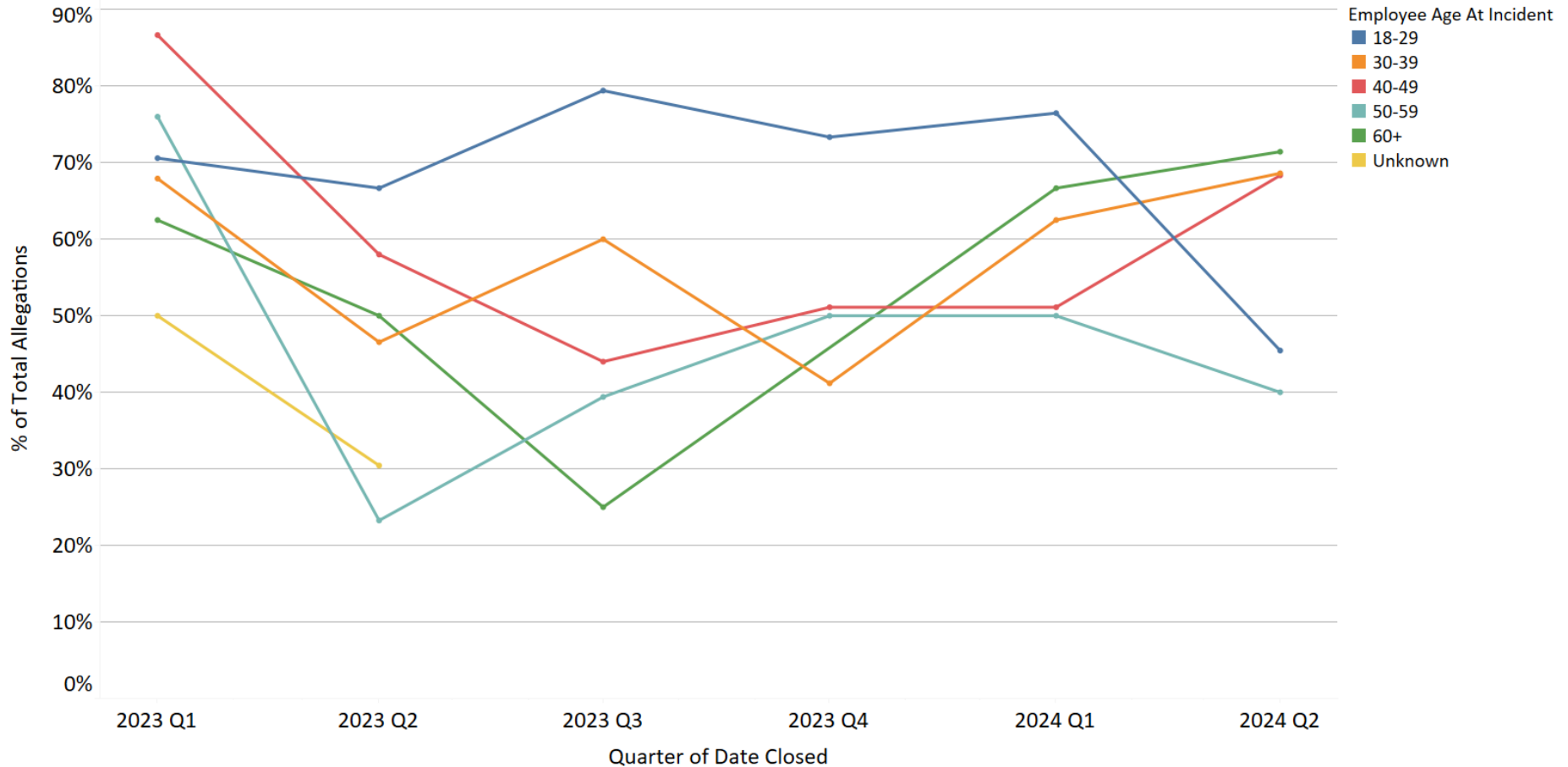
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident					
			18-29	30-39	40-49	50-59	60+	Unknown
Not Sustained	2023	Q2	12 33.33%	31 53.45%	21 42.00%	33 76.74%	1 50.00%	16 69.57%
	2024	Q2	30 54.55%	43 31.39%	19 31.67%	18 60.00%	2 28.57%	
Sustained	2023	Q2	24 66.67%	27 46.55%	29 58.00%	10 23.26%	1 50.00%	7 30.43%
	2024	Q2	25 45.45%	94 68.61%	41 68.33%	12 40.00%	5 71.43%	

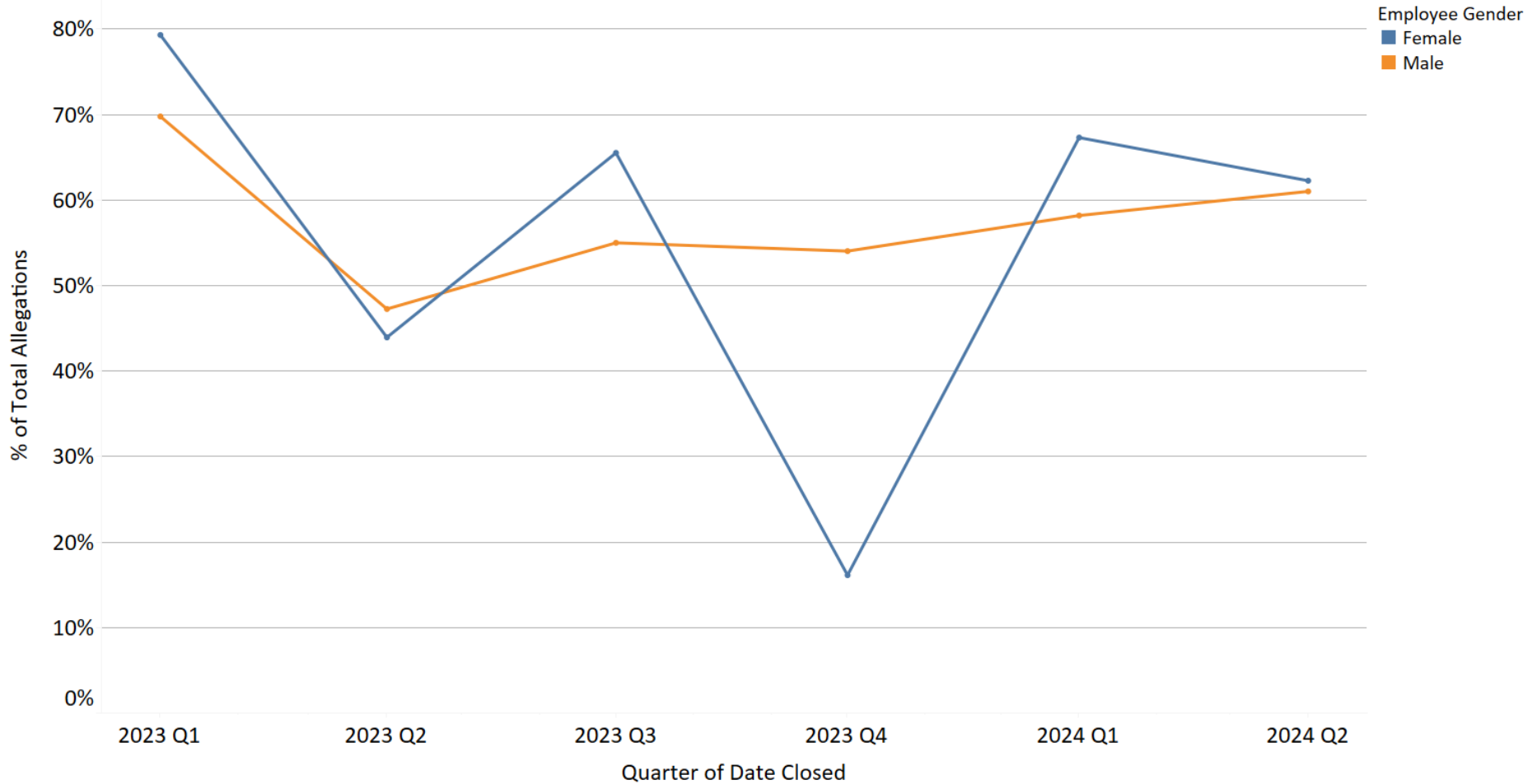
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
Not Sustained	2023	Q2	37 56.06%	77 52.74%
	2024	Q2	20 37.74%	92 38.98%
Sustained	2023	Q2	29 43.94%	69 47.26%
	2024	Q2	33 62.26%	144 61.02%

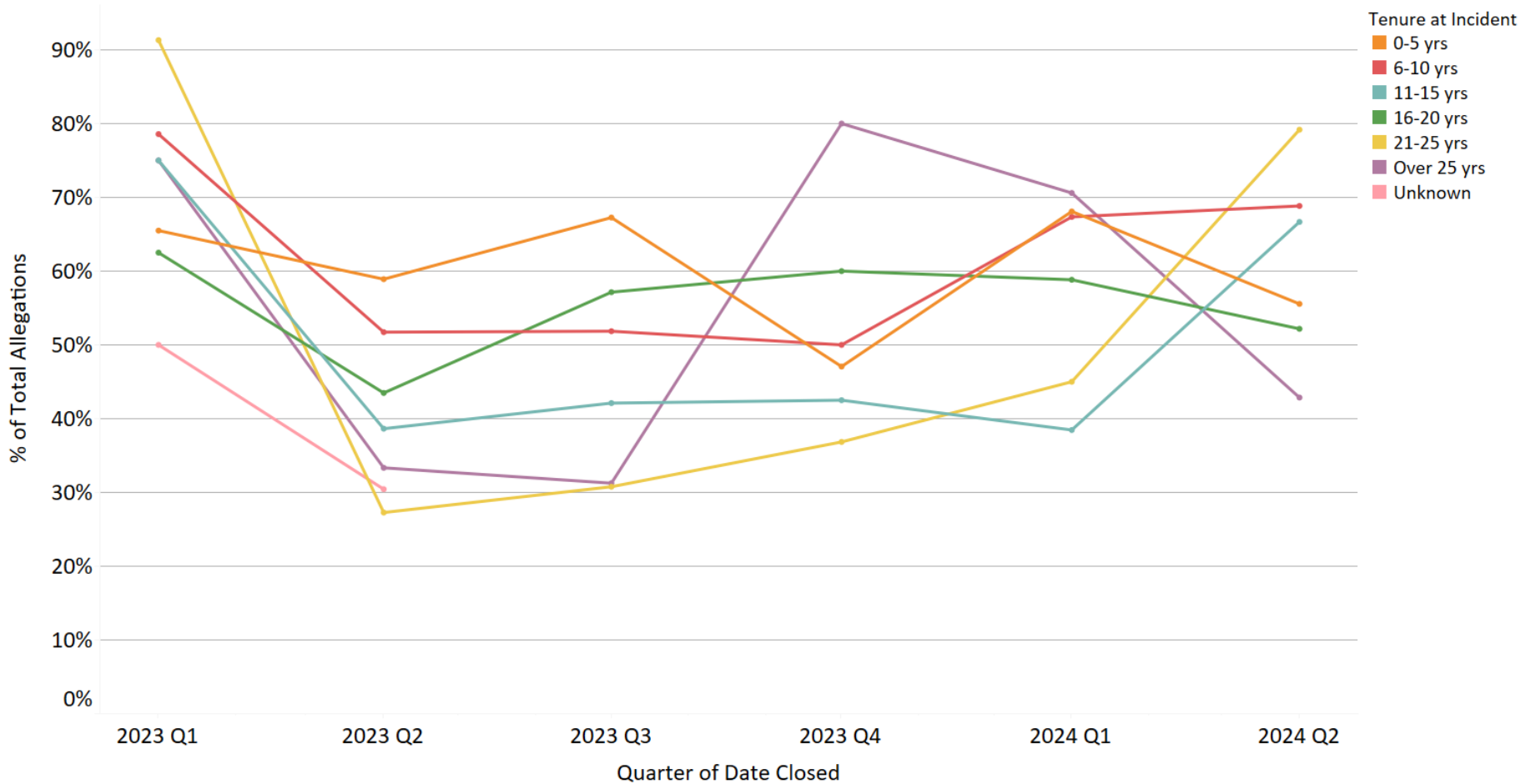
Percentage of Sustained Allegations by Gender



Percentage of Sustained and Not Sustained Allegations by Tenure

			Tenure at Incident						
			0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Unknown
Not Sustained	2023	Q2	30 41.10%	14 48.28%	27 61.36%	13 56.52%	8 72.73%	6 66.67%	16 69.57%
	2024	Q2	48 44.44%	24 31.17%	12 33.33%	11 47.83%	5 20.83%	12 57.14%	
Sustained	2023	Q2	43 58.90%	15 51.72%	17 38.64%	10 43.48%	3 27.27%	3 33.33%	7 30.43%
	2024	Q2	60 55.56%	53 68.83%	24 66.67%	12 52.17%	19 79.17%	9 42.86%	

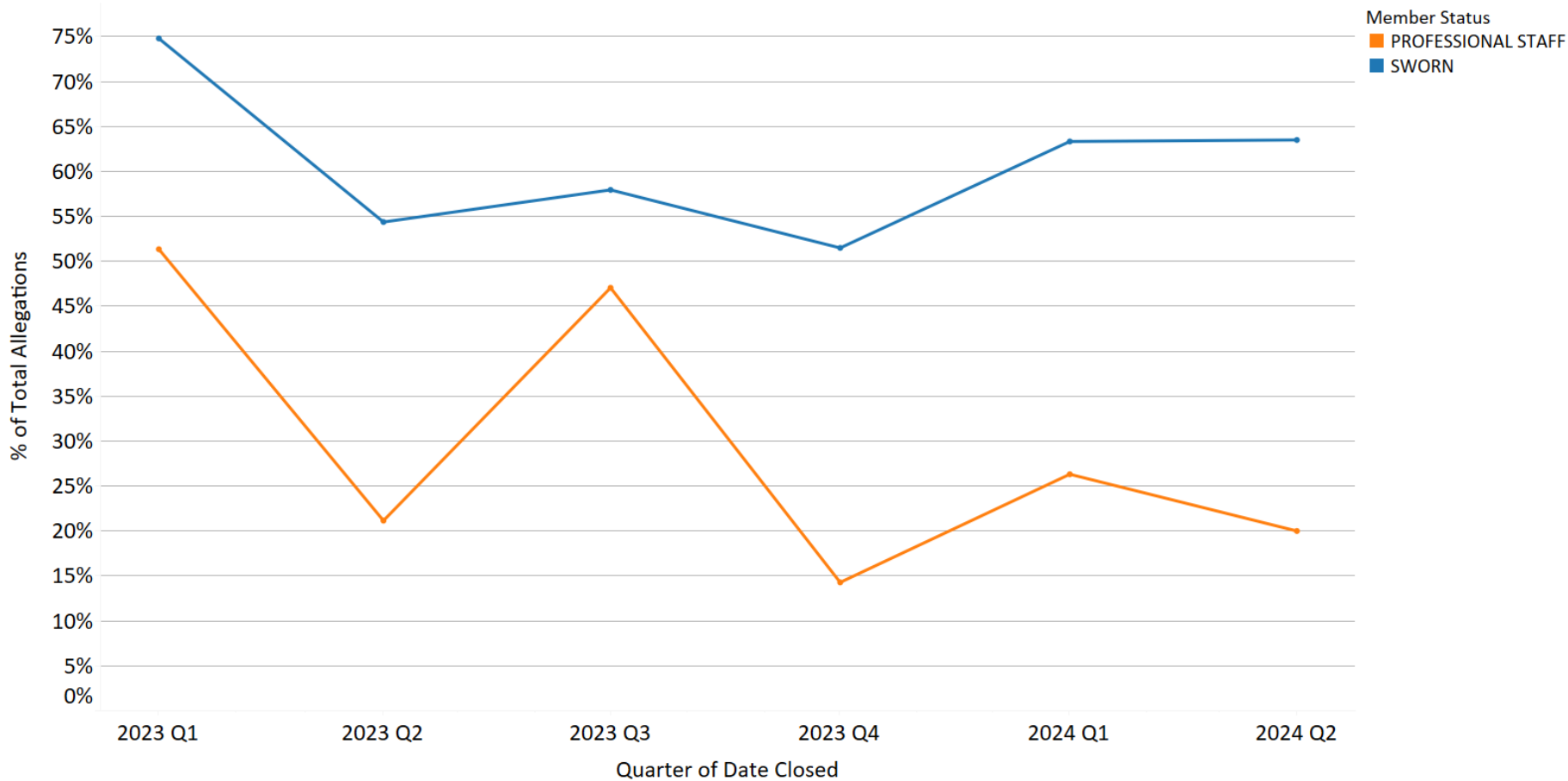
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL	
			STAFF	SWORN
Not Sustained	2023	Q2	41 78.85%	73 45.62%
	2024	Q2	12 80.00%	100 36.50%
Sustained	2023	Q2	11 21.15%	87 54.37%
	2024	Q2	3 20.00%	174 63.50%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Complaint Summaries – Q2 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0080	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0081	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, 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-2024-0082	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-2024-0084	Failed to appear at a DPA interview and did not contact the assigned DPA investigator 24 hours prior to the scheduled interview as required, in violation of DGO 2.04.03 (D).
MCD-2024-0085	Spoke on the phone with a member of the public but did not help them and hung up the phone on them after they asked to speak with a supervisor threats of violence, in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2024-0086	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2024-0087	Failed to comply with multiple directives to title BWC videos, in violation of DGO 10.11.03.H.2 BWC Procedures.
MCD-2024-0088	Made HRMS entries for an employee outside of their command, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0088	Failed to follow directives regarding HRMS scheduling, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0089	Used a disabled placard they were not qualified for, in violation of DGO 2.01.03, Rule 1.
MCD-2024-0090	Disregarded the orders of a superior officer, in violation of DGO 2.01.03, Rule 14, Insubordination.
MCD-2024-0091	Engaged in conduct likely to cause other members emotional distress by spreading rumors and engaging in gossiping about another SFPD member, in violation of DGO 2.01.03, Rule 7 - Respectfulness.

Complaint Summaries – Q2 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0091	Was disrespectful to another SFPD member by yelling and using profane language, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2024-0091	Engaged in conduct likely to cause other members emotional distress by spreading rumors and engaging in gossiping about another SFPD member, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2024-0092	Was involved in a vehicle crash while responding Code 3 to the vicinity of a pursuit, in violation of DGO 5.05 IV(C)(5). Ran a stop sign which caused a traffic crash, in violation of DGO 5.05 I(A) - Drive with due regard.
MCD-2024-0092	Was involved in a vehicle crash and was not wearing a seat belt, in violation of DGO 9.04, Seat Belt Policy.
MCD-2024-0093	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0094	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0095	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0096	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0097	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0098	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0099	Routinely leaves work early and it is not reflected in HRMS, in violation of DGO 2.01.03, Rule 1 (a) - Misconduct. Was dishonest regarding the training that has been received, in violation of DGO 2.01.03, Rule 1 (a) - Misconduct. Has neglected and is neglecting duties, in violation of DGO 2.01.03, Rule 1 (a) - Misconduct.

Complaint Summaries – Q2 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0100	Threats of domestic violence, in violation of DGO 2.01.03, Rule 1 (Misconduct). Slashed car tires, in violation of DGO 2.01.03 - Rule 1 (Misconduct). Deliberately caused harm to a dog, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2024-0101	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-2024-0102	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0103	Failed to comply with multiple directives to upload BWC videos within 72 hours after the initial recording date, in violation of DGO 10.11.03.H.1 - BWC Procedures.
MCD-2024-0106	Did not take a police report from the complainant, in violation of DGO 2.01.03, Rule 5 - Performing Duties.
MCD-2024-0107	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0108	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0109	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0110	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0111	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.
MCD-2024-0112	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 requested range qualification is a violation of DGO 2.01, Rule 5, Performing Duties.

Complaint Summaries – Q2 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0113	Was involved in a vehicle collision while off-duty in a Department rental vehicle and fled the scene, in violation of DGO 2.01, Rule 1. Was driving under the influence while off-duty in a Department rental vehicle, in violation of DGO 2.01, Rule 1.
MCD-2024-0114	Made an inappropriate comment in front of subordinates, in violation of DGO 2.01, Rule 1 - Misconduct.
MCD-2024-0115	Failed to locate a firearm on a custody during a custodial transport. Failed to do a thorough arrest search of a custody.
MCD-2024-0115	Failed to do a thorough arrest search of a custody.
MCD-2024-0115	Failed to do a thorough arrest search of a custody.
MCD-2024-0116	Failed to investigate a theft or robbery of a cell phone, and a battery committed in their presence, in violation of DGO 2.01.03, Rule 1 (e) Misconduct - Neglect of Duty.
MCD-2024-0116	Failed to investigate a theft or robbery of a cell phone, and a battery committed in their presence, in violation of DGO 2.01.03, Rule 1 (e) Misconduct - Neglect of Duty.
MCD-2024-0117	Was on cellphone while the complainant was waiting to file a report and complainant was subsequently left without getting any assistance, in violation of DGO 2.01.03, Rule 3 - Attention to Duty.
MCD-2024-0118	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0119	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0120	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0121	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0122	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.

Complaint Summaries – Q2 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0123	Failed to appear for mandatory range qualification, in violation of Department Notice #22-071.
MCD-2024-0124	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0125	Failed to submit an accurate incident report, in violation of DGO 2.01.03, Rule 9 (a).
MCD-2024-0126	Failed to take a report regarding a victim being called a derogatory name, in violation of DN 21-086, Reporting of Prejudiced Based Incidents.
MCD-2024-0127	Failed to write a complete and accurate police report (SFPD Case #240-174-273), in violation of DN 23-102 - Report Writing Responsibilities Supervisors, Officers & Police Service Aides.
MCD-2024-0128	Failed to notify the Department of secondary employment, in violation of DGO 11.02 Secondary Employment.
MCD-2024-0129	Failed to upload videos within 72 hours, in violation of DGO 10.11.03.H.1, Body Worn Camera: Storage and Use of Recordings
MCD-2024-0130	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0131	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0132	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0133	Failed to appear for mandatory range qualification, in violation of Department Notice 22-071.
MCD-2024-0134	Improperly used a Department vehicle, in violation of DGO 2.01.03, Rule 23 (Department Property).
MCD-2024-0135	Was involved in a disorderly conduct incident and arrested, in violation of DGO 2.01, Rule 1 - Misconduct.

Complaint Summaries – Q2 2024 Opened Cases

Case Number	Summary of Complaints
MCD-2024-0136	Interfered in a police investigation, in violation of DGO 2.01.03, Rule 27, Prohibition on Use of Authority or Position.
MCD-2024-0137	Failed to properly care for Department issued property, in violation of DGO 2.01, Rule 23 - Department Property.
MCD-2024-0138	Failed to complete and return a Department of Police Accountability Member Response Form (MRF), in violation of DGO 2.04.03(C)(1).
MCD-2024-0139	Was at a traffic light, asleep behind the steering wheel of a vehicle. Deemed intoxicated and charged with driving while intoxicated 23152 (b) VC.
MCD-2024-0140	Reports to work late and leaves early, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. Does not conduct police work for the first 3 or 4 hours of each day and does not carry a radio most of the time, in violation of DGO 2.01.03, Rule 5 - Performing Duties. Inappropriately goes to schools to address misbehaving students without reporting to the school district or notifying dispatch, in violation of DN 22-034 Responding to SF Unified School District Sites. Inappropriately disappears for several hours at a time while working overtime assignments, in violation of DGO 2.01.03, Rule 3 - Attention to Duty. Inappropriately accepted donations of Golden State Warriors tickets and took youth to the games without submitting the proper paperwork, in violation of DGO 2.01.03, Rule 27(c) - Prohibition on Use of Authority or Position.
MCD-2024-0141	Authored an inaccurate police report, in violation of DN 23-102.
MCD-2024-0142	Displayed inappropriate patches, in violation of DGO 2.01.03, Rule 1 - Misconduct.
OIS-2024-0001	Officer Involved Shooting Investigation
OIS-2024-0001	Officer Involved Shooting Investigation
OIS-2024-0001	Officer Involved Shooting Investigation
OIS-2024-0001	Officer Involved Shooting Investigation

Glossary

- Improper Conduct – a preponderance of the evidence proves the alleged conduct occurred and that the conduct violated Department policy or procedure
- Insufficient Evidence – the evidence fails to prove or disprove that the alleged conduct occurred
- Proper Conduct – the evidence proves that the alleged conduct occurred; however, the conduct was justified, lawful, and proper
- Policy Failure – the evidence proves that the alleged conduct occurred but was justified by Department policy or procedures; however, the SFPD or DPA recommends that the policy or procedure be changed or modified
- Supervision Failure – the evidence proves that the alleged conduct occurred and was the result of inadequate supervision
- Training Failure – the evidence proves that the alleged conduct resulted from inadequate or inappropriate training
- Unfounded – the evidence proves that the alleged conduct did not occur or that the accused officer was not involved
- Withdrawal – the complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint
- Exceptional Clearance – factors beyond control of law enforcement agency prohibit disciplinary measures, i.e. employee death
- Held in Abeyance* – suspension days (all or a set amount) or termination will not be imposed and will be held for a period of time ("the abeyance term") which will expire if the time frame elapses
- 11.11 Program – Intervention and Resource Program, provides members with intervention and recovery resources for problematic and addictive behavioral issues to include but not limited to substance abuse, gambling, and anger/stress management
- Admonishment – verbal correction to rectify or caution to avoid repeating (non-disciplinary action)
- Government Code (GC) 3304 – Administrative investigations have a “statute of limitations” that requires IAD to complete its investigation and notify the accused officer of possible discipline within one year of the discovery of the underlying conduct
- DGO – Department General Order
- DN – Department Notice
- DB – Department Bulletin
- DPA – San Francisco Department of Police Accountability
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct
- DEM – San Francisco Department of Emergency Management

*Please note, definition of “Held in Abeyance” is a working definition and may be updated pending input from various internal and external stakeholders