

San Francisco Police Department Disciplinary Review Board Presentation



CITY & COUNTY OF SAN FRANCISCO

Police Department



Presented By:

Assistant Chief Denise Flaherty

San Francisco Police Department

Chief of Staff Sarah Hawkins

Department of Police Accountability



Safety with Respect

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First Quarter Disciplinary Review Board Findings and Recommendations

June 14, 2023

Members present:

Voting Board Members

- Acting Deputy Chief Nicole Jones (chair)
- Deputy Chief Robert O'Sullivan

Assignments

- Administration Bureau
- Field Operations Bureau

Advisory Board Members

- (Not present)
 - Chief of Staff Sarah Hawkins
- Police Commission
Department of Police Accountability

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Aggregate Trends Identified by IAD (Q1 2023)

- Conduct Unbecoming an Officer / Member
- Neglect of Duty (BWC)
- Improper Search

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Aggregate Trends Identified by DPA (Q1 2023)

- Neglect of Duty (BWC)
- Improper Search or Seizure
- Inappropriate Comments or Behavior
- Failure to Properly Investigate



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Policy Failure Findings Identified by IAD (Q1 2023)

IAD had three cases closed in the First Quarter that resulted in a “Policy Failure” finding.

One case had been presented at the Third Quarter 2022 DRB meeting and was regarding an incident report not being assigned to the appropriate investigative unit.

The second case was presented at the Fourth Quarter 2022 DRB meeting and was regarding a case wherein a PSA was unclear if they were able to take a specific type of incident report at a district station. Both cases resulted in recommendations to update the relevant department policy.

The third case was regarding OIS 2018-001. This case led to several policy recommendations and changes including updates of DGO 5.01, DGO 8.02 and the creation of the FTFO Unit and the CMCR training course.



Policy Failure Findings Identified by DPA (Q1 2023)

DPA had two cases closed in the first quarter with a “policy failure” finding.

The first case involved plainclothes officers not wearing BWC’s at an incident as they were exempt at the time. The policy regarding the use of BWC’s by plainclothes officers is currently being updated to address this issue.

The second case involved an incident where a custody was held at the district station for an extended period due to County Jail not accepting custodies. DPA recommended that SFPD update their booking policies to reflect when custodies are held for extended periods due to circumstances beyond the SFPD’s control.



Training Failures Identified by IAD & DPA (Q1 2023)

There were no IAD cases in the first quarter that resulted in a “Training Failure” finding.

DPA had one case that resulted in a training failure as well as a policy failure finding. Officers “froze” a location pending the issuance of a search warrant, but still entered the location. DPA found the Department’s training does not provide adequate guidance as to what “freezing” a location allows for as well as what constitutes exigent circumstances to allow a warrantless search of a location.



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DRB Recommendations from Q1 2023

Recommendation #1: The Department needs to update training regarding the 4th Amendment and specifically to provide more guidance to officers about what actions can or cannot be taken when "freezing" a location pending a search warrant. The updated training should also provide more guidance on what or what does not constitute exigent circumstances that allows officers to make warrantless entry to a premises,



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Next Step Outcomes and Inputs:

- The 2nd Quarter 2023 Discipline Review Board has yet to be scheduled.
- Beginning with Q1 2023, a quarterly IAD report was submitted to the Discipline Review Board that identifies open and closed cases, allegations in opened cases, complaint summaries, aggregate trends, findings in closed cases, and disciplinary action taken.
- The Discipline Review Board is continuing to work with the Office of Equity and Inclusion to review internal discipline on a quarterly basis to assure fairness and impartiality of the process overall.

Internal Affairs Division

Quarterly
Report
Q1 2023



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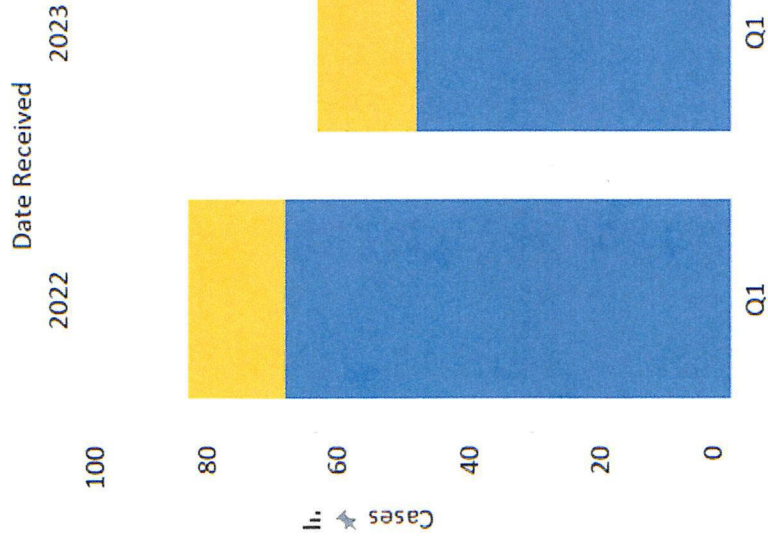
Internal Affairs Division (IAD) investigations include:

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

Opened Cases

Year of Date Received	Source	Date Received Q1			Total
		January	February	March	
2022	DPA Referred to IAD	3	4	8	15
	IAD Only	16	24	28	68
	Total	19	28	36	83
2023	DPA Referred to IAD	8	1	6	15
	IAD Only	21	14	13	48
	Total	29	15	19	63

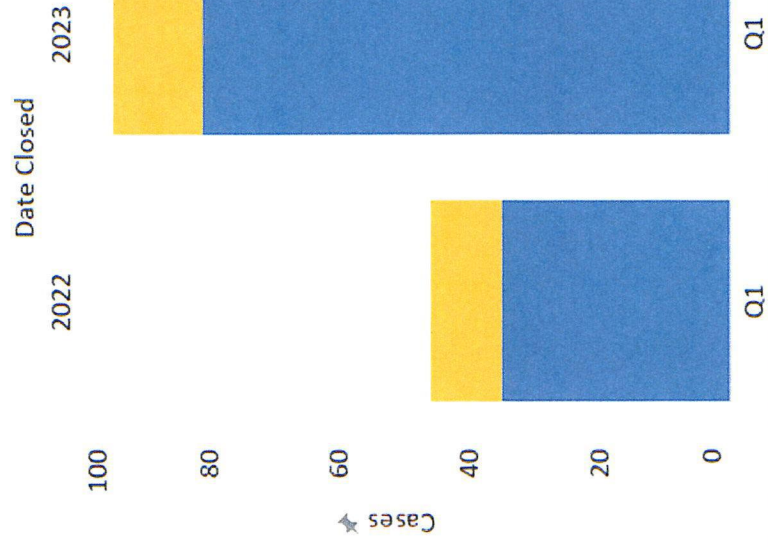
Opened Cases



Closed Cases

Year of Date Closed	Source	Date Closed Q1			Total
		January	February	March	
2022	DPA Referred to IAD	3	1	7	11
	IAD Only	10	11	14	35
	Total	13	12	21	46
2023	DPA Referred to IAD	5	5	4	14
	IAD Only	14	43	24	81
	Total	19	48	28	95

Closed Cases



*Counts in the above tables are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions.

Opened Cases – Allegation Types – Q1 2023

Allegation	
Neglect Of Duty	28
Conduct Unbecoming an Officer/Member	20
Improper Search	2
Discourtesy/ Rude Attitude Or Demeanor	5
Writing An Inaccurate/Incomplete Incident Report	3
Failure to Appear	3
Inappropriate Behavior/Comments	4
Unnecessary Force	3
Use Of Profanity	2
Conduct Reflecting Discredit	2
Failure To Properly Investigate	1
Failure To Properly Process Property	2
Failure To Write An Incident Report	2
Deficient SFPD Policy/Procedure	1
Domestic or Family Incident	1
Driving Under the Influence	1
Failure To Properly Supervise	1
Failure To Take Required Action	1
Unwarranted Action	1
Number of Cases	63

*Counts in the above table are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions.

Complaint Summaries – Q1 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2022-0183	IAD	Acted discourteously and showed bias in traffic enforcement	DGO 2.01, Rule 14; DGO 5.17
MCD-2022-0197	IAD	Failed to wear proper badge	DGO 2.01, Rule 10
MCD-2022-0198	IAD	Issued an inaccurate citation	DGO 2.01, Rules 5 & 9; DGO 2.01 Rules 1 & 9
MCD-2022-0200	IAD	Driving under the influence, involved in injury collision	DGO 2.01, Rule 9; DGO 2.01, Rule 13; DGO 2.01 Rule 26
MCD-2022-0202	IAD	Improperly acquired an SFPD firearm	DGO 2.01, Rule 9
MCD-2022-0203	IAD	Unknown employee was rude to a member of the public	DGO 2.01, Rule 14
MCD-2023-0001	IAD	Sent an inappropriate email, reflecting discredit on the department	DGO 10.09; DGO 2.01 Rule 9; DN 20-070
MCD-2023-0002	IAD	Failed to appear for DPA interview	DGO 2.04.03.D
MCD-2023-0003	IAD	Officer used excessive force while assisting security guards in detaining a combative subject	DGO 5.01
MCD-2023-0004	IAD	Posted inappropriate content on personal social media account	DGO 2.01, Rule 9; DGO 2.09
MCD-2023-0005	IAD	Officers had a delayed response to a priority call for service	DGO 1.03(I)(A)(8)(a)
MCD-2023-0006	IAD	Officer conducted personal business while on duty	DGO 2.01, Rule 1; DGO 2.01, Rule 40
MCD-2023-0007	IAD	Drove w/ a suspended driver's license and used police status to avoid consequences of illegal conduct	DGO 2.01, Rule 9; DGO 2.01, Rule 45

Complaint Summaries – Q1 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2023-0008	IAD	Failed to properly care for department property	DGO 2.01, Rule 22; DGO 10.02(I)(A)(1)
MCD-2023-0009	IAD	Provided front counter assistance in a biased manner, prioritizing assistance based on race/gender	DGO 2.01, Rule 14; DGO 2.01, Rule 9
MCD-2023-0010	IAD	Provided potentially dishonest information during an internal investigation	DGO 2.01, Rule 9
MCD-2023-0011	IAD	Refused to take an incident report and was discourteous at station front counter	DGO 2.01, Rule 14; DGO 2.01, Rule 5; DGO 2.01, Rule 9
MCD-2023-0012	IAD	Omitted past marijuana use during background check for employment	DGO 2.01, Rule 9; DGO 2.01, Rule 10; DGO 2.01, Rule 21; SF Police Code, Article 6, section 452
MCD-2023-0013	IAD	Used illegal substances, drove under the influence, and made threats	DGO 2.01, Rule 9; DGO 2.03
MCD-2023-0014	IAD	Failed to include suspect name on incident report	DN 20-134
MCD-2023-0015	IAD	Failed to respond to voice messages	DGO 2.01, Rule 5
MCD-2023-0016	IAD	Spoke with an inappropriate tone during a meeting with subordinates	DGO 2.01, Rule 9; DGO 1.06(I)(A)(1)
MCD-2023-0017	IAD	Failed to notify supervisor of use of force; attempted to sit subject on ground without articulating a safety concern	DGO 5.01.8 (B)(5); DGO 5.01.9(A)(1)
MCD-2023-0018	IAD	Lost department property (SFPD police star)	DGO 2.01, Rule 22
MCD-2023-0019	IAD	Failed to respond to DPA document requirement	DGO 2.04.03.C.1
MCD-2023-0020	IAD	Involved in an off-duty incident	DGO 2.01, Rule 9

Complaint Summaries – Q1 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2023-0021	IAD	Failed to respond to DPA document requirement	DGO 2.04.3.C.1
MCD-2023-0022	IAD	Failed to notify commanding officer of suspended driver's license, and drove dept. vehicle	2.01, Rule 9; DGO 2.01, Rule 10
MCD-2023-0023	IAD	Lost department property (body-worn camera)	DGO 2.01, Rule 22
MCD-2023-0024	IAD	Failed to add titles for uploaded body-worn camera videos	DGO 10.11.03.H.2
MCD-2023-0026	IAD	Failed to add titles for uploaded body-worn camera videos	DGO 10.11.03.H.2
MCD-2023-0027	IAD	Failed to add titles for uploaded body-worn camera videos	DGO 10.11.03.H.2
MCD-2023-0028	IAD	Failed to add titles for uploaded body-worn camera videos	DGO 10.11.03.H.2
MCD-2023-0029	IAD	Spoke rudely to a complainant and threatened to issue them a citation	DGO 2.01, Rule 14; DGO 2.01, Rule 5
MCD-2023-0030	IAD	Discourteous at station counter where complainant came to file a police report	DGO 2.01, Rule 14
MCD-2023-0031	IAD	Posted content on social media that brought discredit to SFPD	DGO 2.09; DGO 2.01, Rule 9; DGO 2.01, Rule 10
MCD-2023-0032	IAD	Officer left an arrested subject's property in the trunk of a patrol vehicle, additional officers failed to inspect the vehicle before use	DGO 6.15(1)(A); DGO 2.01, Rule 14
MCD-2023-0033	IAD	Made an offensive comment related to race/ethnicity of an arrestee, refused to provide name and star number	DGO 2.01, Rule 14; DGO 2.01, Rule 9; DGO 5.17
MCD-2023-0034	IAD	Failed to respond to DPA document requirement	DGO 2.04.03.C.1

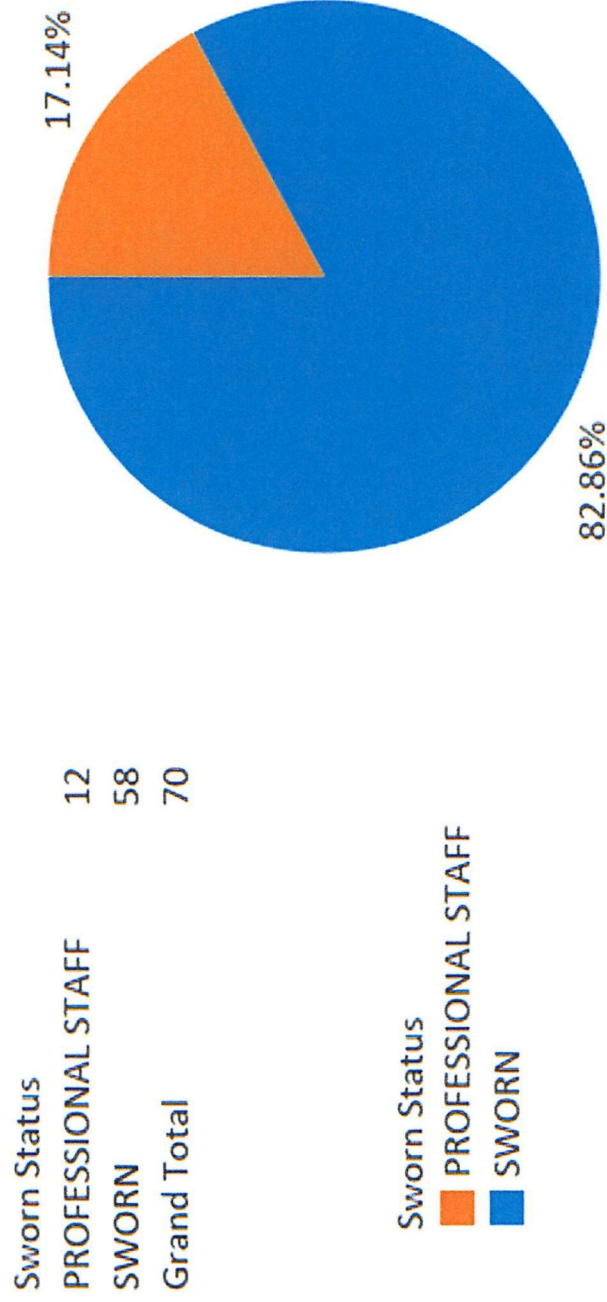
Complaint Summaries – Q1 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCD-2023-0035	IAD	Failed to care for an arrested subject's property, which was lost	DGO 6.15(1)(A)
MCD-2023-0036	IAD	Inappropriate and illegal conduct off-duty	pending
MCD-2023-0037	IAD	Failed to appear for DPA interview	DGO 2.04.03(D)
MCD-2023-0038	IAD	Failed to appear for DPA interview	DGO 2.04.03(D)
MCD-2023-0039	IAD	Sleeping while on duty	DGO 2.01, Rule 42
MCD-2023-0040	IAD	Sent an inappropriate email, demonstrating bias against a protected group	DGO 2.01, Rule 9; DGO 10.08(II)(D)(2)
MCD-2023-0041	IAD	Was under the influence of a controlled substance while on duty	DGO 2.03
MCD-2023-0044	IAD	Failed to care for department property (police star) Dept. of Police Accountability alleges SFPD does not, have a policy related to body-worn cameras for plainclothes officer. Resolved: Investigation Bureau Unit Order 23-001 Plainclothes and Undercover operations was issued on 01/30/2023.	DGO 2.01, Rule 22
MCD0-2021-0069 to IAD	DPA referred	Officers failed to properly investigate an incident and prepared an inaccurate or incomplete incident report	SFPD Policy Failure
MCD0-2022-0016 to IAD	DPA referred	Officers failed to properly investigate an incident and prepared an inaccurate or incomplete incident report	DGO 1.03; DGO 2.01; DGO 1.03
MCD0-2022-0017 to IAD	DPA referred	Officers conducted an improper search, used profanity, and prepared an incomplete incident report	DGO 5.03; DGO 5.16; DGO 2.01, Rule 14; DGO 2.01, Rule 9; DGO 1.03; DN 20-134
MCD0-2022-0018 to IAD	DPA referred	Officer conducted an improper search	DGO 5.03; DGO 5.16
MCD0-2022-0019 to IAD	DPA referred	Officer used unnecessary force, and behaved or spoke inappropriately	DGO 5.01., DGO 2.01

Complaint Summaries – Q1 2023 Opened Cases

Case Number	Case Origin	Summary of Complaints	Rule violated
MCDO-2022-0020	DPA referred to IAD	Failed to activate body-worn camera as required	DGO 10.11 and DB 20-175
MCDO-2022-0021	DPA referred to IAD	Officers failed to take a required action, and failed to activate a body-worn camera	DGO 1.03; DGO 10.11 and DB 20-175
MCDO-2022-0022	DPA referred to IAD	Failed to properly care for, process, or book property	DGO 6.15
MCDO-2022-0023	DPA referred to IAD	Officers behaved or spoke inappropriately, and failed to activate a body-worn camera	DGO 2.01, Rule 9.; DGO 10.11
MCDO-2022-0026	DPA referred to IAD	Used profanity	DGO 2.01, Rule 14 (public courtesy)
MCDO-2022-0027	DPA referred to IAD	Failure to comply with Department Stop Data Collection System requirement	DB 21-062
MCDO-2022-0028	DPA referred to IAD	Officer wrote an incomplete incident report, and failed to process evidence	DGO 2.01 Rule 9; DGO 6.02 and 6.15
MCDO-2022-0029	DPA referred to IAD	Failed to comply with body-worn camera policy	DGO 10.11; DB 20-175
MCDO-2022-0030	DPA referred to IAD	Failed to comply with body-worn camera policy	DGO 10.11; DB 20-175
MCDO-2023-0001	DPA referred to IAD	Failed to prepare an incident report	DGO 5.04
UOF 23-0001	IAD	Use of force review, and officer discourtesy to subject during arrest	DGO 5.01; DGO 5.03; DGO 10.11; DGO 2.01 Rule 9 and 14

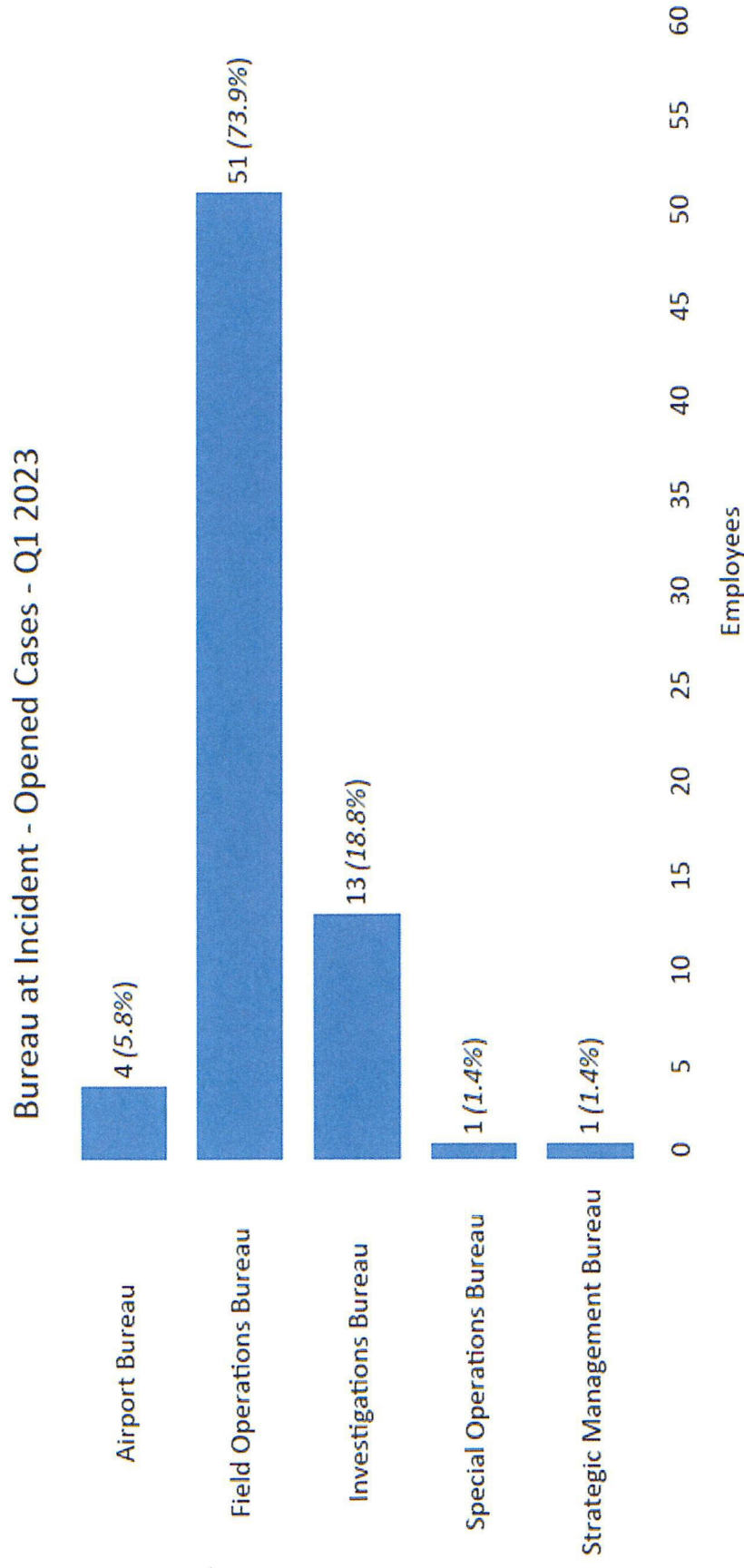
Type of Employees in Opened Cases – Q1 2023



*Counts above, and in the following pages, are a distinct count of employee ID; however, it should be noted that employees may be involved in multiple cases, multiple allegations, multiple findings, and multiple actions.

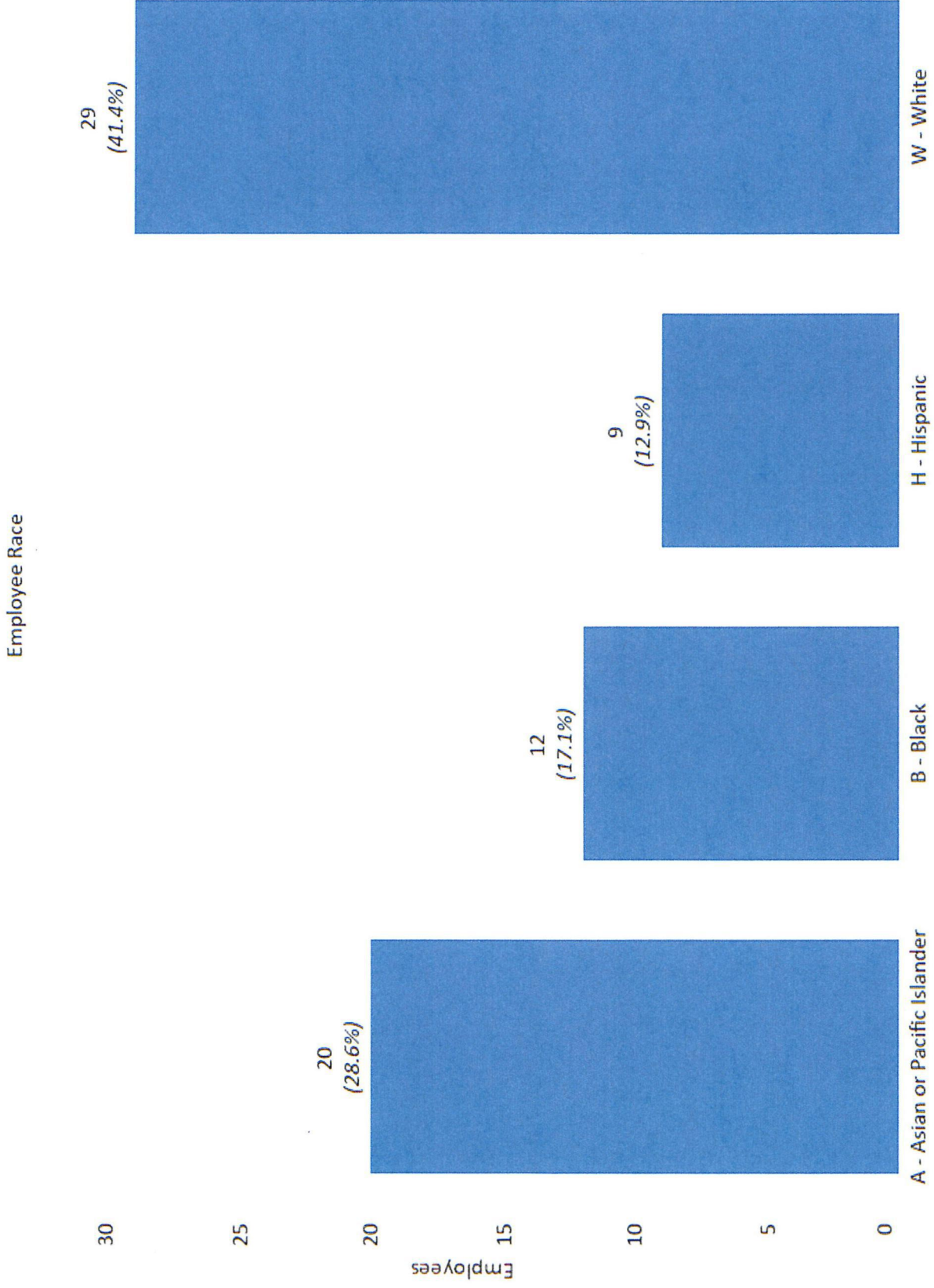
*There were allegations made against two employees who have not been identified and are not included in the counts on pages 10 through 15.

Employee Bureau in Opened Cases – Q1 2023



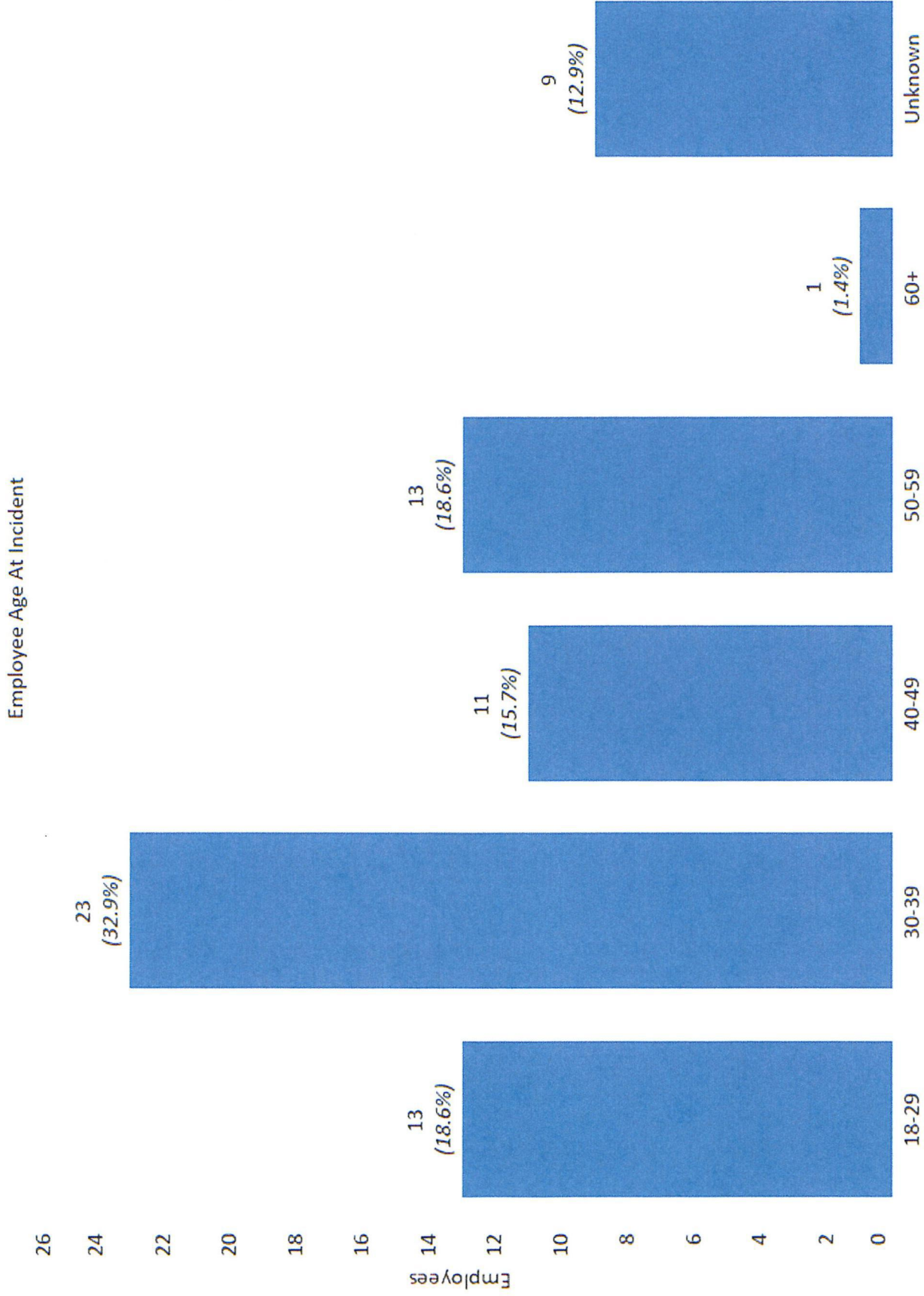
*Not all SFPD Bureaus are represented in this chart, only those with cases opened in Q1 2023

Employee Race in Opened Cases – Q1 2023



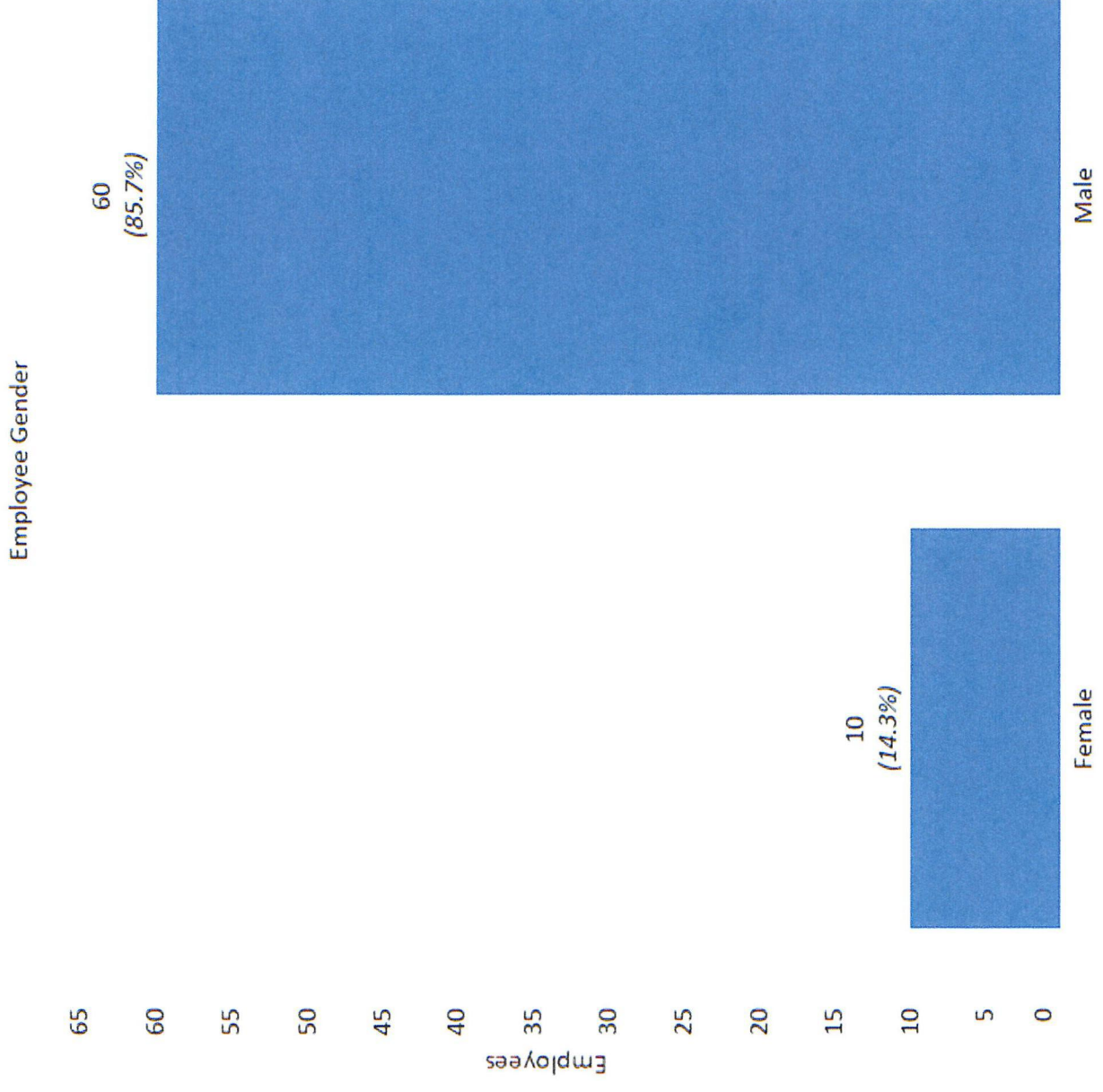
*The Other/Unknown category includes employees whose race does not fall within any other available category; however there were no employees in this category for opened cases in Q1 2023

Employee Age in Opened Cases – Q1 2023



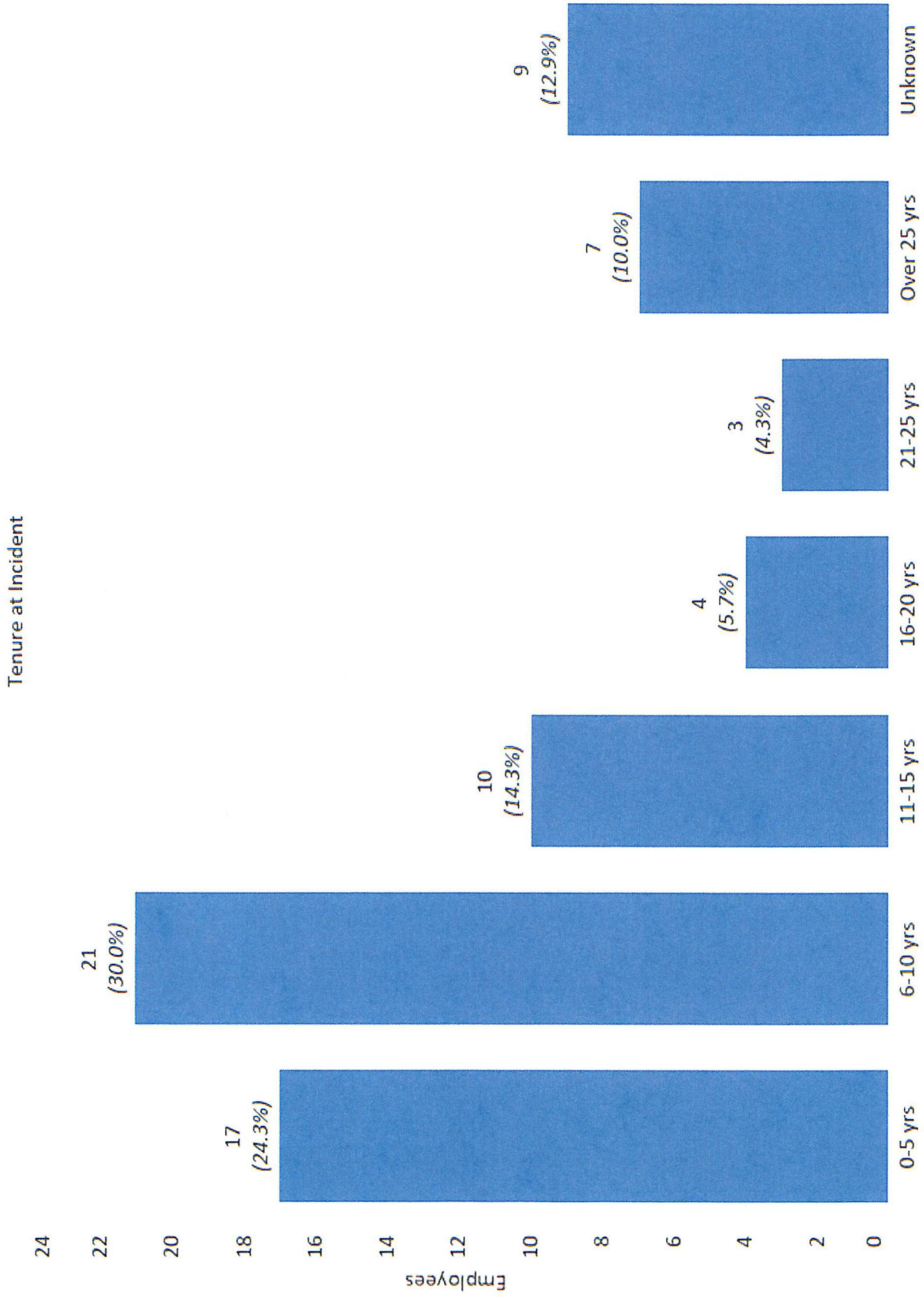
*There were nine employees for whom the incident date, or date of birth, was not known at the time of the data query, or the incident date was a range of dates rather than a single occurrence

Employee Gender in Opened Cases – Q1 2023



*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q1 2023

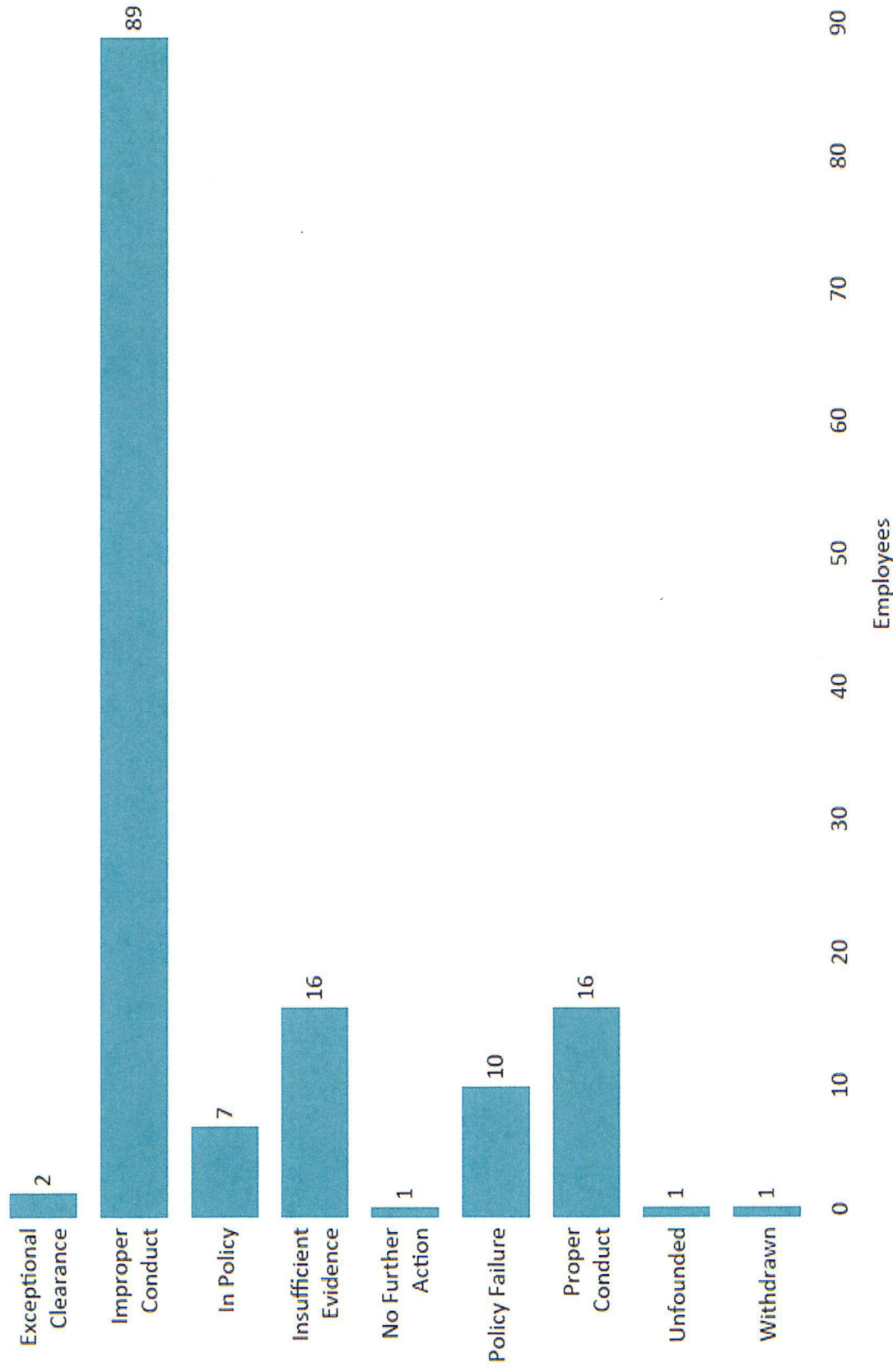
Employee Tenure in Opened Cases – Q1 2023



*There were nine employees for whom the incident date, or date of birth, was not known at the time of the data query, or the incident date was a range of dates rather than a single occurrence; one employee had two incidents which resulted in that employee being counted in two different tenure groups

Employees in Closed Cases – Findings – Q1 2023

Employees in Closed Cases - Q1 2023



*Employees may have multiple findings, as an employee may have multiple allegations and multiple cases

Employee Bureau in Closed Cases – Findings – Q1 2023

Finding	Bureau At Incident					Grand Total
	Administration Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	
Improper Conduct	4	9	66	5	5	89
Insufficient Evidence		3	7	1	5	16
Proper Conduct		1	12	1	2	16
Policy Failure			10			10
In Policy			7			7
Exceptional Clearance	1		1			2
No Further Action				1		1
Unfounded			1			1
Withdrawn			1			1
Number of Employees	4	11	89	8	10	122

*Number of employees represents a distinct count of employees - employees may have multiple findings

Finding	Bureau At Incident					Grand Total
	Administration Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	
Improper Conduct	100.00%	81.82%	74.16%	62.50%	50.00%	72.95%
Insufficient Evidence		27.27%	7.87%	12.50%	50.00%	13.11%
Proper Conduct		9.09%	13.48%	12.50%	20.00%	13.11%
Policy Failure			11.24%			8.20%
In Policy			7.87%			5.74%
Exceptional Clearance	25.00%		1.12%			1.64%
No Further Action				12.50%		0.82%
Unfounded			1.12%			0.82%
Withdrawn			1.12%			0.82%
Employees per Bureau	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*Not all SFPD Bureaus are represented in these tables, only those with cases closed in Q1 2023

Employee Race in Closed Cases – Findings – Q1 2023

Finding	Employee Race					Grand Total
	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Improper Conduct	21	8	17	41	2	89
Insufficient Evidence	6	3	1	6		16
Proper Conduct	2	3	3	7	1	16
Policy Failure	2		4	3	1	10
In Policy	1		2	3	1	7
Exceptional Clearance	1			1		2
No Further Action					1	1
Unfounded	1					1
Withdrawn			1			1
Number of Employees	29	10	24	54	5	122

*Number of employees represents a distinct count of employees - employees may have multiple findings

Finding	Employee Race					Grand Total
	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Improper Conduct	72.41%	80.00%	70.83%	75.93%	40.00%	72.95%
Insufficient Evidence	20.69%	30.00%	4.17%	11.11%		13.11%
Proper Conduct	6.90%	30.00%	12.50%	12.96%	20.00%	13.11%
Policy Failure	6.90%		16.67%	5.56%	20.00%	8.20%
In Policy	3.45%		8.33%	5.56%	20.00%	5.74%
Exceptional Cleara..	3.45%			1.85%		1.64%
No Further Action					20.00%	0.82%
Unfounded	3.45%		4.17%			0.82%
Withdrawn						0.82%
Employees per Race	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Employee Age in Closed Cases – Findings – Q1 2023

Finding	Employee Age At Incident					Unknown	Grand Total
	18-29	30-39	40-49	50-59	60+		
Improper Conduct	24	30	14	15	2	4	89
Insufficient Evidence	2	3	2	5	2	2	16
Proper Conduct	7	5	1	3			16
Policy Failure	4	6					10
In Policy	3	4					7
Exceptional Clearance		1		1			2
No Further Action			1				1
Unfounded					1		1
Withdrawn		1					1
Number of Employees	32	44	17	20	4	5	122

*Number of employees represents a distinct count of employees - employees may have multiple findings

Finding	Employee Age At Incident					Unknown	Grand Total
	18-29	30-39	40-49	50-59	60+		
Improper Conduct	75.00%	68.18%	82.35%	75.00%	50.00%	80.00%	72.95%
Insufficient Evidence	6.25%	6.82%	11.76%	25.00%	50.00%	40.00%	13.11%
Proper Conduct	21.88%	11.36%	5.88%	15.00%			13.11%
Policy Failure	12.50%	13.64%					8.20%
In Policy	9.38%	9.09%					5.74%
Exceptional Clearance		2.27%		5.00%			1.64%
No Further Action			5.88%				0.82%
Unfounded					25.00%		0.82%
Withdrawn		2.27%					0.82%
Employees per Age Group	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*There were five employees for whom the exact incident date was not known, or the incident date was a range of dates rather than a single occurrence

Employee Gender in Closed Cases – Findings – Q1 2023

Finding	Employee Gender		
	Female	Male	Grand Total
Improper Conduct	19	70	89
Insufficient Evidence	5	11	16
Proper Conduct	2	14	16
Policy Failure	1	9	10
In Policy		7	7
Exceptional Clearance	1	1	2
No Further Action	1		1
Unfounded	1		1
Withdrawn		1	1
Number of Employees	26	96	122

*Number of employees represents a distinct count of employees - employees may have multiple findings

Finding	Employee Gender		
	Female	Male	Grand Total
Improper Conduct	73.08%	72.92%	72.95%
Insufficient Evidence	19.23%	11.46%	13.11%
Proper Conduct	7.69%	14.58%	13.11%
Policy Failure	3.85%	9.38%	8.20%
In Policy		7.29%	5.74%
Exceptional Clearance	3.85%	1.04%	1.64%
No Further Action	3.85%		0.82%
Unfounded	3.85%		0.82%
Withdrawn		1.04%	0.82%
Employees per Gender	100.00%	100.00%	100.00%

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q1 2023

Employee Tenure in Closed Cases – Findings – Q1 2023

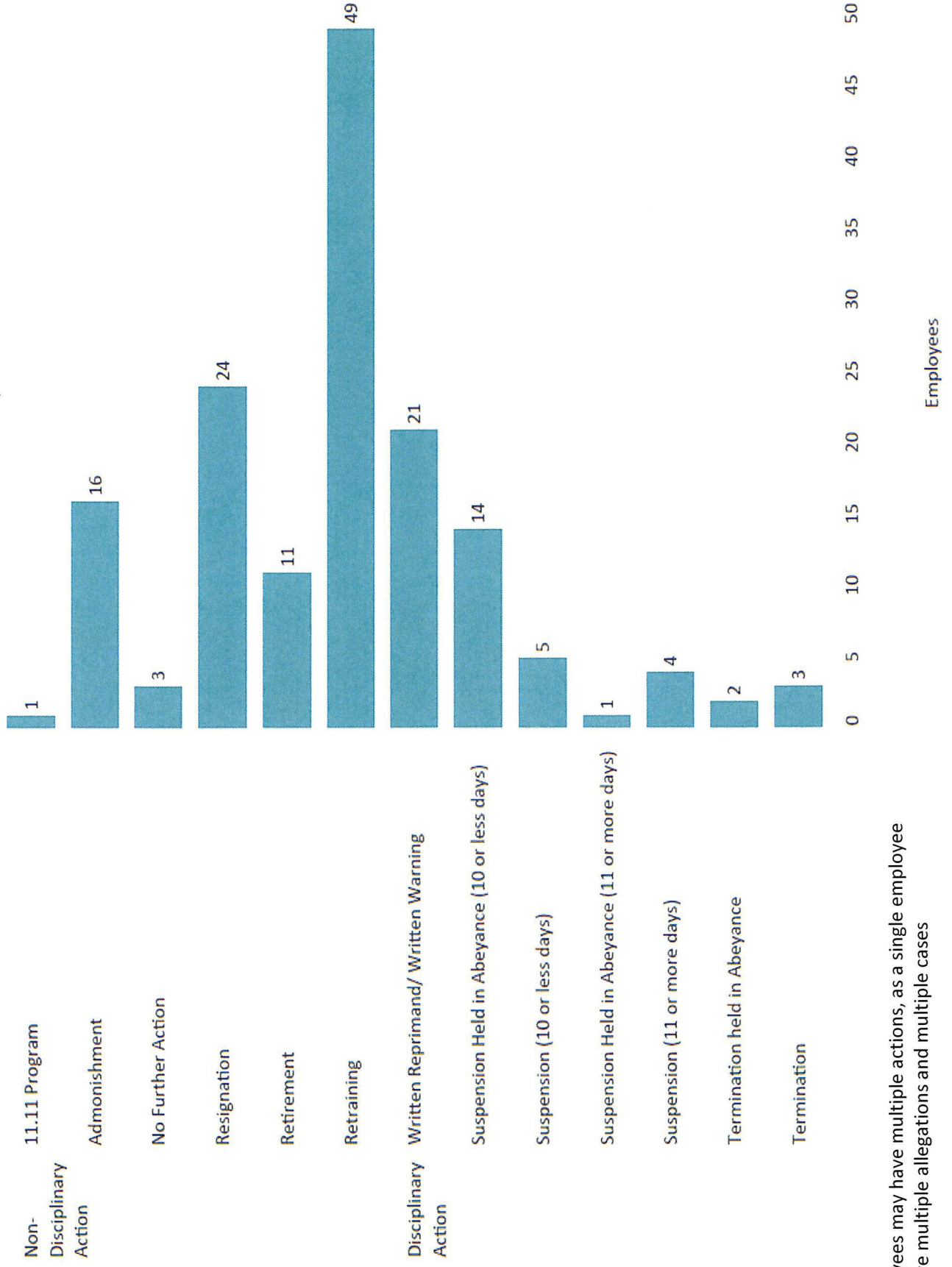
Finding	Tenure at Incident							Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Unknown	
Improper Conduct	35	24	10	1	9	7	4	89
Insufficient Evidence	5	4	2			3	2	16
Proper Conduct	11	3			1	1		16
Policy Failure	8		1	1				10
In Policy	5		1	1				7
Exceptional Clearance		2						2
No Further Action	1							1
Unfounded		1						1
Withdrawn	1							1
Number of Employees	54	31	13	2	10	9	5	122

*Number of employees represents a distinct count of employees - employees may have multiple findings

Finding	Tenure at Incident							Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Unknown	
Improper Conduct	64.81%	77.42%	76.92%	50.00%	90.00%	77.78%	80.00%	72.95%
Insufficient Evidence	9.26%	12.90%	15.38%			33.33%	40.00%	13.11%
Proper Conduct	20.37%	9.68%			10.00%	11.11%		13.11%
Policy Failure	14.81%	7.69%	7.69%	50.00%				8.20%
In Policy	9.26%	6.45%	7.69%	50.00%				5.74%
Exceptional Clearance								1.64%
No Further Action	1.85%							0.82%
Unfounded		3.23%						0.82%
Withdrawn	1.85%							0.82%
Employees per Tenure Group	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*There were five employees for whom the exact incident date was not known, or the incident date was a range of dates rather than a single occurrence

Employees with Improper Conduct Findings in Closed Cases – Actions – Q1 2023



*Employees may have multiple actions, as a single employee may have multiple allegations and multiple cases

*Two employees received “no further action” due to expiration of the statute of limitations per GC 3304, one received “no further action” after termination resulting from other allegations

Bureau of Employees with Improper Conduct Findings in Closed Cases – Actions – Q1 2023

Action Type	Action and Suspension Days	Administration Bureau		Field Operations Bureau		Investigations Bureau	Special Operations Bureau	Grand Total
		Bureau	Bureau	Bureau	Bureau			
Non-Disciplinary Action	11.11 Program Admonishment	1	1	11	1	3		16
	No Further Action			2			1	3
	Resignation	2		19		1	2	24
	Retirement	1	4	5			1	11
	Retraining	1	3	40		4	1	49
Disciplinary Action	Written Reprimand/ Written Warning		3	16		1	1	21
	Suspension Held in Abeyance (10 or less days)		3	10		1		14
	Suspension (10 or less days)			5				5
	Suspension Held in Abeyance (11 or more days)			1				1
	Suspension (11 or more days)			3			1	4
	Termination held in Abeyance			1			1	2
	Termination			2			1	3
	Number of Employees	4	9	66		5	5	89

*Number of employees represents a distinct count of employees - employees may have multiple actions

Action Type	Action and Suspension Days	Administration Bureau		Field Operations Bureau		Investigations Bureau	Special Operations Bureau	Grand Total
		Bureau	Bureau	Bureau	Bureau			
Non-Disciplinary Action	11.11 Program Admonishment	25.00%	11.11%	16.67%		60.00%		17.98%
	No Further Action			3.03%			20.00%	3.37%
	Resignation	50.00%		28.79%		20.00%	40.00%	26.97%
	Retirement	25.00%	44.44%	7.58%		80.00%	20.00%	12.36%
	Retraining	25.00%	33.33%	60.61%		20.00%	20.00%	55.06%
Disciplinary Action	Written Reprimand/ Written Warning		33.33%	24.24%		20.00%	20.00%	23.60%
	Suspension Held in Abeyance (10 or less days)		33.33%	15.15%		20.00%		15.73%
	Suspension (10 or less days)			7.58%				5.62%
	Suspension Held in Abeyance (11 or more days)			1.52%				1.12%
	Suspension (11 or more days)			4.55%			20.00%	4.49%
	Termination held in Abeyance			1.52%			20.00%	2.25%
	Termination			3.03%			20.00%	3.37%
	Employees per Bureau	100.00%	100.00%	100.00%		100.00%	100.00%	100.00%

*Not all SFPD Bureaus are represented in this chart, only those with cases closed in Q1 2023

Race of Employees with Improper Conduct Findings in Closed Cases – Actions – Q1 2023

Action Type	Action and Suspension Days	Employee Race					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Non-Disciplinary Action	11.11 Program Admonishment	4	1	3	8	1	16
	No Further Action				2		3
	Resignation	4	3	5	12		24
	Retirement	4	2	1	3	1	11
	Retraining	13	1	11	23	1	49
Disciplinary Action	Written Reprimand/ Written Warning	4		4	13		21
	Suspension Held in Abeyance (10 or less days)	5		2	6	1	14
	Suspension (10 or less days)	2		2	1		5
	Suspension Held in Abeyance (11 or more days)		1				1
	Suspension (11 or more days)	1	1	1	1		4
	Termination held in Abeyance	1		1			2
	Termination	1	1		1		3
Number of Employees		21	8	17	41	2	89

*Number of employees represents a distinct count of employees - employees may have multiple actions

Action Type	Action and Suspension Days	Employee Race					Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Non-Disciplinary Action	11.11 Program Admonishment	19.05%	12.50%	17.65%	19.51%	1.12%	17.98%
	No Further Action				4.88%		3.37%
	Resignation	19.05%	37.50%	29.41%	29.27%		26.97%
	Retirement	19.05%	25.00%	5.88%	7.32%	50.00%	12.36%
	Retraining	61.90%	12.50%	64.71%	56.10%	50.00%	55.06%
Disciplinary Action	Written Reprimand/ Written Warning	19.05%		23.53%	31.71%		23.60%
	Suspension Held in Abeyance (10 or less days)	23.81%		11.76%	14.63%	50.00%	15.73%
	Suspension (10 or less days)	9.52%		11.76%	2.44%		5.62%
	Suspension Held in Abeyance (11 or more days)		12.50%				1.12%
	Suspension (11 or more days)	4.76%	12.50%	5.88%	2.44%		4.49%
	Termination held in Abeyance	4.76%		5.88%			2.25%
	Termination	4.76%	12.50%		2.44%		3.37%
Employees per Race		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

Age of Employees with Improper Conduct Findings in Closed Cases – Actions – Q1 2023

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program	1					1
Disciplinary Action	Admonishment	2	5	6	2	1	16
	No Further Action		2	1			3
Disciplinary Action	Resignation	7	13	2	1	1	24
	Retirement			1	9	1	11
	Retraining	16	16	9	5	1	49
	Written Reprimand/ Written Warning	11	3	2	4	1	21
	Suspension Held in Abeyance (10 or less days)	2	6	3	2	1	14
	Suspension (10 or less days)	1	3		1		5
	Suspension Held in Abeyance (11 or more days)	1					1
	Suspension (11 or more days)	2	1				4
	Termination held in Abeyance	1	1				2
	Termination	1	1	1			3
Number of Employees		24	30	14	15	2	89

*Number of employees represents a distinct count of employees - employees may have multiple actions

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program	4.17%					1.12%
Disciplinary Action	Admonishment	8.33%	16.67%	42.86%	13.33%		17.98%
	No Further Action		6.67%	7.14%			3.37%
Disciplinary Action	Resignation	29.17%	43.33%	14.29%	6.67%		26.97%
	Retirement			7.14%	60.00%	50.00%	12.36%
	Retraining	66.67%	53.33%	64.29%	33.33%	50.00%	55.06%
	Written Reprimand/ Written Warning	45.83%	10.00%	14.29%	26.67%	25.00%	23.60%
	Suspension Held in Abeyance (10 or less days)	8.33%	20.00%	21.43%	13.33%	50.00%	15.73%
	Suspension (10 or less days)	4.17%	10.00%		6.67%		5.62%
	Suspension Held in Abeyance (11 or more days)	4.17%					1.12%
	Suspension (11 or more days)	8.33%	3.33%				4.49%
	Termination held in Abeyance	4.17%	3.33%	7.14%			2.25%
	Termination	100.00%	100.00%	100.00%	100.00%	100.00%	3.37%
Employees per Age Group		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

*There were four employees for whom the exact incident date was not known, or the incident date was a range of dates rather than a single occurrence

Gender of Employees with Improper Conduct Findings in Closed Cases – Actions – Q1 2023

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	1		1
	Admonishment	4	12	16
	No Further Action	1	2	3
	Resignation	3	21	24
	Retirement	1	10	11
	Retraining	10	39	49
	Written Reprimand/ Written Warning	4	17	21
	Suspension Held in Abeyance (10 or less days)	5	9	14
	Suspension (10 or less days)	1	4	5
	Suspension Held in Abeyance (11 or more days)	1		1
Disciplinary Action	Suspension (11 or more days)	2	2	4
	Termination held in Abeyance	1	1	2
	Termination	2	1	3
	Number of Employees	19	70	89

*Number of employees represents a distinct count of employees - employees may have multiple actions

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program	5.26%		1.12%
	Admonishment	21.05%	17.14%	17.98%
	No Further Action	5.26%	2.86%	3.37%
	Resignation	15.79%	30.00%	26.97%
	Retirement	5.26%	14.29%	12.36%
	Retraining	52.63%	55.71%	55.06%
	Written Reprimand/ Written Warning	21.05%	24.29%	23.60%
	Suspension Held in Abeyance (10 or less days)	26.32%	12.86%	15.73%
	Suspension (10 or less days)	5.26%	5.71%	5.62%
	Suspension Held in Abeyance (11 or more days)	5.26%		1.12%
Disciplinary Action	Suspension (11 or more days)	10.53%	2.86%	4.49%
	Termination held in Abeyance	5.26%	1.43%	2.25%
	Termination	10.53%	1.43%	3.37%
	Employees per Gender	100.00%	100.00%	100.00%

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q1 2023

Tenure of Employees with Improper Conduct Findings in Closed Cases – Actions – Q1 2023

Action Type	Action and Suspension Days	Tenure at Incident						Over 25 yrs	Unknown	Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs				
Non-Disciplinary Action	11-11 Program	1							1	
	Admonishment	3	3	6	2		1	1	16	
	No Further Action	1	2						3	
	Resignation	11	11				1	1	24	
	Retirement			1	1	5	4		11	
	Retraining	23	9	9	4		3	2	49	
Disciplinary Action	Written Reprimand/ Written Warning	11	5	1	2		1	1	21	
	Suspension Held in Abeyance (10 or less days)	5	5	2	1		1		14	
	Suspension (10 or less days)	4					1		5	
	Suspension Held in Abeyance (11 or more days)	1							1	
	Suspension (11 or more days)	3						1	4	
	Termination held in Abeyance	1						1	2	
	Termination	2	1						3	
Number of Employees		35	24	10	1	9	7	4	89	

*Number of employees represents a distinct count of employees - employees may have multiple actions

Action Type	Action and Suspension Days	Tenure at Incident						Over 25 yrs	Unknown	Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs				
Non-Disciplinary Action	11-11 Program	2.86%							1.12%	
	Admonishment	8.57%	12.50%	60.00%		22.22%	14.29%	25.00%	17.98%	
	No Further Action	2.86%	8.33%						3.37%	
	Resignation	31.43%	45.83%				14.29%	25.00%	26.97%	
	Retirement			10.00%	100.00%	55.56%	57.14%		12.36%	
	Retraining	65.71%	37.50%	90.00%		44.44%	42.86%	50.00%	55.06%	
Disciplinary Action	Written Reprimand/ Written Warning	31.43%	20.83%	10.00%		22.22%	14.29%	25.00%	23.60%	
	Suspension Held in Abeyance (10 or less days)	14.29%	20.83%	20.00%		11.11%	14.29%		15.73%	
	Suspension (10 or less days)	11.43%					14.29%		5.62%	
	Suspension Held in Abeyance (11 or more days)	2.86%							1.12%	
	Suspension (11 or more days)	8.57%						25.00%	4.49%	
	Termination held in Abeyance	2.86%						25.00%	2.25%	
	Termination	5.71%	4.17%						3.37%	
Employees per Tenure Group		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

*There were four employees for whom the exact incident date was not known, or the incident date was a range of dates rather than a single occurrence

Glossary

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

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