



Serving the
community of
San Francisco for
40 years



Department of Police Accountability Annual Report 2022

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Mission

The Department of Police Accountability is committed to providing the City of San Francisco with independent and impartial law enforcement oversight through investigations, policy recommendations, and performance audits to ensure that policing reflects the values and concerns of the community.

Our Values

Creating a culture of belonging where everyone is welcome; Being transparent, present, and independent; Delivering our best and holding ourselves accountable; and serving our community with honor, dignity, and respect.



Introductions



Dear stakeholders and esteemed members of the community,

It is with great pleasure and a profound sense of responsibility that I present to you the Department of Police Accountability (DPA) Annual Report. This report encapsulates our department's tireless efforts in pursuing justice, promoting transparency, and holding law enforcement accountable for the benefit of the vibrant city of San Francisco. As we commemorate DPA's 40th anniversary, we reflect on our accomplishments and reaffirm our commitment to a fair and just policing system.

New Cases and Closure Rate

During the reporting period, DPA received a total of 704 new cases. This significant number is indicative of the growing trust and confidence that the community places in our department to address their concerns effectively. We take pride in our ability to promptly investigate these cases and provide timely resolutions to those affected. With great dedication, we closed a total of 720 cases, ensuring that each complaint received the attention it deserved.

Sustained Rate

At the heart of our work lies the commitment to accountability. The sustained rate, a key metric reflecting our ability to substantiate allegations, stands at an impressive 13% for the reporting period. This achievement is a testament to the unwavering efforts of our diligent staff who investigate cases meticulously, ensuring that justice is served and officers are held accountable for their actions.

Policy Recommendations

DPA understands that promoting change requires proactive engagement in policy reform. This year, we have put forth a noteworthy 146 policy recommendations aimed at improving policing practices and procedures, enhancing officer training, and fostering stronger community-police relations. These recommendations reflect our unwavering dedication to creating a system of policing that embodies fairness, equity, and accountability.

Challenges and Future Endeavors

While we celebrate our achievements, we are acutely aware of the challenges that lie ahead. The journey towards a more just and equitable future requires ongoing collaboration and open dialogue with the community, law enforcement agencies, and other stakeholders. Together, we can address the systemic issues that hinder progress and forge a path towards a more inclusive society.

In conclusion, I express my deepest gratitude to the remarkable individuals who constitute the Department of Police Accountability, as well as the community members who have entrusted us with their concerns and complaints. This Annual Report serves as a testament to our unwavering commitment to transparency, justice, and accountability. As we reflect on DPA's 40th anniversary, we rededicate ourselves to the relentless pursuit of justice and the betterment of our community.

Sincerely,

Paul David Henderson

Director, SF Department of Police Accountability

2022 At a Glance

704

New Complaints

13%

Sustained Rate

9% above the
National Average of
4%

Transparency

48,046

SB1421 Cumulative
Pages Released

720

Closed Complaints

92

Evidence-Based
Policy Recommendations

Police Oversight Comparison

Component	Department or Agency			
	Department of Police Accountability	Oakland Community Police Review Agency	San Jose Independent Police Auditor	BART Office of the Independent Police Auditor
Monthly Reports				
Quarterly Reports				
Case Summary Report				
Annual Report				
Mediation				
Policy				
Performance Audits				
Senate Bill 1421				

DPA Accomplishments throughout the years

- Significantly reducing the backlog of cases yet to be disclosed to the public under SB1421 & SB 16
- Stepping in to ensure oversight of the San Francisco Sheriff's Office at the request of the Sheriff
- Balancing our department budget
- Resolved over a dozen operational complaints originating from the police union
- Transitioning DPA into a more modern expanded facility to accommodate new partnerships and updated interview room to public spaces
- Increased the percentage of cases resolved by the state-mandated Section 3304 deadline by nearly 20%
- Expanding the data and information included in our annual reports
- Receiving National recognition from the Association of Local Government Auditors for our audit concerning SFPD's use-of-force data
- Updating DPA's case file management system from MS Access 97 to a cloud based system with increased reporting capabilities
- Successfully launching a new DPA website
- Successfully creating a Complainant Case Look-Up Portal at no cost to the City of San Francisco
- Increasing equitability by ensuring that 50% of the executive staff are either women or people of color
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- Eliminated 3304 statutory losses from delayed case investigation
- Negotiating a settlement agreement in OIS for 45-Day Suspension with Termination held in abeyance for 18 months

Definitions

Allegation - An allegation is a way to describe an individual act of potential misconduct. Complaints usually have more than one allegation to investigate. There are four categories of allegations: Unwarranted Action, Neglect of Duty, Use of Force, and Conduct Unbecoming.

Complaint - Complaints are also called cases or investigations.

Conduct Unbecoming an Officer - Type of allegations that an officer's rude or inappropriate behavior undermines public confidence or reflects poorly on the Police Department. (Replaced and combined the historical categories of conduct reflecting discredit, discourtesy, racial slurs, sexual slurs.)

Findings - Investigative conclusions are called findings. Each allegation is resolved with a finding that indicates whether or not the allegation was proven.

Improper Conduct (Sustained) - Finding indicating that the evidence gathered during an investigation proved that an officer broke a rule or law by doing something improper or by failing to complete a task.

Informational - Finding indicating that the allegations were not rationally within DPA's investigative jurisdiction.

Insufficient Evidence - Finding indicating that there was not enough evidence to prove or disprove an allegation.

Mediated - Finding indicating that an allegation was voluntarily resolved through mediation.

Neglect of Duty - Type of allegation that an officer failed to complete a required task.

Policy Failure - Finding indicating that, although an officer's actions complied with police rules, DPA recommends that the rules be changed.

Proper Conduct - Finding indicating that an officer's actions complied with police rules, training, and applicable laws.

Referral - Finding indicating that an allegation was referred to an agency with jurisdiction.

Supervision or Training Failure - Finding indicating that an officer's improper actions or failure to complete a required task were the result of inadequate supervision or training.

Unfounded - Allegations are unfounded when a complaint is made about something that did not occur or when an officer specifically identified by the complainant was not actually involved.

Unwarranted Action - Type of allegation that an officer's actions were unnecessary or unrelated to a legitimate police purpose.

Use of Force - Type of allegation that an officer used more force than was reasonably needed to perform a necessary police action.

Withdrawal - A withdrawn finding indicates that DPA discontinued investigating a complaint that was voluntarily withdrawn.

No Finding - A "No finding" outcome occurs when an involved officer cannot reasonably be identified or is no longer employed by SFPD and therefore cannot be disciplined.



Investigations

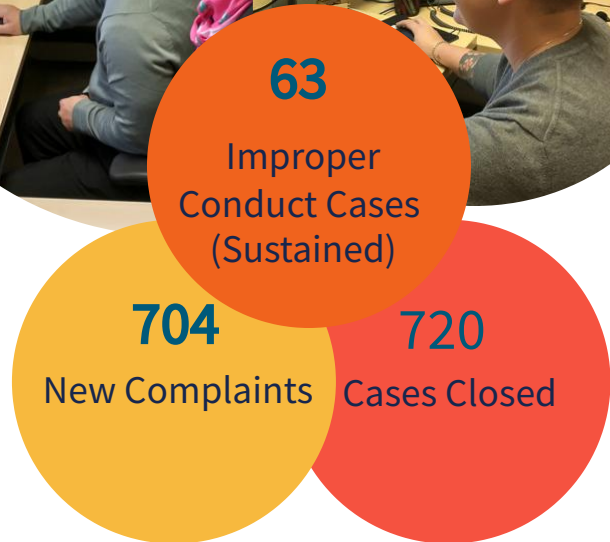
In 2022, DPA received 704 complaints of police misconduct, a 9% decrease over the previous year. The 704 new complaints yielded 1,710 new allegations against 830 subject officers (some officers received multiple complaints). Of the 720 cases closed in this calendar year (a 16% decrease over the previous year), 63 included improper conduct (sustained) findings against San Francisco police officers—yielding a 13% improper conduct (sustained) rate for the year. DPA completed four officer-involved shooting investigations, with five investigations ongoing. DPA resolved 19 cases through mediation, a 49% decrease from the previous year.

The Investigation team welcomed four new investigators in 2022: three permanent and one temporary. The new members came from various backgrounds, including the DA's Office, a private law firm, and the Oakland Police Review Agency.

The Investigation team also continued to diligently investigate cases throughout 2022, while returning to the office after working remotely during the COVID pandemic. They also closed out 720 cases for the year and sustained 199 allegations of misconduct against officers.

A complex Officer Involved Shooting (OIS) was closed in May 2022, which involved a police shooting that occurred in November 2021. Eighty officers attended the scene and were, to varying degrees, involved in the incident. Eleven officers were named as subjects, and sixteen allegations of misconduct were investigated. At the conclusion of the investigation, DPA recommended that six officers be disciplined for nine allegations.

DPA saw a slight reduction in complaints received but an increase in the number of cases sustained for improper conduct. Our teams of investigators and attorneys continued to overcome the challenges of working remotely to investigate and close nearly 720 cases.

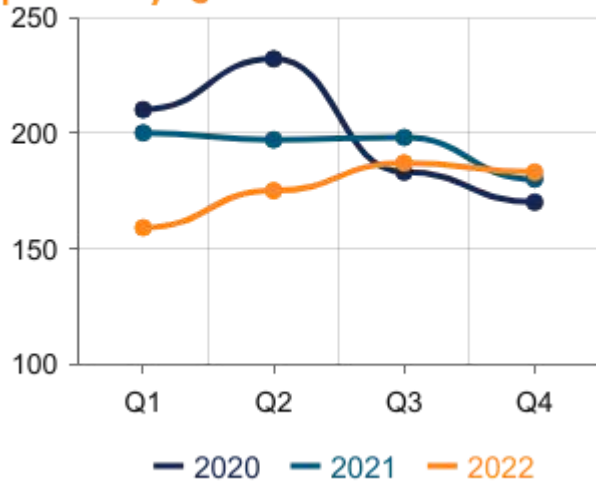


Case Findings



In 2022, DPA case numbers decreased from 2021. DPA continues to focus on closing cases. In 2022, cases pending by quarter saw a continued decrease across all four quarters. DPA continues to focus on meeting all 3304 statutory deadlines.

Three Year Comparison of Cases Opened by Quarter and Year



Three Year Comparison of Cases Closed by Quarter and Year



Three Year Comparison of Cases Pending by Quarter and Year

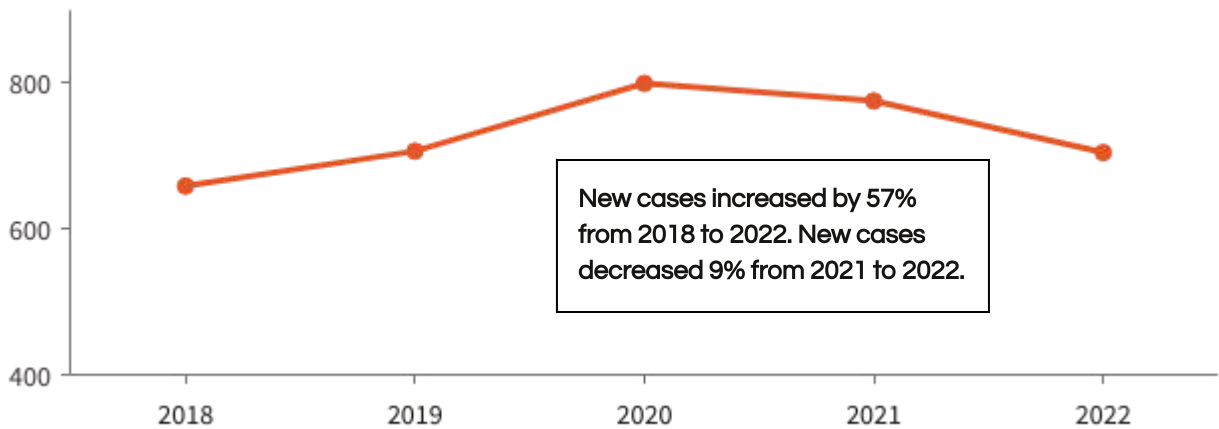


Case Findings

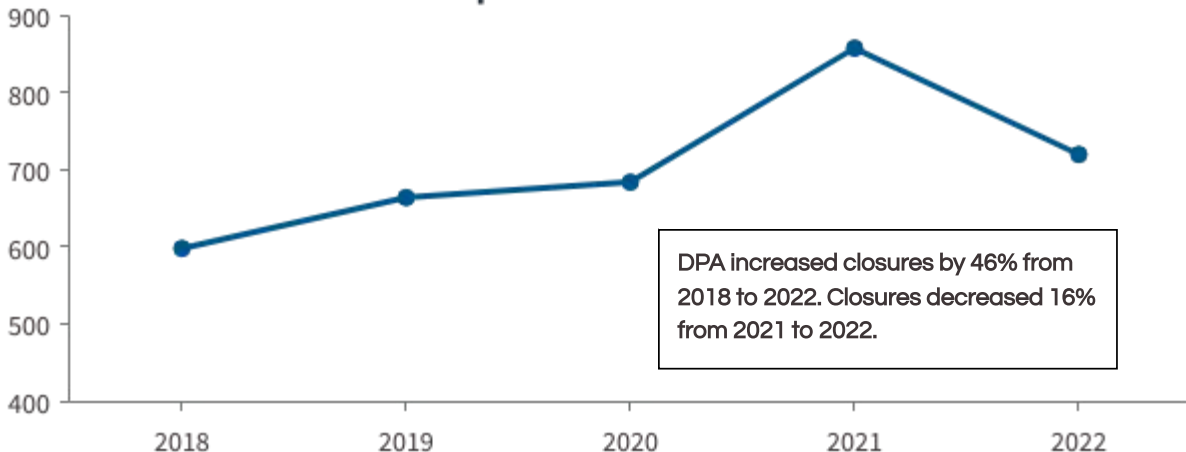


The following graphs show a five-year comparison of Opened and Closed DPA cases. DPA cases decreased in 2022 returning to pre-pandemic levels. In 2017, Director Henderson implemented a new team investigative model to address and prevent future case backlogs. As a result, DPA increased case closures by 46% over the past five years.

5 Year Comparison of Opened Cases

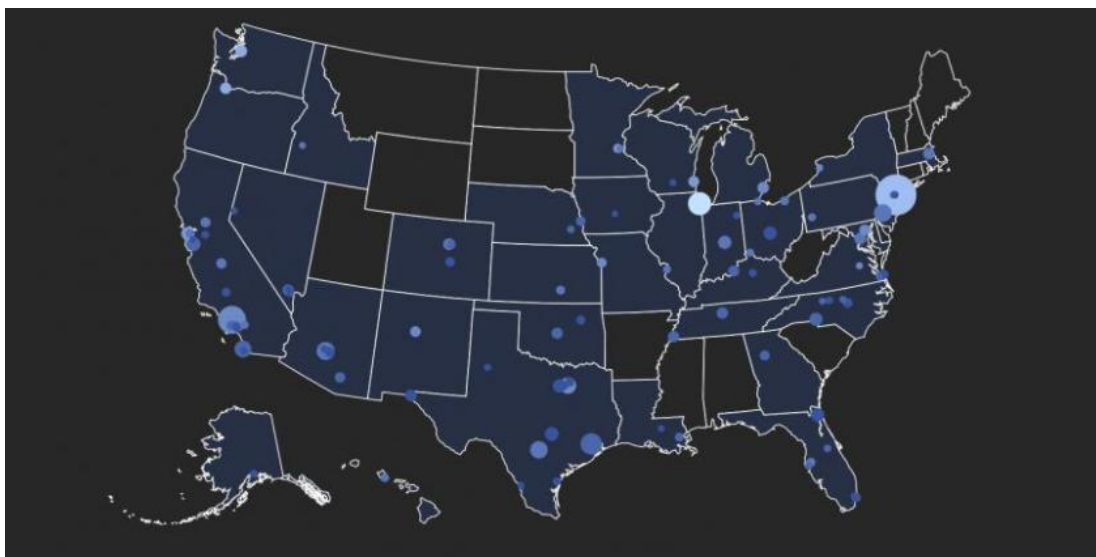
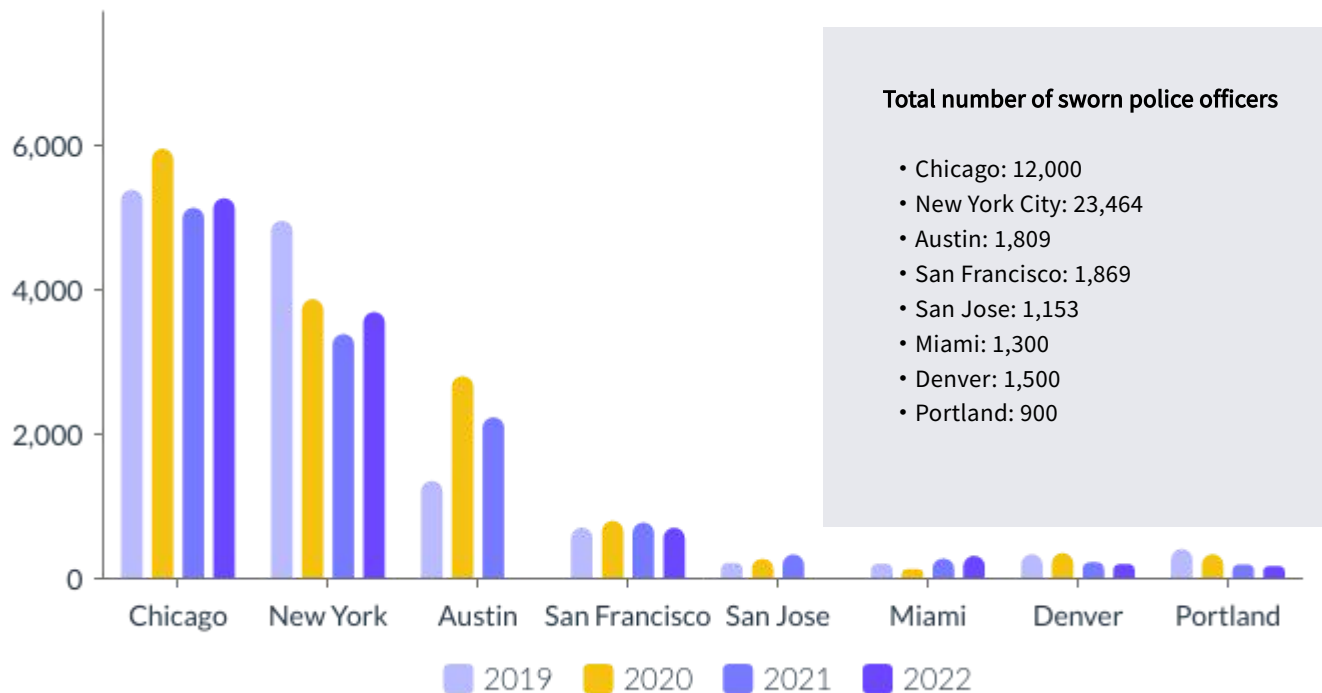


5 Year Comparison of Cases Closed



National Trend for New Complaints in 2022

The following graphs show a four-year comparison of complaints received by Civilian Police Oversight Agencies. The review showed a slight downward trend in the number of complaints as well as complaints sustained. Some oversight agencies saw an increase around the George Floyd protests, as well as new policies being implemented in response to the civil unrest in 2020. In some cities, new policies helped to increase their oversight which in turn increased the number of complaints that fell within their purview and as such have increased their total number of complaints received.



[Police Oversight Agencies in Top 100 U.S. Cities \(uchicago.edu\)](https://www.uchicago.edu)

Case Findings

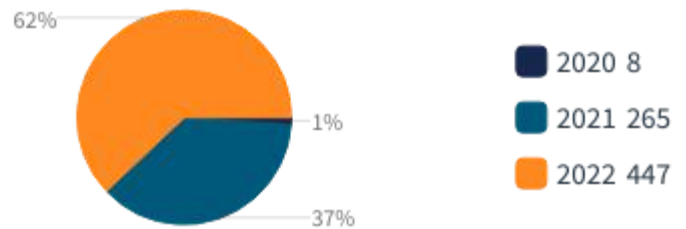
The following sections highlight a three-year comparison of open and closed cases. The "Cases Closed by Year Filed" graph is presented twice to show a visual of the number of cases closed by year filed. In 2022, DPA closed a total of 720 cases. DPA's pending case closures continue to decrease year over year.

In 2022 DPA closed 720 cases

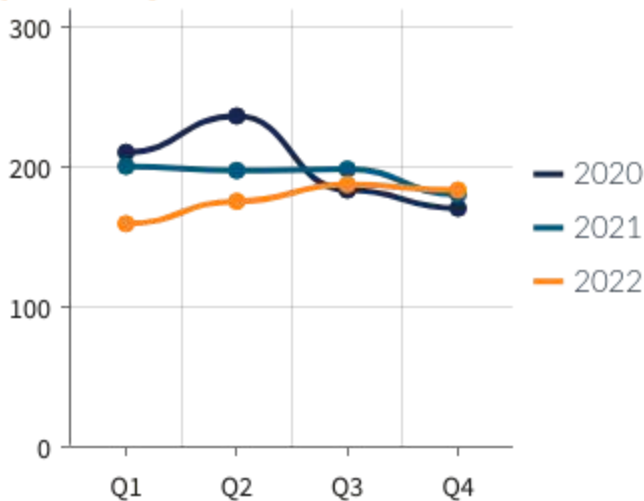
Year Filed	Closed
2020	8
2021	265
2022	447

All cases were closed within statutory deadlines.

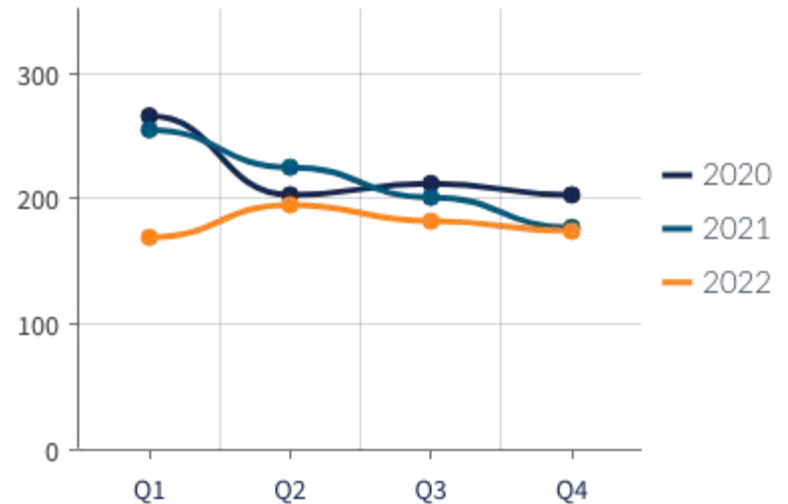
Cases Closed in 2022 By Year Filed



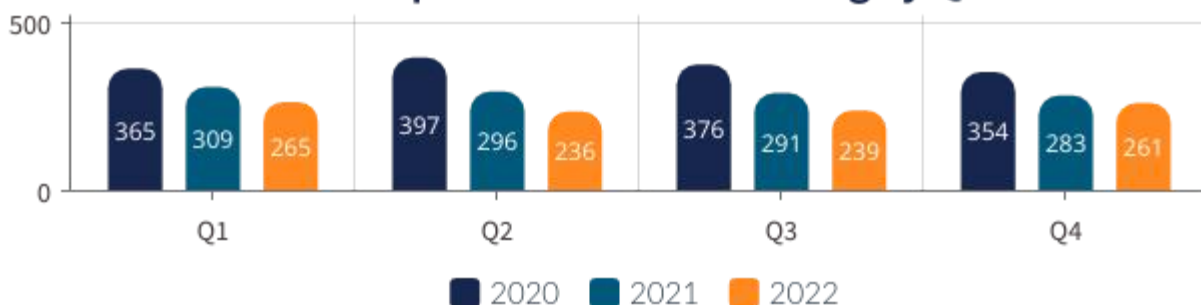
Three Year Comparison of Cases Opened by Quarter



Three Year Comparison of Cases Closed by Quarter



Three Year Comparison of Cases Pending by Quarter



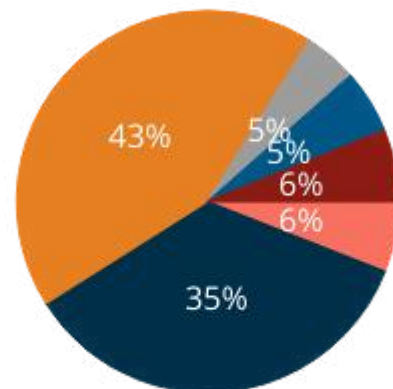
Complainant Demographics

The demographic characteristics of complainants can be found in the tables and charts below. In 2022, Caucasians and African Americans filed the most complaints at the rate of 23% and 16%, respectively. In terms of gender, 42% of complainants were male, 31% female and 26% declined to state. Most complainants fell between the ages of 31 and 40. Complainants have several avenues for filing complaints with DPA. In 2022, the most frequent method for complaint filing was by phone (302), followed by online (247) and other (43).

Race/Ethnicity	#	%
Asian	79	11%
Black or African American	114	16%
Hispanic or Latinx	66	9%
White	160	23%
Other	58	8%
Declined to State	227	32%
Total	704	100.00%
Age	#	%
1-13 (by an adult)	0	0%
14-16	0	0.0%
17-19	0	0.0%
20-30	54	8%
31-40	153	22%
41-50	119	17%
51-60	105	15%
61-70	50	7%
71-80	21	3%
Over 80	4	1%
Declined to State	198	28%
Grand Total	704	100%

Complainants	#	%
Complainants	700	99%
Anonymous Complainants	4	1%
Total	704	100%
Gender	#	%
Female	216	31%
Male	293	42%
Genderqueer / Gender Non-binary	4	1%
Transgender	8	1%
Declined to State	183	26%
Grand Total	704	100.00%

How Complaints Were Received



■ In-Person 42
 ■ Online 247
 ■ Phone 302
■ Mail 32
 ■ SFPD 38
 ■ Other 43

Case Findings - Allegations



Allegations describe officer misconduct. Multiple allegations are usually investigated for each case. In 2022, 2,487 allegations were brought in 830 officer investigations (some officers were the subject of multiple investigations). The most common allegations were Neglect of Duty, Conduct Unbecoming an Officer, and Unwarranted Action, which made up a combined 89% of all allegations.

Allegations by Type

Total = 2,487



Each allegation type has subtypes.

For example, the Neglect of Duty allegation category includes an officer's failure to activate a body-worn camera and also an officer's failure to prepare an accurate incident report.

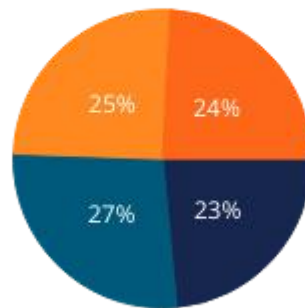
Neglect of Duty	Conduct Unbecoming an Officer	Unwarranted Action	Use of Force
Failure to activate body-worn camera	Inappropriate comments or behavior	Misused city property for personal use	Used a carotid restraint hold
Failure to follow SFPD policy or law	Racial bias	Issuing a citation without cause	Failure to comply with DGO 5.01
Failure to write an incident report	Sexual slurs	Handcuffing without cause	Unnecessary or excessive force
Failure to provide name and star number upon request	Misrepresenting the truth	Improper search or seizure of a person, property, or vehicle	Intentionally and improperly discharged a firearm
	Misuse of police authority		

Case Findings

» In 2022, DPA closed 720 cases, a 16% decrease compared to 858 from the previous year.
» Out of the 720 closed, there were 63 Improper Conduct cases, 19 Mediations, and 660 were Not Sustained cases.

Cases Closed by Quarter

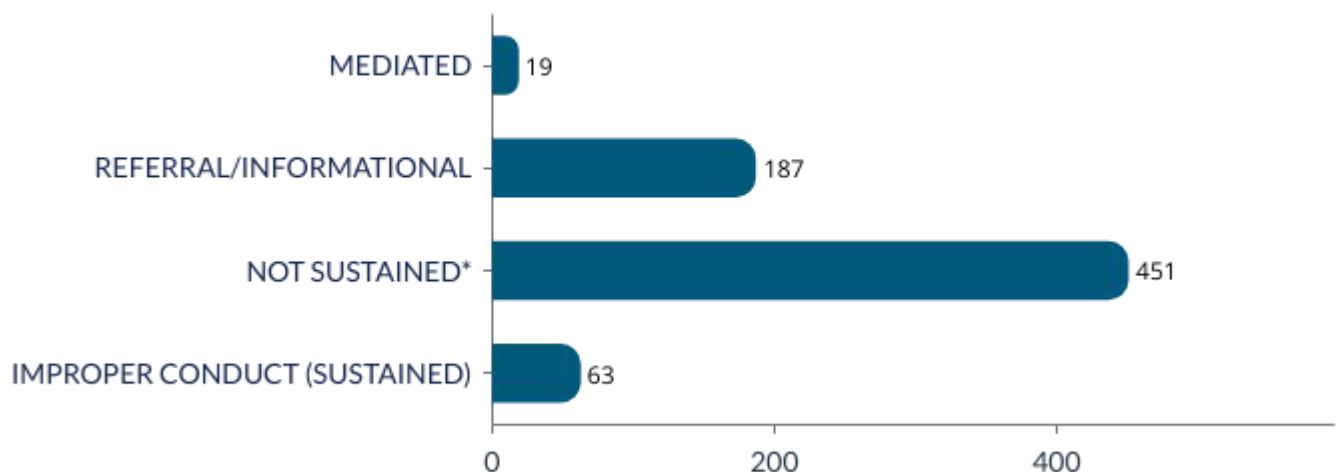
Total = 720



■ 1Q 169 ■ 2Q 195 ■ 3Q 182 ■ 4Q 174

Case Total Findings

Total = 720



*Not Sustained refers to cases with findings other than improper conduct, such as Proper Conduct, Withdrawal, Unfounded, No findings, or Insufficient evidence. Data from cases not sustained are still collected and analyzed to provide evidence-based recommendations for trend transparencies, policy recommendations, and outreach modifications.

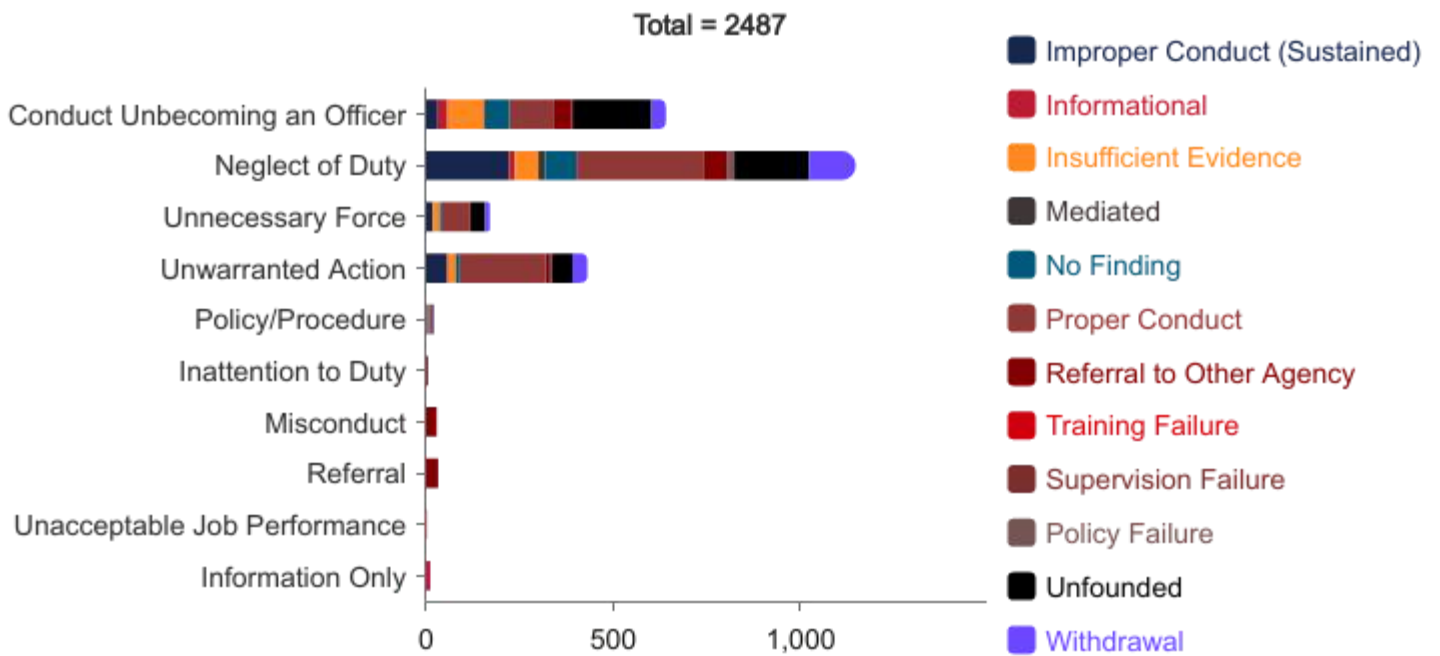
Case Findings

Of 2,487 allegations, 31% were found to be proper conduct, and 20% were unfounded.



The chart "Findings by Allegation Type" describes allegation findings by allegation types. Multiple allegations are usually investigated for each case. In 2022, the most common findings were Proper Conduct and Unfounded. The most common allegations were Neglect of Duty, Conduct Unbecoming an Officer and Unwarranted Action.

	Improper Conduct (Sustained)	Informational	Insufficient Evidence	Mediated	No Finding	Proper Conduct	Referral to Other Agency	Training Failure	Supervision Failure	Policy Failure	Unfounded	Withdrawal
Conduct Unbecoming an Officer	31	26	97	6	63	116	50	2	0	0	211	38
Neglect of Duty	222	15	63	18	84	341	61	0	4	16	199	125
Unnecessary Force	18	0	18	0	6	73	3	0	0	0	40	12
Unwarranted Action	56	2	21	1	10	229	12	0	0	6	54	40
Policy /Procedure	0	0	0	1	2	2	1	2	0	10	2	1
Inattention to Duty	0	0	0	0	0	0	4	0	0	0	1	0
Misconduct	0	0	0	0	0	0	28	0	0	0	0	0
Referral	0	0	0	0	0	0	32	0	0	0	0	0
Unacceptable Job Performance	0	0	0	0	0	0	1	0	0	0	0	0
Information Only	0	11	0	0	0	0	0	0	0	0	0	0



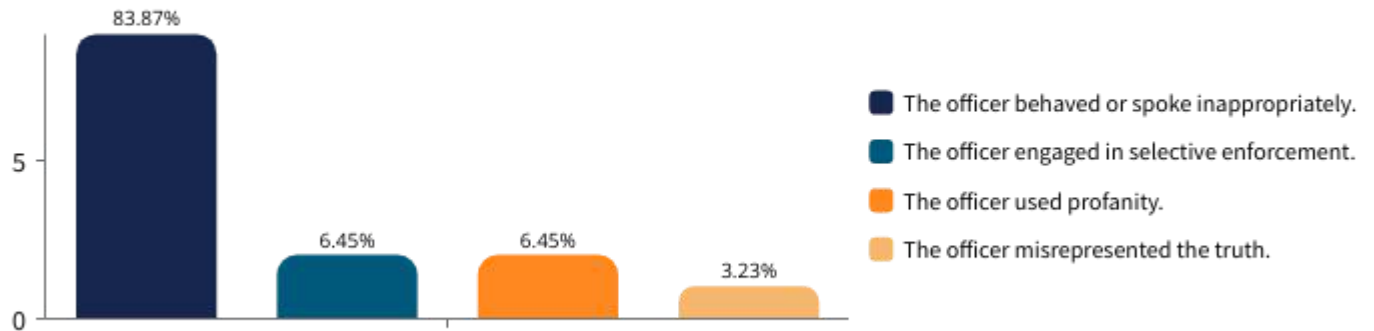
Case Findings



In the following sections, we've highlighted improper conduct sustained allegations subtype categories: Conduct Unbecoming an Officer, Unwarranted Action, and Use of Force.

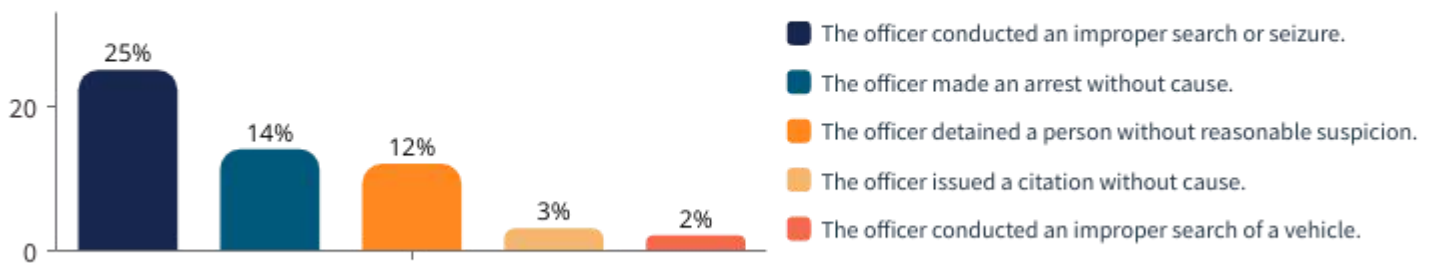
Conduct Unbecoming an Officer - Allegations Summary

Total = 31



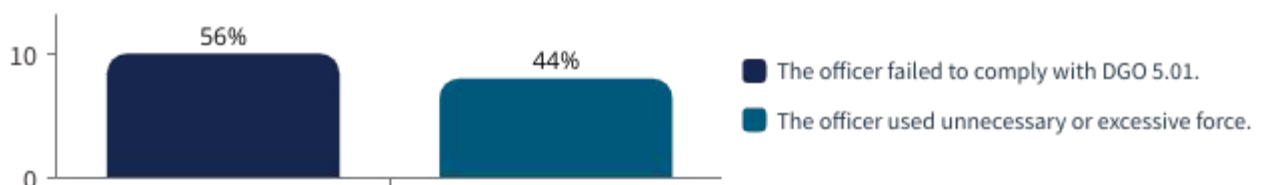
Unwarranted Action - Allegations Summary

Total = 56



Use of Force - Allegations Summary

Total = 18

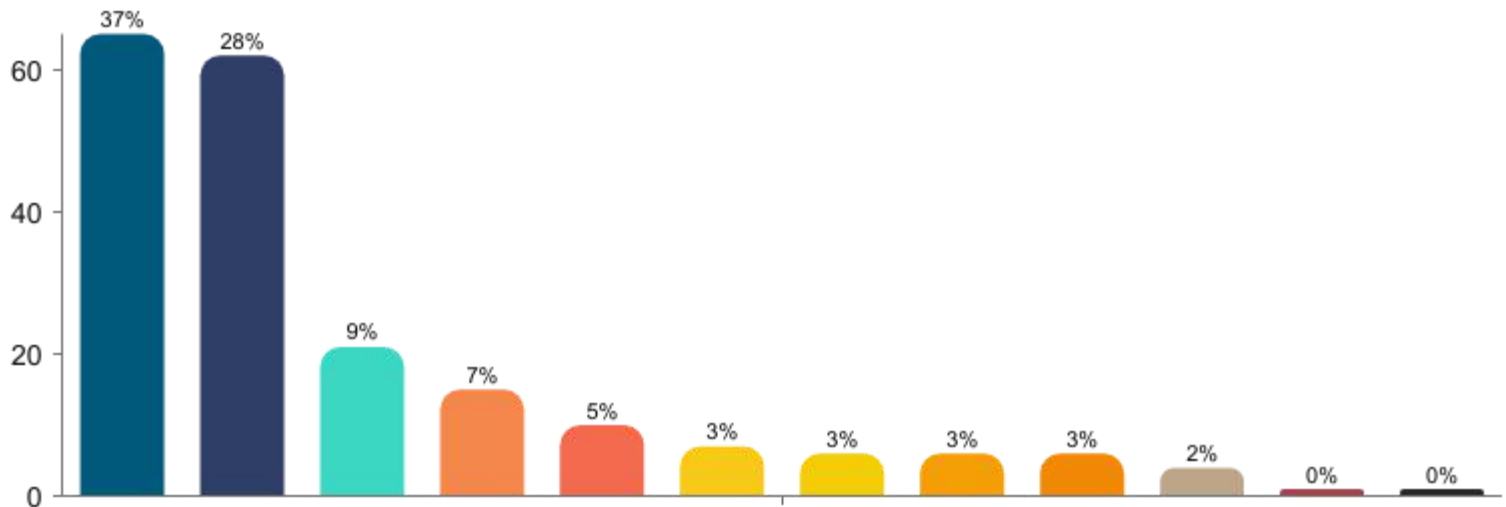


Case Findings

» In the following sections, we've highlighted improper conduct sustained allegations by subtype. 38% of the sustained Neglect of Duty allegations involved an officer failing to comply with a Department General Order or Department Bulletin. (These are the rules that officers are expected to follow.)

Neglect of Duty - Allegations Summary

Total = 222

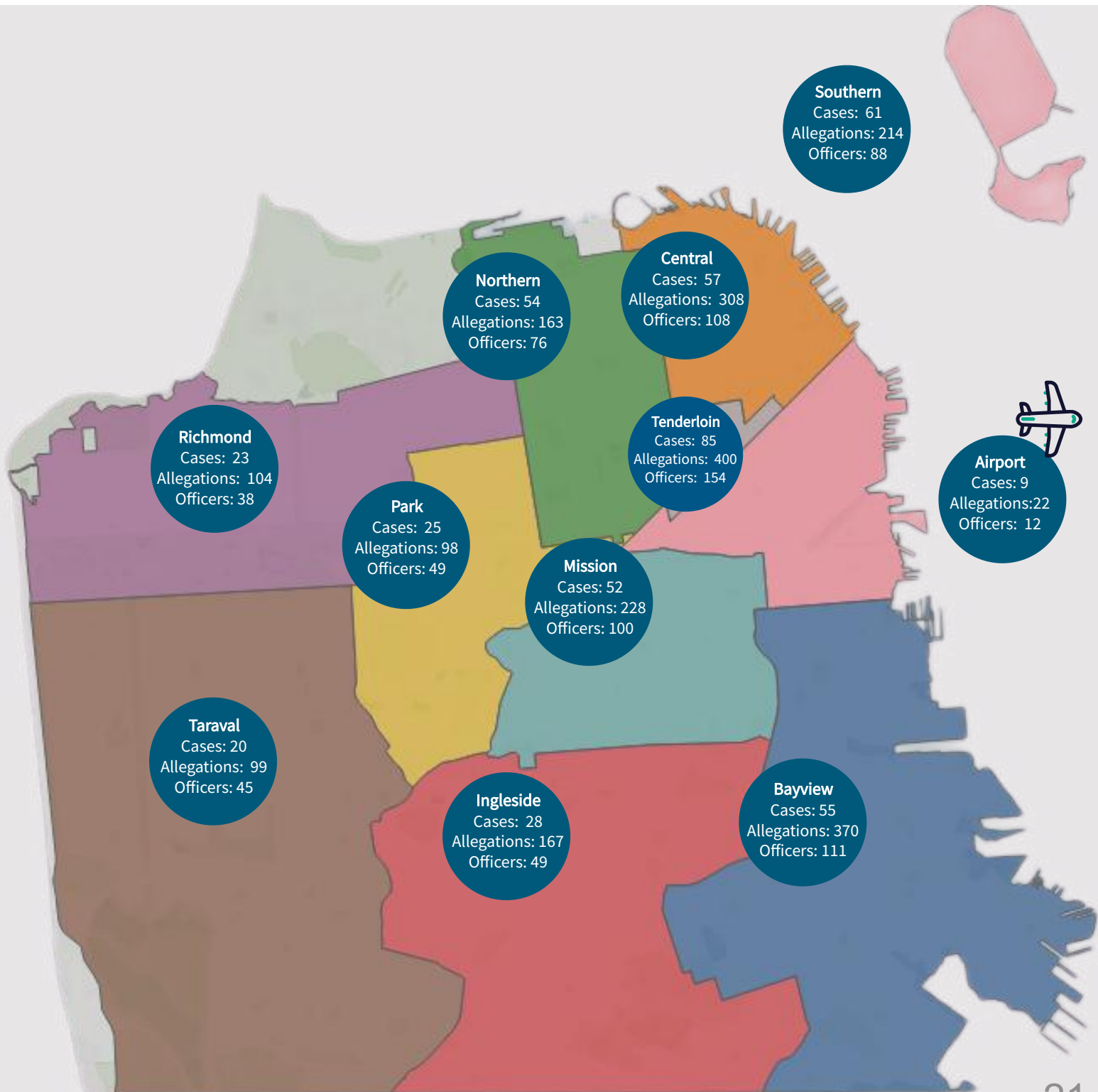


- The officer failed to comply with Department General Order or Department Bulletin
- The officer failed to activate a body-worn camera as required.
- The officer failed to take required action.
- The officer failed to prepare an incident report.
- The officer failed to provide their name or star number.
- The officer failed to properly supervise.
- The officer failed to properly care for, process, or book property.
- The officer failed to properly investigate.
- The officer failed to properly search a vehicle, holding tank, or cell.
- The officer failed to issue a Certificate of Release.
- The officer was inattentive to duty.
- The officer drove improperly.

Case Findings - Districts



This map shows the number of cases, allegations and officers by district. In 2022, Tenderloin Station had the highest number of cases (85), officers (154), and allegations (400). *Note a high number of complaints does not equal a high number of improper conduct allegations.



*Note a high number of cases does not equal a high number of improper conduct allegations.



DPA's Key Policy Achievements in 2022

Disengagement Policy

DPA collaborated with SFPD's Crisis Intervention Team (CIT) to create a Disengagement Policy. The policy recognizes that law enforcement's legal authority to take a person into custody does not override their discretion to pursue a safer course of action. Tactical disengagement, which is a form of de-escalation, is an option that may be considered when an officer reasonably believes that continued contact may result in an unreasonable risk to the subject, the public, or officers, especially in situations involving an isolated or barricaded subject, or a person believed to be experiencing a mental health crisis. When the risk to the involved subject, members of the community, or responding officers outweigh the need for immediate action, officers are instructed they should consider disengagement to improve officer safety, mitigate threats, maintain public trust, and preserve life.

The Disengagement Policy was approved by the Police Commission for Meet and Confer with the Police Officers Association (POA).

Foot Pursuit Policy

DPA collaborated with SFPD's Force Tactics Field Options (FTFO) Unit and recommended that SFPD adopt a foot pursuit policy to increase public and officer safety and to reduce the uses of force associated with foot pursuits. The proposed policy does the following:

- Emphasizes sound tactics which are essential in these rapidly unfolding, time-compressed situations, to achieve the safest possible outcome.
- Directs officers to weigh the necessity of immediate apprehension, including the severity of the crime at issue, against the danger to the pursuing officers, the fleeing person, and the public before acting.
- Gives guidance to responding officers and supervisors as to their respective responsibilities and duties. Includes documentation requirements to capture data around foot pursuits.

Department General Order 9.07 – Curtailing the Use of Pretext Stops

In 2022, DPA participated in the Police Commission's working group on DGO 9.07 and made significant recommendations for curtailing the use of pretexting stops to reduce racial disparities in traffic stops. In a pretext stop, a police officer stops a motorist or a pedestrian for a minor traffic or equipment violation and then uses the stop as a pretext to investigate unrelated crimes. Pretext stops are often based on speculation and hunches rather than on evidence that the person stopped is involved in criminal activity. On January 11, 2022, the Police Commission approved this groundbreaking policy developed by the community for Meet and Confer with the POA. This draft DGO curtailing pretext stops was the most comprehensive in the nation.

Policy



DPA Recommendations to Revise SFPD General Orders

During 2022, DPA researched and provided recommendations to SFPD on 18 existing DGOs and made more than 92 policy recommendations to SFPD as delineated in the below table.

	DGO	No. of DPA Recommendations	Date
1	2.03 – Drug Use by Members	2	8/2/22
2	2.07 – Disciplinary Process for Sworn Members	7	8/30/22
3	2.09 – Social Media	5	11/16/22
4	3.12 – Dept. Training Plan	2	10/17/22
5	5.01 – Use of Force	11	7/25/22 – to SFPD FTFO Unit
6	5.07 – Rights of Onlookers	Jointly drafted with SFPD	Multiple dates in Q3 and Q4
7	5.08 – Non-Uniformed Officers	6	10/7/22
8	5.16 – Search Warrants	6	10/24/22
9	5.18 – Transporting Prisoners	10	Via Q2 working group
10	5.24 – Disengagement Policy (new)	28	4/18/22
11	6.02 – Crime Scene	2	4/29/22
12	6.05 – Death Cases	9	4/29/22
13	6.14 – Psychological Evaluation of Adults	2	9/28/22
14	7.04 – Children of Arrested Parents	13	7/11/22
15	8.01 – Critical Incidents	1	9/12/22
16	8.04 – Crisis Intervention Response Team	8	9/19/22 and 9/26/22
17	8.10 – First Amendment Activities	4	11/3/22
18	9.01/9.07 – Curtailing Pretext Stops	6	4/29/23 to Commission via Sparks report
19	9.02 – Vehicle Collisions	2	8/3/22
20	9.05 – Traffic Citation Control	2	10/26/22
21	10.02 - Equipment	2	9/21/22
22	10.11 – Body Worn Camera	10	11/3/22

Audit Highlights

In 2022, the DPA's award winning Audit Division accomplished tasks to fulfill DPA's Charter obligations which are to raise public awareness of the San Francisco Police Department's (SFPD) operations and to hold SFPD accountable for growth and reform.


In November 2022, DPA issued the Key Issue Report: Public Reporting on Officer Misconduct and Discipline. The report detailed SFPD's failure to publish required officer misconduct information, which weakens transparency and oversight. Without this information, the Police Commission could not fulfill its duty to address SFPD delays in discipline on DPA sustained cases or provide required misconduct information to the Mayor and Board of Supervisors. DPA presented the results of this report at the December 7, 2022 Police Commission meeting.

The image below summarizes DPA's analysis of SFPD's compliance with their reporting requirements.


Mandate	Reporting Requirement	SFPD Compliance
Administrative Code Chapter 96	Status of DPA-sustained allegations sent to SFPD for the Chief of Police's discipline determination (<i>monthly</i>)	✘
Police Commission Resolution 97-04	Number and type of Internal Affairs investigations opened or closed in the period (<i>quarterly</i>)	✘
	Status of Internal Affairs-sustained allegations with and without the Chief's discipline determination (<i>monthly</i>)	⚪
SFPD Internal Affairs Division Unit Order 18-02	Results of SFPD's biased electronic communications monitoring program (<i>quarterly, annually</i>)	⚪
	✔ Fully complies ⚪ Partially complies ✘ Does not comply	

The image below shows SFPD's progress in implementing recommendations made in the prior DGO 8.10 audit.


As of October 2022, SFPD implemented four recommendations—those on training Special Investigations Division (SID) members, assigning responsibility for the destruction of DGO 8.10 records, updating SID's file dissemination form, and sending the DGO 8.10 investigations log to the Police Commission. Although SFPD concurred or partially concurred with the remaining recommendations, it:



Did not clarify and provide examples of when DGO 8.10 applies to criminal investigations.



Did not destroy records and media governed by DGO 8.10.



Did not require members to document the source of First Amendment event information to show compliance with DGO 8.10's information collection requirements.

In December 2022, DPA issued an audit report, titled "The San Francisco Police Department Still Needs to Improve Policies and Practices Around Investigations Involving First Amendment Activities." The audit evaluated SFPD's implementation of eight recommendations from a prior audit on compliance with Department General Order 8.10 Guidelines for First Amendment Activities (DGO 8.10). DPA found that SFPD did not implement the recommendations to clarify when DGO 8.10 applies to criminal investigations, did not destroy records and media governed by DGO 8.10, and did not require members to document the source of First Amendment event information to show compliance with DGO 8.10's information collection requirements.

Also in 2022, DPA and the Office of the Controller assessed SFPD's implementation of recommendations made in the audit report titled, "The Police Department Needs Clearer Guidance and More Proactive Governance for Better Use-of-Force Data Collection and Reporting." In the 24 months since the reports issuance, 10 of the 37 recommendations remain open, including those for SFPD to formalize its processes for reviewing use-of-force incident reports and data to inform training, publish use of force data through the City's open data portal, and comply with the reporting requirements in its use of force policy.



Law and Justice Reform Fellowship Program

The DPA Law and Justice Reform Intern Program is offered year-round and is open a diverse group of candidates. The program offers internship opportunities to college students, which is modeled after fellowships and internships through San Francisco City Hall and the District Attorney's Office, as well as provides law students with legal clerkships. DPA and also hosted legal fellows, who serve as volunteer attorneys who aid and work closely with DPA Legal Team.

The DPA Law and Justice Internship Program provides interns with public service exposure, as well as an opportunity to explore issues in police policies and practices. The interns are exposed to a wide variety of subject matter, including constitutional law, public safety, and administrative law.

Historically, the Public Service Aid (PSA) position provides an opportunity to young people of color. This position helps to foster diversity in the workplace and provide the Law and Justice Internship students with unique knowledge and guidance.

DPA's Internship program is broken up into the Fall, Spring, and Summer cohorts. Between the Spring and Fall terms of 2022, DPA hosted 17 interns and two legal fellows. These Cohort were comprised mostly of law students. Half of the Summer Cohort were law students, while the other half were current college students and rising incoming college freshman.

The interns assisted various departments within DPA, such as the Legal Department, Investigations Unit, and the Outreach Division, working on various projects, including, but not limited to, summarizing body-worn camera footage, conducting legal research, and aiding in outreach events.

Additionally, as a part of the program's partnership with Mayor London Breed's Opportunity for All Program, the interns were highlighted and selected for speaking roles at the end of year celebration and attended the City's Juneteenth Celebration!

DPA's spring internship begins in January and is now accepting applications. Apply Here: Apply for an internship with DPA's Law and Justice Reform Internship Program | San Francisco (sf.gov) -- <https://sf.gov/apply-internship-dpas-law-and-justice-reform-internship-program>



DPA 2022 Summer Interns



Operations

In 2022, DPA successfully launched a new complainant portal in partnership with the City's Civic Bridge program and ZS Associates. The portal allows the public to access secure real-time information and updates about their case(s) and allows DPA to provide increased level of transparency.

In compliance with the guidelines of the Office of Cybersecurity, DPA continues to timely update all technology devices to minimize any critical vulnerabilities and has implemented daily multi-factor authentication to all applications, and a mandatory password change for all staff. DPA received improved scoring on its cybersecurity preparedness and maturity assessment from the City Service Auditor in its departmental cybersecurity program.

DPA continues to seek opportunities to increase user security and operational efficiencies. It is doing this by discovering a potential use case for Virtual Desktop Infrastructure and an application programming interface (API) between our case management system and external applications. This will provide another layer of security to share data collaboratively. DPA has also taken measures to update our case management system with additional automatic process workflows and alerts for more timely response times on cases. In addition, DPA staff safely returned to the office to work in-person three days a week. All staff are reminded of the City's safety guidelines including testing and other precautions.

Accomplishments

Despite working in a hybrid model in 2022, DPA has completed multiple projects that have increased efficiency and security, including a new complainant portal, automatic workflows in the case management system, and implementation of multi-factor authentication on all applications.

With the implementation of the new complaint portal, DPA substantially improved our end-to-end complainant experience offering increased transparency and real-time communication about case related information.





Mediation

2022 began with personnel changes in the Mediation Unit. Alexandra Schultheis joined DPA as a volunteer mediator then took over as Mediation Director.

Over the course of the years, DPA conducted 19 mediations. One of the mediation sessions addressed 13 separate complaints made by one complainant. Of the remaining 18 mediations, 12 were conducted with a San Francisco Police Department (SFPD) Representative (often a Sergeant or Lieutenant, and in one case a Captain) from the appropriate District Station or Division. Six mediations were conducted with the named officers. The majority of our mediation sessions in 2022 were conducted virtually, but complainants were allowed an in-person option.

The Mediation Unit made visits to each of the 10 SFPD District Stations to re-introduce and provide general information about the Mediation Program during Roll Calls. DPA mediation provided a presentation to the Police Commission in September 2022 outlining the mediation unit's role and goals. In June, DPA hosted a Mediator Mixer, where we were joined by SFPD personnel and Police Commissioner Kevin Benedicto.

Accomplishments:

At the beginning of 2022, the Mediation Unit reviewed and updated its Mediator Panel by reaching out to everyone listed, soliciting feedback, and asking each to affirmatively opt in to the 2022 List. DPA emerged with approximately 40 active and engaged volunteer mediators who helped conduct the important work of this Unit.

Also In 2022, DPA updated mediation reviews to fast-track referring cases to mediation. The average number of days spent in mediation is now under 25.

Neglect of Duty (Failure to take Required Action) was the allegation most commonly mediated, followed by Conduct Unbecoming an Officer (Behaved or Spoke Inappropriately).



Budget

DPA is a General Fund department, meaning its operations and services are entirely supported by the City & County's General Fund budget. On July 29, the Mayor signed into law a \$13.1 billion City budget for Fiscal Year 2022. This included a \$9.8 million total operating budget for DPA for FY22, which funded a full set of operation and programmatic projects. DPA closely monitored expenditures against the budget in 2022 and remained committed to supporting the citywide effort to reduce non-essential spending.

DPA continued to develop departmental policies and procedures to track the operation's finance and procurement transactions to help with budget development and reports. DPA prioritized maintaining its service commitment to the community. Increased attrition preserved DPA's existing staffing levels and operational resources. Using responsible budgeting and financial planning, DPA will continue to make progress on Sheriff's Office investigations, SB1421 record requests, and racial equity projects.

FY 22 & FY23 Budget Priorities

DPA will continue to use existing programs and resources to ensure that the Department continues to meet the mandated level of investigations. As the numbers of annual complaints continue to change, the Department continues to conduct audits related to SFPD's use of force and handling of claims of officer misconduct, as well as audits of SFPD's compliance with their policy on investigations involving First Amendment activities.

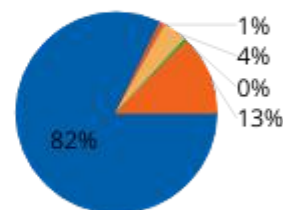
In addition, DPA is actively investigating complaints filed against the Sheriff's Office until the creation and implementation of the Sheriff's Department of Accountability (SDA). Under a revised

Letter of Agreement, DPA will accept investigative referrals from the Sheriff's Office and increase its

jurisdiction to receive complaints directly from the public and outside agencies. DPA is also continuing to work with Civic Bridge to create a website to provide community stakeholders with a way to search the status of cases, view investigator assignments, and submit documents.

DPA Budget FY 23

- Salaries and Fringe Benefits 8,098,641
- Programmatic Projects 91,141
- Non-Personnel Services 376,271
- Materials & Supplies 45,483
- Services Of Other Depts 1,242,163



Public Records

Senate Bill 1421 & Senate Bill 16

In 2022, DPA saw a seismic shift in the world of police conduct transparency. On January 1, 2022, Senate Bill 16 took effect, doubling the types of records of police conduct that are now disclosable to the public from four to eight categories. Suddenly, sustained cases involving unlawful search and seizure, prejudicial or discriminatory behavior, and the use of force and the failure to intervene in unreasonable or excessive force became disclosable to the public. Just three years before, Senate Bill 1421 pierced decades of precedent prohibiting the public release of police conduct files, allowing for the first time public disclosure of police records in four distinct areas: an officer involved shooting of a weapon at a person (OIS), police force that resulted in great-bodily injury (GBI), a sustained allegation of sexual assault committed by an officer, and a sustained allegation that an officer was dishonest in reporting or investigating a matter.

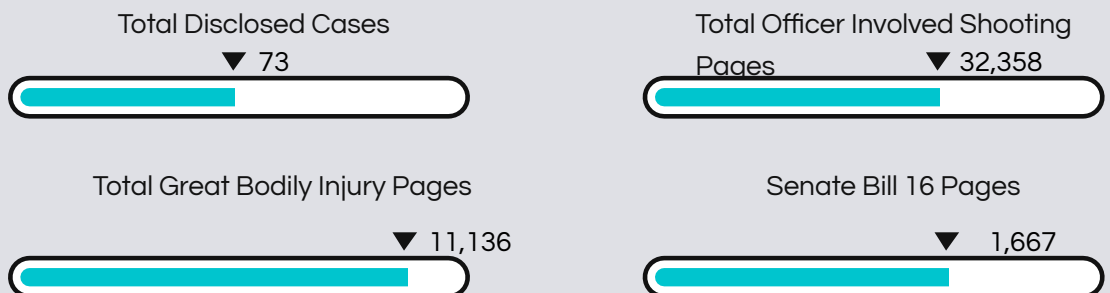
As a result of these recent bills, DPA staff have been tasked with opening the archives of almost 40 years of cases to review for eight potential areas of conduct that qualify for disclosure. To date, DPA has received over 100 requests for records. Throughout 2022, DPA continued a large scale effort to review decades of archived cases and identify records for disclosure.

Before a case file can be released publicly, large case files with mixed media must be retrieved and reviewed. Once confirmed to meet legal qualifications for disclosure audio, visual, and documentary records must be scanned or recorded, and ultimately redacted

In 2022, DPA released 21 separate cases totaling 12,180 pages of redacted documents and 4,614 minutes of audio and video files.

Disclosed Records

The records disclosed in 2022 contribute to a total of 73 disclosed cases, and a total of 48,046 disclosed pages



You can view or request records from DPA at Plans at [Requests - NextRequest - Modern FOIA & Public Records Request Software](#)

Racial Equity

In 2002, DPA focused on developing our racial equity program. At DPA, we are in a unique position where our everyday work focuses on racial equity through investigations and policy work. We understand that focusing on racial equity is critically important to our internal staff and the communities we serve. DPA has strived to be a racial equity leader by advancing programs such as Pathways to Hire, Internships and Fellowships.

DPA's Accomplishments In Racial Equity

- Presentations to the Police Commission about DPA's racial equity improvement plan and progress
- Director of Recruitment - DPA created this role, prior to legislation, that required Racial Equity and Accountability Programs ("REAP") to aid with increasing and maintaining staff and interns of diverse backgrounds
- Over 50% of Summer Justice Felows are from Historically Black Colleges and Universities ("HBCU") Summer Internships - DPA developed and implemented internships for students from Howard University, Morehouse and Spelman Colleges. These internships included housing, which was provided through the University of San Francisco ("USF") and Opportunities For All ("OFA".)
- Cultural and Holiday celebrations of DPA employees' diverse backgrounds
- Heritage Monthly Newsletters with local history, facts and events
- Implementation of an office wide Diversity and Equity Inclusion ("DEI")
- Conducted exit surveys for interns to provide feedback about their workplace experiences

In addition to developing DPA's racial and equity programs, DPA is a member of REAP Law Enforcement. This group is comprised of Adult Probation Department ("APD"), Juvenile Probation Department ("JPD"), San Francisco District Attorney ("SFDA"), SFPD and the San Francisco Sheriff's Department ("SFSD").

In 2021, REAP Law Enforcement held its first Black History Month Law Enforcement celebration. In 2022, on behalf of REAP Law Enforcement, DPA also hosted a celebration of Black Women Trailblazers from San Francisco, who work in government, education and law enforcement.

REAP Law Enforcement also formed Circles of Support, to offer a safe space for Black Peace Officers who felt torn between their jobs and the community. REAP recognized a need for this group as the country grappled with unrest and the killing of unarmed people, especially people of color.



You can view DPA's and other SF City Department Racial Equity Plans at [DEPARTMENTAL RACIAL EQUITY ACTION PLANS — Office of Racial Equity \(racialequitysf.org\)](#).

Discipline Study Results

In 2022, DPA analyzed disciplinary outcomes for improper conduct (sustained cases) sent to the Chief of Police from October 2019 through the end of 2022. The study analyzed 307 Officers, 184 Cases, and 424 Allegations.

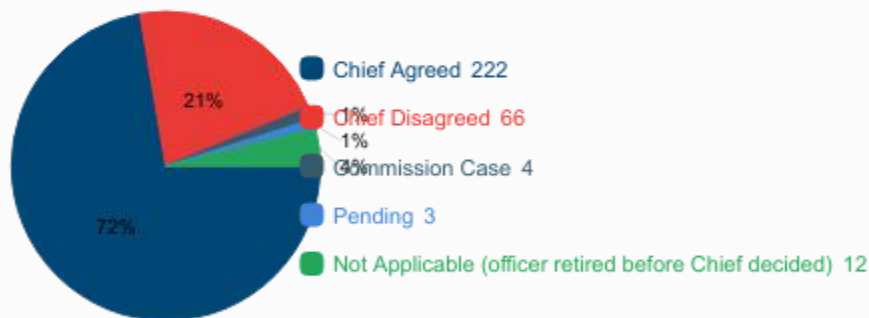
The Results

DPA found that the Chief of Police agreed with 72% of DPA's Improper Conduct findings and disciplined officers 31% of the time.

Discipline imposed by the Chief of Police followed DPA's recommendation 42% of the time. 15% percent of the officers received lower-level discipline, and 9% received higher-level discipline, 8% of officers resigned or retired before being disciplined.

1% of DPA's improper conduct cases were Commission-level cases in which DPA recommended more than 10-days' suspension.

Did the Chief of Police agree with DPA's Improper Conduct Finding?



Notes

Although DPA makes officer discipline recommendations for improper conduct (sustained) cases, only the Chief of Police and Police Commission have the power to discipline officers.

The Chief of Police must make discipline decisions within 45 days of receiving discipline recommendations from DPA (San Francisco Charter 4.136(e) and Administrative Code 96.2(b)(1)).

Officers can have multiple and concurrent improper conduct (sustained) cases. Each case is a separate matter and opportunity for discipline. The 307 officers tracked in this study include 45 officers with multiple cases—two improper conduct (sustained) cases. Controlling for multiple cases, the count of unique officers facing discipline one or more times during the study period is 262.

DPA relied upon the Chief's Notices of Intent, verbal notifications, and informal emails from the Police Legal Division for purposes of this study.

Discipline Study

Did the Chief of Police recommend discipline for the officer?

	OFFICER	%
Chief Disciplined	94	35%
Chief Did Not Discipline	73	27%
Officer Resigned	20	8%
Officer Retired	7	3%
Commission Disciplined	5	2%
Commission Hearings Pending (Including Appeals)	4	1%
Case Pending Chiefs Discipline	104	21%
Total	190	100%

How did the Chief of Police's intended discipline compare with DPA's recommendation?

	OFFICER	%
Same as Recommended by DPA	130	42%
Lower than Recommended by DPA	46	15%
Higher than Recommended by DPA	28	9%
Declined to Discipline Officer	70	23%
Pending Chief's Initial Decision	4	1%
Commission Case	4	1%
Retired or Resigned	25	8%
Total	190	100%

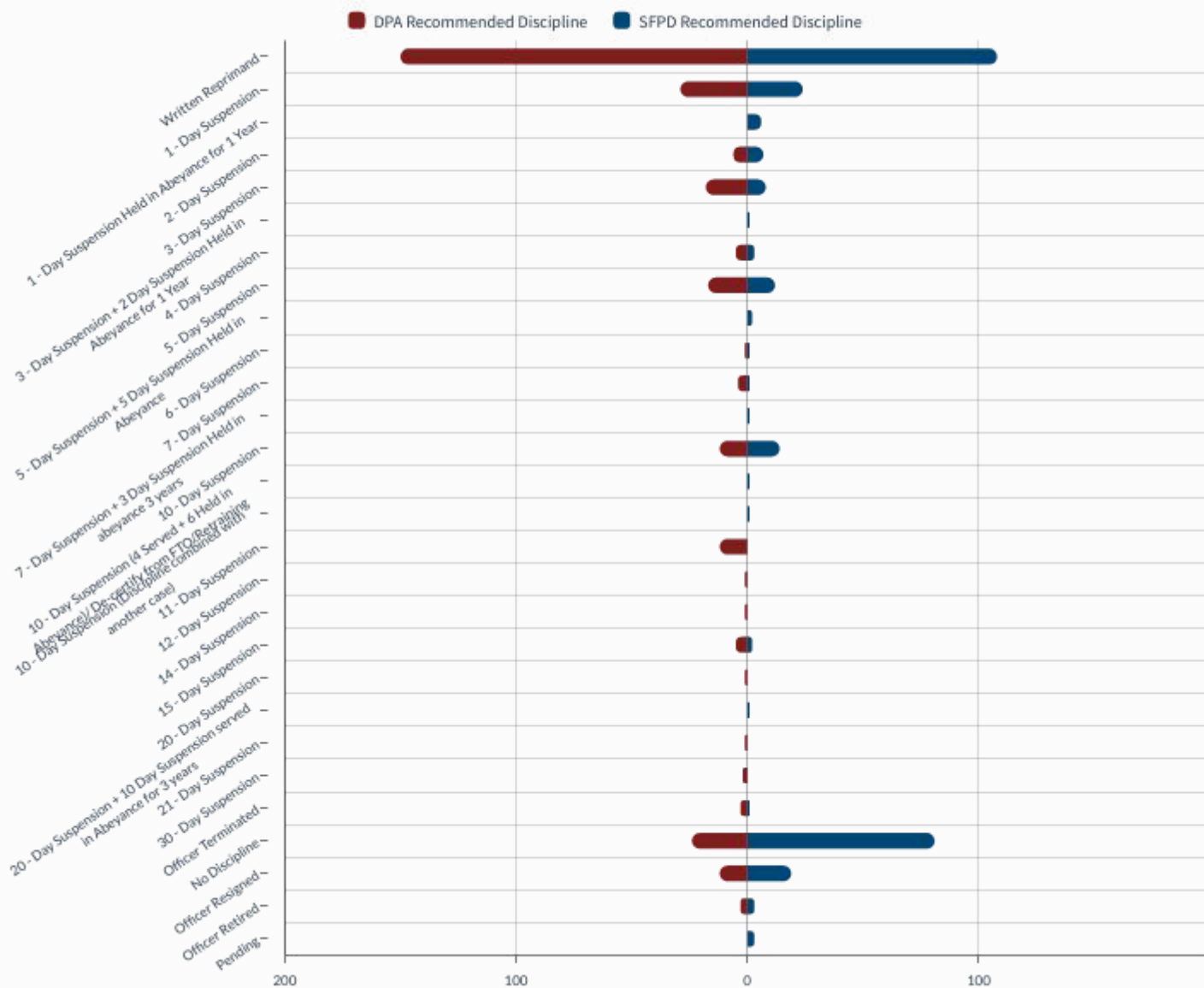
Discipline Study

DPA Recommend Discipline vs SFPD Discipline

Once an Improper Conduct case is closed, DPA furnishes SFPD with recommended disciplinary actions for the involved officer. These recommendations from DPA are derived from the Discipline Matrix outlined in DGO 2.04. It is important to note that only the Chief of Police, the Chief's designee, or the SF Police Commission possess the authority to impose disciplinary measures upon officers. The table presented below presents the discipline recommended by DPA alongside the Chief's decision.

Please bear in mind that the final disciplinary outcome may be subject to change based on the Chief's Hearing and subsequent appeals.

Types of discipline issued by the Commission





In 2022, DPA continued hosting quarterly meetings with the California Civilian Oversight Alliance (CCOA). The CCOA was established in 2019 with the goal of creating a platform for modern civilian oversight agencies, in California, to effectively share resources and tools that aid our mutual goals of thorough, impartial and professional investigation and oversight of law enforcement. The CCOA's quarterly meetings featured oversight practitioners and attorneys with diverse professional backgrounds, presenting on a broad range of topics including public records requests, civil litigation, budgeting, outreach, and mediation .

During the final quarter of 2022, the CCOA entered a collaborative effort to prepare for the in-person quarterly meeting to be held in February 2023. The effort featured Continuing Legal Education trainings, an interactive training at the San Francisco Police Department, and a panel discussion on tools and best practices to advance reform and improve police accountability.

Accomplishments:

- Published a directory of California civilian oversight agencies
- Launched CCOA website at <https://californiaccoa.wixsite.com/cpaac-1>
- Provided Statewide Training on Police Use of Force



Sheriff's Office Cases

Since 2019, DPA has been independently investigating complaints of serious misconduct alleged against uniformed members of the San Francisco Sheriff's Department ("SFSD") to ensure that the environment in San Francisco jails and their treatment of people in custody reflect the city's values.

2019 Memorandum of Understanding Between DPA and the SFSD

In early 2019, San Francisco Sheriff Vicki Hennessy asked DPA Director Henderson to take over several high-profile investigations involving allegations of serious misconduct against SFSD members.

On May 2, 2019, in a Memorandum of Understanding ("MOU"), Director Henderson and Sheriff Hennessy formalized an agreement for DPA to investigate certain categories of serious sheriff deputy misconduct complaints, which were referred to DPA by SFSD.

2020 Letter of Agreement Between DPA and the SFSO

After Sheriff Hennessy's retirement in 2020, newly elected San Francisco Sheriff Paul Miyamoto renamed the Sheriff's Department, the "San Francisco Sheriff's Office" ("SFSO"). Committed to transparency and reform, Sheriff Miyamoto asked DPA to continue to independently investigate allegations of deputy misconduct.

On December 22, 2020, Director Henderson and Sheriff Miyamoto reaffirmed, refined, and expanded DPA's role and jurisdiction for investigating allegations of serious sheriff deputy misconduct with a superseding Letter of Agreement ("LOA"). The LOA allows DPA to receive complaints directly from the public, make its own investigative findings, and have primary jurisdiction over five categories of serious misconduct:

- The use of force causing actual injury or death.
- The use of a weapon or control device.
- Sexual misconduct.
- Pattern and practice of retaliation, harassment, or bias towards an inmate.
- Reckless disregard for inmate health or safety.

Additionally, the LOA allows the SFSO to request DPA to investigate cases in the following categories:

- Suspicious deaths of individuals in the SFSO's custody.
- Deputy involved weapon discharges.
- Off-duty conduct that may bring discredit to the SFSO.



Sheriff's Office Cases

DPA Investigative Process

DPA assigns all SFSO investigations to a team of investigators and attorneys specially trained in SFSO policy, procedure, recordkeeping, specialized terms, jail operations, and other information unique to the SFSO.

When DPA investigations are completed, the Undersheriff reviews DPA's work and either affirms or disagrees with DPA's findings and determinations. Affirmed sustained findings are then presented to the Sheriff to determine discipline. DPA does not have any authority to determine the type or level of discipline. The deputy subject to discipline may either accept the Sheriff's discipline or appeal the case to the Administrative Appeals Board.

On November 3, 2020, San Francisco voters passed Proposition D, which created a new Sheriff's Department Oversight Board ("SDOB") and the Sheriff's Department Office of Inspector General ("OIG"). The 7 board members of the SDOB were sworn into office in 2022 and are currently working on appointing San Francisco's first Inspector General. When the OIG, also known as the Sheriff's Department of Accountability ("DPA"), is fully staffed, trained, and operational, it will take over Sheriff oversight responsibilities from DPA.

DPA will continue providing services and performing work pursuant to the established agreements until the new OIG is staffed, trained and capable of assuming the day-to-day work and meeting all department obligations.. DPA is excited to facilitate and ensure a smooth transition of the work to this new agency.

UNIQUE CHALLENGES

Investigating complaints about misconduct and noncompliance with policies and laws inside a custodial facility is uniquely challenging. The specific types of serious violations that the agreement authorized DPA to investigate yields a caseload of only complex investigations. The locations, inside jail facilities in SF and San Bruno are not publicly visible which limits the opportunity for independent sources of evidence. Video footage is limited to locations covered by SFSO surveillance cameras and body worn cameras. Body worn camera footage is often obscured by the nature of physical confrontations in very tight quarters involving many individuals. Witnesses are either SFSO employees and contractors or inmates. Inmate witnesses may be reluctant to provide a statement for fear of retaliation or that it will negatively affect their own pending cases. Sometimes inmate witnesses are released without a stable address before an investigator can conduct an interview. Even when there are inmate witnesses, they have criminal histories that impair their credibility and they may even suffer from mental health and/or substance abuse issues that call their accuracy and recollection into question. A single complaint frequently germinates a large and complicated investigation because critical incidents trigger a response from many deputies. This exponentially multiplies the number of witness accounts, the number of allegations, and the number of subjects to investigate. Rapidly evolving situations and overlapping engagement of many people in a physical altercation also makes it very difficult to clearly attribute individual responsibility to each subject involved.

Sheriff Office Cases

Definitions

Misconduct – Violation of any department rule or regulation, policy or procedure, or law, or conduct unbecoming a sworn employee or reflecting adversely on the department.

Criminal Misconduct – Violation constituting a misdemeanor or felony crime. Criminal misconduct cases are also referred to the appropriate criminal prosecution agency.

Gratuities/Rewards – Improperly accepting or soliciting any gratuity, gift, loan, fee, or any other thing of value arising from or offered because of employment, or any activity connected with the department without authorization.

Harassment/Discrimination – Harassment or discrimination on the basis of race, religion, color, national origin, ancestry, disability, medical condition, marital status, sexual orientation, sex, or age including retaliation against a person for making a harassment complaint.

Impermissible Behavior – Any rude, insolent, impertinent, antagonistic, discourteous, or disrespectful conduct either written, oral, or by gesture towards a supervisor of higher rank that is outside the definition of insubordination. Employees shall treat supervisors, subordinates, and peers with respect. To be always courteous and civil.

Insubordination – Failure or deliberate refusal of any employee to obey a lawful order by a superior officer.

Referral - Finding indicating that an allegation was referred to an agency with jurisdiction.

Neglect of Duty – Type of allegation that a deputy failed to complete a required task.

Truthfulness – Type of allegation requires all deputies to be always truthful, whether under oath or not.

Unacceptable Job Performance – Type of allegation that a deputy failed to discharge an employee's responsibilities, at least at a level to accomplish the department's objectives.

Use of Force– Type of allegation that a deputy used more force than was reasonably needed to perform a necessary law enforcement action.

Sustained – Finding indicating that evidence from the investigation supports a misconduct finding by a preponderance of the evidence.

Not Sustained – Finding indicating that evidence from the investigation is insufficient to support a misconduct finding.

Exonerated - Finding indicating that evidence from the investigation proves that the complained conduct was justified, lawful, and proper within policy.

Unfounded - Finding indicating that evidence from the investigation proves that the complained conduct did not occur.

No Finding - Finding indicating that the complainant did not provide additional requested evidence, the complaint requested withdrawal of the complaint, the deputy could not reasonably be identified, or the deputy is no longer with SFSO and is therefore no longer subject to SFSO discipline.

Highlights of DPA's SFSO Work

Conducted Investigations

In 2022, DPA completed 21 investigations, five of the investigations included a least one sustained finding, nine cases involved use of unnecessary force allegations, and two cases with unnecessary use of force misconduct sustained, The officer sustained rate for DPA SFSO case is 19%

Identified Training Gaps

DPA's investigations identified SFSO training gaps, and the SFSO has already begun developing a new training program to address those gaps. The training will provide sheriff deputies with the tools to improve interactions between sheriff deputies and inmates.

Developed Recommendations for the SFSO

Based on DPA's investigations, DPA has developed a series of recommendations for the SFSO to improve interactions with inmates and the public, leverage technology for better data management and investigations, and streamline procedures to accelerate resolution and fair outcomes.

Created Secure Electronic Sharing Pathways

Through established relationships with partner agencies and stakeholders, DPA created and negotiated access to important electronic platforms that host critical information. Digital sharing of information optimizes investigations and work processes.

Launched an Online Complainant Portal

DPA added an additional avenue for the public to report sheriff deputy misconduct. In addition to lodging complaints in-person and by mail, DPA created and launched an online complainant portal that allows the public to file a complaint from wherever there is internet access. The online complainant portal is supported by Google Translate which vastly improves accessibility with over a hundred languages. The portal connects to DPA's case management system integrating data capture and case tracking. Additionally, the system issues case numbers and personal identification numbers for the complainant and the subject of the investigation to electronically check the status of their case.

Created Informational Literature

DPA prepared an informational brochure outlining DPA's role in investigating complaints about sheriff deputies and how to file a complaint. DPA designed the brochure to enhance.

Sheriff's Office Cases



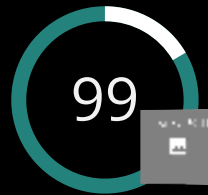
Total 2022, Sheriff's Office Cases



Total of Deputies investigated through 2021



Total Serious Misconduct Cases through 2021



2022 Total of Deputies investigated

In 2022, DPA investigated a total of 99 Deputies; 2022, DPA investigated 99 deputies; 55 of 99 deputies were the subject of multiple allegations and cases.



Hours of Video Footage reviewed by DPA Staff in 2022

The 21 cases opened in 2022, consisted of a total of 416 hours and 25 minutes of recorded BWC and surveillance footage, interviews and other recordings.



Cases referred to SFSO Internal Affairs

In 2022, DPA referred 21 cases to SFSO Internal Affairs Division once a preliminary investigation determined the alleged misconduct was outside DPA's investigative purview.

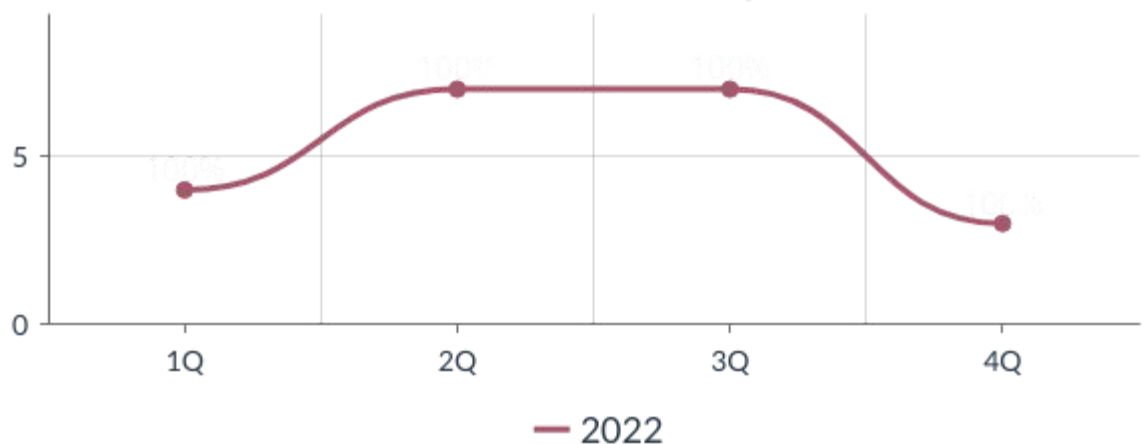
SFSO

Investigations

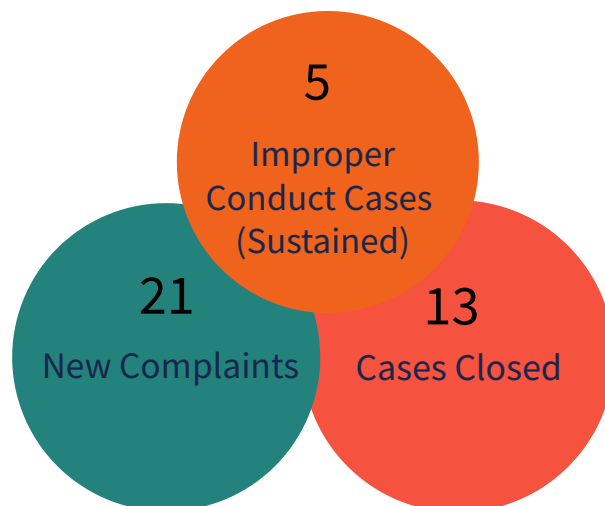
In 2022, SDA received 21 complaints of sheriff's misconduct, a 32% decrease for the previous year. The 21 new complaints yielded 119 new allegations against 67 deputies (some deputies received multiple complaints). Of the 13 cases closed in this calendar year (a 41% decrease over the previous year), 5 included improper conduct (sustained) findings against San Francisco Sheriff Deputies—yielding a 38% improper conduct (sustained) rate for the year.

All complaints were received, investigated and resolved during Covid-19 precautions when DPA was forced to work remotely. Even while working remotely for the majority of the time, investigators continued to interview complainants, gather evidence and question officers.

2022 CASES OPENED BY QUARTER



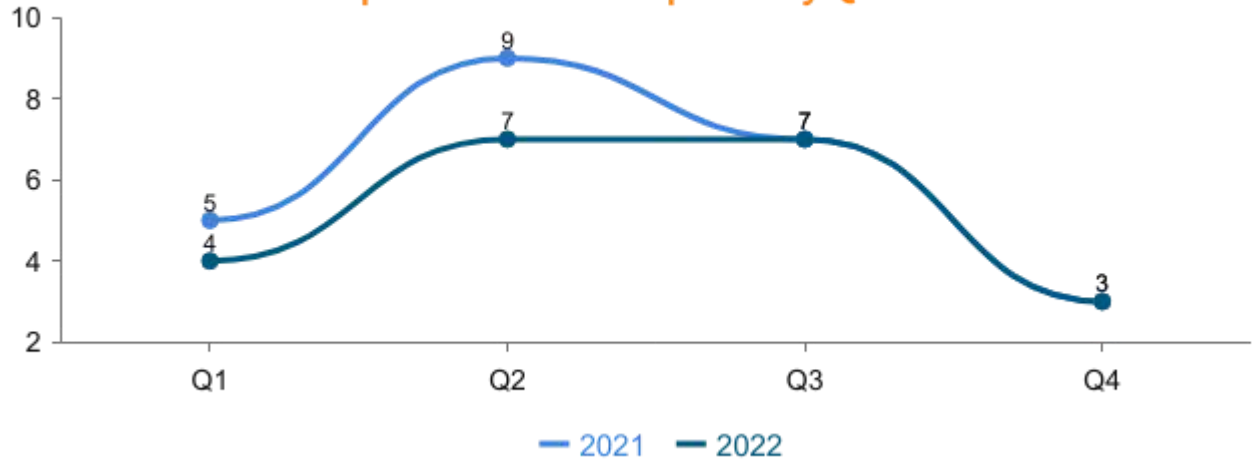
SDA saw a slight reduction in complaints, saw an increase in the number of cases sustained for improper conduct. Teams of investigators and attorneys continued to overcome the challenges of working remotely to investigate and closed 13 cases.



SFSO

Case Findings

Two Year Comparison of Cases Opened by Quarter and Year



Two Year Comparison of Cases Closed by Quarter and Year



Three Year Comparison of Cases Pending by Quarter and Year



SFSO

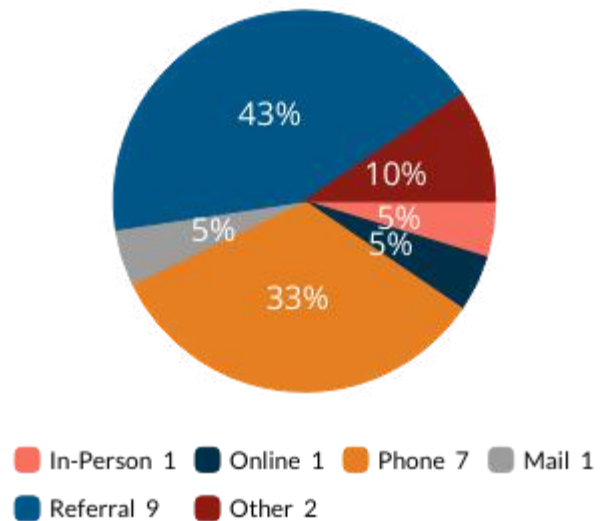
Complainant Demographics

The demographic characteristics of complainants can be found in the tables and charts below. In 2022, African Americans and Caucasians filed the most complaints at the rate of 38% and 14%, respectively. In terms of gender, 667% of complainants were male, 10% female and 19% declined to state. Most complainants fell between the ages of 20 and 30. Complainants have several avenues for filing complaints with DPA. In 2022, the most frequent method for complaint filing had been by referral (9), with the next two most frequent filings being by phone (7) and other (2).

Race/Ethnicity	#	%
Asian	0	0%
Black or African American	8	38%
Hispanic or Latinx	0	0%
White	3	14%
Other	3	14%
Declined to State	7	33%
Total	21	100.00%
Age	#	%
1-13 (by an adult)	0	0%
14-16	0	0.0%
17-19	0	0.0%
20-30	7	33%
31-40	4	19%
41-50	1	5%
51-60	5	24%
61-70	1	5%
71-80	1	5%
Over 80	0	0%
Declined to State	2	10%
Grand Total	21	100%

Complainants	#	%
Complainants	21	100%
Anonymous Complainants	0	0%
Total	21	100%
Gender	#	%
Female	2	10%
Male	14	67%
Genderqueer / Gender Non-binary	0	0%
Transgender	1	5%
Declined to State	4	19%
Grand Total	21	100.00%

How Complaints Were Received



SFSO

Case Findings

In 2022, SDA closed 13 cases, a 38% decrease compared to 21 from the previous year. Out of the 13 closed, 5 Improper Conduct cases and 8 were Not Sustained cases.

Cases Closed by Quarter

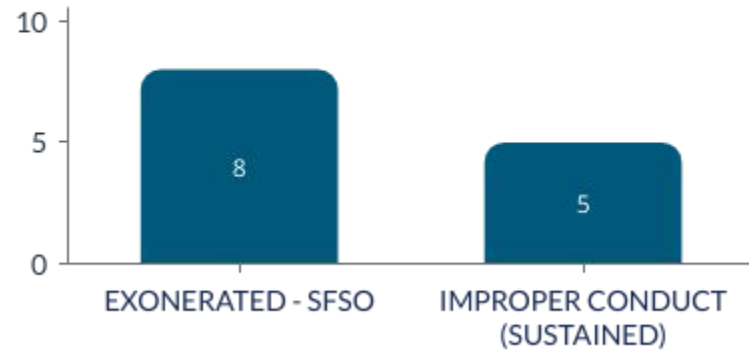
Total = 1



1Q 6 2Q 0 3Q 5 4Q 2

Case Total Findings

Total = 12



Allegation	Sustained Findings	Exonerated	Insufficient Evidence	Unfounded	No Findings	Number of Allegations
Behaved or Spoke Inappropriately	1				1	2
Discourteous Behavior or Statement		1				1
Failed to Supervise		5				5
Failed to Check on Inmate in Safety Cell	6					6
Failed to Conduct Safety Rounds	2					2
Failed to Provide Medical Treatment				3		3
Inaccurately Filled out Round Sheets	2					2
Inaccurately Filled out Safety Cell Observation Sheet	6					6
Inappropriately Withheld Medication		1				1
Violated Americans With Disability Act		2				2
Improper Sexual Touching				1		1
Improperly Used Liquid Chemical Agent		4				4
Improperly Used Safety Cell		7				7
Inappropriately Discharged a Taser		1				1
Inappropriately Disciplined an Inmate	1	4				5
Issued an Invalid Order		1				1
Misrepresented the Truth			2	3		5
Retaliatory Behavior		4			4	8
Unnecessary Force	2	35		1		38

SFSO

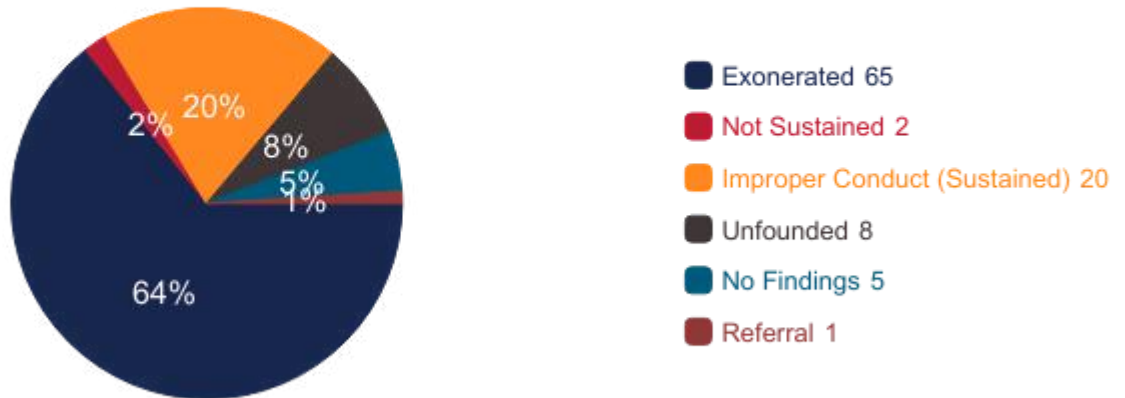
Allegation Findings

The chart below describes allegation findings by allegation types. Multiple allegations are usually investigated for each case. In 2022, the most common findings were Exonerated - SFSO and Improper Conduct (Sustained). The most common allegations were Misconduct, Unacceptable Job Performance and Neglect of Duty



Of the 100 Allegations, 65% Were Found To Be Exonerated - SFSO, And 20% were Improper Conduct (Sustained).

Total = 100



Below are subtypes categories for improper conduct sustained allegations, including for Inattention to Duty, Misconduct, and Unacceptable Job Performance.

Inattention to Duty - Allegations Summary

Total = 2



Unacceptable Job Performance - Allegations Summary

Total = 6



Misconduct - Allegations Summary

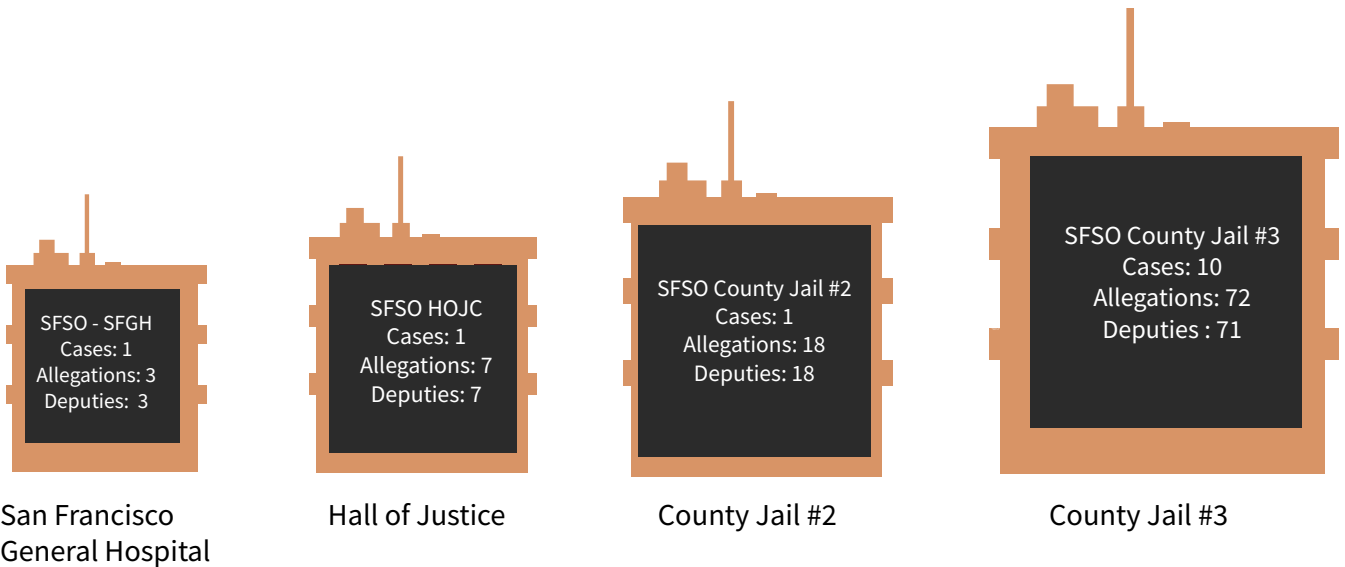
Total = 12



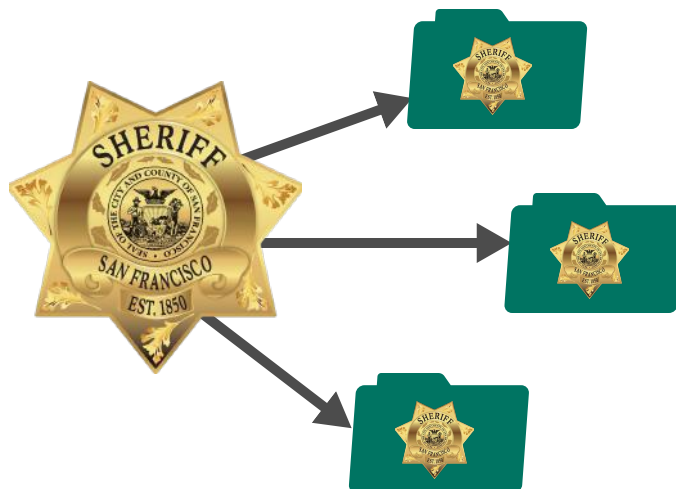
SFSO

Case Location

» The following is an image that shows the number of cases, allegations and deputies. In 2022, SFSO County Jail #3 had the highest number of cases (9), deputies (71), and allegations (72).



Deputies Investigated



In 2022, DPA investigated 99 deputies; 55 deputies were the subject of multiple allegations and cases.

OCC/DPA History

The San Francisco Department of Police Accountability (DPA) was originally created in 1982 as the Office of Citizen Complaints (OCC), following a federal investigation into allegations of police misconduct and civil rights violations in San Francisco. The OCC was tasked with investigating complaints of police misconduct and making recommendations for disciplinary action against officers found to have engaged in such behavior.

The OCC was established as an independent civilian oversight agency responsible for investigating complaints of police misconduct and forwarding its findings to the San Francisco Police Department and the Police Commission. The OCC was also given the power to make recommendations for disciplinary action against officers found to have engaged in misconduct.

Over the years, the OCC has played a critical role in improving police accountability and transparency in San Francisco. It has investigated thousands of complaints of police misconduct and in many cases recommended disciplinary action against officers. The OCC has also worked to improve communication between the Police Department and the community. It has conducted outreach, mediations, and education programs to inform citizens about their rights when interacting with law enforcement.

In 2016, San Francisco voters approved Proposition G, which renamed the OCC to DPA and expanded its scope and powers. Under the new charter amendment, DPA was given additional authority to investigate and make findings on incidents involving officer-involved shootings, use of force, and other serious incidents.

DPA is now an independent agency that operates separately from the San Francisco Police Department. It is headed by an Executive Director and overseen by a seven-member commission appointed by the Mayor and confirmed by the Board of Supervisors.

In addition to investigating complaints of police misconduct, DPA also conducts audits and reviews of the San Francisco Police Department's policies and practices, and provides training, mediation and education to officers and the community on issues related to police accountability and transparency.

DPA has played an important role in improving police accountability and transparency in San Francisco. Its work has helped to build trust between law enforcement and the community, and has contributed to a more fair and just criminal justice system.



OCC/DPA Directors Through the Years

Gene Swann (1983 - 1985)



Swann was hired as the first Director to head the newly-established Office of Citizens' Complaints in San Francisco during the tenure of Mayor Dianne Feinstein when Frank Jordan was Chief of Police.

Frank Schober (1985 - 1987)



Schober worked to build relations between OCC and the Police Officer Associations. Schober created OCC's policies and investigative procedures. Director Schober focused on creating an equitable and diverse team of investigative staff.

Michael Langer (1987 - 1991)



Langer worked to strengthen the OCC's investigative capabilities and to improve the relationship between the police department and the community. Langer also played a key role in the development of a mediation program that allowed complainants and police officers to resolve complaints through dialogue and negotiation. This program was seen as an innovative approach to resolving complaints of police misconduct and was later adopted by other cities across the country.

Alfreda Davis Porter (1992-1994)



Porter joined the OCC as the Executive Director in 1992. Prior to joining the OCC, Porter served as the Executive Director of the Civilian Complaint Review Board in Washington D.C. Porter worked to improve the OCC budget and increase the number of investigators.

Lance Bayer (1995-1996)



Bayer joined the OCC as the Executive Director in 1995. Prior to joining the OCC, Bayer served as a Deputy District Attorney of Santa Clara County for 15 years. Bayer trained police officers at Evergreen Community College in San Jose and aided police agencies by evaluating their internal affairs to provide an objective view. In 1996 the OCC budget nearly doubled, and the investigative force increased by 50%.

OCC/DPA Directors Through the Years



Mary Dunlap (1996-2003)

Dunlap was chosen for the position due to her extensive experience in civil rights law and her reputation as a passionate advocate for police accountability and transparency. Prior to joining the OCC, she had served as the head of the San Francisco Lawyers' Committee for Civil Rights and had worked on several high-profile cases involving police misconduct.



Kevin Allen (2003 - 2007)

Allen joined the OCC as Interim Director in 2003. Prior to joining the OCC, he served as a San Francisco Public Defender, trying 13 cases in just four years.



Joyce E. Hicks (2008-2015)

Hicks became the Executive Director of the OCC in 2007. Prior to joining the OCC, Hicks served as the Executive Director of the Citizens Police Review Board in Oakland and as an Oakland City Attorney. During her tenure at OCC, Hicks addressed several issues found within an audit completed by the controller's office, including, but not limited to failures to complete internal procedural manuals and failure to establish internal trainings.



Paul David Henderson (2017 - present)

Henderson, a native San Franciscan, is a nationally recognized expert in criminal justice reform, a veteran prosecutor and a progressive champion for social justice. Mr. Henderson served as former Chief, under now Vice President Kamala Harris and Deputy Chief of Staff for former Mayor Ed Lee. Currently, Paul David Henderson serves as Executive Director of the San Francisco Department of Police Accountability (SF DPA). The SF DPA is an oversight agency that investigates complaints about San Francisco Police Department officers, recommends new policies and policy changes to the Police Commission and the San Francisco Police Department. Director Henderson is well respected as a credible voice in decision-making and a champion for progressive change.



Pamela Thomps...

DPA Staff Over the Years

On the occasion of the nomination of
CHARLES R. GALLMAN,
 Senior Investigator, Office of Citizen Complaints
 of the San Francisco Police Commission, to the
 "Public Managerial Excellence Awards"
 October 27, 1999

*Walter J. ...
 11/10/99
 1999*

OFFICE OF CITIZEN COMPLAI

altazar; Heidi Machen; Jean Fiel
 fidi; Sergei Litvinov; Karol Heg
 Cole; Linda Taylor; Pat Grigere
 trina Jones; Irene Rapoza; Mary
 tensen; Kasi Jammeh; Florence K
 echter; Wiwi Widjaja.



Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline		
1	A supervising officer received and positively responded to a text message from a sergeant under his command that contained racist and derogatory language.	Officer 1	Conduct Unbecoming an Officer	Biased Policing	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned		
			Conduct Unbecoming an Officer	Inappropriate Behavior						
			Racial Slur	Use of Racially Derogatory Comment						
			Sexual Slur	Use of Sexually Derogatory Comment						
		Officer 2	Conduct Unbecoming an Officer	Biased Policing	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned		
			Conduct Reflecting Discredit	Inappropriate Behavior						
			Racial Slur	Use of Racially Derogatory Comment						
			Sexual Slur	Use of Sexually Derogatory Comment						
		Officer 3	Conduct Unbecoming an Officer	Biased Policing	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned		
			Conduct Reflecting Discredit	Inappropriate Behavior						
			Racial Slur	Use of Racially Derogatory Comment						
			Sexual Slur	Use of Sexually Derogatory Comment						
		Officer 4	Conduct Unbecoming an Officer	Biased Policing	Not Applicable	Officer Terminated	Officer Terminated	Officer Terminated		
			Conduct Unbecoming an Officer	Inappropriate Behavior						
			Neglect of Duty	Failure to Properly Supervise						
		Officer 5	Conduct Unbecoming an Officer	Biased Policing	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned		
			Conduct Unbecoming an Officer	Inappropriate Behavior						
			Racial Slur	Use of Racially Derogatory Comment						
			Sexual Slur	Use of Sexually Derogatory Comment						
		Officer 6	Neglect of Duty	Failed to Comply with DGO 10.10 (Motor Fleet)	Commission Case	SFPD dismissed their Commission case due to an error in their specifications.	Termination	Commission Case		
			Neglect of Duty	Failed to comply with DGO 1.03 (Duties of Patrol Officer) and DGO 2.01 (General Rules of Conduct)						
			Racial Slur	Use of Racially Derogatory Comment						
		Officer 7	Conduct Unbecoming an Officer	Biased Policing	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned		
			Conduct Unbecoming an Officer	Inappropriate Behavior						
			Racial Slur	Use of Racially Derogatory Comment						
			Sexual Slur	Use of Sexually Derogatory Comment						
		Officer 8	Conduct Unbecoming an Officer	Biased Policing	Commission Case	SFPD dismissed their Commission case due to an error in their specifications.	Termination	Commission Case		
			Racial Slur	Use of Racially Derogatory Comment						
			Sexual Slur	Use of Sexually Derogatory Comment						
		Officer 9	Conduct Unbecoming an Officer	Biased Policing	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned		
			Conduct Unbecoming an Officer	Inappropriate Behavior						
			Racial Slur	Use of Racially Derogatory Comment						
			Sexual Slur	Use of Sexually Derogatory Comment						
		2	Officers were flagged down regarding a robbery with a gun that had just occurred. A sergeant failed to immediately turn on his body-worn camera equipment and muted it during an OIS incident.	Officer 1	Use of Force	Improper Use of ERIW	Chief Agreed	Chief Disciplined	5-Day Suspension	5-Day Suspension
				Officer 2	Neglect of Duty	Failure to Properly Supervise	Chief Agreed	Chief Disciplined	5-Day Suspension	5-Day Suspension
		3	An officer picked up a knife during an incident and lied about it on the stand	Officer 1	Conduct Unbecoming an Officer	The officer misrepresented the truth.	Chief Agreed	Chief Disciplined	10-Day Suspension	1-Day Suspension

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
4	Police attended the complainant's residence. The officers said that they were called to the address by a third party. One officer had a rude attitude and threatened to arrest the complainant on false domestic violence-related charges. The DPA found that the officers investigated the incident, and the comments made by the officer was justified, lawful, and proper. However, the DPA found that both officers failed to comply with DGO 10.11 body-worn camera rules.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Officer Resigned	Written Reprimand	Officer Resigned
5	DPA's investigation revealed that the officers failed to properly investigate the incident, failed to comply with Department General Order ("DGO") 6.16, and failed to comply with Department Bulletin ("DB") 18-082. They did not take complainant's allegations seriously, they did not take complainant to the hospital, they did not collect her underwear as evidence, and did not write an incident report. They did not give her a reportee follow up form, Marcy's Card, or a Rights of Sexual Assault Victims card. Instead, complainant followed up on her own by going to SFGH and following up with SVU. Forensic investigation revealed a male contributor to matter extracted from complainant's underwear.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	15-Day Suspension	10-Day Suspension
			Neglect of Duty	Failing to comply with DGO 6.16				
			Neglect of Duty	Failing to comply with DB 18-082				
		Officer 2	Neglect of Duty	Failing to properly investigate	Chief Agreed	Chief Disciplined	11-Day Suspension	10-Day Suspension
			Neglect of Duty	Failing to comply with DGO 6.16				
			Neglect of Duty	Failing to comply with DB 18-082				
6	DPA's investigation determined that an officer violated the Fourth Amendment (and thus DGO 5.16) by unlawfully searching complainant's pockets and backpack while detaining him to discuss a jaywalking infraction and investigating a possible graffiti offense. Body-worn camera footage showed the officer handcuff the complainant, push him to a sitting position on the curb, then announce that the complainant had "spray cans, he was tagging, he smells of paint." the complainant denied the accusation, so the officer said, "Really, the jingle jingle that you have in your pocket?" the complainant responded that the noise was from his keys. The officer asked the complainant for his identification, then proceeded to walk several blocks looking for fresh graffiti. He found no wet graffiti. The officer returned, then searched the complainant's backpack and his pockets without consent. The search yielded no contraband, so the complainant was cited for jaywalking and released. The officers detained the complainant; they did not subject him to a full custodial arrest. There is no such thing as a "probable cause" search of one's person that is not incident to a lawful arrest. There is no such thing as a search incident to a hypothetical arrest or to a citation. Thus, the search inside the complainant's pockets and backpack was unlawful as it was not based on consent and not incident to a lawful arrest.	Officer 1	Unwarranted Action	Improper search of person	Chief Agreed	Commission	11-Day Suspension	4-Day Suspension
		Officer 2	Unwarranted Action	Improper search of person	Chief Agreed	Chief Disciplined	11-Day Suspension	4-Day Suspension
7	On August 10, 2019, Officer A and OfficerB failed to activate their body-worn cameras (hereinafter referred to as "BWCs") when conducting a walk-through in the complainant's house to look for the suspects. Officer C, who was the lead investigator of the case, failed to obtain a Qualified Bilingual Member/Interpreter for the Cantonese-speaking victim. Officer D failed to activate his BWC when responding to a return call for the burglary the same night.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 4	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
8	On May 13, 2019, Sergeant A met the complainant's wife at a conference. Shortly thereafter, the two began an extramarital affair. On April 14, 2020, Sergeant A stated in his Member Response Form that he used his Department-issued cellular phone and Department e-mail to communicate with the complainant's wife, and to exchange text messages and phone calls with her.	Officer 1	Unwarranted Action	Misuse of City property for personal use.	Chief Agreed	Chief Disciplined	Written Reprimand	3-Day Suspension
9	Officer A and Officer B responded to reports that four people were setting up tents and taking drugs in an alleyway. Both officers responded to the location, and failed to activate their body-worn cameras until after they arrived at the scene and started interacting with suspects.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Officer Resigned	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
10	The DPA investigations found that Officer 1 and Officer 2 failed to properly investigate and supervise. Early in the investigation, Officers 1 & 2 concluded that the victim did not qualify for protections as a journalist without obtaining legal advice and with little substantive information about the victim. They also did not properly present the issue to the San Francisco Superior Court. Although another officer participated in this decision, Officer 1 & 2 were the captain and lieutenant for the investigation and are therefore responsible for the decision. Their failure led to the superior court's orders to quash.	Officer 1	Neglect of Duty	Failing to properly investigate	Chief Agreed	Officer Retired	11-Day Suspension	6-Day Suspension
			Neglect of Duty	Failing to properly supervise				
		Officer 2	Neglect of Duty	Failing to properly investigate	Not Applicable	Officer Retired	Officer Retired	Officer Retired
			Neglect of Duty	Failing to properly supervise				
11	The DPA investigations found Officer 1 responded to the complainant's home on a report of their nephew, kicking their door. The complainant complained that although they told Officer 1 that the subject not only violently broke in the door, but also "chest bumped" the complainant, this battery was not included in the incident report. Officer 1 concluded that this contact was "incidental" to the subject forcing open the door and therefore decided not to include it in the incident report, despite the complainant's request that the subject be arrested for assault. DPA's investigation revealed that Officer 1 purposely did not include this information in the incident report. Therefore, the allegation of Neglect of Duty against Officer 1 for writing an incomplete report in violation of DGO 2.01 Rule 5, Performing Duties and SFPD Report Writing Manual is Sustained.	Officer 1	Neglect of Duty	Writing An Inaccurate/Incomplete Incident Report	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
12	The DPA investigation found Officer 1 violated San Francisco Department General Order ("DGO") 2.01 because he did not treat a domestic violence victim, with courtesy and respect. As a result, the allegation of conduct unbecoming an officer against him is sustained.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
13	The DPA investigation found the officers failed to activate their Body Worn Camera.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
14	Officers failed to activate their BWC when responding to a call of service regarding a person following and yelling at the complainant.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
15	The DPA investigation found Officer 1 and another officer detained the complainant for riding a bicycle without lights, an infraction offense pursuant to the Vehicle Code. The detention culminated in Officer 1 illegally forcing the complainant to take off his pants and shoes, to submit to a hand-swipe search of his buttocks, and to sit on the curb in his underwear. Requiring pre-arrest detainees to disrobe to their underwear in public and subjecting them to a hand-swipe of the buttocks violates the 4th Amendment and SFPD policies. Additionally, Officer 1 failed to activate his body worn camera ("BWC") in a timely manner. A preponderance of the evidence proves that Officer 1 exhibited conduct unbecoming an officer by behaving inappropriately, unwarranted conduct for conducting an improper search, and neglect of duty because he did not activate his BWC in a timely manner.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Commission Disciplined	15-Day Suspension	15-Day Suspension
			Unwarranted Action	Inappropriate comments and behavior				
			Conduct Unbecoming an Officer	Improper search or seizure				
16	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
17	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
18	<p>On September 2, 2019 at 2:50 a.m., complainants were occupants in a car parked in the bus zone on Broadway Street by Columbus Avenue. SFPD Officers approached the vehicle and detained the occupants for the traffic violation. One officer approached the backseat passenger, and the encounter quickly and unnecessarily escalated after he ordered the passenger to extinguish a cigarette he lit in the Officer's presence. The officer grabbed the backseat passenger, pepper sprayed him, and struck him with his fists and his baton. During the altercation, other officers delivered multiple punches and one officer delivered multiple knee strikes before the passenger was handcuffed.</p> <p>The officer then told other responding officers to order the other occupants out of the car. When the driver did not immediately comply, he was pulled from the car and taken down by officers with a leg sweep and arm bar. One officer arrived on scene and drew her firearm before activating her body worn camera footage. However, she reholstered it without pointing it at anyone.</p> <p>Multiple officers made sarcastic and needless statements to the detainees. Supervisory officers arrived on scene approximately five minutes after the detention began. Both failed to manage the chaotic scene. Additionally, one supervisory officer told the driver "Sign the cite and get out of here. I'm tired of your kid shit," and when the driver complained, "But you just whipped my ass." the supervising officer responded, "Good."</p>	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Use of Force	Unnecessary or excessive force	Chief Agreed	Chief Disciplined	10-Day Suspension	1-Day Suspension
			Conduct Unbecoming an Officer	Inappropriate comments and behavior				
		Officer 3	Use of Force	Unnecessary or excessive force	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
		Officer 4	Use of Force	Unnecessary or excessive force	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
		Officer 5	Neglect of Duty	Failing to properly supervise	Chief Agreed	Chief Disciplined	3-Day Suspension	3-Day Suspension
		Officer 6	Use of Force	Unnecessary or excessive force	Chief Disagreed	Not Disciplined	5-Day Suspension	No Discipline
		Officer 7	Conduct Unbecoming an Officer	Failing to properly supervise	Chief Agreed	Chief Disciplined	3-Day Suspension	3-Day Suspension
			Conduct Unbecoming an Officer	Inappropriate comments and behavior				
		Officer 8	Neglect of Duty	Failing to comply with DB 19-020	Chief Agreed	Commission Disciplined	30-Day Suspension	20-Day Suspension + 10 Day Suspension served in Abeyance for 3 years
Neglect of Duty	Preparing an incomplete or inaccurate incident report							
Use of Force	Unnecessary or excessive force							
Officer 8	Conduct Unbecoming an Officer	Inappropriate comments and behavior						

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
19	The DPA investigation found Officer 1 searched the complainant without cause.	Officer 1	Unwarranted Action	Searching a person without cause	Chief Disagreed	Officer Resigned	11-Day Suspension	Officer Resigned prior to Commission Hearing
20	DPA's investigation determined that Officer 1 violated Department General Orders and policies, as well as basic police officer safety protocols on June 8, 2018. That night, the Golden State Warriors won the NBA Finals, and celebrations were in full swing all over San Francisco. While on patrol, Officer 1 and his partner, saw four men standing on a corner. One man had an open container of alcohol, an infraction. Officer 1's partner asked Officer 1 if he wanted to take the men on. Officer 1 stated that he did. From that point forward, Officer 1 acted recklessly and out of policy. He did not notify Dispatch of his location, nor his intent effect a detention. He made no plan with his partner. In fact, he did not even wait for his partner — Officer 1 exited the car before it came to a complete stop. As Grant Avenue is a single lane, one-way street, Officer 1's partner could not very well leave the patrol car in the lane, blocking all traffic, in this non-emergency situation. Officer 1 rapidly approached the men and immediately took a confrontational tone and attitude. During this interaction, Officer 1 stated that he observed a bulge in the victim's jacket. The victim took off running down a crowded sidewalk. Officer 1 gave chase, again failing to notify Dispatch of his location. Instead, he called in "foot chase." But at that point, neither Dispatch nor his partner knew where Officer 1 was. During the chase, down a public sidewalk with multiple civilians milling about, the victim pulled a firearm out of his clothing. Ultimately, he tossed the gun in the street. The evidence suggests that Officer 1 shot the victim in the back just after he threw the firearm. Officer 1's actions put himself and numerous civilian bystanders at risk. Officer 1 failed to use his discretionary time to properly communicate with Dispatch and form a plan with his partner. There was no exigency whatsoever that precluded the partners making a plan and approaching the four men together. His rash actions led to a cascade of events that, but for sheer luck, could have easily resulted in injury or death to innocent bystanders and himself. DPA therefore finds that Officer 1 violated, inter alia, DGOs 1.03, 2.01, 5.02 and asks that the Department terminate his employment.	Officer 1	Neglect of Duty	Failing to comply with DGO 1.03	Commission Case	Officer Retired	Officer Retired	Commission Case
		Neglect of Duty	Failing to develop a plan					
		Neglect of Duty	Failing to take required action.					
		Neglect of Duty	Failing to de-escalate					
		Neglect of Duty	Failing to take required action when he chased an armed subject alone					
		Use of Force	Using unnecessary force in violation of DGO 5.01					
		Use of Force	Used excessive force					
Officer 2	Neglect of Duty	Failing to take required action	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned		
21	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
22	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11 and failed to write an incident report.	Officer 1	Neglect of Duty	Failing to prepare an accurate and complete incident report	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras				
23	The DPA investigation found Officer 1 had the legal right to detain the complainant and to tow the vehicle but her repeated discussion about the complainant was going to file a complaint appear retaliatory. In addition Officer 2	Officer 1	Conduct Unbecoming an Officer	Engaging in retaliatory behavior in violation of DGO 9.01	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Unwarranted Action	Searching a person without cause	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
24	The DPA investigation found the officer conducted an improper search of a person without cause.	Officer 1	Unwarranted Action	Searching a person without cause	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
25	The officer used inappropriate words and behavior during the investigative detention hindered his focus and caused the complainant to remain handcuffed on the ground longer than necessary.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
26	DPA's investigation determined that Officer 1 violated DGO 5.01 when he used excessive force by launching the complainant towards the building line into the gate, causing her severe laceration to her forehead, extending into the muscle, requiring a 3-layer closure with sutures. Officer 1 violated DGO 5.01 because (1) the complainant did not pose an immediate threat to officer safety or others; (2) the amount of force Officer 1 used was disproportionate to the threat the complainant posed, given the severity of the crimes committed and given the complainant's physical capabilities.	Officer 1	Use of Force	Unnecessary or excessive force	Chief Disagreed	Not Disciplined	7-Day Suspension	No Discipline
27	The officer retrieved and carried a 40mm less-lethal launcher when he responded to a 419 call (fight with weapons) at the street level, BART Station. He failed to activate his BWC as required.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
28	Officers failed to write an incident report after responding to a call of service in which both parties admitted to criminal activities.	Officer 1	Neglect of Duty	Failing to prepare an incident report	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
		Officer 2	Neglect of Duty	Failing to prepare an incident report	Chief Agreed	Not Disciplined	Admonishment and Retraining	No Discipline
		Officer 3	Neglect of Duty	Failing to prepare an incident report	Chief Agreed	Not Disciplined	Admonishment and Retraining	No Discipline
29	The complainants, a juror and deputy public defender in a trial on a misdemeanor charge of assault on a police officer, stated that officers subduing a naked man trespassing in an apartment laundry room used unnecessary and excessive force. The DPA found that two of the officers failed to comply with DGO 10.11, Body Worn Cameras, and with DGO 5.01, Use of Force. The DPA also found that the scene supervisor failed to properly conduct a use-of-force investigation and violated the suspect's Miranda Rights.	Officer 1	Neglect of Duty	Failing to properly process property	Pending	Chief Disciplined	Officer Resigned	Officer Resigned

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
30	DPA's investigation, which included consultation with CIT trainer, revealed that Officer 1, though CIT trained, did not follow proper CIT protocol during the incident, was rude and discourteous to complainant, briefly choked complainant during her arrest, and did not activate his body-worn camera ("BWC") in a timely manner. As a result, DPA sustained the following allegations against him: (1) failure to comply with DGO 5.21, (2) Neglect of duty for failing to read complainant the mandatory 5150 advisement; (3) failure to timely activate BWC, and (4) improper use of excessive force.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.21	Chief Agreed	Pending	3-Day Suspension	10-Day Suspension
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras				
			Use of Force	Using unnecessary or excessive force				
			Neglect of Duty	Failing to take required action				
31	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
32	The complainant was hit by a Muni bus from behind while riding his bicycle, however, he was issued a citation. The DPA found that the officer investigated the incident. However the DPA found the officer should not have issued the citation to the complainant. Additionally the DPA found the officer did not understand citation requirements.	Officer 1	Unwarranted Action	Issuing a citation without cause	Chief Agreed	Not Disciplined	Admonishment and Retraining	No Discipline
33	Complainant stated he and his wife were arrested for domestic violence in front of their residence. The arresting officers had him remove his wallet and wedding ring and the items were subsequently lost and not processed with his property when he got to the jail. The officers used profanity toward the complainant and made inappropriate comments. The complainant also stated one of the officers applied the handcuffs too tight.	Officer 1	Neglect of Duty	Failing to properly process property	Chief Agreed	Not Disciplined	Admonishment	No Discipline
34	The complainant stated he was walking home carrying his guitar without a case and saw a police vehicle with its lights flashing parked on the street. As he walked past two officers, he asked the officers out of curiosity what was going on. One officer approached the complainant and asked if his guitar was a weapon. The complainant replied jokingly, "Yeah, like a SF Giants bat." The officer asked for the guitar and grabbed it from the complainant. The officer threw the guitar on the sidewalk and damaged it. The complainant stated he didn't do anything wrong and the officer behaved inappropriately.	Officer 1	Conduct Unbecoming an Officer	Inappropriate behavior or comments	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
35	The officers spoke inappropriately by threatening to put the complainant in jail and convincing the complainant to lie to the paramedics on scene.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Not Disciplined	Admonishment and Retraining	No Discipline
		Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Not Disciplined	Admonishment and Retraining	No Discipline
36	An officer inadvertently used a juvenile sealed record when applying for a search warrant.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
37	An officer failed to comply with Department Bulletin 18-105 Stop Data Collection.	Officer 1	Neglect of Duty	Failing to comply with DB 18-105 (Estop)	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
38	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
39	The DPA investigations found the officer made inappropriate threats to the complainant.	Officer 1	Conduct Unbecoming an Officer	Inappropriate behavior or comments	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
40	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
41	An officer failed to comply with Department Bulletin 18-105 Stop Data Collection.	Officer 1	Neglect of Duty	Failing to comply with DB 18-105.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
42	The DPA investigations found the officer made inappropriate comments.	Officer 1	Conduct Unbecoming an Officer	Displaying harassing and intimidating behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
43	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
44	The DPA investigation found, Officers 1, 2, and 3 improperly detained a hard-of-hearing individual who they believed was living in his van. The detention was illegal because it occurred at 8:23 AM, past the time during which such enforcement is allowed. Additionally, during the detention, officers improperly searched the individual's van, and mocked his protests that he was unable to hear them. As a result, the allegations listed below have been sustained against the officers.	Officer 1	Conduct Unbecoming an Officer	Inappropriate behavior or comments	Chief Agreed	Commission Disciplined	11-Day Suspension	Commission Final Discipline 7-Day Suspension
		Officer 2	Conduct Unbecoming an Officer	Inappropriate behavior or comments	Commission Case	Commission Disciplined	15-Day Suspension	Commission Final Discipline 9-Day Suspension + 6-Day Suspension Held in Abeyance 3 Yrs/Retraining
			Conduct Unbecoming an Officer	Harassed a hard-of hearing individual				
			Conduct Unbecoming an Officer	Failing to promptly provide name and star number upon request				
			Neglect of Duty	Detained a person without justification				
		Officer 3	Conduct Unbecoming an Officer	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Officer Resigned	2-Day Suspension	5-Day Suspension
45	The complainant stated the officers used unnecessary force when they issued a subject a citation without cause. The DPA had found no evidence supporting the excessive use of force, however, the DPA has added and sustained on an illegal pat search.	Officer 1	Unwarranted Action	Improper search of a person	Chief Disagreed	Commission Disciplined	15-Day Suspension	Commission Final Discipline 5-Day Suspension + 5 days in abeyance for 3 years
			Neglect of Duty	Failing to properly supervise				

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
46	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Not Disciplined	Written Reprimand	No Discipline
47	The DPA investigations found the officer failed to collect ESTop Data	Officer 1	Neglect of Duty	Failing to comply with DB 18-247	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
48	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	3-Day Suspension
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
49	The DPA investigation found the officer ordered other officers to turn off their Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
50	DPA's investigation determined that Officers 2 and 3 violated the Fourth Amendment to the United States Constitution (and thus DGO 5.16) by unlawfully detaining four young adults in a parked car, and by searching that car pursuant to an alleged probation search condition that did not exist and was not confirmed before the search. Officer 3, to add insult to injury, wrote the incident report in such a way that the approving sergeant was misled and believed the officers had confirmed the search condition. DPA's investigation also determined that Officer 1 violated the Fourth Amendment to the United States Constitution (and thus DGO 5.16) by unlawfully seizing DNA from one of the occupants based upon "consent" because the consent was coerced.	Officer 1	Unwarranted Action	Search or seizure violation	Chief Agreed	Pending	4-Day Suspension	1-Day Suspension
		Officer 2	Neglect of Duty	Detained a person without reasonable suspicion.	Chief Agreed	Pending	14-Day Suspension	10-Day Suspension
		Officer 3	Unwarranted Action	Search or seizure violation	Chief Agreed	Pending	11-Day Suspension	10-Day Suspension
51	The DPA investigation found that Officers 1 & 2 Of responded to the station to address Complainant's allegations, but there is no evidence they activated their body-worn cameras ("BWC"), there is no evidence that they conducted an investigation of Complainant's allegations, and they did not write a report about the incident. During their interviews, both Officers were extremely credible and earnest, but DPA, unfortunately, had to sustain the allegations listed.	Officer 1	Neglect of Duty	Failing to properly investigate.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to properly investigate.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
52	The DPA investigation found the officer failed to make a Stop Data Collection entry.	Officer 1	Neglect of Duty	Failing to make Stop Data Collection System entry	Chief Agreed	Pending	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

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53	The DPA investigation found that officer 1 was disrespectful, sarcastic, and dismissive during his interactions with the complainants. Officer 1 summoned paramedics to evaluate co-complainant 1 without appropriate justification, and he improperly cited co-complainant 2 for misdemeanor violation of Penal Code § 148. Officer 1 then wrote a misleading incident report, chronicling the incident. In addition, Officer 2 failed to intervene and stop the medical evaluation and approved the citation and subsequent incident report.	Officer 1	Conduct Unbecoming an Officer	Inappropriate Comments or behavior	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned
		Officer 2	Neglect of Duty	Failing to properly supervise.	Chief Agreed	Pending	3-Day Suspension	3-Day Suspension
54	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
55	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	1-Day Suspension
56	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	1-Day Suspension
57	The DPA investigation found Officer 1 used unnecessary force and made inappropriate comments when detaining the complainant. In addition, Officer 2 used unnecessary profanity during the incident.	Officer 1	Conduct Unbecoming an Officer Use of Force	In appropriate Comments or Behavior Unnecessary Use of Force	Chief Agreed	Pending	5-Day Suspension	5-Day Suspension
		Officer 2	Conduct Unbecoming an Officer	Using profanity.	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned
58	DPA's investigation determined that Officers 1 & 2 violated DGO 5.04 when they failed to prepare an incident report after the complainant alleged that a Farmer's Market vendor chased her with a knife and asked if he would be arrested. The officers felt that no crime occurred after thoroughly investigating the incident. While it is within the purview of the officers to decide that they did not have probable cause to make an arrest, because the complainant asked about the vendor being arrested and asked for a "number" (she was given the CAD number, which she believed would be a police report number), DGO 5.04 required the officers to document the encounter in an incident report.	Officer 1	Neglect of Duty	Failing to prepare an incident report.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to prepare an incident report.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
59	The DPA investigation found Officer 1 spoke in a manner unbecoming an officer by repeatedly using profane language while interacting with a member of the public.	Officer 1	Conduct Unbecoming an Officer	In appropriate Comments or Behavior	Chief Agreed	Pending	Written Reprimand	1-Day Suspension

Improper Conduct Cases: Chief's Findings and Officer Discipline

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Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
60	The complainant make an illegal U-turn against a red light at a large intersection and then parked his truck. Two officers who saw the driving violation contacted the complainant to issue an advisement. The complainant told the officers that he made the turn because he was experiencing mechanical trouble. One officer admitted using profanity in response to the complainant's explanation, which he found implausible. The second officer asked multiple questions, which were found to be in policy. Both officers said that they did not intend to disrespect or offend the complainant and the contact ended with an advisement and no citation.	Officer 1	Conduct Unbecoming an Officer	In appropriate Comments or Behavior	Chief Agreed	Pending	Written Reprimand	1-Day Suspension + 1 Day Suspension Held in Abeyance
61	The DPA investigation found the officer illegally parked his motorcycle on the sidewalk.	Officer 1	Neglect of Duty	Failing to properly park a vehicle.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
62	The DPA investigation found the officers made inappropriate comments.	Officer 1	Conduct Unbecoming an Officer	In appropriate Comments or Behavior	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
		Officer 2	Conduct Unbecoming an Officer	In appropriate Comments or Behavior	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
63	The DPA investigation found officer 1 failed to prepare an incident report.	Officer 1	Neglect of Duty	Failing to prepare an incident report.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
64	The DPA investigation found Officer 1 made inappropriate comments to an arrestee and refused to identify himself after the complainant asked for his name.	Officer 1	Conduct Unbecoming an Officer	In appropriate Comments or Behavior	Chief Agreed	Chief Disciplined	20-Day Suspension	10-Day Suspension
65	DPA's investigation determined that Officer 1 violated DGO 5.01 (Use of Force) by holding her knee and body weight on a person's neck and head while three other officers attempted to handcuff him after he yelled threatening words at his neighbors, believing they had taken his dog. The interaction at issue was captured on a body-worn camera and bystander video. SFPD's use of force policy instructs officers to determine "whether the use of force is proportional to the threat" and "the availability of other feasible, less intrusive force options." DPA's investigation also determined that Officer 2 violated DGO 1.04 (Duties of Sergeants) by failing to intervene when he observed Officer 1's dangerous position. DPA, therefore, finds that Officer 1 violated DGO 5.01 (Use of Force) by holding her knee and body weight on the person's neck and head, and Officer 2 violated DGO 1.04 (Duties of Sergeants) by failing to intervene when he observed Officer 1's position.	Officer 1	Use of Force	Unnecessary Force	Chief Disagreed	Not Disciplined	7-Day Suspension	No Discipline
		Officer 2	Neglect of Duty	Failing to properly supervise.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
66	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
67	DPA's investigation determined that Officer 1 violated Department General Order 9.03, Mandatory Blood Tests for Drivers Under the Influence when he failed to read the required verbatim chemical test admonition to a DUI suspect and did not allow the suspect the chemical test of his choice.	Officer 1	Neglect of Duty	Failing to comply with DGO 9.03.	Chief Agreed	Pending	3-Day Suspension	10-Day Suspension
68	The DPA investigation found that Officer1 responded to a Priority C homeless-related call (915). He failed to activate his body-worn camera (BWC) as required and inappropriately commented, "I'm real close to retirement anyway. I really don't care."	Officer 1	Conduct Unbecoming an Officer	In appropriate Comments or Behavior	Chief Agreed	Officer Retired	Written Reprimand	Written Reprimand
69	DPA's investigation determined that Officer 1 violated Department General Order 9.03, Mandatory Blood Tests for Drivers Under the Influence, when he failed to read the required verbatim chemical test admonition to a DUI suspect and did not allow the suspect the chemical test of his choice.	Officer 1	Neglect of Duty	Failing to comply with DGO 9.03.	Chief Agreed	Pending	4-Day Suspension	10-Day Suspension (Discipline combined with another case)
70	The DPA investigation found the officers failed to make a Stop Data Collection entry.	Officer 1	Neglect of Duty	Failing to make Stop Data Collection System entry	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to make Stop Data Collection System entry	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
71	DPA's investigation determined that Officer 1 violated Department General Order 2.01 when he made uncivil remarks to a potential crime victim. Officer 1 was one of four members that responded to a fight involving a knife. During the response, Officer 1 made disrespectful remarks and served no law enforcement purpose. Therefore, DPA sustained Officer 1 for Conduct Unbecoming of an Officer for speaking or behaving inappropriately in violation of DGO 2.01.	Officer 1	Conduct Unbecoming an Officer	In appropriate Comments or Behavior	Chief Agreed	Pending	2-Day Suspension	10-Day Suspension (4 Served + 6 Held in Abeyance)/ De-certify from FTO/Retraining
72	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	1-Day Suspension	Written Reprimand
73	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Unwarranted Action	Improper Search or Seizure	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
74	The DPA investigation found the officer failed to wear a mask when responding to a call of service.	Officer 1	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline

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Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
75	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Pending	1-Day Suspension	Written Reprimand
76	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	Written Reprimand
77	DPA's investigation determined that Officer 1 failed to properly supervise his recruit during a traffic stop that escalated into handcuffing and a pat search for no valid or lawful reason. Many of the errors and impositions upon the complainant in this incident could have been completely avoided if Officer 1 had done the most basic supervision: be present and listen to everything as it occurred.	Officer 1	Neglect of Duty	Failing to properly supervise.	Chief Agreed	Pending	6-Day Suspension	3-Day Suspension
78	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to prepare an incident report.	Chief Agreed	Chief Disciplined	No Discipline	Written Reprimand
79	DPA's investigation determined that Officer1 conducted an improper search when he reached into the complainant's vehicle to unlock and open the door without a valid warrant. Although Officer 1 claims the complainant was acting suspicious by recording him, that suspicion does not rise to the level of exigent circumstances to justify a warrantless search.	Officer 1	Unwarranted Action	Improper search or seizure	Chief Agreed	Pending	4-Day Suspension	4-Day Suspension
80	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
81	The DPA investigation found the officer failed to wear a mask when responding to a call for service.	Officer 1	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 3	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 4	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 5	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 6	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 7	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 8	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 9	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 10	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 11	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
82	DPA's investigation determined that Officer 1 violated DGO 2.01, General Rules of Conduct 14 by referring to the suspect as a "drug dealer" prior to having any evidence, continuously laughing in his face, and stating that the suspect was responsible for someone else's mental illness.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior.	Chief Agreed	Pending	Written Reprimand	1-Day Suspension

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
83	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	1-Day Suspension
84	The DPA investigation found that the officer made an inappropriate comment.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior.	Chief Agreed	Officer Retired	10-Day Suspension	10-Day Suspension
85	The DPA investigation found that Officers 2 & 3 comments were sarcastic, unnecessary and violated department policy. Moreover, rather than employ de-escalation techniques, such as establishing rapport, appropriate voice intonation, time and distance, Officer 2 rapidly resorted to using force and unnecessarily escalated the force used. Officer 1 failed to supervise properly.	Officer 1	Neglect of Duty	Failing to properly supervise	Chief Agreed	Officer Retired	2-Day Suspension	Officer Retired
		Officer 2	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Pending	Written Reprimand	No Discipline
		Officer 3	Use of Force	Use excessive force	Chief Agreed	Pending	3-Day Suspension	3-Day Suspension
86	The DPA investigation found that officers 2 and 3 failed to activate their Body Worn Camera per DGO 10.11. Officer 1 failed to wear a mask.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Pending	Written Reprimand	No Discipline
		Officer 3	Neglect of Duty	Failing to wear a mask.	Chief Disagreed	Pending	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

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87	The DPA investigation found Officer 1 made an inappropriate comment and failed to provide their name and star number in violation of DGO 2.01 Section 14.	Officer 1	Neglect of Duty	Failing to provide name or star number.	Chief Agreed	Pending	1-Day Suspension	Written Reprimand
88	The DPA investigation found the officer used excessive force when stopping a person riding a bicycle.	Officer 1	Use of Force	Excessive force	Chief Agreed	Pending	10-Day Suspension	Written Reprimand
89	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Pending	No Discipline	Written Reprimand
90	The DPA investigation found the officer failed to properly wear a mask.	Officer 1	Neglect of Duty	Failing to wear a mask.	Chief Agreed	Not Disciplined	Admonishment	No Discipline
91	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior.	Chief Agreed	Officer Resigned	Written Reprimand	Written Reprimand
92	The DPA investigation found the officers failed to make an arrest.	Officer 1	Neglect of Duty	Failing to make an arrest	Chief Agreed	Officer Resigned	Written Reprimand	Officer Resigned
		Officer 2	Neglect of Duty	Failing to make an arrest	Chief Agreed	Pending	Written Reprimand	3-Day Suspension
93	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
94	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Pending	1-Day Suspension	1-Day Suspension

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Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
95	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Admonishment	Written Reprimand
96	DPA's investigation determined that Officer #1 violated Department Notice 20-094 (Updated Guidance for Mandatory Use of Respirators and Masks for Police Department Employees) and DGO 2.01 (Conduct Unbecoming) by wearing a Thin Blue Line face mask, failing to keep his mask on his face, and calling a person who was detained and then cited "a little crazy and probably a little stupid."	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
97	DPA's investigation determined that Officers 1 & 2 violated DGO 2.01 on May 10, 2021, by failing to investigate following the complainant's positive identification of his assailant at the scene. The officers stated that the complainant's identification was ambiguous, uncertain, and based on a racial basis. An investigation by DPA revealed that the complainant was not only confident in his identification, he also explicitly rejected the idea the suspect's race influenced his identification in any way. Officers 1 & 2 failure to act amounted to a neglect of duty in violation of DGO 2.01.	Officer 2	Neglect of Duty	Failing to take required action.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to take required action.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
98	The DPA investigation found the officer failed to properly wear a mask.	Officer 1	Neglect of Duty	Failing to properly wear a mask,	Chief Agreed	Not Disciplined	Admonishment	No Discipline
99	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Pending	5-Day Suspension	10-Day Suspension
100	The DPA investigation found the officer failed write an incident report.	Officer 1	Neglect of Duty	Failing to write an incident report.	Chief Agreed	Chief Disciplined	Admonishment	Written Reprimand
101	The complainant stated that he was tackled and beaten by two officers for no reasons which caused him to fall on a planter and ruptured his spleen. The DPA had found no evidence supporting the excessive use of force, however, the DPA has added and sustained on failure to comply with DGO 10.11 because the officers did not turn on their BWC on time to capture the use of force.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
102	The complainant stated he confronted an AT&T worker because the worker closed the bike lane without providing an alternative route. The worker then called the police. The complainant said that when the named officer arrived on the scene, he also blocked the bike lane with his police vehicle. The DPA found the officers' actions blocking the bike lane to be justified, lawful, and proper. The DPA found insufficient evidence to either prove or disprove the allegation. However, the DPA found that both officers failed to comply with DGO 10.11 body-worn camera rules.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
103	Officer 1 stopped the complainant because his vehicle had paper plates. Although Officer 1's initial detention of the complainant was legally justified, his subsequent search of the complainant's vehicle, person, and lunch box were not. Therefore, the allegation of Unwarranted Action against Officer 1 for conducting a pat search and searching a vehicle without cause in violation of the 4th Amendment constitutes improper conduct and the allegation is sustained.	Officer 1	Unwarranted Action	Searching a vehicle without cause.	Chief Disagreed	Not Disciplined	11-Day Suspension	No Discipline
104	The DPA investigation found the officer failed write an incident report.	Officer 1	Neglect of Duty	Failing to write an incident report.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
105	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
106	The DPA investigation found the officer failed write an incident report.	Officer 1	Neglect of Duty	Failing to write an incident report.	Chief Agreed	Chief Disciplined	Admonishment	Written Reprimand
107	The DPA investigation found Officer 1 & 2 failed to use caution when handling and transporting the evidence in this incident. The items of evidence were touched by the officers' bare hands. Additionally, the items were loosely placed into the trunk of officer 1's patrol vehicle, unpacked, alongside trash. The evidence remained in their trunk for over seven hours until it was booked at the station.	Officer 1	Neglect of Duty	Failing to comply with DGO 6.02.	Pending	Pending	Written Reprimand	Pending
		Officer 2	Neglect of Duty	Failing to comply with DGO 6.02.	Pending	Pending	Written Reprimand	Pending
108	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
109	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
110	The DPA investigation found the officer improperly authorized a search of a hotel room.	Officer 1	Neglect of Duty	Failing to properly supervise.	Not Applicable	Officer Resigned	Officer Resigned	Officer Resigned
			Neglect of Duty	Authorizing an improper search.				
111	The DPA investigation found that officer 1 detained the complainant without cause and wrote a misleading report about the detention. Additionally, officers 2 & 3 failed to activate their Body Worn Camera following DGO 10.11.	Officer 1	Unwarranted Action	Detaining a person without reasonable suspicion.	Chief Agreed	Pending	5-Day Suspension	7-Day Suspension
			Neglect of Duty	Failing to write an incident report.				
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras				
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Pending	Written Reprimand	Written Reprimand
112	The DPA investigation found the officer failed to provide name or star number.	Officer 1	Neglect of Duty	Failing to write an incident report.	Chief Agreed	Pending	1-Day Suspension	1-Day Suspension

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
113	Officers went to the complainant's residence and completed a search warrant service to locate the complainant's son and seize related evidence to an ongoing burglary investigation. The officers detained the complainant and her residents while they conducted a protective sweep, search and seizure of property. The complainant became upset and yelled at the officers to put their masks on during the incident. The DPA investigation revealed that officers entered the complainant's residence and escorted the detainees were not wearing their masks in violation of SFPD Department Notice #020-066 (Updated Guidance for mandatory Use of Respirators and Masks for Police Department Employees). I reviewed with Sr. and Team Attorney and we agreed to sustain officers who were not wearing their required masks during the incident while in contact with complainant and the detainees.	Officer 1	Neglect of Duty	Failing take required action.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing take required action.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
114	The DPA's investigation determined that officer 1 violated DGO 2.01 when she spoke or behaved inappropriately toward a public member. In addition, officer 2 failed to activate his Body Worn Camera, a violation of DGO 10.11.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior.	Chief Agreed	Chief Disciplined	1-Day Suspension	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
115	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
116	DPA's investigation determined that Officers 1 & 2 violated DGO 2.01 on May 10, 2021, by failing to investigate following the complainant's positive identification of his assailant at the scene. The officers stated that the complainant's identification was ambiguous, uncertain, and based on a racial basis. An investigation by DPA revealed that the complainant was not only confident in his identification, he also explicitly rejected the idea the suspect's race influenced his identification in any way. Officers 1 & 2 failure to act amounted to a neglect of duty in violation of DGO 2.01. Gender of Victim Male	Officer 1	Neglect of Duty	Failing take required action.	Chief Disagreed	Officer Resigned	Written Reprimand	Officer Resigned
		Officer 2	Neglect of Duty	Failing take required action.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
117	Officers were flagged down regarding a robbery with a gun that had just occurred. A sergeant failed to immediately turn on his body-worn camera equipment and muted it during an OIS incident.	Officer 1	Neglect of Duty	Failing to properly supervise.	Chief Agreed	Pending	5-Day Suspension	5-Day Suspension
		Officer 2	Use of Force	Improper use of ERIW.	Chief Agreed	Pending	5-Day Suspension	5-Day Suspension
118	The DPA investigation found the officer failed to wear a mask when responding to a call of service.	Officer 1	Neglect of Duty	Failing to take required action.	Chief Agreed	Not Disciplined	No Discipline	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
119	DPA's investigation revealed that Officer 1 failed to activate his body-worn camera. However, the interaction was recorded on surveillance cameras. Officer 1 was required to activate his BWC because he responded to a call for service that had the potential for law enforcement activity. His failure to do so deprived the DPA of relevant information in the investigation. Officer 1 also did not memorialize the details of the incident in a report, as required by DGO 1.03. Officer 1 was required to generate a written report for the crime he admittedly observed—the customer hitting the complainant. Finally, since he observed a crime in his presence, Officer 1 had the right and obligation to arrest the unruly customer. However, his misunderstanding of Penal Code section 836, and his decision to ask the unruly customer to wait outside, thwarted his ability to arrest her, understandably frustrating the complainant.	Officer 1	Neglect of Duty	Failing to make an arrest.	Chief Agreed	Chief Disciplined	4-Day Suspension	5 Day Suspension + 5 Day Suspension Held in Abeyance for 2 Years
			Neglect of Duty	Failing to comply with PLES policy and procedure.				
			Neglect of Duty	Failing to activate BWC				
120	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 4	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 5	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 6	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 7	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 8	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 9	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
121	The DPA investigation found that Officers knocked on the door of the complainant's home and demanded to see the complainant's identification because a neighbor reported a prowler in his backyard. Once the Officer 1 realized there was no crime to investigate, they made inappropriate comments to the complainant. The complainant later called a supervisor who was unapologetic about the interaction.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Agreed	Pending	Written Reprimand	Written Reprimand
122	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
123	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
124	The DPA investigation found the officer failed to wear a mask when responding to a call of service.	Officer 1	Neglect of Duty	Failing to take required action.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
125	The DPA investigation found Officer 1 violated policy by conducting a nonemergency traffic stop of a bicyclist he suspected of attempting to carjack a driver at a red light. Furthermore, officer 1 lacked reasonable suspicion to stop the bicyclist and failed to articulate facts to support a search of the bicyclist's backpack. Therefore, an arrest based on an item found inside the backpack was made without cause. The officer failed to wear a mask and failed to enter traffic stop data. The DPA also recommended changing SFPD policy to require plainclothes officers to use body-worn cameras when engaged in non-covert police action.	Officer 1	Neglect of Duty	Failing to comply with DB 20-141 Stop Data Collection.	Chief Agreed	Chief Disciplined	21-Day Suspension	10-Day Suspension
			Neglect of Duty	Failing to comply with SFPD DGO 5.08 Non-Uniformed Officers.				
			Unwarranted Action	Improper Search or Seizure				
			Unwarranted Action	Arrest without cause.				
			Neglect of Duty	Failing to take required action.				
126	The DPA investigation found Officer 1 arrested someone without cause and prepared an inaccurate incident report in violation of DGO 2.01, General Rules of Conduct. Officer 2 arrested someone without cause in violation of DGO 2.01, General Rules of Conduct.	Officer 1	Unwarranted Action	Improper Search or Seizure	Chief Agreed	Pending	11-Day Suspension	7-Day Suspension + 3 Day Suspension Held in abeyance 3 years
			Neglect of Duty	Writing an inaccurate incident report.				
			Unwarranted Action	Arrest without cause.				
		Officer 2	Unwarranted Action	Arrest without cause.	Chief Agreed	Pending	Written Reprimand	1-Day Suspension

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
127	The DPA found that plainclothes officers violated SFPD policy by conducting a nonemergency traffic stop and illegally detaining two individuals sitting in a parked car to investigate tinted windows, a vehicle code violation that applies only to moving vehicles. The officers unreasonably searched the vehicle and the individuals, leading to their arrest. One officer prepared an inaccurate report. Several officers failed to enter required data. The DPA recommended that plainclothes officers be equipped with BWCs and that SFPD enhance their Fourth Amendment training.	Officer 1	Unwarranted Action	Arrest without cause.	Chief Agreed	Pending Commission	11-Day Suspension	Written Reprimand
			Unwarranted Action	Improper Search or Seizure				
			Neglect of Duty	Writing an inaccurate incident report.				
			Unwarranted Action	Detention without justification				
			Neglect of Duty	Failing to comply with DB 20-141 Stop Data Collection.				
			Neglect of Duty	Failing to comply with SFPD DGO 5.08 Non-Uniformed Officers.				
		Officer 2	Unwarranted Action	Arrest without cause.	Chief Disagreed	Pending	5-Day Suspension	No Discipline
			Unwarranted Action	Improper Search or Seizure				
		Officer 3	Neglect of Duty	Failing to comply with SFPD DGO 5.08 Non-Uniformed Officers.	Chief Disagreed	Pending	11-Day Suspension	Commission Case
			Neglect of Duty	Failing to comply with DB 20-141 Stop Data Collection.				
			Unwarranted Action	Detention without justification				
			Unwarranted Action	Improper Search or Seizure				
		Officer 4	Unwarranted Action	Arrest without cause.	Chief Disagreed	Pending	5-Day Suspension	No Discipline
Unwarranted Action	Arrest without cause.							
Neglect of Duty	Failing to comply with SFPD DGO 5.08 Non-Uniformed Officers.							
			Unwarranted Action	Improper Search or Seizure				
128	The DPA investigation found that Officer 1 did not properly itemize and book the property. As a result, the complainant's phone was missing for about one week.	Officer 1	Neglect of Duty	Failing to properly process property.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
129	While reviewing the last body-worn camera footage, DPA discovered an unreported, unlawful pat search of an employee where the target of the search warrant was arrested.	Officer 1	Unwarranted Action	Improper Search or Seizure	Chief Agreed	Pending	11-Day Suspension	5-Day Suspension + 5 Days Held in abeyance
130	An officer made inappropriate adversarial comments during a civil standby.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with Field Operations Bureau General Order 03-10, Non-Domestic Civil Standby.				
131	The DPA investigation found Officer 1 used profanity toward the complainant. Officer 1 arrested the complainant for being drunk in public. Officer 1 stated that the complainant initially refused to enter the patrol wagon. Officer 1 then used profane language directed at the complainant.	Officer 1	Conduct Unbecoming an Officer	Used profanity toward the complainant.	Chief Agreed	Pending	1-Day Suspension	1-Day Suspension
132	The DPA investigation found Officer 1 misrepresented the truth, partly due to poor preparation for trial testimony	Officer 1	Conduct Unbecoming an Officer	The officer misrepresented the truth.	Chief Agreed	Pending	10-Day Suspension	1-Day Suspension

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
133	An officer behaved rudely and failed to provide translation services during an investigative detention.	Officer 1	Neglect of Duty	Failing to take a required action.	Chief Agreed	Chief Disciplined	Written Reprimand	1 Day Suspension Held in Abeyance for 1 Year
			Conduct Unbecoming an Officer	Inappropriate comments or behavior				
134	The DPA investigation found Officer 1 failed to write an incident report and Officer 2 wore unauthorized face covering.	Officer 1	Neglect of Duty	Failing to write an incident report.	Chief Agreed	Not Disciplined	Written Reprimand	1-Day Suspension
		Officer 2	Neglect of Duty	Failing to comply with DGO.	Chief Agreed	Chief Disciplined	No Discipline	No Discipline
135	An officer activated a body-worn camera inside a hospital in violation of DGO 10.11.	Officer 1	Neglect of Duty	Improperly activating BWC.	Chief Agreed	Pending	5-Day Suspension	2-Day Suspension
			Conduct Unbecoming an Officer	Inappropriate comments or behavior				
136	Two officers activated their body-worn cameras inside a hospital room in violation of DGO 10.11 and failed to communicate with Dispatch. Two other officers failed to activate their body-worn cameras when transporting an arrestee.	Officer 1	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to activate BWC	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to take a required action.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
			Neglect of Duty	Improperly activating BWC.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 4	Neglect of Duty	Failing to take a required action.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
Neglect of Duty	Failing to take a required action.		Chief Agreed	Pending	Written Reprimand	Written Reprimand		
137	Officers failed to provide their name and star number when requested.	Officer 1	Neglect of Duty	Failing to provide name and star number.	Chief Agreed	Not Disciplined	No Discipline	No Discipline
		Officer 2	Neglect of Duty	Failing to provide name and star number.	Chief Agreed	Not Disciplined	No Discipline	No Discipline
		Officer 3	Neglect of Duty	Failing to provide name and star number.	Chief Agreed	Not Disciplined	No Discipline	No Discipline
		Officer 4	Neglect of Duty	Failing to provide name and star number.	Chief Agreed	Not Disciplined	No Discipline	No Discipline
138	The DPA investigation found Officer 1 made inappropriate comments towards a medical professional.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Agreed	Pending	Written Reprimand	Written Reprimand
139	The DPA investigation found an Officer 1 failed to activate their BWC, and Officers 2 & 3 did not properly wear their face mask.	Officer 1	Neglect of Duty	Failing to activate BWC	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to take comply with a Department General order or Bulletin.	Chief Agreed	Not Disciplined	No Discipline	No Discipline
		Officer 3	Neglect of Duty	Failing to take comply with a Department General order or Bulletin.	Chief Agreed	Not Disciplined	No Discipline	No Discipline
140	DPA's investigation revealed that Officer 1 failed to properly investigate the incident, including failing to book the video evidence, and failed to prepare an incident report documenting the incident as required by DGO 5.04.	Officer 1	Neglect of Duty	Failing to take a required action.	Chief Agreed	Chief Disciplined	1-Day Suspension	1 Day Suspension Held in Abeyance
			Neglect of Duty	Failing to properly investigate.				

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
141	The officers made inappropriate comments and failed to follow Domestic Violence investigation protocols. They failed to properly investigate, failed to write a report, and failed to issue a certificate of release.	Officer 1	Neglect of Duty	Failing to properly investigate.	Chief Agreed	Pending	5-Day Suspension	10 Day Suspension
			Neglect of Duty	Failing to take comply with a Department General order or Bulletin.				
		Officer 2	Neglect of Duty	Failing to properly investigate.	Chief Agreed	Pending	5-Day Suspension	10 Day Suspension
			Neglect of Duty	Failing to write an incident report.				
			Neglect of Duty	Failing to issue a certificate for release.				
			Neglect of Duty	Failing to comply with Department General order or Bulletin.				
Conduct Unbecoming an Officer	Inappropriate comments or behavior							
142	The DPA investigation found that the officer unlawfully detained and searched the complaints based on an inaccurate search warrant.	Officer 1	Neglect of Duty	Failing to take comply with a Department General order or Bulletin.	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
143	During a traffic stop, an officer failed to wear a face mask, failed to enter stop data, and made a rude statement.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to take comply with a Department General order or Bulletin.				
			Neglect of Duty	Failing to make Stop Data Collection System entry				
144	The DPA investigation found Officer 1 illegally entered the complainant's residence and used unnecessary force.	Officer 1	Unwarranted Action	Improper Search or Seizure	Chief Disagreed	Pending Commission	15-Day Suspension	Commission Case
			Use of Force	Unnecessary or Excessive Use of force				
			Unwarranted Action	Detaining a person without justification.				
145	The DPA investigation found that Officer 1 failed to issue the ERIW warning. He also activated his Body-worn long after he became involved in the incident.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	3-Day Suspension	Written Reprimand
			Neglect of Duty	Failing to issue the ERIW warning				
146	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension Held in Abeyance for 1 year
147	The DPA investigation found Officers 2,3 and 4 failed to utilize de-escalation techniques such as time and distance, which resulted in an Officer-Involved Shooting. Officer 2 also discharged his firearm without reasonable care for the public. In addition, Officers 1 and 5 failed to activate their Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Officer Retired	Officer Retired	Retired
		Officer 2	Neglect of Duty	Failing to use de-esclation techniqaes such as time and distance, which resulted in an Officer-Involved shooting.	Chief Disagreed	Pending	10-Day Suspension	No Discipline
			Use of Force	Discharging firearm without reasonable care for the public				
		Officer 3	Neglect of Duty	Failing to use de-esclation techniqaes such as time and distance, which resulted in an Officer-Involved shooting.	Chief Disagreed	Pending	10-Day Suspension	No Discipline
		Officer 4	Neglect of Duty	Failing to issue the ERIW warning	Chief Agreed	Pending	10-Day Suspension	No Discipline
			Neglect of Duty	Failing to use de-esclation techniqaes such as time and distance, which resulted in an Officer-Involved shooting.				
Officer 5	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	10-Day Suspension	1-Day Suspension		
148	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	5-Day Suspension	1-Day Suspension
		Officer 2	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	1-Day Suspension	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
149	The DPA investigation found officer 1 solicited assistance from other law enforcement agencies in using facial recognition technology in violation of Department Notice 21-011.	Officer 1	Neglect of Duty	Failing to take comply with a Department General order or Bulletin.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
150	An officer failed to prepare an incident report documenting threats made against a Parking Control Officer and failed to activate a body-worn camera.	Officer 1	Neglect of Duty	Failing to write an incident report.	Chief Agreed	Pending	2-Day Suspension	2-Day Suspension
			Neglect of Duty	Failing to activate BWC in a timely manner.				
151	The DPA investigation found Officer 1 failed to properly supervise in violation of DGO 1.06, Duties of Supervisors.	Officer 1	Neglect of Duty	Failing to properly supervise.	Chief Agreed	Pending	2-Day Suspension	2-Day Suspension
152	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC in a timely manner.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
153	In this matter, Officer 1 used unnecessary or excessive force that it involved grabbing the trachea in violation of DGO 5.01, Use of Force .	Officer 1	Use of Force	Unnecessary or Excessive Use of force	Chief Agreed	Pending	5-Day Suspension	3 Day Suspension + 2 Day Suspension Held in Abeyance for 1 Year
154	The DPA investigation found that officers neglected their duty by failing to properly search a vehicle, holding tank, or cell in violation of DGO 9.06.	Officer 1	Neglect of Duty	Failing to properly search a vehicle, holding tank, or cell	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension Held in Abeyance for 1 year
		Officer 2	Neglect of Duty	Failing to properly search a vehicle, holding tank, or cell	Chief Agreed	Pending	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to take required action.	Chief Agreed	Pending	Written Reprimand	Resigned/Reinstated
		Officer 4	Neglect of Duty	Failing to properly search a vehicle, holding tank, or cell	Chief Agreed	Pending	Written Reprimand	Written Reprimand
155	DPA's investigation determined that Officer 1 violated Department General Orders (DGO) 6.14 and 5.06 by failing to detain the battery suspect pursuant to Welfare and Institutions Code section 5150, or, in the alternative, conduct a full custodial arrest suspect after the suspect brutally attacked the victim in the leasing offices.	Officer 1	Neglect of Duty	Failing to detain battery suspect	Chief Agreed	Pending	5-Day Suspension	5-Day Suspension
			Neglect of Duty	Failing to conduct a full custodial arrest				
		Officer 1	Unwarranted Action	Improper Search or Seizure (Person)	Chief Agreed	Pending	7-Day Suspension	5-Day Suspension
			Unwarranted Action	Improper Search or Seizure (Vehicle)				

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
156	The DPA investigation found the officers detained a person without reasonable suspicion and improperly searched a person and vehicle.	Officer 2	Unwarranted Action	Detaining a person without reasonable suspicion	Chief Agreed	Pending	12-Day Suspension	5-Day Suspension
			Unwarranted Action	Detaining a person without reasonable suspicion				
			Unwarranted Action	Detaining a person without reasonable suspicion				
			Unwarranted Action	Improper Search or Seizure (Vehicle)				
		Officer 3	Unwarranted Action	Improper Search or Seizure (Person)	Chief Agreed	Pending	10-Day Suspension	2-Day Suspension
157	One officer caused a collision by entering an intersection against a red traffic light without activating an emergency siren. Two officers failed to notify Dispatch of a Code 3 emergency response.	Officer 1	Neglect of Duty	Failing to notify dispatch.	Chief Agreed	Pending	1-Day Suspension	Written Reprimand
158	The DPA investigation found the officers failed to activate his Body Worn Camera in accordance with DGO 10.11. In addition Officer 3 failed to write an incident.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to write an incident report.	Chief Agreed	Officer Resigned	Officer Resigned	Resigned
159	One officer caused a collision by entering an intersection against a red traffic light without activating an emergency siren. Two officers failed to notify Dispatch of a Code 3 emergency response.	Officer 1	Neglect of Duty	Failing to activate a siren as required	Chief Agreed	Pending	5-Day Suspension	2-Day Suspension
			Neglect of Duty	Failing to care for Department or City equipment resulting in its damage or loss				
			Neglect of Duty	Failing to notify dispatch.				
160	In this matter, Officer 1 failed to follow Department policy and procedure regarding documenting and storing the complainant's property, resulting in the property being misplaced.	Officer 1	Neglect of Duty	Failing to properly care for, process or book property	Chief Agreed	Pending	Written Reprimand	Written Reprimand
161	The DPA investigation found that officer 1 and 2 failed to promptly respond to a call for service and failed to accept a citizen's arrest.	Officer 1	Neglect of Duty	Failing to receive a private person arrest	Chief Agreed	Officer Resigned	Written Reprimand	Resigned
			Neglect of Duty	The officer failed to comply with Department General Order 5.04.				
		Officer 2	Neglect of Duty	Failing to receive a private person arrest	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	The officer failed to comply with Department General Order 5.04.				
162	The officers failed to comply with DGO 8.10, Guidelines for First Amendment Activities.	Officer 1	Neglect of Duty	Guidelines for First Amendment Activities	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Guidelines for First Amendment Activities	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 3	Neglect of Duty	Guidelines for First Amendment Activities	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 3	Neglect of Duty	Guidelines for First Amendment Activities	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
163	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	1-Day Suspension	1-Day Suspension
		Officer 2	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
164	The officers responded as backup to a burglary in progress call. The suspects were present on the scene when he arrived, and the officer failed to attempt to arrest the suspects. Instead, the officer watched the suspects leave the building with stolen items, get into a vehicle, make a U-turn in front of the officer and leave the scene. Furthermore, the officers failed to activate his body-worn camera before arriving on the scene.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	10-Day Suspension	10-Day Suspension
			Neglect of Duty	Failing to take required action.				
		Officer 2	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	10-Day Suspension	10-Day Suspension
			Neglect of Duty	Failing to take required action.				
		Officer 3	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	1-Day Suspension	5-Day Suspension
			Neglect of Duty	Failing to take required action.				
		Officer 4	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	2-Day Suspension	5-Day Suspension
Neglect of Duty	Failing to take required action.							
Neglect of Duty	Inattention to duty							
165	The DPA investigation found that officer 1 failed to make a private person's arrest.	Officer 1	Neglect of Duty	Failing to make a private person;s arrest	Chief Agreed	Officer Resigned	Written Reprimand	Resigned
166	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
167	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
168	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
169	The DPA investigation found that Officer 1 used foul language with the complainant, told him to shut up, and issued a citation for jaywalking when the complainant stepped off the sidewalk. In addition the officer issued a citation without cause.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
			Unwarranted Action	Issuing a citation without cause				
170	The DPA investigation found that officer 1 failed to supervise an officer during an arrest.	Officer 1	Neglect of Duty	Failing to properly supervise.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
171	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to activate BWC ina timely manner.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
172	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC in a timely manner.	Chief Agreed	Chief Disciplined	3-Day Suspension	1 Day Suspension Held in Abeyance for 1 Year
173	An officer violated DGO 9.01 I.A.3 by taking enforcement action based on an individual's attitude. The officer issued a moving violation without cause.	Officer 1	Neglect of Duty Conduct Unbecoming an Officer	Inaccurate or incomplete citation Inappropriate comments or behavior	Chief Agreed	Chief Disciplined	1-Day Suspension	Written Reprimand
174	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC in a timely manner.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
175	An officer failed to identify himself.	Officer 1	Neglect of Duty	Failing to provide name or star number.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
176	An officer parked a department vehicle on a sidewalk forcing pedestrians to walk in the roadway.	Officer 1	Neglect of Duty	The officer drove improperly.	Chief Agreed	Not Disciplined	No Discipline	No Discipline
177	The DPA investigation found that officer 1 and 2 entered a residence without a warrant, consent or warrantless search condition and had no specific and articulable facts indicating that exigent circumstances existed.	Officer 1	Unwarranted Action	Improper search of seizure.	Chief Agreed	Pending	4-Day Suspension	2-Day Suspension
		Officer 2	Unwarranted Action	Improper search of seizure.	Chief Agreed	Pending	No Discipline	Written Reprimand
178	The DPA investigation found that Officer 1 was involved in a traffic stop where the complainant rode a motorcycle colliding with another police officer. The other officer suffered an injured leg. Officer 1 was one of several officers who used force to arrest the complainant. The complainant was handcuffed behind his back and detained on the ground by two other officers. Officer 1 then deliberately stepped on the inside of the complainant's ankle for about ten seconds. In addition, Officer 2 failed to properly supervise officer 1.	Officer 1	Neglect of Duty	Failing to properly supervise.	Chief Agreed	Pending	7-Day Suspension	5-Day Suspension
		Officer 2	Use of Force	Use unnecessary or excessive force	Chief Agreed	Pending	30-Day Suspension	Pending - Case tolling

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2019 - December 2022

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
179	The DPA investigation found the officer issued a citation without cause.	Officer 1	Unwarranted Action	Issuing a citation without cause	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
180	The DPA investigation found the officer failed to activate his Body Worn Camera in accordance with DGO 10.11.	Officer 1	Neglect of Duty	Failing to activate BWC in a timely manner.	Chief Agreed	Pending	Written Reprimand	Written Reprimand
181	In this matter, the officer sought information from the complainant related to a dog bite investigation. The complainant refused to provide the requested information. Thereafter, the officer issued a citation only to the complainant's vehicle even though there were multiple vehicles in the area that were parked in violation of the same ordinance.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
			Conduct Unbecoming an Officer	Engaged in selective enforcement				
182	The DPA investigation found that officer 1 refused to assist the complainant, behaved rudely and made inappropriate comments.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Agreed	Not Disciplined	No Discipline	No Discipline
183	The DPA investigation found that officer 1 shouted at a member of the public and made discourteous comments.	Officer 1	Conduct Unbecoming an Officer	Inappropriate comments or behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
184	The DPA investigation found that Officer 1 neglected to include that the basis for the search of the vehicle, which was the main legally justifiable reason, was based on victim's saying the complainant threatened to shoot them. Therefore, there was a legal right to search for a firearm, but that was justification was never mentioned in the incident report.	Officer 1	Neglect of Duty	Inaccurate or negligently preparing an incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
			Unwarranted Action	Improper search of seizure.				