


2000 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 (3/15/01)

Front Row (L to R): Kenneth Young; Erick Baltazar; Heidi Machen; Jean Field; Laura Tham; Christina Wong; David Aulet; Middle Row (L to R): Mark Scafidi; Sergei Litvinov; Karol Heppe; Mary Ivas; Pat Dalton; Cheri Toney; Helen Garza; Dennis Maxson; Jessica Cole; Linda Taylor; Pat Grigerek; Back Row (L to R): Donna L. Medley; Lorrie Tanioka; Charles Gallman; Katrina Jones; Irene Rapoza; Mary Dunlap. Not Pictured: River Abeje; Jose Avila; Alan Barnes; Diana Christensen; Kasi Jammeh; Florence Kwok; Gwen Lancaster; Samara Marion; Ed McMahon; Vanetta Smith; Jayson Wechter; Wiwi Widjaja.

Photo Credit: Maureen C. Mason

STAFF OF THE OFFICE OF CITIZEN COMPLAINTS
(as of 3/31/01)

Director: Mary C. Dunlap

Trial Attorneys:

Jean Field, Heidi Machen, Samara Marion

Policy & Outreach Specialist: River Abeje

Special Investigator: Diana Christensen

Chief Investigator: Donna L. Medley

Senior Investigators:

Charles Gallman, Dennis Maxson, Cheri Toney

Investigators:

David Aulet, Erick Baltazar, Alan Barnes,
Jessica Cole, Pat C. Dalton, Helen Garza,
Karol Heppe, Mary Ivas, Kasi Jammeh,
Katrina Jones, Sergei Litvinov, Ed McMahon,
Irene Rapoza, Mark Scafidi, Jayson Wechter,
Kenneth Young

Administrative Staff:

IS Business Analyst: Lorrie M. Tanioka

Senior Accounting Clerk: Laura Tham

Principal Clerk/Chief of Administration:

Linda Taylor

Senior Clerk/Typist: Pat Grigerek

Clerk/Typists & Receptionists:

Florence Kwok, Gwen Lancaster,
Vanetta Smith, Wiwi Widjaja, Christina Wong

Student Intern: Jose Avila

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TO: Hon. Members, San Francisco Police Commission
c/o Hon. Sidney Chan, President
Hall of Justice, 850 Bryant Street
San Francisco CA. 94103

RE: OCC 2000 Annual Report

Dear President Chan and Police Commissioners:

I am pleased to present the 2000 Annual Report of the Office of Citizen Complaints, for review by the Commission and for the information of the public. As the report conveys, 2000 was a full, busy year for OCC, marking further progress in: staffing and staff development; caseload management and backlog reduction, and related IS/IT improvements; presentation of sustained cases at Chief's level, and filing of charges of serious misconduct with the Police Commission; advancement of OCC policy recommendations; and, community outreach and public education.

Highlights of OCC operations in 2000 include:

- ❖ increasing efficiency in handling of OCC complaint caseload (1089 closures in '00, for an average of 7.1 complaints closed per investigator per working month), including steady, substantial diminution of OCC's backlog, measured, in part, by reduction of the agency's total cases pending, from 575 (12/31/97), 556 (12/31/98) and 509 (12/31/99) to 426 (12/31/00), while maintaining acuity of analysis by OCC investigative staff as to citizen complaints, measured, in part, by total allegations (4.78 average) identified per complaint;
- ❖ methodical accuracy of OCC findings as to sustained allegations of misconduct, measured, in part, by the rate at which OCC sustained complaints were upheld at Chief's level (with 92.7% (89/96) of OCC sustained cases upheld, of cases decided at Chief's level on their merits);
- ❖ filing by OCC of new charges to the Police Commission in several serious disciplinary matters, as well as pursuit of resolutions as to pending charges filed prior to 2000;
- ❖ adoption by SFPD, and commencement of implementation as to, more than two dozen policy recommendations made by OCC to SFPD and the Police Commission during 1996-1999
- ❖ hiring to OCC's permanent staff of Lorrie Tanioka, IS Business Analyst, and achievement of an E911 connection by OCC, significant progress in design and implementation of OCC's long-awaited new database, and improved training and use of technology throughout OCC

During 2000, OCC staff also confronted obstacles, both chronic and acute, to the completion of the agency's work. The hardest of these obstacles within OCC included: continuing unavailability of OCC's much-needed, overdue and long-anticipated complaint database, and the slowness of LAN hardware and software in great need of upgrading; employee turnover in some of OCC's staffing groups, including departures and long-term absences in several investigative and administrative positions; and, the rigors of completing investigations efficiently, and consistent with application of a one-year statute of limitations as to sustained complaints by OCC, when OCC is not in control of the evidence and witnesses necessary to our investigations and findings.

Outside OCC, obstacles included non-cooperation with OCC investigations (despite City Charter section 4.127 and SFPD DGO 2.04's policy of SFPD cooperation with OCC) from various pockets of resistance to OCC's mission of universal accountability of SFPD sworn officers to all persons in or of San Francisco. Helping OCC overcome some of this resistance has been SFPD's Management Control Division, under the leadership of Lt. John Hennessey. SFPD's Management Control Division received a total of 27 "blue folders" from OCC in 2000 ("blue folders" by OCC staff to SFPD report alleged failure by an officer to timely serve, or return answers to, interrogatories, to appear for a duly noticed interview, or, obstructing an OCC investigation). SFPD sustained OCC's allegations of failure to cooperate and imposed discipline upon officers in 27 of 28 (96.4%) of the "blue folder" cases resolved by SFPD in 2000.

As independent as OCC must be in seeking the truth about complaints, it also remains true that the cooperation of SFPD and its members, from top command personnel to every Q2, in providing records, evidence and testimony, and otherwise assisting OCC to timely and rigorously conduct our investigations, remains crucial to OCC's correct disposition of citizen complaints. Equally and interdependently, SFPD's and its every sworn member's cooperation with OCC are key to the dispensation of fair, prompt and accurate discipline of officers by SFPD and by the Police Commission, in sustained cases, as well as to effective exoneration of officers wherever warranted.

Please let me conclude this letter as I did a year ago, by inviting you to visit us on the Web at: ci.sf.ca.us/occ

With best regards,

MARY C. DUNLAP
Director, Office of Citizen Complaints
Letter and OCC 2000 Annual Report Submitted 4/11/01

I. OCC STAFF GROWTH/CHANGES

In 2000, OCC substantially accomplished full staffing, as defined by the 1/150 line investigators-to-SFPD sworn officers ratio in City Charter section 4.127, to the following extent: an average of 12.7 investigators served OCC for each full calendar month during 2000. Given that SFPD sworn officer staffing levels varied between 2000-2150 officers during the year (with increases due to SFPD's active recruitment and Police Academy classes for new officers), OCC's ratio of line investigators to SFPD sworn officers closely approximated the Charter-mandated formula for year 2000. OCC also received and promptly filled one (1) new 8124 Investigator position, based on increases in SFPD's sworn ranks during FY '00-'01, bringing the total FTE's for the OCC Investigator position to sixteen (16).

OCC experienced departures by four (4) persons from the (#8124) Investigator position during 2000, and, accordingly, welcomed four new line investigators to the agency, during 2000 and early 2001: they are Alan Barnes, Jessica Cole, Katrina Jones and Kenneth Young. To date, these four probationary OCC Investigators are meeting and exceeding their shares in agency goals and work expectations, under the close supervision and planful training of their assigned senior investigators, Charles Gallman and Cheri Toney, as well as through guidance from attorneys Jean Field, Samara Marion and Heidi Machen, senior

investigator Dennis Maxson, administrative chief Linda Taylor and her staff, with assistance as needed from more experienced OCC Investigators, and through the active case and personnel management of OCC Chief Investigator Donna L. Medley and of the OCC Director. The continuing success of these new OCC Investigators in their positions is fully, gladly expected.

OCC's legal team lost attorney James Rodriguez, and then gained attorney Samara Marion, a highly experienced criminal defense counsel, law professor and legal scholar, who joined OCC Attorney Jean Field at the OCC in May, 2000. During the first part of 2001, while Ms. Marion gave birth to and is co-parenting a new infant, the talents and energy of Attorney Heidi Machen have been brought to OCC's legal team. Showing professional strengths to match their substantial responsibilities, these OCC attorneys have done excellent work in preparing and prosecuting officer disciplinary cases at the Chief's and Police Commission levels, while regularly and capably assisting OCC staff in the analysis of cases, complaints and issues.

On the Information Systems/Information Technology (IS/IT) front, OCC has been blessed by the achievements of permanent IS Business Analyst Lorrie Tanioka. Under Ms. Tanioka's direction, a stunning array of tasks related to OCC's LAN (Local Access Network), and to OCC's connectivities to SFPD and the City's new E911 resources, have been accomplished. Arriving at OCC in March, 2000, Ms. Tanioka has helped OCC staff members to solve a host of problems about PC workstation technology, ergonomics, Web

access, research and word processing, while putting OCC's long-awaited and much-needed new database project in concrete reach. With the existing database's volume of officer records (1986-2000) already migrated to the new database, OCC anticipates an cutover date of May, 2001 for officewide implementation. Ms. Tanioka's comprehensive study of OCC's business requirements, completed just a few months after she began with OCC, and resulting in a meticulously prepared several-hundred page report to the Department of Telecommunications and Information Technology ("DTIS") covering OCC's telecommunications and IT needs, her expedition of the design, with numerous adjustments, of OCC's highly user-friendly new database, and Ms. Tanioka's excellent communications and teamwork with both OCC users and DTIS experts comprised a constellation of achievements greatly benefitting OCC's personnel, resources and mission, during Ms. Tanioka's first year here.

Within OCC's relatively small administrative staff (total of 7 positions, including accounting and IS/IT, as of FY '00-'01), year 2000 brought a number of employee departures, as well as several long-term absences due to (non-work related) illnesses and injuries. Turnover in these administrative positions, especially the 1424 Clerk/Typist position, has been due in part to the temporary nature of available employment in those particular positions from which permanent incumbents have been lengthily absent.

Fortunately, OCC has been able to stabilize the administrative staff, for the time being, by appointment of Christina Wong to a permanent vacancy and by the services of Florence Kwok and Wiwi Widjaja in (at least currently) temporary positions. These three new OCC staff members have demonstrated significant relevant administrative experience, and have shown good attitudes towards OCC's mission, in their efforts here so far. Approval of OCC's request for one additional clerk/typist and for one transcriber/typist, via the FY '01-'02 budget, if granted by the Mayor and Board of Supervisors, will assist materially in overcoming the vulnerability of OCC to administrative shortstaffing. In the interim, administrative chief Linda Taylor, senior clerk/typist Pat Grigerek and senior accounting clerk Laura Tham, as well as all administrative staff members holding positions here during 2000 and through the present, are to be commended for their big shares in handling OCC's many administrative and clerical burdens --- such as finishing casework, typing letters, handling reception of complainants and others, inputting data into OCC's database system, and keeping hard copies of required records organized and flowing to outside sources, especially to SFPD --- that mount during periods of uneven availability of personnel.

OCC staff development continues to be emphasized, through and beyond transitions of OCC personnel. Police Academy and POST course participation, attendance at outside trainings and in-staff briefings, ride-alongs with SFPD for investigative staff

members (8 hours per year minimum required), attendance at SFPD-community dialogues and meetings, and numerous other opportunities for training have been embraced by OCC staff. From tours of the new E911 facility and new Tenderloin District SFPD offices (with special thanks to Senior Investigator Gallman for coordinating, and to the management of these facilities for including us), and attendance by OCC administrative and senior investigative staff members at the Mayor's 3rd Annual Women's Summit, and in classes on improving quality of services to the public from the City's Department of Human Resources, to participation by Director Dunlap and Chief Investigator Medley in three days of workshops and seminars at the National Association of Civilian Oversight of Law Enforcement (NACOLE) annual conference in Kauai, Hawaii, and in a wide assortment of other job-oriented educational offerings, OCC staff energetically pursued development and training throughout 2000.

OCC staff members, from the newest to the most experienced, received active encouragement and support from supervisors and managers to learn new skills and improve existing ones. Training plans have become a matter of course in the supervisor's relationship with reporting staff members at OCC. Moreover, while experienced OCC staff were encouraged to share skills and labor-saving tips with our several newer staff members, newer staff also brought in their own special mixes, rich with fresh ideas, new perspectives and intellectual curiosity, and with questions of every size and shape, as well as their own

distinctive educational and work experience backgrounds relating to their OCC positions. So, the OCC staff in 2000 underwent change and growth, both chosen and unbidden, while keeping and improving practice of work-centered norms of productivity and efficiency (as illustrated in the remaining sections of this report).

II. OCC CASELOAD

OCC celebrated another year (the fourth in a row, to be exact) in which the agency made demonstrable progress in lessening the number of pending cases by year's end. Credit for this feat must go to OCC's investigative and administrative personnel. OCC investigators closed an average of 7.1 complaints per investigator per month during 2000 (adjusting for absences and vacancies in the 8124 Investigator position, which, as observed in Section I., was filled on the average by 12.7 personnel per month). The rate of availability of 8124 Investigators throughout 2000 was calculated in a special report to the Director from OCC Senior Accounting Clerk Laura Tham, who studied and enumerated the exact extent of absences and vacancies in the affected position (8124 Investigator) throughout 2000, in order to derive the 12.7 average figure as to Investigator availability in 2000.

The achievement of a 7.1 complaint closure average per month by OCC's Investigators substantially satisfied the goal of 8

closures average per month that began to be implemented at OCC during 1997, and which has been carried forward, through case management tools such as month-by-month lists of cases to be closed that are produced by all investigators, working closely with their supervisors. Alongside those OCC Investigators who met or substantially met their case closure goals in 2000, OCC Chief Investigator Medley (nominated to the Mayor's Fiscal Advisory Committee's and the SF Chamber of Commerce's "Managerial Excellence Awards" in 2000) and Senior Investigators Gallman, Maxson and Toney, must be applauded for their instrumental work in investigative caseload management and employee supervision, training, guidance and evaluation. Administrative staff, headed by Principal Clerk Taylor, also must take a big bow, for their steady and capable handling of growing volumes of paper and digital documentation, and of in-person, telephonic and other communications with thousands of people, including no small numbers of distraught, angry, hostile, confused, injured and vulnerable ones, concerning OCC complaints.

Achievement of 7.1 average closures per month enabled OCC, overall, to close 1089 cases in 2000 (3% less than in 1999, but 4.5% more than in 1998). As of the end of 2000, OCC had 426 cases pending (16% less than end of 1999 (509), 23% less than end of 1998 (556), and 26% less than end of 1997 (575)). Of the cases pending as of 12/31/00, 1 was filed in 1996, 1 was filed in 1997, and only 9 were filed in 1998 (of which 3, or one-third of

the total 1998 cases pending as of 12/31/00, involve complex investigations of Officer-Involved Shooting ("OIS") situations).

Moreover, only 27 cases filed in 1999 (6.3% of total pending) were pending as of the end of 2000, by contrast to 75 cases filed in 1998 (14.7% of total pending) that were pending as of the end of 1999, and 80 cases filed in 1997 (14.4% of total pending) that were pending as of the end of 1998. This reduction in number of pending cases more than a year old directly contributed to a healthy overall reduction of end-of-year caseloads.

In sum, as of the end of 2000, OCC had significantly fewer old(er) cases pending, and significantly fewer cases pending overall, compared with each of the prior three years. These comparisons demonstrate balanced progress by OCC in reducing the backlog of filed complaints, speeding up the average length of time expended between filing and closure (i.e., the duration of an investigation), and are the direct result of imposing and implementing case management accountabilities within OCC as to cases pending and case closures.

These reductions in overall cases pending and in the numbers of oldest cases pending would be praiseworthy in and of themselves. In addition, and of vital importance in assessing OCC' investigative performance as to caseload in 2000, these notable improvements in the efficiency of OCC's investigations (to wit., overall caseload reduction with marked reduction in backlog of oldest cases) were accomplished while OCC perpetuated

an already-reported increase in the thoroughness of analysis and completeness of investigation of citizen complaints.

As originally reported by OCC to the Police Commission in a special report entitled, "Performance and Productivity as to Complaint Caseload" (6/30/99), and established by the data in Tables 1 and 2 therein, since reprinted in pertinent part in "Public Accountability of Police Officers and Institutions: The San Francisco Experience as Model and Microcosm", M. Dunlap, pp. 7-9, State Controller's Quarterly (State of California, Winter 2000), available on-line at www.sco.ca.gov, the OCC's number of allegations identified per complaint increased significantly between 1989 and 1998, going from 1.88-2.81 average allegations per complaint (1989-1996) to 4.29-4.31 average allegations per complaint (1997-1998). The average allegations identified per complaint during 1999 were 4.44 (4767 allegations identified in 1074 complaints filed). In 2000, the average allegations identified per complaint were 4.78 (5035 allegations identified in 1053 complaints filed). Thus, in 2000, as in each of the three previous years, OCC staff did not simply improve the quantity of work completed; rather, staff also maintained the higher quality of analysis (and, by application, the more thorough investigation of related allegations) as to complaints that was first documented to the Police Commission in 1999.

The higher average number of allegations per complaint at OCC, in 1997-2000, illustrates at least two major features of OCC's improved handling of citizen complaints. First, OCC is not

simply accepting the complainant's assessment or belief as to what may have been wrong about any presented police encounter or situation. Instead, OCC is analyzing the presented facts against the relevant DGOs and other applicable sources of law governing officers' responsibilities. Second, OCC is identifying all officers involved in potential misconduct in its investigations (e.g., if application of the DGOs to the situation underlying the citizen's complaint suggests that an SFPD supervisor or manager may have failed to supervise, or that related duties were performed erroneously or were not performed by any SFPD officer, those allegations also will be identified, investigated and resolved by application of the relevant laws and DGOs to the found facts). For at least these two good reasons --- deeper analysis of complaint situations and more comprehensive identification of all officers involved --- the average number of allegations per OCC complaint has more than doubled during the years since 1996.

It is noted that OCC's policy and practice requiring investigative staff to identify and investigate related allegations as to a complaint, and, in appropriate cases, to name supervisors and managers for alleged failure to supervise or other alleged misconduct, was upheld against a legal challenge in Superior Court during 1998. In that case, brought by a sergeant who maintained that OCC did not have the authority to name and investigate him for alleged failure to supervise if the complainant did not specifically name or accuse him, OCC's power

and duty to identify all related allegations was upheld. The Superior Court, per Judge David Garcia, sustained the City's demurrer without leave to amend, after receiving briefs on the question of OCC's independent authority and duty under the City Charter to identify all allegations of misconduct related to the originally presented complaint of a citizen (civilian). Banta v. City and County of San Francisco et al., Case No. 995031 (Order Sustaining Demurrer Without Leave to Amend entered 7/22/98).

As discussed above concerning OCC identification and investigation of all allegations raised by a citizen complaint, OCC staff do not take complaints by citizens "at face value", in any sense of that expression. Rather, unlike most other police accountability agencies run by civilians in the United States (see below), OCC staff fully investigated 88.4% of complaints filed in 2000. (This rate is calculated as follows: all but 103 of 1053 complaints filed were determined to be in OCC's jurisdiction, and, thus, were investigated fully by OCC, except for a small number (estimated to be 20 or less, during 2000, based on the number of "No Finding/Withdrawn" outcomes as to allegations in complaints closed during 2000) that were withdrawn by complainants short of completion of the investigation, for a total of 123 out of 1053 complaints that OCC did not fully investigate in 2000)).

As reported to the Police Commission (6/30/99, as cited above), by contrast: New York City's civilian accountability agency, the CCRB, dismissed short of full investigation at least

50% of the complaints filed with it (2918 dismissed, 4825 received, and 3010 cases investigated in the reported periods) in a year (statistics for NY CCRB are from 1st half '97 and 1st half '98, which were the periods for which NYC's statistics were available to OCC as of 6/99, when OCC's first report on this subject was prepared). San Jose's auditor-monitor dismissed short of full investigation 52 of 120 (43%) of citizen complaints filed with it in 1998. San Diego's review agency as to sheriffs and probation officers dismissed short of full investigation 146 of 359 (41%) citizen complaints presented to it in 1998.

Again, OCC's improvements in efficiency and quantity of closures have not sacrificed in quality, as this agency maintains the highest known reported rate, by a civilian agency in the USA, of full investigations of citizen complaints. What is meant by "full investigation", and what is required of the intake or backup investigator whose responsibility it is to receive and investigate the complaint, is generally as follows:

(1.) The fact situation presented by the complaint is closely analyzed by the investigator, with his/her analysis reviewed by his/her supervisor and, in all cases alleging the most serious types of misconduct, by the Chief Investigator, to determine what SFPD DGOs may have been violated, to identify all related allegations, to identify all officers potentially responsible,

(2.) The investigator works to identify and locate witnesses, both among civilians and within SFPD, including

preparing and serving written questions on named and witness officers as well as interviewing officers in person in all appropriate cases, including every sustained case, and

(3.) The investigator synthesizes all available evidence, in writing, to enable a factual determination as to whether the alleged element(s) of misconduct occurred ("Sustained"), did not occur ("Unfounded"), occurred but were appropriate, lawful or proper ("Proper Conduct"), or cannot be proved or disproved ("Not Sustained"), or should be resolved by another applicable finding, by a preponderance of the evidence.

In sum, during 2000, OCC has handled its citizen complaint caseload successfully, in both quantitative and qualitative terms. OCC has achieved thoroughness and efficiency in the investigation and resolution of citizen complaints. The numbers measuring OCC's productivity and timeliness in investigating and closing cases during 2000, as discussed above, show these achievements and this progress in caseload management and backlog abatement.

The rate of sustained complaints for 2000 is roughly average, compared with prior recent years. OCC sustained 8.2% (89 of 1089) of the complaints it closed in 2000, as compared with 88% (99/1123) in 1999, 10.4% (108/1043) in 1998, and 10.3% (101/979) in 1997. In late 1998, at SFPD's request, OCC began sending all "Failure to Comply with DGO 2.04" reports (to wit., "blue folders", which contain reports alleging failure of officers to cooperate with OCC investigations and perform related

responsibilities, such as serving interrogatories, answering questions, appearing for interviews, not obstructing interviews, and the like) to Management Control Division of SFPD, for SFPD's investigation and resolution, rather than OCC investigating and sustaining such allegations itself. During 2000, OCC sent a total of 27 such "blue folders" to MCD; SFPD sustained and imposed discipline upon officers as to 27 of 28 blue folders (not all received during 2000 by MCD) resolved during 2000.

If OCC had continued the practice in 2000 of sustaining these "DGO 2.04/failure to cooperate" cases itself, and of counting these cases in OCC's sustained rate (as was done in and before 1998), the total sustained rate in 2000 for OCC would be 10.7% (116/1089). Instead, the 8.2% sustained rate as to citizen complaints for 2000 includes only cases investigated by OCC where misconduct allegations as to citizens were "Sustained".

It is necessary to reiterate, 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 citizen complaint to OCC is governed by the results of a factual investigation, as described in detail above. Those who would propose to measure OCC's effectiveness by the number of cases that are "Sustained" in a given period, like those who would propose to do so by the number of cases in which "Proper Conduct" and "Unfounded" findings emerge, miss the gist of what OCC is about: this is a fact-finding agency, concerned with determining what happened, and applying the law, regardless

of the popularity of particular outcomes, or the receptivity of any interest group to a particular finding.

During 2000, OCC presented 96 sustained cases at Chief's level for disciplinary action that were decided by the Chief's designee on their merits. Of those 96, the Chief's designee upheld OCC's sustained findings and imposed discipline in 89 cases (92.7%).

Additionally, the Department determined not to proceed ("No Further Action") in 18 cases sustained by OCC. 13 of these 18 cases (72%) were determined to present a showing of untimeliness, in the judgment of the Chief's designee, on the part(s) of OCC and/or of SFPD, in completing their respective and overlapping responsibilities as to the affected sustained complaints; the other 5 cases involved other considerations warranting dismissal (e.g., the named officer retired). OCC is and has been actively and aggressively seeking to bring down the number of sustained cases lost to timeliness concerns, whether caused by OCC, by SFPD, or both. With OCC's case management and backlog reduction working neatly, as reported, it is expected that OCC's part in the responsibility for causing sustained cases to become untimely (due to unnecessary length of pendency of a case with OCC) should significantly diminish in and beyond 2001.

Finally, two other reportable outcomes of sustained complaints from OCC forwarded to SFPD that occurred during 2000 were as follows:

- ✓ SFPD disposed of the OCC's sustained allegations against a group of officers in a complaint related to the Mark Garcia death-in-custody controversy by a determination by the Chief to dismiss the allegations and to hold that the officers had engaged in "Proper Conduct" in the situation, following a two-day hearing and presentation of evidence to the Chief's designee by OCC, and of defenses by the named officers and their representatives; and,
- ✓ Several pending disciplinary actions resulting from a total of 21 allegations sustained by OCC (including 8 allegations of "Unnecessary Force"), in five (5) separate sustained cases filed with Management Control Division by OCC against a single officer, as well as several other cases that OCC was preparing to sustain, were concluded as "No Further Action" by SFPD, due to that officer's resignation from SFPD.

OCC also maintained its mediation program during 2000. While only 5 cases were mediated during 2000, 20 sets of officers and complainants were found qualified for and were invited to mediation, and 13 mediations were pending at year's end. OCC investigators recently have been invited and trained to provide more information to complainants about mediation in the early stage of complaints, with the intention of bringing more cases, where appropriate, into mediation. As one veteran SFPD officer

who participated in a mediation informed the OCC Director about the mediation process, "It's great! People hear each other." OCC remains committed to expansion of the mediation program, within the boundaries that only suitable cases can be mediated, and that only eligible officers (having appropriate disciplinary records, as determined by SFPD in each case) and willing complainants can participate.

During 2000, 81 requests for investigative hearing (granted on specific grounds, such as error by OCC in its investigation, new evidence, or other reason(s) requiring investigative hearing) were received, and 10 investigative hearings were held. As in prior years, in determining proper disposition of each of the 81 investigative hearing requests in 2000, the OCC Director personally reviewed the entire file as to every case in which a request for investigative hearing was received, and the Director also required and considered a separate factual and legal review of each such file by an OCC Attorney, wherever appropriate. Ideally, investigative hearings enable the OCC, and the parties to a complaint, to have the benefit of findings from an Investigator Hearing Officer acting as an outside, neutral judge of the facts, in those relatively few cases where the rule as to investigative hearings, as applied to the case, establishes grounds for this special step. Those Investigative Hearing Officers, consisting of attorneys working *pro bono publico*, have given steadily and generously to make this part of OCC's investigative process function well.

In behalf of the Chief of SFPD, OCC filed new charges to the Police Commission alleging serious misconduct in seven (7) new cases, naming a total of ten (10) officers, during 2000. On a docket also containing several sets of charges pending from prior years, OCC's attorneys consistently and actively have been and are pressing these cases forward to the assigned Commissioners, and for timely and authoritative resolutions by the Police Commission, especially in the interests of those who are most negatively affected by delays in police disciplinary proceedings: complainants, the public, SFPD itself, and accused officers and representatives who genuinely seek timely resolution on the merits of charges pending against them.

On this subject, OCC respectfully reiterates its suggestion, made in OCC's 1998 Annual Report (p. 6, fn. 4), that the Police Commission develop and adopt specific written rules fixing time limits for pretrial and trial of disciplinary cases by the Commission. Such rules would serve the purposes of expedition and predictability of timing as to Commission disciplinary processes, to the palpable benefit of all who depend on the Commission to act promptly on pending disciplinary charges from SFPD, whether via OCC or MCD.

III. OCC PUBLIC CREDIBILITY AND COMMUNITY RELATIONS

In a recent article in California Lawyer magazine, police accountability scholar Erwin Chemerinsky, who is Sydney M. Irmis

Professor of Public Interest Law, Legal Ethics and Political Science at the USC Law School, and who recently completed a comprehensive study of LAPD at the request of the Los Angeles Police Protective League, calling for massive reform of Los Angeles' police management and oversight systems, in light of the "Rampart" scandal and other causes, observed in relevant part:

There must also be a better system for gathering citizen complaints. I repeatedly heard about citizens who are discouraged or prevented from filing complaints. San Francisco has created an excellent Office of Citizen Complaints; I urge Los Angeles to implement such a system.

("O'er the Ramparts We Watched", p. 25
(January 2001))

This statement by a keen observer of policing and civilian accountability controversies bears a vivid contrast to public descriptions of OCC published five years ago. Illustratively, (just prior to the appointment of the current OCC Director), Mayor Willie L. Brown, Jr. stated that the OCC "...suffers...in terms of credibility with respect to the general public." (San Francisco Daily Journal, p. 2 (5/13/96)).

The building of OCC's credibility and strengthening of OCC's community relations is an everyday, day-by-day process. It has been accomplished by several interrelated means, including:

- improving thoroughness and efficiency of OCC investigations (e.g., an average of 4.78 allegations, in almost 89% of a total of 1089 complaints closed, that

were fully investigated by OCC in year 2000, and steady reductions in numbers of cases pending by year's end (see section II., above))

- improving the rate at which OCC's sustained cases result in discipline at Chief's level (e.g., 89 of 96 (92.7%) cases sent to Chief's level by OCC resulting in "Sustained" findings being upheld and discipline being imposed), and the self-removal by resignation of an officer facing numerous pending "Sustained" allegations by OCC (see section II., above))
- improving responsiveness to communities affected by SFPD, through meetings, ridealongs, trainings of and by OCC staff members, a website, and visibility of OCC in the communities of SF (e.g., trained OCC "neutrals" monitoring First Amendment-based demonstrations and crowd control situations whenever feasible; attendance and accessibility of OCC staff at community events, such as Tenderloin-Adopt-A-Block, the Woodside Juvenile Detention Center's youth fair, a meeting of the Machen Center in the Oceanview-Merced-Ingleside neighborhood, and numerous other events)
- fulfillment of the promise of the 1/150 investigators to SFPD sworn members ratio adopted by voters effective 1996 (City Charter 4.127), and acquisition and retention of the talents and services of best qualified personnel in investigator positions as well as in legal,

supervisory, management, policy and administrative positions at OCC, as well as ongoing conscientious training and advancement of OCC's staff members

- willingness of OCC to reach out and learn from, as well as offer resources and experience to, people across the USA and from other nations who are working, as we are, on civilian accountability of police (during 2000, this outreach included receiving visitors from India, and members of the "Rampart Independent Review Panel" of LAPD (two groups); OCC's Director and Chief Investigator attending the National Association of Civilian Oversight of Law Enforcement ("NACOLE") annual conference in Kauai, Hawaii; answering inquiries from scores of city officials and community activists from cities across the US concerning OCC's operations, relationship to SFPD, the Police Commission, officers and the public; the OCC Director attending and speaking on panels, by invitation of the California State Controller, Kathleen Connell, at UCLA (11/00) (see Winter 2000 Controller's Quarterly at: www.sco.ca.gov), and by invitation of the California Association of Human Rights Organizations ("CAHRO") at a conference on policing and civilian accountability in Richmond, California (see, M. Dunlap, "Civilian Review of Police: The San Francisco Experience" CAHRO Newsletter p. 5 (Fall 2000), and further

information about CAHRO at www.cahro.org).

Also, as one of nine US municipalities' oversight mechanisms¹ selected for in-depth study by researchers for the National Institute of Justice ("NIJ"), during 1998-2000 the OCC Director and staff cooperated with Peter Finn, of Abt Associates in Cambridge, Massachusetts, and with Vincent Talucci, program monitor of NIJ, in providing interviews and documentation enabling these researchers to study OCC. The resulting NIJ report, just released, meets a major public information need.

OCC personnel are guided in our community relations approach by the wisdom of the idea that OCC serves the communities of San Francisco best by listening, being fair, and doing our jobs with utmost professionalism. As this idea was phrased by attorney Merrick Bobb, a longtime overseer of law enforcement and an implementer of accountability mechanisms as to the Sheriff's and Police Departments of Los Angeles County:

"...[t]he credibility of oversight depends on people conducting oversight being carefully informed. The formula to [overcome]...resistance to oversight is utter competence. Your work will create your credibility."

(NACOLE annual conference keynote speech, 1999, reported in "Models of Civilian Oversight: Similarities, Differences, and Expectations", Sue Quinn, p. 7 (NACOLE annual conference materials, 2000) (see also, www.Sueqq@aol.com)

¹ The other eight cities are: Berkeley, CA., Flint, MI., Minneapolis, MN., Orange County, FL., Portland, OR., Rochester, NY, St. Paul, MN., and Tucson, AZ. The report, entitled "Citizen Review of Police: Approaches & Implementation" (March 2001) is available on the NIJ website at: www.ojp.usdoj.gov/nij ; hard copies may be ordered by calling NCJRS at 800-851-3420 (For TTY Users: 877-712-9279).

As in years 1996-1999, this annual report presents data as to persons making citizen complaints at OCC, in a table entitled "OCC Complainants: By Selected Demographic Characteristics" for Year 2000 (see p. 55 of this report). For what should be the final year (as OCC's new database should provide this information in a matter of minutes for years 2001 and forward), those overall demographic statistics, and the statistics reported in the text below concerning complaints of discriminatory/selective law enforcement, are "hand-ground", derived by means of the OCC Director personally studying each complaint filed with the agency during 2000, to determine the exact nature of the complaint and the reported characteristics of the person filing it, as to 100% of 1027 complaints filed in year 2000 with OCC.

As in years 1996-1999, the overall demographic statistics show a disproportionate percentage of complaints about police misconduct registered by African-American persons ("disproportionate" is used here relative to the presence of African-Americans in the SF population (10-12% of the SF population, depending on source of estimate)). Persons identifying as African-American made up 32% (347/1072) of OCC's complainants during 2000. Persons identifying as members of other populations of color, including Hispanic/Latino/a, Asian-American, Pacific Islander, Middle Eastern/Arab, Native American, and Multiracial persons, made up 25% of OCC's complainants (263/1072). These racial/ethnic minority groups reported

complaints to OCC at rates comparable to recent years, and equal to or lower than their percentages in the SF population.

During 2000, with direction from the Police Commission, SFPD began designing its new computer system to handle gathering of data as to the perceived race/ethnicity of persons stopped by SFPD officers in conjunction with traffic enforcement. When that data becomes available, it should prove helpful to those concerned with determining whether and to what extent "racial profiling" occurs in San Francisco. OCC is among those agencies concerned with this phenomenon and its features and effects in San Francisco, as noted in prior annual reports, and as reflected in some complaints of police misconduct that OCC has analyzed and investigated in recent years.

OCC received 39 complaints alleging "Racial Slurs" and 28 complaints alleging "Sexual Slurs" in 2000; during that year, OCC sustained 1 complaint of "Racial Slurs" and 2 complaints of "Sexual Slurs". In addition to these complaints about explicit racially and sexually derogatory language allegedly used by SFPD officers, OCC received and identified a total of 105 complaints claiming discriminatory/selective enforcement of the law by SFPD officers, including 73 complaints of racial discrimination, 3 complaints of gender discrimination, 3 complaints of sexual orientation discrimination, 3 complaints of gender identity discrimination, 10 complaints of discrimination based on homelessness, 1 complaint of discrimination based on mental health status, 1 complaint of discrimination based on disability,

and 11 non-specific complaints of discrimination. The total of 105 discriminatory/selective enforcement complaints represents only a marginal increase over the 98 such complaints filed in 1999, but it is two and one-half times the number of such complaints (42) received and identified in 1998.

OCC investigates allegations of racial and sexual slurs by officers and of discriminatory/selective enforcement with efforts equal to its investigations of all other allegations of police misconduct. Allegations of discriminatory language and motive are especially difficult to prove, as they generally are not accompanied by physical or medical evidence, usually require corroborating civilians or officers' testimony (except in the rare case of an admission), and frequently beg proof of "state of mind", which notoriously evades evidentiary process.

Data yielded by SFPD's data-gathering project as to race/ethnicity in relation to traffic encounters may help OCC to establish patterns and "norms" of SFPD conduct against which discriminatory enforcement allegations can be better assessed. Meanwhile, OCC will continue to intake and investigate citizens' complaints to the best of its ability concerning discriminatory language, decisions and actions by SFPD. Also, the OCC Director will continue to recommend to the Chief of SFPD that all sustained complaints as to racial/sexual slurs and/or discriminatory enforcement of the law be heard by the SF Police Commission, due to the seriousness and public importance of their subject matter.

One of the felt disadvantages of California's legal structure, where civilian accountability is concerned, is the extreme confidentiality of much of OCC's work vis a vis individual complaints of police misconduct, primarily due to Penal Code section 832.7's highly prohibitory language about citizen complaint records. (See M. Dunlap article in CAHRO Newsletter, cited above, observing in pertinent part that the degree of confidentiality afforded to police misconduct complaints and outcomes in California is fundamentally counterproductive, and does not serve the best interests of officers or police departments, nor the best interests of the public; interestingly, an anonymous Chief of Police wrote a subsequent and responsive article to CAHRO, stating in relevant part: "Personally, I would like to see the laws addressing confidentiality of internal investigations revised...The existing blackout of information frustrates not only the citizen, but also the police administrator who is trying to inspire public confidence in the department." "A Police Chief Responds", p. 9, CAHRO Newsletter (Winter 2000), www.cahro.org)

Of course, as long as Penal Code section 832.7 is in force, OCC will strictly obey that law, and all related laws and decisions rendering OCC case contents confidential. OCC cannot and will not provide identifying details about its successes or failures in individual cases at Chief's level, as long as the law prohibits such provision of information to the public by OCC. However, reports such as this one will continue to provide

maximum relevant information about OCC cases and operations consistent with legal confidentiality in force.

In the spirit of improving public confidence in both OCC and SFPD, OCC has previously urged informally, and here respectfully and formally urges, that, especially because OCC has been legally advised that OCC is prohibited from informing complainants as to the outcomes of their sustained complaints within SFPD, SFPD itself must provide formal written notice as to the outcomes of complaints to the named complainants. OCC believes such notice to complainants by SFPD is required by current law. Where provided, such notice from SFPD enables the nature and effects of the hard work of OCC, in pursuit of the mission of universal accountability of SFPD to all persons in or of San Francisco, to be known to named complainants and co-complainants, who are presumably those civilians most directly affected by OCC's investigations and findings, and SFPD's Chief's level dispositions. The business of earning and keeping the public's respect for the work that we do is ongoing, and obliges both OCC and SFPD to provide the maximum legally authorized information to interested parties.

IV. OCC/SF POLICE DEPARTMENT RELATIONS

OCC is at once designedly independent of, and interdependent with, SFPD. During 2000, OCC sought to advance the following mutual items of interest and concern in its relationship of

continuing dialogue and information-sharing with SFPD, with the following results as noted:

- more efficient handling of sustained complaints by both OCC and SFPD under the one-year statute of limitations contained in California Government Code section 3304(c), which top priority was significantly advanced by the administrative and investigative expertise and energies of SFPD's Management Control Division's new commanding officer, as of mid-2000, Lieutenant John Hennessey, and his reporting staff, who focussed effectively upon identification of numerous OCC sustained cases languishing at MCD ("languishing" here is defined as pending without formal action at MCD for months or years beyond the 60-day review period prescribed for OCC sustained cases that is set forth in DGO 2.04), followed by rapid, decisive movement of these cases, as warranted by law and facts, to disposition at Chief's level, or to filing of charges with the Police Commission, or to "No Further Action", where appropriate, during the latter half of 2000 and forward;
- connection of OCC's Information System Local Access Network ("LAN") to SFPD's new personnel ("HRMS") and record-keeping computerized Information Systems, and to the new Citywide E911 system, much of which connectedness was successfully achieved by OCC's IS Business Analyst Lorrie Tanioka, with the able assistance of Walt Calcagno of DTIS, and with the crucially helpful and deeply appreciated interventions of

Deputy Chief William Welch and his staff in behalf of OCC,
during the E911 cutover process;

- a written protocol to govern OCC/SFPD interactions related to Officer-Involved Shooting ("OIS") situations, first proposed between SFPD and OCC in 1998, not yet signed by SFPD;
- improved accessibility to OCC of relevant information, records and expertise in the control of SFPD and bearing upon resolution of civilian complaints by OCC staff, and not yet fully facilitated by SFPD;
- adoption of OCC's policy recommendations by SFPD (as to which there was considerable progress made in 2000, see p. 35, below); please note that two (2) important new recommendations accompany this report, concerning SFPD transactions with actual or perceived informants, and addressing SFPD policies and training as to treatment of transgender persons (see pp. 72-73 of this report).

SFPD command, legal, Management Control Division and Police Commission personnel, as well as leadership and representatives of the SF Police Officers Association, SF Officers for Justice, and other labor associations working for SFPD sworn members, need to work in cooperation with OCC. This is required by the City Charter, by the DGOs, and by appreciation for OCC's vital mission of universal police accountability to the public. OCC will continue to do its part.

V. CONCLUSION

Year 2000 was a year of achievements and improvements in many vital areas for OCC. We maintained close to full-staffing for most of the year, and, while there are a number of gifted new personnel aboard as of 2000, the average number of years of experience of OCC's Investigators (who now comprise fully half of the OCC staff), as of the end of 2000, is: 4.0 years. We thoroughly investigated and efficiently closed approximately 1000 cases for the fourth year in a row; we administratively litigated 96 cases at Chief's level, of which 89 (92.7%) were upheld and resulted in discipline; we sought to advance several serious misconduct cases to resolution by the Police Commission; we completed the process of having more than two dozen OCC policy recommendations considered, and in most instances adopted, by SFPD, after 10 meetings facilitated by Police Commissioner Connie Perry, on subjects as diverse and important as proper treatment of sexual assault victims, of medically vulnerable prisoners, and of stranded motorists, improved training for officers' assessment of threats by dogs, better notice to entrants to police buildings subject to search, assuring officers' providing Certificates of Release to persons they have physically detained/restrained, better reporting about prejudice-based incidents, and logging officers' use of both marked and unmarked Department vehicles; OCC's new database project was greatly advanced, and the new database is now in view.

OCC also served as a resource for a number of other cities studying SF's version of civilian accountability of police. This openness as a "model" ("warts and all") to outside views and visitors caused one observer, an attorney from Los Angeles who visited OCC for most of a full day, as a member of the Rampart Independent Review Panel, to follow up by writing to the OCC Director:

"...I have to admit that I continue to struggle against a perception here that 'Civilian oversight over police discipline simply cannot work' and 'the Chief has to have complete control over discipline without civilian interference.'... I believe that my best argument is 'Look at San Francisco - It works there and it can work here!' Thanks for providing a shining example of many of the best attributes of civilian oversight." (1/30/01)

While the number of sustained cases dismissed at Chief's level due to OCC's and/or SFPD's untimeliness was too high (13 out of 116), and while the OIS protocol between OCC and SFPD, streamlined record production to OCC by SFPD, and advancement of pending charges from prior years to resolution at the Police Commission remained high priorities that met with uneven progress at best, the work of OCC, as shown in the statistics, policy recommendations and sustained case report presented with this narrative, was professionally and admirably advanced during 2000. Here's to another year of similar momentum in the service of OCC's mission of universal SFPD officer accountability to all persons in or of San Francisco.

By: MARY C. DUNLAP
Director, Office of Citizen Complaints

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MISSION STATEMENT OF THE OFFICE OF CITIZEN COMPLAINTS

The Office of Citizen Complaints ("the O.C.C.") was founded by the people of the City and County of San Francisco in the year 1983. By means of a popular vote strongly affirming a ballot measure, the O.C.C. was born. The highest purpose, essence and meaning of the O.C.C. is and has always been 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.

San Francisco is a special city, one to which the world looks for inspiration, ethical guidance and humanitarian models in addressing problems both contemporary and chronic. Whether it is a matter of finding the best medical, emotional, legal and moral prototypes for the care and support of people with AIDS, HIV-positive people, and their loved ones, or locating the most expert methods for maintaining civil order during and after devastating earthquakes, or learning how most effectively to diversify local government to serve and reflect the multicultural human rainbow, or doing formative work on a host of other persistent problems affecting health, safety, welfare and the environment, San Francisco is a leader in our region, state, nation and in the world. In accomplishing civilian review and oversight, prevention, deterrence, and discipline, as to police brutality, inequality of enforcement, and in the challenge of overcoming police misconduct, San Francisco is looked to as a leader, and San Francisco must become a better leader.

But how shall we do this? Every person working at the O.C.C. can make a crucial difference. Every individual who works at the O.C.C., paid or volunteer, temporary or permanent, regardless of job title, position, level of experience, political beliefs or personal identity, must be dedicated and re-dedicated to meeting certain standards. These are:

- (1.) To show to every person who has business with the O.C.C. the utmost courtesy, respect, and understanding of their situation;
- (2.) To realize that an honest, just, effective and duly restrained police force is instrumental to civic peace;
- (3.) To realize that the responsibilities of the O.C.C. in achieving an honest, just, effective and duly restrained police force serve a sacred public trust; and, to make choices and decisions harmonious with that public trust, based on fairness and truth, and never upon partisanship or sentiment, as to each complaint presented, and as to each problem encountered;
- (4.) To appreciate that the work of the O.C.C. will be unwelcome, unpopular and misunderstood among some, and not to be deterred or distracted by those reactions, but rather to stay focussed on the central and justifying mission of the Office of Citizen Complaints, namely, to achieve accountability of every member of the San Francisco Police Department, in whatever rank, position and location, to all of the people in or of this City and County.

By: Mary C. Dunlap, Director (7/29/96)

**COMPREHENSIVE STATISTICAL REPORT
ANNUAL 2000**

	1ST	2ND	3RD	OCT	NOV	DEC	YTD
CASES OPENED							
Cases Opened	276	281	260	92	72	72	1053
Merged/Voided	11	6	6	1	1	1	26
ADJUSTED TOTAL	265	275	254	91	71	71	1027
CASES CLOSED, BY YEAR CASE WAS FILED							
1996	0	0	0	0	0	0	0
1997	1	1	0	0	0	0	2
1998	22	6	3	0	0	0	31
1999	166	138	48	19	10	14	395
2000	82	143	165	94	78	99	661
TOTAL	271	288	216	113	88	113	1089
CASES PENDING, BY YEAR CASE WAS FILED							
1996	1	1	1	1	1	1	1
1997	2	1	1	1	1	1	1
1998	21	14	9	9	9	9	9
1999	316	154	69	51	41	27	27
2000	148	291	423	421	416	388	388
TOTAL	488	461	503	483	468	426	426
CASES OUTSIDE OCC JURISDICTION							
	26	34	22	10	7	4	103
CASES SUSTAINED							
	18	29	22	4	6	10	89

**COMPARATIVE OVERVIEW OF CASELOAD
ANNUAL 1998 - ANNUAL 2000**

	2000	1999	1998
CASES OPENED			
1st Quarter	276	267	276
2nd Quarter	281	258	289
3rd Quarter	260	286	253
October	92	73	96
November	72	90	81
December	72	100	62
YTD TOTAL	1053	1074	1057
CASES CLOSED			
1st Quarter	271	205	230
2nd Quarter	288	297	286
3rd Quarter	216	286	297
October	113	95	67
November	88	85	67
December	113	155	96
YTD TOTAL	1089	1123	1043
CASES PENDING			
January	437	577	600
February	473	562	597
March	488	596	614
April	471	585	607
May	465	495	612
June	461	546	610
July	463	547	589
August	468	540	583
September	503	542	556
October	483	547	583
November	468	544	590
December	426	509	556
CASES SUSTAINED			
1st Quarter	18	14	21
2nd Quarter	29	19	38
3rd Quarter	22	28	28
October	4	6	3
November	6	4	4
December	10	28	14
YTD TOTAL	89	99	108

**INVESTIGATIVE HEARINGS AND MEDIATIONS
ANNUAL 2000**

INVESTIGATIVE HEARINGS	1ST	2ND	3RD	OCT	NOV	DEC	YTD
Requests for Hearing	25	16	23	5	5	7	81
Hearings Granted	3	0	0	1	0	0	4
Requests Denied	22	16	9	9	4	7	67
Hearings Pending*	1	1	15	11	12	11	11
Hearings Held	4	5	0	0	0	1	10

MEDIATIONS	1ST	2ND	3RD	OCT	NOV	DEC	YTD
New Eligible Cases	20	10	8	3	3	2	46
Refused by Complainant *	5	6	10	1	0	2	24
Refused by Officer *	5	0	2	2	1	2	12
Mediations Pending *	18	17	13	12	14	11	11
Cases Mediated *	4	1	0	1	0	1	7

*Action specified may reflect hearings granted in previous months.

HOW COMPLAINTS WERE RECEIVED ANNUAL 2000

MONTH	IN PERSON	PHONE	MAIL	SFPD	OTHER	TOTALS
January	34	26	17	2	1	80
February	24	47	23	3	2	99
March	37	26	16	9	9	97
1ST QUARTER	95	99	56	14	12	276
April	30	36	16	1	5	88
May	29	19	24	10	21	103
June	20	20	28	1	21	90
2ND QUARTER	79	75	68	12	47	281
July	31	19	16	7	13	86
August	23	27	21	3	11	85
September	25	30	17	4	13	89
3RD QUARTER	79	76	54	14	37	260
October	25	28	16	6	17	92
November	26	19	8	3	16	72
December	21	16	16	2	17	72
4TH QUARTER	72	63	40	11	50	236
YTD TOTAL	325	313	218	51	146	1053

COMPLAINTS AND ALLEGATIONS BY UNIT DECEMBER 2000

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	36	9	25	17	12	0	0	7	0	0	0	70	48
1J Tenderloin Task Force	4	0	15	5	1	0	0	1	0	0	0	22	6
3A Central Station	3	1	6	4	4	0	0	0	0	0	0	15	4
3B Southern Station	9	4	14	3	9	2	0	1	0	0	0	33	14
3C Bayview Station	2	0	7	0	3	0	0	0	0	0	0	10	5
3D Mission Station	7	4	11	11	12	0	0	2	0	0	0	40	13
3E Northern Station	5	2	1	3	8	0	0	0	0	0	0	14	7
3F Park Station	2	0	1	3	6	0	0	1	0	0	0	11	4
3G Richmond Station	2	1	4	5	1	0	0	0	0	0	0	11	4
3H Ingleside Station	5	4	13	3	2	1	0	3	0	0	0	26	8
3I Taraval Station	4	1	6	0	1	0	0	1	0	0	0	9	4
4B Solo Motorcycle	1	0	0	1	0	0	0	0	0	0	0	1	1
5G General Works	2	0	1	5	0	0	0	0	0	0	0	6	3
5H Homicide	1	1	2	0	0	0	0	2	0	0	0	5	1
5I Sex Crimes	1	0	0	1	1	0	0	0	0	0	0	2	1
5N Narcotics	4	0	8	1	0	0	0	0	0	0	0	9	5
TOTALS	88	27	114	62	60	3	0	18	0	0	0	284	128

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Discourtesy
- PRO Procedure
- POL Policy
- TF Training Failure

**COMPLAINTS AND ALLEGATIONS BY UNIT
DECEMBER 1999
(FOR COMPARISON)**

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	53	6	33	20	29	0	0	13	0	0	0	101	58
1J Tenderloin Task Force	2	4	4	2	2	1	0	0	0	0	0	13	4
3A Central Station	4	0	3	2	0	0	0	3	0	0	0	8	5
3B Southern Station	5	1	10	2	3	0	0	3	0	0	0	19	6
3C Bayview Station	6	0	3	8	4	0	0	1	0	0	0	16	7
3D Mission Station	11	6	13	10	14	1	0	5	0	0	0	49	16
3E Northern Station	5	0	3	0	5	0	0	3	0	0	0	11	6
3F Park Station	7	0	9	6	3	0	0	3	0	0	0	21	7
3G Richmond Station	3	1	3	3	1	0	0	1	0	0	0	9	4
3H Ingleside Station	7	4	12	9	5	1	0	4	0	0	0	35	10
3I Taraval Station	4	0	9	6	7	0	0	0	0	0	0	22	7
4A Traffic Administration	1	0	0	1	1	0	0	0	0	0	0	2	1
4B Solo Motorcycle	1	0	0	0	1	0	0	1	0	0	0	2	1
4K Special Motorcycle	3	0	4	0	0	0	0	1	0	0	0	5	3
4T Headquarters Company	2	0	2	4	0	0	1	0	0	0	0	7	1
5A Night Investigations	1	0	4	2	4	0	0	0	0	0	0	10	2
5N Narcotics	2	3	0	3	2	0	0	3	0	0	0	11	3
TOTALS	117	25	112	78	81	3	1	41	0	0	0	341	141

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Discourtesy
- PRO Procedure
- POL Policy
- TF Training Failure

COMPLAINTS AND ALLEGATIONS BY UNIT FOURTH QUARTER 2000

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	119	31	91	64	61	2	4	18	2	1	0	274	147
1B Police Commission Office	1	0	0	2	0	0	0	0	0	0	0	2	1
1J Tenderloin Task Force	14	2	27	16	8	1	1	3	0	0	0	58	22
3A Central Station	15	6	21	14	11	0	1	4	0	0	0	57	22
3B Southern Station	28	17	46	11	24	3	1	9	0	0	0	111	50
3C Bayview Station	12	11	33	10	6	0	0	3	0	0	0	63	30
3D Mission Station	17	9	40	19	40	0	0	6	0	0	0	114	41
3E Northern Station	14	2	23	10	20	0	0	2	0	0	0	57	19
3F Park Station	8	6	18	7	7	0	0	5	0	0	0	43	16
3G Richmond Station	7	1	10	10	4	0	0	1	0	0	0	26	10
3H Ingleside Station	12	10	34	8	18	1	0	11	0	0	0	82	31
3I Taraval Station	16	7	47	10	14	0	0	7	0	0	0	85	32
3M Muni Transit Division	1	1	1	0	0	0	0	0	0	0	0	2	1
4B Solo Motorcycle	5	0	2	5	4	0	0	1	0	0	0	12	5
4K Special Motorcycle	1	0	1	2	0	0	0	0	0	0	0	3	1
4M Muni Transit Detail	2	1	8	1	0	0	0	0	0	0	0	10	8
4T Headquarters Company	4	2	7	7	2	0	0	2	0	0	0	20	5
5A Night Investigations	1	0	1	2	0	0	0	1	0	0	0	4	1
5B Hit & Run	1	0	2	2	2	0	0	0	0	0	0	6	1
5C Auto	1	0	0	0	2	0	0	1	0	0	0	3	1
5G General Works	4	1	1	7	0	0	0	1	0	0	0	10	6
5H Homicide	1	1	2	0	0	0	0	2	0	0	0	5	1
5I Sex Crimes	1	0	0	1	1	0	0	0	0	0	0	2	1
5N Narcotics	5	0	12	1	2	0	0	0	0	0	0	15	6
5V Vice Crimes/Prostitution	1	1	7	5	0	0	0	0	0	0	0	13	2
AB Airport Bureau	4	1	4	4	2	0	0	1	0	0	0	12	7
TOTALS	295	110	438	218	228	7	7	78	2	1	0	1089	467

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Discourtesy
- PRO Procedure
- POL Policy
- TF Training Failure

COMPLAINTS AND ALLEGATIONS BY UNIT
FOURTH QUARTER 1999
(FOR COMPARISON)

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	133	24	103	74	80	2	0	31	0	0	0	314	152
1J Tenderloin Task Force	13	13	21	11	20	1	0	3	0	0	0	69	21
1T Academy/Range Staff	1	1	4	1	0	0	0	0	0	0	0	6	1
3A Central Station	11	4	7	5	13	0	0	4	0	0	0	33	12
3B Southern Station	20	2	46	19	13	0	0	8	0	0	0	88	25
3C Bayview Station	19	10	26	14	32	0	0	7	0	0	0	89	32
3D Mission Station	21	8	32	22	32	1	0	8	0	0	0	103	30
3E Northern Station	14	9	31	9	8	1	0	3	0	0	0	61	23
3F Park Station	17	10	35	21	10	0	0	8	0	0	0	84	27
3G Richmond Station	10	3	20	10	2	0	0	3	0	0	0	38	14
3H Ingleside Station	13	5	16	16	5	1	0	5	0	0	0	48	15
3I Taraval Station	13	1	26	17	15	0	0	3	0	0	0	62	21
3P Mounted Unit	1	1	1	1	0	0	0	0	0	0	0	3	1
3T Crime Supression U	1	0	0	1	0	0	0	1	0	0	0	2	1
3U Field Operations H	1	0	2	2	2	0	0	0	0	0	0	6	2
3Y Field Operations	1	0	2	1	0	0	0	1	0	0	0	4	1
4A Traffic Administration	1	0	0	1	1	0	0	0	0	0	0	2	1
4B Solo Motorcycle	4	1	2	3	5	0	0	3	0	0	0	14	4
4C E & I Staff	1	0	1	1	0	0	0	0	0	0	0	2	1
4K Special Motorcycle	4	0	6	1	0	0	0	1	0	0	0	8	4
4M Muni Transit Detail	3	0	6	2	1	0	0	0	0	0	0	9	4
4T Headquarters Company	4	0	2	4	6	0	1	2	0	0	0	15	4
5A Night Investigations	1	0	4	2	4	0	0	0	0	0	0	10	2
5I Sex Crimes	1	0	0	0	1	0	0	0	0	0	0	1	1
5N Narcotics	5	4	11	6	7	0	1	3	0	0	0	32	7
5T Juvenile	1	0	1	2	0	0	0	0	0	0	0	3	1
5V Vice Crimes/Prostitution	1	0	0	1	0	0	0	0	0	0	0	1	1
AB Airport Bureau	3	0	2	3	1	0	0	2	0	0	0	8	2
IO1 Info Only (Referral)	2	0	1	0	1	0	0	0	0	0	0	2	0
TOTALS	320	96	408	250	259	6	2	96	0	0	0	1117	410

DEFINITION OF ALLEGATION TYPES

UF	Unnecessary Force	SS	Sexual Slur
UA	Unwarranted Action	D	Discourtesy
CRD	Conduct Reflecting Discredit	PRO	Procedure
ND	Neglect of Duty	POL	Policy
RS	Racial Slur	TF	Training Failure

COMPLAINTS AND ALLEGATIONS BY UNIT ANNUAL 2000

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES											TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF			
Unknown Assignment	492	121	335	207	234	12	9	68	2	8	0	996	591	
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	
1I Internal Affairs	2	0	2	0	1	0	0	0	0	0	0	3	2	
1J Tenderloin Task Force	83	60	174	90	71	2	3	14	0	0	0	414	183	
1Q Personnel Staff	1	0	2	1	0	0	0	1	0	0	0	4	1	
1W FTO/Central Station	1	0	1	0	0	0	0	0	0	0	0	1	1	
2G Permits	1	0	0	1	0	0	0	0	0	0	0	1	1	
3A Central Station	56	18	82	49	50	0	2	18	0	0	0	219	106	
3B Southern Station	106	47	183	97	95	5	6	37	0	0	0	470	205	
3C Bayview Station	47	25	119	51	53	1	0	13	0	0	0	262	99	
3D Mission Station	82	53	180	93	126	1	1	34	0	0	0	488	185	
3E Northern Station	87	37	183	73	90	7	3	27	0	0	0	420	158	
3F Park Station	60	26	144	52	36	1	2	16	0	0	0	277	124	
3G Richmond Station	40	20	57	46	65	0	0	20	0	0	0	208	83	
3H Ingleside Station	57	36	158	52	66	2	1	26	0	0	0	341	132	
3I Taraval Station	70	17	216	81	75	5	0	17	0	0	0	411	153	
3M Muni Transit Division	1	1	1	0	0	0	0	0	0	0	0	2	1	
3T Crime Supression Unit	1	0	1	0	0	0	0	0	0	0	0	1	1	
3U Field Operations HQ	1	0	1	0	1	0	0	0	0	0	0	2	1	
3X Mounted Unit	6	1	8	8	2	0	0	0	0	0	0	19	9	
3Y Tactical/Honda	1	1	0	4	2	0	0	0	0	0	0	7	2	
4A Traffic Administration	2	0	1	2	0	0	0	0	0	0	0	3	2	
4B Solo Motorcycle	21	3	8	17	17	0	1	9	0	0	0	55	23	
4K Special Motorcycle	8	0	11	5	4	0	0	3	0	0	0	23	10	
4M Muni Transit Detail	5	1	13	5	2	0	0	1	0	0	0	22	11	
4T Headquarters Company	19	7	28	17	7	1	0	6	0	0	0	66	29	
5A Night Investigations	1	0	1	2	0	0	0	1	0	0	0	4	1	
5B Hit & Run	3	0	3	5	4	0	0	0	0	0	0	12	3	
5C Auto	3	0	0	1	3	0	0	1	0	0	0	5	3	
5G General Works	8	1	2	9	4	0	0	5	0	0	0	21	10	
5H Homicide	3	1	4	3	1	0	0	2	0	0	0	11	3	
5I Sex Crimes	1	0	0	1	1	0	0	0	0	0	0	2	1	
5N Narcotics	24	6	85	14	26	0	0	2	0	0	0	133	62	
5T Juvenile	4	0	1	0	4	0	0	0	0	0	0	5	4	
5U Investigations HQ Staff	2	0	1	1	4	0	0	0	0	0	0	6	3	
5V Vice Crimes/Prostitution	6	1	18	12	9	1	0	0	0	0	0	41	10	
AB Airport Bureau	21	4	28	25	11	1	0	3	0	0	0	72	33	
XX Not Assigned/Separated	1	0	0	0	1	0	0	0	0	0	0	1	1	
TOTALS	1331	487	2051	1028	1067	39	28	325	2	8	0	5035	2251	

COMPLAINTS AND ALLEGATIONS BY UNIT
ANNUAL 1999
(FOR COMPARISON)

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES											TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF			
Unknown Assignment	463	81	315	199	238	4	3	79	9	1	0	929	547	
1A Chief's Office	1	0	0	0	1	0	0	1	0	0	0	2	1	
1I Internal Affairs	1	0	0	0	1	0	0	0	0	0	0	1	1	
1J Tenderloin Task Force	66	49	130	66	97	8	3	20	0	0	0	373	62	
1S Academy Recruits	1	1	0	1	0	0	0	1	0	0	0	3	1	
1T Academy/Range Staff	2	2	5	1	0	0	0	0	0	0	0	8	2	
1V Planning & Research	2	0	2	1	0	0	0	0	0	0	0	3	2	
2C Crime Lab	1	1	0	0	0	0	0	0	0	0	0	1	1	
2G Permits	4	2	2	1	3	0	0	2	0	0	0	10	5	
2U Support Services H	6	4	2	4	4	0	0	2	0	0	0	16	4	
3A Central Station	75	28	82	64	62	2	2	21	0	0	0	261	70	
3B Southern Station	84	25	134	80	70	3	4	33	0	0	0	349	74	
3C Bayview Station	73	20	127	65	72	0	2	26	0	0	0	312	88	
3D Mission Station	83	23	186	88	96	6	2	26	0	0	0	427	81	
3E Northern Station	76	34	123	49	66	2	2	20	0	0	0	296	78	
3F Park Station	52	23	105	42	47	0	0	17	0	0	0	234	53	
3G Richmond Station	47	8	119	44	42	0	0	17	0	0	0	230	48	
3H Ingleside Station	57	25	117	54	57	2	0	34	0	0	0	289	65	
3I Taraval Station	73	26	132	87	80	4	1	32	0	0	0	362	70	
3M Muni Transit Division	2	0	1	0	6	0	0	1	0	0	0	8	4	
3P Mounted Unit	3	1	17	2	5	0	0	1	0	0	0	26	5	
3T Crime Supression U	1	0	0	1	0	0	0	1	0	0	0	2	1	
3U Field Operations H	12	9	13	5	11	0	0	2	0	0	0	40	16	
3X Mounted Unit	7	0	5	3	3	0	0	2	0	0	0	13	8	
3Y Field Operations	1	0	2	1	0	0	0	1	0	0	0	4	1	
4A Traffic Administration	3	0	2	1	1	0	0	1	0	0	0	5	2	
4B Solo Motorcycle	10	2	4	7	9	0	0	3	0	0	0	25	10	
4C E & I Staff	26	4	28	20	11	1	0	12	0	0	0	76	26	
4K Special Motorcycle	6	0	7	3	2	0	0	1	0	0	0	13	5	
4M Muni Transit Detail	12	0	16	11	9	0	0	3	0	0	0	39	14	
4T Headquarters Company	10	0	12	13	9	0	1	2	0	0	0	37	12	
5A Night Investigations	4	0	5	4	7	0	0	0	0	0	0	16	5	
5B Hit & Run	1	0	4	2	0	0	0	0	0	0	0	6	2	
5C Auto	2	0	2	4	2	1	0	2	0	0	0	11	2	
5D Burglary	3	0	5	1	2	0	0	0	0	0	0	8	3	
5E Fencing	1	0	4	0	1	0	0	0	0	0	0	5	1	
5F Fraud	1	0	0	0	1	0	0	0	0	0	0	1	1	
5G General Works	2	0	2	3	1	0	0	0	0	0	0	6	1	
5H Homicide	2	0	2	2	2	0	0	1	0	0	0	7	1	
5I Sex Crimes	3	0	0	0	4	0	0	0	0	0	0	4	3	

**COMPLAINTS AND ALLEGATIONS BY UNIT
ANNUAL 1999
(FOR COMPARISON)**

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES											TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF			
5N Narcotics	21	11	47	23	36	2	1	11	0	0	0	131	26	
5S S Squad	1	0	2	0	1	0	0	0	0	0	0	3	1	
5T Juvenile	2	0	1	5	1	0	0	0	0	0	0	7	2	
5U Investigations HQ	11	1	12	7	7	0	0	2	0	0	0	29	10	
5V Vice Crimes/Prostitution	9	5	21	18	11	0	0	2	0	0	0	57	15	
AB Airport Beureau	11	0	13	11	2	0	0	3	0	0	0	29	10	
IO1 Info Only (Referral)	26	8	12	7	8	0	2	2	0	0	0	39	0	
IO2 Info Only	11	0	6	2	6	0	0	0	0	0	0	14	0	
TOTALS	1371	393	1826	1002	1094	35	23	384	9	1	0	4767	1440	

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Discourtesy
- PRO Procedure
- POL Policy
- TF Training Failure

FINDINGS IN ALLEGATIONS CLOSED ANNUAL 2000

SUSTAINED	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	2	17	4	20	0	0	4	47	0	0	47
2nd Quarter	5	14	8	21	0	0	6	54	0	0	54
3rd Quarter	3	7	7	15	1	1	1	35	0	0	35
October	0	2	2	1	0	0	0	5	0	0	5
November	1	11	6	6	0	1	3	28	0	0	28
December	1	10	7	15	0	0	1	34	0	0	34
YTD TOTAL	12	61	34	78	1	2	15	203	0	0	203

NOT SUSTAINED	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	88	211	173	144	13	7	81	717	0	0	717
2nd Quarter	98	180	241	221	9	6	98	853	0	0	853
3rd Quarter	63	142	173	142	4	1	53	578	0	0	578
October	36	106	97	77	1	2	32	351	0	0	351
November	43	87	69	45	5	1	21	271	0	0	271
December	54	117	106	62	4	6	34	383	0	0	383
YTD TOTAL	382	843	859	691	36	23	319	3153	0	0	3153

UNFOUNDED	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	2	10	19	7	0	0	0	38	0	0	38
2nd Quarter	10	16	7	14	0	0	3	50	0	0	50
3rd Quarter	0	4	10	11	0	0	0	25	0	0	25
October	9	15	6	11	0	0	1	42	0	0	42
November	3	5	5	4	0	0	3	20	0	0	20
December	0	14	7	12	0	0	0	33	0	0	33
YTD TOTAL	24	64	54	59	0	0	7	208	0	0	208

DEFINITION OF ALLEGATION TYPES

UF	Unnecessary Force
UA	Unwarranted Action
CRD	Conduct Reflecting Discredit
ND	Neglect of Duty
RS	Racial Slur
SS	Sexual Slur
D	Discourtesy
PRO	Procedure
POL	Policy
TF	Training Failure

FINDINGS IN ALLEGATIONS CLOSED ANNUAL 2000

PROPER CONDUCT	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	7	247	9	55	0	0	2	320	0	0	320
2nd Quarter	7	251	6	41	0	0	0	305	0	0	305
3rd Quarter	2	207	13	19	0	0	0	241	0	0	241
October	3	93	5	16	0	0	1	118	0	0	118
November	4	77	6	18	0	0	0	105	1	0	106
December	8	101	6	19	0	0	0	134	0	0	134
YTD TOTAL	31	976	45	168	0	0	3	1223	1	0	1224

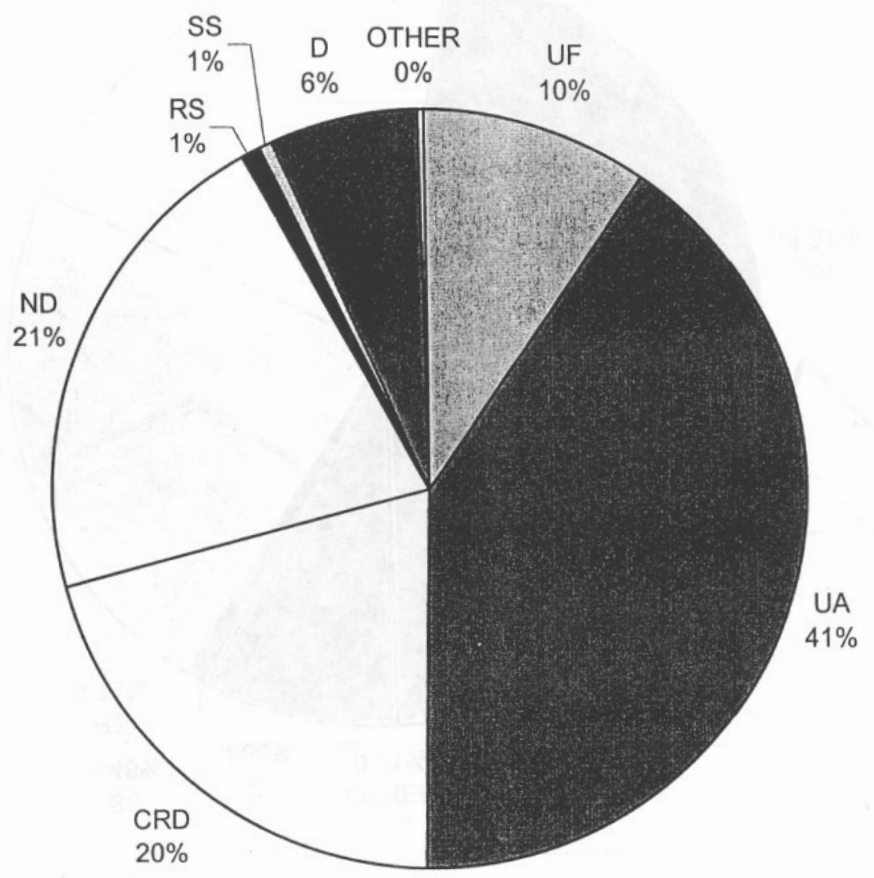
NO FINDING	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	11	30	24	14	0	0	12	91	0	0	91
2nd Quarter	16	33	20	11	1	0	5	86	0	0	86
3rd Quarter	7	27	16	20	1	0	10	81	0	0	81
October	1	16	6	9	0	0	2	34	0	0	34
November	2	14	4	1	0	0	2	23	0	0	23
December	4	11	10	5	1	0	1	32	0	0	32
YTD TOTAL	41	131	80	60	3	0	32	347	0	0	347

WITHDRAWN	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	9	17	15	6	0	0	8	55	0	0	55
2nd Quarter	4	22	12	6	0	0	2	46	0	0	46
3rd Quarter	1	18	8	13	0	0	4	44	0	0	44
October	0	4	3	3	0	0	2	12	0	0	12
November	0	0	2	0	0	0	0	2	0	0	2
December	0	2	2	2	0	0	1	7	0	0	7
YTD TOTAL	14	63	42	30	0	0	17	166	0	0	166

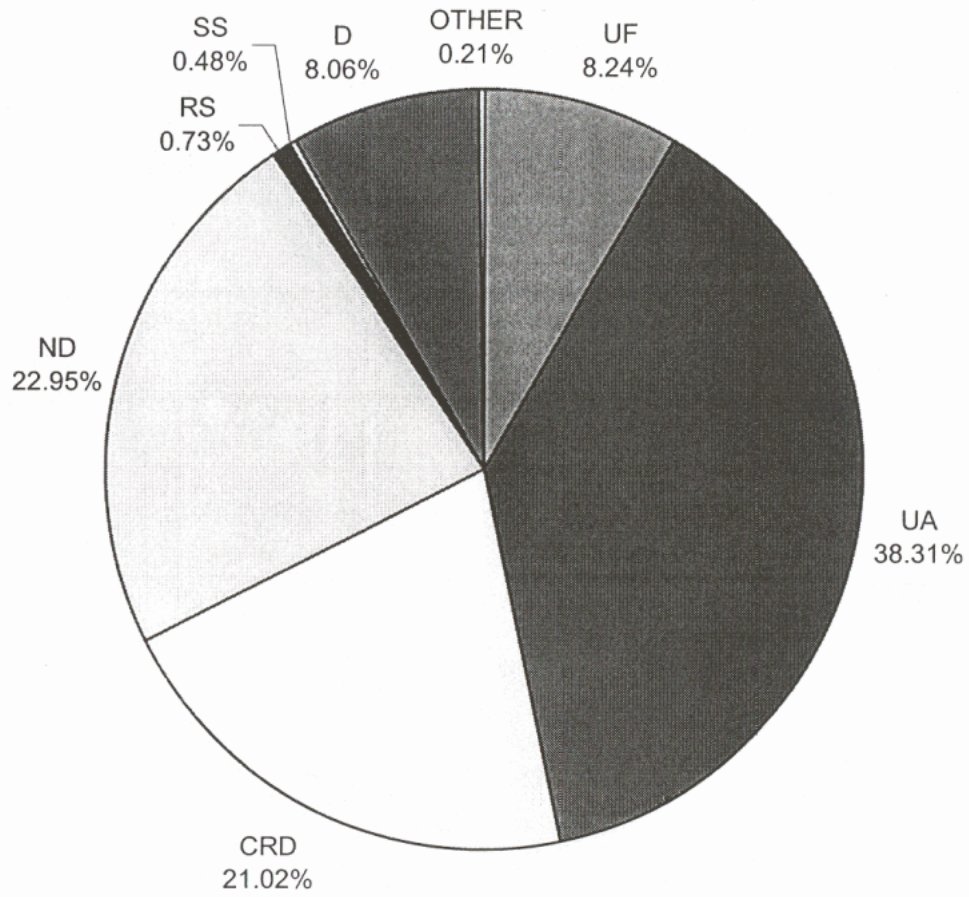
DEFINITION OF ALLEGATION TYPES

UF Unnecessary Force
 UA Unwarranted Action
 CRD Conduct Reflecting Discredit
 ND Neglect of Duty
 RS Racial Slur
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 D Discourtesy
 PRO Procedure
 POL Policy
 TF Training Failure

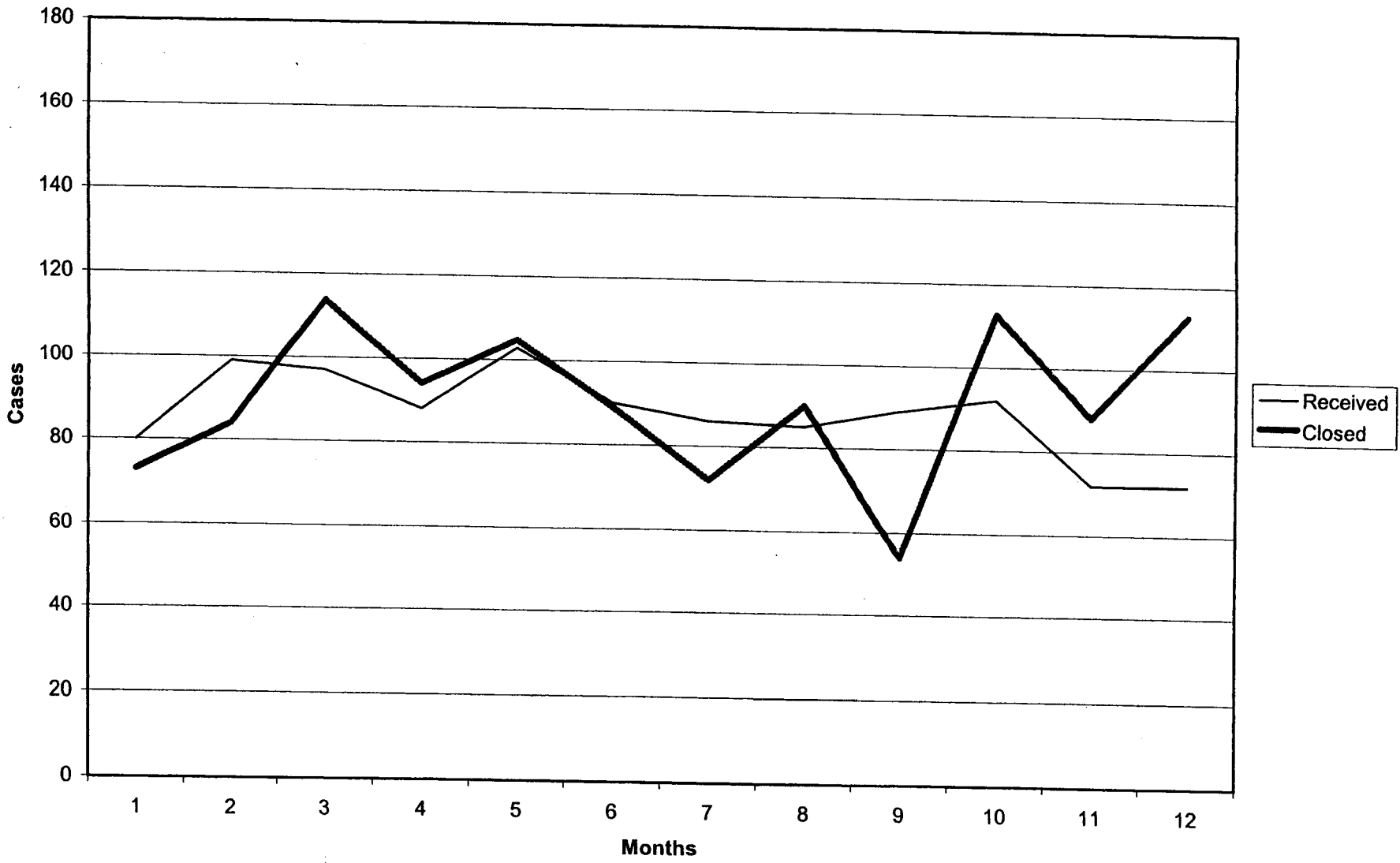
ALLEGATIONS BY PERCENTAGE - 2000



ALLEGATIONS BY PERCENTAGE - 1999



All Cases Received and Closed in 2000



OCC COMPLAINANTS, BY SELECTED DEMOGRAPHIC CHARACTERISTICS: YEAR 2000

	Number	Percent (rounded):
Named Individuals (inc. co-comps)	1063	99%
Anonymous Persons	9	less than 1%
Organizational Complaints	0	0%
Total Complainants	1072	100%

GENDER

Males	657	61%
Females	391	36%
Transgender Persons*	4	less than 1%
Blank or Declined to State	20	2%

RACE/ETHNICITY**

Caucasian/White	362	33%
African-American	347	32%
Asian-American & Pacific Islander	99	9%
Hispanic/Latino/a	118	11%
Native American	16	1%
Middle Eastern/Arab	12	1%
Multiracial	18	2%
Blank or Declined to State	128	12%

AGE

1-13 (by adult)	1	less than 1%
14-16	22	2%
17-19	60	6%
20-30	237	22%
31-40	246	23%
41-50	234	22%
51-60	114	11%
61-70	33	3%
71-80	16	2%
over 80	4	less than 1%
Blank or Declined to State	105	10%

DISABLED*** PERSONS	38	4%
HOMELESS**** PERSONS	13	1%

*OCC served a number of transgendered persons during this period; of this group, four (4) persons elected to self-designate on the form.
 ** The total of race/ethnicity designations is greater than the total of complainants because multiple self-designations are counted.
 & * 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 2000.

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1					1SUS		1SUS		01/11/94	08/11/94		06/20/95	Charges dismissed by Police Commission
2	1NS	1PC				1SUS			01/13/94	10/19/94		06/19/95	Not Sustained
2							1SUS		01/18/94	12/21/94		-	Policy Recommendation
9		1SUS					1NS		01/19/94	07/21/94		09/14/95	NSx2/Chief's Hearing/Policy Failure
9		1SUS					1NS		01/19/94	07/21/94		09/14/95	NSx2/Chief's Hearing/Policy Failure
3		1SUS		1NS					01/21/94	03/03/95		05/22/95	Proper Conduct by Chief
3		1SUS		1NS					01/21/94	03/03/95		05/22/95	Proper Conduct by Chief
3	1SUS								01/28/94	08/05/94		05/22/95	Sustained - Officer Terminated
1							1SUS		02/07/94	07/11/94		-	Policy Recommendation
1							1SUS		02/09/94	08/29/94		11/28/94	IHO Decision NS., Policy Failure
1				1NS					02/09/94	08/29/94		11/28/94	IHO Decision NS., Policy Failure
1			1SUS	1PC					02/23/94	11/07/94		06/20/95	Sustained - Officer Admonished
3			2SUS			1NS			02/24/94	10/07/94		05/30/95	Sustained - Referred to CO
9	1U	1U		1SUS					02/25/94	05/04/95		01/26/96	Sustained - Officer Admonished
3		1SUS	1SUS	1SUS					02/28/94	08/07/95		03/04/99	Charges dismissed by Police Commission
3		2SUS	1SUS						02/28/94	08/07/95		03/04/99	Charges dismissed by Police Commission
3			1U	1SUS					03/02/94	11/23/94		03/5/95	Not Sustained by Chief's Hearing
2		1SUS							03/09/94	12/09/94		03/11/95	Proper Conduct by Chief's Hearing
2	1NS		1SUS	1SUS					03/14/94	12/02/94		02/10/95	Sustained - 10 Days Suspension, 6 Days Held in Abeyance for 3yrs
3				1SUS					03/16/94	05/23/95		11/13/95	Sustained - Written Reprimand
4	1NS			1SUS					03/24/94	04/22/94		11/21/94	Sustained - Written Reprimand
4	1NS			2SUS					03/24/94	04/22/94		11/21/94	Sustained - Written Reprimand
x			1SUS						04/05/94	11/02/94		03/24/95	Sustained - Admonished
2				1SUS					04/06/94	12/22/94		04/05/95	Sustained - Written Reprimand
3	1U	1PC		1SUS			1SUS		05/02/94	03/23/95		08/09/95	Sustained - CO to Determine Dispo.
1		1SUS		2SUS					05/09/94	09/27/94		03/20/95	Sustained - 1 Day Suspension
x		1SUS							06/07/94	12/20/94		06/20/95	Sustained - Written Reprimand
3				1SUS					06/10/94	12/29/94		06/01/95	Sustained - Officer Admonished
5							1SUS		06/21/94	01/13/95		05/19/95	Sustained - Referred to CO
1				1SUS					06/22/94	08/31/94		02/01/95	Not Sustained by Chief's Hearing
1				1SUS					06/22/94	08/31/94		02/01/95	Not Sustained by Chief's Hearing
3		1SUS							08/04/94	06/12/95		11/13/95	Sustained - Written Reprimand
1	1SUS	1SUS					1SUS		08/04/94	10/26/95		09/04/97	Sustained - Officer Admonished
3				1SUS					08/09/94	01/10/95		11/13/95	Not Sustained by Chief's Hearing
3				1SUS					08/09/94	01/10/95		11/13/95	Not Sustained by Chief's Hearing
1							1SUS		08/10/94	01/01/95		04/04/95	Department Bulletin to be issued
2							1SUS		08/13/94	01/09/95		06/13/95	Officer Retired
3							1SUS		08/17/94	01/07/95		-	Policy Recommendation
2		1PC		1SUS					09/08/94	08/28/95		10/08/96	Sustained - Written Reprimand
1							1SUS		09/12/94	07/14/95		11/13/95	Sustained - Written Reprimand
X							1SUS		09/16/94	01/01/95		-	Policy Recommendation
3				2SUS					09/20/94	06/12/95		11/09/95	Sustained - 1 Day Suspension
2			1SUS						09/22/94	01/10/95		05/23/95	Sustained - Written Reprimand
X							1SUS		09/29/94	06/01/95		-	Policy Recommendation
2	1PC			1SUS					09/30/94	11/02/95		05/08/96	Sustained - 1 Day Suspension
2	1PC			1SUS		1NS			09/30/94	11/02/95		05/08/96	Sustained - 1 Day Suspension
3		1NS	1SUS						09/30/94	06/30/95		01/26/96	UA Sustained - Officer Admonished; CRD Changed to Not Sustained on 11/07/95
3		1SUS							09/30/94	06/30/95		01/26/96	UA Sustained - Officer Admonished; CRD Changed to Not Sustained on 11/07/95
1				1SUS					10/28/94	12/27/94		03/23/95	Sustained - Written Reprimand
2			2SUS						10/30/94	07/25/95		12/06/95	Sustained - 5 Day Suspension, 4 Days Held in Abeyance
1				2SUS					11/01/94	10/24/95		6/3/97	Not Sustained by Chief - Officers Retrained
1	1SUS	1SUS							11/07/94	08/09/95		01/31/96	Sustained - Written Reprimand
9	1SUS								11/14/94	11/02/95		05/17/96	Sustained - 4 Days Suspension

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Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
3								1SUS	11/16/94	01/01/95		04/04/95	Auto Status Procedures Changed*
9				1SUS			1SUS		11/16/94	06/12/95		02/17/97	Sustained - Officer Admonished & Retrained
1						1SUS			11/28/94	03/14/95		08/08/95	Sustained - Written Reprimand
3				1SUS					12/02/94	05/08/95		02/17/98	Sustained - Officer Admonished & Retrained
3	1SUS	1NS		1NS					12/02/94	05/08/95		02/17/98	Sustained - Officer Admonished & Retrained
1		1SUS							12/14/94	08/29/95		12/18/00	Sustained - Officer Admonished & Retrained
6				1SUS					12/25/94	04/17/95		08/09/95	Sustained - Written Reprimand
2		1SUS							01/04/95	07/28/95		12/05/95	Changed to Pol.Fail by IHO
X				2SUS					01/04/95	03/14/95		08/09/95	Sustained - One Officer Terminated, Other Officer 1 Day Suspension
2				1SUS					01/04/95	08/01/95		?	Sustained - Officer Counseled
X				4SUS					01/06/95	08/24/95		?	Sustained - Officer Admonished
X				4SUS					01/06/95	08/24/95		?	Charges dismissed by Police Commission
X				4SUS					01/06/95	08/24/95		?	Charges Not Sustained by Police Commission
X				4SUS					01/06/95	08/24/95		?	Charges Withdrawn
X		2SUS		3SUS		1SUS			01/06/95	08/24/95		?	Chief's Hearing
X			2SUS						01/06/95	08/24/95		?	Chief's Hearing
X			2SUS						01/06/95	08/24/95		?	Chief's Hearing
X			2SUS						01/06/95	08/24/95		?	Sustained - 5 Days Suspension
X			2SUS						01/06/95	08/24/95		?	Sustained - Terminated, Held in Abeyance
X			2SUS						01/06/95	08/24/95		?	3Yrs. 6 Months Served, Counseling
2	1SUS						1U		01/12/95	09/18/95		06/03/97	Not Sustained by Chief's Hearing
1			1SUS						01/24/95	03/31/95		10/17/95	Sustained - 2 Days Suspension
4	1SUS								02/01/95	02/16/96		?	Not Sustained By Police Commission
2			1SUS						02/03/95	10/30/95		12/06/95	Sustained - Officer Admonished
2	1SUS								02/06/95	05/15/95		06/20/95	Sustained - Officer Admonished
1				1SUS					02/06/95	11/01/95		01/21/97	Sustained - Officers Counseled
1			1NS	1SUS					02/06/95	11/01/95		01/21/97	Sustained - Officers Counseled
2			1NS	1SUS					02/15/95	08/17/95		04/13/95	Sustained - Officer Admonished
2		1SUS							03/20/95	08/21/95		02/17/98	Sustained - One Officer 3 Days Suspension, 2 Days Held in Abeyance; Other Officer Resigned
3	1NS			1SUS			1NS		03/22/95	07/17/95		11/09/95	Sustained - Written Reprimand
2				1SUS					03/28/95	05/12/95		12/08/95	Sustained - 5 Days Suspension, 3 Days Held in Abeyance for 2yrs
1		1SUS					1SUS		04/04/95	06/06/95		02/17/98	Sustained - Officer Admonished & Retrained
1							1SUS		04/04/95	08/02/95		01/31/96	Sustained - Written Reprimand
2		2SUS							04/19/95	08/21/95		02/17/98	Not Sustained by Police Commission
2		1SUS	1NS						04/25/95	11/30/95		02/17/98	Sustained - Officer Admonished & Retrained
9				1SUS					05/09/95	06/02/95		08/09/95	Sustained - Officer Admonished
9				1SUS					06/06/95	10/11/95		?	1ND withdrawn by OCC, 2 sust. by Pol Com
9				1SUS					06/06/95	10/11/95		?	3ND NS 3 Sus by Pol Comm
9				1SUS					06/06/95	10/11/95		?	UF Dismissed, 1ND Sus, 1 ND withdrawn
9				1SUS					06/06/95	10/11/95		?	1ND withdrawn by OCC, 2 sust. by Pol Com
9				1SUS					06/06/95	10/11/95		?	3ND NS 3 Sus by Pol Comm
9				1SUS					06/06/95	10/11/95		?	UF Dismissed, 1ND Sus, 1 ND withdrawn
9				2SUS					06/06/95	10/11/95		?	1ND withdrawn by OCC, 2 sust. by Pol Com
9				2SUS					06/06/95	10/11/95		?	3ND NS 3 Sus by Pol Comm
9				2SUS					06/06/95	10/11/95		?	UF Dismissed, 1ND Sus, 1 ND withdrawn
9				3SUS					06/06/95	10/11/95		?	1ND withdrawn by OCC, 2 sust. by Pol Com

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Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
9	1SUS		1NS	2SUS					06/06/95	10/11/95		?	3ND NS 3 Sus by Pol Comm
1				1SUS					06/16/95	02/16/96		02/07/99	Sustained - No Further Action by Chief
9		1SUS							06/22/95	10/10/96		06/27/97	Disp. changed by Chief to PC/Retraining
9		1SUS					1NS		06/22/95	10/10/96		06/27/97	Disp. changed by Chief to PC/Retraining
x				1SUS					06/28/95	06/10/96		03/15/99	Sustained - Officers Retrained
x				1SUS					06/28/95	06/10/96		03/15/99	Sustained - Officers Retrained
x		1SUS		1SUS					06/28/95	06/10/96		03/15/99	Sustained - Officers Retrained
1			1SUS	1SUS					06/29/95	03/25/96		10/08/96	Sustained - Written Reprimand
2		1PC		1SUS					06/30/95	05/16/96		04/13/98	Sustained - Officer Amonished/Reprimanded
2		1SUS							06/30/95	05/16/96		04/13/98	Sustained - Officer Amonished/Reprimanded
2		1SUS							06/30/95	05/16/96		04/13/98	Sustained - Officer Amonished/Reprimanded
1	1SUS			1NS					07/20/95	08/11/95		?	UA,UF,ND dismissed, UA,ND Withdrawn
1	1SUS	1SUS							07/20/95	08/11/95		?	UA,UF,ND dismissed, UA,ND Withdrawn
1	1SUS	1SUS	1NS						07/20/95	08/11/95		?	UA,UF,ND dismissed, UA,ND Withdrawn
9		1SUS							07/20/95	08/11/95		?	Sustained By Police Commission
9				1SUS					07/20/95	08/11/95		?	Pls.see Remarks Under 8/24/95 above
1				1SUS					07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1				1SUS					07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1	1SUS								07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1	1SUS								07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1	1SUS								07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
x	1NS	1SUS							07/20/95	08/11/95		?	Sustained By Police Commission
x	1SUS	1SUS							07/20/95	08/11/95		?	Sustained By Police Commission
1	1SUS	1SUS	1NS						07/20/95	08/11/95		?	UA Sustained by Police Commission
1	1SUS	1SUS							07/20/95	08/11/95		?	UF Not Sustained by Police Commission
1		1SUS							07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1	1NS	2SUS		1NS		1SUS			07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1	1SUS	1SUS		1NS					07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1	1SUS	1SUS		1NS					07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1		1SUS							07/20/95	08/11/95		?	Pls.see Remarks Under 8/24/95 above
1	1PC	1SUS							07/20/95	08/11/95		?	Pls.see Remarks Under 8/24/95 above
1		1SUS							07/20/95	08/11/95		?	Pls.see Remarks Under 8/24/95 above
1			2SUS	1SUS					08/02/95	05/22/96		08/19/97	Sustained - 20 Days Suspension, 10 Days Held in Abeyance for 2yrs
1							1SUS		08/04/95	02/28/97		-	Policy Recommendation
1		1SUS		1SUS					08/07/95	12/15/95		?	Term in abey 2 yrs 90 day susp, 45 in abey
2			1SUS						08/08/95	09/18/95		07/17/97	Sustained - Officer Terminated
4		1PC		1SUS			1SUS		08/15/95	06/27/96		06/26/97	D-Insufficient Evidence/ND-Sustained
7	1NS	1PC					1SUS		08/30/95	05/30/96			Charges Filed with Commission
1				1SUS					09/05/95	05/31/96			Chief's Hearing
1				1SUS					09/05/95	05/31/96			Chief's Hearing
9				1PF					09/06/95	10/03/96		-	Policy Recommendation
2					1SUS				09/15/95	02/08/96		05/29/96	Sustained - Officer Admonished
4				1SUS					09/19/95	05/13/96		12/09/96	Sustained - 90 Days Suspension
9		1SUS							09/20/95	12/05/95		08/01/97	Sustained - Written Reprimand
9		1SUS							09/20/95	12/05/95		08/01/97	Sustained - Written Reprimand
9				1SUS					09/25/95	07/22/96		04/01/96	Sustained - Written Reprimand
3	1NS	1PC		2SUS					09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
3	1NS	1PC		2SUS					09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
3				1SUS					09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
3				1SUS					09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
2			1NS	1SUS					10/10/95	02/14/96		07/30/96	Officer Resigned 7/30/96
9			1SUS				1NS		10/18/95	03/05/96		05/30/96	Sustained - Written Reprimand
2				1SUS					11/01/95	12/04/96		12/02/92	Sustained - Officer Retrained
2		1SUS	1SUS						11/02/95	03/11/96		08/05/96	Sustained - Written Reprimand
1			1SUS				1NS		11/27/95	03/27/97		06/03/97	Sustained - Officer Admonished

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Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1				1SUS					11/29/95	05/13/96		06/04/97	Sustained - Officer Admonished
1		1PC		1PC					11/29/95	05/13/96		06/04/97	Sustained - Officer Admonished
9				1SUS					12/01/95	09/16/97			
9			1SUS	1SUS					12/01/95	09/16/97			
9	1SUS	3SUS	1SUS	1PC					12/01/95	09/16/97			
9	1SUS	3SUS	1SUS	1PC					12/01/95	09/16/97			
1				1SUS					12/07/95	04/29/97		02/24/98	Sustained - 1 Officer Admonished, Other Officer 1-day Suspension held 1 Yr. Abeyance
1				3SUS					12/07/95	04/29/97		02/24/98	Sustained - 1 Officer Admonished, Other Officer 1-day Suspension held 1 Yr. Abeyance
9				1SUS					12/08/95	10/29/96		03/12/98	Sustained - Officer Admonished & Retrained
9				1SUS					12/08/95	10/29/96		03/12/98	Sustained - Officer Admonished & Retrained
9				1SUS					12/08/95	10/29/96		03/12/98	Sustained - Officer Admonished & Retrained
1			1SUS	1SUS					12/13/95	02/16/96		06/02/98	Sustained - 30 Days Suspension, 18 Days Held in Abeyance for 1 year
1		1SUS							12/15/95	04/19/96		10/08/96	Sustained - Officer Admonished
1				1SUS					12/19/95	10/30/96		06/30/97	Sustained - Chief's Written Reprimand
3	1U	1PC		1SUS					12/28/95	10/18/96		02/20/97	Sustained - Officer Admonished
1				1SUS					01/09/96	05/10/96		10/08/96	Sustained - Written Reprimand
1				1SUS					01/09/96	05/10/96		10/08/96	Sustained - Written Reprimand
1								1SUS	01/10/96	07/30/96		-	Policy Recommendation
1								1SUS	01/10/96	06/10/97		-	Policy Recommendation
9								1SUS	01/10/96	04/30/97		-	Policy Recommendation
2			1SUS	2SUS					01/12/96	09/30/96		-	Member Resigned
9		2SUS							01/19/96	08/21/96		08/30/99	Sustained - 2 Officers Admonished, 1 Officer 5-days Suspension, 2 in Abeyance
9		2SUS							01/19/96	08/21/96		08/30/99	Sustained - 2 Officers Admonished, 1 Officer 5-days Suspension, 2 in Abeyance
9		2SUS	1NS	2SUS			1SUS		01/19/96	08/21/96		08/30/99	Sustained - 2 Officers Admonished, 1 Officer 5-days Suspension, 2 in Abeyance
9		1NS		1SUS					01/19/96	05/24/96		08/05/97	Sustained - Officer Admonished
1				2SUS					01/19/96	08/21/96		06/03/97	Sustained - Chief's Written Reprimand
2				1SUS					01/22/96	03/25/97		12/18/97	Sustained - Officer Admonished
3		1SUS							02/16/96	08/08/96		08/19/99	No Further Action by SFPD
3		1SUS	1NS						02/16/96	08/08/96		08/19/99	No Further Action by SFPD
4		1SUS		1NS					02/20/96	05/07/97		06/22/98	Not Sustained
4		1SUS		1SUS					02/20/96	05/07/97		06/22/98	Not Sustained
2		1PC	1SUS	1NS					02/20/96	04/24/97		03/02/98	Retrained
2		2NS		1SUS					02/20/96	06/19/97		02/23/98	Not Sustained-Policy Failure
3		1NS	1NS	2SUS					02/29/96	07/22/97		04/09/97	Sustained - Officers Admonished & Retrained
3		1NS	1NS	2SUS					02/29/96	07/22/97		04/09/97	Sustained - Officers Admonished & Retrained
3		1PC		1SUS			1U		03/01/96	08/23/96		10/27/97	Sustained - Officer Admonished
3		1SUS							03/01/96	08/23/96		10/27/97	Sustained - Officer Admonished
2				1SUS					03/01/96	12/24/96		02/18/96	Sustained - Written Reprimand
2				1SUS				1SUS	03/01/96	12/24/96		02/18/96	Sustained - Written Reprimand
9								1SUS	03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9		1SUS							03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9		1SUS							03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9		1SUS							03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9		1SUS							03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9		1SUS							03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9		1SUS							03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished

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Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
9	1NS	1PC	2NS	1SUS					03/05/96	04/24/97		06/30/97	Sustained - Officer Admonished
1							1SUS		03/08/96	06/12/97		09/04/97	Sustained - 1 Day Suspension
1		1PC		1SUS					03/12/96	05/31/96		10/08/96	Sustained - Officer Counseled
3	1NS						1SUS		03/13/96	04/01/97		07/01/97	Sustained - Officer Counseled
3				1SUS					03/15/96	05/29/97		12/02/97	Sustained - Chief's Written Reprimand
3		1NS		1SUS					03/15/96	12/17/97		06/22/98	Sustained - Written Reprimand
3		1PC		2SUS			1NS		03/15/96	12/17/97		06/22/98	Sustained - Written Reprimand
x		1SUS							03/21/96	10/17/97		05/07/99	Changed by MCD & OCC to Policy Failure
7		1PC		1SUS					03/21/96	06/12/98		04/28/99	Sustained - Written Reprimand
2				1SUS					03/25/96	09/08/97		02/26/98	Sustained - Officers Counseled & Retrained
2				1SUS					03/25/96	09/08/97		02/26/98	Sustained - Officers Counseled & Retrained
2				1SUS			1SUS		03/25/96	09/08/97		02/26/98	Sustained - Officers Counseled & Retrained
1				1SUS					03/25/96	10/29/97		02/26/98	Sustained - Officers Retrained
2				1SUS					03/26/96	11/20/96		-	Officer Resigned
1		2NS	1NS	1SUS					03/27/96	11/15/96		06/03/97	Sustained - Officer Admonished
3	1SUS								03/28/96	05/13/97		09/11/97	Not Sustained by Chief
x				1SUS					04/02/96	08/14/97		02/26/98	Sustained - Chief's Written Reprimand
x				1SUS					04/02/96	08/14/97		02/26/98	Sustained - Chief's Written Reprimand
7		1SUS		1SUS					04/04/96	10/02/96		09/08/99	Sustained-One Officer Admonished, 2nd Officer Chief's Written Reprimand
7	1SUS	1SUS		1SUS					04/04/96	10/02/96		09/08/99	Sustained-One Officer Admonished, 2nd Officer Chief's Written Reprimand
7				1SUS					04/10/96	02/13/98		06/22/98	Sustained - Written Reprimand & Officer Retrained
5							1SUS		04/12/96	05/21/98		-	POLICY FAILURE
1	1NS	1SUS	1NS						04/17/96	11/06/96		07/17/97	Sustained - Officer Admonished
3				1SUS					04/18/96	03/13/97		03/03/98	Sustained - Officer Admonished
3				1SUS					04/18/96	03/13/97		03/03/98	Sustained - Officer Admonished
1				1SUS			1NS		04/19/96	12/27/96		02/08/99	Sustained- Chief's Written Reprimand & Officer Retrained
1		1NS		1SUS					04/19/96	10/07/96			Chief's Hearing
2		2PC			1SUS				04/25/96	10/18/96		02/20/97	Sustained - Written Reprimand
3				1SUS					04/29/96	04/17/98		12/30/98	Sustained - Written Reprimand
2		1PC			1NS		1SUS		05/01/96	11/06/96		08/01/97	Sustained - Officer Admonished
3		1SUS					1SUS		05/08/96	09/02/97		08/12/98	Sustained - Officer Counseled
1		1SUS							05/09/96	12/09/97		08/19/98	Sustained - Officer Admonished & Retrained
x		1SUS							06/05/96	05/13/97		12/02/97	Not Sustained by Chief
2				1SUS					06/10/96	08/15/97		03/12/98	Sustained - Officer Admonished & Retrained
2				1SUS					06/10/96	08/15/97		03/12/98	Sustained - Officer Admonished & Retrained
1				1SUS			1SUS		06/13/96	12/04/96		02/18/98	Sustained - 1 Day Suspension Held in Abeyance for 1yr
4		2SUS							06/20/96	03/31/98		11/05/98	Not Sustained by SFPD
1				2SUS			1SUS		06/27/96	12/26/96		04/02/98	Sustained - 1 Day Suspension Held in Abeyance for 1yr
x				1SUS					06/28/96	12/18/96		06/06/97	Sustained - Chief's Written Reprimand
2		1PC		1SUS					07/01/96	12/27/96		05/25/98	Not Sustained by Chief
2	1NS	2PC		1SUS					07/01/96	12/27/96		05/25/98	Not Sustained by Chief
1							1SUS		07/03/96	07/01/98		-	POLICY FAILURE
x		1SUS	1SUS						07/03/96	02/25/97	06/10/97		Charges Filed with Commission
2		3SUS							07/08/96	12/26/96		07/01/97	Sustained - Officer Counseled & Retrained
2			2NS	1SUS					07/11/96	04/30/97		12/03/97	Sustained - Written Reprimand
1				1SUS					07/18/96	06/19/97		02/20/98	Sustained - Officer Counseled & Reprimanded
4		1NS	2NS				1SUS		07/22/96	05/13/97		08/01/97	Sustained - Officer Admonished
x		1PC					1SUS		07/25/96	03/26/97		06/03/97	Sustained - Officer Admonished

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
2				1SUS					07/26/96	12/18/96		07/17/97	Sustained - Officer Admonished & Retrained
2				1SUS					07/26/96	12/18/96		07/17/97	Sustained - Officer Admonished & Retrained
x		1SUS		1SUS					07/30/96	02/25/98			Charges filed with MCD
x	1SUS	1NS	1SUS	1NS					07/30/96	02/25/98			Charges filed with MCD
2								1SUS	08/02/96	06/05/97		09/10/98	Sustained - Officer Admonished
2		1PC	1PC	1SUS					08/02/96	06/05/97		09/10/98	Sustained - Officer Admonished
x				2SUS					08/12/96	07/18/97		02/26/98	Not Sustained - Policy Failure
2		1SUS							08/15/96	12/31/96		06/30/97	Proper Conduct by Chief
2		1SUS		1NS					08/15/96	12/31/96		06/30/97	Proper Conduct by Chief
1			1NS	1SUS					08/20/96	06/18/98			
1		1NS		2SUS					08/20/96	06/18/98			
2			1NS	1SUS					08/27/96	07/17/97		09/22/98	Sustained - Officer Admonished
9				3SUS					08/29/96	05/13/97		02/04/00	Commission Charges withdrawn, remanded to Chief
1				1SUS					09/04/96	07/27/98		09/08/99	Sustained - One Officer Admonished, Two Officers Retrained
1				1SUS					09/04/96	07/27/98		09/08/99	Sustained - One Officer Admonished, Two Officers Retrained
1	1NS	2NS		1SUS					09/04/96	07/27/98		09/08/99	Sustained - One Officer Admonished, Two Officers Retrained
1	1NS			1SUS					09/04/96	08/13/99			
1	1SUS			1SUS					09/04/96	08/13/99			
1	1SUS			1SUS					09/04/96	08/13/99			
2		1SUS							09/19/96	07/23/98		09/10/98	Sustained - Officer Retrained
2	2NS	2PC		1SUS					09/19/96	07/23/98		09/10/98	Sustained - Officer Retrained
x				1SUS			1NS		09/20/96	03/12/97		09/05/97	Sustained - Officer Admonished & Retrained
x				1SUS			1NS		09/20/96	03/12/97		09/05/97	Sustained - Officer Admonished & Retrained
7			1NS	1SUS					09/23/96	11/26/97		12/30/97	Policy Failure
7			1NS	1SUS					09/23/96	11/26/97		12/30/97	Policy Failure
x			1SUS						09/24/96	09/10/97		02/26/98	Sustained - 3 Days Suspension
2				1SUS					09/25/96	04/21/98		07/16/98	Sustained - Officer Retrained
2	1NS	1NS		1SUS					09/25/96	04/21/98		07/16/98	Sustained - Officer Retrained
1	1NS	1NS		1SUS					09/30/96	07/17/97		09/14/98	Sustained - Written Reprimand
2		1NS		1SUS					09/30/96	07/29/97		03/05/98	Not Sustained - Policy Failure
1			1SUS	1NS	1NS		1SUS		10/02/96	03/25/97			Pending Chief's Hearing
1				1SUS					10/17/96	06/11/98		06/15/00	Sustained - Officer Counseled (for one Officer), other Officer Not Sustained by Chiefs Hearing
1		1SUS		1SUS					10/17/96	06/11/98		06/15/00	Sustained - Officer Counseled (for one Officer), other Officer Not Sustained by Chiefs Hearing
1		2SUS					1NS		10/18/96	02/09/98		08/19/98	Adjudicated - No Further Action
1	1SUS	1PC		1NS					10/18/96	04/28/97		12/29/98	Proper Conduct by Chief
2				1SUS					10/18/96	11/13/97		12/29/98	Policy Failure
2	1SUS	1SUS		1SUS			1SUS		10/21/96	05/07/97		02/18/98	Sustained - Retrained/5 Days Susp. 1 in Abey.
x				1SUS					10/22/96	12/30/97		06/22/98	Sustained - Written Reprimand
x				1SUS					10/25/96	03/31/98		06/30/99	Sustained - Officers Retrained by CO.
x		1NS		1SUS					10/25/96	03/31/98		06/30/99	Sustained - Officers Retrained by CO.
x		1SUS							10/25/96	03/31/98		06/30/99	No Further Action by Chief
x				1SUS					10/25/96	07/22/97		06/22/98	Sustained - 3 Days Suspension in Abeyance
1				1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1				1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing

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Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1				1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1				1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1				1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1PC			1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1PC			1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1PC	1SUS		2PC					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1SUS			1SUS					10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1				1SUS					10/28/96	04/27/98		11/16/98	Not Sustained by Assist. Chief of Police
1				2SUS					10/28/96	08/27/97		04/20/98	Sustained-1 Officer w/Written Reprimand, 1 Officer on Chief's Hearing Not Sustained
1			1NS	1SUS					10/28/96	08/27/97		04/20/98	Sustained-1 Officer w/Written Reprimand, 1 Officer on Chief's Hearing Not Sustained
1		1NS		1SUS					10/29/96	02/03/98		02/08/99	Not Sustained by Assist. Chief of Police
2			1SUS						10/30/96	02/12/98			
x			1SUS	1SUS					11/01/96	03/31/97		11/03/97	Sustained - Officers Admonished & Retrained
x			1SUS	2SUS					11/01/96	03/31/97		11/03/97	Sustained - Officers Admonished & Retrained
1		1SUS	1NS	1SUS					11/06/96	04/30/97		10/29/97	Sustained - Officers Admonished & Retrained
1		1SUS	1NS	1SUS					11/06/96	04/30/97		10/29/97	Sustained - Officers Admonished & Retrained
5				1SUS					11/06/96	04/24/97		10/05/99	Sustained-1 Officer w/Written Reprimand, 1 Officer Suspended 5 Days, 2 held in Abeyance
5				1SUS					11/06/96	04/24/97		10/05/99	Sustained-1 Officer w/Written Reprimand, 1 Officer Suspended 5 Days, 2 held in Abeyance
1				1SUS					11/07/96	09/18/97		02/11/98	Officer Retired
1				1SUS					11/13/96	11/25/97		07/31/98	Sustained - Officers Retrained
1				1SUS					11/13/96	11/25/97		07/31/98	Sustained - Officers Retrained
2				1SUS		1NS			11/15/96	06/27/97		02/23/96	Sustained - Officer Admonished
1				1SUS					11/22/96	05/29/97		09/04/97	Sustained - Officers Admonished & Retrained
1				1SUS					11/22/96	05/27/98		03/25/99	Sustained - Officers Retrained
1				1SUS					11/22/96	05/27/98		03/25/99	Sustained - Officers Retrained
1				1SUS					11/22/96	05/27/98		03/25/99	Sustained - Officers Retrained
1				1SUS					11/25/96	06/05/98		12/30/98	One Officer Sustained-Admonished by CO, Second Officer Not Sustained
1				1SUS					11/25/96	06/05/98		12/30/98	One Officer Sustained-Admonished by CO, Second Officer Not Sustained
2		1SUS	1NS	1NS					12/06/96	08/14/97		02/08/99	Sustained - Officers Retrained
1	1SUS	2SUS		1NS		1SUS			12/06/96	06/25/97	06/10/97	11/14/00	Sustained - Chief's Suspension Letter
1		3SUS		1SUS					12/09/96	04/25/97		07/08/97	Sustained - Officer Counseled & Reprimanded
x				1SUS					12/09/96	04/11/97		02/24/98	Sustained - Officer Reprimanded
3				1SUS					12/12/96	02/23/98		03/16/99	Not Sustained by Chief of Police

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Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
3				1SUS					12/12/96	02/23/98		03/16/99	Not Sustained by Chief of Police
5		1NS			1SUS		1NS		01/06/97	05/29/97		09/04/97	Sustained - Officer Admonished & Retrained
1				1SUS					01/07/97	12/02/97		04/21/98	Sustained - 1 Officer Admonished, 2nd Officer 1 Day Suspension held in Abeyance
1	1NS			1SUS					01/07/97	12/02/97		04/21/98	Sustained - 1 Officer Admonished, 2nd Officer 1 Day Suspension held in Abeyance
2		1SUS							01/09/97	12/17/98		05/10/99	Sustained - 1 Officer Retrained; 2nd Officer Admonished & Retrained
2		1SUS							01/09/97	12/17/98		05/10/99	Sustained - 1 Officer Retrained; 2nd Officer Admonished & Retrained
1		1NS		1SUS			1NS		01/09/97	07/10/97		02/26/98	Sustained - Officer Retrained
3				1SUS					01/13/97	06/19/97		07/27/98	Sustained - Written Reprimand & Officer Retrained
2				1SUS					01/13/97	07/30/97		02/16/98	Sustained - One Officer Retrained, Two Officers Admonished
2				1SUS					01/13/97	07/30/97		02/16/98	Sustained - One Officer Retrained, Two Officers Admonished
2	1NS	1PC		1SUS	1NS				01/13/97	07/30/97		02/16/98	Sustained - One Officer Retrained, Two Officers Admonished
3				1SUS					01/17/97	06/27/97		12/02/97	Sustained - Officer Reprimanded & Retrained
3		1NS		1SUS					01/17/97	06/27/97		12/02/97	Sustained - Officer Reprimanded & Retrained
3		1NS	1NS	1SUS			1NS		01/21/97	12/23/98	08/23/00		Charges Filed with Police Commission
3	1SUS	1SUS	1NS	1SUS			1NS		01/21/97	12/23/98	08/23/00		Charges Filed with Police Commission
x							1SUS		01/23/97	04/16/97		02/30/97	Policy Failure
2		1NS		2SUS					01/30/97	04/17/98		09/23/98	Sustained-Written Reprimand&Admonished
2		1U		1SUS					01/30/97	04/17/98		09/23/98	Sustained-Written Reprimand&Admonished
2	1PC	2NS		1SUS					01/30/97	04/17/98		09/23/98	Sustained-Written Reprimand&Admonished
2		1SUS							02/04/97	11/17/97		11/05/98	Sustained - Officer Admonished
x			1PC	1SUS					02/04/97	01/15/98		08/19/99	Sustained - Officer Retrained
1		1SUS							02/04/97	12/08/97		07/28/97	Sustained - Officer Admonished
1		1SUS	1NS						02/05/97	04/07/98		06/22/98	Sustained - Officer Counseled
1	1SUS		1NS	2SUS			1SUS		02/13/97	05/22/97		11/25/97	Officer pled NC, Term in abey 4 yrs 90 days
4		2PC		1SUS			1SUS		02/13/97	10/28/97		03/16/99	Sustained - Officer Admonished
2			1SUS	1PC					02/14/97	02/20/98		03/02/99	Sust. by OCC, No Further Action by SFPD
6				1SUS					02/25/97	06/09/97		03/09/98	Sustained - Officer Admonished
3				1SUS					02/28/97	03/26/98		09/20/99	Sustained - Officer Admonished
3			1NS	1SUS					02/28/97	03/26/98		09/20/99	Sustained - Officer Admonished
x				1SUS					02/28/97	01/15/98		06/22/98	Sustained - One Named Officer Retrained
1				1PF			1SUS		02/28/97	12/09/97		-	POLICY FAILURE
2							1SUS		02/28/97	07/09/98		-	POLICY FAILURE
3	1NS	1PC	1NS	2SUS			1NS		03/03/97	10/23/97		08/30/99	Sustained - Officer Suspended for 5 days, 2 days held in Abeyance for one year
4				1NS			1SUS		03/10/97	09/17/97		12/02/97	Sustained - Officer Admonished
3			1NS	1SUS					03/10/97	02/09/98		07/16/98	Sustained - Officer Admonished
2		1SUS		1NS					03/14/97	07/14/98		03/24/00	No Further Action by SFPD
2	1NS	2SUS	1NS	2NS		1NS	1NS		03/14/97	07/14/98		03/24/00	No Further Action by SFPD
2				1SUS					03/17/97	07/30/98		12/31/98	Sustained - Officer Admonished & Retrained
x		1NS		1SUS			1NS		03/24/97	02/12/98		05/13/99	Sustained - Officer Retrained
5							1SUS		03/27/97	03/27/98		07/12/98	Policy Recommendation

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Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
2				1SUS				1SUS	03/28/97	09/08/97		12/02/97	Sustained - Officer Admonished & Policy Recommendation
3				1SUS					03/31/97	03/18/98		03/28/00	Sustained - Officer Counseled
1	1NS			2SUS					04/03/97	03/22/99		08/19/99	Sustained - Officer Admonished & Retrained
1							1SUS		04/04/97	07/22/97		09/04/97	Sustained - Officer Admonished & Retrained
3			1SUS	1SUS		1SUS			04/04/97	12/11/97		06/22/98	Sustained-CRD&ND-5days Suspension
1			1SUS						04/07/97	07/22/97		09/04/97	Sustained - Officer Admonished & Retrained
x	1NS			2SUS					04/07/97	06/05/98		01/10/01	Sustained - Chief's Disciplinary Suspension
x	1NS			2SUS			1NS		04/07/97	06/05/98		01/10/01	Sustained - Chief's Disciplinary Suspension
4				1SUS					04/11/97	07/27/98		08/19/99	Sustained - Chief's Written Reprimand
2		1PF							04/11/97	02/26/98		05/27/98	Changed to Policy Failure
2				1SUS					04/11/97	12/22/99			
2				1SUS					04/11/97	12/22/99			
1		1SUS	1SUS						04/23/97	02/20/98		06/02/99	Not Sustained by Chief
x							1SUS		04/23/97	09/08/97		02/26/98	Sustained - Officer Counseled
3				1SUS					04/28/97	02/12/98		09/30/98	Sustained - Officer Admonished
3			1NS	1SUS					04/28/97	02/12/98		09/30/98	Sustained - Officer Admonished
2		1SUS	1NS	1NS					04/28/97	02/20/98		07/14/98	Sustained - Officer Retired
x				1SUS					04/28/97	12/18/97		04/21/98	Sustained - Officer Admonished
2		1PF							04/28/97	11/25/97		-	Policy Recommendation
1			1U	1SUS			1NS		05/07/97	07/24/97		02/26/98	Sustained - Officer Admonished
x								1SUS	05/09/97	07/01/98		-	POLICY FAILURE
1		1PC	1NS	1SUS					05/12/97	08/12/97		09/23/97	Sustained - Officer Counseled
7							1SUS		05/15/97	11/26/97		02/26/98	Sustained - Officer Counseled
1				1SUS					05/19/97	09/30/99		03/20/00	Sustained - Officer Counseled and Retrained
3				1SUS					05/20/97	03/30/98		07/28/98	Changed to Not Sustained by OCC
3				1SUS					05/20/97	03/30/98		07/28/98	Changed to Not Sustained by OCC
2		2SUS		1NS					05/22/97	06/05/98		03/24/00	No Further Action by SFPD
2		2SUS		1NS			1NS		05/22/97	06/05/98		03/24/00	No Further Action by SFPD
x		1SUS		1NS	1NS				05/23/97	02/05/01			
x		1SUS		1NS					05/23/97	02/05/01			
1				1SUS				1SUS	05/27/97	06/05/98		09/14/98	Sustained - 1 Day Suspension
x	1NS	2PC		1SUS					05/27/97	05/27/98		12/15/98	Not Sustained by Chief
x	1NS	2PC		1SUS					05/27/97	05/27/98		12/15/98	Not Sustained by Chief
2		1NS		1SUS					05/27/97	10/14/99			
2	1U	1PC		1SUS					05/27/97	10/14/99			
x				1SUS					06/03/97	07/27/98			
x		1NS		1SUS					06/03/97	07/27/98			
x		1NS	1SUS	1SUS					06/03/97	07/27/98			
4		1PC	1PC	1SUS					06/05/97	05/07/98		09/14/98	Sustained - Chief's Written Reprimand
2	1NS	2SUS		1NS					06/06/97	07/15/98		01/05/00	Sustained - Officer Retrained
2	1NS	2SUS		2NS					06/06/97	07/15/98		01/05/00	Sustained - Officer Retrained
1		1SUS		1SUS			1SUS		06/13/97	07/09/98		09/17/98	Sustained - Chief's Written Reprimand
1			1SUS	2SUS					06/13/97	10/23/97		04/22/98	Sustained - Chief's Written Reprimand
2		1SUS		1SUS					06/23/97	12/23/98			
2				1SUS					06/24/97	12/13/98		03/23/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Retired - No Further Action
2			1NS	1SUS			1NS		06/24/97	12/13/98		03/23/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Retired - No Further Action
4	1SUS	2SUS		1NS					07/01/97	12/10/98		05/22/00	Sustained - Officer Resigned
4	2SUS	2SUS	1NS	1NS			1NS		07/01/97	12/10/98		05/22/00	Sustained - Officer Resigned
1	1NS	2PC		2SUS					07/07/97	07/22/98		06/30/99	Sustained - Chief's Written Reprimand & Retrained
2	1NS		1SUS						07/09/97	08/26/98		05/12/99	Sustained - Officer Retrained

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1			1SUS						07/28/97	07/31/98		09/13/99	Sustained - 3 Days Suspension, 2 Days Held in Abeyance
1			1SUS				1SUS		07/30/97	06/05/98		03/08/99	Sustained by OCC, No Further Action by SFPD
1		2SUS							08/01/97	05/01/98		02/04/00	Sustained - Officer Retrained
1				1SUS					08/04/97	06/29/98		03/23/99	Sustained - Written Reprimand
2				1SUS					08/11/97	11/20/97		04/21/98	Sustained - Officer Retrained
1			1SUS						08/15/97	12/23/98		03/24/99	Sustained - Officers Admonished & Retrained
1			1SUS	1SUS			1NS		08/15/97	12/23/98		03/24/99	Sustained - Officers Admonished & Retrained
x								1SUS	08/19/97	02/25/98			
1		1NS		1SUS					08/22/97	07/23/98	08/10/98		Charges Filed with Commission
1		1SUS		1SUS					08/22/97	07/23/98	08/10/98		Charges Filed with Commission
1	1SUS			1SUS					08/27/97	12/11/98		03/24/99	Sustained - Officer Counseled & Retrained
x				1SUS					09/02/97	12/30/97		03/10/98	Sustained - Officer Admonished
x			1SUS	1NS					09/05/97	09/09/98		11/16/98	Sustained - Officer Admonished
1		1SUS	2NS	2NS					09/05/97	07/16/98		09/14/98	Sustained - Officer Retrained
1		1U		1SUS					09/08/97	11/03/98		03/02/99	No Further Action by Chief
2				1SUS					09/09/97	07/29/98		05/11/99	Sustained - Officers Retrained
2		1PC		1SUS					09/09/97	07/29/98		05/11/99	Sustained - Officers Retrained
2				1SUS					09/09/97	06/05/98		05/06/99	Sustained
2				1SUS					09/09/97	06/05/98		01/01/00	Sustained
2				1SUS					09/09/97	07/21/98			
2	1SUS						1SUS		09/09/97	07/21/98			
2	1NS	1PC	2NS	1NS	1NS	1SUS			09/10/97	08/31/99		08/22/00	Not Sustained/Laches by the Department
2			1SUS						09/12/97	03/30/98		08/19/99	Sustained - Officer Retrained
2				1SUS					09/12/97	06/07/99		06/18/99	Sustained - Officers Counseled
2		2NS		1SUS					09/12/97	06/07/99		06/18/99	Sustained - Officers Counseled
2	1NS	2NS		1SUS					09/12/97	06/07/99		06/18/99	Sustained - Officers Counseled
3		1SUS							09/12/97	06/04/99			
3		3PC		1SUS					09/12/97	06/04/99			
x		1NS	1NS	1SUS					09/19/97	09/28/99		12/29/99	Sustained - Officer Admonished
5			1SUS				1SUS		09/26/97	06/05/98		05/16/00	Sustained - Chief's Written Reprimand
1				1SUS					09/29/97	08/25/99		03/01/00	Sustained - Chief's Written Reprimand
3				1SUS					10/03/97	05/29/98		12/29/98	Sustained - Chief's Written Reprimand
x			1SUS				1NS		10/03/97	10/07/99			
x		1NS		1SUS					10/10/97	12/31/98		05/10/99	Sustained - Officer Admonished & Retrained
x		1SUS	1SUS	1SUS					10/10/97	12/31/98		05/10/99	Sustained - Officer Admonished & Retrained
3		1SUS							10/14/97	12/21/99			
3		2SUS	1SUS	2SUS			1NS		10/14/97	12/21/99			
x				1SUS					10/15/97	05/27/98		09/14/98	Sustained - 1 Day Suspension, Held in Abeyance
2		3NS		1SUS					10/17/97	12/15/99			
3		1NS		1SUS					10/20/97	04/29/98		03/08/99	No Further Action by Chief
1		1PC		1SUS					10/21/97	04/08/98		03/31/00	Sustained - Chief's Written Reprimand
3		2NS		1SUS			1SUS		10/21/97	08/24/98	03/24/99		Charges Filed with Police Commission
1				3SUS					10/24/97	01/29/99		06/29/99	Sustained - Chief's Written Reprimand
1			2NS	2SUS					10/24/97	01/29/99		06/29/99	Sustained - Chief's Written Reprimand
1		1NS		1SUS			1NS		10/30/97	05/22/98		05/12/99	Sustained - Officers Admonished
1	1SUS			2SUS					10/31/97	06/25/99	07/18/00		Charges Filed with Police Commission
1	1SUS			2SUS					10/31/97	06/25/99	07/18/00		Charges Filed with Police Commission
1							1SUS		11/03/97	10/14/99			
1		2SUS	2NS	1SUS			1SUS		11/03/97	10/14/99			
1			1SUS						11/03/97	06/05/98			
1				1SUS					11/10/97	04/22/98		12/29/98	Sustained - Chief's Written Reprimand
4		1NS		1SUS					11/10/97	07/27/98		03/16/99	Sustained - 2 Days Suspension Held in Abeyance for 1 Year & Officer Retrained
4		1SUS							11/10/97	07/27/98		03/16/99	Sustained - 2 Days Suspension Held in Abeyance for 1 Year & Officer Retrained

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
5	1PC	1PC		1SUS					11/10/97	11/02/98		01/07/99	Sustained - Officer Retrained
3	1U	1U	1NS	1NS			1SUS		11/14/97	10/08/99		11/01/00	Sustained - Officers Counseled & Retrained
1				1SUS					11/17/97	01/29/99		05/10/99	Sustained - Officers Counseled & Retrained
1		1SUS		1SUS					11/17/97	01/29/99		05/10/99	Sustained - Officers Counseled & Retrained
1	1NS	2NS		1NS					11/17/97	01/29/99		05/10/99	Sustained - Officers Counseled & Retrained
1				2SUS					11/24/97	03/27/98		01/01/00	Sustained - Officers Counseled & Retrained
1				1SUS					11/26/97	08/24/98		11/16/98	Sustained - Officers Counseled & Retrained
4			1SUS	1SUS			1SUS		11/26/97	12/31/99			
4		1NS	1SUS	1SUS					11/26/97	12/31/99			
1				1SUS					12/04/97	05/27/98		12/30/98	Sustained - One Officer Admonished, Second Officer Chief's Written Reprimand
1	1PC	1PC		1SUS			1NS		12/04/97	05/27/98		01/01/00	Sustained - One Officer Admonished, Second Officer Chief's Written Reprimand
1				1SUS					12/16/97	07/31/98		12/09/98	Policy Failure
1		1PC		1SUS					12/16/97	07/31/98		12/09/98	Policy Failure
3		1SUS	1SUS						12/19/97	03/31/99		01/08/01	Sustained - Chief's Disciplinary Reprimand
x		1NS	1SUS						12/23/97	08/17/98		01/01/00	Sustained - Officer Retrained
3		1SUS	1SUS	1SUS					12/23/97	06/13/00			Charges filed with Police Commission
2				1SUS					12/30/97	07/15/98		12/31/98	Not Sustained by Assistant Chief of Police
x		1SUS							12/30/97	04/27/98		12/29/98	Sustained - Officer Admonished & Retrained
3		2PC	1NS	1SUS					01/12/98	12/23/98		10/18/00	Sustained - Officer Admonished & Retrained
1				1SUS					01/12/98	01/29/99		08/19/99	Sustained - Officer Admonished
2	2SUS	1PC		1SUS			1SUS		01/12/98	06/11/99		05/22/00	Sustained - Officer Resigned
1		1NS					1SUS		01/16/98	04/28/98		06/22/98	Sustained - Officer Counseled & Retrained
1		2NS	2NS	1SUS					02/05/98	08/24/98		03/15/99	Sustained - Officer Admonished
1		2NS	1SUS				1SUS		02/09/98	08/26/99			
1				1SUS					02/10/98	11/30/99		02/04/00	Sustained - No Further Action, GC3304
1				1SUS					02/10/98	11/30/99		01/01/00	Sustained - No Further Action, GC3304
x			1SUS	1SUS			1SUS		02/20/98	12/30/98		03/24/99	Sustained - Officer Admonished
3			1NS	2SUS					02/23/98	08/06/98		09/27/00	Sustained - Officer Admonished
3			1NS	2SUS					02/23/98	08/06/98		09/27/00	Sustained - Officer Admonished
3		1NS	1SUS						02/23/98	07/31/99		07/29/99	No Further Action by Chief
1				1SUS					03/02/98	12/04/98		06/02/99	Not Sustained by SFPD
x							1SUS		03/02/98	11/30/98		01/01/00	Referred to Commanding Officer
1				1SUS					03/02/98	12/04/98		01/01/00	Not Sustained by SFPD
1			1SUS				1SUS		03/10/98	10/30/98	12/14/98		Pending - Police Commission
2			1NS				1SUS		03/10/98	03/05/99			
1			2NS	1SUS					03/11/98	10/06/98		05/24/99	Insufficient Evidence by Assistant Chief of Police
1				1SUS					03/11/98	09/15/98			
1	1PC	1PC					1SUS		03/16/98	07/14/98		05/13/98	Sustained - Officer Admonished & Retrained
3				1SUS					03/19/98	07/07/99			
3				1SUS					03/19/98	07/07/99			
1				1SUS					03/23/98	12/17/98		01/01/00	Sustained - Officer Admonished & Retrained
2				2SUS					03/23/98	08/26/99			
2			1SUS	2SUS					03/23/98	08/26/99			
x							1SUS		04/13/98	10/09/98		12/31/98	Sustained - Officer Counseled & Retrained
1		1SUS	1NS						04/13/98	02/23/99		05/24/99	No Further Action by Chief
2			1PC	2SUS					04/15/98	04/29/99			

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1				1SUS					04/23/98	03/09/99		01/01/00	Sustained - Officer Retrained
1				1SUS					04/27/98	07/14/98		05/27/99	Sustained - 1 Day Suspension
3		3PC	1SUS						04/27/98	12/30/98		03/24/99	Sustained - Officer Admonished
3				1SUS					05/04/98	04/20/99		06/22/99	No Further Action by Chief
3				1SUS			2NS		05/04/98	04/20/99		06/22/99	No Further Action by Chief
x		1SUS	1NS						05/08/98	08/12/99		10/26/00	Sustained - Officer Counseled & Retrained
x								1SUS	05/11/98	06/10/98			
x		1SUS	1SUS						05/22/98	11/24/99			
x		1SUS	2SUS						05/22/98	11/24/99			
2				1SUS					05/27/98	12/13/99		02/07/00	No Further Action, GC3304
2	1NS	2PC		1NS			1SUS		05/27/98	12/13/99		02/07/00	No Further Action, GC3304
4	1NS	2SUS	1SUS	1SUS					06/02/98	04/28/99		09/15/99	Sustained - Officer Admonished & Retrained
x		1SUS							06/08/98	09/30/99		06/19/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Not Sustained by Chief's Hearing, GC3304
x		1SUS							06/08/98	09/30/99		06/19/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Not Sustained by Chief's Hearing, GC3304
4		1NS	2NS	1NS			1SUS		06/08/98	05/27/99			
1		1SUS		1U			1NS		06/11/98	02/17/99		05/11/99	Sustained - Officer Retrained
1		1SUS	1NS						06/19/98	03/15/99			
1		1SUS	1NS						06/19/98	03/15/99			
2		1SUS							07/08/98	06/14/99		02/02/01	Changed to Not Sustained by OCC
2		1SUS	1NS	1NS					07/08/98	06/14/99		02/02/01	Changed to Not Sustained by OCC
1		2PC	1SUS	1SUS			1NS		07/13/98	04/28/99		03/28/00	Proper Conduct by Chief's Hearing
x								1SUS	07/14/98	12/01/98		--	Policy Recommendation
4	1SUS								07/16/98	06/30/99			
3		1SUS							07/21/98	02/25/99		03/31/00	Sustained - Chief's Written Reprimand
1			1SUS						07/22/98	05/13/99		03/16/00	Sustained - 3 Days Suspension
x		1SUS		1SUS					07/22/98	09/11/00		10/01/00	No Further Action, GC3304
1			1SUS	1PC			1NS		07/24/98	06/30/99		12/29/99	Sustained - Officer Admonished & Retrained
5			1SUS						07/24/98	09/27/99		06/15/00	Sustained - One Officer Admonished, Other Officer Proper Conduct by Chief's Hearing
5			1SUS						07/24/98	09/27/99		06/15/00	Sustained - One Officer Admonished, Other Officer Proper Conduct by Chief's Hearing
1		1PC					1SUS		07/24/98	06/03/99		03/15/00	Sustained - Chief's Written Reprimand
2		1PC	1SUS				1NS		07/31/98	07/13/99		08/15/00	No Further Action, GC3304
6	1SUS	1NS							08/03/98	07/22/99			
1				1SUS					08/12/98	12/31/99		03/29/00	No Further Action, GC3304
1				1SUS					08/12/98	12/31/99		03/29/00	No Further Action, GC3304
1		1SUS		2NS					08/12/98	12/31/99		03/29/00	No Further Action, GC3304
1	1NS	1SUS		1PC	1NS				08/12/98	12/31/99		03/29/00	No Further Action, GC3304
1	1NS	1SUS		1SUS					08/12/98	12/31/99		03/29/00	No Further Action, GC3304
1		1SUS	1NS	1NS					08/24/98	09/07/99		12/18/00	No Further Action, GC3304
1		2SUS	1NS				1NS		08/24/98	09/07/99		12/18/00	No Further Action, GC3304
1	1SUS	2SUS	2SUS	2SUS					08/31/98	07/22/99		05/22/00	Sustained - Officer Resigned
4		1SUS							09/15/98	12/28/99		03/29/00	No Further Action, GC3304
2		1SUS							09/30/98	12/24/99		06/01/00	No Further Action, GC3304
1		1SUS							10/02/98	01/10/00		03/29/00	No Further Action, GC3304
1		1SUS							10/02/98	01/10/00		03/29/00	No Further Action, GC3304
2				1SUS					10/06/98	07/29/99		02/26/01	Sustained - Officer Admonished & Retrained
2				1SUS					10/06/98	07/29/99		02/26/01	Sustained - Officer Admonished & Retrained
1	1NS		1SUS				1NS		10/09/98	08/31/99		10/26/00	Sustained - Officer Counseled & Retrained
2			1SUS						10/09/98	12/21/99		06/30/00	Sustained - Chief's Written Reprimand
x			1SUS		1NS				10/14/98	09/30/99		06/19/00	Not Sustained, GC 3304

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
x		1SUS							10/15/98	09/28/99		12/29/99	Sustained - Officer Retrained
3		1SUS	2NS				1NS		10/16/98	03/31/99		09/15/99	Sustained - Officer Retrained
2		4NS	1NS	1SUS					10/26/98	10/25/99		06/22/00	Sustained - Officer Retrained
3		1PC					1SUS		11/03/98	09/28/99		02/02/00	Sustained - Counseled by CO
5			1NS	1SUS					11/09/98	08/27/99		06/20/00	Sustained - Chief's Written Reprimand & Officer Retrained
2		1NS	1SUS	1NS					11/10/98	05/26/99		08/19/99	Sustained - Officer Admonished & Retrained
1			1SUS	1SUS					11/17/98	05/18/99		09/07/99	Sustained - Chief's Written Reprimand
2	1NS		1SUS				1SUS		11/25/98	07/30/99			
2	1SUS								11/25/98	07/30/99			
x		1NS	1SUS						11/30/98	08/31/99		03/08/00	Sustained - Officer Admonished
x		1SUS							12/01/98	11/22/99		11/01/00	Sustained - Officer Counseled & Retrained
x		1SUS	1SUS						12/11/98	07/30/99		04/12/00	Proper Conduct by Chief
x			1SUS	1PC			1SUS		12/15/98	07/30/99		06/16/00	Sustained - Officer Admonished & Retrained
4			1PF	1SUS					12/15/98	03/31/99		02/02/00	Sustained - Officer Admonished & Retrained
2		1PC	1SUS						12/29/98	06/30/00		08/03/00	Sustained by OCC, No Further Action by SFPD
2		3NS	3NS				1SUS		12/29/98	06/30/00		08/03/00	Sustained by OCC, No Further Action by SFPD
2				1SUS					01/12/99	12/22/99		11/14/00	Sustained - Officer Retrained
2		1SUS							01/14/99	09/07/00			
1		1SUS							01/15/99	11/30/99			
1		1SUS							01/15/99	11/30/99			
1			2SUS				1NS		01/27/99	12/15/99		05/22/00	Sustained - Officer Resigned
1		6PC	1NS	2NS			1SUS		01/27/99	12/29/99			
x		5SUS							02/02/99	01/27/00		12/27/00	Sustained - Officer Admonished & Retrained
x		3SUS							02/02/99	01/27/00		12/27/00	Sustained - Officer Admonished & Retrained
x		3SUS							02/02/99	01/27/00		12/27/00	Sustained - Officer Admonished & Retrained
1	1SUS	1SUS		2SUS					03/10/99	08/26/99			
1	1NS	1NS	2SUS	1PC	1NS		1SUS		03/16/99	02/29/00			
3				1SUS					03/18/99	02/29/00		12/20/00	Sustained - Officer Admonished & Retrained
x	1SUS	1NS	1SUS	1PC					03/18/99	12/22/99	04/05/00		
1				1SUS					03/18/99	12/29/99			
1				1SUS					03/18/99	12/29/99			
1				1SUS					03/18/99	12/29/99			
1		1SUS		1SUS					03/18/99	12/29/99			
2	1NS	1NS	1NS	1SUS					03/24/99	01/24/00			
2	1SUS	2NS	1NS	2SUS	1NS	1NS	1SUS		03/24/99	01/24/00			
1		1PC	1SUS						03/29/99	12/31/99		06/26/00	Sustained - Officer Retrained
1				1SUS					03/31/99	04/28/00			
1							1SUS		04/19/99	06/30/99		01/06/00	Sustained - Chief's Written Reprimand & Officer Retrained
2		1SUS							04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2		1SUS							04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2		2SUS							04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2	1NS	1SUS					1NS		04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2	1NS	2PC		1SUS					04/27/99	12/30/99		12/20/00	Sustained - Officer Admonished & Retrained
7		1PC					1SUS		04/29/99	12/30/99		10/26/00	Sustained - Officer Admonished
1		2NS	1SUS	1NS			1SUS		05/03/99	08/23/00		12/20/00	No Further Action, GC3304
x	1NS	1PC		1SUS					05/06/99	10/08/99		01/05/00	Sustained - Officer Retrained
x	1NS	2PC	1NS	1SUS					05/06/99	10/08/99		01/05/00	Sustained - Officer Retrained
x			1SUS	1NS			1SUS		05/10/99	03/22/00		12/18/00	Sustained - Chief's Disciplinary Suspension

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
3								1PF	05/12/99	05/31/00			
x			1SUS						05/17/99	08/26/99		02/27/01	Sustained - Chief's Disciplinary Reprimand
3		1SUS		1U					05/18/99	03/31/00		10/23/00	Sustained - Officer Admonished & Retrained
3		1SUS	1NS						05/18/99	03/31/00		10/23/00	Sustained - Officer Admonished & Retrained
1	1SUS			2SUS					05/18/99	01/24/00			
1							1SUS		05/20/99	05/31/00			
2				1SUS					05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
2				1SUS					05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
2		2SUS	2SUS	2NS			1SUS		05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
2		1SUS	3NS	2NS			1U		05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
x		1SUS		1NS			1SUS		05/24/99	08/30/99		06/29/00	Sustained - Chief's Disciplinary Reprimand
1				1SUS					05/24/99	02/28/00		06/22/00	Sustained - Officer Retrained
3	1NS	1NS		1SUS					05/26/99	12/29/99			
1	1SUS		1NS	2NS			1NS		05/30/99	05/31/00		05/22/00	Sustained - Officer Resigned
2	3SUS	1U	1SUS	1NS			1SUS		06/01/99	05/31/00		05/22/00	Sustained - Officer Resigned
1			1SUS						06/04/99	12/31/99		06/22/00	Sustained - Officer Admonished
1				1SUS					06/09/99	03/31/00			
1				1SUS					06/09/99	03/31/00			
1	1NS		1NS	1SUS					06/09/99	03/31/00			
x			1NS	4SUS					06/09/99	06/12/00			
x			2NS	3SUS					06/09/99	06/12/00			
2		2SUS	1NS				1NS		06/15/99	04/28/00		12/27/00	Sustained - Officer Counseled and Retrained
2		3SUS					1NS		06/15/99	04/28/00		12/27/00	Sustained - Officer Counseled and Retrained
1			1SUS						06/16/99	04/28/00		09/19/00	Sustained - Officer Counseled
1			1NS	1NS			1SUS	1NS	06/22/99	12/30/99		10/26/00	Sustained - Chief's Written Reprimand
1		1PF							06/22/99	05/31/00		-	Policy Recommendation
1				1SUS					06/25/99	07/29/99		12/29/99	Sustained - Officer Counseled & Retrained
2		2NS	2NS	1NS	1NS		1SUS		06/25/99	06/30/00			
6			1NS	1SUS			1NS		06/28/99	01/07/00		06/30/00	Sustained - Officer Retrained
x				1SUS					07/06/99	12/22/99		06/26/00	Sustained - Officer Retrained
2				1SUS					07/12/99	11/30/99		11/28/00	Sustained - Officer Retrained
2		2U		1SUS					07/12/99	11/30/99		11/28/00	Sustained - Officer Retrained
2				1SUS					07/12/99	12/24/99		11/21/00	Sustained - Chief's Written Reprimand & Retrained
x	1NS		1PC	1SUS			2NS		07/12/99	09/28/99			
1		1PC		1SUS					07/20/99	05/05/00		10/23/00	Sustained - Officer Admonished & Retrained
x				1SUS					07/26/99	09/08/00		03/13/01	Sustained - Officer Admonished & Retrained
x				1SUS					07/26/99	09/08/00		03/13/01	Sustained - Officer Admonished & Retrained
3			1SUS	1SUS					07/28/99	05/31/00		10/06/00	Sustained - Chief's Written Reprimand
3				1SUS					07/28/99	05/31/00		10/08/00	Sustained - Chief's Written Reprimand
3				1SUS					07/28/99	05/31/00		10/08/00	Sustained - Chief's Written Reprimand
2				1SUS					07/30/99	06/26/00		09/21/00	Sustained - Officer Counseled & Retrained
1		1PC	1NS	1SUS			1NS		07/30/99	05/24/00		10/23/00	Not Sustained by Chief's Hearing
1	1NS	1SUS	1NS	1NS					08/02/99	04/28/00		09/19/00	Sustained - Officer Counseled
x			1SUS	1SUS					08/06/99	08/18/00			
x			1SUS	1SUS					08/06/99	08/18/00			
x		1SUS	2NS	2NS					08/13/99	04/24/00		11/16/00	Sustained - Chief's Written Reprimand
2		1U	1SUS						08/16/99	12/15/99		11/28/00	Sustained - Officer Admonished & Retrained
7			1SUS						08/23/99	06/30/00		09/29/00	Sustained - Chief's Written Reprimand
2		2SUS	1NS				1NS		08/30/99	06/01/00			
2	1NS	2SUS	3NS				1NS		08/30/99	06/01/00			

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1			2NS	2NS			1SUS		08/31/99	12/24/99		10/20/00	Sustained - Chief's Written Reprimand
2				1SUS					09/15/99	09/07/00		12/18/00	Sustained - Officer Admonished & Retrained
x		1SUS	2NS	1NS					09/20/99	04/13/00		10/20/00	Sustained - Officer Admonished & Retrained
1				1SUS					09/22/99	03/10/00		09/21/00	Sustained - Officer Admonished
1				1SUS					09/27/99	03/24/00			
1			1SUS				2SUS		09/28/99	01/05/01		06/30/00	Sustained - Officer Admonished
3		1NS	1NS	1SUS					09/28/99	12/30/99		06/30/00	Sustained - Officer Admonished
3	1NS	2NS	1NS	1SUS					09/28/99	05/30/00			
2		1PC	2NS	1SUS			1NS		09/28/99	05/30/00			
2	1SUS	1PC	1NS				1NS		10/04/99	04/28/00		10/23/00	Not Sustained by Chief's Hearing
1		1SUS							10/07/99	01/31/00			
x				1SUS					10/07/99	01/31/00			
x				2SUS					10/07/99	01/31/00			
x				3SUS									
x		1SUS	1NS						10/12/99	12/22/99		09/19/00	Sustained - Officer Counseled & Retrained
3	1SUS			1NS					10/12/99	08/04/00			
4			1SUS						10/15/99	01/05/01			
2		1PC		1SUS					10/15/99	12/22/99		06/26/00	Sustained - Officer Retrained
3			1NS	1SUS					11/03/99	05/31/00		09/27/00	Sustained - Officer Admonished & Retrained
3	1NS	1PC		1SUS					11/03/99	05/31/00		09/27/00	Sustained - Officer Admonished & Retrained
2		1NS	1SUS				1NS		11/15/99	10/31/00		01/26/01	Sustained - Officer Admonished & Retrained
1		1SUS					1NS		12/03/99	03/10/00		11/01/00	Sustained - Officer Retrained
2	1SUS								12/07/99	09/29/00			
1		1SUS	2NS						12/13/99	09/05/00		12/18/00	Sustained - Officer Admonished & Retrained
2		2NS		1SUS					12/20/99	03/31/00		09/18/00	Sustained - Officer Counseled & Retrained
2		1NS	1SUS						12/20/99	03/27/00		06/30/00	Sustained - Officer Counseled
x			1SUS	1NS					12/28/99	04/04/00		09/18/00	Sustained - Officer Admonished
2		3NS	1NS	1SUS					12/28/99	08/31/00		12/20/00	Sustained - Officer Admonished & Retrained
1							1SUS		12/30/99	02/29/00		06/28/00	Sustained - Chief's Disciplinary Reprimand
2	1SUS		2SUS	1SUS			1SUS		12/31/99	12/29/00			
3				1SUS					01/07/00	12/29/00			
3		1PC	1SUS	1NS					01/07/00	12/29/00			
1		1PC		1SUS					01/10/00	08/28/00		12/18/00	Sustained - Officer Admonished
1		1SUS	1SUS						01/12/00	10/04/00		03/13/01	Sustained - Chief's Disciplinary Reprimand
1		1SUS							01/21/00	10/23/00			
1				1SUS					01/26/00	07/27/00		09/28/00	Sustained - Officer Admonished
1									02/03/00	09/22/00		12/20/00	No Further Action - Officer Retired
1		1PC	1NS	1SUS					02/04/00	04/27/00		09/18/00	Sustained - Officer Counseled
4		1PC	1SUS	2PC									
x				1SUS					02/07/00	05/30/00		09/28/00	Sustained - Officer Counseled & Retrained
3		1SUS							02/24/00	08/22/00		12/18/00	Sustained - Officer Admonished & Retrained
3		1SUS	2NS				1NS		02/24/00	08/22/00		12/18/00	Sustained - Officer Admonished & Retrained
7	1NS		1SUS				1SUS	1SUS	02/25/00	11/27/00			
7	1SUS		1NS				2NS		02/25/00	11/27/00			
3			1SUS						02/29/00	12/22/00			
1									03/03/00	07/25/00		11/06/00	Sustained - Officer Counseled & Retrained
1	1NS	1PC					1SUS		03/13/00	06/30/00		10/25/00	Sustained - Officer Counseled & Retrained
2		1SUS		1NS					03/13/00	12/08/00			

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
2		1SUS	2NS	1NS					03/13/00	12/08/00			
2			2SUS						03/15/00	11/30/00			
2	1NS	2SUS	1NS	1SUS			1SUS		03/15/00	11/30/00			
2			1NS						03/20/00	08/31/00			
2		2PC	2SUS		1SUS	1SUS			03/20/00	08/31/00			
1				1SUS					03/21/00	05/31/00		12/27/00	Sustained - Officer Admonished & Retrained
3			1NS	1SUS					04/13/00	09/29/00		12/20/00	Sustained - Officer Counseled
1							1SUS		04/26/00	05/31/00		10/23/00	Sustained - Chief's Disciplinary Reprimand
2		1PC		1SUS					04/28/00	08/31/00		12/18/00	Sustained - Officer Counseled & Retrained
2		1PC	1PC	1SUS					04/28/00	08/31/00		12/18/00	Sustained - Officer Counseled & Retrained
1		1SUS							05/02/00	09/29/00		12/20/00	Sustained - Officer Admonished
2		1PC		1SUS					05/11/00	12/27/00			
2		1PC		1SUS					05/11/00	12/27/00			
2	1NS	2SUS	1SUS	1SUS					05/12/00	12/27/00			
x		1SUS							05/22/00	08/31/00		11/16/00	Sustained - Officer Counseled & Retrained
1			2SUS						05/22/00	09/15/00			
1	1SUS	1NS		1NS					06/01/00	09/18/00			
x		1SUS	1SUS	1SUS					06/09/00	11/16/00			
x		1SUS	1SUS	1SUS					06/09/00	11/16/00			
x		1SUS	1SUS	1SUS					06/09/00	11/16/00			
x		2NS	1NS	1NS			1SUS		06/09/00	11/16/00			
x			1NS	1SUS					06/15/00	08/31/00		12/20/00	Sustained - Officer Admonished & Retrained
1		1SUS	1NS						06/20/00	11/14/00		01/17/01	No Further Action by SFPD
5		1SUS					1SUS		07/05/00	12/04/00		01/26/01	Sustained - Officer Admonished & Retrained
2		4NS	2NS	1NS		1SUS			07/17/00	01/31/00			
2				2SUS					08/01/00	12/29/00			
2		3SUS	1SUS	2SUS					08/01/00	12/29/00			
2				2SUS					08/01/00	12/29/00			
2		3SUS		2SUS					08/01/00	12/29/00			
1				1SUS					08/08/00	10/10/00		12/20/00	Sustained - Officer Admonished & Retrained
2		3NS		1SUS					08/14/00	11/30/00		01/26/01	Sustained - Officer Counseled
2		3NS	1NS	1SUS					08/14/00	11/30/00		01/26/01	Sustained - Officer Counseled
3	1NS	2NS	1NS	1SUS			1NS		10/13/00	12/21/00			
3	1SUS	1SUS	3NS						10/23/00	01/31/01			
2		1PC		1SUS					11/14/00	12/28/00			
1			1SUS	1NS					11/17/00	12/27/00			

Policy Recommendation
Office of Citizen Complaints
First Quarter 2000

Reference: OCC # 0120-99, DM-15 Informant Management Manual (2/98)

OCC Investigator: Irene Rapoza

Subject: Responsibilities to Actual or Perceived Informants

Recommendation:

OCC recommends that the Department amend DM-15 and issue a General Order to explain members' duties to persons, who are or who may be perceived to be informants in order to:

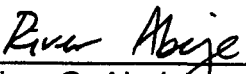
- 1) prevent retaliation against these individuals and
- 2) promote interactions that avoid the creation of unrealistic expectations for or by these individuals.

Background:

While in the custody of the Sheriff's Department complainant obtained physical evidence he believed would assist the Police Department in completing the investigation of a violent crime. The complainant contacted a police investigator and provided the evidence during a jail visit. The police investigator said, "I'll give it to the District Attorney." Complainant interpreted the investigator's statements to suggest that complainant would receive consideration towards reduction of charges pending against him. Complainant also believed that he would be housed in administrative segregation, or otherwise protected, in order to prevent being placed in jeopardy. Complainant stated that he was assaulted after a court appearance in which the implicated party learned that the physical evidence had been provided to police investigators.

In the course of OCC's investigation, the police investigator acknowledged receipt of the evidence. The police investigator stated that he informed complainant that he believed the evidence was redundant and asserted that he made no offers of assistance in exchange for the information. The police investigator did not report the contact to the Sheriff's Department, as he believed that he was under no duty to do so, and that he had not established any special relationship with complainant, because the complainant was in the custody of the Sheriff's Department. The supervising officer confirmed the police investigator's interpretation of current Department policy and procedure.

Prepared by:



River G. Abeje
Policy and Outreach Specialist

Approved by:

 3/2/00

Mary C. Dunlap date
Director

Policy Recommendation
Office of Citizen Complaints
Fourth Quarter 2000
Reference OCC # 0390 – 99

Subject: Questioning of Transgender Individuals

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department

- (1) augment training at the Police Academy for both new recruits and experienced officers to provide guidance as to culturally competent language and behavior in the questioning and other treatment of persons who identify, or who are identified by officers, as transgender individuals; and,
- (1) invite appropriate personnel from the City's Human Rights Commission, Community United Against Violence (CUAV) and other expert institutions to participate in training SFPD sworn personnel, pursuant to the above; and,
- (1) standardize documentation as to transgender individuals in incident reports and other SFPD forms, to include, among other items, complete documentation for persons who use various (e.g., male and female) aliases.

Case Background:

Complainant, a self-identified transgender woman, was booked as a male. Complainant felt that the officer's language and attitude shown toward her were disrespectful of her gender identity. During OCC investigation, a supervising officer stated that he believed that officers would benefit from clarification of current training on documentation of transgender persons. OCC also has received information from several transgender individuals supporting this recommendation.

Investigated by: David Aulet, Investigator

Prepared by: RIVER G. ABEJE, Policy and Outreach Specialist

Approved by:  MARY C. DUNLAP, Director

Date: December 11, 2000

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.