

2001 ANNUAL REPORT OF

**The
Office of
Citizen
Complaints**

an agency reporting to the
**San Francisco
Police Commission**

City and County of San Francisco
Willie L. Brown, Jr., Mayor
Report Presented by: Mary C. Dunlap
Director, Office of Citizen Complaints



Staff of the OFFICE OF CITIZEN COMPLAINTS (7/17/02)

Front row (L to R): Donna L. Medley, Helen Calderon, Linda Taylor, Laura Tham, Mary Ivas, Sergei Litvinov, Cynthia Lie, Vanetta Smith, Christina Wong, Gwen Lancaster, Jose Avila; Back Row (L to R): Charles Gallman, Pat Grigerek, Jessica Cole, David Aulet, Samara Marion, Mary Dunlap, Mark Scafidi, Chris Wisniewski, Dennis Maxson, Irene Rapoza, William Huey, Pat Dalton, Karol Heppe, Erick Baltazar. Not Pictured: Steve Ball, Alan Barnes, Jean Field, Kasi Jammeh, Lorrie Tanioka, Cheri Toney, Jayson Wechter.

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STAFF OF THE OFFICE OF CITIZEN COMPLAINTS
(as of 7/17/02)

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Special Thanks to Volunteers and Student

Interns Serving OCC During 2001-2002:

Jose Avila, Steve Ball, Kathie Beasley,
Marion Bellantoni, Scott Chan, Cornell Doss,
George Meskus, Dolores Ziegler

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I. OCC CASELOAD

For the fifth consecutive year, during 2001, OCC made demonstrable and, in some aspects, dramatic progress on caseload. (See "Comprehensive Statistical Report" and "Comparative Overview of Caseload" in Attachments to this Report) Once again, the bulk of credit for this feat must go to OCC's investigative and administrative personnel. (See Section II. of this report, pp. 14-16, below) At year's end in 2001, a total of 251 cases were pending, including only 9 cases filed before 2001. By contrast, at end of year 2000, a total of 426 cases were pending, including 38 cases filed before 2000; at end of year 1999, a total of 509 cases were pending, including 86 cases filed before 1999; at end of year 1998, a total of 556 cases were pending, including 82 filed before 1998; at end of year 1997, a total of 575 cases were pending, including 49 cases filed before 1997.

OCC's closure rate during 2001 was an average of 7.0 cases per investigator, with average monthly availability of 13.5 investigators (up .9 FTE from Year 2000). This investigator availability rate takes into account training and probationary periods for new investigators, absences and leaves. The complaint closure rate of 7.0 average per investigator per month, particularly when coupled with the dramatic backlog and case pending reductions accomplished in 2001, represents substantial fulfillment of the 8.0 internal agency goal (average number of closures per investigator per month) that was first established within OCC during 1997.

OCC opened 961 new complaints during 2001, down 9%-14% from previous recent years (1053 in 2000, 1074 in 1999, 1057 in 1998, 1123 in 1997). The drop-off in new complaints occurred during the months of September through December, 2001 (58-69 complaints per month, as contrasted with 72-100 complaints per month in September-December of 1999 and 2000). This drop-off in new complaints filed appears to have been related to the tragedies of September 11, 2001 and, it would seem, to police and public responses and reactions to those events.

OCC closed a total of 1133 complaints during 2001, up 4%-16% over all previous recent years except for year 1999

(1090 closed in 2000, 1161 closed in 1999, 1043 in 1998, 979 in 1997). OCC's overall strong case closure rate in 2001 reduced case backlog and pending case numbers to all-time record lows in 2001, as set forth above.

These indicia of caseload efficiency were accomplished while OCC continued to achieve thorough analysis and investigation of civilian complaints. As OCC originally informed the Police Commission and the public by means of a special report filed in mid-1999 (Office of Citizen Complaints, "Performance and Productivity as to Complaint Caseload", reprinted in pertinent part in "Public Accountability of Police Officers and Institutions: The San Francisco Experience as Model and Microcosm", M. Dunlap, State of California Controller's Quarterly, pp. 7-9 (Winter 2000), available on-line at www.sco.ca.gov), OCC has markedly and conscientiously improved the completeness with which it analyzes civilian complaints and by which it identifies specific allegations of misconduct raised by complaints. This is demonstrated by the average number of allegations identified per civilian complaint over the years of OCC operations. Between 1989 and 2000, OCC went from an average of 1.88-2.81 allegations per civilian complaint (1989-1996) to an average of 4.29-4.78 allegations per complaint (1997-2000) (OCC Year 2000 Annual Report, p. 14, available online at www.ci.sf.ca.us/occ). During 2001, OCC identified an average of 4.67 allegations per civilian complaint (4250 allegations in 911 complaints filed, excluding merged, voided and no finding cases). In 2001, as in the four previous years, by the measure of average number of allegations identified, OCC maintained the previously documented level of improvement in completeness of its analysis of complaints.

Making striking progress in caseload closures and backlog reduction, while maintaining thorough analysis and identification of allegations raised by complaints, OCC also achieved a notably high level of full investigation of complaints. As discussed in recent previous OCC annual reports, OCC fully investigates a significantly higher percentage of complaints presented than do comparable civilian-run police accountability agencies in other cities. In 2000, OCC fully investigated 88.4% of all complaints filed (Year 2000 Annual Report, p. 16). During 2001, OCC fully investigated 84.9% of all complaints closed (to wit., 962 of 1133 closed, which consisted of all but

121 outside OCC's jurisdiction and 50 merged, voided or withdrawn).

The magnitude and strength of OCC's full investigation rate is difficult to compare and contrast with those of other cities, because the powers and responsibilities of other cities' civilian oversight agencies vary widely, and because statistical reporting is not standardized. Most other cities in the United States that have civilian oversight agencies limit their powers to auditing internal affairs investigations or investigating a small pool of the overall total of civilian complaints. (See, National Institute of Justice, Citizen Review of Police: Approaches and Implementation *passim* (March 2001)). Nevertheless, it appears to be factually accurate to conclude from available reports that, as in previous years, San Francisco's OCC fully investigated a substantially higher percentage of cases presented to it during 2001 than did other civilian oversight agencies in the United States. For examples within California: San Jose's Independent Police Auditor's office audited 201 cases investigated by the San Jose Police Department's internal affairs division, 30% of a total of 694 complaints received by both agencies (City of San Jose Office of the Independent Police Auditor, 2000 Year End Report, p. 38 (4/30/01)); San Diego's civilian oversight agency as to sheriffs and probation officers, the Citizens' Law Enforcement Review Board, fully investigated 49% (107 of the 213 cases processed and closed) in 1999 (San Diego County CLERB, 1999 Annual Report, p. 7 (2000)); and, according to a telephone discussion between OCC Director Mary Dunlap and Inspector General Jeffrey Eglash on July 5, 2002, the City of Los Angeles' Office of the Inspector General, which has legal authority (but, the author of this report observes, apparently neither the budget and personnel resources nor the requisite LAPD cooperation) to fully investigate any complaint it selects, itself fully investigated a total of between 20 and 25 cases filed with LA's OIG during 2001, and a total of between 20 and 25 cases filed with it during 2000 (primarily consisting of complaints concerning personnel within the Chief of Police's office and complaints by LAPD employees concerning retaliation), while OIG initiated a total of 127 complaints for LAPD investigation during 2001, and while LAPD received a total of 5,683 complaints, including both civilian and officer complaints, during 2001. (Los Angeles Police Commission Office of the Inspector General, 2001 Annual Report, p. 9 (April '02)).

By the familiar quantitative measures summarized above, OCC during 2001 handled its civilian complaint investigation and closure responsibilities with notable efficiency and completeness. The backlog and cases pending reductions accomplished by OCC staff during 2001 set records, relative to every prior year of OCC's 18 years of City service.

The most labor-intensive and rigorously scrutinized of OCC's work product consists of this agency's sustained findings and case reports. Both internally and externally, OCC's sustained findings and reports receive the greatest attention of all types of OCC findings, except perhaps for "Policy Failure" and "Training Failure" findings and resulting recommendations. Within OCC, sustained case findings and reports are closely examined by supervisory and management personnel within investigative staff, by the OCC Director, and, in general, by OCC legal staff. Outside OCC, all sustained findings and investigative reports go to the Chief's designee, ordinarily within SFPD's Management Control Division, "...for review and action...", prescribed to take place within 60 days of receipt from OCC (SFPD General Order 2.04 III. A. 5. a. & b.). Disciplinary hearings by the Chief or his/her designee and by the Police Commission represent final administrative levels of scrutiny of OCC sustained findings, and of the sufficiency of evidence to uphold them, by means of fact-finding hearings at those respective levels. Whether a disciplinary matter is resolved at Chief's or Police Commission level is supposed to be determined by the seriousness of the sustained allegation(s), the severity of the proposed discipline, and the overall disciplinary record of the officer(s) involved (City Charter section 4.127 and Appendix A8-343; SFPD "Disciplinary Penalty & Referral Guidelines" sec. II, p. 1 (revised 12/1/94)).

During 2001, OCC reached sustained findings as to one or more allegations in 144 of 1133 complaints that OCC closed, for a sustained case rate of 12.7%. By comparison, the sustained case rates for recent previous years were: 89 sustained of 1089 complaints closed in 2000 (8.2%), 99 sustained of 1123 complaints closed in 1999 (8.8%), 108 sustained of 1043 complaints closed in 1998 (10.4%) and 101 sustained of 979 complaints closed in 1997 (10.3%). Purely as a matter of comprehending the depth and scope of OCC's productivity as to complaints during 2001, it should be

noted that the sheer number of sustained cases was between 36 and 55 greater than in any of the four previous years. This represents a 25%-38% increase in the volume of sustained cases, which, as described above, are highly labor-intensive, involving careful due process-driven investigations, meticulous legal and managerial scrutiny of proposed findings, and preparation of detailed and often lengthy written reports to SFPD.

It is necessary to reiterate, as in prior annual reports of OCC, especially for those who may be new to these reports, that OCC has no goal or target for number or percentage of sustained complaints. Instead, resolution of a civilian complaint made to OCC is governed by the results of a full and independent factual investigation. City Charter section 4.127 requires that complaints be "...promptly, fairly and impartially investigated..." by OCC staff. Those who would propose to measure OCC's effectiveness by the number of cases that result in "Sustained" findings within a given period, like those who would propose to do so by the number of "Unfounded" or "Proper Conduct" findings, miss the gist of OCC's mission and design. OCC is a fact-finding agency, concerned with determining to the best of its ability what happened, and with accurately applying relevant law, Department General Orders and other sources of authority to reach fair and correct results, without regard to the popularity or unpopularity of any particular outcome.

With that caveat, the sustained case number (144) and rate (12.7%) in 2001 should be considered significant indicia of OCC's productivity. Along with the much-lowered number of cases pending and major backlog reduction, the close-to-target monthly averages of case closures, and the increased numbers of allegations per complaint (1997-2001), the sustained case number and rate demonstrate that, in 2001, OCC accomplished a record high quantity and percentage of the most labor-intensive type of complaint investigations and findings, to wit., investigations resulting in sustained cases.

These indicia of OCC productivity are all the more impressive, given consideration of an epidemic of non-compliance with OCC's investigations by some SFPD officers that took place during 2001. Some background in describing this epidemic, and in analyzing its implications for OCC-SFPD-Police Commission relationships, is required.

In 1998, at the urging of then-Assistant Chief Prentice E. Sanders and members of SFPD's Management Control and Legal Divisions, OCC agreed to permit SFPD to take over the work of investigation and proposed findings as to allegations that officers were failing to comply with SFPD General Order 2.04 insofar as compliance with OCC investigative procedures were concerned. Before 1998, OCC handled this work itself. In general, DGO 2.04's pertinent provisions are those requiring commanding officers of SFPD to accomplish timely service and return of Member Response Forms (also known as "MRFs", which are investigative questionnaires to officers from OCC investigators), and requiring commanding officers to accomplish timely service and return of notices of interview to named and witness officers in their commands, timely and complete responses to MRFs by those served, and timely appearance on the noticed date, readiness to proceed and cooperation in interviews, including providing answers to questions posed by OCC investigators in MRFs and interviews. Reports of failures to comply with DGO 2.04, which reports are termed "Blue Folders", contain evidence supporting allegations by OCC that an officer violated one or more of the provisions outlined above, despite the requirements of DGO 2.04, and of City Charter section 4.127, which provides in pertinent parts that "... [i]n carrying out its objectives the office of citizen complaints shall receive prompt and full cooperation and assistance from all departments, officers and employees of the city and county", and that "...the chief of police shall require the testimony or attendance of any member of the police department to carry out the responsibilities of the office of citizen complaints".

During 2001, OCC sent to MCD for its investigation and the Chief's resolution a total of 88 "Blue Folders" containing evidence supporting allegations as to failures to comply with DGO 2.04 by SFPD members. This represented more than a three-fold increase over the 27 "Blue Folders" sent by OCC to MCD in 2000. As in prior years since 1998, each "Blue Folder" was reviewed by the Chief Investigator and/or Director of OCC before it was forwarded to MCD, to assure sufficiency of the evidence presented to support the allegation of non-compliance. No standard of evidence was lessened by OCC, nor was any relevant part of DGO 2.04 amended, during 2001, as to the "Blue Folders" sent to SFPD.

In 2000, OCC sent 27 "Blue Folders" to MCD. SFPD sustained allegations in 27 of 28 "Blue Folders" (not all received in 2000) sent by OCC (96.4% sustained rate). By contrast, during 2001, SFPD resolved 52 OCC "Blue Folders" during 2001, and sustained allegations in only 21 (40.4% sustained rate). Of the 31 OCC "Blue Folders" resulting in other than a sustained finding during 2001, 17 involved allegations by OCC that a commanding officer of SFPD failed to serve notification within the deadline set forth on the face of the notification. OCC is informed that, in several instances, commanding officers were themselves allowed to make excuses for not serving OCC notices, rather than being held to answer for their clear transgressions of DGO 2.04. It is re-emphasized that OCC's standards of evidence for sending "Blue Folders" did not change between 2000 and 2001, and that the terms of DGO 2.04 did not change. Instead, OCC is informed that the persons permitted by SFPD to investigate the "Blue Folders" and to make findings were themselves sometimes implicated by the accusations (because commanding officers are required by DGO 2.04 to assure compliance with OCC's procedures, and because SFPD used commanding officers in 2001 to investigate at least some of the "Blue Folders"). These non-neutral investigators also were allowed to evade the application of long-fixed rules to given facts (e.g., responding to the allegation that a MRF or notice to interview was not properly served and returned by arguments such as that, because a MRF was eventually returned, or because an officer did show up for an interview at a second noticed date, OCC's investigation was not disadvantaged, and therefore no misconduct occurred). In early July, 2002, OCC also was apprised in writing by MCD that at least 4 "Blue Folders" were dismissed by SFPD due to its own untimeliness under Government Code section 3304(d); each of those 4 "Blue Folders" had been sent to SFPD by OCC within two-three weeks of the identification of the allegations of misconduct, meaning that SFPD sat on each of those 4 cases for almost a full year instead of taking required action to investigate and resolve them. The conclusion is inescapable that a serious contempt of OCC's investigative notification procedures was permitted to take place by and among some members of SFPD during 2001.

During the remainder of 2002, and as soon as practicable, OCC will be submitting revisions of DGO 2.04 for review by SFPD and approval by the Police Commission that will permit no leeway for effectuation and enforcement

of the (1) already given responsibilities of commanding officers to serve notices to appear and MRFs timely upon officers, and of the (2) already given responsibilities of named officers and witness officers to return timely and properly completed MRFs and to appear timely and be prepared to proceed in OCC interviews once duly notified. While it is OCC's conclusion that there is no basis in the existing DGO for excusing the widespread disobedience documented by OCC in 88 "Blue Folders" during 2001, obviously, every possible loophole must be closed. No excuse based on any purported ambiguity in DGO 2.04's language can be afforded, if this City's system of OCC investigations of officer misconduct is to be effective.

OCC looks to the Chief and Assistant Chief of SFPD to assure that every sworn member of SFPD, including themselves, all other command staff members, supervisors and officers, abide by both the existing and any future revised DGO 2.04 provisions detailing the means of SFPD cooperation with OCC investigations. OCC also will seek assistance from the Police Commission, including seeking Commission initiative for universal imposition of automatic penalties to be imposed for non-compliance with DGO 2.04 as required. Failure to complete and return MRFs are supposed to carry a 1-day suspension under current Department disciplinary guidelines. (San Francisco Police Department, "Disciplinary Penalty & Referral Guidelines", Item 8, p. 9 (12/1/94)). Deceiving, misleading or obstructing an OCC investigation or hearing constitutes Class "B" misconduct, "generally" entailing "...suspension, termination, or fine..." (SFPD, "Disciplinary Penalty & Referral Guidelines", Part IV. B., p. 2 and Item 6., p. 4).

If the Chief's and Assistant Chief's directives, and imposition of universal, automatic suspensions and/or fines for violations of DGO 2.04 vis a vis service of and responses to OCC's MRFs and interviews fail to accomplish substantial obedience to, and Department-wide enforcement of, OCC investigative jurisdiction within SFPD, OCC will be left with no choices but to (1) reassert its power to independently investigate failures of officers, including commanding officers, to obey the terms of DGO 2.04 as these dictate cooperation with OCC's investigations, and to (2) lodge disciplinary charges as to all sustained cases of non-compliance with DGO 2.04 at Police Commission level, consistent with the Disciplinary Guidelines' message that obstruction of OCC investigations is a serious (Class "B")

form of officer misconduct. While a return of the "Blue Folders" investigative and finding recommendation functions to OCC would increase OCC's workload, OCC's agreement with SFPD to have SFPD enforce these rules starting in 1998 was based on the understanding that SFPD's enforcement would be fair, complete and responsible. Until 2001, that agreement was kept; in 2001, it was flagrantly violated. In the 2002 Annual Report, or in a prompter special report if required, OCC will provide a public report to the Police Commission, setting forth the relevant "Blue Folders" statistics for 2002 and the OCC Director's conclusions about whether the enforcement authority can remain by agreement with SFPD, or whether (if the "Blue Folders" epidemic continues and is not stemmed by SFPD and Police Commission actions), OCC will reassert its actual and legal independent authority to investigate and make recommended findings in "Blue Folder" matters.

The letter and spirit of DGO 2.04, which encourage the filing and factual resolution of civilian complaints as to alleged officer misconduct and which oblige officers at all ranks to co-operate with OCC investigations, and which spell out the ways and means of that cooperation, are mandated by City Charter section 4.127, as quoted above. OCC will take all necessary actions to assure that those legal mandates, which are instrumental to OCC's effectiveness as an investigative, fact-finding and disciplinary enforcement agency, are fulfilled.

In reviewing the OCC's casework for year 2001, then, it should be kept in mind that the extraordinarily high frequency of noncompliance with OCC investigative jurisdiction, by means of some commanding officers not timely serving and assuring return of MRFs, not timely serving notices to appear for OCC interviews, and by means of some officers not responding to MRFs and not appearing for interviews as ordered, or not being ready to proceed (which record of non-compliance was carefully and factually documented in OCC's 88 "Blue Folders" sent to SFPD during 2001) made timely, complete investigation of complaints by OCC all the more difficult than usual. Despite these obstacles outside OCC's immediate control, created by administrative misconduct of SFPD officers towards OCC in violation of DGO 2.04, nevertheless, OCC completed full investigation of most of its caseload, and achieved an all-time high sustained case total number and rate.

During 2001, OCC presented 84 sustained cases for disciplinary action at Chief's level that were decided by the Chief's designee. The person serving as Chief's designee was ordinarily then-Assistant Chief, now SFPD's Chief, Prentice E. Sanders. Of those 84 sustained cases presented at Chief's level by OCC on their merits, Chief Sanders and other Chief's-level designees upheld OCC's sustained findings, in whole or part, and imposed discipline in 81 cases (96.4%). The degree of affirmance of OCC's sustained findings by Chief Sanders et al. was comparable to year 2000, in which SFPD upheld OCC sustained findings and imposed discipline in 89 of 96 cases presented on their merits (92.7%).

SFPD determined not to proceed ("No Further Action") in 25 OCC sustained cases, of which 12 involved officer retirements or resignations and 13 were concluded by SFPD to involve undue delay and/or non-compliance by Management Control Division of SFPD, or OCC, or both, with the statute of limitations contained in California Government Code section 3304(d). Working both within its own operations and with SFPD Management Control Division's commanding officer, Lieutenant John Hennessey, and his staff, OCC aggressively sought to reduce the number and percentage of OCC sustained cases jeopardized or precluded from moving to disciplinary action by considerations or arguments of untimeliness. The number of OCC sustained complaints at Chief's level during 2001 sacrificed to purported untimeliness was 13, a number equal to the number lost to purported untimeliness during year 2000.

The failure to reduce this number during 2001 appears, in part, to have been due to ambiguities and disagreements about the meaning of California Government Code section 3304(d)'s prohibitions and exceptions, none of which have yet been authoritatively judicially interpreted. Instead, the meaning of section 3304(d) as applied to San Francisco's police discipline system is currently being contested in a series of legal actions, including an appeal in San Francisco Police Officers Association v. City and County of San Francisco, Case #324-635 (1st Div., District Court of Appeal, State of California). In the meanwhile, as it began to do in 1998 and has steadily continued to do since 1998, OCC worked energetically during 2001 to bring down the number of OCC sustained cases that might be lost due to purported untimeliness of OCC's actions. It must be emphasized that OCC cannot control the untimeliness of

actions, or the inaction, of any other party or agency involved in the police disciplinary process.

As an internal goal, OCC aimed to submit its sustained findings and investigative reports to SFPD's MCD within ten (10) months of receipt of the underlying civilian complaint, whenever practicable. This internal goal, although not legally mandated by state law nor by any Police Commission interpretation of state law, was designed to give SFPD sufficient time (to wit., 60 days, as set forth in DGO 2.04 III. A. 5. b.) to review and act upon submitted cases within one (1) year of filing of the underlying complaint whenever practicable. During 2001, the bulk of OCC's 144 sustained cases were submitted to SFPD's MCD within this internal goal period of ten (10) months from filing.

As demonstrated by the cases pending number at year's end and overall backlog reductions discussed at the top of this report, OCC's dedicated efforts to resolve cases timely during 2001 were successful overall. OCC personnel remain committed as a united team to investigate and close sustained cases efficiently, to reduce the number of cases sacrificed to arguments of untimeliness (insofar as the part of the problem that is within OCC's control is concerned), and to secure and abide by authoritative judicial interpretations of the meaning of section 3304(d)'s prohibitory language and its enumerated exceptions and allowances for reasonable extensions, as these become available through litigation. However, OCC must also emphasize, as it has emphasized in past reports, that the values of fairness, accuracy, completeness and thoroughness of investigation and review of proposed findings, which sometimes require extra time, must also be served.

During 2001, OCC's mediation program resulted in 9 mediations successfully completed, from a total of 39 new eligible cases. 27 complainants and 3 SFPD officers declined mediation. Mediation remains a sound method for resolving complaints stemming from communication problems and misunderstandings, where allegations of unnecessary force or other allegations underscoring the police-civilian power imbalance do not pertain. However, during 2001, OCC did not have the services of an employee dedicated to the mediation program, because of the Citywide "Special Assistants" controversy and the frozen vacancy in OCC's

Policy & Outreach specialist position during that controversy (See Section II of this report, at p. 14). OCC employees Mary Ivas, Pat Grigerek, Jean Field and Donna Medley all strived to keep the mediation program functioning during this hiatus. It is planned and expected that, starting in winter 2002, OCC will be able to strengthen its mediation program, and win wider adherence to the method, particularly among complainants, with the continuing assistance of the Bar Association of San Francisco, which has generously screened and provided expert mediation personnel for OCC-referred cases since 1995.

In behalf of the Chief of SFPD, OCC filed new charges with the Police Commission alleging serious misconduct in a total of four (4) new cases naming a total of four (4) SFPD sworn members during 2001. As of the end of 2001, a total of nine (9) cases filed by OCC were pending with the Commission, including the four (4) new cases. No trials or hearings on the merits as to any OCC-forwarded case were afforded by the Police Commission nor by any Commission member sitting individually during 2001. On this subject, OCC respectfully but emphatically reiterates its suggestion, first made in OCC's 1998 Annual Report and repeated in OCC's 2000 Annual Report, that the Police Commission develop and adopt specific written rules aimed at advancing its case docket, including a rule fixing reasonable, concrete time limits for pretrial and hearing on the merits as to disciplinary charges filed with the Commission. In addition, OCC respectfully recommends that the Commission study and adopt rules to impose responsibility, including penalties such as fines where appropriate, upon any party or representative acting in violation of a Commissioner's order to appear and be ready for a pretrial or evidentiary hearing. As mentioned in prior years both by the OCC Director and by members of the Police Commission, such written rules would expedite and make more predictable the police disciplinary processes of the Commission and its members. These steps would benefit all who look to the Commission to act promptly to hear and resolve disciplinary charges, whether arising from OCC or SFPD/MCD sustained complaints.

II. OCC STAFF GROWTH/CHANGES

From September 11, 2001 through May 24, 2002, OCC's fulltime permanent Director (Mary Dunlap, who is the author of this report) was absent from OCC due to a diagnosis of and treatment for pancreatic cancer. During that 8-1/2 month period, OCC was managed with exceptional ability by a team of employees, including Chief Investigator Donna L. Medley and Attorneys Jean Field and Samara Marion. These individuals have been nominated by Director Dunlap for much-deserved City Managerial Excellence Awards for their extraordinary service. Jean Field received a well-earned promotion to a position of OCC Senior Attorney during this period. As reflected in other sections of this report, OCC staff's productivity, attention to duty, effectiveness and cooperativeness during 2001, including during the permanent Director's catastrophic illness leave, were exemplary.

For the third calendar year, 2001 saw OCC substantially accomplish full staffing of the line (#8124) investigator position as defined by the City Charter-mandated ratio of one (1) OCC line investigator for every one hundred-fifty (150) sworn SFPD members. OCC had 16 investigators on staff during most of year 2001, relative to an approximate SFPD sworn force of 2300-2400 members.

In mid-2001, OCC's Policy & Outreach Specialist, River Abeje, resigned for personal and family reasons. Ms. Abeje prodigiously researched and wrote policy recommendations to SFPD during her OCC tenure. Those recommendations, with a host of others presented and pending prior to Ms. Abeje's tenure, were substantially and generally accepted by SFPD via then-Assistant Chief Sanders, during a series of ten (10) meetings with OCC Director Dunlap and others, facilitated by then-OCC liaison Police Commissioner Connie Perry, during late 1999 and early 2000.

Because of a Citywide reclassification mandate as to "Special Assistant" positions starting in 2001, OCC was prohibited from filling its Policy & Outreach Specialist position during FY '01-'02. Hence, during 2001, OCC was not able to initiate research, writing and advocacy as to any new policy recommendations, nor to do oversight as to SFPD's implementation of the more than two dozen OCC

recommendations substantially agreed to by SFPD during 2000-2001.

Thankfully, as of mid-2002, OCC has succeeded in causing its one "Special Assistant" position to be reclassified to an OCC Senior Attorney position. OCC Attorney Samara Marion shall be promoted to the OCC Senior Attorney position, taking responsibility for policy and training recommendations, starting in fall 2002. Ms. Marion brings an exceptional depth of experience and skill in civilian accountability and policing matters, from her practice of law both for the OCC in San Francisco and, for a decade, as a conflict public defender and initiator of police accountability measures in Santa Cruz, as well as Ms. Marion's advanced degree program work at Stanford Law School. OCC Senior Attorney Marion will address the several pending "Policy Failure" findings and complaints from OCC's caseload, by appropriate research, writing and advocacy, aiming to advance a new group of policy and training recommendations that will be transmitted by OCC to SFPD, and as necessary to the Police Commission, starting in later fall of 2002.

The policy and training recommendations work of OCC is Charter-mandated and highly important. This function enables OCC, SFPD and the Police Commission to utilize civilian complaints as a basis or means for learning institutional lessons larger and longer-term than can be accomplished by the necessarily individualized SFPD officer disciplinary process. As described by the renowned civilian accountability scholar, Professor Samuel Walker:

"In San Francisco, the Office of Citizen Complaints sends a steady stream of recommendations for policy changes to the police department. Through this policy review function, the OCC does not treat complaints as isolated incidents but uses them as a way of identifying underlying causes. The OCC has recommended policies on everything from crowd control to the proper techniques for arresting someone ... [using a] wheelchair."

-from "How to Make Cops Accountable, LAPD: Los Angeles can emulate other cities' systems", Los Angeles Times A14 (3/6/00).

Through the legal work of Senior Attorney Marion, emphasizing policy and training recommendations and community outreach, OCC expects to be able to renew its "steady stream of recommendations", as well as to review the progress of SFPD in implementing agreed-upon changes resulting from already accepted recommendations.

OCC continued during 2001 to benefit from the extraordinary productivity and effectiveness of its IS Business Analyst, Lorrie Tanioka. Working with OCC and the City's Department of Telecommunications and Information Systems ("DTIS"), Ms. Tanioka succeeded in building and implementing a state-of-the-art OCC complaint database. Special thanks for their efforts in OCC's highly successful, long-needed and much-awaited complaint database project also go to Bink Feldkamp and Albert Quock of DTIS, and to OCC Administrative team head, Linda Taylor. The new OCC database enables OCC to track cases with unparalleled efficiency, to more intelligently coordinate the various steps and stages of OCC's investigations and administrative litigation, and to provide both public statistical data and confidential reports more completely and promptly. Ms. Tanioka also oversaw the continuing project of OCC's new connectivity to SFPD's and other agencies' records, which authorized OCC personnel regularly acquire through the City's new E911 communications system. Finally, Ms. Tanioka worked closely and amicably with OCC staff to acquire and install new software and hardware, to maintain and improve OCC's Local Access Network ("LAN"), to troubleshoot PC workstation problems, to address ergonomics concerns, to provide OCC website report updating, to assist administrative staff in labor-saving word processing changes, and to train all staff in new database usage and other technological improvements. To the great credit of IS Business Analyst Tanioka, during 2001 OCC made exceptional progress in completing and advancing each of its several most vital IT/IS projects.

OCC continues to need two additional members for its administrative staff, including a Clerk/Typist and a Transcriber; the financial means to meet these staffing needs have been sought by OCC management in three consecutive proposed OCC budgets, since 1999. The need for a Transcriber is particularly pressing. However, because of City budget constraints, these needs will remain unmet

during FY '02-'03; OCC management will continue to work with the City, and with the State of California (via POBAR/SB 90 claims), to secure the funds necessary to add to OCC administration. Meanwhile, OCC administrative team head Linda Taylor and her staff are to be commended for their unflagging efficiency, perseverance and skill in handling OCC's volumes of public and police reception, caseload administration and related functions.

Training as the primary means of achieving excellence remained a guiding theme for OCC personnel during 2001. OCC personnel attended hundreds of hours of relevant trainings on a myriad of subjects, including, where available and affordable, POST-approved trainings for investigative staff members. Throughout the year, OCC staff members embraced "continuing education", attending offerings in-house and in other City Departments, such as at the SFPD Regional Police Academy, as well as several afforded by outside agencies, such as the Defense Investigators Training Association's program on forensics, attended by Chief Investigator Medley in Tehachapi, California. In October 2001, OCC Senior Investigators Dennis Maxson and Cheri Toney traveled to Denver, Colorado, to attend the National Association of Civilian Oversight of Law Enforcement's ("NACOLE") annual conference, where Senior Investigator Toney made a formal presentation on the history and methods of OCC; these personnel then brought experiences and lessons from the NACOLE organization and its annual national conference home to other OCC staff.

OCC staff also provided education and training for others about OCC's structure and functions, via trainings at the SFPD Regional Police Academy, in school classrooms and community meetings, in other gatherings and consultations, and in response to numerous inquiries from the public. OCC also continued to be called upon by many sources, both within and outside the USA, to provide the benefit of its experience and perspectives as to civilian accountability of police. For two examples:

On June 26, 2001, Director Dunlap travelled to Cincinnati, Ohio, at the invitation and expense of the nonprofit organization, PolicyLink, based in Oakland, California, to provide a lecture about how SF's OCC works, and to brainstorm with law enforcement representatives and civilian accountability leaders from across the USA, to assist local police, city officials and community activists

in Cincinnati in addressing that city's widely reported crisis stemming from police officers' shootings of fifteen (15) African-American males during a five (5)-year time period, culminating in riots that took place after an April 7, 2001 officer-involved shooting resulted in the death of Timothy Thomas. In advance of the Cincinnati meeting during 2001, PolicyLink extensively interviewed OCC Director Dunlap as part of its research for publication of a unique report entitled Community-Centered Policing: A Force for Change (Maya Harris West, principal author (2001) (available from PolicyLink National Office, 101 Broadway, Oakland CA. 94607, or online at www.policylink.org). PolicyLink's report documented the nature and means of effectiveness of SF's OCC, as one of several civilian accountability agencies surveyed. On April 12, 2002, the City of Cincinnati and its police department entered into a written agreement with the US Department of Justice, the American Civil Liberties Union, the Black United Front and the Cincinnati Fraternal Order of Police "...which established broad-based reforms within the Cincinnati Police Department (CPD)", G. Flint Taylor, "Cincinnati Police Reform Agreements Reached", in Police Misconduct and Civil Rights Law Report, vol. 7, no. 3, p. 25 (West Pub. Co. 5/02-6/02). Those agreed-upon reforms include detailed provisions for the development of a citizen complaint procedure, to be administered and overseen via a civilian review authority with co-operation by the CPD, including affording independent investigative and fact-finding powers to civilians, within the city of Cincinnati (pp. 28-34).

OCC has hosted many contingents of international visitors during its operations. In 2001, by invitations afforded through the International Diplomacy Council of San Francisco, OCC hosted two lively and mutually engaging brown-bag lunch sessions, to exchange ideas and experiences with Mr. Alexandre Sebastiao Andre, President of Party of the Youth Workers and Farmers/Peasants ("PAJOCA"), Secretary of the Human Rights Committee and Member of the Council of the Republic of Angola, Africa, and with Ms. Lucila Guerra Delgado, General Director of the Instituto Estatal de Seguridad Publica of Aguascalientes, Mexico. Both of these sessions were characterized by enthusiastic, engaged and well-informed participation by all those in attendance.

III. OCC PUBLIC CREDIBILITY AND COMMUNITY RELATIONS

In March 2001, the National Institute of Justice of the federal government issued a detailed report, authored by government researcher Peter Finn, which describes, compares and reviews mechanisms of civilian oversight of police in ten US cities and counties: Berkeley, California; Flint, Michigan; Minneapolis, Minnesota; Orange County, Florida; Portland, Oregon; Rochester, New York; St. Paul, Minnesota; San Francisco, California; Tucson, Arizona. Citizen Review of Police: Approaches & Implementation (NIJ 3/01) That report notes:

"The most unusual feature of San Francisco's oversight process is that an independent body in effect acts as the police department's internal affairs unit for citizen complaints about police misconduct." (p. 60)

San Francisco's OCC is indeed unusual, if not unique, among municipal agencies having responsibilities related to civilian complaints about police misconduct. As discussed in the NIJ report, in the PolicyLink report cited in Section II. above, and in the academic work of civilian oversight scholar Sam Walker, the civilian staff of SF's OCC is exceptionally responsible, by contrast to the staffs of other municipalities' oversight agencies, for independent investigation, fact-finding, making of disciplinary as well as policy and training recommendations, and legal advocacy designed to implement those findings and recommendations.

In effectuating those responsibilities, as has been stated in prior annual reports of OCC, the building of OCC's credibility and community relations is a delicate, professionally driven, day-by-day process. Fundamental to that credibility and to those community relations is OCC's capacity to fulfill its mission, "... to achieve accountability of every member of the San Francisco Police Department, in each and every rank, position and location, to all of the people in or of this City and County." (OCC Mission Statement, 7/29/96)

During 2001, OCC went about the daily business of maintaining its credibility and strengthening its community relations, by emphasizing its Charter-mandated function of

promptly, fairly and impartially investigating civilian complaints about SFPD officer misconduct. As set forth in Section I. of this report, above, OCC succeeded admirably in that emphasis, setting record numbers of closures, sustained complaints, backlog reduction and reduction of complaints pending at year's end. What such statistics can never really show is the steady and everyday helpfulness, care and compassion that OCC staff members showed towards persons having business with OCC, including members of the public and police officers, while routing and responding to high volumes of phone calls, mail, emails and visitors, addressing individual concerns of complainants, officers and witnesses, gathering facts and records, performing investigative fieldwork, monitoring demonstrations, attending community meetings, and performing myriad related functions of the agency.

During 2001, OCC implemented a random by-mail survey to approximately 30 police officers and 30 complainants concerning "customer service". Survey forms were randomly sent with closure letters (notice of OCC findings) to all parties in closed cases during three separate weeks selected at random. The survey emphasized voluntary participation, inviting the survey party to choose either to respond by name or remain anonymous. It asked clear and specific questions, such as "Was/were the OCC staff member(s) who contacted you knowledgeable and skillful?", "Do you feel that you were professionally treated by OCC staff?" and the like, as well as asking each police officer participant to indicate whether the OCC findings were correct, incorrect, fair, unfair or "no comment". The survey asked all respondents to rate the overall quality of OCC's services, on a scale of 1 to 5, 1 being defined as "excellent" and 5 being "very poor". The OCC "customer service" survey was conducted during May and June of 2001.

This survey was undertaken in compliance with City law requiring every city agency to seek to gauge the quality of its customer service as perceived by those who might be deemed "customers". In OCC's case, because both officers and members of the public alike tend to vocalize dissatisfaction with OCC investigative findings as a matter of course (as experienced by OCC Investigators doing hundreds of case reviews with members of these groups over numerous years), and because the SF Police Officers Association maintains an adversary relationship with OCC and chronically foments criticism of OCC among its members

(see "Cops Lash Back At Watchdog Agency", San Francisco Independent, pp. 1, 3 (12/30/97), describing a POA drive to have officers make written complaints about OCC staff), OCC management anticipated in the implementation of this survey that a certain amount of pure vituperation, unaccompanied by facts and examples, would result from inquiries about OCC services. However, it was decided by the OCC Director that a survey was obligatory, despite these variables, and might prove useful, particularly if specific feedback of a factual nature was provided. Each survey participant was encouraged to give, and was given space on the form to provide, details about his/her experiences with OCC in augmentation of each answer.

The results of OCC's 2001 "customer service" survey are summarized below. While the response rates were decent (40% for officers, 20% for civilians), the raw numbers of respondents were relatively small: 12 officers and 6 civilians. Among the officers responding, opinions of OCC's findings were as follows:

OCC findings "correct" and/or "fair": 6
OCC findings "incorrect" and/or "unfair": 4
OCC findings "no comment" or no response: 2

Asked for specifics about their opinions as to findings, three officers who believed OCC's findings were "incorrect" and/or "unfair" provided particular opinions: that OCC does not investigate complainants fully enough, that OCC should investigate officer "credibility" better, and that it is unfair for OCC to identify allegations from a complaint where the complainant did not do so. (As to the last of these opinions, it is noted for the public record that OCC has a legal power and responsibility to identify all allegations raised by a complaint, whether or not the complainant is able to do so. Banta v. City and County of San Francisco, Case No. 995031 (Order Sustaining Demurrer Without Leave To Amend (7/22/98)). While some SFPD officers believe, as reflected by one officer in the survey, that it is somehow unfair for OCC to "add" allegations that were not within the awareness of the complainant, OCC is guided by the fact that few if any civilians have detailed knowledge of SFPD's General Orders requirements for sworn members, particularly as to supervisory and command staff.)

Civilian complainants were asked, "Do you feel that you were fairly treated as a person by OCC staff?" The responses were as follows:

Yes: 4

No: 2

One of the two "No" answers was accompanied by detail. That complainant claimed that he was treated unfairly because OCC refused to provide copies of officers' investigative statements to him. (Again, for the sake of the public record, OCC has been legally advised that it is prohibited by state law from providing to complainants the investigative statements to OCC from officers, except where compelled by court orders resulting from motions made in judicially governed discovery processes; OCC staff regularly explain this legal fact to complainants).

The questionnaire asked officer respondents, "Do you feel that you were professionally treated by OCC staff?" The responses were:

Yes: 3

No: 5

Don't Know/Not Applicable/No Response: 4

Of those giving a "No" response, one officer added, "They are always rude!" (emphasis in original), and one officer stated, "OCC seems to know so much about police work, maybe they should switch roles w/ us and try it. & we will generate complaints on them!".

The overall ratings of OCC services were as follows:

- 1 (excellent): 1 complainant
- 2 (good): 2 complainants, 5 officers
- 3 (competent): 0
- 4 (poor): 1 complainant, 4 officers
- 5 (very poor): 1 complainant, 1 officer

In addition, two officers volunteered numbers outside the scale, apparently to signify "very poor" (given other comments), to wit., a "0" and a "10", and one complainant rated each category very poor but then circled "1" as his overall rating ("excellent"), which was inconsistent with each of his answers to the rest of the survey, suggesting he probably meant "5" (very poor).

Among the respondents providing positive feedback, the words "professional", "courteous", "thorough" and "helpful" were used by both civilian and police respondents to describe the work of OCC staff members.

Overall, the OCC "customer service" survey results are of limited value to OCC management and staff. Mainly, they tend to confirm knowledge already available: as OCC management and personnel were and are already keenly aware, there is a highly polarized reaction to OCC's existence and functions among some (and only some) police officers, which was reflected in the respondent officers' survey answers, and there is a similarly polarized reaction among some (and only some) civilians, which was reflected in the respondent civilians' survey answers.

In this annual report, OCC has for the sixth consecutive year provided statistics as to the demographic make-up of the OCC complainant population (See table, "Complainants by Selected Demographic Characteristics", January 2001-December 2001, in attachments to this report). As in 1996-1999, male complainants outnumber female complainants by about 2-to-1, and most complainants are between ages 20 and 40. African-American complainants appear at roughly three (3) times their rate in the San Francisco population (32.6% of OCC complainants in 2001 were African-American), while Asian-American and Latino/a/Hispanic complainants appear at less than their rates in the San Francisco population (8.0% of OCC complainants identified as Asian-American and 10.9% of complainants identified as Latino/a/Hispanic during 2001). The anticipated data to be yielded from SFPD's data gathering as to race and other characteristics of persons stopped/detained by SFPD should assist OCC in interpreting these complainant patterns.

A survey of all OCC complaints filed during 2001 establishes the following numbers of complaints raising allegations of discrimination or selective enforcement of the law against SFPD members (with the comparable total for year 2000 in parentheses after the total for 2001):

Racial, color, ethnicity and national origin
discrimination, not including racial slurs: 71 (73)
Racial slurs: 37 (39)
Gender discrimination, not including slurs: 5 (3)

Sexual orientation discrimination, not including
slurs: 2 (3)
Gender identity discrimination, not including
slurs: 0 (3)
Sexual slurs: 29 (28)
Homelessness discrimination: 5 (10)
Mental health discrimination: 7 (1)
Disability discrimination: 5 (1)
Age discrimination: 2 (not available)
Religion discrimination: 1 (not available)

During 2001, OCC retained its policy and practice of recommending that any sustained complaint of discriminatory law enforcement or use of slurs/epithets be heard by the Police Commission, rather than at Chief's level. As recently documented in Driving While Black or Brown, The California DWB Report: A Report From the Highways, Trenches and Halls of Power in California (American Civil Liberties Union Foundation of Northern California, Michelle Alexander, ed. (2002)), racial profiling and other discriminatory law enforcement practices cause harm to individuals and communities, and undermine respect for police. OCC remains committed to working with SFPD and the Police Commission to address complaints of discriminatory policing. OCC's part in this work will continue to be: affording full, fair and impartial investigation of allegations of discrimination; assuring administrative prosecution of officers where complaints of discrimination are sustained by OCC; and, making policy and training recommendations to improve SFPD's responses to issues and concerns about discrimination in policing.

IV. CONCLUSION

Year 2001 witnessed progress in and by OCC on many important fronts. As to caseload, OCC reduced backlog and case pending numbers to record low levels, maintained high rates of allegations identified and of complaints fully investigated, achieved an all-time high number and rate of sustained cases, and accomplished a 96.4% rate of affirmance of sustained complaints decided on their merits at SFPD Chief's level. Staffing remained substantially full and stable in most positions, and staff trainings were wide, varied and plentiful. OCC's complaint database project (first begun in 1996) went "up", and OCC's other

major IT/IS projects, including E911 connectivity and LAN upgrades, were materially advanced. OCC provided open accounts about its history and experiences, strengths and weaknesses to outside researchers, such as the National Institute of Justice and PolicyLink, enriching first-of-their-kind nationally published reports about civilian accountability. Maintaining an open door to mutually beneficial exchanges, OCC welcomed visitors from around the world. The life-threatening cancer fight of Director Dunlap brought out more of the best in everyone at OCC, as Chief Investigator Medley and Attorneys Field and Marion provided award-calibre interim management at the top, and as investigative and administrative personnel moved 336 cases (including 42 sustained complaints) to closure in the final quarter of calendar 2001.

OCC also suffered setbacks in 2001. The vacancy in and the subsequent freeze against filling OCC's only "Special Assistant" position meant a loss of a year's momentum and productivity in developing and proposing policy and training recommendations to SFPD, and in advancing contested recommendations for Police Commission consideration, and in oversight as to the extent of SFPD's implementation of agreed-upon recommendations from prior years, as well as creating staffing problems as to OCC's mediation program. An unprecedented volume of incidents of officer (including commanding officer) non-compliance with the basic and instrumental tools of OCC's investigations, to wit., notices to interview and Member Response Forms and services of same, resulted in a three-fold increase in "Blue Folders" from OCC to SFPD (from 27 in 2000 to 88 in 2001). That deluge of "Blue Folders", which should have resulted in unbiased investigation and application of DGO 2.04 to easily discovered facts, and, based on experience from 2000 and prior years, in disciplinary action by SFPD in almost all documented cases (as in 2000, where 27 of 28 "Blue Folders" forwarded by OCC resulted in sustained findings and disciplinary action by SFPD), instead resulted in a failure by SFPD to timely investigate the allegations and to apply DGO 2.04 fairly and consistently to the presented evidence, and in the consequent escape of several dozen officers from accountability for their documented violations of DGO 2.04, in 31 of 51 "Blue Folder" cases closed by SFPD.

A total of 13 OCC-generated sustained complaints were sacrificed to considerations of untimeliness (the same

total number as were lost to arguments of untimeliness at Chief's level in 2000), attributed to nonconformance by OCC, by Management Control Division, or both with Government Code section 3304(d), during 2001. Authoritative judicial interpretation of the statute of limitations contained in section 3304(d) remained elusive; in 2001-2002, an appeal, a petition for mandamus and several motions to dismiss cases before the Police Commission under 3304(d) have lined up in or are headed for civil litigation. While OCC strived to hit a self-imposed interior target of 10 months for completion and forwarding to MCD of sustained complaints wherever practicable, the actual target, consisting of the overarching meaning of 3304(d) as applied to SF's OCC and Police Department, remained mobile in fact and obscured in law.

In a way, both the progress and the setbacks of 2001 for OCC offer a single lesson, already suggested by the provisions of City Charter section 4.127 that require cooperation of SFPD and other City agencies with OCC. OCC can be fairly if unevenly effective in performing its given legal responsibilities and in meeting self-imposed goals as a discrete municipal agency, but OCC can be maximally effective only if it enjoys the full and good faith assistance and intelligent cooperation of other City agencies, most particularly of SFPD. The City Charter, as implemented by DGO 2.04, specifically emphasizes the cooperation of the Chief and command staff of SFPD with OCC, and, under the Chief's direction and the DGOs, compliance of rank-and-file membership of SFPD with OCC's investigations, all to be responsibly overseen and enforced by the SF Police Commission.

It is that maximum effectiveness, available only through SFPD's cooperation at all ranks with the prescribed jurisdiction and legal authority of OCC, overseen and enforced by the Police Commission wherever necessary, that OCC will be seeking in the remainder of 2002 and beyond. OCC cannot responsibly settle for less.

The recent advancement of two new and continuing leaders in SFPD to the top of the Department is auspicious and promising for OCC in its quest for maximum effectiveness through SFPD cooperation. By the move to the Chief's position of former Assistant Chief Prentice E. Sanders, who served as the Chief's designee for officer discipline from 1996 through mid-2002, and by the move to

the position of Assistant Chief of former Captain Alex E. Fagan, who will serve as the Chief's designee to implement and enforce discipline at Chief's level, OCC anticipates a consistent message and practice of obedience to the Department's General Orders, including unbiased enforcement of DGO 2.04's prescribed responsibilities by all officers, at all ranks, and a recommitment to full assistance to and cooperation with OCC in the performance of its legal responsibilities, by every member of SFPD.

In OCC's experience, Chiefs Sanders and Fagan already understand and respect OCC's mission: universal accountability of all SFPD members, of every rank and assignment, to the people and communities comprising the San Francisco public. There is a direct and positive relationship between OCC's effectiveness and the effectiveness of SFPD, as both of these chosen leaders know well. Accordingly, OCC looks forward to working with Chiefs Sanders and Fagan, and, as necessary and appropriate, with the Police Commission members, including particularly OCC's liaison, Police Commissioner Victor Makras, to maximize OCC's ability to perform its mission by means of cooperation of SFPD and its members, and to reinforce the direct and positive relationship between OCC's effectiveness and SFPD's effectiveness, as is legally mandated by the City Charter of San Francisco.

Respectfully submitted,


MARY C. DUNLAP, Director
Office of Citizen Complaints

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COMPREHENSIVE STATISTICAL REPORT
January 2001 - December 2001

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



CASE YEAR	JAN	FEB	MAR	1ST	APR	MAY	JUN	2ND	JUL	AUG	SEP	3RD	OCT	NOV	DEC	4TH	YTD
CASES OPENED																	
2001	85	76	94	255	78	103	82	263	81	102	58	241	68	65	69	202	961
CASES MERGED/VOIDED/WITHDRAWN																	
2001	4	2	7	13	5	3	6	14	2	5	4	11	8	1	3	12	50
CASES CLOSED, BY YEAR CASE WAS FILED																	
1997	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
1998	0	2	1	3	0	0	0	0	0	0	0	0	2	0	2	4	7
1999	3	5	4	12	0	1	0	1	1	2	2	5	1	1	4	6	24
2000	63	53	62	178	33	38	28	99	29	20	16	65	12	10	18	40	382
2001	10	28	48	86	43	72	44	159	65	68	55	188	73	101	112	286	719
TOTAL	76	89	115	280	76	111	72	259	95	90	73	258	88	112	136	336	1133
CASES OUTSIDE JURISDICTION																	
2000	2	0	0	2	0	0	0	0	0	0	0	0	0	0	1	1	3
2001	3	9	13	25	10	19	6	35	12	10	9	31	10	10	7	27	118
TOTAL	5	9	13	27	10	19	6	35	12	10	9	31	10	10	8	28	121
CASES SUSTAINED																	
1997	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
1998	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	1	2
1999	2	2	1	5	0	0	0	0	0	0	0	0	1	0	0	1	6
2000	1	5	7	13	11	10	14	35	8	5	4	17	1	1	2	4	69
2001	0	0	1	1	3	1	5	9	4	7	10	21	6	13	17	36	67
TOTAL	3	8	10	21	14	11	19	44	12	12	14	38	9	14	19	42	145

COMPARATIVE OVERVIEW OF CASELOAD

January 1999 - December 2001

THE POLICE COMMISSION
 OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



CASE YEAR	JAN	FEB	MAR	1ST	APR	MAY	JUN	2ND	JUL	AUG	SEP	3RD	OCT	NOV	DEC	4TH	YTD
CASES OPENED																	
2001	85	76	94	255	78	103	82	263	81	102	58	241	68	65	69	202	961
2000	80	99	97	276	88	103	90	281	86	85	89	260	92	72	72	236	1053
1999	102	59	106	267	89	94	75	258	98	93	95	286	73	90	100	263	1074

CASES CLOSED																	
2001	76	89	115	280	76	111	72	259	95	90	73	258	88	112	136	336	1133
2000	74	83	115	272	94	105	89	288	72	90	54	216	113	88	113	314	1090
1999	75	81	73	229	87	96	117	300	95	104	97	296	95	86	155	336	1161

CASES SUSTAINED																	
2001	3	8	10	21	14	11	19	44	12	12	14	38	9	14	19	42	145
2000	7	4	8	19	9	11	8	28	2	10	11	23	4	6	10	20	90
1999	3	3	7	13	4	4	8	16	10	12	9	31	6	5	28	39	99

CASES PENDING REPORT

January 2001 - December 2001

THE POLICE COMMISSION
 OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



PENDING CASES BY YEAR CASE WAS FILED

CASE YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
1997	1	0	0	0	0	0	0	0	0	0	0	0
1998	9	7	6	6	6	6	6	6	6	4	4	2
1999	23	18	14	14	13	13	12	10	8	7	6	2
2000	325	272	210	179	142	114	81	61	45	33	23	5
2001	76	124	171	205	236	275	289	323	326	321	285	242
Total	434	421	401	404	397	408	388	400	385	365	318	251

THREE YEAR OVERVIEW OF TOTAL PENDING CASELOAD

CASES PENDING	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
1999	577	562	596	585	495	546	547	540	542	547	544	509
2000	437	473	488	471	465	461	463	468	503	483	468	426
2001	434	421	401	404	397	408	388	400	385	365	318	251

INVESTIGATIVE HEARINGS AND MEDIATIONS
January 2001 - December 2001

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



INVESTIGATIVE HEARINGS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
REQUESTS FOR HEARING	13	7	10	13	10	5	11	4	5	12	14	14	118
HEARINGS GRANTED	0	1	0	0	0	0	1	0	0	0	0	0	2
REQUESTS DENIED	7	16	8	10	12	4	9	7	4	9	9	19	114
HEARINGS PENDING	9	0	2	5	3	3	5	2	4	5	8	4	--
HEARINGS HELD	0	0	0	0	0	0	0	0	1	0	0	0	1

MEDIATIONS	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	YTD
NEW ELIGIBLE CASES	7	4	0	4	4	0	5	7	3	1	1	3	39
REFUSED BY COMPLAINANT	5	7	2	0	3	0	2	2	2	3	1	0	27
REFUSED BY OFFICER	0	0	0	1	1	0	0	0	0	0	0	1	3
MEDIATIONS PENDING	10	7	3	5	4	4	7	12	13	9	7	9	--
CASES MEDIATED	3	0	2	0	1	0	0	0	0	1	2	0	9

HOW COMPLAINTS WERE RECEIVED
January 2001 - December 2001

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



RECEIVED	JAN	FEB	MAR	1ST	APR	MAY	JUN	2ND	JUL	AUG	SEP	3RD	OCT	NOV	DEC	4TH	YTD
	0	0	0	0	0	0	0	0	0	0	0	0	6	2	1	9	9
IN PERSON	19	27	26	72	23	33	28	84	30	37	16	83	15	22	29	66	305
LETTER	12	5	12	29	5	0	2	7	6	0	3	9	2	6	3	11	56
MAIL	4	0	7	11	14	16	19	49	12	19	10	41	12	8	10	30	131
OTHER	4	0	0	4	1	1	2	4	3	0	0	3	3	0	0	3	14
PHONE	27	22	29	78	24	36	26	86	16	27	25	68	24	22	18	64	296
SFPD	3	2	3	8	6	11	1	18	2	5	2	9	6	5	7	18	53
UNKNOWN	16	20	17	53	5	6	4	15	12	14	2	28	0	0	1	1	97
TOTAL	85	76	94	255	78	103	82	263	81	102	58	241	68	65	69	202	961

COMPLAINTS AND ALLEGATIONS BY UNIT
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THE POLICE COMMISSION
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 CITY AND COUNTY OF SAN FRANCISCO



SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL	
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF			
2A SUPPORT SERVICES	1	0	0	1	1	0	0	0	0	0	0	0	2	1
3A CENTRAL STATION	3	0	0	2	6	0	0	2	0	0	0	0	10	5
3B SOUTHERN STATION	7	0	5	10	17	1	0	3	0	0	0	0	36	15
3C BAYVIEW STATION	6	1	15	5	5	0	0	0	0	0	0	0	26	11
3D MISSION STATION	4	1	12	6	5	0	0	2	0	0	0	0	26	5
3E NORTHERN STATION	2	4	1	0	3	0	0	1	0	0	0	0	9	5
3F PARK STATION	5	4	3	2	5	0	0	0	0	0	0	0	14	9
3G RICHMOND STATION	4	1	9	4	2	0	0	2	0	0	0	0	18	5
3H INGLESIDE STATION	9	2	24	11	8	1	0	2	0	0	0	0	48	14
3I TARAVAL STATION	5	1	12	5	6	0	0	1	0	0	0	0	25	6
3J TENDERLOIN TASK FORCE	5	4	7	8	4	0	0	0	0	0	0	0	23	9
4B ENFORCEMENT & INVESTIGATION (SOLOS)	2	0	1	3	3	0	0	0	0	0	0	0	7	2
4K SPECIAL MOTORCYCLE	1	0	4	1	1	0	0	1	0	0	0	0	7	1
4X SPECIAL OPERATIONS HQ'S	1	1	0	1	0	0	0	0	0	0	0	0	2	1
5A INVESTIGATIONS BUREAU	1	0	3	2	1	0	0	0	0	0	0	0	6	1
UK UNKNOWN ASSIGNMENT	19	2	11	14	7	0	0	1	0	0	0	0	35	15
TOTALS	75	21	107	75	74	2	0	15	0	0	0	0	294	105

COMPLAINTS AND ALLEGATIONS BY UNIT

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(FOR COMPARISON)

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 CITY AND COUNTY OF SAN FRANCISCO



SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
2G PERMITS SECTION	1	0	2	2	0	0	0	0	0	0	0	4	1
3A CENTRAL STATION	7	3	10	8	5	0	0	3	0	0	0	29	9
3B SOUTHERN STATION	10	5	17	4	10	2	0	1	0	0	0	39	17
3C BAYVIEW STATION	5	2	13	3	3	0	0	2	0	0	0	23	12
3D MISSION STATION	6	4	13	11	8	0	0	2	0	0	0	38	10
3E NORTHERN STATION	6	2	1	4	8	0	0	0	0	0	0	15	8
3F PARK STATION	2	0	1	4	6	0	0	1	0	0	0	12	4
3G RICHMOND STATION	2	1	5	5	1	0	0	0	0	0	0	12	4
3H INGLESIDE STATION	7	6	15	3	2	1	0	5	0	0	0	32	10
3I TARAVAL STATION	4	1	6	0	1	0	0	1	0	0	0	9	4
3J TENDERLOIN TASK FORCE	4	2	13	8	1	0	0	1	0	0	0	25	6
4B ENFORCEMENT & INVESTIGATION (SOLOS)	1	0	0	1	0	0	0	0	0	0	0	1	1
5G GENERAL WORK SECTION	2	0	1	5	0	0	0	0	0	0	0	6	2
5I SEXUAL ASSAULT SECTION	1	0	0	1	1	0	0	0	0	0	0	2	1
5N NARCOTICS	5	0	14	6	0	0	0	1	0	0	0	21	9
5S SPECIAL INVESTIGATIONS(INCL. GANG TASK FORCE)	1	0	1	1	0	0	0	0	0	0	0	2	1
5U CRIMINALIST DIVISION	1	0	0	0	1	0	0	1	0	0	0	2	1
AB AIRPORT BUREAU	1	0	4	0	0	0	0	0	0	0	0	4	1
UK UNKNOWN ASSIGNMENT	22	6	13	10	10	0	0	1	0	0	0	41	17
TOTALS	88	32	129	76	57	3	0	19	0	0	0	317	118

COMPLAINTS AND ALLEGATIONS BY UNIT

October 1, 2001 - December 31, 2001

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SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
1C MEDICAL EXAMINER	1	0	0	0	0	0	0	0	0	0	0	1	1
2A SUPPORT SERVICES	1	0	0	1	1	0	0	0	0	0	0	2	1
2D PROPERTY CONTROL	1	0	0	1	0	0	0	1	0	0	0	2	1
3A CENTRAL STATION	12	2	8	12	17	0	0	3	0	0	0	42	17
3B SOUTHERN STATION	19	2	23	16	36	1	0	5	0	0	0	83	36
3C BAYVIEW STATION	15	3	41	21	9	0	0	1	0	0	0	75	30
3D MISSION STATION	12	13	26	17	14	1	0	4	0	0	0	75	26
3E NORTHERN STATION	14	8	18	7	22	0	0	4	0	0	0	59	23
3F PARK STATION	10	4	18	5	9	0	0	0	0	0	0	36	20
3G RICHMOND STATION	8	4	10	13	4	0	0	4	0	0	0	35	10
3H INGLESIDE STATION	24	8	50	26	31	1	0	6	0	0	0	122	43
3I TARAVAL STATION	10	3	53	6	12	0	0	1	0	0	0	75	22
3J TENDERLOIN TASK FORCE	12	7	11	10	13	0	0	2	0	0	0	43	19
4B ENFORCEMENT & INVESTIGATION (SOLOS)	2	0	1	3	3	0	0	0	0	0	0	7	2
4K SPECIAL MOTORCYCLE	1	0	4	1	1	0	0	1	0	0	0	7	1
4T CRIME PREVENTION COMPANY	3	3	1	0	3	0	0	1	0	0	0	8	3
4X SPECIAL OPERATIONS HQ'S	1	1	0	1	0	0	0	0	0	0	0	2	1
5A INVESTIGATIONS BUREAU	1	0	3	2	1	0	0	0	0	0	0	6	1
5B HIT & RUN	1	0	1	0	0	0	0	0	0	0	0	1	1
5G GENERAL WORK SECTION	1	0	0	0	1	0	0	1	0	0	0	2	1
5N NARCOTICS	2	0	12	1	4	0	0	0	0	0	0	17	7
AB AIRPORT BUREAU	2	0	0	0	1	0	0	0	0	0	0	2	3
UK UNKNOWN ASSIGNMENT	57	14	48	38	32	1	1	7	0	0	0	141	47
TOTALS	210	72	328	181	214	4	1	41	0	0	0	843	316

COMPLAINTS AND ALLEGATIONS BY UNIT
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 (FOR COMPARISON)

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SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
1B POLICE COMMISSION OFFICE	1	0	0	2	0	0	0	0	0	0	0	2	1
2G PERMITS SECTION	1	0	2	2	0	0	0	0	0	0	0	4	1
3A CENTRAL STATION	21	12	31	24	13	0	1	9	0	0	0	90	28
3B SOUTHERN STATION	31	17	53	15	26	3	1	9	0	0	0	124	58
3C BAYVIEW STATION	14	15	41	11	11	0	1	4	0	0	0	83	38
3D MISSION STATION	17	13	54	23	39	0	1	6	0	0	0	136	32
3E NORTHERN STATION	15	2	23	9	20	0	0	2	0	0	0	56	19
3F PARK STATION	10	7	18	12	9	0	0	5	0	0	0	51	22
3G RICHMOND STATION	8	2	11	11	5	0	0	1	0	0	0	30	11
3H INGLESIDE STATION	14	12	34	8	18	1	0	13	0	0	0	86	25
3I TARAVAL STATION	19	9	64	14	18	0	1	10	0	0	0	116	37
3J TENDERLOIN TASK FORCE	16	5	27	23	12	1	1	4	0	0	0	73	27
3R POLICE RESERVES	1	0	0	2	0	0	0	0	0	0	0	2	1
4B ENFORCEMENT & INVESTIGATION (SOLOS)	5	0	2	5	4	0	0	1	0	0	0	12	5
4K SPECIAL MOTORCYCLE	2	0	3	3	0	0	0	0	0	0	0	6	2
4T CRIME PREVENTION COMPANY	4	2	7	7	2	0	0	2	0	0	0	20	5
5A INVESTIGATIONS BUREAU	1	0	1	2	0	0	0	1	0	0	0	4	1
5B HIT & RUN	1	0	2	3	1	0	0	0	0	0	0	6	1
5C AUTO SECTION	1	0	0	0	2	0	0	1	0	0	0	3	1
5G GENERAL WORK SECTION	4	1	1	7	0	0	0	1	0	0	0	10	5
5I SEXUAL ASSAULT SECTION	1	0	0	1	1	0	0	0	0	0	0	2	1
5N NARCOTICS	6	0	25	6	2	0	0	1	0	0	0	34	18
5S SPECIAL INVESTIGATIONS(INCL. GANG TASK FORCE)	1	0	1	1	0	0	0	0	0	0	0	2	1
5U CRIMINALIST DIVISION	2	1	2	0	1	0	0	2	0	0	0	6	2
5V VICE CRIMES DIVISION	1	1	7	5	0	0	0	0	0	0	0	13	2
AB AIRPORT BUREAU	5	1	8	7	2	0	0	1	0	0	0	19	9
UK UNKNOWN ASSIGNMENT	77	18	35	33	34	2	2	8	0	3	0	137	52
TOTALS	279	118	452	236	220	7	8	81	0	3	0	1127	405

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SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
1A CHIEF'S OFFICE	2	0	2	3	5	0	0	0	0	0	0	10	3
1C MEDICAL EXAMINER	1	0	0	0	0	0	0	0	0	0	0	1	1
2A SUPPORT SERVICES	1	0	0	1	1	0	0	0	0	0	0	2	1
2D PROPERTY CONTROL	1	0	0	1	0	0	0	1	0	0	0	2	1
2E TAXI ENFORCEMENT	2	0	6	3	0	1	0	1	0	0	0	11	2
2X ADMINISTRATION BUREAU HEADQUARTERS	2	0	2	0	0	0	0	0	0	0	0	2	2
3A CENTRAL STATION	50	31	86	48	78	0	1	18	0	0	0	262	89
3B SOUTHERN STATION	94	27	124	92	135	1	0	28	0	0	0	407	167
3C BAYVIEW STATION	65	29	166	94	86	3	3	20	0	0	0	401	126
3D MISSION STATION	75	46	168	106	80	3	1	32	0	0	0	436	142
3E NORTHERN STATION	73	38	144	79	89	4	5	17	0	0	0	376	141
3F PARK STATION	49	20	96	52	53	1	0	14	0	0	0	236	95
3G RICHMOND STATION	34	9	55	39	20	1	0	16	0	0	0	141	48
3H INGLESIDE STATION	72	24	134	79	67	2	0	18	0	0	0	324	121
3I TARAVAL STATION	62	44	162	72	90	3	0	23	0	0	0	394	129
3J TENDERLOIN TASK FORCE	61	58	120	68	106	4	0	17	0	0	0	373	137
3X PATROL BUREAU HQ'S	1	1	0	0	0	0	0	0	0	0	0	1	1
4B ENFORCEMENT & INVESTIGATION (SOLOS)	17	2	15	12	7	0	0	5	0	0	0	41	17
4K SPECIAL MOTORCYCLE	4	0	8	3	1	0	0	3	0	0	0	15	4
4T CRIME PREVENTION COMPANY	11	8	15	5	6	0	0	5	0	0	0	39	15
4X SPECIAL OPERATIONS HQ'S	1	1	0	1	0	0	0	0	0	0	0	2	1
5A INVESTIGATIONS BUREAU	2	0	7	4	5	0	0	0	0	0	0	16	3
5B HIT & RUN	1	0	1	0	0	0	0	0	0	0	0	1	1
5C AUTO SECTION	1	0	0	1	1	0	0	1	0	0	0	3	1
5G GENERAL WORK SECTION	3	0	3	1	2	0	0	1	0	0	0	7	3
5J ROBBERY SECTION	2	0	0	2	1	0	0	0	0	0	0	3	2
5L CRIME SCENE INVESTIGATIONS	1	0	2	1	0	0	0	0	0	0	0	3	1
5N NARCOTICS	16	7	93	5	20	0	1	1	0	0	0	127	55
5S SPECIAL INVESTIGATIONS(INCL. GANG TASK FORCE)	9	1	26	8	12	0	0	1	0	0	0	48	11
5V VICE CRIMES DIVISION	1	0	3	0	13	0	0	0	0	0	0	16	13
5W DOMESTIC VIOLENCE UNIT	1	0	0	1	2	0	0	0	0	0	0	3	1

SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
AB AIRPORT BUREAU	19	2	31	23	10	0	0	9	0	0	0	76	27
UK UNKNOWN ASSIGNMENT	265	62	136	128	117	3	6	44	0	1	0	534	225
TOTALS	999	410	1605	932	1007	26	17	275	0	1	0	4313	1586

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SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
1A CHIEF'S OFFICE	3	0	0	2	2	0	0	1	0	0	0	5	3
1B POLICE COMMISSION OFFICE	1	0	0	2	0	0	0	0	0	0	0	2	1
1U CITY COLLEGE POLICE	1	0	0	0	1	0	0	0	0	0	0	1	1
1W ADULT PROBATION	1	0	2	0	0	0	0	0	0	0	0	2	1
2G PERMITS SECTION	2	0	2	5	1	0	0	0	0	0	0	8	2
3A CENTRAL STATION	62	24	88	56	48	0	2	23	0	0	0	241	101
3B SOUTHERN STATION	112	54	193	100	100	5	6	38	0	0	0	496	195
3C BAYVIEW STATION	51	30	132	55	55	1	1	15	0	0	0	289	104
3D MISSION STATION	85	60	205	103	125	1	2	36	0	0	0	532	161
3E NORTHERN STATION	93	41	195	74	102	8	3	29	0	0	0	452	156
3F PARK STATION	61	27	143	57	39	1	2	16	0	0	0	285	112
3G RICHMOND STATION	42	21	51	47	67	0	0	20	0	0	0	206	75
3H INGLESIDE STATION	67	44	183	60	80	3	1	29	0	0	0	400	142
3I TARAVAL STATION	81	22	257	91	97	3	1	25	0	0	0	496	159
3J TENDERLOIN TASK FORCE	83	64	174	96	74	2	3	14	0	0	0	427	167
3R POLICE RESERVES	1	0	0	2	0	0	0	0	0	0	0	2	1
3X PATROL BUREAU HQ'S	6	1	9	7	1	0	0	0	0	0	0	18	6
4A CO. K STAFF	2	0	1	2	0	0	0	0	0	0	0	3	2
4B ENFORCEMENT & INVESTIGATION (SOLOS)	22	3	10	21	18	0	1	9	0	0	0	62	23
4K SPECIAL MOTORCYCLE	10	0	14	6	4	0	0	3	0	0	0	27	10
4T CRIME PREVENTION COMPANY	19	7	28	16	9	1	0	6	0	0	0	67	24
5A INVESTIGATIONS BUREAU	2	0	1	2	1	0	0	1	0	0	0	5	2
5B HIT & RUN	4	0	3	7	3	0	0	0	0	0	0	13	4
5C AUTO SECTION	3	0	0	1	3	0	0	1	0	0	0	5	3
5G GENERAL WORK SECTION	8	1	2	9	4	0	0	5	0	0	0	21	9
5H HOMICIDE SECTION	2	0	2	3	2	0	0	0	0	0	0	7	2
5I SEXUAL ASSAULT SECTION	1	0	0	1	1	0	0	0	0	0	0	2	1
5J ROBBERY SECTION	1	0	2	0	0	0	0	0	0	0	0	2	1
5N NARCOTICS	26	11	127	20	27	0	0	4	0	0	0	189	69
5S SPECIAL INVESTIGATIONS(INCL. GANG TASK FORCE)	2	0	12	1	0	0	0	0	0	0	0	13	5
5T JUVENILE DIVISION	4	0	1	0	4	0	0	0	0	0	0	5	4

SFPD UNIT NAME	TOTAL COMP	ALLEGATION TYPES										TOTAL ALLEG	OFF. INVL
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
5U CRIMINALIST DIVISION	4	1	2	1	5	0	0	2	0	0	0	11	5
5V VICE CRIMES DIVISION	7	2	30	13	11	1	1	1	0	0	0	59	13
AB AIRPORT BUREAU	23	4	31	31	9	1	0	3	0	0	0	79	34
UK UNKNOWN ASSIGNMENT	391	91	192	147	138	10	6	51	0	10	0	648	223
XX NOT ASSIGNED/SEPARATED	1	0	0	0	1	0	0	0	0	0	0	1	1
TOTALS	1284	508	2092	1038	1032	37	29	332	0	10	0	5081	1822

FINDINGS AND ALLEGATIONS CLOSED
 January, 2001 - December, 2001

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NO FINDING	ALLEGATION TYPES							SUBTL			TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL		
January	1	2	8	0	0	0	1	12	0	0	0	12
February	2	8	6	2	0	0	0	18	0	0	0	18
March	3	4	4	3	0	0	2	16	0	0	0	16
April	1	14	2	7	0	0	0	24	0	0	0	24
May	1	9	5	8	0	0	1	24	0	0	0	24
June	2	0	3	3	0	0	0	8	0	0	0	8
July	1	10	5	5	1	0	1	23	0	0	0	23
August	0	1	3	0	0	0	2	6	0	0	0	6
September	2	2	1	5	0	0	0	10	0	0	0	10
October	7	4	1	10	0	0	1	23	0	0	0	23
November	4	11	11	6	1	1	4	38	0	0	0	38
December	5	2	1	3	0	0	1	12	0	0	0	12
YTD TOTAL	29	67	50	52	2	1	13	214	0	0	0	214

FINDINGS AND ALLEGATIONS CLOSED
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NO FINDING/WITHDRAWN	ALLEGATION TYPES							SUBTL			TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL		
January	2	1	2	2	0	0	0	7	0	0	0	7
February	0	1	0	0	0	0	0	1	0	0	0	1
March	2	1	1	1	0	0	1	6	0	0	0	6
April	0	1	0	1	0	0	1	3	0	0	0	3
May	2	7	8	5	0	0	3	25	0	0	0	25
June	2	6	3	4	0	0	3	18	0	0	0	18
July	4	8	1	3	0	0	0	16	0	0	0	16
August	0	3	0	2	0	0	0	5	0	0	0	5
September	0	5	1	1	0	0	0	7	0	0	0	7
October	0	0	3	1	0	0	1	5	0	0	0	5
November	1	5	4	3	0	0	0	13	0	0	0	13
December	1	4	2	0	0	0	1	8	0	0	0	8
YTD TOTAL	14	42	25	23	0	0	10	114	0	0	0	114

FINDINGS AND ALLEGATIONS CLOSED

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NOT SUSTAINED	ALLEGATION TYPES							SUBTL				TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL	TF	
January	28	62	54	28	6	2	18	198	0	0	0	198
February	49	115	75	73	6	3	35	356	0	0	0	356
March	36	89	87	60	2	1	33	308	0	1	0	309
April	25	62	57	39	2	0	32	217	0	0	0	217
May	27	81	135	90	4	2	27	366	0	0	0	366
June	24	72	49	65	4	1	23	238	0	0	0	238
July	42	75	62	72	2	3	25	281	0	0	0	281
August	45	79	70	55	3	3	27	282	0	0	0	282
September	26	71	58	59	0	0	22	236	0	0	0	236
October	37	105	72	55	2	4	14	289	0	0	0	289
November	48	65	98	62	5	2	25	305	0	0	0	305
December	54	104	140	114	2	3	37	454	0	0	0	454
YTD TOTAL	441	980	957	772	38	24	318	3530	0	1	0	3531

FINDINGS AND ALLEGATIONS CLOSED

January, 2001 - December, 2001

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



PROPER CONDUCT	ALLEGATION TYPES							SUBTL				TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL	TF	
January	0	71	2	11	0	0	0	84	0	0	0	84
February	2	71	2	24	0	0	0	99	0	0	0	99
March	0	81	1	15	0	0	0	97	0	0	0	97
April	1	70	3	12	0	0	0	86	0	0	0	86
May	0	100	7	23	0	0	0	130	0	0	0	130
June	0	98	1	16	0	0	0	115	0	0	0	115
July	1	80	6	16	0	0	0	103	0	0	0	103
August	7	95	0	33	0	0	0	135	0	0	0	135
September	5	70	4	30	0	0	0	109	0	0	0	109
October	3	120	4	22	0	0	1	150	0	0	0	150
November	12	122	10	37	0	0	1	182	0	0	0	182
December	2	110	7	32	0	0	0	151	0	0	0	151
YTD TOTAL	33	1088	47	271	0	0	2	1441	0	0	0	1441

FINDINGS AND ALLEGATIONS CLOSED
January, 2001 - December, 2001

THE POLICE COMMISSION
OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



SUSTAINED	ALLEGATION TYPES							SUBTL				TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL	TF	
January	1	1	2	0	0	0	2	6	0	0	0	6
February	0	3	2	4	0	0	1	10	0	0	0	10
March	2	2	6	7	0	0	2	19	0	0	0	19
April	2	14	8	9	0	0	1	34	0	0	0	34
May	0	11	4	4	1	0	0	20	0	0	0	20
June	2	23	3	22	1	0	3	54	0	0	0	54
July	3	3	5	4	0	0	0	15	0	0	0	15
August	0	4	3	4	0	0	1	12	0	0	0	12
September	1	1	6	19	0	0	0	27	0	0	0	27
October	0	13	1	10	0	0	0	24	0	0	0	24
November	0	3	0	17	0	0	0	20	0	0	0	20
December	0	15	3	16	0	0	2	36	0	0	0	36
YTD TOTAL	11	93	43	116	2	0	12	277	0	0	0	277

FINDINGS AND ALLEGATIONS CLOSED

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UNFOUNDED	ALLEGATION TYPES							SUBTL				TOTAL
	UF	UA	CRD	ND	RS	SS	D		PRO	POL	TF	
January	2	4	6	13	0	0	1	26	0	0	0	26
February	2	1	2	8	0	0	0	13	0	0	0	13
March	1	12	5	2	0	0	4	24	0	0	0	24
April	0	5	7	5	0	0	1	18	0	0	0	18
May	2	3	14	6	0	0	4	29	0	0	0	29
June	5	10	4	12	0	0	0	31	0	0	0	31
July	6	4	9	16	0	1	2	38	0	0	0	38
August	0	6	4	18	0	0	0	28	0	0	0	28
September	3	19	7	8	0	0	0	37	0	0	0	37
October	3	3	1	4	0	0	0	11	0	0	0	11
November	5	6	15	25	0	0	3	54	0	0	0	54
December	1	8	8	6	0	0	0	23	0	0	0	23
YTD TOTAL	30	81	82	123	0	1	15	332	0	0	0	332

**OCC COMPLAINANTS BY SELECTED
DEMOGRAPHIC CHARACTERISTICS**

January 2001 - December 2001

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	NUMBER	PERCENT
Named Individuals (inc. co-comps)	1011	98.25%
Anonymous Persons	16	1.55%
Organizational Complaints	2	0.19%
Total Complainants	1029	100.00%
<u>GENDER</u>		
Blank or Declined to State	76	7.39%
Females	353	34.31%
Males	599	58.21%
Transgender Persons*	1	0.10%
<u>RACE/ETHNICITY**</u>		
African-American	338	32.85%
Asian-American	82	7.97%
Blank or Declined to State	173	16.81%
Caucasian/White	295	28.67%
Latino/a/Hispanic	113	10.98%
Native American/Pacific Islander	6	0.58%
Other	22	2.14%
<u>AGE</u>		
1-13 (by an adult)	1	0.10%
14-16	17	1.65%
17-19	32	3.11%
20-30	231	22.45%
31-40	272	26.43%
41-50	213	20.70%
51-60	104	10.11%
61-70	42	4.08%
71-80	13	1.26%
Over 80	2	0.19%
Blank or Declined to State	102	9.91%
Disabled*** Persons	32	3.11%
Homeless**** Persons	9	0.87%

*OCC served a number of transgendered persons during this period; of this group, only those who elected to self-designate on the form were counted here.

** The total of race/ethnicity designations does not reflect those who checked multiple self-designations.

& * The indicated numbers of individuals volunteered this information; a number of other disabled and homeless persons, who did not self-designate, also were complainants served by OCC during this report year.

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
2	1ND	SUS	01/04/1995	08/01/1995	COUNSELED BY C.O.	
2	1POL	SUS	01/04/1995	07/26/1995	CHANGED TO POLICY FAILURE BY IHO	12/05/1995
9	1ND	SUS	01/04/1995	02/27/1995	TERMINATION.	08/09/1995
9	1ND	SUS	01/04/1995	02/27/1995	ONE DAY SUSPENSION WITHOUT PAY	08/09/1995
1	1ND	SUS	01/06/1995	08/11/1995		
1	1UA	SUS	01/06/1995	08/11/1995		
1	1UA	SUS	01/06/1995	08/11/1995	CHIEF'S HEARING	
1	1ND	SUS	01/06/1995	08/11/1995	ADMONISHMENT.	
1	1UA	SUS	01/06/1995	08/11/1995	CHIEF'S HEARING	
1	1CRD	SUS	01/06/1995	08/11/1995	TERMINATION HELD IN ABEYANCE	
1	2CRD	SUS	01/06/1995	08/11/1995	3 YRS. 6 MONTHS SERVED, COUNSELING	
1	2ND	SUS	01/06/1995	08/11/1995	ADMONISHMENT.	
1	1UA	SUS	01/06/1995	08/11/1995	CHIEF'S HEARING	
1	1ND	SUS	01/06/1995	08/11/1995	CHIEF'S HEARING	
1	1ND	SUS	01/06/1995	08/11/1995	NOT SUSTAINED BY POLICE COMMISSION	
1	2UA	SUS	01/06/1995	08/11/1995		
1	1ND	SUS	01/06/1995	08/11/1995		
1	1UA	SUS	01/06/1995	08/11/1995		
1	1SS	SUS	01/06/1995	08/11/1995		
1	1CRD	SUS	01/06/1995	08/11/1995		
1	1UA	SUS	01/06/1995	08/11/1995		
2	1UF	SUS	01/12/1995	09/18/1995	NOT SUST. BY CHIEF OF POLICE AT CHIEF'S HEARING	06/03/1997
1	1CRD	SUS	01/24/1995	03/31/1995	CHIEF'S TWO DAY DISCIPLINARY SUSPENSION	10/17/1995
4	1UF	SUS	02/01/1995	02/16/1996	IMPROPER CONDUCT-POLICE COMMISSION HRNG LTR DTD 3/26/96	
2	1CRD	SUS	02/03/1995	10/30/1995	SUSTAINED - OFFICER ADMONISHED BY CO	12/06/1995
2	1UF	SUS	02/06/1995	05/15/1995	ADMONISHED	06/20/1995
1	1ND	SUS	02/06/1995	11/01/1995	Q2 COUNSELED ON 12/05/96 BY CHIEF	01/21/1997
1	1ND	SUS	02/06/1995	11/01/1995	Q2 COUNSELED ON 12/05/96 BY CHIEF	01/21/1997
2	1ND	SUS	02/15/1995	08/17/1995	ADMONISHED BY C.O.	04/13/1995
2	1UA	SUS	03/20/1995	08/21/1995	SUSTAINED. 3DAY SUSPENSION-2DAYS HELD IN ABEYANCE.	02/17/1998
2	1UA	SUS	03/20/1995	08/21/1995	OFFICER RESIGNED	02/17/1998
3	1ND	SUS	03/22/1995	07/17/1995	CHIEF'S WRITTEN REPRIMAND	11/09/1995
3	1ND	SUS	03/22/1995	07/17/1995		11/09/1995
2	1ND	SUS	03/28/1995	05/12/1995	CHIEF'S 5-DAY DISCIPLINARY SUSPENSION 3 HELD IN AB	12/08/1995
1	1D	SUS	04/04/1995	06/06/1995	SUSTAINED. OFFICER ADMONISHED & RETAINED BY C/O.	02/17/1998
1	1UA	SUS	04/04/1995	06/06/1995	SUSTAINED. OFFICER ADMONISHED & RETAINED BY C/O.	02/17/1998
1	1D	SUS	04/04/1995	08/02/1995	WRITTEN REPRIMAND	01/31/1996
2	2UA	SUS	04/19/1995	08/21/1995	NOT SUSTAINED & DISMISSED BY POLICE COMMISSION	02/17/1998
2	1RS	SUS	04/19/1995	08/21/1995	NOT SUSTAINED & DISMISSED BY POLICE COMMISSION	02/17/1998
2	1UA	SUS	04/25/1995	11/30/1995	SUSTAINED. OFFICER ADMONISHED & RETAINED BY C/O.	02/17/1998
9	1ND	SUS	05/09/1995	06/02/1995	SUSTAINED. ADMONISHED BY C/O 7/17/95.	08/09/1995
9	1ND	SUS	06/06/1995	10/11/1995	1ND WITHDRAWN BY OCC, 2 SUSTAINED BY POLICE COMMISSION	
9	2ND	SUS	06/06/1995	10/11/1995	3ND ns 3 SUS BY POLICE COMMISSION	
9	1UF	SUS	06/06/1995	10/11/1995	3ND NS 3 SUS BY POLICE COMMISSION	
9	1ND	SUS	06/06/1995	10/11/1995	3ND NS 3 SUS BY POLICE COMMISSION	
9	2ND	SUS	06/06/1995	10/11/1995	1ND WITHDRAWN BY OCC, 2 SUSTAINED BY POLICE COMMISSION	
9	1ND	SUS	06/06/1995	10/11/1995	UF DISMISSED, 1ND SUS, 1ND WITHDRAWN	
9	1ND	SUS	06/06/1995	10/11/1995	1ND WITHDRAWN BY OCC, 2 SUSTAINED BY POLICE COMMISSION	
9	1ND	SUS	06/06/1995	10/11/1995	3ND NS 3 SUS BY POLICE COMMISSION	
9	2ND	SUS	06/06/1995	10/11/1995	3ND NS 3 SUS BY POLICE COMMISSION	
9	2ND	SUS	06/06/1995	10/11/1995	UF DISMISSED, 1ND SUS, 1ND WITHDRAWN	
9	1ND	SUS	06/06/1995	10/11/1995	UF DISMISSED, 1ND SUS, 1ND WITHDRAWN	
9	3ND	SUS	06/06/1995	10/11/1995	1ND WITHDRAWN BY OCC, 2 SUSTAINED BY POLICE COMMISSION	
1	1ND	SUS	06/16/1995	02/16/1996	CHIEF'S HEARING 2/7/99	
2	1POL	SUS	06/20/1995	01/10/1996	POLICY RECOMMENDATION	
9	1UA	SUS	06/22/1995	10/10/1996	ADJUDICATED(CHANGED TO PROPER CONDUCT BY CHIEF)	06/27/1997
9	1UA	SUS	06/22/1995	10/10/1996	ADJUDICATED(CHANGED TO PROPER CONDUCT BY CHIEF)	06/27/1997
9	1UA	SUS	06/28/1995	06/10/1996	RETRAINING.CLASSIFIED AS SUSTAINED BY ASSISTANT CHIEF.	03/15/1999

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
9	1ND	SUS	06/28/1995	06/10/1996	RETRAINING.CLASSIFIED AS SUSTAINED BY ASSISTANT CHIEF.	03/15/1999
9	1ND	SUS	06/28/1995	06/10/1996	RETRAINING.CLASSIFIED AS SUSTAINED BY ASSISTANT CHIEF.	03/15/1999
9	1ND	SUS	06/28/1995	06/10/1996	RETRAINING.CLASSIFIED AS SUSTAINED BY ASSISTANT CHIEF.	03/15/1999
1	1CRD	SUS	06/29/1995	03/25/1996	CHIEF'S WRITTEN REPRIMAND ON 07/11/96	10/08/1996
1	1ND	SUS	06/29/1995	03/25/1996	CHIEF'S WRITTEN REPRIMAND ON 07/11/96	10/08/1996
2	1ND	SUS	06/30/1995	05/16/1996	SUSTAINED. OFFICER ADMONISHED & COUNSELED BY C/O.	04/13/1998
2	1UA	SUS	06/30/1995	05/16/1996	SUSTAINED. OFFICER ADMONISHED & COUNSELED BY C/O.	04/13/1998
2	1UA	SUS	06/30/1995	05/16/1996	SUSTAINED. OFFICER ADMONISHED & COUNSELED BY C/O.	04/13/1998
1	1UA	SUS	07/20/1995	08/11/1995		
1	1UF	SUS	07/20/1995	08/11/1995	DISMISSED	
1	1ND	SUS	07/20/1995	08/11/1995	DISMISSED	
1	1ND	SUS	07/20/1995	08/11/1995		
1	1UA	SUS	07/20/1995	08/11/1995		
1	1UF	SUS	07/20/1995	08/11/1995		
1	1ND	SUS	07/20/1995	08/11/1995		
1	1UF	SUS	07/20/1995	08/11/1995	DISMISSED	
9	1UA	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
9	1ND	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
1	1UF	SUS	07/20/1995	08/11/1995	DISMISSED	
1	1ND	SUS	07/20/1995	08/11/1995	WITHDRAWN BY OCC	
1	1ND	SUS	07/20/1995	08/11/1995	WITHDRAWN BY OCC	
1	1UF	SUS	07/20/1995	08/11/1995	DISMISSED	
1	1UF	SUS	07/20/1995	08/11/1995	DISMISSED	
9	1UA	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
9	1UF	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
9	1UA	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
1	1UA	SUS	07/20/1995	08/11/1995	NOT SUSTAINED BY POLICE COMMISSION	
1	1UF	SUS	07/20/1995	08/11/1995	NOT SUSTAINED BY POLICE COMMISSION	
1	1UF	SUS	07/20/1995	08/11/1995	UF NOT SUSTAINED BY POLICE COMMISSION	
1	1UA	SUS	07/20/1995	08/11/1995	UF NOT SUSTAINED BY POLICE COMMISSION	
1	2UA	SUS	07/20/1995	08/11/1995	UA=NOT SUSTAINED. SS=SUSTAINED BY POLICE COMMISSION	
1	1SS	SUS	07/20/1995	08/11/1995	UA=NOT SUSTAINED. SS=SUSTAINED BY POLICE COMMISSION	
1	1UA	SUS	07/20/1995	08/11/1995	UA NS BY POLICE COMMISSION, SS SUSTAINED	
1	1UF	SUS	07/20/1995	08/11/1995		
1	1UA	SUS	07/20/1995	08/11/1995	UA NS BY POLICE COMMISSION, SS SUSTAINED	
1	1UF	SUS	07/20/1995	08/11/1995		
1	1UA	SUS	07/20/1995	08/11/1995	WITHDRAWN BY OCC	
1	1UA	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
1	1UA	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
1	1UA	SUS	07/20/1995	08/11/1995	SUSTAINED BY POLICE COMMISSION	
9	2ND	SUS	07/20/1995	08/11/1995	OFFICER UNKNOWN	
1	1CRD	SUS	08/02/1995	05/22/1996	PC RECOMMEND 20 DAYS SUSPENSION/10 DAYS ABEYANCE-2YRS	08/19/1997
1	1CRD	SUS	08/02/1995	05/22/1996	PC RECOMMEND 20 DAYS SUSPENSION/10 DAYS ABEYANCE-2YRS	08/19/1997
1	1ND	SUS	08/02/1995	05/22/1996	PC RECOMMEND 20 DAYS SUSPENSION/10 DAYS ABEYANCE-2YRS	08/19/1997
1	1POL	SUS	08/04/1995	02/28/1997	POLICY RECOMMENDATION	
1	1RS	SUS	08/07/1995	12/15/1995	SUSTAINED-POLICE COMMISSION HRNG LTR DTD 1/19/96	
1	1UA	SUS	08/07/1995	12/15/1995	SUSTAINED-POLICE COMMISSION HRNG LTR DTD 1/19/96	
2	1CRD	SUS	08/08/1995	09/18/1995	TERMINATION ORDERED BY POLICE COMMISSION	07/17/1997
4	1D	SUS	08/15/1995	06/27/1996	ND=SUSTAINED/DISOURTESY=INSUFFICIENT EVIDENCE BY CHIEF	06/26/1997
4	1ND	SUS	08/15/1995	06/27/1996	ND=SUSTAINED/DISOURTESY=INSUFFICIENT EVIDENCE BY CHIEF	06/26/1997
7	1RS	SUS	08/30/1995	05/30/1996	10 DAY SUSPENSION-5 DAYS HELD IN ABEYANCE.	04/06/2001
7	1D	SUS	08/30/1995	05/30/1996	10 DAY SUSPENSION-5 DAYS HELD IN ABEYANCE.	04/06/2001
1	1ND	SUS	09/05/1995	05/31/1996	RETRAINING.NOT SUSTAINED BY CHIEF OF POLICE.	07/24/1997
1	1ND	SUS	09/05/1995	05/31/1996	RETRAINING.NOT SUSTAINED BY CHIEF OF POLICE.	07/24/1997
2	1RS	SUS	09/15/1995	02/08/1996	ADMONISHMENT.	05/29/1996
4	1ND	SUS	09/19/1995	05/13/1996	NINETY (90)DAYS SUSPENSION-POLICE COMM HRNG LTR 8/6/96	12/09/1996
9	1UA	SUS	09/20/1995	12/05/1995	SUSTAINED CHIEF WRITTEN REPRIMAND. LTR DTD 4/1/96	08/01/1997
9	1UA	SUS	09/20/1995	12/05/1995	CHIEF WRITTEN REPRIMAND	08/01/1997

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CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
9	1ND	SUS	09/25/1995	07/22/1996	SUSTAINED-Q2 COUNSELED BY COMMANDING OFFICER	04/01/1996
3	1ND	SUS	09/26/1995	09/30/1996	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	09/21/1999
3	1ND	SUS	09/26/1995	09/30/1996	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	09/21/1999
3	1ND	SUS	09/26/1995	09/30/1996	SUSTAINED BY ASSISTANT CHIEF OF POLIC.	09/21/1999
3	1ND	SUS	09/26/1995	09/30/1996	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	09/21/1999
3	1ND	SUS	09/26/1995	09/30/1996	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	09/21/1999
3	1ND	SUS	09/26/1995	09/30/1996	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	09/21/1999
2	1ND	SUS	10/10/1995	02/14/1996	OFFICER RESIGNED JULY 30,1996 - NO FURTHER ACTION	07/30/1996
9	1CRD	SUS	10/18/1995	03/05/1996		05/30/1996
2	1POL	SUS	10/23/1995	08/26/1996	POLICY RECOMMENDATION	
2	1ND	SUS	11/01/1995	12/04/1996	SUSTAINED BY CHIEF OF POLICE. RETRAINED BY C/O	12/02/1992
2	1ND	SUS	11/02/1995	03/11/1996	SUSTAINED. CHIEF'S WRITTEN REPRIMAND 7/15/96.	08/05/1996
2	1CRD	SUS	11/02/1995	03/11/1996	SUSTAINED. CHIEF'S WRITTEN REPRIMAND 7/15/96.	08/05/1996
1	2POL	SUS	11/17/1995	12/30/1996	POLICY RECOMMENDATION	
1	1ND	SUS	11/27/1995	03/27/1997	SUSTAINED. ADMONISHED BY C.O. 5-4-97	06/03/1997
1	1ND	SUS	11/29/1995	05/13/1996	SUSTAINED. OFFICER ADMONISHED BY C/O 4/18/97.	06/04/1997
9	3UA	SUS	12/01/1995	09/16/1997	ADMONISHMENT.	08/31/2000
9	1CRD	SUS	12/01/1995	09/16/1997	ADMONISHMENT.	08/31/2000
9	1UF	SUS	12/01/1995	09/16/1997	ADMONISHMENT.	08/31/2000
9	1ND	SUS	12/01/1995	09/16/1997	ADMONISHMENT.	08/31/2000
9	1ND	SUS	12/01/1995	09/16/1997	ADMONISHMENT.	08/31/2000
9	1CRD	SUS	12/01/1995	09/16/1997		07/20/2001
9	1UF	SUS	12/01/1995	09/16/1997		07/20/2001
9	1ND	SUS	12/01/1995	09/16/1997		07/20/2001
9	1CRD	SUS	12/01/1995	09/16/1997		07/20/2001
9	3UA	SUS	12/01/1995	09/16/1997		07/20/2001
1	1ND	SUS	12/07/1995	04/29/1997	SUSTAINED. OFFICER ADMONISHED BY COMMANDING OFFICER	02/24/1998
1	1ND	SUS	12/07/1995	04/29/1997	SUSTAINED-PER CHIEF'S HEARING.	02/24/1998
1	2ND	SUS	12/07/1995	04/29/1997	SUSTAINED. 1 DAY SUSPENSION HELD IN ABEYANCE FOR 1YR	02/24/1998
9	1ND	SUS	12/08/1995	10/29/1996	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	03/12/1998
9	1ND	SUS	12/08/1995	10/29/1996	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	03/12/1998
9	1ND	SUS	12/08/1995	10/29/1996	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	03/12/1998
1	1CRD	SUS	12/13/1995	02/16/1996	SUSTAINED BY POLICE COMMISSION.	06/02/1998
1	1ND	SUS	12/13/1995	02/16/1996	SUSTAINED BY POLICE COMMISSION.	06/02/1998
1	1UA	SUS	12/15/1995	04/19/1996	ORAL ADMONISHMENT FROM COMMANDING OFFICER	10/08/1996
1	1ND	SUS	12/19/1995	10/30/1996	SUSTAINED(CHIEF WRITTEN REPRIMAND ISSUED 6/17/97)	06/30/1997
3	1ND	SUS	12/28/1995	10/18/1996	SUSTAINED-OFFICER ADMONISHED BY C/O ON 2/1/97.	02/20/1997
1	1ND	SUS	01/09/1996	05/10/1996	CHIEF'S WRITTEN REPRIMAND	10/08/1996
1	1ND	SUS	01/09/1996	05/10/1996	CHIEF'S WRITTEN REPRIMAND	10/08/1996
1	1POL	SUS	01/10/1996	07/30/1996	POLICY RECOMMENDATION	
1	1POL	SUS	01/10/1996	06/10/1997	POLICY RECOMMENDATION	
9	1POL	SUS	01/10/1996	04/30/1997	POLICY RECOMMENDATION	
2	1ND	SUS	01/12/1996	09/30/1996	MEMBER RESIGNED	
2	1ND	SUS	01/12/1996	09/30/1996	SUSTAINED.OFFICER RESIGNED FROM DEPARTMENT	
2	1CRD	SUS	01/12/1996	09/30/1996	MEMBER RESIGNED	
9	2UA	SUS	01/19/1996	08/21/1996	SUSTAINED BY ASSISTANT CHIEF.	08/30/1999
9	2UA	SUS	01/19/1996	08/21/1996	SUSTAINED BY ASSISTANT CHIEF.	08/30/1999
9	2UA	SUS	01/19/1996	08/21/1996	SUSTAINED BY ASSISTANT CHIEF.	08/30/1999
9	2ND	SUS	01/19/1996	08/21/1996	SUSTAINED BY ASSISTANT CHIEF.	08/30/1999
9	1D	SUS	01/19/1996	08/21/1996	SUSTAINED BY ASSISTANT CHIEF.	08/30/1999
1	2ND	SUS	01/19/1996	08/21/1996	CHIEF'S WRITTEN REPRIMAND	06/03/1997
9	1ND	SUS	01/19/1996	05/24/1996	SUSTAINED BY CHIEF-Q2 ADMONISHED BY C/O ON 8/1/97.	08/05/1997
2	1ND	SUS	01/22/1996	03/25/1997	SUSTAINED-CHIEF OF POLICE. ADMONISHED BY C/O	12/18/1997
3	1UA	SUS	02/16/1996	08/08/1996	NO FURTHER ACTION-LACHES BY SFPD MGMT CTRL DIV.	08/19/1999
3	1UA	SUS	02/16/1996	08/08/1996	NO FURTHER ACTION-LACHES BY SFPD MGMT CTRL DIV.	08/19/1999
2	1ND	SUS	02/20/1996	06/19/1997	NOT SUSTAINED/POLICY FAILURE BY CHIEF OF POLICE.	02/23/1998
4	1UA	SUS	02/20/1996	05/07/1997	NOT SUSTAINED BY ASSISTANT CHIEF @ HEARING ON 5/22/98	06/22/1998
4	1ND	SUS	02/20/1996	05/07/1997	NOT SUSTAINED BY ASSISTANT CHIEF @ HEARING ON 5/22/98	06/22/1998

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
4	IUA	SUS	02/20/1996	05/07/1997	NOT SUSTAINED BY ASSISTANT CHIEF @ HEARING ON 5/22/98	06/22/1998
2	ICRD	SUS	02/20/1996	04/24/1997	SUSTAINED.TWO DAY SUSPENSION HELD IN ABEYANCE & RETRAINING	03/02/1998
3	IND	SUS	02/29/1996	07/22/1997	OFFICERS ADMONISHED & RETAINED BY C/O 8/27-28/97.	04/09/1997
3	IND	SUS	02/29/1996	07/22/1997	OFFICERS ADMONISHED & RETAINED BY C/O ON 8/27-28/97	04/09/1997
3	IND	SUS	02/29/1996	07/22/1997	OFFICERS ADMONISHED & RETAINED BY C/O 8/27-28/97.	04/09/1997
3	IND	SUS	02/29/1996	07/22/1997	OFFICERS ADMONISHED & RETAINED BY C/O ON 8/27-28/97	04/09/1997
3	IUA	SUS	03/01/1996	08/23/1996	SUSTAINED BY CHIEF OF POLICE. Q2 ADMONISHED BY C/O	10/27/1997
3	IND	SUS	03/01/1996	08/23/1996	SUSTAINED BY CHIEF OF POLICE. Q2 ADMONISHED BY C/O	10/27/1997
2	IND	SUS	03/01/1996	12/24/1996	SUSTAINED-CHIEF'S WRITTEN REPRIMAND	02/18/1996
2	IND	SUS	03/01/1996	12/24/1996	SUSTAINED-ADMONISHMENT	02/18/1996
2	IPOL	SUS	03/01/1996	12/24/1996	POLICY RECOMMENDATION	02/18/1996
9	IND	SUS	03/05/1996	04/24/1997	SUSTAINED(ADMONISHED & RETAINED BY COMMANDING OFFICER	06/30/1997
9	IUA	SUS	03/05/1996	05/29/1997	SUS BY CHIEF. Q2 ADMONISHED BY COMMANDING OFFICERS	10/09/1997
9	IUA	SUS	03/05/1996	05/29/1997	SUS BY CHIEF. Q2 ADMONISHED BY COMMANDING OFFICERS	10/09/1997
9	IUA	SUS	03/05/1996	05/29/1997	SUS BY CHIEF. Q2 ADMONISHED BY COMMANDING OFFICERS	10/09/1997
9	IUA	SUS	03/05/1996	05/29/1997	SUS BY CHIEF. Q2 ADMONISHED BY COMMANDING OFFICERS	10/09/1997
9	IUA	SUS	03/05/1996	05/29/1997	SUS BY CHIEF. Q2 ADMONISHED BY COMMANDING OFFICERS	10/09/1997
9	IUA	SUS	03/05/1996	05/29/1997	SUS BY CHIEF. Q2 ADMONISHED BY COMMANDING OFFICERS	10/09/1997
9	IPOL	SUS	03/05/1996	05/29/1997	POLICY RECOMMENDATION	10/09/1997
1	ID	SUS	03/08/1996	06/12/1997	1 DAY SUSPENSION LETTER SENT TO Q2 BY CHIEF ON 8/22/97	09/04/1997
1	IND	SUS	03/12/1996	05/31/1996	COUNSELED BY COMMANDING OFFICER ON 9/16/96.	10/08/1996
3	ID	SUS	03/13/1996	04/01/1997	SUSTAINED(COUNSELED BY COMMANDING OFFICER	07/01/1997
3	IND	SUS	03/15/1996	05/29/1997	SUSTAINED - CHIEF OF POLICE. WRITTEN REPRIMAND	12/02/1997
3	IND	SUS	03/15/1996	12/17/1997		06/22/1998
3	IND	SUS	03/15/1996	12/17/1997		06/22/1998
3	IND	SUS	03/15/1996	12/17/1997		06/22/1998
7	IND	SUS	03/21/1996	06/12/1998		04/28/1999
2	IND	SUS	03/25/1996	09/08/1997	SUSTAINED BY ASST. CHIEF. COUNSELED & RETAINED	02/26/1998
2	ID	SUS	03/25/1996	09/08/1997	SUSTAINED BY ASST. CHIEF. COUNSELED & RETAINED	02/26/1998
2	IND	SUS	03/25/1996	09/08/1997	SUSTAINED BY ASST. CHIEF. COUNSELED & RETAINED	02/26/1998
2	IND	SUS	03/25/1996	09/08/1997	SUSTAINED BY ASST. CHIEF. COUNSELED & RETAINED	02/26/1998
1	IND	SUS	03/25/1996	10/29/1997	SUSTAINED BY ASST. CHIEF. OFFICER RETAINED.	02/26/1998
2	IND	SUS	03/26/1996	11/20/1996	MEMBER RESIGNED	
1	IND	SUS	03/27/1996	11/15/1996	ADMONISHED BY C.O.	06/03/1997
3	IUF	SUS	03/28/1996	05/13/1997	SFPD FINDING=NOT SUSTAINED. OCC FINDING=SUSTAINED.	09/11/1997
9	IND	SUS	04/02/1996	08/14/1997	SUSTAINED BY ASST. CHIEF. CHIEF'S WRITTEN REPRIMAND	02/26/1998
9	IND	SUS	04/02/1996	08/14/1997	SUSTAINED BY ASST. CHIEF. CHIEF'S WRITTEN REPRIMAND	02/26/1998
7	IUA	SUS	04/04/1996	10/02/1996	WRITTEN REPRIMAND AND RETRAINING.	09/08/1999
7	IUF	SUS	04/04/1996	10/02/1996	WRITTEN REPRIMAND AND RETRAINING.	09/08/1999
7	IND	SUS	04/04/1996	10/02/1996	WRITTEN REPRIMAND AND RETRAINING.	09/08/1999
7	IUA	SUS	04/04/1996	10/02/1996	ADMONISHMENT.	09/08/1999
7	IND	SUS	04/04/1996	10/02/1996	ADMONISHMENT.	09/08/1999
7	IND	SUS	04/10/1996	02/13/1998	IMPROPER CONDUCT-WRITTEN REPRIMAND & RETRAINING	06/22/1998
5	IPOL	SUS	04/12/1996	05/21/1998	POLICY RECOMMENDATION	
1	IUA	SUS	04/17/1996	11/06/1996	SUSTAINED-Q2 ADMONISHED & RETAINED BY C/O	07/17/1997
3	IND	SUS	04/18/1996	03/13/1997	SUSTAINED. OFFICER ADMONISHED BY COMMANDING OFFICER	03/03/1998
3	IND	SUS	04/18/1996	03/13/1997	SUSTAINED. OFFICER ADMONISHED BY COMMANDING OFFICER	03/03/1998
1	IPOL	SUS	04/18/1996	11/19/1996	POLICY RECOMMENDATION	
1	IND	SUS	04/19/1996	10/07/1996	COUNSELING AND RETRAINING.	06/19/2001
1	IND	SUS	04/19/1996	12/27/1996	SUSTAINED. OFFICER RETAINED BY COMMANDING OFFICER	02/08/1999
2	IRS	SUS	04/25/1996	10/18/1996	SUSTAINED. WRITTEN REPRIMAND FROM CHIEF OF POLICE.	02/20/1997
1	IPOL	SUS	04/29/1996	04/16/1997	POLICY RECOMMENDATION	
3	IND	SUS	04/29/1996	04/17/1998	SUSTAINED BY CHIEF OF POLICE-WRITTEN REPRIMAND.	12/30/1998
2	ID	SUS	05/01/1996	11/06/1996	SUSTAINED-Q2 ADMONISHED & RETAINED BY C/O 7/5/97	08/01/1997
4	IPOL	SUS	05/06/1996	11/08/1996	POLICY RECOMMENDATION	
3	IUA	SUS	05/08/1996	09/02/1997	SUSTAINED. OFFICER COUNSELED BY COMMANDING OFFICER	08/12/1998
3	ID	SUS	05/08/1996	09/02/1997	SUSTAINED. OFFICER COUNSELED BY COMMANDING OFFICER	08/12/1998

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	1UA	SUS	05/09/1996	12/09/1997	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	08/19/1998
1	1UA	SUS	05/09/1996	12/09/1997	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O	08/19/1998
5	1ND	SUS	05/16/1996	06/20/1996	POLICY RECOMMENDATION	
9	1UA	SUS	06/05/1996	05/13/1997	NOT SUSTAINED-CHIEF OF POLICE @ HEARING ON 9/17/97	12/02/1997
2	1ND	SUS	06/10/1996	08/15/1997	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	03/12/1998
2	1ND	SUS	06/10/1996	08/15/1997	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	03/12/1998
2	1ND	SUS	06/10/1996	08/15/1997	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	03/12/1998
2	1ND	SUS	06/10/1996	08/15/1997	SUSTAINED. OFFICER ADMONISHED & RETRAINED BY C/O.	03/12/1998
1	1ND	SUS	06/13/1996	12/04/1996	SUSTAINED-1DAY SUSPENSION HELD IN ABEYANCE FOR 1 YEAR	02/18/1998
1	1D	SUS	06/13/1996	12/04/1996	SUSTAINED-1DAY SUSPENSION HELD IN ABEYANCE FOR 1 YEAR	02/18/1998
1	1D	SUS	06/27/1996	12/26/1996	SUSTAINED BY ASSISTANT CHIEF.	04/02/1998
1	2ND	SUS	06/27/1996	12/26/1996	SUSTAINED BY ASSISTANT CHIEF.	04/02/1998
9	1ND	SUS	06/28/1996	12/18/1996	SUSTAINED-CHIEF'S WRITTEN REPRIMAND	06/06/1997
9	1ND	SUS	06/28/1996	12/18/1996	SUSTAINED-CHIEF'S WRITTEN REPRIMAND	06/06/1997
2	1ND	SUS	07/01/1996	12/27/1996	NOT SUSTAINED BY CHIEF AND MANAGEMENT CONTROL DIV	05/25/1998
2	1ND	SUS	07/01/1996	12/27/1996	NOT SUSTAINED BY CHIEF AND MANAGEMENT CONTROL DIV.	05/25/1998
9	1CRD	SUS	07/03/1996	02/25/1997	NO FURTHER ACTION, OFFICER RESIGNED.PER SETTLEMENT AGREEMENT.	09/10/2001
9	1UA	SUS	07/03/1996	02/25/1997	NO FURTHER ACTION, OFFICER RESIGNED.PER SETTLEMENT AGREEMENT.	09/10/2001
2	3UA	SUS	07/08/1996	12/26/1996	SUSTAINED(Q2 ADMONISHED & RETRAINED BY COMMAND OFFICER	07/01/1997
2	1ND	SUS	07/11/1996	04/30/1997	SUSTAINED-CHIEF OF POLICE. WRITTEN REPRIMAND	12/03/1997
5	1POL	SUS	07/17/1996	12/17/1996	POLICY RECOMMENDATION	
1	1ND	SUS	07/18/1996	06/19/1997	OFFICER COUNSELED AND REPRIMANDED	02/20/1998
4	1D	SUS	07/22/1996	05/13/1997	SUSTAINED-Q2 ADMONISHED BY COMMANDING OFFICER	08/01/1997
9	1D	SUS	07/25/1996	03/26/1997	ADMONISHED BY C.O.	06/03/1997
2	1ND	SUS	07/26/1996	12/18/1996	SUSTAINED-Q2 ADMONISHED & RETRAINED BY C/O	07/17/1997
2	1ND	SUS	07/26/1996	12/18/1996	SUSTAINED-Q2 ADMONISHED & RETRAINED BY C/O	07/17/1997
9	1UA	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
9	1ND	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
9	1UF	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
9	1CRD	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
2	1ND	SUS	08/02/1996	06/05/1997	SUSTAINED-OFFICER ADMONISHED BY COMMANDING OFFICER	09/10/1998
2	1POL	SUS	08/02/1996	06/05/1997	POLICY RECOMMENDATION	09/10/1998
1	1POL	SUS	08/07/1996	11/25/1997	POLICY RECOMMENDATION	
9	2ND	SUS	08/12/1996	07/18/1997	NOT SUSTAINED BY ASST CHIEF BY VIRTUE OF A POL FAILURE	02/26/1998
2	1UA	SUS	08/15/1996	12/31/1996	ADJUDICATED(CHANGED TO PROPER CONDUCT BY CHIEF)	06/30/1997
2	1UA	SUS	08/15/1996	12/31/1996	ADJUDICATED(CHANGED TO PROPER CONDUCT BY CHIEF)	06/30/1997
1	1ND	SUS	08/20/1996	06/18/1998		03/16/2002
1	1ND	SUS	08/20/1996	06/18/1998		03/16/2002
1	1ND	SUS	08/20/1996	06/18/1998	PENDING AT MGMT CONTROL DIVISION.	
1	1POL	SUS	08/21/1996	12/27/1996	POLICY RECOMMENDATION	
2	1ND	SUS	08/27/1996	07/17/1997	SUSTAINED. OFFICER ADMONISHED BY COMMANDING OFFICER	09/22/1998
9	2ND	SUS	08/29/1996	04/16/1997	COMMISSION CHARGES WITHDRAWN; REMANDED TO CHIEF	02/04/2000
9	1ND	SUS	08/29/1996	04/16/1997	COMMISSION CHARGES WITHDRAWN; REMANDED TO CHIEF	
1	1UF	SUS	09/04/1996	08/13/1999	NOT SUSTAINED BY SFPD	05/14/2001
1	1ND	SUS	09/04/1996	08/13/1999	NOT SUSTAINED BY SFPD	05/14/2001
1	1ND	SUS	09/04/1996	08/13/1999	ADMONISHMENT.	05/14/2001
1	1UF	SUS	09/04/1996	08/13/1999	ADMONISHMENT.	05/14/2001
1	1ND	SUS	09/04/1996	08/13/1999	ADMONISHMENT AND RETRAINING.	05/14/2001
1	1ND	SUS	09/04/1996	07/27/1998	SUSTAINED BY ASSISTANT CHIEF. OFFICER ADMONISHED.	09/08/1999
1	1ND	SUS	09/04/1996	07/27/1998	SUSTAINED BY ASSISTANT CHIEF. OFFICER ADMONISHED.	09/08/1999
1	1ND	SUS	09/04/1996	07/27/1998	SUSTAINED BY ASSISTANT CHIEF. OFFICER ADMONISHED.	09/08/1999
2	1ND	SUS	09/19/1996	07/23/1998	SUSTAINED-OFFICER RETRAINED BY COMMANDING OFFICER	09/10/1998
2	1UA	SUS	09/19/1996	07/23/1998	SUSTAINED-OFFICER RETRAINED BY COMMANDING OFFICER	09/10/1998
9	1ND	SUS	09/20/1996	03/12/1997	ADMONISHED & RETRAINED BY C/O ON 8/28/97.	09/05/1997
9	1ND	SUS	09/20/1996	03/12/1997	ADMONISHED & RETRAINED BY C/O ON 8/28/97.	09/05/1997
7	1ND	SUS	09/23/1996	11/26/1997	NOT SUSTAINED PER MCD.	12/30/1997

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 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
7	IND	SUS	09/23/1996	11/26/1997	NOT SUSTAINED PER MCD.	12/30/1997
9	ICRD	SUS	09/24/1996	09/10/1997	SUSTAINED BY ASST. CHIEF. CHIEF'S SUSPENSION LETTER	02/26/1998
2	IND	SUS	09/25/1996	04/21/1998	SUSTAINED BY ASSISTANT CHIEF. Q2 RETRAINED BY C/O.	07/16/1998
2	IND	SUS	09/25/1996	04/21/1998	SUSTAINED BY ASSISTANT CHIEF. Q2 RETRAINED BY C/O.	07/16/1998
2	IND	SUS	09/30/1996	07/29/1997	NOT SUSTAINED PER ASST. CHIEF-BY VIRTUE OF POL FAILURE	03/05/1998
1	IND	SUS	09/30/1996	07/17/1997	SUSTAINED-CHIEF'S WRITTEN REPRIMAND	09/14/1998
1	ID	SUS	10/02/1996	03/25/1997	ADMONISHMENT.	06/19/2001
1	ICRD	SUS	10/02/1996	03/25/1997	ADMONISHMENT.	06/19/2001
1	IND	SUS	10/17/1996	06/11/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	06/15/2000
1	IND	SUS	10/17/1996	06/11/1998	NOT SUSTAINED BY ASSISTANT CHIEF OF POLICE.	06/15/2000
1	IUA	SUS	10/17/1996	06/11/1998	NOT SUSTAINED BY ASSISTANT CHIEF OF POLICE.	06/15/2000
1	IUA	SUS	10/18/1996	02/09/1998	ADJUDICATED. NO FURTHER ACTION PER COMMANDING OFFICER	08/19/1998
1	IUA	SUS	10/18/1996	02/09/1998	ADJUDICATED. NO FURTHER ACTION PER COMMANDING OFFICER	08/19/1998
1	IUF	SUS	10/18/1996	04/28/1997	PROPER CONDUCT PER MCD.	
2	IND	SUS	10/21/1996	05/07/1997	SUSTAINED-5DAY SUSPENSION HELD IN ABEYANCE. RETRAINING	02/18/1998
2	IUF	SUS	10/21/1996	05/07/1997	SUSTAINED-5DAY SUSPENSION HELD IN ABEYANCE. RETRAINING	02/18/1998
2	IUA	SUS	10/21/1996	05/07/1997	SUSTAINED-5DAY SUSPENSION HELD IN ABEYANCE. RETRAINING	02/18/1998
2	ID	SUS	10/21/1996	05/07/1997	SUSTAINED-5DAY SUSPENSION HELD IN ABEYANCE. RETRAINING	02/18/1998
9	IND	SUS	10/22/1996	12/30/1997		06/22/1998
9	IND	SUS	10/25/1996	07/22/1997	3 DAYS SUSPENSION.HELD IN ABEYANCE.	06/22/1998
9	IND	SUS	10/25/1996	03/31/1998	RETRAINING.	06/30/1999
9	IND	SUS	10/25/1996	03/31/1998	RETRAINING.	06/30/1999
9	IUA	SUS	10/25/1996	03/31/1998	NO FURTHER ACTION, OTHER REASON.	06/30/1999
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IUF	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IUA	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/28/1996	08/27/1997	RECOMMENDATION PER ASSIST. CHIEF-DEEMED NOT SUSTAINED	04/20/1998
1	2ND	SUS	10/28/1996	08/27/1997	SUSTAINED-CHIEF'S WRITTEN REPRIMAND	04/20/1998
1	IND	SUS	10/28/1996	04/27/1998	NOT SUSTAINED BY ASSISTANT CHIEF.	11/16/1998
1	IND	SUS	10/29/1996	02/03/1998	NOT SUSTAINED BY ASSISTANT CHIEF.	02/08/1999
2	ICRD	SUS	10/30/1996	02/12/1998	CHIEF'S FOUR DAY DISCIPLINARY SUSPENSION-TWO DAY ABEYANCE	04/26/2001
9	ICRD	SUS	11/01/1996	03/31/1997	SUS BY CHIEF. Q2 ADMONISHED & RETAINED BY C/O	11/03/1997
9	IND	SUS	11/01/1996	03/31/1997	SUS BY CHIEF. Q2 ADMONISHED & RETAINED BY C/O	11/03/1997
9	2ND	SUS	11/01/1996	03/31/1997	SUS BY CHIEF. Q2 ADMONISHED & RETAINED BY C/O	11/03/1997
9	ICRD	SUS	11/01/1996	03/31/1997	SUS BY CHIEF. Q2 ADMONISHED & RETAINED BY C/O	11/03/1997
1	IND	SUS	11/06/1996	04/30/1997	SUS BY CHIEF. Q2 ADMONISHED BY C/O ON 9/2/97	10/29/1997
1	IUA	SUS	11/06/1996	04/30/1997	SUS BY CHIEF. Q2 ADMONISHED BY C/O ON 9/2/97	10/29/1997
1	IUA	SUS	11/06/1996	04/30/1997	SUS BY CHIEF. Q2 ADMONISHED BY C/O ON 9/2/97	10/29/1997
1	IND	SUS	11/06/1996	04/30/1997	SUS BY CHIEF. Q2 ADMONISHED BY C/O ON 9/2/97	10/29/1997

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
5	IND	SUS	11/06/1996	04/24/1997		10/05/1999
5	IND	SUS	11/06/1996	04/24/1997	5 DAYS SUSPENSION.WITH TWO DAYS HELD IN ABEYANCE FOR ONE YEAR.	10/05/1999
1	IND	SUS	11/07/1996	09/18/1997	OFFICER RETIRED. NO ACTION BY CHIEF OF POLICE	02/11/1998
1	IND	SUS	11/13/1996	11/25/1997	SUSTAINED BY CHIEF. OFFICER RETRAINED BY C/O	07/31/1998
1	IND	SUS	11/13/1996	11/25/1997	SUSTAINED BY CHIEF. OFFICER RETRAINED BY C/O.	07/31/1998
2	IND	SUS	11/15/1996	06/27/1997	SUSTAINED. OFFICER ADMONISHED BY COMMANDING OFFICER	02/23/1996
1	IND	SUS	11/22/1996	05/29/1997	OFFICER RETRAINED BY C/O ON 8/10/97.	09/04/1997
1	IND	SUS	11/22/1996	05/27/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	03/25/1999
1	IND	SUS	11/22/1996	05/27/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	03/25/1999
1	IND	SUS	11/22/1996	05/27/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	03/25/1999
1	IND	SUS	11/25/1996	06/05/1998	NOT SUSTAINED BY CHIEF OF POLICE.	12/30/1998
1	IND	SUS	11/25/1996	06/05/1998	SUSTAINED BY CHIEF OF POLICE. OFFICER ADMONISHED.	12/30/1998
1	IUF	SUS	12/06/1996	06/25/1997	10 DAYS SUSPENSION,WITH FIVE DAYS HELD IN ABEYANCE FOR TWO YEARS + COUNSELING.	11/14/2000
1	ISS	SUS	12/06/1996	06/25/1997	10 DAYS SUSPENSION,WITH FIVE DAYS HELD IN ABEYANCE FOR TWO YEARS + COUNSELING.	11/14/2000
1	2UA	SUS	12/06/1996	06/25/1997	10 DAYS SUSPENSION,WITH FIVE DAYS HELD IN ABEYANCE FOR TWO YEARS + COUNSELING.	11/14/2000
2	IUA	SUS	12/06/1996	08/14/1997	SUSTAINED BY ASSISTANT CHIEF. OFFICER RETRAINED	02/08/1999
9	IND	SUS	12/09/1996	04/11/1997	SUSTAINED. WRITTEN REPRIMAND BY CHIEF OF POLICE.	02/24/1998
1	2UA	SUS	12/09/1996	04/25/1997	SUSTAINED/Q2 COUNSELED & RETRAINED	07/08/1997
1	IND	SUS	12/09/1996	04/25/1997	SUSTAINED-Q2 COUNSELED & RETRAINED	07/08/1997
1	IUA	SUS	12/09/1996	04/25/1997	SUSTAINED-Q2 COUNSELED & RETRAINED	07/08/1997
3	IND	SUS	12/12/1996	02/23/1998	CLASSIFIED AS NOT SUSTAINED BY CHIEF OF POLICE.	03/16/1999
3	IND	SUS	12/12/1996	02/23/1998	CLASSIFIED AS NOT SUSTAINED BY CHIEF OF POLICE.	03/16/1999
5	IRS	SUS	01/06/1997	05/29/1997	ADMONISHMENT AND RETRAINING.	09/04/1997
1	IND	SUS	01/07/1997	12/02/1997	1 DAY SUSPENSION. HELD IN ABEYANCE.	04/21/1998
1	IND	SUS	01/07/1997	12/02/1997	ADMONISHMENT.	04/21/1998
2	IUA	SUS	01/09/1997	12/17/1998	RETRAINING.	05/10/1999
2	IUA	SUS	01/09/1997	12/17/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
1	IND	SUS	01/09/1997	07/10/1997	RETRAINING.	02/26/1998
3	IND	SUS	01/13/1997	06/19/1997	WRITTEN REPRIMAND AND RETRAINING.	07/27/1998
2	IND	SUS	01/13/1997	07/30/1997	ADMONISHMENT AND RETRAINING.	02/16/1998
2	IND	SUS	01/13/1997	07/30/1997	ADMONISHMENT AND RETRAINING.	02/16/1998
2	IND	SUS	01/13/1997	07/30/1997	ADMONISHMENT AND RETRAINING.	02/16/1998
3	IND	SUS	01/17/1997	06/27/1997	WRITTEN REPRIMAND AND RETRAINING.	12/02/1997
3	ICRD	SUS	01/17/1997	06/27/1997	WRITTEN REPRIMAND AND RETRAINING.	12/02/1997
3	IND	SUS	01/21/1997	12/23/1998	TRAINING FAILURE BY DEPARTMENT.	05/09/2002
3	IND	SUS	01/21/1997	12/23/1998	60 DAYS, 30 HELD IN ABEYANCE FOR TWO YEARS.	11/07/2001
3	IUF	SUS	01/21/1997	12/23/1998	60 DAYS, 30 HELD IN ABEYANCE FOR TWO YEARS.	11/07/2001
3	IUA	SUS	01/21/1997	12/23/1998	60 DAYS, 30 HELD IN ABEYANCE FOR TWO YEARS.	11/07/2001
9	IPOL	SUS	01/23/1997	04/16/1997	POLICE COMMISSION RECOMMEND POLICY FAILURE.	
2	IND	SUS	01/30/1997	04/17/1998	WRITTEN REPRIMAND AND ADMONISHMENT.	09/23/1998
2	IND	SUS	01/30/1997	04/17/1998	WRITTEN REPRIMAND AND ADMONISHMENT.	09/23/1998
2	IND	SUS	01/30/1997	04/17/1998	WRITTEN REPRIMAND AND ADMONISHMENT.	09/23/1998
2	IND	SUS	01/30/1997	04/17/1998	WRITTEN REPRIMAND AND ADMONISHMENT.	09/23/1998
9	IND	SUS	02/04/1997	01/15/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	02/25/1998
1	IUA	SUS	02/04/1997	12/08/1997	ADMONISHMENT.	07/28/1997
2	IUA	SUS	02/04/1997	11/17/1997	ADMONISHMENT.	11/05/1998
1	IUA	SUS	02/05/1997	04/07/1998	COUNSELING.	06/22/1998
1	2ND	SUS	02/13/1997	05/22/1997	OFFICER PLEAD NC. TERM IN ABEY 4YRS-SERVE 90 DAYS.	11/25/1997
1	IUF	SUS	02/13/1997	05/22/1997	OFFICER PLEAD NC. TERM IN ABEY 4YRS-SERVE 90 DAYS.	11/25/1997
1	ID	SUS	02/13/1997	05/22/1997	OFFICER PLEAD NC. TERM IN ABEY 4YRS-SERVE 90 DAYS.	11/25/1997
4	ID	SUS	02/13/1997	10/28/1997	ADMONISHMENT AND RETRAINING.	03/16/1999
4	IND	SUS	02/13/1997	10/28/1997	ADMONISHMENT AND RETRAINING.	03/16/1999
2	ICRD	SUS	02/14/1997	02/20/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/02/1999
6	IND	SUS	02/25/1997	06/09/1997	ADMONISHMENT.	03/09/1998

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9	1ND	SUS	02/28/1997	01/15/1998	RETRAINING.	06/22/1998
3	1ND	SUS	02/28/1997	03/26/1998	ADMONISHMENT.	09/20/1999
3	1ND	SUS	02/28/1997	03/26/1998	ADMONISHMENT.	09/20/1999
3	1ND	SUS	02/28/1997	03/26/1998	ADMONISHMENT.	09/20/1999
2	1POL	SUS	02/28/1997	07/09/1998	POLICY RECOMMENDATION.	
3	2ND	SUS	03/03/1997	10/23/1997	5 DAYS SUSPENSION. TWO DAYS HELD IN ABEYANCE FOR ONE YEAR.	08/30/1999
3	1UA	SUS	03/03/1997	10/23/1997	5 DAYS SUSPENSION. TWO DAYS HELD IN ABEYANCE FOR ONE YEAR.	08/30/1999
4	1D	SUS	03/10/1997	09/17/1997	ADMONISHMENT.	12/02/1997
3	1ND	SUS	03/10/1997	02/09/1998	WRITTEN REPRIMAND AND RETRAINING.	07/16/1998
1	1POL	SUS	03/10/1997	10/17/1997	POLICY RECOMMENDATION.	
2	1UA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1ND	SUS	03/17/1997	07/30/1998	ADMONISHMENT AND RETRAINING.	12/31/1998
9	1ND	SUS	03/24/1997	02/12/1998	RETRAINING.	05/13/1999
2	1ND	SUS	03/28/1997	09/08/1997	ADMONISHMENT.	12/02/1997
2	1POL	SUS	03/28/1997	09/08/1997	POLICY RECOMMENDATION.	12/02/1997
3	1ND	SUS	03/31/1997	03/18/1998	COUNSELING.	03/28/2000
3	1ND	SUS	03/31/1997	03/18/1998	COUNSELING.	03/28/2000
1	1ND	SUS	04/03/1997	03/22/1999	ADMONISHMENT AND RETRAINING.	08/19/1999
1	1ND	SUS	04/03/1997	03/22/1999	ADMONISHMENT AND RETRAINING.	08/19/1999
1	1D	SUS	04/04/1997	07/22/1997	ADMONISHMENT AND RETRAINING.	09/04/1997
3	1ND	SUS	04/04/1997	12/11/1997	5 DAYS SUSPENSION.	06/22/1998
3	1SS	SUS	04/04/1997	12/11/1997	5 DAYS SUSPENSION.	06/22/1998
3	1CRD	SUS	04/04/1997	12/11/1997	5 DAYS SUSPENSION.	06/22/1998
1	1CRD	SUS	04/07/1997	07/22/1997	ADMONISHMENT.	09/04/1997
9	1ND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	1ND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	1ND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	1ND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	1ND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	1ND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
4	1ND	SUS	04/11/1997	07/27/1998	WRITTEN REPRIMAND.	08/19/1999
2	1ND	SUS	04/11/1997	12/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	
2	1ND	SUS	04/11/1997	12/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	
2	1ND	SUS	04/11/1997	12/22/1999	PENDING AT MGMT CONTROL DIVISION.	
9	1D	SUS	04/23/1997	09/08/1997	COUNSELING.	02/26/1998
1	1UA	SUS	04/23/1997	02/20/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	06/02/1999
1	1CRD	SUS	04/23/1997	02/20/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	06/02/1999
3	1ND	SUS	04/28/1997	02/12/1998	ADMONISHMENT.	09/30/1998
3	1ND	SUS	04/28/1997	02/12/1998	ADMONISHMENT.	09/30/1998
9	1ND	SUS	04/28/1997	12/18/1997	ADMONISHMENT.	04/21/1998
2	1UA	SUS	04/28/1997	02/20/1998	NO FURTHER ACTION, OFFICER RESIGNED.	07/14/1998
1	1ND	SUS	05/07/1997	07/24/1997	ADMONISHMENT.	02/26/1998
1	1ND	SUS	05/12/1997	08/12/1997	COUNSELING.	09/23/1997
7	1D	SUS	05/15/1997	11/26/1997	COUNSELING.	02/26/1998
1	1ND	SUS	05/19/1997	09/30/1999	COUNSELING AND RETRAINING.	03/20/2000
2	1UA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	1UA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
9	1UA	SUS	05/23/1997	02/05/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	05/09/2001
9	1UA	SUS	05/23/1997	02/05/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	05/09/2001

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
9	1UA	SUS	05/23/1997	02/05/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	05/09/2001
1	ID	SUS	05/27/1997	06/05/1998	1 DAY SUSPENSION.	09/14/1998
1	IND	SUS	05/27/1997	06/05/1998	1 DAY SUSPENSION.	09/14/1998
9	IND	SUS	05/27/1997	05/27/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	
9	IND	SUS	05/27/1997	05/27/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	
2	IND	SUS	05/27/1997	10/14/1999	RETRAINING.	01/11/2000
2	IND	SUS	05/27/1997	10/14/1999	RETRAINING.	01/11/2000
9	IND	SUS	06/03/1997	07/27/1998	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
9	IND	SUS	06/03/1997	07/27/1998	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
9	IND	SUS	06/03/1997	07/27/1998	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
9	IND	SUS	06/03/1997	07/27/1998	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
9	ICRD	SUS	06/03/1997	07/27/1998	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
9	IND	SUS	06/03/1997	07/27/1998	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
4	IND	SUS	06/05/1997	05/07/1998	WRITTEN REPRIMAND.	09/14/1998
2	1UA	SUS	06/06/1997	07/15/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1UA	SUS	06/06/1997	07/15/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1UA	SUS	06/06/1997	07/15/1998	NO FURTHER ACTION, OFFICER RESIGNED.	01/05/2000
2	1UA	SUS	06/06/1997	07/15/1998	NO FURTHER ACTION, OFFICER RESIGNED.	01/05/2000
1	IND	SUS	06/13/1997	07/09/1998	WRITTEN REPRIMAND.	09/17/1998
1	1UA	SUS	06/13/1997	07/09/1998	WRITTEN REPRIMAND.	09/17/1998
1	ID	SUS	06/13/1997	07/09/1998	WRITTEN REPRIMAND.	09/17/1998
1	IND	SUS	06/13/1997	10/23/1997	WRITTEN REPRIMAND.	04/22/1998
1	ICRD	SUS	06/13/1997	10/23/1997	WRITTEN REPRIMAND.	04/22/1998
1	IND	SUS	06/13/1997	10/23/1997	WRITTEN REPRIMAND.	04/22/1998
2	IND	SUS	06/23/1997	12/23/1998	COUNSELING AND RETRAINING.	05/24/2002
2	1UA	SUS	06/23/1997	12/23/1998	COUNSELING AND RETRAINING.	05/24/2002
2	IND	SUS	06/24/1997	12/13/1998	NO FURTHER ACTION, OFFICER RETIRED.	03/23/2000
2	IND	SUS	06/24/1997	12/13/1998	WRITTEN REPRIMAND.	03/23/2000
4	1UA	SUS	07/01/1997	12/10/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
4	1UF	SUS	07/01/1997	12/10/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
4	1UA	SUS	07/01/1997	12/10/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
4	1UF	SUS	07/01/1997	12/10/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
4	1UF	SUS	07/01/1997	12/10/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
4	1UA	SUS	07/01/1997	12/10/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
4	1UA	SUS	07/01/1997	12/10/1998	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	IND	SUS	07/07/1997	07/22/1998	WRITTEN REPRIMAND AND RETRAINING.	06/30/1999
1	IND	SUS	07/07/1997	07/22/1998	WRITTEN REPRIMAND AND RETRAINING.	06/30/1999
2	ICRD	SUS	07/09/1997	08/26/1998	RETRAINING.	05/12/1999
1	ICRD	SUS	07/28/1997	07/31/1998	3 DAYS SUSPENSION. TWO DAYS HELD IN ABEYANCE FOR ONE YEAR.	09/13/1999
1	ICRD	SUS	07/28/1997	07/31/1998	3 DAYS SUSPENSION. TWO DAYS HELD IN ABEYANCE FOR ONE YEAR.	09/13/1999
1	ICRD	SUS	07/30/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/08/1999
1	ID	SUS	07/30/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/08/1999
1	IND	SUS	08/04/1997	06/29/1998	WRITTEN REPRIMAND.	03/23/1999
1	IND	SUS	08/04/1997	06/29/1998	WRITTEN REPRIMAND.	03/23/1999
1	IND	SUS	08/04/1997	06/29/1998	WRITTEN REPRIMAND.	03/23/1999
1	IND	SUS	08/04/1997	06/29/1998	WRITTEN REPRIMAND.	03/23/1999
2	IND	SUS	08/11/1997	11/20/1997	RETRAINING.	04/21/1998
1	IND	SUS	08/15/1997	12/23/1998	ADMONISHMENT AND RETRAINING.	03/24/1999
1	ICRD	SUS	08/15/1997	12/23/1998	ADMONISHMENT AND RETRAINING.	03/24/1999
1	ICRD	SUS	08/15/1997	12/23/1998	ADMONISHMENT AND RETRAINING.	03/24/1999
4	IPOL	SUS	08/19/1997	09/29/1997	POLICY RECOMMENDATION.	
1	IND	SUS	08/22/1997	07/23/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
1	1UA	SUS	08/22/1997	07/23/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
1	IND	SUS	08/22/1997	07/23/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	IND	SUS	08/27/1997	12/11/1998	COUNSELING AND RETRAINING.	03/24/1999
1	IUF	SUS	08/27/1997	12/11/1998	COUNSELING AND RETRAINING.	03/24/1999
9	IND	SUS	09/02/1997	12/30/1997	RETRAINING.	03/10/1998
1	IUA	SUS	09/05/1997	07/16/1998	RETRAINING.	09/14/1998
9	ICRD	SUS	09/05/1997	09/09/1998	ADMONISHMENT.	11/16/1998
1	IND	SUS	09/08/1997	11/03/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/02/1999
2	IND	SUS	09/09/1997	07/29/1998	RETRAINING.	05/11/1999
2	IND	SUS	09/09/1997	07/29/1998	RETRAINING.	05/11/1999
2	IND	SUS	09/09/1997	06/05/1998	COUNSELING AND RETRAINING.	05/06/1999
2	IND	SUS	09/09/1997	06/05/1998	COUNSELING AND RETRAINING.	05/06/1999
2	IND	SUS	09/09/1997	07/21/1998	PENDING AT MGMT CONTROL DIVISION.	
2	IUF	SUS	09/09/1997	07/21/1998	PENDING AT MGMT CONTROL DIVISION.	
2	ID	SUS	09/09/1997	07/21/1998	PENDING AT MGMT CONTROL DIVISION.	
2	ISS	SUS	09/10/1997	08/31/1999	NOT SUSTAINED/LACHES BY THE DEPARTMENT.	08/22/2000
2	ICRD	SUS	09/12/1997	03/30/1998	RETRAINING.	08/19/1999
2	IND	SUS	09/12/1997	06/07/1999	COUNSELING.	06/18/1999
2	IND	SUS	09/12/1997	06/07/1999	COUNSELING.	06/18/1999
2	IND	SUS	09/12/1997	06/07/1999	COUNSELING.	06/18/1999
3	IND	SUS	09/12/1997	06/04/1999	COUNSELING AND RETRAINING.	02/22/2001
3	IUA	SUS	09/12/1997	06/04/1999	PENDING AT MGMT CONTROL DIVISION.	
9	IND	SUS	09/19/1997	09/28/1999	ADMONISHMENT.	12/29/1999
5	ICRD	SUS	09/26/1997	06/05/1998	WRITTEN REPRIMAND.	05/16/2000
5	ID	SUS	09/26/1997	06/05/1998	WRITTEN REPRIMAND.	05/16/2000
1	IND	SUS	09/29/1997	08/25/1999	WRITTEN REPRIMAND.	03/01/2000
1	IND	SUS	09/29/1997	08/25/1999	WRITTEN REPRIMAND.	03/01/2000
3	IND	SUS	10/03/1997	05/29/1998	WRITTEN REPRIMAND.	12/29/1998
9	ICRD	SUS	10/03/1997	10/07/1999	NO FURTHER ACTION, OFFICER RETIRED.	07/16/2001
9	IND	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
9	IUA	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
9	ICRD	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
9	IND	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
3	IND	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	IUA	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	IUA	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	ICRD	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	IND	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	IUA	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
9	IND	SUS	10/15/1997	05/27/1998	1 DAY SUSPENSION. HELD IN ABEYANCE FOR ONE YEAR.	09/14/1998
2	IND	SUS	10/17/1997	12/15/1999	ADMONISHMENT.	12/06/2000
3	IND	SUS	10/20/1997	04/29/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/08/1999
3	ID	SUS	10/21/1997	08/24/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
3	IND	SUS	10/21/1997	08/24/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
3	IND	SUS	10/21/1997	08/24/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
1	IND	SUS	10/21/1997	04/08/1998	WRITTEN REPRIMAND.	03/31/2000
1	IND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	IND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	IND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	2ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	IND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	IND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	IND	SUS	10/30/1997	05/22/1998	ADMONISHMENT.	05/12/1999
1	IND	SUS	10/31/1997	06/25/1999	MORE THAN 10 DAYS SUSPENSION. (30 DAYS W/15 HELD IN ABEYANCE FOR 2 YRS) BY POLICE COMMISSION.	11/07/2001
1	IND	SUS	10/31/1997	06/25/1999	DISMISSED PER POLICE COMMISSION SETTLEMENT	11/07/2001
1	IUF	SUS	10/31/1997	06/25/1999	DISMISSED PER POLICE COMMISSION SETTLEMENT	11/07/2001

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	IND	SUS	10/31/1997	06/25/1999	NO FURTHER ACTION, OFFICER RESIGNED.	
1	IND	SUS	10/31/1997	06/25/1999	NO FURTHER ACTION, OFFICER RESIGNED.	
1	IUF	SUS	10/31/1997	06/25/1999	NO FURTHER ACTION, OFFICER RESIGNED.	
1	1D	SUS	11/03/1997	10/14/1999	ADMONISHMENT.	05/01/2001
1	2UA	SUS	11/03/1997	10/14/1999	ADMONISHMENT.	05/01/2001
1	1ND	SUS	11/03/1997	10/14/1999	ADMONISHMENT.	05/01/2001
1	1D	SUS	11/03/1997	10/14/1999	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	05/01/2001
1	1CRD	SUS	11/03/1997	06/05/1998	NO FURTHER ACTION, OFFICER RETIRED.	
4	1UA	SUS	11/10/1997	07/27/1998	2 DAYS SUSPENSION. HELD IN ABEYANCE FOR ONE YEAR AND RETRAINING.	03/16/1999
4	1ND	SUS	11/10/1997	07/27/1998	2 DAYS SUSPENSION. HELD IN ABEYANCE FOR ONE YEAR AND RETRAINING.	03/16/1999
5	1ND	SUS	11/10/1997	11/02/1998	RETRAINING.	01/07/1999
1	1ND	SUS	11/10/1997	04/22/1998	WRITTEN REPRIMAND.	12/29/1998
1	1ND	SUS	11/10/1997	04/22/1998	WRITTEN REPRIMAND.	12/29/1998
3	1D	SUS	11/14/1997	10/08/1999	COUNSELING AND RETRAINING..	11/01/2000
1	1ND	SUS	11/17/1997	01/29/1999	COUNSELING AND RETRAINING.	05/10/1999
1	1UA	SUS	11/17/1997	01/29/1999	COUNSELING AND RETRAINING.	05/10/1999
1	1ND	SUS	11/17/1997	01/29/1999	COUNSELING AND RETRAINING.	05/10/1999
1	2ND	SUS	11/24/1997	03/27/1998	COUNSELING AND RETRAINING.	01/01/2000
4	1ND	SUS	11/26/1997	12/31/1999	WRITTEN REPRIMAND.	04/06/2002
4	1CRD	SUS	11/26/1997	12/31/1999	WRITTEN REPRIMAND.	04/06/2002
4	1D	SUS	11/26/1997	12/31/1999	WRITTEN REPRIMAND.	04/06/2002
4	1ND	SUS	11/26/1997	12/31/1999	WRITTEN REPRIMAND.	04/06/2002
4	1ND	SUS	11/26/1997	12/31/1999	ADMONISHMENT.	04/06/2002
4	1ND	SUS	11/26/1997	12/31/1999	ADMONISHMENT.	04/06/2002
4	1CRD	SUS	11/26/1997	12/31/1999	ADMONISHMENT.	04/06/2002
1	1ND	SUS	11/26/1997	08/24/1998	ADMONISHMENT AND RETRAINING.	11/16/1998
1	1ND	SUS	12/04/1997	05/27/1998	WRITTEN REPRIMAND.	12/30/1998
1	1ND	SUS	12/04/1997	05/27/1998	ADMONISHMENT.	12/30/1998
1	1ND	SUS	12/16/1997	07/31/1998	POLICY FAILURE BY DEPARTMENT.	12/09/1998
1	1ND	SUS	12/16/1997	07/31/1998	POLICY FAILURE BY DEPARTMENT.	12/09/1998
3	1CRD	SUS	12/19/1997	03/31/1999	WRITTEN REPRIMAND.	01/08/2001
3	1UA	SUS	12/19/1997	03/31/1999	WRITTEN REPRIMAND.	01/08/2001
9	1ND	SUS	12/23/1997	08/17/1998	RETRAINING.	01/01/2000
3	1CRD	SUS	12/23/1997	06/13/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
3	1ND	SUS	12/23/1997	06/13/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
3	1UA	SUS	12/23/1997	06/13/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
9	1UA	SUS	12/30/1997	04/27/1998	ADMONISHMENT AND RETRAINING.	12/29/1998
2	1ND	SUS	12/30/1997	07/15/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	12/31/1998
2	1ND	SUS	01/12/1998	06/11/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1D	SUS	01/12/1998	06/11/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1UF	SUS	01/12/1998	06/11/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1UF	SUS	01/12/1998	06/11/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
3	1ND	SUS	01/12/1998	12/23/1998	ADMONISHMENT AND RETRAINING.	03/12/1999
9	1POL	SUS	01/12/1998	06/30/1998	POLICY RECOMMENDATION.	
1	1ND	SUS	01/12/1998	01/29/1999	ADMONISHMENT.	08/19/1999
1	1D	SUS	01/16/1998	04/28/1998	COUNSELING AND RETRAINING.	06/22/1998
1	1ND	SUS	02/05/1998	08/24/1998	ADMONISHMENT.	03/15/1999
1	1D	SUS	02/09/1998	08/26/1999	WRITTEN REPRIMAND.	05/01/2001
1	1CRD	SUS	02/09/1998	08/26/1999	WRITTEN REPRIMAND.	05/01/2001
1	1ND	SUS	02/10/1998	11/30/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/04/2000
1	1ND	SUS	02/10/1998	11/30/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/04/2000
1	1ND	SUS	02/10/1998	11/30/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/04/2000
1	1ND	SUS	02/10/1998	11/30/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/04/2000
9	1ND	SUS	02/20/1998	12/30/1998	ADMONISHMENT.	03/24/1999
9	1CRD	SUS	02/20/1998	12/30/1998	ADMONISHMENT.	03/24/1999
9	1D	SUS	02/20/1998	12/30/1998	ADMONISHMENT.	03/24/1999

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
3	1CRD	SUS	02/23/1998	07/31/1999	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/29/1999
3	1ND	SUS	02/23/1998	08/06/1998	ADMONISHMENT.	09/27/2000
3	1ND	SUS	02/23/1998	08/06/1998	ADMONISHMENT.	09/27/2000
3	1ND	SUS	02/23/1998	08/06/1998	ADMONISHMENT.	09/27/2000
3	1ND	SUS	02/23/1998	08/06/1998	ADMONISHMENT.	09/27/2000
9	1D	SUS	03/02/1998	11/30/1998	REFERRAL TO COMMANDING OFFICER.	01/01/2000
1	1ND	SUS	03/02/1998	12/04/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	06/02/1999
1	1ND	SUS	03/02/1998	12/04/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	06/02/1999
1	1D	SUS	03/10/1998	10/30/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
1	1CRD	SUS	03/10/1998	10/30/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
2	1D	SUS	03/10/1998	03/05/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/16/2002
1	1ND	SUS	03/11/1998	10/06/1998	INSUFFICIENT EVIDENCE BY ASSISTANT CHIEF.	05/24/1999
1	1ND	SUS	03/11/1998	09/15/1998	PENDING AT MGMT CONTROL DIVISION.	
1	1D	SUS	03/16/1998	07/14/1998	ADMONISHMENT AND RETRAINING.	05/13/1998
3	1ND	SUS	03/19/1998	07/07/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/29/2002
3	1ND	SUS	03/19/1998	07/07/1999	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	03/23/1998	12/17/1998	RETRAINING.	06/30/1999
2	2ND	SUS	03/23/1998	08/26/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/29/2002
2	1CRD	SUS	03/23/1998	08/26/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/29/2002
2	2ND	SUS	03/23/1998	08/26/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/29/2002
9	1D	SUS	04/13/1998	10/09/1998	COUNSELING AND RETRAINING.	12/31/1998
1	1UA	SUS	04/13/1998	02/23/1999	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	05/24/1999
2	1ND	SUS	04/15/1998	04/29/1999	PENDING AT MGMT CONTROL DIVISION.	
2	1ND	SUS	04/15/1998	04/29/1999	PENDING AT MGMT CONTROL DIVISION.	
2	1ND	SUS	04/15/1998	04/29/1999	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	04/23/1998	03/09/1999	RETRAINING.	09/15/1999
3	1CRD	SUS	04/27/1998	12/30/1998	ADMONISHMENT.	03/24/1999
1	1ND	SUS	04/27/1998	07/14/1998	WRITTEN REPRIMAND.	05/27/1999
3	1ND	SUS	05/04/1998	04/20/1999	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	06/22/1999
3	1ND	SUS	05/04/1998	04/20/1999	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	06/22/1999
9	1UA	SUS	05/08/1998	08/12/1999	COUNSELING AND RETRAINING.	10/26/2000
9	1POL	SUS	05/11/1998	06/10/1998	POLICY RECOMMENDATION.	
1	1UA	SUS	05/22/1998	11/24/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2001
1	2CRD	SUS	05/22/1998	11/24/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2001
1	1CRD	SUS	05/22/1998	11/24/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2001
1	1UA	SUS	05/22/1998	11/24/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2001
2	1ND	SUS	05/27/1998	12/13/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/07/2000
2	1D	SUS	05/27/1998	12/13/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/07/2000
4	1UA	SUS	06/02/1998	04/28/1999	ADMONISHMENT AND RETRAINING.	09/15/1999
4	1ND	SUS	06/02/1998	04/28/1999	ADMONISHMENT AND RETRAINING.	09/15/1999
4	1UA	SUS	06/02/1998	04/28/1999	ADMONISHMENT AND RETRAINING.	09/15/1999
4	1UA	SUS	06/02/1998	04/28/1999	ADMONISHMENT AND RETRAINING.	09/15/1999
4	1CRD	SUS	06/02/1998	04/28/1999	ADMONISHMENT AND RETRAINING.	09/15/1999
4	1CRD	SUS	06/02/1998	04/28/1999	ADMONISHMENT AND RETRAINING.	09/15/1999
9	1UA	SUS	06/08/1998	09/30/1999	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	06/19/2000
9	1UA	SUS	06/08/1998	09/30/1999	WRITTEN REPRIMAND.	06/19/2000
4	1D	SUS	06/08/1998	05/27/1999	ADMONISHMENT.	05/07/2001
2	1UF	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1ND	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1UF	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1ND	SUS	06/09/1998	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	06/11/1998	02/17/1999	RETRAINING.	05/11/1999

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	1UA	SUS	06/19/1998	03/15/1999	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	05/16/2002
1	1UA	SUS	06/19/1998	03/15/1999	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	05/16/2002
1	1CRD	SUS	07/13/1998	04/28/1999	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	03/28/2000
1	1ND	SUS	07/13/1998	04/28/1999	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	03/28/2000
4	1UF	SUS	07/16/1998	06/30/1999	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	07/21/1998	02/25/1999	WRITTEN REPRIMAND.	03/31/2000
3	1CRD	SUS	07/21/1998	02/25/1999	WRITTEN REPRIMAND.	03/31/2000
1	1CRD	SUS	07/22/1998	05/13/1999	3 DAYS SUSPENSION.	03/16/2000
9	1ND	SUS	07/22/1998	09/11/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/24/2001
9	1UA	SUS	07/22/1998	09/11/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/24/2001
5	1CRD	SUS	07/24/1998	09/27/1999	ADMONISHMENT.	06/15/2000
5	1CRD	SUS	07/24/1998	09/27/1999	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	06/15/2000
1	1CRD	SUS	07/24/1998	06/30/1999	ADMONISHMENT AND RETRAINING.	12/29/1999
1	1D	SUS	07/24/1998	06/03/1999	WRITTEN REPRIMAND.	03/15/2000
2	1CRD	SUS	07/31/1998	07/13/1999	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	08/15/2000
6	1UF	SUS	08/03/1998	07/22/1999	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	05/10/2002
1	1UA	SUS	08/12/1998	12/31/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1ND	SUS	08/12/1998	12/31/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1ND	SUS	08/12/1998	12/31/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1ND	SUS	08/12/1998	12/31/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1ND	SUS	08/12/1998	12/31/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1UA	SUS	08/12/1998	12/31/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1UA	SUS	08/12/1998	12/31/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1UA	SUS	08/24/1998	09/07/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/18/2000
1	1UA	SUS	08/24/1998	09/07/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/18/2000
1	2UA	SUS	08/24/1998	09/07/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/18/2000
1	1UA	SUS	08/31/1998	07/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1UF	SUS	08/31/1998	07/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1CRD	SUS	08/31/1998	07/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1UA	SUS	08/31/1998	07/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1CRD	SUS	08/31/1998	07/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1ND	SUS	08/31/1998	07/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1ND	SUS	08/31/1998	07/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
4	1UA	SUS	09/15/1998	12/28/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
2	1UA	SUS	09/30/1998	12/24/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	06/01/2000
2	1UA	SUS	09/30/1998	12/24/1999	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	06/01/2000
1	1UA	SUS	10/02/1998	01/10/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1UA	SUS	10/02/1998	01/10/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
1	1UA	SUS	10/02/1998	01/10/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/29/2000
2	1ND	SUS	10/06/1998	07/29/1999	ADMONISHMENT AND RETRAINING.	02/26/2001
2	1ND	SUS	10/06/1998	07/29/1999	ADMONISHMENT AND RETRAINING.	02/26/2001
2	1CRD	SUS	10/09/1998	12/21/1999	WRITTEN REPRIMAND.	06/30/2000
1	1CRD	SUS	10/09/1998	08/31/1999	COUNSELING AND RETRAINING.	10/26/2000
9	1CRD	SUS	10/14/1998	09/30/1999	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	06/19/2000
9	1UA	SUS	10/15/1998	09/28/1999	RETRAINING.	12/29/1999
3	1UA	SUS	10/16/1998	03/31/1999	RETRAINING.	09/15/1999
2	1ND	SUS	10/26/1998	10/25/1999	RETRAINING.	06/22/2000
3	1D	SUS	11/03/1998	09/28/1999	COUNSELING.	02/02/2000
5	1ND	SUS	11/09/1998	08/27/1999	WRITTEN REPRIMAND AND RETRAINING.	06/20/2000
2	1CRD	SUS	11/10/1998	05/26/1999	ADMONISHMENT AND RETRAINING.	08/19/1999
1	1CRD	SUS	11/17/1998	05/18/1999	WRITTEN REPRIMAND.	09/07/1999
1	1ND	SUS	11/17/1998	05/18/1999	WRITTEN REPRIMAND.	09/07/1999
2	1D	SUS	11/25/1998	07/30/1999	CHARGES FILED W/ POLICE COMMISSION.	
2	1CRD	SUS	11/25/1998	07/30/1999	CHARGES FILED W/ POLICE COMMISSION.	
2	1UF	SUS	11/25/1998	07/30/1999	CHARGES FILED W/ POLICE COMMISSION.	
9	1CRD	SUS	11/30/1998	08/31/1999	ADMONISHMENT.	03/08/2000
9	1UA	SUS	12/07/1998	11/22/1999	COUNSELING AND RETRAINING.	11/01/2000

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
9	1UA	SUS	12/11/1998	07/30/1999	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	04/12/2000
9	1CRD	SUS	12/11/1998	07/30/1999	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	04/12/2000
4	1ND	SUS	12/15/1998	03/31/1999	ADMONISHMENT AND RETRAINING.	02/02/2000
9	1CRD	SUS	12/15/1998	07/30/1999	ADMONISHMENT AND RETRAINING.	06/16/2000
9	1D	SUS	12/15/1998	07/30/1999	ADMONISHMENT AND RETRAINING.	06/16/2000
2	1D	SUS	12/29/1998	06/30/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/03/2000
2	1CRD	SUS	12/29/1998	06/30/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/03/2000
2	1ND	SUS	12/30/1998	10/31/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
4	1D	SUS	01/04/1999	02/23/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	03/17/2001
2	1ND	SUS	01/12/1999	12/22/1999	RETRAINING.	11/14/2000
2	1UA	SUS	01/14/1999	09/07/2000	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	01/15/1999	11/30/1999	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	01/15/1999	11/30/1999	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	01/15/1999	11/30/1999	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	01/15/1999	11/30/1999	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	01/20/1999	03/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/08/2002
1	1ND	SUS	01/20/1999	03/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/08/2002
1	1D	SUS	01/27/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON. DISMISSED AT HEARING ON 06/26/2001.	07/18/2001
1	1CRD	SUS	01/27/1999	12/15/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1CRD	SUS	01/27/1999	12/15/1999	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
9	3UA	SUS	02/02/1999	01/27/2000	ADMONISHMENT AND RETRAINING.	12/27/2000
9	2UA	SUS	02/02/1999	01/27/2000	ADMONISHMENT AND RETRAINING.	12/27/2000
9	3UA	SUS	02/02/1999	01/27/2000	ADMONISHMENT AND RETRAINING.	12/27/2000
9	3UA	SUS	02/02/1999	01/27/2000	ADMONISHMENT AND RETRAINING.	12/27/2000
1	2ND	SUS	03/10/1999	08/26/1999	PENDING CHIEF'S HEARING.	
1	1UF	SUS	03/10/1999	08/26/1999	PENDING CHIEF'S HEARING.	
1	1UA	SUS	03/10/1999	08/26/1999	PENDING CHIEF'S HEARING.	
1	2CRD	SUS	03/16/1999	02/29/2000	PENDING AT MGMT CONTROL DIVISION.	
1	1D	SUS	03/16/1999	02/29/2000	PENDING AT MGMT CONTROL DIVISION.	
1	1CRD	SUS	03/18/1999	12/22/1999	CHARGES FILED W/ POLICE COMMISSION.	
1	1UF	SUS	03/18/1999	12/22/1999	CHARGES FILED W/ POLICE COMMISSION.	
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1UA	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
1	1ND	SUS	03/18/1999	12/29/1999	NO FURTHER ACTION, OTHER REASON.	07/11/2001
3	1ND	SUS	03/18/1999	02/29/2000	ADMONISHMENT AND RETRAINING.	12/20/2000
2	2ND	SUS	03/24/1999	01/24/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE FOR THREE YEARS.	10/26/2001
2	1UF	SUS	03/24/1999	01/24/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE FOR THREE YEARS.	10/26/2001
2	1D	SUS	03/24/1999	01/24/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE FOR THREE YEARS.	10/26/2001
2	1ND	SUS	03/24/1999	01/24/2000	WRITTEN REPRIMAND.	10/26/2001
1	1CRD	SUS	03/29/1999	12/31/1999	RETRAINING.	06/26/2000
1	1ND	SUS	03/31/1999	04/28/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/30/2002
1	1D	SUS	04/19/1999	06/30/1999	WRITTEN REPRIMAND AND RETRAINING.	01/06/2000
2	1UA	SUS	04/21/1999	11/14/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/22/2001
2	2UA	SUS	04/21/1999	11/14/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/22/2001
2	1UA	SUS	04/21/1999	11/14/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/22/2001
2	1UA	SUS	04/21/1999	11/14/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/22/2001
2	1ND	SUS	04/27/1999	12/30/1999	ADMONISHMENT AND RETRAINING.	12/20/2000

SUSTAINED CASE LIST

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THE POLICE COMMISSION
 OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
7	1D	SUS	04/29/1999	12/30/1999	ADMONISHMENT.	10/26/2000
1	1D	SUS	05/03/1999	08/23/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/20/2000
1	1CRD	SUS	05/03/1999	08/23/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/20/2000
9	1ND	SUS	05/06/1999	10/08/1999	RETRAINING.	01/05/2000
9	1ND	SUS	05/06/1999	10/08/1999	RETRAINING.	01/05/2000
9	1D	SUS	05/10/1999	03/22/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE.	12/18/2000
9	1CRD	SUS	05/10/1999	03/22/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE.	12/18/2000
9	1CRD	SUS	05/17/1999	08/26/1999	WRITTEN REPRIMAND.	02/27/2001
1	2ND	SUS	05/18/1999	01/24/2000	CHARGES FILED W/ POLICE COMMISSION.	
1	1UF	SUS	05/18/1999	01/24/2000	CHARGES FILED W/ POLICE COMMISSION.	
3	1UA	SUS	05/18/1999	03/31/2000	ADMONISHMENT AND RETRAINING.	10/23/2000
3	1UA	SUS	05/18/1999	03/31/2000	ADMONISHMENT AND RETRAINING.	10/23/2000
1	1ND	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1ND	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1UA	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1ND	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1UA	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1UA	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
2	1ND	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1ND	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1UA	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1CRD	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1UA	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1UA	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1CRD	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1D	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
1	1ND	SUS	05/24/1999	02/28/2000	RETRAINING.	06/22/2000
9	1D	SUS	05/24/1999	08/30/1999	WRITTEN REPRIMAND.	06/29/2000
9	1UA	SUS	05/24/1999	08/30/1999	WRITTEN REPRIMAND.	06/29/2000
3	1ND	SUS	05/26/1999	12/29/1999	PENDING AT MGMT CONTROL DIVISION.	
1	1UF	SUS	05/30/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	3UF	SUS	06/01/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1CRD	SUS	06/01/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1D	SUS	06/01/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1CRD	SUS	06/04/1999	12/31/1999	ADMONISHMENT.	06/22/2000
1	1ND	SUS	06/09/1999	03/31/2000	COUNSELING AND RETRAINING.	05/16/2001
1	1ND	SUS	06/09/1999	03/31/2000	COUNSELING AND RETRAINING.	05/16/2001
1	1ND	SUS	06/09/1999	03/31/2000	COUNSELING AND RETRAINING.	05/16/2001
9	1ND	SUS	06/09/1999	06/12/2000	PENDING CHIEF'S HEARING.	
9	1ND	SUS	06/09/1999	06/12/2000	PENDING CHIEF'S HEARING.	
9	1ND	SUS	06/09/1999	06/12/2000	PENDING CHIEF'S HEARING.	
9	1ND	SUS	06/09/1999	06/12/2000	PENDING CHIEF'S HEARING.	
9	1ND	SUS	06/09/1999	06/12/2000	PENDING CHIEF'S HEARING.	
9	1ND	SUS	06/09/1999	06/12/2000	PENDING CHIEF'S HEARING.	
9	1ND	SUS	06/09/1999	06/12/2000	PENDING CHIEF'S HEARING.	
2	3UA	SUS	06/15/1999	04/28/2000	COUNSELING AND RETRAINING.	12/27/2000
2	2UA	SUS	06/15/1999	04/28/2000	COUNSELING AND RETRAINING.	12/27/2000
1	1CRD	SUS	06/16/1999	04/28/2000	ADMONISHMENT.	09/19/2000
1	1SS	SUS	06/22/1999	12/30/1999	WRITTEN REPRIMAND.	10/26/2000
1	1ND	SUS	06/25/1999	07/29/1999	COUNSELING AND RETRAINING.	12/29/1999
2	1D	SUS	06/25/1999	06/30/2000	PENDING AT MGMT CONTROL DIVISION.	
6	1ND	SUS	06/28/1999	01/07/2000	RETRAINING.	06/30/2000
9	1ND	SUS	07/06/1999	12/22/1999	RETRAINING.	06/26/2000
9	1ND	SUS	07/12/1999	09/28/1999	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	11/16/1999
2	1ND	SUS	07/12/1999	11/30/1999	RETRAINING.	11/28/2000
2	1ND	SUS	07/12/1999	11/30/1999	RETRAINING.	11/28/2000
2	1ND	SUS	07/12/1999	12/24/1999	WRITTEN REPRIMAND.	11/21/2000

SUSTAINED CASE LIST

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THE POLICE COMMISSION
 OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	IND	SUS	07/20/1999	05/05/2000	ADMONISHMENT AND RETRAINING.	10/23/2000
9	IND	SUS	07/26/1999	09/08/2000	ADMONISHMENT AND RETRAINING.	03/13/2001
9	IND	SUS	07/26/1999	09/08/2000	ADMONISHMENT AND RETRAINING.	03/13/2001
3	IND	SUS	07/28/1999	05/31/2000	WRITTEN REPRIMAND.	10/06/2000
3	IND	SUS	07/28/1999	05/31/2000	WRITTEN REPRIMAND.	10/06/2000
3	IND	SUS	07/28/1999	05/31/2000	WRITTEN REPRIMAND.	10/06/2000
3	IND	SUS	07/28/1999	05/31/2000	WRITTEN REPRIMAND.	10/06/2000
3	ICRD	SUS	07/28/1999	05/31/2000	WRITTEN REPRIMAND.	10/06/2000
1	IND	SUS	07/30/1999	05/24/2000	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	10/23/2000
2	IND	SUS	07/30/1999	06/26/2000	COUNSELING AND RETRAINING.	09/21/2000
1	1UA	SUS	08/02/1999	04/28/2000	COUNSELING.	09/19/2000
9	IND	SUS	08/06/1999	08/18/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE FOR ONE YEAR.	03/28/2001
9	ICRD	SUS	08/06/1999	08/18/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE FOR ONE YEAR.	03/28/2001
9	IND	SUS	08/06/1999	08/18/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE FOR ONE YEAR.	03/28/2001
9	ICRD	SUS	08/06/1999	08/18/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE FOR ONE YEAR.	03/28/2001
9	1UA	SUS	08/13/1999	04/24/2000	WRITTEN REPRIMAND.	11/16/2000
2	ICRD	SUS	08/16/1999	12/15/1999	ADMONISHMENT AND RETRAINING.	12/28/2000
7	ICRD	SUS	08/23/1999	06/30/2000	WRITTEN REPRIMAND.	11/17/2001
2	1UA	SUS	08/30/1999	06/01/2000	COUNSELING AND RETRAINING.	01/24/2002
2	1UA	SUS	08/30/1999	06/01/2000	COUNSELING AND RETRAINING.	01/24/2002
2	1UA	SUS	08/30/1999	06/01/2000	COUNSELING AND RETRAINING.	01/24/2002
2	1UA	SUS	08/30/1999	06/01/2000	COUNSELING AND RETRAINING.	01/24/2002
1	1D	SUS	08/31/1999	12/24/1999	WRITTEN REPRIMAND.	10/20/2000
2	IND	SUS	09/15/1999	09/07/2000	ADMONISHMENT AND RETRAINING.	12/18/2000
9	1UA	SUS	09/20/1999	04/13/2000	ADMONISHMENT AND RETRAINING.	10/20/2000
9	ICRD	SUS	09/20/1999	02/09/2001	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED.	06/29/2001
1	IND	SUS	09/22/1999	03/10/2000	ADMONISHMENT.	09/21/2000
1	IND	SUS	09/27/1999	03/24/2000	PENDING AT MGMT CONTROL DIVISION.	
1	2D	SUS	09/28/1999	01/05/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/06/2001
1	ICRD	SUS	09/28/1999	01/05/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/06/2001
2	1UF	SUS	09/28/1999	05/30/2000	ADMONISHMENT AND RETRAINING.	05/17/2002
2	IND	SUS	09/28/1999	05/30/2000	ADMONISHMENT AND RETRAINING.	05/17/2002
3	IND	SUS	09/28/1999	12/30/1999	ADMONISHMENT.	06/30/2000
3	IND	SUS	09/28/1999	12/30/1999	ADMONISHMENT.	06/30/2000
1	1UA	SUS	10/04/1999	04/28/2000	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	10/23/2000
9	3ND	SUS	10/07/1999	01/31/2000	COUNSELING AND RETRAINING.	01/24/2002
9	IND	SUS	10/07/1999	01/31/2000	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	01/24/2002
9	2ND	SUS	10/07/1999	01/31/2000	COUNSELING AND RETRAINING.	01/24/2002
3	1UF	SUS	10/12/1999	08/04/2000	10 DAYS SUSPENSION, FIVE DAYS TO BE SERVED. FIVE DAYS HELD IN ABEYANCE FOR ONE YEAR.	07/19/2001
9	1UA	SUS	10/12/1999	12/22/1999	COUNSELING AND RETRAINING.	09/19/2000
2	IND	SUS	10/15/1999	12/22/1999	RETRAINING.	06/26/2000
4	ICRD	SUS	10/15/1999	01/05/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/15/2001
3	IND	SUS	11/03/1999	05/31/2000	ADMONISHMENT AND RETRAINING.	09/27/2000
3	IND	SUS	11/03/1999	05/31/2000	ADMONISHMENT AND RETRAINING.	09/27/2000
2	ICRD	SUS	11/15/1999	10/31/2000	ADMONISHMENT AND RETRAINING.	01/26/2001
1	1UA	SUS	12/03/1999	03/10/2000	RETRAINING.	11/01/2000
2	1UF	SUS	12/07/1999	09/29/2000	NO FURTHER ACTION, OTHER REASON. DISMISSED BY COMMISSION.	09/05/2001
1	1UA	SUS	12/13/1999	09/05/2000	ADMONISHMENT AND RETRAINING.	12/18/2000
2	ICRD	SUS	12/20/1999	03/27/2000	COUNSELING.	06/30/2000
2	1UA	SUS	12/20/1999	03/31/2000	COUNSELING AND RETRAINING.	09/18/2000
2	IND	SUS	12/20/1999	03/31/2000	COUNSELING AND RETRAINING.	09/18/2000
9	ICRD	SUS	12/28/1999	04/04/2000	ADMONISHMENT.	09/18/2000

SUSTAINED CASE LIST

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 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
2	1ND	SUS	12/28/1999	08/31/2000	ADMONISHMENT AND RETRAINING.	12/20/2000
1	1D	SUS	12/30/1999	02/29/2000	ADMONISHMENT AND RETRAINING.	06/28/2000
2	1ND	SUS	12/31/1999	12/29/2000	PENDING CHIEF'S HEARING.	
2	1D	SUS	12/31/1999	12/29/2000	PENDING CHIEF'S HEARING.	
2	2CRD	SUS	12/31/1999	12/29/2000	PENDING CHIEF'S HEARING.	
2	1UF	SUS	12/31/1999	12/29/2000	PENDING CHIEF'S HEARING.	
9	1ND	SUS	01/04/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/13/2001
9	1ND	SUS	01/04/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/13/2001
9	1ND	SUS	01/04/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/13/2001
9	1ND	SUS	01/04/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/13/2001
9	1ND	SUS	01/04/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/13/2001
3	1CRD	SUS	01/07/2000	12/29/2000	ADMONISHMENT AND RETRAINING.	02/01/2001
3	1ND	SUS	01/07/2000	12/29/2000	PENDING CHIEF'S HEARING.	
1	1ND	SUS	01/10/2000	08/28/2000	ADMONISHMENT.	12/18/2000
1	1UA	SUS	01/12/2000	10/04/2000	WRITTEN REPRIMAND.	03/13/2001
1	1CRD	SUS	01/12/2000	10/04/2000	WRITTEN REPRIMAND.	03/13/2001
1	1UA	SUS	01/21/2000	10/23/2000	WRITTEN REPRIMAND.	05/07/2001
1	1ND	SUS	01/26/2000	07/27/2000	ADMONISHMENT.	09/28/2000
9	1UA	SUS	01/28/2000	06/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/17/2001
9	1D	SUS	01/28/2000	06/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/17/2001
9	1ND	SUS	01/28/2000	06/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/17/2001
9	1ND	SUS	01/28/2000	06/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/17/2001
9	1CRD	SUS	01/28/2000	06/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/17/2001
9	1CRD	SUS	01/28/2000	06/12/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/17/2001
1	1ND	SUS	02/03/2000	09/22/2000	NO FURTHER ACTION, OFFICER RETIRED.	12/20/2000
4	1CRD	SUS	02/04/2000	04/27/2000	COUNSELING.	09/18/2000
9	1ND	SUS	02/07/2000	05/30/2000	ADMONISHMENT AND RETRAINING.	09/28/2000
3	1UA	SUS	02/24/2000	08/22/2000	ADMONISHMENT AND RETRAINING.	12/18/2000
3	1UA	SUS	02/24/2000	08/22/2000	ADMONISHMENT AND RETRAINING.	12/18/2000
7	1CRD	SUS	02/25/2000	11/27/2000	PENDING CHIEF'S HEARING.	
7	ISS	SUS	02/25/2000	11/27/2000	PENDING CHIEF'S HEARING.	
7	1D	SUS	02/25/2000	11/27/2000	PENDING CHIEF'S HEARING.	
7	1UF	SUS	02/25/2000	11/27/2000	PENDING CHIEF'S HEARING.	
3	1CRD	SUS	02/29/2000	12/22/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/16/2002
1	1ND	SUS	03/03/2000	07/25/2000	COUNSELING AND RETRAINING.	11/06/2001
1	1ND	SUS	03/09/2000	02/28/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/18/2002
2	1UA	SUS	03/13/2000	12/08/2000	ADMONISHMENT.	07/11/2001
2	1UA	SUS	03/13/2000	12/08/2000	ADMONISHMENT.	07/11/2001
1	1D	SUS	03/13/2000	06/30/2000	COUNSELING AND RETRAINING.	10/25/2000
2	2CRD	SUS	03/15/2000	11/30/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
2	1ND	SUS	03/15/2000	11/30/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
2	2UA	SUS	03/15/2000	11/30/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
2	1D	SUS	03/15/2000	11/30/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
2	1SS	SUS	03/20/2000	08/31/2000	INSUFFICIENT EVIDENCE AT CHIEF'S HEARING.	05/16/2002
2	1RS	SUS	03/20/2000	08/31/2000	INSUFFICIENT EVIDENCE AT CHIEF'S HEARING.	05/16/2002
2	2CRD	SUS	03/20/2000	08/31/2000	INSUFFICIENT EVIDENCE AT CHIEF'S HEARING.	05/16/2002
1	1ND	SUS	03/21/2000	05/31/2000	ADMONISHMENT AND RETRAINING.	12/27/2000
3	1UF	SUS	03/28/2000	04/04/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/07/2002
3	1UA	SUS	03/28/2000	04/04/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/07/2002
3	1ND	SUS	03/28/2000	04/04/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/07/2002
7	1UA	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1CRD	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1UA	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1UA	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1CRD	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1ND	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
1	1ND	SUS	04/10/2000	03/22/2001	COUNSELING AND RETRAINING.	09/05/2001

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
3	IND	SUS	04/13/2000	09/29/2000	COUNSELING AND RETRAINING.	12/20/2000
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	IND	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
4	1UA	SUS	04/18/2000	07/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/09/2002
4	1CRD	SUS	04/18/2000	07/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/09/2002
1	1D	SUS	04/26/2000	05/31/2000	WRITTEN REPRIMAND.	10/23/2000
2	IND	SUS	04/28/2000	08/31/2000	COUNSELING AND RETRAINING.	12/18/2000
2	IND	SUS	04/28/2000	08/31/2000	COUNSELING AND RETRAINING.	12/18/2000
1	1CRD	SUS	05/01/2000	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	05/02/2000	09/29/2000	ADMONISHMENT.	12/20/2000
2	1ND	SUS	05/11/2000	12/27/2000	COUNSELING AND RETRAINING.	05/10/2001
2	1ND	SUS	05/11/2000	12/27/2000	COUNSELING AND RETRAINING.	05/10/2001
2	1CRD	SUS	05/12/2000	12/27/2000	3 DAYS SUSPENSION. 1 DAY SERVED AND 2 DAYS HELD IN ABEYANCE FOR 2 YEARS.	03/22/2002
2	2UA	SUS	05/12/2000	12/27/2000	3 DAYS SUSPENSION. 1 DAY SERVED AND 2 DAYS HELD IN ABEYANCE FOR 2 YEARS.	03/22/2002
2	1ND	SUS	05/12/2000	12/27/2000	3 DAYS SUSPENSION. 1 DAY SERVED AND 2 DAYS HELD IN ABEYANCE FOR 2 YEARS.	03/22/2002
2	1UA	SUS	05/15/2000	03/30/2001	COUNSELING AND RETRAINING.	05/10/2001
2	1UA	SUS	05/15/2000	03/30/2001	COUNSELING AND RETRAINING.	05/10/2001
1	2CRD	SUS	05/22/2000	09/15/2000	WRITTEN REPRIMAND.	01/12/2002
9	1UA	SUS	05/22/2000	08/31/2000	COUNSELING AND RETRAINING.	11/16/2000
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1UA	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1UA	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1UF	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1RS	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/25/2000	05/16/2001	COUNSELING AND RETRAINING.	08/06/2001
3	1UA	SUS	05/25/2000	05/16/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	05/25/2000	05/16/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	05/25/2000	05/16/2001	CHARGES FILED W/ POLICE COMMISSION.	
3	1UA	SUS	05/25/2000	05/16/2001	CHARGES FILED W/ POLICE COMMISSION.	
3	1CRD	SUS	05/25/2000	05/16/2001	CHARGES FILED W/ POLICE COMMISSION.	
3	1CRD	SUS	05/25/2000	05/16/2001	CHARGES FILED W/ POLICE COMMISSION.	
3	1UA	SUS	05/25/2000	05/16/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	05/25/2000	05/16/2001	PENDING AT MGMT CONTROL DIVISION.	
1	1UF	SUS	06/01/2000	09/18/2000	PENDING CHIEF'S HEARING.	
6	1UA	SUS	06/02/2000	05/18/2001	ADMONISHMENT AND RETRAINING.	03/27/2002
9	1CRD	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1ND	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1UA	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1D	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1CRD	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1UA	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1ND	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1ND	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1UA	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	
9	1CRD	SUS	06/09/2000	11/16/2000	PENDING AT MGMT CONTROL DIVISION.	

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	ICRD	SUS	06/09/2000	05/18/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	09/17/2001
4	IND	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
4	1UA	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
4	1UA	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
4	IND	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
1	ICRD	SUS	06/12/2000	04/04/2001	PENDING CHIEF'S HEARING.	
1	1UF	SUS	06/12/2000	04/04/2001	PENDING CHIEF'S HEARING.	
1	IND	SUS	06/12/2000	04/04/2001	PENDING CHIEF'S HEARING.	
1	ICRD	SUS	06/12/2000	04/04/2001	PENDING CHIEF'S HEARING.	
2	1UA	SUS	06/14/2000	04/27/2001	COUNSELING AND RETRAINING.	02/11/2002
2	1UA	SUS	06/14/2000	04/27/2001	NO FURTHER ACTION, OTHER REASON.	02/11/2002
9	IND	SUS	06/15/2000	08/31/2000	ADMONISHMENT AND RETRAINING.	12/20/2000
1	1UA	SUS	06/20/2000	11/14/2000	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	01/17/2001
5	1D	SUS	07/05/2000	12/04/1900	ADMONISHMENT AND RETRAINING.	01/26/2001
5	1UA	SUS	07/05/2000	12/04/1900	ADMONISHMENT AND RETRAINING.	01/26/2001
1	1D	SUS	07/06/2000	06/29/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
3	IND	SUS	07/10/2000	03/16/2001	ADMONISHMENT AND RETRAINING.	09/04/2001
2	ICRD	SUS	07/10/2000	07/05/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	IND	SUS	07/14/2000	02/28/2001	COUNSELING.	09/04/2001
2	1UA	SUS	07/14/2000	06/22/2001	ADMONISHMENT.	03/04/2002
2	IND	SUS	07/14/2000	06/22/2001	ADMONISHMENT.	03/04/2002
2	1SS	SUS	07/17/2000	01/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
2	1UF	SUS	07/31/2000	07/25/2001	PENDING AT MGMT CONTROL DIVISION.	
2	ICRD	SUS	08/01/2000	12/29/2000	CHARGES FILED W/ POLICE COMMISSION.	
2	2ND	SUS	08/01/2000	12/29/2000	CHARGES FILED W/ POLICE COMMISSION.	
2	2ND	SUS	08/01/2000	12/29/2000	CHARGES FILED W/ POLICE COMMISSION.	
2	3UA	SUS	08/01/2000	12/29/2000	CHARGES FILED W/ POLICE COMMISSION.	
2	2ND	SUS	08/01/2000	12/29/2000	CHARGES FILED W/ POLICE COMMISSION.	
2	3UA	SUS	08/01/2000	12/29/2000	CHARGES FILED W/ POLICE COMMISSION.	
2	2ND	SUS	08/01/2000	12/29/2000	CHARGES FILED W/ POLICE COMMISSION.	
2	IND	SUS	08/03/2000	02/13/2001	ADMONISHMENT AND RETRAINING.	05/16/2001
1	IND	SUS	08/08/2000	10/10/2000	ADMONISHMENT AND RETRAINING.	12/20/2000
2	IND	SUS	08/09/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	10/31/2001
2	1UA	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	IND	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	1UA	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	IND	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	IND	SUS	08/14/2000	11/30/2000	COUNSELING.	01/26/2001
2	IND	SUS	08/14/2000	11/30/2000	COUNSELING.	01/26/2001
2	IND	SUS	08/14/2000	06/04/2001	ADMONISHMENT.	09/07/2001
2	IND	SUS	08/14/2000	06/04/2001	ADMONISHMENT.	09/07/2001
2	1UF	SUS	08/23/2000	07/31/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1UF	SUS	08/23/2000	07/31/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	08/25/2000	07/24/2001	COUNSELING AND RETRAINING.	12/08/2001
2	IND	SUS	09/05/2000	02/28/2001	ADMONISHMENT AND RETRAINING.	05/16/2001
	IND	SUS	09/15/2000	08/28/2001	COUNSELING.	12/08/2001
1	ICRD	SUS	09/15/2000	08/31/2001	COUNSELING.	12/08/2001
1	IND	SUS	09/22/2000	09/28/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/04/2001
3	IND	SUS	09/25/2000	09/19/2001	PENDING AT MGMT CONTROL DIVISION.	
3	IND	SUS	09/25/2000	09/19/2001	PENDING AT MGMT CONTROL DIVISION.	
3	ICRD	SUS	09/25/2000	09/19/2001	PENDING AT MGMT CONTROL DIVISION.	
3	IND	SUS	09/25/2000	09/19/2001	PENDING AT MGMT CONTROL DIVISION.	
3	ICRD	SUS	09/25/2000	09/19/2001	PENDING AT MGMT CONTROL DIVISION.	
3	IND	SUS	09/25/2000	09/19/2001	PENDING AT MGMT CONTROL DIVISION.	
1	IND	SUS	09/25/2000	04/27/2001	ADMONISHMENT.	09/05/2001
4	ICRD	SUS	09/25/2000	05/18/2001	PENDING CHIEF'S HEARING.	
4	IND	SUS	09/25/2000	05/18/2001	PENDING CHIEF'S HEARING.	

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
4	1UA	SUS	09/25/2000	05/18/2001	PENDING CHIEF'S HEARING.	
1	1CRD	SUS	09/25/2000	03/30/2001	COUNSELING.	09/05/2001
2	1D	SUS	09/26/2000	04/27/2001	WRITTEN REPRIMAND.	06/05/2001
2	1CRD	SUS	09/26/2000	04/27/2001	WRITTEN REPRIMAND.	06/05/2001
2	1UA	SUS	09/26/2000	04/27/2001	WRITTEN REPRIMAND.	06/05/2001
1	1ND	SUS	09/26/2000	07/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
1	1UA	SUS	09/29/2000	04/16/2001	ADMONISHMENT AND RETRAINING.	09/05/2001
1	1UA	SUS	09/29/2000	04/16/2001	ADMONISHMENT AND RETRAINING.	09/05/2001
2	1UA	SUS	10/02/2000	08/28/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	1UA	SUS	10/02/2000	08/28/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	1CRD	SUS	10/05/2000	02/22/2001	COUNSELING.	05/16/2001
1	1D	SUS	10/05/2000	06/22/2001	PENDING CHIEF'S HEARING.	
1	1UF	SUS	10/05/2000	06/22/2001	PENDING CHIEF'S HEARING.	
4	1ND	SUS	10/06/2000	09/20/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
4	1ND	SUS	10/06/2000	09/20/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
4	1ND	SUS	10/06/2000	09/20/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	1UA	SUS	10/10/2000	08/27/2001	NO FURTHER ACTION, OFFICER RETIRED.	09/24/2001
3	1ND	SUS	10/13/2000	12/21/2000	ADMONISHMENT AND RETRAINING.	05/07/2001
3	1CRD	SUS	10/17/2000	07/24/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	10/17/2000	07/24/2001	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	10/20/2000	09/28/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	10/23/2000	01/31/2001	ADMONISHMENT AND RETRAINING.	01/12/2002
3	1UF	SUS	10/23/2000	01/31/2001	ADMONISHMENT AND RETRAINING.	01/12/2002
2	1ND	SUS	10/23/2000	11/20/2001	TRAINING FAILURE BY DEPARTMENT.	05/10/2002
9	1ND	SUS	10/27/2000	03/30/2001	COUNSELING AND RETRAINING.	09/05/2001
1	1UA	SUS	10/31/2000	06/12/2001	ADMONISHMENT AND RETRAINING.	07/17/2001
1	1UA	SUS	10/31/2000	06/12/2001	ADMONISHMENT AND RETRAINING.	07/17/2001
3	1UA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	1UA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	1UA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	1UA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	1UA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	1UA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	1UA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
1	1CRD	SUS	11/06/2000	10/18/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	1ND	SUS	11/07/2000	06/22/2001	PENDING AT MGMT CONTROL DIVISION.	
4	1CRD	SUS	11/14/2000	06/29/2001	COUNSELING AND RETRAINING.	09/17/2001
2	1ND	SUS	11/14/2000	12/28/2000	ADMONISHMENT AND RETRAINING.	05/07/2001
1	1CRD	SUS	11/17/2000	12/27/2000	COUNSELING AND RETRAINING.	05/10/2001
1	1ND	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
1	1ND	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
1	1ND	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
1	1CRD	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
2	1ND	SUS	11/30/2000	07/31/2001	COUNSELING AND RETRAINING.	02/13/2002
2	1ND	SUS	11/30/2000	07/31/2001	COUNSELING AND RETRAINING.	02/13/2002
2	1ND	SUS	11/30/2000	07/31/2001	COUNSELING AND RETRAINING.	02/13/2002
3	1D	SUS	11/30/2000	03/30/2001	ADMONISHMENT AND RETRAINING.	05/10/2001
2	1UA	SUS	12/04/2000	05/11/2001	COUNSELING AND RETRAINING.	09/17/2001
3	1ND	SUS	12/04/2000	08/31/2001	COUNSELING AND RETRAINING.	02/12/2002
2	1RS	SUS	12/14/2000	05/10/2001	PENDING CHIEF'S HEARING.	
2	1RS	SUS	12/14/2000	05/10/2001	PENDING CHIEF'S HEARING.	
1	1ND	SUS	12/27/2000	04/11/2001	ADMONISHMENT AND RETRAINING.	01/14/2001
2	1ND	SUS	01/02/2001	09/28/2001	PENDING AT MGMT CONTROL DIVISION.	
9	1D	SUS	01/04/2001	03/30/2001	ADMONISHMENT AND RETRAINING.	09/04/2001
1	1UA	SUS	01/04/2001	04/30/2001	WRITTEN REPRIMAND.	09/17/2001
1	1UA	SUS	01/04/2001	04/30/2001	WRITTEN REPRIMAND.	09/17/2001
1	1CRD	SUS	01/04/2001	04/30/2001	WRITTEN REPRIMAND.	09/17/2001

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
2	IND	SUS	01/04/2001	11/16/2001	WRITTEN REPRIMAND.	01/08/2002
9	ICRD	SUS	01/05/2001	04/11/2001	PENDING AT MGMT CONTROL DIVISION.	
1	ICRD	SUS	01/05/2001	04/11/2001	PENDING AT MGMT CONTROL DIVISION.	
1	IND	SUS	01/16/2001	12/19/2001	ADMONISHMENT.	01/31/2002
1	IND	SUS	01/16/2001	12/19/2001	ADMONISHMENT.	01/31/2002
2	ICRD	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	ICRD	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	IND	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	ICRD	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	IUA	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
1	IND	SUS	01/22/2001	08/14/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
1	IND	SUS	01/22/2001	08/14/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	IND	SUS	01/23/2001	12/19/2001	PENDING AT MGMT CONTROL DIVISION.	
3	IUA	SUS	01/31/2001	04/27/2001	COUNSELING AND RETRAINING.	01/17/2002
3	IUA	SUS	01/31/2001	04/27/2001	COUNSELING AND RETRAINING.	01/17/2002
3	IUA	SUS	01/31/2001	04/27/2001	COUNSELING AND RETRAINING.	01/17/2002
2	IUA	SUS	02/02/2001	11/30/2001	ADMONISHMENT.	03/16/2002
2	IUA	SUS	02/02/2001	11/30/2001	ADMONISHMENT.	03/16/2002
2	IND	SUS	02/09/2001	10/22/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
2	IND	SUS	02/09/2001	10/22/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	IND	SUS	02/13/2001	12/28/2001	COUNSELING AND RETRAINING.	03/16/2002
2	IND	SUS	02/14/2001	06/22/2001	COUNSELING AND RETRAINING.	03/16/2002
2	IND	SUS	02/22/2001	09/28/2001	COUNSELING.	12/26/2001
1	IND	SUS	03/02/2001	10/09/2001	WRITTEN REPRIMAND.	12/15/2001
1	IND	SUS	03/05/2001	11/16/2001	PENDING CHIEF'S HEARING.	
3	IND	SUS	03/06/2001	11/30/2001	PENDING AT MGMT CONTROL DIVISION.	
3	IND	SUS	03/06/2001	11/30/2001	PENDING AT MGMT CONTROL DIVISION.	
9	IND	SUS	03/07/2001	09/19/2001	COUNSELING AND RETRAINING.	12/26/2001
1	IND	SUS	03/12/2001	10/09/2001	ADMONISHMENT.	12/26/2001
3	IND	SUS	03/15/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED AND THREE DAYS HELD IN ABEYANCE FOR ONE YEAR.	04/12/2002
3	IUF	SUS	03/15/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED AND THREE DAYS HELD IN ABEYANCE FOR ONE YEAR.	04/12/2002
1	IND	SUS	03/21/2001	11/13/2001	ADMONISHMENT.	03/16/2002
1	IND	SUS	03/21/2001	11/13/2001	ADMONISHMENT.	03/16/2002
4	IND	SUS	03/26/2001	06/29/2001	COUNSELING AND RETRAINING.	09/17/2001
2	IND	SUS	03/26/2001	09/28/2001	ADMONISHMENT AND RETRAINING.	05/09/2002
1	ICRD	SUS	04/04/2001	07/24/2001	NO FURTHER ACTION, OFFICER RETIRED.	08/19/2001
9	IUA	SUS	04/13/2001	12/28/2001	NO FURTHER ACTION, OTHER REASON.	05/07/2002
2	IND	SUS	04/16/2001	12/27/2001	PENDING AT MGMT CONTROL DIVISION.	
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
4	IND	SUS	04/24/2001	06/28/2001	COUNSELING AND RETRAINING.	12/08/2001
1	ID	SUS	04/26/2001	08/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	IND	SUS	05/02/2001	12/07/2001	ADMONISHMENT.	03/16/2002
2	IND	SUS	05/02/2001	12/07/2001	ADMONISHMENT.	03/16/2002

SUSTAINED CASE LIST

01/01/1995 - 12/31/2001

THE POLICE COMMISSION
 OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	1UA	SUS	05/02/2001	06/29/2001	COUNSELING AND RETRAINING.	12/08/2001
1	1UA	SUS	05/07/2001	06/21/2001	ADMONISHMENT.	09/17/2001
9	IND	SUS	05/17/2001	10/31/2001	ADMONISHMENT AND RETRAINING.	02/13/2002
2	1UA	SUS	05/18/2001	12/14/2001	WRITTEN REPRIMAND.	01/22/2002
2	1D	SUS	05/18/2001	12/14/2001	ADMONISHMENT.	01/22/2002
2	IND	SUS	05/18/2001	12/28/2001	COUNSELING AND RETRAINING.	05/10/2002
2	IND	SUS	05/21/2001	09/28/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
2	IND	SUS	05/21/2001	09/28/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	ICRD	SUS	05/21/2001	08/31/2001	COUNSELING.	12/08/2001
6	ICRD	SUS	05/21/2001	08/31/2001	COUNSELING.	12/08/2001
4	ICRD	SUS	05/21/2001	07/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
1	IND	SUS	06/06/2001	09/28/2001	COUNSELING AND RETRAINING.	03/16/2002
1	IND	SUS	06/06/2001	09/28/2001	COUNSELING AND RETRAINING.	03/16/2002
2	1UA	SUS	06/19/2001	08/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	ICRD	SUS	06/20/2001	08/31/2001	COUNSELING.	12/08/2001
3	IND	SUS	06/28/2001	12/19/2001	WRITTEN REPRIMAND.	05/31/2002
3	IND	SUS	06/28/2001	12/19/2001	WRITTEN REPRIMAND.	01/31/2002
3	IND	SUS	06/28/2001	12/19/2001	ADMONISHMENT AND RETRAINING.	05/07/2002
4	IND	SUS	07/09/2001	10/30/2001	ADMONISHMENT.	12/26/2001
2	IND	SUS	07/10/2001	11/30/2001	ADMONISHMENT.	03/16/2002
2	IND	SUS	07/10/2001	11/30/2001	ADMONISHMENT.	03/16/2002
	IND	SUS	07/11/2001	11/30/2001	ADMONISHMENT AND RETRAINING.	05/10/2002
	IND	SUS	07/11/2001	11/30/2001	ADMONISHMENT AND RETRAINING.	05/10/2002
2	IND	SUS	07/17/2001	11/13/2001	PENDING AT MGMT CONTROL DIVISION.	
2	IND	SUS	07/17/2001	11/13/2001	COUNSELING AND RETRAINING.	02/13/2002
5	IND	SUS	07/20/2001	11/14/2001	COUNSELING AND RETRAINING.	02/13/2002
3	IND	SUS	07/23/2001	11/30/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
2	1UA	SUS	07/25/2001	11/30/2001	COUNSELING AND RETRAINING.	01/08/2002
3	IND	SUS	08/07/2001	09/28/2001	ADMONISHMENT.	12/08/2001
3	1UA	SUS	08/07/2001	12/18/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
3	IND	SUS	08/07/2001	12/18/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
3	1UA	SUS	08/07/2001	12/18/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
2	IND	SUS	08/13/2001	12/28/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
1	ICRD	SUS	09/25/2001	12/11/2001	WRITTEN REPRIMAND.	03/19/2002
1	1D	SUS	09/25/2001	12/11/2001	WRITTEN REPRIMAND.	03/19/2002
2	IND	SUS	10/16/2001	11/30/2001	COUNSELING AND RETRAINING.	03/16/2002
2	IND	SUS	10/16/2001	11/30/2001	COUNSELING AND RETRAINING.	03/16/2002
1	1UA	SUS	11/05/2001	12/14/2001	COUNSELING AND RETRAINING.	07/13/2002

DEFINITIONS OF ALLEGATIONS

Unnecessary Force (UF): Any use of force that exceeds the level of force reasonably needed to perform a necessary police action.

Unwarranted Action (UA): An act or action not necessitated by circumstances or which does not effect a legitimate police purpose.

Conduct Reflecting Discredit (CRD): An act or action, which by its nature, reflects badly on the Department and undermines public confidence.

Neglect of Duty (ND): Failure to take action when some action is required under the applicable laws and regulations.

Racial Slur (RS): Behavior or use of language meant to belittle or defame because of race or ethnicity.

Sexual Slur (SS): Behavior or use of language meant to belittle or defame because of sex or sexual orientation.

Discourtesy (D): Behavior or language commonly known to cause offense, including the use of profanity.

DEFINITIONS OF FINDINGS

Sustained (S): A preponderance of the evidence proved that the conduct complained of did occur, and that using as a standard the applicable regulations of the Department, the conduct was improper.

Not Sustained (NS): The investigation failed to disclose sufficient evidence to either prove, or disprove the allegation made in the complaint.

Proper Conduct (PC): The evidence proved that the acts, which provided the basis for the allegations, occurred; however, such acts were justified, lawful, and proper.

Unfounded (U): The evidence proved that the acts alleged in the complaint did not occur, or that the named member was not involved in the acts alleged.

Policy Failure (PF): The evidence proved that the act by the member was justified by Departmental policy, procedure, or regulation; however, the OCC recommends a change in the particular policy, procedure, or regulation.

Supervision Failure (SF): The evidence proved that the action complained of was the result of inadequate supervision when viewed in light of applicable law; training; and Departmental policy and procedure.

Training Failure (TF): The evidence proved that the action complained of was the result of inadequate or inappropriate training; or a absence of training when viewed in light of Departmental policy and procedure.

Information Only (IO): The evidence proved that the action complained of did not involve a sworn member of the Department; or that the action described was so obviously imaginary that their occurrence is not admissible by any competent authority. Information Only allegations are not counted as complaints against sworn members of the Department. Complaints against non-sworn employees of the Department are referred to Management Control Division. Complaints against employees of other agencies are referred to the appropriate agency.

No Finding (NF): The complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint.

Mediated (M): By mutual agreement of the complainant and the accused member, the complaint was mediated and resolved in a non-disciplinary manner.