



THE OFFICE OF CITIZEN COMPLAINTS

Response to the Board of Supervisors
Regarding SFPD's Patterns of
Withholding Information Requested for
OCC Investigations

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SUMMARY

The Board of Supervisors has asked the Office of Citizen Complaints (OCC) to provide a report regarding the San Francisco Police Department's patterns of withholding information requested for OCC investigations. This report addresses: (1) the obstacles and delays in obtaining documents from the Department; (2) the obstacles to timely and complete officer interviews; and (3) the Department's lack of accountability in its response to sustained OCC complaints.

The City Charter explicitly vests the OCC with the power to investigate civilian complaints of misconduct by members of the San Francisco Police Department. Both the Charter and the Department's own regulations require the Department to promptly and fully cooperate with OCC investigations. Despite this unequivocal mandate, the Department has hampered OCC's investigations in significant ways. In some of the OCC's most serious cases such as officer-involved shootings and death-in-custody complaints, the Department has withheld documents for close to a year or more. Under a new Department directive, routine documents that OCC investigators previously obtained within minutes of telephonic or faxed requests can now take several weeks and often require additional phone calls and letters. Officers failing to appear for OCC interviews and failing to provide timely written responses to OCC questions further impede investigations. These delays and obstacles are intolerable in light of a statute of limitations that require not only completion of the investigation but notice of proposed discipline to the accused officer within a year.

Equally problematic is the Department's lack of accountability in its response to OCC investigative findings. In the past the Department has obstructed the disciplinary system by delaying the review of OCC findings, failing to administer any discipline in cases, administering minimal corrective action for serious violations and refusing to file Police Commission charges in sustained cases warranting significant discipline and/or public scrutiny.

The OCC suggests a number of changes to ensure accountability and an equitable and proportionate disciplinary system. The OCC recommends that the City Attorney's Office draft a Charter amendment to authorize the Police Commission to hold evidentiary hearings on and discipline officers as a result of charges filed and verified by the OCC Director. The OCC recommends that the Department sign and implement a written protocol for officer-involved shootings and other cases requiring coordination of OCC and Department investigations. To address OCC document requests, a written protocol is similarly necessary. The OCC also recommends that the City Attorney's Office, rather than Police Legal, advise and represent the Department in all matters relating to OCC investigations and document requests. To provide more accountability, the OCC recommends that the Department report to the Police Commission on the status of and action taken in all OCC sustained cases, its compliance with the document release protocol, and before any decision to depart from OCC recommended discipline. A complete list of recommendations is provided at the conclusion of this report.

INTRODUCTION

At the request of the Board of Supervisors, this report addresses “patterns of withholding by the SFPD of information requested for OCC investigations.” That withholding takes three forms: (1) Obstacles and delays in obtaining documents from the San Francisco Police Department; (2) Obstacles to timely and complete officer interviews; and (3) San Francisco Police Department’s disciplinary response to sustained OCC complaints. Each of these patterns is addressed in three sections that follow, which outline historical and current obstacles faced by the OCC, and recommendations designed to improve accountability and cooperation in each area. A concluding section contains a complete list of recommendations.

The OCC began its mission of civilian oversight in 1983, after voters approved legislation creating the agency within the City Charter. The legislation was created by innovative leaders, passed thanks to the work of a diverse community coalition, and was enacted without opposition from the Police Officers Association.

The legislation that created the OCC was driven by public concern that the Police Department was inherently incapable of adequately policing its own officers, and that only independent civilian oversight could maintain public trust and integrity in the disciplinary process. The OCC, which is an agency of the Police Commission, is staffed solely by civilians, and has jurisdiction over all civilian complaints of police misconduct.

Section 4.127 of the City Charter states, in pertinent part:

Complaints of police misconduct or allegations that a member of the Police Department has not properly performed a duty shall be promptly, fairly and impartially investigated by staff of the Office of Citizen Complaints. The Office of Citizen Complaints shall investigate all complaints of police misconduct, or that a member of the Police Department has not properly performed a duty, except those complaints which on their face clearly indicate that the acts complained of were proper and those complaints lodged by other members of the Police Department. The Office of Citizen Complaints shall recommend disciplinary action to the Chief of Police on those complaints that are sustained.

The City Charter mandates that the Police Department provide the OCC full and prompt cooperation. Section 4.127 states, in pertinent part:

In carrying out its objectives, the Office of Citizen Complaints shall receive prompt and full cooperation and assistance from all departments, officers and employees of the City and County. The director may also request and the Chief of Police shall require the testimony or attendance of any member of the Police Department

to carry out the responsibilities of the Office of Citizen Complaints.

The Charter explicitly vests the OCC with investigatory powers and mandates cooperation by the Police Department, and it is this language that sets the Office of Citizen Complaints apart from other forms of civilian oversight. Experts in police accountability describe the OCC model as the most comprehensive and most effective form of civilian oversight, and visitors from throughout the world call and come to the OCC to learn and emulate its practices.

Despite this strong foundation, however, it was not until the mid-1990s that the OCC began to live up to its potential. Thanks to Charter change that mandated a minimum level of staffing (one investigator per 150 sworn police officers), and strong leadership from Mary C. Dunlap, who led the agency from 1996 until her death in early 2003, the OCC has fulfilled its mission to provide effective civilian oversight of the Police Department.

Each year civilians file an average of 1,000 complaints with the OCC. The OCC investigates these complaints promptly, fairly and impartially as mandated by the Charter. Over the past five years, for example, although the number of complaints has remained relatively constant, the number of open cases pending investigation has shrunk from more than 600 in 1998 to fewer than 350 by 2003. As of the third quarter of 2002, 82% of all complaints are investigated and closed within six months. Fewer than 2% percent take more than one year to investigate and close.

Those achievements notwithstanding, the Office of Citizen Complaints still faces daily and often significant obstacles to performing its duties. With every change of Police Department personnel – not just at the command level, but in other key roles as well -- the OCC must fight again and again to reassert its voter-mandated rights to cooperation and information. Some members of the Police Department respect and actively support the OCC's role; others are openly resistant and mistrustful. Personalities, rather than procedures, too often dictate whether and when the OCC receives documents necessary to its investigations, or whether OCC findings of misconduct will lead to consistent and effective discipline. Key changes in written procedures, with additional reporting to the Police Commission and the public, are essential to ensuring a fair and appropriate response to instances of police misconduct.

It is important to emphasize that this report is not intended as an attack on the San Francisco Police Department or of any of its past or current leaders. Instead, it offers frank discussion of problem areas between the OCC and the Police Department, in the spirit of constructive criticism. It is precisely because the OCC believes that improvement can be made within the existing institutions under the supervision of the current administration that the OCC offers recommendations so that the OCC and the Police Department may work with the Board of Supervisors, the Police Commission and the community toward increasing accountability and public faith in the San Francisco Police Department.

OBSTACLES AND DELAYS IN OBTAINING DOCUMENTS FROM THE SAN FRANCISCO POLICE DEPARTMENT

The OCC receives an average of 1,000 civilian complaints of police misconduct each year. Prompt access to San Francisco Police Department records is essential to the OCC's ability to effectively and expeditiously investigate these complaints. Timely and effective completion of OCC investigations requires access to a wide range of SFPD documents such as incident reports, mug shots, daily arrest logs, booking slips and use of force logs. Delays in obtaining this information interfere with and often prevent OCC investigators from identifying officers and civilian witnesses who must be interviewed before memories fade or evidence disappears.

For example, in a complaint alleging excessive police force, an OCC investigator will need the incident report to identify officers and civilian witnesses and to obtain the officer's account of events. A mug shot will often show the nature and extent of injuries. Both documents assist the OCC investigator in evaluating the complainant's, the officers' and witnesses' statements as to how and when the injuries were incurred.

Prompt access to San Francisco Department records is also essential to the OCC's ability to comply with a one-year statute of limitations requirement for disciplinary action. Government Code section 3304 (d), a provision of the Peace Officers Bill of Rights, states that no officer may be disciplined for misconduct unless the investigation is completed and the officer notified of proposed disciplinary action within one year of the filing of a complaint. Without complete and prompt access to records, OCC investigators are prevented from immediately commencing an investigation and completing it within the statutory deadline.¹

In addition to the City Charter mandate, San Francisco Police Department General Order 2.04 requires its members to fully cooperate with the OCC in the expeditious processing of citizen complaints.² Despite the unequivocal duty to cooperate with the OCC, the Department has routinely obstructed and delayed OCC investigations in the following ways:

- Changing document release practices without consulting or even notifying the OCC
- Hindering OCC's attempts to establish a written document release protocol
- Failing to respond to OCC requests for documents

¹ See also pp.19-21 for a discussion of the impact and litigation concerning the one-year statute of limitations.

² Department General Order 2.04 states in pertinent part:

It is the policy of the San Francisco Police Department to encourage citizens to bring forward grievances regarding inadequate police service or official misconduct by officers, and receive such complaints with courtesy and without delay. Officers shall cooperate fully with the Office of Citizen Complaints (OCC) and provide their full assistance in the expeditious and impartial processing of citizen complaints.

- Withholding documents in officer-involved shootings and death-in-custody cases for a year or more
- Refusing to sign the officer-involved shooting protocol after extensive negotiations
- Refusing to provide current photographs of officers and mug shots of complainants
- Delaying the release of documents even after agreeing to their release
- Withholding documents even after the criminal investigation has concluded
- Refusing to provide a complainant's taped statement
- Refusing to act on the City Attorney's opinion that the City Charter requires disclosure of the Union Street incident documents

Each of these problems will be addressed more fully below.

- **Changing document release practices without consulting or notifying the OCC**

Instead of a consistent system governed by well-established protocol, the Department's current method for releasing documents to the OCC is unwritten, unpredictable and personality-driven.

For example, the last two times the Department appointed a new officer to head Police Legal (the legal division of the Police Department), these officers instituted a more burdensome document release policy without consulting and informing the OCC beforehand. These changes significantly delayed (and continue to delay) OCC investigators from obtaining documents that were previously available immediately.

The OCC first learned of a new document release policy in late 2000 or early 2001 when SFPD officers at various district stations and departments began refusing routine requests for documents available at the district station. First one, then additional officers cited a new Department directive that required all document requests to be forwarded to Police Legal.

Under this new procedure, instead of obtaining routine documents directly and often immediately from the station or department that had them, OCC investigators had to wait for their requests to be forwarded and reviewed by Police Legal staff. Police Legal staff members then obtained the documents from the source before releasing them to OCC investigators.³ Delays were significant and the Department provided the OCC no notice of, or justification for, the change. Through the persistence of the OCC and the City Attorney's Office, the Department finally agreed in April 2001 to revert to the previous

³ As a general and historical practice, OCC investigators phoned, wrote or faxed the SFPD district station, unit or department that had the document. OCC investigators often received documents within minutes of their request. Incident reports were immediately available if requested in person from the Records Management Section (RMS). RMS typically responded to OCC written requests within two to three days. In cases in which SFPD was conducting an ongoing criminal investigation or where the nature of the request was unusual, OCC investigators requested materials from Police Legal.

system in which the OCC could submit telephonic or faxed requests directly to the station or department that held the records.

A little more than a year later, the Department instituted a similar change with the appointment of a new commanding officer of Police Legal. In July or August 2002, SFPD officers again began refusing routine document requests, informing OCC investigators that all document requests had to be routed through Police Legal, irrespective of the source and location of the records. Similar to the last directive, the Department never consulted or informed the OCC beforehand and never provided the OCC a copy of the directive.

Under this latest directive, routine documents once obtained within a day or even minutes of a telephonic or faxed request now may take several weeks or more and typically require numerous additional phone calls and letters. For example, in January 2003 an OCC investigator requested by phone a transportation log from the district station. In the past, the OCC investigator would have received this log from the station within minutes or at most within a day of making the request. An officer told the OCC investigator that according to his orders, all record requests had to be made through Police Legal. The OCC investigator immediately faxed a request to Police Legal and provided a two-week compliance date. Two weeks later, Police Legal had not responded. The OCC investigator then called Police Legal to inquire about the status of this routine request. Six weeks after the original request, the OCC investigator finally received a copy of the transportation log.

In another case, the OCC investigator wrote a SFPD division for certain documents in September 2002. In November she wrote the division again, inquiring as to the status of her request (and included a copy of the September letter). In December she finally received the documents from the SFPD division. Accompanying the documents was a letter from the division's commanding officer explaining that he had sent the requested documents to Police Legal in October—within two weeks of the original request.⁴ Thus, under this latest directive, the OCC investigator had to write two letters and wait eleven weeks for documents that the division had ready within two weeks of the original request.

- **Hindering OCC's attempts to establish a written document release protocol**

Precisely to avoid the arbitrary changes that came with intra-Department personnel transfers, throughout the past several years the OCC has attempted to obtain the cooperation of the Department in formulating a written document release protocol. The OCC began its most recent effort in October 2002, when it met with Chief Prentice Sanders and Management Control Division officers to discuss the adverse impact of the Department's aforementioned document release directive. The OCC also discussed the Department's refusal to provide the OCC documents in over a dozen cases. Chief Sanders agreed to revert to the previous system in which the OCC could submit telephonic or faxed requests directly to the station or department that held the records. He

⁴ The division also provided the OCC investigator a copy of the division's memo dated October 2, 2002 to Police Legal that outlined the documents it was providing Police Legal to forward to the OCC.

also agreed that certain types of evidence not subject to change (such as incident reports, photographs, crime scene sketches, audio and videotapes) could be released to the OCC during the pendency of the criminal investigation so long as its release would not jeopardize the investigation.

Shortly thereafter, the OCC provided the Department a written protocol that formalized the October agreement with Chief Sanders. Despite repeated inquiries by the OCC, the Department did not respond to the OCC's written protocol or the OCC's request for a meeting until the end of the year. Although the Department had two months in which to contact the OCC and suggest changes to the written protocol, it informed the OCC by letter in January 2003 that the protocol the Department had previously agreed to was "unacceptable." At a January 2003 meeting to discuss the written protocol, the Department sent new individuals to negotiate on its behalf who had not attended the October meeting, thus requiring discussions to start from ground zero. Six months and countless meetings later with a variety of changing SFPD representatives who often plead ignorance of the agreements their predecessors have made or raise new obstacles, the OCC is still attempting to forge a written protocol with the Department. (See Exhibit E.)

- **Failing to respond to OCC requests for documents**

In some of its most serious cases such as officer-involved shootings, death-in-custody cases and the Union Street incident⁵, the Department has either provided no written response at all or significantly delayed its response to OCC requests for documents.

For example, in December 2002 an OCC investigator wrote the Department for documents from an August 2002 officer-involved shooting. When the OCC investigator received no response, she repeated her request in January 2003, and included a copy of the December letter. In February—more than two months after the original request—the OCC investigator wrote the Department again, attaching copies of the two previous letters. After three formal requests for documents, the OCC investigator has received nothing from the Department.

In a February 2003 officer-involved shooting case, the OCC requested documents shortly after the incident. As of this report's writing—seven weeks after the request—the Department has provided neither a written response to the request nor any of the documents.

In the Union Street case, the OCC provided three written requests for documents in November and December 2002. Having received no written response, in January 2003 the OCC requested by letter that the Department review the three previous letters. Still without a written response, in February 2003 the OCC obtained Deputy Chief Fong's assurance that the Department would review the OCC's previous requests for Union

⁵Off-duty San Francisco Police Officers Mathew Tonsing, David Lee and Alex Fagan Jr. have been criminally indicted on felony assault charges arising from an incident on Union Street during the early morning hours of November 20, 2002.

Street documents. Shortly thereafter, the Department informed the OCC that it had misplaced the OCC's four previous letters and requested the OCC to provide new copies.

Setting aside for the moment the Department's refusal to provide documents in the aforementioned cases, the Department's current practice of not providing a timely written response to OCC requests is highly problematic. Further compounding the situation is the Department's lack of any internal logging system that documents the receipt, processing and status of OCC requests. The Department also lacks any system for re-evaluating whether the original justification for the non-release of documents is still relevant.

- **Withholding documents in officer-involved shootings and death-in-custody cases for close to a year or more**

Officer-involved shootings and death-in-custody cases are among the most serious types of cases the OCC handles. The ability to effectively investigate these cases is highly dependent upon OCC investigators' timely access to crime scene information, forensic results, medical examiner reports, ballistic and firearm reports, witness and officer interviews, and incident reports.

Both the Homicide Division and Management Control Division investigate officer-involved shootings and death-in-custody cases. (See e.g. Department General Order 8.11.) Coordination between the Department and the OCC is imperative because often simultaneous investigations are occurring.

In five death-in-custody and officer-involved shooting cases, the Department delayed providing the OCC documents for close to a year or more. In January 2003 after repeated requests for documents and the personal intervention of Assistant Chief Fagan, the Department finally released documents necessary for OCC's investigation of civilian complaints that arose from these incidents. Thus, in a March 2002 officer-involved shooting case, the Department provided the OCC materials after a ten-month delay.⁶ In a February 2002 officer-involved shooting, the Department provided the OCC materials after an eight-month delay. In a December 2001 death-in-custody case, the Department provided the OCC materials after a 13-month delay. In a June 2001 officer-involved shooting, the Department provided the OCC materials a year after the original request.⁷ In an October 1999 death-in-custody case, the Department provided materials more than two years after the OCC request.

⁶The Department has yet to respond to the OCC investigator's written request of 1/28/03 for additional materials identified in the documents released by the Department in January 2003.

⁷ The Department has yet to respond to the OCC investigator's written request of 3/19/03 for materials still not provided in response to the OCC investigator's original request made more than a year ago.

- **Refusing to sign and implement the officer-involved shooting protocol after extensive negotiations**

After a series of meetings between the Department, the OCC and the City Attorney's Office in 1999, a written protocol was developed to coordinate investigations in officer-involved shooting cases. (See Exhibit D.) The protocol sets forth timelines for the production of documents while a criminal investigation is still pending and requires inter-agency meetings. These meetings are to facilitate cooperation among the various criminal and administrative investigations and to ensure that investigations proceed without jeopardizing the criminal prosecution or the OCC's Charter-mandated duty to promptly investigate civilian complaints of police misconduct.

The OCC signed the protocol in 1999. Although the Department agreed to the protocol in 1999, it never formally signed it and refuses to do so.

- **Refusing to provide current photographs of officers and mug shots of complainants**

In three cases during 2002, the Department refused to provide current photographs of officers and a mug shot of the complainant. The Department claimed that requiring current photographs of officers was unduly burdensome and that it needed a waiver from the complainant to release his own mug shot. Ultimately, the Department provided the OCC these photographs but the process included significant delays and the intervention of the City Attorney's Office and Assistant Chief Fagan.

In two of these cases, the OCC needed to produce photographic line-ups that were critical for identification of officers against whom the complaints were made. The OCC investigators requested that officers be directed to have new pictures taken by the SFPD photo lab. The OCC investigators explained that one officer had shaved his head since his last photograph had been taken; the other officers' photographs were non-digital and old-style and thus, would inappropriately stand out in a photo line-up.

After several weeks, the OCC investigators received letters from the Department refusing to direct to the officers to have new photographs taken. The Department explained that "[t]o have photographs taken to reflect a 'recent photo,' would be difficult to supervise or evaluate, and place an undue burden on the Department." After the intervention of the City Attorney, the Department directed the officers to have new photographs taken. In one case, two months lapsed between the OCC investigator's request and the receipt of the new photographs. In the other, the OCC investigator received the photograph after a one-month delay.

In a third case an OCC investigator requested in November 2002 the mug shot and booking records of the complainant. Three times in November the Department

responded that the OCC had to provide a waiver from its “client”⁸ to obtain the records—a requirement never before imposed and without any apparent legal justification. After the intervention of Assistant Chief Fagan and the City Attorney, the Department finally provided the OCC with the mug shot in January 2003, two months after the initial request.

- **Delaying the release of documents even after the Department has agreed to their release**

In connection with the incident at Thurgood Marshall High School, the OCC requested in October 2002 a number of documents. The Department provided two documents and stated it could not release additional information because the matter was under investigation.

In December 2002 the OCC again requested release of the Thurgood Marshall documents. After the intervention of Assistant Chief Fagan and the City Attorney, the Department agreed to provide at least redacted incident reports. On January 7, 2003 the Department requested the names of the juvenile complainants to facilitate the redaction of the reports. The OCC provided the names that same day; the Department informed the OCC that the reports would be available in a day or so. Three times during the month of January when the OCC inquired about the status of the reports, the City Attorney and the Department stated that Police Legal was working on putting the reports together for the OCC.

On February 24, 2003—four months after the initial request and seven weeks after the Department promised the reports would be ready—the Department called the OCC to state that it no longer had the names of the juvenile complainants and thus could not start the redaction process. On February 25, 2003 the OCC provided a second copy of the juvenile names to the Department. On February 27, 2003 the OCC finally received the redacted reports.

In another case in November 2002 an OCC investigator requested in writing documents and taped interviews from the Department. The OCC investigator received no written response and no materials from the Department. In March 2003 the OCC investigator called the Department three times. During the first call the Department told the OCC investigator that it had never received the November request but that the materials would be ready the following week. A week after the promised date, the OCC investigator again inquired and the Department promised the materials by March 22nd. Having not received the materials by April 7, 2003, the OCC again wrote the Department. With the intervention of Deputy Chief Fong, the Department provided the OCC the materials on April 8, 2003—over five months after the original request.

⁸ The OCC is a neutral investigatory agency that by its very nature does not have clients. The Department’s response that the OCC needed a waiver from its “client” demonstrates a fundamental misunderstanding of OCC’s role as a neutral investigatory body.

- **Withholding documents even after the criminal investigation has concluded**

In September 2002 an OCC investigator requested copies of photographs SFPD officers had taken during its criminal investigation. At the time of the request not only had the Department concluded its criminal investigation but the criminal trial was over as well. The Department claimed it could not release copies of the photographs because the case was pending appeal.

In a December 2002 letter to the Department, the OCC pointed out that the Department's responsibility to maintain original documents supporting a criminal conviction is separate from and not compromised by the Department's duty to provide copies of documents necessary for the OCC to investigate civilian complaints of police misconduct. After the intervention of Assistant Chief Fagan and the City Attorney, the Department provided the OCC the photographs on March 4, 2003—more than five months after the initial request.

In another case in September 2002 an OCC investigator requested in writing documents from the Department. The Department responded that it could not release any documentation pending the criminal proceeding. Even though the criminal investigation was concluded when the defendant entered a plea in mid-November, the Department did not release the documents to the OCC. In a December letter to the Department, the OCC again requested release of the documents. Finally on December 26, 2002, two months after the initial request and a month after the criminal case had concluded, the Department provided the OCC the documents it had requested.

On January 28, 2003 the OCC requested a copy of the original videotape made during the Thurgood Marshall incident that had been seized by SFPD from one of the arrestees. Almost three months later, the Department has neither responded to this request in writing nor provided the OCC this videotape.

- **Refusing to provide a complainant's taped statement**

In October 2002 the OCC investigator requested in writing a copy of the complainant's audiotaped interview provided to SFPD at the time of his arrest. Having received no response, the OCC investigator sent a second letter in November. In both letters the OCC investigator explained that a sergeant had recommended that the OCC investigator review the tape because it provided potentially exonerating evidence for the officer named in the complaint. Despite it qualifying as the type of evidence the Department had earlier agreed could be released during a criminal investigation (see pages 6-7) and that an officer of the Department requested the OCC to review the tape, the Department refused to release it. After the intervention of Assistant Chief Fagan and the City Attorney, the Department provided the OCC the audiotape in January 2003, almost three months after the initial request.

- **Ignoring the City Attorney's opinion that the City Charter requires disclosure of the Union Street incident documents**

Since November 2002 the OCC has requested the Department to provide documents concerning the Union Street incident. Although the Department possesses the documents the OCC seeks, it continues to maintain that it cannot release these documents without the permission of the San Francisco District Attorney.

On April 2, 2003 the City Attorney issued a written opinion that rejects the Department's rationale for withholding the Union Street documents. The City Attorney concludes that the District Attorney's assertions that document access could jeopardize an ongoing criminal investigation or prosecution does not provide the Department sufficient basis for refusing to comply with the OCC's documents request. (See Exhibit C)

The Department provided a small number of documents to the OCC on April 16, 2003 but key aspects of even this small number of documents have been withheld. The Department continues to ignore the clear mandate of the Charter and Department General Order 2.04 and deny the OCC access to critical documents necessary for its investigation of the Union Street incident.

RECOMMENDATIONS

1. The Department shall sign and implement a written document release protocol that ensures the OCC a written timely response to all requests and the prompt, complete release of all requested documents. The Department shall issue written quarterly reports to the Police Commission and the OCC regarding its compliance with the document release protocol.
2. Members of the Department who fail to provide written timely responses to OCC requests and prompt, complete release of all requested documents shall be subject to discipline.
3. The City Attorney, and not Police Legal, shall advise and represent the Department on all matters of OCC investigations and document requests.
4. The Department shall sign and implement a written protocol for officer-involved shootings and other cases requiring coordination of OCC and Department investigations.

OBSTACLES TO TIMELY AND COMPLETE OFFICER INTERVIEWS

Officers failing to comply with DGO 2.04

Section 4.127 of the San Francisco City Charter states:

In carrying out its objectives the Office of Citizen Complaints shall receive prompt and full cooperation and assistance from all departments, officers and employees of the City and County. The

director may also request and the Chief of Police shall require the testimony or attendance of any member of the Police Department to carry out the responsibilities of the Office of Citizen Complaints.

In addition to documentary and physical evidence from the Department, OCC investigations also require information from individual officers as witnesses. In carrying out its duties, the OCC submits questions to officers in one of two ways: written, in the form of a “Member Response Form” (MRF), or oral, in an in-person interview generally conducted at OCC offices. The OCC either interviews or MRFs officers in the vast majority of the cases it investigates.

Department General Orders, which are enacted by the Police Commission and are the highest level of written Department procedure, delineate the procedure for officer responses to OCC questions. DGO 2.04 sets forth the respective duties of officers and commanding officers for distributing and responding to MRFs, as well as the duty of the officer to appear for interviews scheduled by the OCC:

C. MEMBER RESPONSE FORMS

1. RESPONSIBILITIES OF MEMBERS. A Member Response Form (MRF) must be completed by the member and received by the OCC within 21 calendar days of the notice. If the member cannot meet this deadline, he/she must contact the appropriate OCC investigator prior to the due date.
2. RESPONSIBILITIES OF COMMANDING OFFICERS. Commanding officers shall maintain copies of the Citizen Complaint forms (SFPD/OCC 293) to ensure that the OCC has received all complaints and to assist in maintaining accurate statistical records. Commanding officers shall also designate a member to maintain a log of all MRFs and interview notifications, distribute them, and return the properly completed forms and notifications to the OCC.

D. O.C.C. INTERVIEWS. Members shall appear for scheduled interviews and be prepared to proceed. If a member needs to reschedule, he/she must contact the appropriate investigator at least 24 hours prior to the interview. The inability to arrange for a specific representative will not necessarily be cause for rescheduling the interview. The final decision to reschedule will remain with the OCC.

As a practical matter, OCC investigators give officers approximately seven to ten days notice of an interview – and the interview is scheduled only after checking the officer’s computerized work schedule, and is scheduled for a day and time that the officer will be working. If an officer calls the investigator at least 24 hours in advance of the interview to reschedule, OCC investigators generally accommodate that request.

Officers are notified in writing of their scheduled interviews and MRFs, and must sign a receipt indicating they have been formally notified. It is the commanding officers’ duty to

serve the notice, obtain the officer's signature, and return the signed notice to the OCC. Those notices outline the officer's and the commanding officer's duties clearly.

If the officer does not return a member response form within the specified 21 days, or does not appear for a scheduled interview, or shows up for an interview but refuses to answer questions, the OCC charges the officer with failing to comply with DGO 2.04.

The most common types of failures to comply include:

- The Commanding Officer failed to serve a notification of an interview or a MRF to an officer within the deadline set forth on the face of the notification
- The MRF was properly served but the officer did not complete and return it to the OCC within 21 calendar days
- The officer failed to appear for an OCC interview without contacting the investigator to reschedule 24 hours in advance as required by DGO 2.04

Prior to 1998, those allegations of failure to comply ("FTC") were investigated by the OCC itself during the course of, and in addition to, the primary investigation of the civilian's complaint. Since 1998, at the urging of then-Assistant Chief Sanders and members of the Legal Division and Management Control Division, those FTCs have been forwarded to the Management Control Division for investigation and disciplinary action. At the conclusion of that process, the OCC is notified of the Chief's determination and any disciplinary action.

As documented in the OCC's 2001 Annual Report, there was an unprecedented number of FTCs forwarded to the Management Control Division in 2001, and an unprecedented number resulting in a finding of "Proper Conduct" or "Not Sustained." This occurred despite the fact that the OCC had not changed its standard of proof or its policies for alleging Failures to Comply, or its manner of documenting evidence of such violations.

Year	Failures to Comply	Sustained by Department	Not Sustained by Department*	Pending Decision by the Department
2001	99	39	48	12
2002	65	16	8	41

* This number includes those cases that the Department has deemed Proper Conduct, Not Sustained Training Failure, or barred by the statute of limitations

As the above table illustrates, in 2001 the OCC forwarded 99 reports of FTCs to the Management Control Division. Of those, only 39 were sustained, and of those 39, only 7 resulted in a written reprimand. The remaining 32 resulted in a lower level of corrective action known as counseling, retraining or admonishment, which does not constitute formal disciplinary action in the officer's personnel file. Of the 48 not sustained, the Department failed to explain its findings in each case. In the year 2002, the OCC forwarded 65 FTCs to the Management Control Division. Only 16 have been sustained,

with two written reprimands. Equally alarming is that in 41 of the cases forwarded in 2002 (and 12 from 2001), the OCC has not been notified of the results, if any, of the Department's investigation. In neither year did any officer receive a suspension for failing to comply with DGO 2.04.

The Department's investigation of FTCs is primarily comprised of a report by the commanding officer of the unit – a commanding officer who is responsible for ensuring that the officers in his or her unit have complied with DGO 2.04. These non-neutral investigators have rationalized the failures of their officers to comply in a variety of ways, all inconsistent with DGO 2.04 and the Charter mandate. Among the excuses offered were that even though an officer did in fact fail to appear for a duly noticed interview, the officer ultimately did appear for an interview, after the OCC investigator re-scheduled and re-noticed the officer; and that the officer ultimately did provide the information asked for in the MRF, after the OCC either re-submitted the MRF, thus starting a new 21-day notice period, or ordered the officer to appear for an interview. These excuses, of course, fail to account for the delay caused by the officers' failures to comply with DGO 2.04 the first time.

The delays in interviewing and receiving Member Response Forms pose significant obstacles to OCC investigations. The OCC investigates more than 900 cases per year, and conducts interviews or submits MRFs in approximately 90 percent of those cases. In order to schedule an officer for an interview, investigators must research the officer's schedule, and, often, coordinate that schedule with the other officers in the case (for investigative reasons, it is often best practice to interview all accused and witness officers on the same or consecutive days). This process is further prolonged, because the OCC's practice is to schedule officers for interviews seven to 10 days in advance, so as to give ample time for service and officer notification in case of a scheduling conflict. Thus, the number of failure to comply violations represents serious obstacles to the OCC obtaining full cooperation from the Department. Moreover, the lax enforcement of FTCs sends a message to SFPD members that the Department does not take seriously its obligation to cooperate with OCC investigations.

3rd Watch interviews

From the OCC's beginning in 1983 to 1997, OCC investigators scheduled officer interviews during the normal business hours of the OCC (8:30 a.m. – 5:00 p.m.). Overtime expense for OCC interviews outside the tour of duty of the officer was similar to the policy and procedure for officers' court appearances. In 1997, the Department announced a temporary policy in which OCC investigators were required to interview officers during their scheduled watch. Third watch interviews, in which officers work from 9 p.m. to 7 a.m., are particularly demanding in that the hours fall entirely outside the OCC's normal business hours. The Department's policy has continued beyond a temporary arrangement. In 2002, OCC investigators sought management's assistance in restoring their work conditions and ending the disruption, instability, and security risks associated with an ever-fluctuating work schedule.

For the past eight months, the OCC has met numerous times with members of the command staff to resolve the issue. The OCC sought to redress the false promise of a temporary practice by restoring the work conditions specified in the investigator's Civil Service Classification job description. In the spirit of comity and with regard for officers' work schedules, the OCC proposed possible accommodations:

- 1) OCC investigators would flex their schedules to create a 12-hour "window," and officers would flex their work schedules up to four hours to set interview times; or
- 2) OCC investigators would schedule officers for interviews during normal business hours; OCC would pay any necessary overtime expense from state funding specifically earmarked for investigations of civilian complaints and already acquired by the OCC.

The Department has rejected both proposals. In the alternative, the Department offered to support OCC investigators should they choose to pursue overtime payment for extended hour interviews. The Department was reminded that the investigators were not requesting additional income; they were seeking the restoration of a basic work schedule. The lack of resolution between the Department and the OCC taxes the good faith of the investigative staff, undermines the ability of OCC management to enforce the operational hours of the agency, and too often delays the efficient progress of investigations thereby threatening compliance with the state's statute of limitations.

Obstacles to complete and fair interviews

As stated above, the OCC may conduct interviews of police officers during the course of its investigations. All of those interviews are tape recorded, and, in accordance with the Peace Officers Bill of Rights (Government Code Section 3300 et seq.), any officer who may be accused of misconduct has a right to representation by either an attorney or other representative. The OCC respects that right, and encourages officers to take full advantage of their right to representation. The interview is the officer's opportunity to tell the investigator his or her version of what occurred, and to describe to the investigator facts that may not be apparent from the incident report or the statements of complainants or witnesses.

In most cases, officer representatives (who themselves are often current or former members of the SFPD) conduct themselves professionally and courteously, and perform their duties with respect for the OCC process. OCC investigators also accept and even expect a certain level of hostility from some officers. However, some representatives engage in behavior that exceeds mere hostility and violates minimal standards of civility. Such behavior obstructs the interview and information-gathering process. In the past, some of the obstructive behavior has included:

- Armed representatives who yell and launch personal invectives against OCC investigators, and exhibit behavior that is not only rude and uncontrolled but also

an express or implied threat to the OCC investigator's safety. After OCC complaints to the POA and the Police Department, those representatives are allowed to return to the OCC where they continue such behavior

- Representatives who interpose frivolous objections and prevent officers from responding to legitimate and even potentially exculpatory questions
- Representatives who answer questions for officers and provide answers on the record, after being requested not to do so by the OCC investigator
- Representatives who appear late or don't appear for OCC interviews, resulting in the officer declining to be interviewed
- Representatives who represent multiple officers in the same case, and meet with officers between interviews to coach them on the answers provided by other officers

RECOMMENDATIONS

1. Department General Order 2.04 shall be revised to clarify the timelines for response to a MRF (i.e., when the 21-day period begins) and to clarify the responsibility of the commanding officer to serve the officer in a timely manner.

2. The Police Department shall create written guidelines to ensure that FTCs are evaluated promptly and consistently, with a definition of what constitutes misconduct, and ensure that commanding officers are trained in those guidelines. The Police Department shall create a tracking system to monitor Failure to Comply cases that will be accessible to and jointly administrated by the OCC. The Department will make a quarterly written report to the Police Commission on the status of and disciplinary actions taken in all OCC Failure to Comply cases. In the alternative, the OCC shall resume investigation of FTC violations as was the practice before 1998.

3. Officers shall receive at a minimum a disciplinary reprimand for the first sustained FTC offense, and a one-day suspension for second. This discipline will make failing to comply with OCC procedures on par with failing to appear for court.

4. The Department shall mandate that superior officers flex officers' schedules to allow OCC interviews to be conducted during extended evening or morning daytime hours; in the alternative, state funding earmarked for officer interviews shall be used to compensate 3rd watch officers.

5. The OCC shall work with the Police Department, the City Attorney's Office, the Police Officers Association and other labor groups to create a mutual Code of Ethics for OCC interviews.

SAN FRANCISCO POLICE DEPARTMENT'S DISCIPLINARY RESPONSE TO SUSTAINED OCC COMPLAINTS

Section 4.127 of the San Francisco Charter states, in pertinent part:

The Office of Citizen Complaints shall recommend disciplinary action to the Chief of Police on those complaints that are sustained.

Department General Order 2.04, section III.A.5. outlines the duties of the Department in responding to, and taking action on, sustained OCC complaints. It states, in pertinent part:

TRANSMITTAL TO AND ACTION BY DEPARTMENT ON COMPLAINTS
SUSTAINED BY THE OCC

- a. When a complaint has been sustained and the OCC investigation (including Investigative Hearings) has been completed, the OCC's investigation and findings shall be transmitted to the Police Chief or the Chief's designee for review and actions.
- b. The Chief or the Chief's designee shall complete his or her review and make an action recommendation within 60 days of receipt of an OCC case.
- c. If, however, the Chief or Chief's designee cannot meet the deadline stated in Section 5.,b., he/she shall seek an extension of time from the Police Commission. The Commission shall be advised of the reasons for the request for deadline extension, and accused officer(s), complainant (s) and witness (es) shall be informed of any delays and time extensions beyond the initial 60-day period.

When the Office of Citizen Complaints sustains one or more allegations of misconduct presented by a civilian complaint, the investigator writes a report, known as the Sustained Case Report. That report generally consists of a summary of the complaint and a summary of evidence relevant to the sustained allegations. That evidence generally consists of witness and officer statements and documentation gathered from the SFPD and other sources that tend to prove or disprove the allegations. The Sustained Case Report is generally from 4 to 12 pages long, and a copy of the complaint form and relevant documentary evidence is attached to it.

After review by the investigator's supervisors, an OCC attorney, the Chief Investigator and the Director, the Sustained Case Report is sent to the Management Control Division.⁹ The Management Control Division is the division designated by the Chief of Police to review OCC cases and act upon them. The Management Control Division reads the Sustained Case Report and prepares a short case evaluation, which recommends whether and what level of discipline should ensue. The Chief, or more typically, the Assistant Chief, then signs off on the Management Control Division's recommendation. At that point, the Department notifies the officer of the exact discipline or corrective action to be

⁹ Sustained cases are sent to the Department approximately 10 days after the OCC closure date, in order to give the parties an opportunity to review the case and determine whether they will request an investigative hearing. Under OCC rules, both the officer and complainant have the right to request an investigative hearing, which is an opportunity for further fact-finding and examination of the OCC's preliminary findings. Those hearings are granted at the discretion of the Director, and rarely occur.

imposed, if any. When the discipline has been imposed, the Management Control Division then notifies the OCC of the nature of that discipline.

There are three levels of corrective action. One, the lowest level, is not technically discipline at all. At that level, the officer is counseled, retrained, or verbally admonished by his or her commanding officer. Such action is not considered discipline, and no record of it is kept in the officer's personnel record. The middle level is commonly referred to as "Chief's level" discipline. By San Francisco City Charter, Section A8.343, the Chief of Police may issue a written reprimand, or impose a suspension of up to 10 days without pay. An officer has a right to request a hearing before the Chief (referred to as "Chief's hearings") before such discipline occurs. The highest form of discipline, which includes suspensions longer than 10 days or termination, may only occur only after trial and hearing by the Police Commission. The Police Commission presides over such trials only after charges are submitted and signed by the Chief of Police.

The above process can, and does at various times, function smoothly, with full accord given to OCC complaints and the OCC process. However, that smooth functioning is dependent upon the personalities in charge of the discipline process, their degree of familiarity with and respect for OCC processes, their commitment to disciplining officers, and their relationship to the officers facing discipline. At various times, the Department has obstructed and delayed disciplining officers based on OCC complaints in the following ways:

- Delay in processing OCC sustained complaints and notifying officers of disciplinary action
- Failing to administer discipline in sustained OCC complaints
- Administering low-level or inappropriate corrective action for serious violations of Department General Orders
- Refusing to file Police Commission charges

Each of these areas will be addressed more fully below. It is important to stress, however, that these problems go beyond the practices of any command administration or individual. The lack of procedures, and failure to comply with the few procedures that exist, damage public faith in the disciplinary process, and preclude effective oversight by the Police Commission and public.

- **Delay in processing OCC sustained complaints and notifying officers of disciplinary action**

As stated above, the OCC transmits sustained complaints to the Management Control Division of the Police Department. Department General Order 2.04 grants the Department 60 days to review and act upon those cases or report to the Police Commission the reason for the delay. Such reporting does not exist. In fact, the Department reports neither to the OCC nor to the Police Commission on the status and timeline of discipline for OCC sustained cases.

The delays by the Department can have serious implications for the functioning of the disciplinary system. In 1998, a new state law instituted a statute of limitations for investigating complaints of police misconduct. Government Code 3304 (d), a provision of the Peace Officers Bill of Rights, states that no officer may be disciplined for misconduct unless the investigation is completed and the officer notified of proposed disciplinary action within one year of the filing of a complaint. There are numerous exceptions to this one-year statute of limitations. Among them are extensions during criminal investigations or prosecutions, for multijurisdictional investigations and for cases involving more than one officer.

When the law first came into effect, the Department and the OCC were advised by the City Attorney's Office that the OCC, as the agency empowered to investigate complaints and recommend discipline, was also the agency whose notice to the officer of sustained findings in that complaint satisfied the one-year notice requirement. Therefore, the OCC was advised that so long as it notified the officer in writing within a year that the investigation was complete and that allegations were sustained, the one-year limitation of Government Code 3304(d) was satisfied. In 2001, the Police Officers Association challenged this interpretation of the statute in the cases of three officers accused of serious misconduct involving the use of force. In all three cases, the OCC had completed its investigation and notified the officers within one year, but the Department had delayed filing Police Commission charges past one year. In some cases the delay by the Department was lengthy – in one case, the Department failed to evaluate a case and file charges until more than 18 months after the OCC sent it to the Department. A superior court judge ruled that the OCC's notice was not sufficient to satisfy the notice requirement in Government Code Section 3304, and no exceptions applied. That ruling resulted in a preliminary injunction prohibiting the Police Commission or the Department from disciplining those officers or other officers in similar cases who had not been notified by the Department within a year.

The City Attorney, representing the Police Commission, is still litigating this issue. However, several subsequent cases have also been litigated on different issues of the statute, and all have resulted in the dismissal of charges against the officers. Absent a favorable ruling regarding the ability of the OCC to notify officers, compliance with the statute of limitations becomes effectively outside the OCC's control.

Of the complaints filed with the OCC in the calendar years of 2000 and 2001, the Department has determined that discipline was precluded in 24 cases because of the statute of limitations. In the majority of those cases, which were filed and investigated before the adverse court rulings, the OCC took less than one year to investigate. In four of those cases, the Department took longer than 60 days to review and notify the officers.

For its part, the OCC continues to work to improve its own practices and procedures to ensure that it does not delay in investigating cases. Those efforts have demonstrated measurable success. For example, in fiscal year 2000-2001, the OCC investigated 90 percent of its cases within one year, and in fiscal year 2001-2002 the OCC investigated 94% of its cases within one year. By the first six months of fiscal year 2002 (July to

December of 2002), the OCC sustained 30 cases, in which 29 were closed within one year of the filing of the complaint.

For the past year, the policy of the OCC has been that except in extraordinary cases that present currently viable exceptions to the one-year statute, all cases are investigated within 10 months, to give the Department 60 days for review and notification of officers. Those efforts have been very successful. In the third quarter of 2002, the most recent quarter for which statistics are available (See Exhibit F), the OCC investigated 82% of its cases within six months, and 94% percent of its cases within nine months. Of the 16 closed cases over nine months old, only three were sustained, and all presented demonstrable exceptions to the one-year statute of limitations.

It is imperative that complaints of misconduct are investigated expeditiously, and officers are disciplined in a timely manner. Even where the statute of limitations is not an issue – for example, where officers have been notified in a timely way of proposed discipline but are waiting for a hearing in front of the Chief or Commission – any hearings and the actual discipline must also proceed quickly and without delay. Currently, there is no rule or procedure whereby the OCC is notified of the Department's actions until disciplinary action is complete. This leaves a gap in the OCC's ability to determine which cases are at risk of dismissal or which cases are merely delayed in the administration of discipline.

As of April 1, 2003, the OCC's records indicate that 65 sustained cases are presently pending disciplinary action by the Department. Approximately 50 of those cases have been at the Department for more than 60 days. Those numbers are large, and cause for serious concern. According to OCC estimates, 25 of those cases may be waiting for hearing, meaning that the officers were notified of proposed disciplinary action by the Department. In others, the Department may have acted to discipline the officer or otherwise disposed of the case but failed to notify the OCC or explain the Department's actions. However, as stated above, because of a lack of regular reporting by the Department, the OCC does not have information on the exact status of those cases.

Because of this one-year statute of limitations and the adverse court rulings, it is essential that the Department coordinate and account for its processing of OCC cases. If the courts continue to rule that only the Department's notification of discipline to the officer satisfies the provisions of Government Code 3304(d), it is even more important that the Department and Commission adopt rules that require regular and prompt reporting by the Department as to the length of time it takes to notify officers of proposed disciplinary action. In addition, the Department should adopt rules that create a list of cases waiting for hearing, and work with the OCC on how to ensure those hearings take place in a timely manner.

- **Failing to administer discipline in sustained OCC complaints**

As stated above, the Police Department typically informs the OCC of its disciplinary recommendation only after it has taken action in the case, meaning it has disciplined the officer. The Department also may disagree with the finding of the OCC, and determine

that the officer's actions were proper, or that the OCC produced insufficient evidence to support its sustained finding. Such a determination may take place either after a Chief's hearing or after Management Control Division's review of the OCC sustained case report. Because there is no written procedure for consultation with the OCC prior to making a determination contrary to the OCC's findings, there is no safeguard in place to prevent the Police Department from summarily refusing to take action on OCC cases.¹⁰

Historically, the Police Department has agreed with the OCC findings, and has imposed some sort of disciplinary or corrective action in a large percentage of sustained OCC complaints. In fiscal year 2001-2002, the Chief of Police or Police Commission took action in 103 OCC cases, and disagreed with the findings in only eight cases. Thus, discipline or other corrective action resulted in 93 percent of OCC cases. The numbers were similar for fiscal year 2000-2001 – corrective action was imposed in 86 out of 93 cases, a rate of 92%.

From July 2002 to December 2002, the Department notified the OCC of its review and corrective action in a relatively small number of cases, but even then, the percentage of cases in which the Department upheld the OCC finding reflected the historical trend of 93%. Of 14 cases adjudicated, the Police Department disagreed with the OCC's findings in only one case.

In January 2003, the OCC was concerned about a building backlog of sustained OCC cases at the Police Department. As noted above, the OCC received notification regarding only 14 cases in the prior six months, and had sent approximately 60 cases to the Police Department during that six-month period, and a number were still pending from earlier in the year. The Police Department contested the OCC's assertions regarding the number of cases and the length of time the cases had been pending review – but appeared to expedite review of OCC cases. However, out of the first 14 letters received in January 2003 regarding disposition of OCC cases, 13 of those were cases that the Police Department had disagreed with the OCC's findings and determined not to impose any form of corrective action or discipline. This unprecedented rate of rejection by the Police Department took place without consultation with the OCC or any explanation as to its rationale. The OCC had not changed its methods or standards of analysis for sustaining misconduct, and was unable to determine why the Police Department had deemed these particular cases to be not sustained.

After the OCC protested to the officer in charge of Management Control Division and Acting Chief Alex Fagan, the Police Department has not declined to discipline officers in any more cases. The OCC and the Police Department have agreed to meet to address the 13 cases in which the Police Department declined to discipline officers, and to discuss how to avoid such problems in the future. However, the incident underscores the need for a protocol or procedure whereby the Police Department notify the OCC before it determines not to take action in a case. In addition, a procedure should be put in place

¹⁰ This section deals primarily with cases in which the OCC has recommended the officers receive Chief's level discipline. Those cases make up the vast majority of sustained complaints. A section on disagreements as to cases the OCC has recommended be heard at the Police Commission follows.

informing the Police Commission of cases where the Police Department and the OCC disagree on whether misconduct has been proven.

- **Administering low-level or inappropriate corrective action for serious violations of Department General Orders**

As explained above, there are three levels of corrective action. The vast majority of OCC cases result in lowest level of corrective action – admonishment, retraining or counseling by a superior officer -- that does not become part of the officer’s personnel file.

Of the 140 cases closed and sustained by the OCC in the calendar year 2001, 85 resulted in this lowest level of corrective action. Twelve resulted in officers receiving a written reprimand, and four resulted in a suspension of one or more officers.¹¹ Of the 103 cases closed and sustained by the OCC in the calendar year 2002, 40 resulted in admonishment, retraining or counseling, while only 3 resulted in a written reprimand. Equally alarming, as discussed elsewhere, the OCC has not yet been notified of any disciplinary outcome in 36 of those cases.

Year	Suspension	Reprimand	Admonishment, Retraining, Counseling	Not Sustained By Chief	Barred by Statute	Pending	Other
2001	4	11	83	8	22	9	3
2002	2	3	40	14	7	36	1

The OCC does not suggest that admonishment, retraining or counseling is inappropriate in cases of minor procedural violations or genuine lack of training in the rules of the Department. In fact, this level of action can be a valuable management tool for minimal offenses, if undertaken with the requisite degree of respect for the process. However, there is concern regarding the potential for overuse of this lowest level of corrective action to avoid imposing discipline that is reflected in the officer’s personnel record. Furthermore, without reporting by the Department, it is difficult to monitor whether such discipline is applied consistently and fairly. Typically, in more serious cases, representatives of the Department have discussed with the OCC the nature of discipline proposed for the involved officers. However, there is no procedure in place to ensure this type of communication. In isolated instances in the past, the Department has summarily administered a disproportionately low level of discipline for serious allegations of misconduct without consulting the OCC in advance. As recommended below, the Department should adhere to a set of disciplinary guidelines, and provide reports that ensure accountability in the administration of discipline.

¹¹ The total in this chart does not reflect sustained findings of policy failure because no discipline results from those cases. The cases sustained and closed in a calendar year include some cases filed in previous years.

- **Refusing to file Police Commission charges**

Section 4.127 of the City Charter states that “[t]he Office of Citizen Complaints shall recommend disciplinary action to the Chief of Police on those complaints that are sustained.” The OCC exercises that authority in several ways: First, it proposes that officers be disciplined based on a sustained complaint of misconduct. Second, it is the practice of the OCC to confer with the Department regarding the nature of discipline in serious cases. Third, in every sustained case the OCC sends to the Department, it recommends whether or not the allegations should be heard by the Police Commission.

As discussed above, only the Police Commission – and not the Chief of Police -- has the power to terminate an officer’s employment or issue a suspension of more than 10 days. In Police Commission cases, the officer is served with a formal complaint, verified by the Chief of Police. Police Commission hearings are generally public, and in OCC cases, an OCC attorney presents the evidence to the Police Commission. The OCC typically recommends only the most serious cases to the Police Commission which usually involve allegations of excessive force, racial slurs, sexual slurs or abuse of authority. These are allegations that, if proven, merit either lengthy discipline or, alternatively, are of public concern.

In the early years of the OCC, there were several incidents in which the OCC sustained allegations of excessive force against officers, and the Chief of Police refused to sign, or verify, charges against those officers. Most notable was the beating of labor activist Dolores Huerta. In the wake of that incident, the Police Commission attempted to establish procedures whereby the Police Commission could hear such charges over the objection of the Chief of Police. The City Attorney has in the past informed the Police Commission that it does not have jurisdiction over disciplinary matters in the absence of charges verified by the Chief of Police, and that the Police Commission does not have the authority to order the Chief of Police to file such charges.

In 2001, the Police Commission passed a resolution that amended its first attempt to set forth a procedure for cases where the Chief of Police and the OCC Director disagree on whether disciplinary action is appropriate. Resolution No. 25-01, commonly referred to as the “Verified Complaint Procedure” sets forth timelines for the Police Department and OCC to meet, confer, and inform the Police Commission in writing on their disagreement. The Police Commission then reviews the reports filed with it by the Police Department and the OCC, and determines whether or not to recommend that the Chief of Police file disciplinary charges.

Since 2001, the OCC has resorted to this Verified Complaint Procedure twice after the Chief of Police refused to sign excessive force charges in two cases the OCC investigated. In both instances, the Police Commission recommended to the Chief of Police that he file charges, and in both instances the Chief of Police did so. Both of those cases currently are in the discovery phase, and await evidentiary hearings by the Police Commission.

Although this Verified Complaint Procedure has proven effective in these instances, there are numerous problems with it. First and foremost is a question yet to be resolved: What happens if a Chief of Police refuses the “recommendation” by the Police Commission? Thankfully, there has been no test of this situation, but past opinions by the City Attorney indicate that such a refusal may not result in a Police Commission hearing.

Second, the process itself takes time – too much time, under the one-year statute of limitations. If the Police Department timely reviews the OCC case within the guidelines of DGO 2.04, it could take up to 60 days to inform the OCC that it disagrees with the OCC Director’s recommendation that the case be heard by the Police Commission. And, as outlined above, the Police Department’s record of timely review over the past several years has been sporadic, and there has been no compliance with the reporting requirement when the 60-day period has passed. In any case, after the OCC is informed of the disagreement, and invokes the Verified Complaint Procedure, the process of meetings and reports to the Police Commission may take 35 working days—or seven weeks. At that point, the Police Commission has 20 working days in order to consider whether to recommend that the Police Chief file charges. This timeline, although it has proven successful in two instances, poses a serious obstacle to serving charges on an officer within one year from the filing of a citizen complaint.

RECOMMENDATIONS

1. The Police Department shall institute a case management system, accessible to the OCC, for all sustained OCC complaints. The case management system shall include information on all phases of evaluation, notification and proposed discipline. It shall also include a master calendar for the prompt scheduling of all cases where an officer has requested, or the Chief has determined that a Chief’s level hearing is appropriate.
2. To ensure accountability and an equitable and proportionate disciplinary system, the Police Department shall provide quarterly written reports to the Police Commission and the OCC regarding the status of all OCC sustained cases (pending at or closed by the Department during each quarter). Reports shall include the date of the complaint, receipt of the sustained case report from the OCC, the Department’s date of review, the Department’s action(s) as to each OCC finding of misconduct, and the date and nature of disciplinary action taken.
3. The Police Department shall be required to notify an officer of proposed discipline immediately upon receipt of the OCC sustained case report, to require the Chief to review and act upon OCC sustained cases within 30 days instead of 60 days, and to impose actual discipline or set a hearing date within 60 days of the receipt of the OCC sustained case report.
4. The Police Department shall be required to notify the OCC prior to departing from OCC recommended discipline and meet in good faith to resolve such differences. The Police Department shall be required to provide a written report to the Police Commission

prior to determining not to discipline an officer or take corrective action in response to a sustained OCC case.

5. The City Attorney shall draft a Charter amendment to allow the Police Commission to hold evidentiary hearings on and discipline officers as a result of charges filed and verified by the OCC Director.

SUMMARY OF RECOMMENDATIONS

Document Release Recommendations

1. The Department shall sign and implement a written document release protocol that ensures the OCC a written timely response to all requests and the prompt, complete release of all requested documents. The Department shall issue written quarterly reports to the Police Commission and the OCC regarding its compliance with the document release protocol.
2. Members of the Department who fail to provide written timely responses to OCC requests and prompt, complete release of all requested documents shall be subject to discipline.
3. The City Attorney, and not Police Legal, shall advise and represent the Department on all matters of OCC investigations and document requests.
4. The Department shall sign and implement a written protocol for officer-involved shootings and other cases requiring coordination of OCC and Department investigations.

Officer Interview Recommendations

1. Department General Order 2.04 shall be revised to clarify the timelines for response to a MRF (i.e., when the 21-day period begins) and to clarify the responsibility of the commanding officer to serve the officer in a timely manner.
2. The Police Department shall create written guidelines to ensure that FTCs are evaluated promptly and consistently, with a definition of what constitutes misconduct, and ensure that commanding officers are trained in those guidelines. The Police Department shall create a tracking system to monitor Failure to Comply cases that will be accessible to and jointly administrated by the OCC. The Department will make a quarterly written report to the Police Commission on the status of and disciplinary actions taken in all OCC Failure to Comply cases. In the alternative, the OCC shall resume investigation of FTC violations as was the practice before 1998.
3. Officers shall receive at a minimum a disciplinary reprimand for the first sustained FTC offense, and a one-day suspension for second. This discipline will make failing to comply with OCC procedures on par with failing to appear for court.
4. The Department shall mandate that superior officers flex officers' schedules to allow OCC interviews to be conducted during extended evening or morning daytime hours; in the alternative, state funding earmarked for officer interviews shall be used to compensate 3rd watch officers.

5. The OCC shall work with the Police Department, the City Attorney's Office, the Police Officers Association and other labor groups to create a mutual Code of Ethics for OCC interviews.

Disciplinary System Recommendations

1. The Police Department shall institute a case management system, accessible to the OCC, for all sustained OCC complaints. The case management system shall include information on all phases of evaluation, notification and proposed discipline. It shall also include a master calendar for the prompt scheduling of all cases where an officer has requested, or the Chief has determined that a Chief's level hearing is appropriate.

2. To ensure accountability and an equitable and proportionate disciplinary system, the Police Department shall provide quarterly written reports to the Police Commission and the OCC regarding the status of all OCC sustained cases (pending at or closed by the Department during each quarter). Reports will include the date of the complaint, receipt of the sustained case report from the OCC, the Department's date of review, the Department's action(s) as to each OCC finding of misconduct, and the date and nature of disciplinary action taken.

3. The Police Department shall be required to notify an officer of proposed discipline immediately upon receipt of the OCC sustained case report, to require the Chief to review and act upon OCC sustained cases within 30 days instead of 60 days, and to impose actual discipline or set a hearing date within 60 days of the receipt of the OCC sustained case report.

4. The Police Department shall be required to notify the OCC prior to departing from OCC recommended discipline and meet in good faith to resolve such differences. The Police Department shall be required to provide a written report to the Police Commission prior to determining not to discipline an officer or take corrective action in response to a sustained OCC case.

5. The City Attorney shall draft a Charter amendment to allow the Police Commission to hold evidentiary hearings on and discipline officers, as a result of, charges filed and verified by the OCC Director.

EXHIBIT A

San Francisco City Charter (1996)

SEC. 4.127. POLICE DEPARTMENT.

The Police Department shall preserve the public peace, prevent and detect crime, and protect the rights of persons and property by enforcing the laws of the United States, the State of California and the City and County.

The Chief of Police may appoint and remove at pleasure special police officers.

The Chief of Police shall have all powers which are now or that may be conferred upon a sheriff by state law with respect to the suppression of any riot, public tumult, disturbance of the public peace or organized resistance against the laws or public authority.

DISTRICT POLICE STATIONS. The Police Department shall maintain and operate district police stations. The Police Commission, subject to the approval by the Board of Supervisors, may establish additional district stations, abandon or relocate any district station, or consolidate any two or more district stations.

OFFICE OF CITIZEN COMPLAINTS. The Mayor shall appoint a nominee of the Police Commission as the director of the Office of Citizen Complaints, subject to confirmation by the Board of Supervisors. The director shall serve at the pleasure of the Police Commission. If the Board fails to act on the appointment within 30 days, the appointment shall be deemed approved. In the event the office is vacant, until the mayor makes an appointment and that appointment is confirmed by the Board, the Police Commission shall appoint an interim director who shall serve at the pleasure of the Police Commission. The appointment shall be exempt from the civil service requirements of this Charter. The director shall never have been a uniformed member or employee of the department. The director of the Office of Citizen Complaints shall be the appointing officer under the civil service provisions of this Charter for the appointment, removal or discipline of employees of the Office of Citizen Complaints.

The Police Commission shall have the power and duty to organize, reorganize and manage the Office of Citizen Complaints. Subject to the civil service provisions of this Charter, the Office of Citizen Complaints shall include investigators and hearing officers. As of July 1, 1996, the staff of the Office of Citizen Complaints shall consist of no fewer than one line investigator for every 150 sworn members. Whenever the ratio of investigators to police officers specified by this section is not met for more than 30 consecutive days, the director shall have the power to hire, and the city Controller must pay, temporary investigators to meet such staffing requirements. No full-time or part-time employee of the Office of Citizen Complaints shall have previously served as a uniformed member of the department. Subject to rule of the Police Commission, the director of the Office of Citizen Complaints may appoint part-time hearing officers who shall be exempt from the civil service requirements of this Charter. Compensation of the hearing officers shall be at rates recommended by the Commission and established by the Board of Supervisors or by contract approved by the Board of Supervisors.

Complaints of police misconduct or allegations that a member of the Police Department has not properly performed a duty shall be promptly, fairly and impartially investigated by staff of the Office of Citizen Complaints. The Office of Citizen Complaints shall investigate all complaints of police misconduct, or that a member of the Police Department has not properly performed a duty, except those complaints which on their face clearly indicate that the acts complained of were proper and those complaints lodged by other members of the Police Department. The Office of Citizen Complaints shall recommend disciplinary action to the Chief of Police on those complaints that are sustained. The director of the Office of Citizen Complaints shall schedule hearings before hearing officers when such is requested by the complainant or a member of the department and, in accordance with rules of the Commission, such a hearing will facilitate the fact-finding process. The Board of Supervisors may provide by ordinance that the Office of Citizen Complaints shall in the same manner investigate and make recommendations to the Chief of Police regarding complaints of misconduct by patrol special police officers and their uniformed employees.

Nothing herein shall prohibit the Chief of Police or a commanding officer from investigating the conduct of a member of the department under his or her command, or taking disciplinary or corrective action, otherwise

permitted by this Charter, when such is warranted; and nothing herein shall limit or otherwise restrict the disciplinary powers vested in the Chief of Police and the Police Commission by other provisions of this Charter.

The Office of Citizen Complaints shall prepare in accordance with rules of the Commission monthly summaries of the complaints received and shall prepare recommendations quarterly concerning policies or practices of the department which could be changed or amended to avoid unnecessary tension with the public or a definable segment of the public while insuring effective police services. The Office of Citizen Complaints shall prepare a report for the President of the Board of Supervisors each quarter. This report shall include, but not be limited to, the number and type of complaints filed, the outcome of the complaints, and a review of the disciplinary action taken. The President of the Board of Supervisors shall refer this report to the appropriate committee of the Board of Supervisors charged with public safety responsibilities. Said committee may issue recommendations as needed.

In carrying out its objectives the Office of Citizen Complaints shall receive prompt and full cooperation and assistance from all departments, officers and employees of the City and County. The director may also request and the Chief of Police shall require the testimony or attendance of any member of the Police Department to carry out the responsibilities of the Office of Citizen Complaints.

BUDGET. Monetary awards and settlements disbursed by the City and County as a result of police action or inaction shall be taken exclusively from a specific appropriation listed as a separate line item in the Police Department budget for that purpose.

POLICE STAFFING. The police force of the City and County shall at all times consist of not fewer than 1,971 full duty sworn officers. The staffing level of the Police Department shall be maintained with a minimum of 1,971 full duty sworn officers thereafter.

All officers and employees of the City and County are directed to take all acts necessary to implement the provisions of this section. The Board of Supervisors is empowered to adopt ordinances necessary to effectuate the purpose of this section including but not limited to ordinances regulating the scheduling of police training cases.

Further, the Commission shall initiate an annual review to civilianize as many positions as possible to maximize police presence in the communities and submit that report to the Board of Supervisors annually for review and approval.

The number of full duty sworn officers in the Police Department dedicated to neighborhood policing and patrol for fiscal year 1993-1994 shall not be reduced in future years, and all new full duty sworn officers authorized for the Police Department shall also be dedicated to neighborhood community policing, patrol and investigations.

PATROL SPECIAL POLICE OFFICERS. The Commission may appoint patrol special police officers and for cause may suspend or dismiss patrol special police officers after a hearing on charges duly filed with the Commission and after a fair and impartial trial. Patrol special police officers shall be regulated by the Police Commission, which may establish requirements for and procedures to govern the position, including the power of the Chief of Police to suspend a patrol special police officer pending a hearing on charges. Each patrol special police officer shall be at the time of appointment not less than 21 years of age and must possess such physical qualifications as may be required by the Commission.

Patrol special police officers may be designated by the Commission as the owners of a certain beat or territory which may be established or rescinded by the Commission. Patrol special police officers designated as the owners of a certain beat or territory or the legal heirs or representatives of the owners may dispose of their interest in the beat or territory to a person of good moral character, approved by the Police Commission and eligible for appointment as a patrol special police officer.

Commission designation of beats or territories shall not affect the ability of private security companies to provide on-site security services on the inside or at the entrance of any property located in the City and County.

EXHIBIT B

San Francisco Police Department

GENERAL ORDER

2.04

Rev. 07/20/94

CITIZEN COMPLAINTS AGAINST OFFICERS

This order outlines the policies and procedures for receiving, investigating and processing citizen complaints against officers. It also describes the Office of Citizen Complaint investigative procedures and findings.

I. POLICY

- A. It is the policy of the San Francisco Police Department to encourage citizens to bring forward grievances regarding inadequate police service or official misconduct by officers, and receive such complaints with courtesy and without delay. Officers shall cooperate fully with the Office of Citizen Complaints (OCC) and provide their full assistance in the expeditious and impartial processing of citizen complaints.**

- B. Members of the Department shall immediately receive citizen complaints of official misconduct whether received by letter, telephone or in person. The member receiving the complaint shall immediately refer the matter to the senior-ranking officer on duty in the station, division, section or unit where the complaint is being made. The senior-ranking officer on duty shall be personally responsible for the conduct of the investigation until relieved of responsibility as specified in this order.**

II. PROCEDURES

A. RECEIVING A COMPLAINT/DUTIES OF SENIOR-RANKING OFFICER

1. EVALUATION. Evaluate the seriousness of the allegation and determine whether an immediate investigation is needed (see Section B).

2. FORM PREPARATION. If the complaint is against an officer, prepare a Citizen Complaint Form (SFPD/OCC 293). Write only what the complainant states on this form. If the complainant is present, allow him/her to review the form and make any corrections; give the complainant a copy. If the complaint is received by telephone, read the complainant's statement as it is written on the form to assure accuracy. In either case, tell him/her that the complaint will be referred to the OCC for investigation.

3. **ADDITIONAL INFORMATION/COMMENTS.** If there is any additional information or comments that should be brought to the attention of the investigator, do not include it on SFPD/OCC 293. Instead, prepare it on a memorandum to your commanding officer for his/her review. The commanding officer shall then forward it promptly to the OCC.
4. **ROUTING.** Route the original Citizen Complaint form to the OCC and forward a copy to your commanding officer.
5. **INTERNAL COMPLAINTS.** A Citizen Complaint form shall not be completed when the complainant is a member of the Department or is a representative of another police department or government agency. Instead, prepare a memorandum specifying the nature of the complaint and forward it to the accused officer's commanding officer.

B. IMMEDIATE INVESTIGATION/DUTIES OF SENIOR-RANKING OFFICER

1. **WHEN.** You must conduct an immediate investigation if a delay imposed by assigning the complaint to the OCC will jeopardize the investigation or public safety. The following are examples of situations requiring an immediate investigation and report:
 - a. The conduct is still occurring.
 - b. The allegation is that an officer is unfit to perform police duties.
 - c. A witness may be unavailable later.
 - d. The complainant alleges criminal conduct.
 - e. The complainant alleges unnecessary force, resulting in serious injury and medical treatment.
2. **OCC NOTIFICATION.** When an immediate investigation is required, immediately notify an OCC investigator by calling the OCC during business hours, or the answering service at 553-1407 during non-business hours.

3. INVESTIGATION. If the accused officer is assigned to your unit, make a complete investigation and prepare an immediate investigation report on a memorandum, in addition to the SFPD/OCC 293 form. Send the original OCC 293 to the OCC, and forward the immediate investigation report to your commanding officer for review. The commanding officer shall then forward the report promptly to the OCC.
4. UNIT NOTIFICATION/IMMEDIATE INVESTIGATION. When the officer is assigned to another unit, immediately notify the senior-ranking officer on duty at that unit who shall assume responsibility for the immediate investigation and report. If the unit is closed, contact the officer-in-charge through the Operations Center. Prepare and forward a copy of SFPD/OCC 293 to the OCC.
5. IMMEDIATE INVESTIGATION REPORT. The immediate investigation report must contain information that can be reasonably obtained before you report off duty. Examples are:
 - a. Full name, address and telephone number of all witnesses.
 - b. Statements from these witnesses.
 - c. Preliminary findings and recommendations where appropriate.

C. MEMBER RESPONSE FORMS

1. RESPONSIBILITIES OF MEMBERS. A Member Response Form (MRF) must be completed by the member and received by the OCC within 21 calendar days of the notice. If the member cannot meet this deadline, he/ she must contact the appropriate OCC investigator prior to the due date.
2. RESPONSIBILITIES OF COMMANDING OFFICERS. Commanding officers shall maintain copies of the Citizen Complaint forms (SFPD/OCC 293) to ensure that the OCC has received all complaints and to assist in maintaining accurate statistical records. Commanding officers shall also designate a member to maintain a log of all MRF's and interview notifications, distribute them, and return the properly completed forms and notifications to the OCC.

- D. O.C.C. INTERVIEWS. Members shall appear for scheduled interviews and be prepared to proceed. If a member needs to reschedule, he/ she must contact the appropriate investigator at least 24 hours prior to the interview. The inability to arrange for a specific representative will not necessarily be cause for rescheduling the interview. The final decision to reschedule will remain with the O.C.C.

III. O.C.C. PROCEDURES

A. INVESTIGATIONS

- 1. PRELIMINARY INVESTIGATIONS. All complaints against sworn members are subject to Preliminary Investigations. Preliminary Investigation consists of the collection and review of basic case-related material. A case will be closed with no further action when the Preliminary Investigation clearly discloses one of the following:
 - a. The available evidence is insufficient to prove or disprove the allegation.
 - b. The evidence proves that the alleged act did not occur or that the accused member was not involved.
 - c. The alleged act did occur but was justified, lawful and proper.

The OCC will forward Preliminary Investigation complaints, along with the findings, to the accused member's Commanding Officer for information purposes only.

- 2. DIRECTED INVESTIGATIONS. When a Preliminary Investigation indicates that there is sufficient evidence to proceed, the complaint will be classified as a Directed Investigation and will be assigned to an OCC investigator.

3. FINDINGS. All Directed Investigations will include a finding for each allegation in the complaint. The types and definitions of OCC findings are as follows:
 - a. SUSTAINED - A preponderance of the evidence proves that the alleged conduct occurred and that the conduct violated Department policy or procedure. (Recommended only after the completion of a Preliminary Investigation.)
 - b. NOT SUSTAINED - The evidence fails to prove or disprove that the alleged act(s) occurred.
 - c. PROPER CONDUCT - The evidence fails to prove or disprove that the alleged act(s) occurred. However, the act(s) were justified, lawful and proper.
 - d. POLICY FAILURE - The evidence proves that the alleged act occurred but was justified by Department policy or procedures; however, the OCC that the policy or procedure be changed.
 - e. SUPERVISION FAILURE - The evidence proves that the alleged acts occurred and were the result of inadequate supervision.
 - f. TRAINING FAILURE - The evidence proves that the alleged act resulted from inadequate or inappropriate training.
 - g. UNFOUNDED - The evidence proves that the acts alleged did not occur or that the accused officer was not involved.

6. STATISTICS AND RECOMMENDATIONS

- a. As directed by the Police Commission, the OCC compiles and publishes monthly summaries and quarterly reports of complaint statistics.
- b. These summaries and reports include, but are not limited to, the disposition by the Chief of Police and the Police Commission of complaints and allegations referred to the Chief of Police by the OCC Director.
- c. As directed by the Police Commission, the OCC prepares and publishes quarterly recommendations concerning policies and practices of the Department.
- d. The Chief of Police shall review OCC quarterly statistical reports within two weeks of the Chief's receipt of same. In the course of that review, the Chief shall cross-check OCC status and disposition information, particularly information on cases sustained by the OCC and referred to the Department for review and further action, and advise the Police Commission of any discrepancy. It is the intent of this policy, however, that apparent statistical discrepancies created by simple mathematical or typographical/ data entry errors shall be resolved by the Department and the OCC without reporting to the Commission, other than the publication of a corrected version of the report in which the error occurred.

EXHIBIT C



DENNIS J. HERRERA
City Attorney

MARIAM M. MORLEY
Deputy City Attorney

DIRECT DIAL: (415) 554-4633
E-MAIL: mariam.morley@sfgov.org

April 2, 2003

Deputy Chief Heather Fong
San Francisco Police Department
850 Bryant Street, Room 535
San Francisco, CA 94103

Re: The Office of Citizen Complaints' Access to Police Department Documents

Dear Deputy Chief Fong:

You have asked whether the San Francisco Police Department ("Department") is required to provide the Office of Citizen Complaints ("OCC") access to documents in the Department's possession, which are relevant to a pending OCC investigation, despite the assertion of the San Francisco District Attorney that such access could jeopardize an ongoing criminal investigation or prosecution.

As we have advised you orally, such assertion, without more, does not relieve the Police Department of its duty under Charter Section 4.127 to cooperate with the OCC and to assist the OCC in performing its duties. That cooperation and assistance includes giving the OCC access to Departmental records relevant to an OCC investigation. Our opinion does not preclude the OCC from agreeing, as a matter of comity, to delay its receipt of Departmental documents, or to consult with the District Attorney regarding the timing of its investigation, in order to avoid any interference with the District Attorney's investigation or prosecution of a criminal case.

Charter Section 4.127 requires the OCC to promptly, fairly and impartially investigate complaints of police misconduct or complaints that a member of the Department has improperly performed a duty, except those complaints that clearly lack merit or are lodged by other members of the Department. Documents obtained or created by the OCC in the course of its investigation are peace officer personnel records protected from disclosure under Penal Code Section 832.7. Thus, Departmental documents are protected from disclosure to the public whether they are in the possession of the Department or the OCC. Likewise, OCC is entitled to the same access as the Police Department to Departmental records relevant to its investigation.

SFUSD LEGAL OFFICE, 3RD FLOOR • SAN FRANCISCO, CALIFORNIA 94102
FACSIMILE: (415) 241-6371

\\sfdem\m\morley\l\2003\04\cccdoc2.doc

Letter to Deputy Chief Heather Fong
Page 2
April 2, 2003

Therefore, the District Attorney's objection to OCC's access to documents, without more, such as a court order prohibiting disclosure, does not provide the Department sufficient basis for a refusal to comply with the OCC's request for documents.

Very truly yours,

DENNIS J. HERRERA
City Attorney


MARIAM M. MORLEY
Deputy City Attorney

CC: Members of the San Francisco Police Commission
Office of Citizen Complaints

EXHIBIT D



POLICE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO
THOMAS J. CAHILL HALL OF JUSTICE
850 BRYANT STREET
SAN FRANCISCO, CALIFORNIA 94103

FRED H. LAU
CHIEF OF POLICE

May 11, 1999

Ms. Mary C. Dunlap
Director
Office of Citizen Complaints
480-Second Street, Suite 100
San Francisco, CA 94107

Re: Officer Involved Shooting Protocol

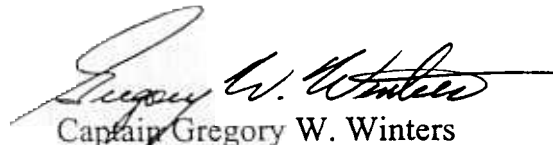
Dear Ms. Dunlap:

Enclosed please find the finalized document, the result of all our combined efforts, the Protocol for Investigations of Officer Involved Shootings, which are also the subject of citizens complaints.

Please review and return to Assistant Chief Prentice E. Sanders for his signature.

Thank you for your work on this policy

Sincerely,


Captain Gregory W. Winters
Commanding Officer
Risk Management Office

Attachment

/olb

PROTOCOL FOR INVESTIGATIONS OF OFFICER-INVOLVED SHOOTINGS WHICH ARE ALSO THE SUBJECT OF CITIZEN COMPLAINTS

This protocol is created for the express purpose of establishing operational guidelines for use in instances wherein an officer-involved shooting incident is also the subject of a citizen complaint.

This protocol specifically acknowledges that criminal investigations are afforded the highest priority.

I. Notice of OCC Complaints.

Within 48 hours of receiving a citizen's complaint arising from an officer-involved shooting, the OCC will notify the Chief of Police and the District Attorney in writing of the complaint's receipt. OCC will also transmit copies of the SFPD form(s) 293 that initiated the complaint with the written notification.

II. Investigative Status Meeting.

Within 48 hours of notification of an OCC complaint arising from an officer-involved shooting, the Chief of Police or his designee shall convene a meeting to be held among representatives of the Investigations Bureau, Risk Management Office, and the OCC. The District Attorney will be notified in advance of the meeting and is encouraged to attend.

The purpose of this meeting is to provide for an exchange of information among the criminal and administrative investigators so that their respective investigations may proceed without conflict

or detriment to the criminal investigation. The OCC will not contact any witness or make fact finding personal contacts prior to the Investigative Status Meeting.

At the Investigative Status Meeting, the criminal investigators and administrative investigators will: describe the salient facts of the incident; describe the respective investigative endeavors to date; disclose the names and whereabouts of witnesses; and describe the evidence collected. OCC and RMO will outline anticipated administrative investigative endeavors. Criminal investigators will indicate which, if any, administrative investigative endeavors would interfere with the criminal investigation and identify any witnesses who should not be administratively interviewed. Any restrictions imposed upon administrative investigations shall be lifted as soon as they are no longer required. The requirements of a criminal investigation may necessitate the temporary non-disclosure of some information or evidence to administrative investigators. Such withholding shall only be for such time as is necessary for the furtherance of the criminal investigation, and shall be done only with the prior approval of the Deputy Chief of Investigations. Additional meetings will be scheduled if requested by administrative investigators, criminal investigators, or the Chief of Police.

III. Requests for Documents and other Evidence.

The Homicide Detail, the Management Control Division, and the OCC may make written requests for on-going reciprocal disclosure of documents and other evidence. These requests will be honored promptly unless disclosure would be detrimental to the criminal investigation. The written requests provided for herein shall be in a form agreeable to the Risk Management Office.

IV. Conclusion of the Criminal Investigation.

Within 10 days of the conclusion of the criminal investigation, all outstanding administrative requests for documents and other evidence shall be honored. The investigation shall be deemed concluded at such time as the District Attorney notifies the Police Department that no criminal charges will be filed against the involved officer(s). In turn, within five days of the department's receipt of the District Attorney's notification, the Chief of Police, or his designee, shall convey the notification to the Director of the OCC.

V. Dispute Resolution.

It is expected that the Chief of Police shall resolve any disputes arising from this protocol. The Chief of Police and the Director of the OCC may meet and confer in connection with any such dispute in a further effort towards a mutually satisfactory resolution. Thereafter, either party may refer the dispute to the Police Commission for guidance as to policy.

Signature: _____
PRENTICE E. SANDERS
Assistant Chief of Police

5/13/99

Signature: Mary C. Dunlap
MARY C. DUNLAP
Director
Office of Citizen Complaints

EXHIBIT E

DRAFT PROPOSAL

PROTOCOL BETWEEN THE OFFICE OF CITIZEN COMPLAINTS AND THE SAN FRANCISCO POLICE DEPARTMENT RE: RESPONDING TO REQUESTS FOR DOCUMENTS FOR OCC INVESTIGATIONS

I. PURPOSE

This protocol between the Office of Citizen Complaints (OCC) and the San Francisco Police Department (SFPD) is adopted in order to ensure the timely response to OCC requests to the SFPD for documents and other materials necessary for the thorough investigation of complaints of officer misconduct pursuant to San Francisco Charter Section 4.127. This protocol is also intended to assist the SFPD in documenting each request from the OCC for documents and materials and ensuring that the requests are processed in a manner that will provide the most efficient and effective use of SFPD staff and resources.

II. ROUTINE REQUESTS

Routine requests shall be made to the appropriate division, station or unit of the SFPD. Documents and materials deemed to be “routine” are delineated on Appendix “A” attached to this protocol and incorporated by reference herein. Whenever possible, the requests shall be in writing and shall contain an OCC case number. A copy of all written requests shall be provided to the Police Legal Division. Subject to Part VI of this protocol, the SFPD shall provide documents or materials deemed to be “routine” under this protocol within three (3) business days from the date of receipt of the request. If the SFPD cannot produce the “routine” documents or materials within three business days, it shall notify the OCC and the Police Commission pursuant to the procedures outline in Section V below.

III. SPECIFIED REQUESTS FOR JUVENILE RECORDS

Requests specified in Appendix “B” for records involving juveniles shall be sent, faxed or hand-delivered in writing to the SFPD Legal Division. Upon receipt of the request, the Legal Division shall enter the date, time and nature of the request in a log specifically kept for tracking of OCC requests. The OCC may review the log kept in the Police Legal office during normal business hours and obtain photocopies of the log. Subject to Part VI of this protocol, requests specified in Appendix “B,” attached to this protocol and incorporated by reference herein, should be processed and the documents or materials produced within three (3) business days from the date of receipt of the request. If the SFPD cannot produce the documents or materials within three business days, it shall notify the OCC and the Police Commission pursuant to the procedures outline in Section V below.

IV. NON-ROUTINE REQUESTS

All other documents and materials not delineated under Appendix “A” or Appendix “B” shall be deemed non-routine requests. Non-routine requests for documents or materials necessary for an OCC investigation shall be sent, faxed or hand-delivered in writing to the SFPD Legal Division. Upon receipt of the request, the Legal Division shall enter the date, time and nature of the request in a log specifically kept for tracking of OCC requests. The OCC may review the log kept in the Police Legal office

during normal business hours and obtain photocopies of the log. Subject to Part VI of this protocol, requests deemed to be “non-routine” under this protocol should be processed and the documents or materials produced as quickly as possible, but in no event later than fifteen (15) business days following receipt of the request. If the SFPD cannot produce the documents or materials within fifteen (15) business days, it shall notify the OCC and the Police Commission pursuant to the procedures outlined in Section V below.

V. LATE PRODUCTION

If the SFPD determines that the production of the documents or materials will take longer than the timelines set forth above, the SFPD Legal Division will notify the OCC and the Police Commission in writing of the delay, the factual basis for the delay, and the estimated time for production. In the case of routine requests specified in Appendix “A” and requests for juvenile records specified in Appendix “B,” SFPD shall notify the OCC and the Police Commission of any late production no later than three (3) business days following receipt of the request. In the case of non-routine requests, the Police Legal Division shall notify the OCC and the Police Commission of any late production no later than ten (10) business days following receipt of the request.

If the OCC does not receive requested documents or materials within the timelines set forth above and does not receive any written notice from the SFPD regarding the delay, the OCC shall make a written inquiry to the commanding officer of the Police Legal Division and the Chief of Police requesting the materials and documents or for justification for the delay. If the SFPD does not respond to the inquiry within seven (7) business days, then the OCC shall refer the issue to the Police Commission liaison for resolution.

VI. DENIAL OF DISCLOSURE

If the SFPD determines that there is a legal basis to deny disclosure of the requested materials or documents, it will inform the OCC and the Police Commission in writing within the timelines for disclosure set forth above or earlier if possible. The written denial shall set forth the specific legal and factual basis for the denial of each requested item. If the OCC disagrees with the justification for the denial it shall inform the commanding officer of the Police Legal Division and the Chief of Police in writing, with a copy to the Commission liaison. If the matter cannot be resolved between the parties they shall refer the issue to the Police Commission liaison for resolution.

Dated:

Kevin Allen
Interim Director
Office of Citizen Complaints

Dated:

Alex E. Fagan
Acting Chief of Police

Approved by the San Francisco Police Commission on

APPENDIX "A"

1. Incident reports (including all supplemental reports)
2. Traffic Collision Reports (CHP555, 555-03 & 556)
3. Mug shots (criminal history information tracking number to be redacted)
4. Daily Arrest logs (SFPD Form 307)
5. Use of force logs (SFPD Form 128)
6. Certificate of Release (SFPD Form 184)
7. PLES (10-B assignment) rosters
8. Strip search authorization form (SFPD Form 305)
9. Property logs (from both stations and property control) (SFPD Form 230)
10. Public Intoxication Report (SFPD Form 69)
11. Medical Screening Form (SFPD Form 54)
12. Drug Influence Evaluation Report (SFPD Form 26A&B)
13. Prisoner Transfer Record (SFPD Form 78)
14. Demonstration Memorandum (SFPD Form 77)
15. Cold Show Admonishment (SFPD Form 466)
16. Photographic Line-up Instructions (SFPD Form 467)
17. Line-up Record (SFPD Form 56)
18. Permission to Search Form (SFPD Form 468)
19. Citizen Arrest Form (SFPD Form 80)
20. Field Interview Card (SFPD Form 114)
21. Field Arrest Card
22. Arrest Record/Booking Slip (Form 3800-09)
23. Property Release Form (SFPD Form 158)
24. Property Receipt Form (SFPD Form 315)
25. SFPD officer photographs
26. SFPD officer weight and height descriptions
27. Media footage
28. Officer notes
29. Fleet management records
30. Citation log book records
31. DABOR reports (post-hearing)
32. Payroll records
33. Unit orders
34. Roll call training logs
35. Academy training records
36. POST training materials
37. Firearms Training Roster (SFPD Form 53)
38. Demonstration squad charts
39. Tactical deployment assignments/FOB event operation orders
40. Verification of latent fingerprint request (SFPD Form 235)(not incl. results)
41. Overtime and Holiday Watch Report (SFPD Form 238)
42. SFPD Dismissal Request (SFPD Form 256)
43. Intoxilizer Model 5000 Checklist (or other models) (SFPD Form 15)
44. Anticipated Watch Report (SFPD Form 22)
45. Drug Influence Evaluation Report (SFPD Form 26)
46. Citizen Complaint Investigation Memorandum
47. Ride-along Request and Review (SFPD Form 84)
48. Officer's Daily Report (Traffic Division) (SFPD Form 106)
49. Corrected Watch Report (SFPD Form 117)
50. Hit and Run Record (SFPD Form 133)

51. Driving Under the Influence Report (SFPD Form 284A-D)
52. Driving Under the Influence Card (SFPD Form 462)
53. Traffic Court Report (SFPD Form 295)
54. DMV Traffic Accident Report Form
55. DMV Order of Suspension (Form 360 & 360(A))
56. DMV Officer's Statement
57. DMV Supplement to Officer's Statement (Blood/Urine Test Results)
58. DMV Verbal Notice by Police Officer
59. Affidavit of Termination of Investigation (SFPD Form 470)
60. 14601 CVC Report (SFPD Form 164)
61. 12500 CVC Report (SFPD Form 164(a))
62. PacBell Park activity logs
63. Candlestick Park activity logs
64. Airport activity logs
65. Cell Check Log (SFPD Form 51)
66. Notice of Motor Vehicle Accident (SFPD Form 325)
67. Secondary Employment Application (SFPD Form 156)
68. Domestic Violence Response Unit Tapes
69. Court Protective Orders or Emergency Protective Orders
70. Domestic Violence Supplemental Report forms (SFPD 480a & 480b)
71. Station Arrest Logs

APPENDIX “B”

1. Juvenile secure detention logs (SFPD Form 71)
2. YGC Admission Form (No.71)

EXHIBIT F



THE OFFICE OF CITIZEN COMPLAINTS

STATISTICAL REPORT

Third Quarter 2002

Included In This Document

Comprehensive Statistical Report
Comparative Overview of Caseload
Investigative Hearings and Mediations
How Complaints Were Received
Length of Investigations for Monthly Closures
Complaints and Allegations by Unit
Findings in Allegations Closed
Sustained Case List

Presented by: Donna L. Medley, Acting Director
Compiled by: Chris Wisniewski and Linda Taylor

March 28, 2003

TO: Honorable Connie Perry, President
Members, San Francisco Police Commission

RE: OCC Statistical Reports
Third Quarter, 2002

Enclosed are the statistical reports for the third quarter of 2002.

In addition to the reports provided in the past, which detail the numbers and types of OCC cases opened, closed, and pending, we are pleased to include a report that measures the duration of OCC investigations. This report shows that of the 242 cases closed in the third quarter, 82 percent were fully investigated and closed by the OCC within six months of the date of the complaint. During this quarter, 94 percent of OCC cases were closed within nine months of the filing of the complaint. Of the 16 closed cases over 9 months old, only three were sustained cases, and all of them presented some exception to the one-year statute of limitations. Those numbers truly represent a well-functioning agency staffed with dedicated, professional investigators and administrative employees who perform their jobs with efficiency and skill.

Also included in this report are two policy recommendations. As we have reported to the Commission in the past, the position of Policy Analyst had been vacant for a significant length of time, and was filled in October of 2002 by Samara Marion, formerly a trial attorney with the OCC. Ms. Marion has worked with the Department and community groups to provide recommendations to the Commission on a number of policy issues identified by the OCC through civilian complaints as well as through analysis of Department practices, training and procedures. Other policy recommendations are near completion and will be presented to the Commission with the 2002 annual report.

Now, more than any other time in recent history, members of the community are examining mechanisms for police accountability in San Francisco. The City Charter mandates that the Office of Citizen Complaints receive full Department cooperation in its investigations of citizen complaints and its policy recommendations. As the enclosed reports show, the Office of Citizen Complaints continues to meet its goals for fairly, efficiently and thoroughly investigating all citizen complaints. The OCC continues to work to establish policies and procedures to better serve its mission of furthering police accountability in the San Francisco Police Department.

Respectfully submitted,

Jean Field
Senior Attorney/Acting Director

Donna L. Medley
Chief Investigator/Acting Director

**COMPREHENSIVE STATISTICAL REPORT
THIRD QUARTER 2002**

	1ST	2ND	JUL	AUG	SEP	4TH	YTD
CASES OPENED							
Cases Opened	223	273	93	81	71	--	741
Merged/Voided	13	11	5	1	2	--	32
ADJUSTED TOTAL	210	262	88	80	69	0	709
CASES CLOSED, BY YEAR CASE WAS FILED							
1999	1	--	--	--	--	--	1
2000	1	--	--	--	--	--	1
2001	139	62	11	3	10	--	225
2002	64	155	77	66	75	--	437
TOTAL	205	217	88	69	85	0	664
CASES PENDING, BY YEAR CASE WAS FILED							
1998	2	2	2	2	2	--	2
1999	1	1	1	1	1	--	1
2000	4	4	4	4	4	--	4
2001	102	40	29	26	16	--	16
2002	159	277	295	310	306	--	306
TOTAL	268	324	331	343	329	0	329
CASES OUTSIDE OCC JURISDICTION							
	10	29	6	8	8	--	61
CASES SUSTAINED							
	19	28	12	7	9	--	75

**COMPARATIVE OVERVIEW OF CASELOAD
THIRD QUARTER 2000 - THIRD QUARTER 2002**

	2002	2001	2000
CASES OPENED			
1st Quarter	223	255	276
2nd Quarter	273	263	281
July	93	81	86
August	81	102	85
September	71	58	89
4th Quarter	--	--	--
YTD TOTAL	741	759	817
CASES CLOSED			
1st Quarter	205	280	271
2nd Quarter	217	259	288
July	88	95	72
August	69	90	90
September	85	73	54
4th Quarter	--	--	--
YTD TOTAL	664	797	775
CASES PENDING			
January	272	434	437
February	261	421	473
March	268	401	488
April	293	404	471
May	293	397	464
June	324	408	461
July	331	388	463
August	343	400	468
September	329	385	503
October	--	--	--
November	--	--	--
December	--	--	--
CASES SUSTAINED			
1st Quarter	19	21	18
2nd Quarter	28	44	29
July	12	12	2
August	7	12	10
September	9	14	10
4th Quarter	--	--	--
YTD TOTAL	75	103	69

**INVESTIGATIVE HEARINGS AND MEDIATIONS
THIRD QUARTER 2002**

INVESTIGATIVE HEARINGS	1ST	2ND	JUL	AUG	SEP	4TH	YTD
Requests for Hearing	17	12	6	8	6	--	49
Hearings Granted	0	0	0	0	0	--	0
Requests Denied	21	10	4	10	7	--	52
Hearings Pending*	1	4	6	4	3	--	3
Hearings Held	0	0	0	0	0	--	0

MEDIATIONS	1ST	2ND	JUL	AUG	SEP	4TH	YTD
New Eligible Cases	12	5	1	4	2	--	24
Refused by Complainant *	8	6	1	1	3	--	19
Refused by Officer *	1	2	1	0	0	--	4
Mediations Pending *	11	5	4	6	4	--	5
Cases Mediated *	3	3	0	1	1	--	8

* Action specified may reflect hearings granted in previous months.

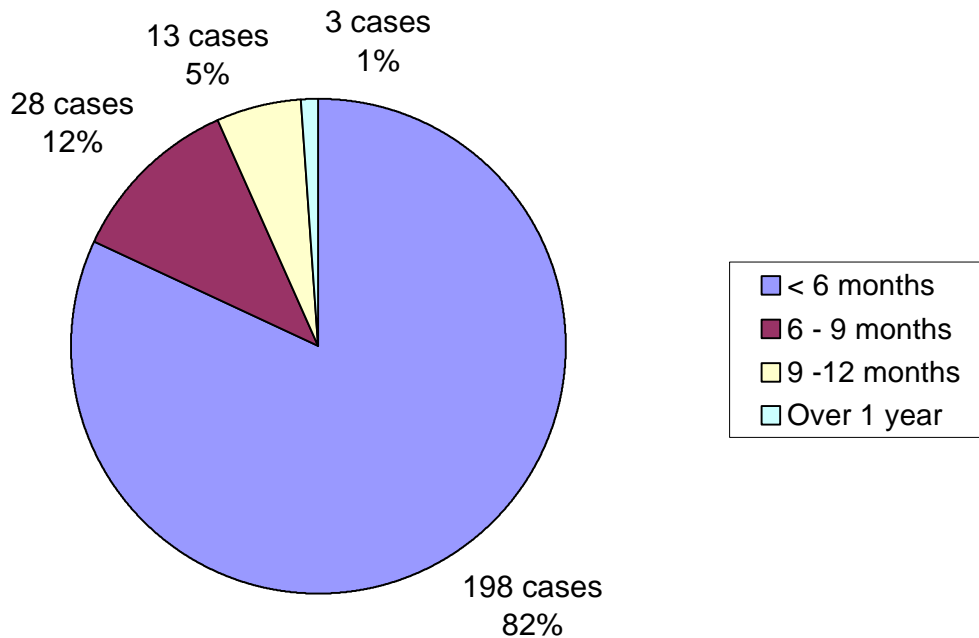
**HOW COMPLAINTS WERE RECEIVED
THIRD QUARTER 2002**

MONTH	IN PERSON	LETTER	MAIL	OTHER	PHONE	SFPD	TOTALS
January	36	4	12	1	26	8	87
February	23	1	14	0	20	4	62
March	17	1	18	0	30	8	74
1ST QUARTER	76	6	44	1	76	20	223
April	38	7	29	5	13	10	102
May	32	9	15	2	19	4	81
June	38	2	20	0	25	5	90
2ND QUARTER	108	18	64	7	57	19	273
July	37	2	24	4	20	6	93
August	25	4	15	6	26	5	81
September	28	5	14	2	16	6	71
3RD QUARTER	90	11	53	12	62	17	245
October	--	--	--	--	--	--	--
November	--	--	--	--	--	--	--
December	--	--	--	--	--	--	--
4TH QUARTER	0	0	0	0	0	0	0
YTD TOTAL	274	35	161	20	195	56	741

LENGTH OF INVESTIGATIONS FOR MONTHLY CLOSURES THIRD QUARTER 2002

	<30 days	30 - 60 days	60 - 90 days	3 - 6 months	6 - 9 months	9 - 12 months	Over 1 year	Total Cases
JULY								
# of Cases	14	19	16	21	13	4	1	88
Percentage	15.9%	21.6%	18.2%	23.9%	14.8%	4.5%	1.1%	
AUGUST								
# of Cases	11	14	16	18	8	2	0	69
Percentage	15.9%	20.3%	23.2%	26.1%	11.6%	2.9%	0.0%	
SEPTEMBER								
# of Cases	12	10	13	34	7	7	2	85
Percentage	14.1%	11.8%	15.3%	40.0%	8.2%	8.2%	2.4%	
3RD QUARTER								
# of Cases	37	43	45	73	28	13	3	242
Percentage	15.3%	17.8%	18.6%	30.2%	11.6%	5.4%	1.2%	

3RD QUARTER LENGTH OF INVESTIGATIONS



**COMPLAINTS AND ALLEGATIONS BY UNIT
THIRD QUARTER 2002**

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
3A CENTRAL STATION	14	2	27	11	17	2	0	6	0	0	0	65	23
3B SOUTHERN STATION	31	13	67	30	32	1	0	10	0	0	0	153	57
3C BAYVIEW STATION	24	16	42	26	40	6	3	12	0	0	0	145	44
3D MISSION STATION	16	13	46	13	17	0	0	4	0	2	0	95	40
3E NORTHERN STATION	18	4	20	22	24	2	1	3	0	0	0	76	27
3F PARK STATION	10	11	25	4	12	0	0	4	0	0	0	56	19
3G RICHMOND STATION	8	1	6	7	2	0	0	0	0	0	0	16	10
3H INGLESIDE STATION	18	7	54	21	35	0	0	0	0	0	0	117	32
3I TARAVAL STATION	10	6	27	3	17	0	0	2	0	0	0	55	23
3J TENDERLOIN TASK FORCE	21	11	50	19	21	0	0	2	0	0	0	103	33
4B ENFORCEMENT & INVESTIGATION (SOLOS)	2	1	4	1	2	0	0	2	0	0	0	10	2
4T CRIME PREVENTION COMPANY	1	1	0	0	0	0	0	0	0	0	0	1	1
5N NARCOTICS	3	0	15	4	4	0	0	0	0	0	0	23	6
AB AIRPORT BUREAU	3	0	7	2	1	0	0	2	0	0	0	12	4
UK UNKNOWN ASSIGNMENT	86	22	55	48	61	2	1	11	0	0	0	200	57
TOTALS	265	108	445	211	285	13	5	58	0	2	0	1127	378

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
THIRD QUARTER 2001
(FOR COMPARISON)

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
1 CHIEF'S OFFICE	2	0	2	3	5	0	0	0	0	0	0	10	3
2E TAXI ENFORCEMENT	2	0	6	3	0	1	0	1	0	0	0	11	2
3A CENTRAL STATION	9	11	22	11	26	0	0	6	0	0	0	76	22
3B SOUTHERN STATION	22	6	42	23	16	0	0	8	0	0	0	95	35
3C BAYVIEW STATION	14	8	50	25	24	0	3	7	0	0	0	117	34
3D MISSION STATION	22	17	51	31	26	0	1	10	0	0	0	136	45
3E NORTHERN STATION	18	7	34	31	17	1	2	5	0	0	0	97	30
3F PARK STATION	7	1	13	8	8	0	0	4	0	0	0	34	15
3G RICHMOND STATION	7	1	7	6	2	1	0	4	0	0	0	21	9
3H INGLESIDE STATION	17	4	24	17	13	0	0	6	0	0	0	64	22
3I TARAVAL STATION	27	27	69	41	34	0	0	14	0	0	0	185	59
3J TENDERLOIN TASK FORCE	16	15	31	13	22	1	0	4	0	0	0	86	28
4B ENFORCEMENT & INVESTIGATION (SOLOS)	5	1	7	3	1	0	0	2	0	0	0	14	5
4T CRIME PREVENTION COMPANY	1	0	3	1	0	0	0	0	0	0	0	4	1
5J ROBBERY SECTION	1	0	0	1	1	0	0	0	0	0	0	2	1
5N NARCOTICS	1	0	3	0	0	0	0	0	0	0	0	3	3
5S SPECIAL INVESTIGATIONS(INCL. GANG TASK FORCE)	2	0	5	0	1	0	0	0	0	0	0	6	2
5W DOMESTIC VIOLENCE UNIT	1	0	0	1	2	0	0	0	0	0	0	3	1
AB AIRPORT BUREAU	4	0	15	7	8	0	0	2	0	0	0	32	8
UK UNKNOWN ASSIGNMENT	57	17	21	31	29	1	0	13	0	0	0	114	36
TOTALS	235	115	405	256	235	5	6	86	0	0	0	1110	361

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

**FINDINGS IN ALLEGATIONS CLOSED
THIRD QUARTER 2002**

NO FINDING	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	6	10	10	6	0	0	1	33	0	0	33
2nd Quarter	14	4	7	1	0	0	0	26	0	0	26
July	1	3	6	4	0	1	0	15	0	0	15
August	2	6	1	0	0	0	0	9	0	0	9
September	5	10	4	5	1	0	0	25	0	0	25
4th Quarter	--	--	--	--	--	--	--	--	--	--	--
YTD TOTAL	28	33	28	16	1	1	1	108	0	0	108

NO FINDING/WITHDRAWN	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	6	20	21	17	0	2	3	69	0	0	69
2nd Quarter	1	3	3	2	0	0	2	11	0	0	11
July	0	1	4	3	0	0	0	8	0	0	8
August	0	4	2	2	0	0	0	8	0	0	8
September	1	3	5	4	0	0	2	15	0	0	15
4th Quarter	--	--	--	--	--	--	--	--	--	--	--
YTD TOTAL	8	31	35	28	0	2	7	111	0	0	111

NOT SUSTAINED	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	102	168	185	121	5	1	52	634	0	0	634
2nd Quarter	79	176	171	175	2	3	55	661	0	0	661
July	30	95	67	82	3	1	16	294	0	0	294
August	19	36	39	46	2	0	11	153	0	0	153
September	24	101	91	45	5	5	24	295	0	0	295
4th Quarter	--	--	--	--	--	--	--	--	--	--	--
YTD TOTAL	254	576	553	469	17	10	158	2037	0	0	2037

PROPER CONDUCT	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	0	162	13	61	0	0	2	238	0	0	238
2nd Quarter	1	188	10	59	0	0	1	259	0	0	259
July	0	54	1	20	0	0	0	75	0	0	75
August	0	41	5	8	0	0	0	54	1	0	55
September	1	56	7	22	0	0	0	86	0	0	86
4th Quarter	--	--	--	--	--	--	--	--	--	--	--
YTD TOTAL	2	501	36	170	0	0	3	712	1	0	713

SUSTAINED	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	1	5	8	13	0	0	3	30	0	0	30
2nd Quarter	0	28	6	24	0	0	2	60	0	0	60
July	1	2	7	9	0	0	1	20	0	0	20
August	1	2	4	7	0	0	0	14	0	0	14
September	0	7	3	7	1	0	3	21	0	0	21
4th Quarter	--	--	--	--	--	--	--	--	--	--	--
YTD TOTAL	3	44	28	60	1	0	9	145	0	0	145

UNFOUNDED	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	5	2	4	7	0	0	0	18	0	0	18
2nd Quarter	6	6	2	9	0	0	2	25	0	0	25
July	1	2	1	6	0	0	0	10	0	0	10
August	0	3	0	2	0	0	0	5	0	0	5
September	0	3	0	5	0	0	0	8	0	0	8
4th Quarter	--	--	--	--	--	--	--	--	--	--	--
YTD TOTAL	12	16	7	29	0	0	2	66	0	0	66

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

SUSTAINED CASE LIST

01/01/1998 - 09/30/2002

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



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
7	IND	SUS	03/21/1996	06/12/1998		04/28/1999
7	IND	SUS	04/10/1996	02/13/1998	IMPROPER CONDUCT-WRITTEN REPRIMAND & RETRAINING	06/22/1998
5	IPOL	SUS	04/12/1996	05/21/1998	POLICY RECOMMENDATION	
3	IND	SUS	04/29/1996	04/17/1998	SUSTAINED BY CHIEF OF POLICE-WRITTEN REPRIMAND.	12/30/1998
9	IUA	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
9	ICRD	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
9	IND	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
9	IUF	SUS	07/30/1996	02/25/1998	CHARGES FILED WITH MCD	
1	IND	SUS	08/20/1996	06/18/1998		03/16/2002
1	IND	SUS	08/20/1996	06/18/1998		03/16/2002
1	IND	SUS	08/20/1996	06/18/1998	PENDING AT MGMT CONTROL DIVISION.	
1	IND	SUS	09/04/1996	08/13/1999	NOT SUSTAINED BY SFPD	05/14/2001
1	IUF	SUS	09/04/1996	08/13/1999	NOT SUSTAINED BY SFPD	05/14/2001
1	IND	SUS	09/04/1996	08/13/1999	ADMONISHMENT.	05/14/2001
1	IUF	SUS	09/04/1996	08/13/1999	ADMONISHMENT.	05/14/2001
1	IND	SUS	09/04/1996	08/13/1999	ADMONISHMENT AND RETRAINING.	05/14/2001
1	IND	SUS	09/04/1996	07/27/1998	SUSTAINED BY ASSISTANT CHIEF. OFFICER ADMONISHED.	09/08/1999
1	IND	SUS	09/04/1996	07/27/1998	SUSTAINED BY ASSISTANT CHIEF. OFFICER ADMONISHED.	09/08/1999
1	IND	SUS	09/04/1996	07/27/1998	SUSTAINED BY ASSISTANT CHIEF. OFFICER ADMONISHED.	09/08/1999
2	IUA	SUS	09/19/1996	07/23/1998	SUSTAINED-OFFICER RETRAINED BY COMMANDING OFFICER	09/10/1998
2	IND	SUS	09/19/1996	07/23/1998	SUSTAINED-OFFICER RETRAINED BY COMMANDING OFFICER	09/10/1998
2	IND	SUS	09/25/1996	04/21/1998	SUSTAINED BY ASSISTANT CHIEF. Q2 RETRAINED BY C/O.	07/16/1998
2	IND	SUS	09/25/1996	04/21/1998	SUSTAINED BY ASSISTANT CHIEF. Q2 RETRAINED BY C/O.	07/16/1998
1	IND	SUS	10/17/1996	06/11/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	06/15/2000
1	IND	SUS	10/17/1996	06/11/1998	NOT SUSTAINED BY ASSISTANT CHIEF OF POLICE.	06/15/2000
1	IUA	SUS	10/17/1996	06/11/1998	NOT SUSTAINED BY ASSISTANT CHIEF OF POLICE.	06/15/2000
1	IUA	SUS	10/18/1996	02/09/1998	ADJUDICATED. NO FURTHER ACTION PER COMMANDING OFFICER	08/19/1998
1	IUA	SUS	10/18/1996	02/09/1998	ADJUDICATED. NO FURTHER ACTION PER COMMANDING OFFICER	08/19/1998
9	IND	SUS	10/25/1996	03/31/1998	RETRAINING.	06/30/1999
9	IND	SUS	10/25/1996	03/31/1998	RETRAINING.	06/30/1999
9	IUA	SUS	10/25/1996	03/31/1998	NO FURTHER ACTION, OTHER REASON.	06/30/1999
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IUF	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IUA	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/25/1996	06/23/1998	CHIEF LEVEL HEARING RESULTED IN PROPER CONDUCT BY SFPD	06/09/2000
1	IND	SUS	10/28/1996	04/27/1998	NOT SUSTAINED BY ASSISTANT CHIEF.	11/16/1998
1	IND	SUS	10/29/1996	02/03/1998	NOT SUSTAINED BY ASSISTANT CHIEF.	02/08/1999
2	ICRD	SUS	10/30/1996	02/12/1998	CHIEF'S FOUR DAY DISCIPLINARY SUSPENSION-TWO DAY ABEYANCE	04/26/2001
1	IND	SUS	11/22/1996	05/27/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	03/25/1999

SUSTAINED CASE LIST

01/01/1998 - 09/30/2002

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



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	IND	SUS	11/22/1996	05/27/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	03/25/1999
1	IND	SUS	11/22/1996	05/27/1998	SUSTAINED BY ASSISTANT CHIEF OF POLICE.	03/25/1999
1	IND	SUS	11/25/1996	06/05/1998	NOT SUSTAINED BY CHIEF OF POLICE.	12/30/1998
1	IND	SUS	11/25/1996	06/05/1998	SUSTAINED BY CHIEF OF POLICE. OFFICER ADMONISHED.	12/30/1998
3	IND	SUS	12/12/1996	02/23/1998	CLASSIFIED AS NOT SUSTAINED BY CHIEF OF POLICE.	03/16/1999
3	IND	SUS	12/12/1996	02/23/1998	CLASSIFIED AS NOT SUSTAINED BY CHIEF OF POLICE.	03/16/1999
2	IUA	SUS	01/09/1997	12/17/1998	RETRAINING.	05/10/1999
2	IUA	SUS	01/09/1997	12/17/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
3	IND	SUS	01/21/1997	12/23/1998	TRAINING FAILURE BY DEPARTMENT.	05/09/2002
3	IUA	SUS	01/21/1997	12/23/1998	60 DAYS, 30 HELD IN ABEYANCE FOR TWO YEARS.	11/07/2001
3	IUF	SUS	01/21/1997	12/23/1998	60 DAYS, 30 HELD IN ABEYANCE FOR TWO YEARS.	11/07/2001
3	IND	SUS	01/21/1997	12/23/1998	60 DAYS, 30 HELD IN ABEYANCE FOR TWO YEARS.	11/07/2001
2	IND	SUS	01/30/1997	04/17/1998	WRITTEN REPRIMAND AND ADMONISHMENT.	09/23/1998
2	IND	SUS	01/30/1997	04/17/1998	WRITTEN REPRIMAND AND ADMONISHMENT.	09/23/1998
2	IND	SUS	01/30/1997	04/17/1998	WRITTEN REPRIMAND AND ADMONISHMENT.	09/23/1998
9	IND	SUS	02/04/1997	01/15/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	02/25/1998
1	IUA	SUS	02/05/1997	04/07/1998	COUNSELING.	06/22/1998
2	ICRD	SUS	02/14/1997	02/20/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/02/1999
9	IND	SUS	02/28/1997	01/15/1998	RETRAINING.	06/22/1998
3	IND	SUS	02/28/1997	03/26/1998	ADMONISHMENT.	09/20/1999
3	IND	SUS	02/28/1997	03/26/1998	ADMONISHMENT.	09/20/1999
3	IND	SUS	02/28/1997	03/26/1998	ADMONISHMENT.	09/20/1999
2	IPOL	SUS	02/28/1997	07/09/1998	POLICY RECOMMENDATION.	
3	IND	SUS	03/10/1997	02/09/1998	WRITTEN REPRIMAND AND RETRAINING.	07/16/1998
2	IUA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IUA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IUA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IUA	SUS	03/14/1997	07/14/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IND	SUS	03/17/1997	07/30/1998	ADMONISHMENT AND RETRAINING.	12/31/1998
9	IND	SUS	03/24/1997	02/12/1998	RETRAINING.	05/13/1999
3	IND	SUS	03/31/1997	03/18/1998	COUNSELING.	03/28/2000
3	IND	SUS	03/31/1997	03/18/1998	COUNSELING.	03/28/2000
1	IND	SUS	04/03/1997	03/22/1999	ADMONISHMENT AND RETRAINING.	08/19/1999
1	IND	SUS	04/03/1997	03/22/1999	ADMONISHMENT AND RETRAINING.	08/19/1999
9	IND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	IND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	IND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	IND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	IND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
9	IND	SUS	04/07/1997	06/05/1998	2 DAYS SUSPENSION.	01/10/2001
4	IND	SUS	04/11/1997	07/27/1998	WRITTEN REPRIMAND.	08/19/1999
2	IND	SUS	04/11/1997	12/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	
2	IND	SUS	04/11/1997	12/22/1999	NO FURTHER ACTION, OFFICER RESIGNED.	
2	IND	SUS	04/11/1997	12/22/1999	PENDING AT MGMT CONTROL DIVISION.	
1	IUA	SUS	04/23/1997	02/20/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	06/02/1999
1	ICRD	SUS	04/23/1997	02/20/1998	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	06/02/1999
3	IND	SUS	04/28/1997	02/12/1998	ADMONISHMENT.	09/30/1998
3	IND	SUS	04/28/1997	02/12/1998	ADMONISHMENT.	09/30/1998
2	IUA	SUS	04/28/1997	02/20/1998	NO FURTHER ACTION, OFFICER RESIGNED.	07/14/1998
1	IND	SUS	05/19/1997	09/30/1999	COUNSELING AND RETRAINING.	03/20/2000
2	IUA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IUA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IUA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IUA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000
2	IUA	SUS	05/22/1997	06/05/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/24/2000

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

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	1ND	SUS	08/27/1997	12/11/1998	COUNSELING AND RETRAINING.	03/24/1999
1	1UA	SUS	09/05/1997	07/16/1998	RETRAINING.	09/14/1998
9	1CRD	SUS	09/05/1997	09/09/1998	ADMONISHMENT.	11/16/1998
1	1ND	SUS	09/08/1997	11/03/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/02/1999
2	1ND	SUS	09/09/1997	07/29/1998	RETRAINING.	05/11/1999
2	1ND	SUS	09/09/1997	07/29/1998	RETRAINING.	05/11/1999
2	1ND	SUS	09/09/1997	06/05/1998	COUNSELING AND RETRAINING.	05/06/1999
2	1ND	SUS	09/09/1997	06/05/1998	COUNSELING AND RETRAINING.	05/06/1999
2	1ND	SUS	09/09/1997	07/21/1998	PENDING AT MGMT CONTROL DIVISION.	
2	1D	SUS	09/09/1997	07/21/1998	PENDING AT MGMT CONTROL DIVISION.	
2	1UF	SUS	09/09/1997	07/21/1998	PENDING AT MGMT CONTROL DIVISION.	
2	1SS	SUS	09/10/1997	08/31/1999	NOT SUSTAINED/LACHES BY THE DEPARTMENT.	08/22/2000
2	1CRD	SUS	09/12/1997	03/30/1998	RETRAINING.	08/19/1999
2	1ND	SUS	09/12/1997	06/07/1999	COUNSELING.	06/18/1999
2	1ND	SUS	09/12/1997	06/07/1999	COUNSELING.	06/18/1999
2	1ND	SUS	09/12/1997	06/07/1999	COUNSELING.	06/18/1999
3	1ND	SUS	09/12/1997	06/04/1999	COUNSELING AND RETRAINING.	02/22/2001
3	1UA	SUS	09/12/1997	06/04/1999	ADMONISHMENT.	05/29/2002
9	1ND	SUS	09/19/1997	09/28/1999	ADMONISHMENT.	12/29/1999
5	1D	SUS	09/26/1997	06/05/1998	WRITTEN REPRIMAND.	05/16/2000
5	1CRD	SUS	09/26/1997	06/05/1998	WRITTEN REPRIMAND.	05/16/2000
1	1ND	SUS	09/29/1997	08/25/1999	WRITTEN REPRIMAND.	03/01/2000
1	1ND	SUS	09/29/1997	08/25/1999	WRITTEN REPRIMAND.	03/01/2000
3	1ND	SUS	10/03/1997	05/29/1998	WRITTEN REPRIMAND.	12/29/1998
9	1CRD	SUS	10/03/1997	10/07/1999	NO FURTHER ACTION, OFFICER RETIRED.	07/16/2001
9	1UA	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
9	1ND	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
9	1ND	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
9	1CRD	SUS	10/10/1997	12/31/1998	ADMONISHMENT AND RETRAINING.	05/10/1999
3	1ND	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	1UA	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	1UA	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	1CRD	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	1ND	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
3	1UA	SUS	10/14/1997	12/21/1999	WRITTEN REPRIMAND.	12/23/1999
9	1ND	SUS	10/15/1997	05/27/1998	1 DAY SUSPENSION. HELD IN ABEYANCE FOR ONE YEAR.	09/14/1998
2	1ND	SUS	10/17/1997	12/15/1999	ADMONISHMENT.	12/06/2000
3	1ND	SUS	10/20/1997	04/29/1998	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	03/08/1999
3	1ND	SUS	10/21/1997	08/24/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
3	1D	SUS	10/21/1997	08/24/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
3	1ND	SUS	10/21/1997	08/24/1998	TERMINATION HELD IN ABEYANCE FOR 5 YEARS W/181 DAYS SUSPENSION IMPOSED. SUSTAINED BY POLICE COMMISSION.	06/29/2001
1	1ND	SUS	10/21/1997	04/08/1998	WRITTEN REPRIMAND.	03/31/2000
1	1ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	1ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	2ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	1ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	1ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	1ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	1ND	SUS	10/24/1997	01/29/1999	WRITTEN REPRIMAND.	06/29/1999
1	1ND	SUS	10/30/1997	05/22/1998	ADMONISHMENT.	05/12/1999
1	1ND	SUS	10/31/1997	06/25/1999	MORE THAN 10 DAYS SUSPENSION. (30 DAYS W/15 HELD IN ABEYANCE FOR 2 YRS) BY POLICE COMMISSION.	11/07/2001
1	1UF	SUS	10/31/1997	06/25/1999	DISMISSED PER POLICE COMMISSION SETTLEMENT	11/07/2001
1	1ND	SUS	10/31/1997	06/25/1999	DISMISSED PER POLICE COMMISSION SETTLEMENT	11/07/2001
1	1UF	SUS	10/31/1997	06/25/1999	NO FURTHER ACTION, OFFICER RESIGNED.	

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

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01/01/1998 - 09/30/2002

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 CITY AND COUNTY OF SAN FRANCISCO



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

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CITY AND COUNTY OF SAN FRANCISCO



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

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

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Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
2	1UA	SUS	04/21/1999	11/14/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/22/2001
2	1UA	SUS	04/21/1999	11/14/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/22/2001
2	1ND	SUS	04/27/1999	12/30/1999	ADMONISHMENT AND RETRAINING.	12/20/2000
7	1D	SUS	04/29/1999	12/30/1999	ADMONISHMENT.	10/26/2000
1	1CRD	SUS	05/03/1999	08/23/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/20/2000
1	1D	SUS	05/03/1999	08/23/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/20/2000
9	1ND	SUS	05/06/1999	10/08/1999	RETRAINING.	01/05/2000
9	1ND	SUS	05/06/1999	10/08/1999	RETRAINING.	01/05/2000
9	1CRD	SUS	05/10/1999	03/22/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE.	12/18/2000
9	1D	SUS	05/10/1999	03/22/2000	10 DAYS SUSPENSION, FIVE DAYS HELD IN ABEYANCE.	12/18/2000
9	1CRD	SUS	05/17/1999	08/26/1999	WRITTEN REPRIMAND.	02/27/2001
1	2ND	SUS	05/18/1999	01/24/2000	CHARGES FILED W/ POLICE COMMISSION.	
1	1UF	SUS	05/18/1999	01/24/2000	CHARGES FILED W/ POLICE COMMISSION.	
3	1UA	SUS	05/18/1999	03/31/2000	ADMONISHMENT AND RETRAINING.	10/23/2000
3	1UA	SUS	05/18/1999	03/31/2000	ADMONISHMENT AND RETRAINING.	10/23/2000
1	1ND	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1ND	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1UA	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1UA	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1UA	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
1	1ND	SUS	05/21/1999	10/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/23/2001
2	1ND	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1UA	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1ND	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1CRD	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1CRD	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1UA	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1UA	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
2	1D	SUS	05/21/1999	12/28/1999	PENDING CHIEF'S HEARING.	
1	1ND	SUS	05/24/1999	02/28/2000	RETRAINING.	06/22/2000
9	1UA	SUS	05/24/1999	08/30/1999	WRITTEN REPRIMAND.	06/29/2000
9	1D	SUS	05/24/1999	08/30/1999	WRITTEN REPRIMAND.	06/29/2000
3	1ND	SUS	05/26/1999	12/29/1999	NO FURTHER ACTION, OFFICER RETIRED.	09/09/2002
1	1UF	SUS	05/30/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	3UF	SUS	06/01/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1CRD	SUS	06/01/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
2	1D	SUS	06/01/1999	05/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	06/26/2001
1	1CRD	SUS	06/04/1999	12/31/1999	ADMONISHMENT.	06/22/2000
1	1ND	SUS	06/09/1999	03/31/2000	COUNSELING AND RETRAINING.	05/16/2001
1	1ND	SUS	06/09/1999	03/31/2000	COUNSELING AND RETRAINING.	05/16/2001
1	1ND	SUS	06/09/1999	03/31/2000	COUNSELING AND RETRAINING.	05/16/2001
9	1ND	SUS	06/09/1999	06/12/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
9	1ND	SUS	06/09/1999	06/12/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
9	1ND	SUS	06/09/1999	06/12/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
9	1ND	SUS	06/09/1999	06/12/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
9	1ND	SUS	06/09/1999	06/12/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
9	1ND	SUS	06/09/1999	06/12/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
9	1ND	SUS	06/09/1999	06/12/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
2	3UA	SUS	06/15/1999	04/28/2000	COUNSELING AND RETRAINING.	12/27/2000
2	2UA	SUS	06/15/1999	04/28/2000	COUNSELING AND RETRAINING.	12/27/2000
1	1CRD	SUS	06/16/1999	04/28/2000	ADMONISHMENT.	09/19/2000
1	1SS	SUS	06/22/1999	12/30/1999	WRITTEN REPRIMAND.	10/26/2000
1	1ND	SUS	06/25/1999	07/29/1999	COUNSELING AND RETRAINING.	12/29/1999
2	1D	SUS	06/25/1999	06/30/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	02/07/2003
6	1ND	SUS	06/28/1999	01/07/2000	RETRAINING.	06/30/2000
9	1ND	SUS	07/06/1999	12/22/1999	RETRAINING.	06/26/2000

SUSTAINED CASE LIST

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 CITY AND COUNTY OF SAN FRANCISCO



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

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

SUSTAINED CASE LIST

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OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
7	1CRD	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1UA	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1CRD	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1UA	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
7	1ND	SUS	04/07/2000	04/10/2001	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	07/09/2002
1	1ND	SUS	04/10/2000	03/22/2001	COUNSELING AND RETRAINING.	09/05/2001
3	1ND	SUS	04/13/2000	09/29/2000	COUNSELING AND RETRAINING.	12/20/2000
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1ND	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
2	1UA	SUS	04/14/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/22/2001
4	1CRD	SUS	04/18/2000	07/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/09/2002
4	1UA	SUS	04/18/2000	07/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/09/2002
1	1D	SUS	04/26/2000	05/31/2000	WRITTEN REPRIMAND.	10/23/2000
2	1ND	SUS	04/28/2000	08/31/2000	COUNSELING AND RETRAINING.	12/18/2000
2	1ND	SUS	04/28/2000	08/31/2000	COUNSELING AND RETRAINING.	12/18/2000
1	1CRD	SUS	05/01/2000	03/30/2001	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	05/02/2000	09/29/2000	ADMONISHMENT.	12/20/2000
2	1ND	SUS	05/11/2000	12/27/2000	COUNSELING AND RETRAINING.	05/10/2001
2	1ND	SUS	05/11/2000	12/27/2000	COUNSELING AND RETRAINING.	05/10/2001
2	2UA	SUS	05/12/2000	12/27/2000	3 DAYS SUSPENSION. 1 DAY SERVED AND 2 DAYS HELD IN ABEYANCE FOR 2 YEARS.	03/22/2002
2	1ND	SUS	05/12/2000	12/27/2000	3 DAYS SUSPENSION. 1 DAY SERVED AND 2 DAYS HELD IN ABEYANCE FOR 2 YEARS.	03/22/2002
2	1CRD	SUS	05/12/2000	12/27/2000	3 DAYS SUSPENSION. 1 DAY SERVED AND 2 DAYS HELD IN ABEYANCE FOR 2 YEARS.	03/22/2002
2	1UA	SUS	05/15/2000	03/30/2001	COUNSELING AND RETRAINING.	05/10/2001
2	1UA	SUS	05/15/2000	03/30/2001	COUNSELING AND RETRAINING.	05/10/2001
1	2CRD	SUS	05/22/2000	09/15/2000	WRITTEN REPRIMAND.	01/12/2002
9	1UA	SUS	05/22/2000	08/31/2000	COUNSELING AND RETRAINING.	11/16/2000
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1RS	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1UA	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1UF	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1UA	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/23/2000	06/15/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/12/2001
1	1ND	SUS	05/25/2000	05/16/2001	COUNSELING AND RETRAINING.	08/06/2001
3	1UA	SUS	05/25/2000	05/16/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
3	1UA	SUS	05/25/2000	05/16/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
3	1CRD	SUS	05/25/2000	05/16/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/25/2002
3	1UA	SUS	05/25/2000	05/16/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/25/2002
3	1CRD	SUS	05/25/2000	05/16/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/25/2002
3	1UA	SUS	05/25/2000	05/16/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
3	1UA	SUS	05/25/2000	05/16/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/23/2002
1	1UF	SUS	06/01/2000	09/18/2000	5 DAYS SUSPENSION.TWO DAYS SERVED. THREE DAYS HELD IN ABEYANCE FOR A PERIOD OF TWO YEARS.	03/11/2003
6	1UA	SUS	06/02/2000	05/18/2001	ADMONISHMENT AND RETRAINING.	03/27/2002
9	1UA	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1ND	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1CRD	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1ND	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003

SUSTAINED CASE LIST

01/01/1998 - 09/30/2002

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



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
9	1UA	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1D	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1CRD	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1UA	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1ND	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
9	1CRD	SUS	06/09/2000	11/16/2000	SUSTAINED BY OCC. NOT SUSTAINED BY POLICE COMMISSION.	02/05/2003
1	1CRD	SUS	06/09/2000	05/18/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	09/17/2001
4	1UA	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
4	1ND	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
4	1UA	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
4	1ND	SUS	06/12/2000	05/31/2001	ADMONISHMENT AND RETRAINING.	08/14/2001
1	1ND	SUS	06/12/2000	04/04/2001	ADMONISHMENT.	05/15/2001
1	1UF	SUS	06/12/2000	04/04/2001	PENDING CHIEF'S HEARING.	
1	1ND	SUS	06/12/2000	04/04/2001	PENDING CHIEF'S HEARING.	
1	1CRD	SUS	06/12/2000	04/04/2001	PENDING CHIEF'S HEARING.	
1	1CRD	SUS	06/12/2000	04/04/2001	COUNSELING AND RETRAINING.	05/15/2001
2	1UA	SUS	06/14/2000	04/27/2001	COUNSELING AND RETRAINING.	02/11/2002
2	1UA	SUS	06/14/2000	04/27/2001	NO FURTHER ACTION, OTHER REASON.	02/11/2002
9	1ND	SUS	06/15/2000	08/31/2000	ADMONISHMENT AND RETRAINING.	12/20/2000
1	1UA	SUS	06/20/2000	11/14/2000	SUSTAINED BY OCC. NO FURTHER ACTION BY DEPARTMENT.	01/17/2001
1	1D	SUS	07/06/2000	06/29/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
3	1ND	SUS	07/10/2000	03/16/2001	ADMONISHMENT AND RETRAINING.	09/04/2001
2	1CRD	SUS	07/10/2000	07/05/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	1ND	SUS	07/14/2000	02/28/2001	COUNSELING.	09/04/2001
2	1UA	SUS	07/14/2000	06/22/2001	ADMONISHMENT.	03/04/2002
2	1ND	SUS	07/14/2000	06/22/2001	ADMONISHMENT.	03/04/2002
2	1SS	SUS	07/17/2000	01/31/2000	NO FURTHER ACTION, OFFICER RESIGNED.	07/11/2001
2	1UF	SUS	07/31/2000	07/25/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/26/2001
2	2ND	SUS	08/01/2000	12/29/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/31/2002
2	1CRD	SUS	08/01/2000	12/29/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/31/2002
2	2ND	SUS	08/01/2000	12/29/2000	NO FURTHER ACTION, OTHER REASON.	07/31/2002
2	3UA	SUS	08/01/2000	12/29/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/31/2002
2	2ND	SUS	08/01/2000	12/29/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/31/2002
2	2ND	SUS	08/01/2000	12/29/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/31/2002
2	3UA	SUS	08/01/2000	12/29/2000	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/31/2002
2	1ND	SUS	08/03/2000	02/13/2001	ADMONISHMENT AND RETRAINING.	05/16/2001
1	1ND	SUS	08/08/2000	10/10/2000	ADMONISHMENT AND RETRAINING.	12/20/2000
2	1ND	SUS	08/09/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	10/31/2001
2	1ND	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	1UA	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	1ND	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	1UA	SUS	08/14/2000	06/06/2001	COUNSELING AND RETRAINING.	07/17/2001
2	1ND	SUS	08/14/2000	11/30/2000	COUNSELING.	01/26/2001
2	1ND	SUS	08/14/2000	11/30/2000	COUNSELING.	01/26/2001
2	1ND	SUS	08/14/2000	06/04/2001	ADMONISHMENT.	09/07/2001
2	1ND	SUS	08/14/2000	06/04/2001	ADMONISHMENT.	09/07/2001
2	1UF	SUS	08/23/2000	07/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/26/2001
2	1UF	SUS	08/23/2000	07/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	12/26/2001
3	1UA	SUS	08/25/2000	07/24/2001	COUNSELING AND RETRAINING.	12/08/2001
2	1ND	SUS	09/05/2000	02/28/2001	ADMONISHMENT AND RETRAINING.	05/16/2001
	1ND	SUS	09/15/2000	08/28/2001	COUNSELING.	12/08/2001
1	1CRD	SUS	09/15/2000	08/31/2001	COUNSELING.	12/08/2001
1	1ND	SUS	09/22/2000	09/28/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/04/2001
3	1ND	SUS	09/25/2000	09/19/2001	NO FURTHER ACTION, OFFICER RETIRED.	01/12/2002
3	1ND	SUS	09/25/2000	09/19/2001	NO FURTHER ACTION, OFFICER RETIRED.	01/12/2002

SUSTAINED CASE LIST

01/01/1998 - 09/30/2002

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



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
3	ICRD	SUS	09/25/2000	09/19/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/12/2002
3	IND	SUS	09/25/2000	09/19/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/12/2002
3	ICRD	SUS	09/25/2000	09/19/2001	NO FURTHER ACTION, OFFICER RETIRED.	01/12/2002
3	IND	SUS	09/25/2000	09/19/2001	NO FURTHER ACTION, OFFICER RETIRED.	01/12/2002
1	IND	SUS	09/25/2000	04/27/2001	ADMONISHMENT.	09/05/2001
4	ICRD	SUS	09/25/2000	05/18/2001	PENDING CHIEF'S HEARING.	
4	IND	SUS	09/25/2000	05/18/2001	PENDING CHIEF'S HEARING.	
4	IUA	SUS	09/25/2000	05/18/2001	PENDING CHIEF'S HEARING.	
1	ICRD	SUS	09/25/2000	03/30/2001	COUNSELING.	09/05/2001
2	ICRD	SUS	09/26/2000	04/27/2001	WRITTEN REPRIMAND.	06/05/2001
2	ID	SUS	09/26/2000	04/27/2001	WRITTEN REPRIMAND.	06/05/2001
2	IUA	SUS	09/26/2000	04/27/2001	WRITTEN REPRIMAND.	06/05/2001
1	IND	SUS	09/26/2000	07/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
1	IUA	SUS	09/29/2000	04/16/2001	ADMONISHMENT AND RETRAINING.	09/05/2001
1	IUA	SUS	09/29/2000	04/16/2001	ADMONISHMENT AND RETRAINING.	09/05/2001
2	IUA	SUS	10/02/2000	08/28/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	IUA	SUS	10/02/2000	08/28/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	ICRD	SUS	10/05/2000	02/22/2001	COUNSELING.	05/16/2001
1	ID	SUS	10/05/2000	06/22/2001	PENDING CHIEF'S HEARING.	
1	IUF	SUS	10/05/2000	06/22/2001	PENDING CHIEF'S HEARING.	
4	IND	SUS	10/06/2000	09/20/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
4	IND	SUS	10/06/2000	09/20/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
4	IND	SUS	10/06/2000	09/20/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	IUA	SUS	10/10/2000	08/27/2001	NO FURTHER ACTION, OFFICER RETIRED.	09/24/2001
3	IND	SUS	10/13/2000	12/21/2000	ADMONISHMENT AND RETRAINING.	05/07/2001
3	IUA	SUS	10/17/2000	07/24/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/13/2001
3	ICRD	SUS	10/17/2000	07/24/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/13/2001
2	ICRD	SUS	10/20/2000	09/28/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	11/13/2001
3	IUF	SUS	10/23/2000	01/31/2001	ADMONISHMENT AND RETRAINING.	01/12/2002
3	IUA	SUS	10/23/2000	01/31/2001	ADMONISHMENT AND RETRAINING.	01/12/2002
2	IND	SUS	10/23/2000	11/20/2001	TRAINING FAILURE BY DEPARTMENT.	05/10/2002
9	IND	SUS	10/27/2000	03/30/2001	COUNSELING AND RETRAINING.	09/05/2001
1	IUA	SUS	10/31/2000	06/12/2001	ADMONISHMENT AND RETRAINING.	07/17/2001
1	IUA	SUS	10/31/2000	06/12/2001	ADMONISHMENT AND RETRAINING.	07/17/2001
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
3	IUA	SUS	11/06/2000	06/29/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/13/2002
1	ICRD	SUS	11/06/2000	10/18/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	IND	SUS	11/07/2000	06/22/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/18/2002
4	ICRD	SUS	11/14/2000	06/29/2001	COUNSELING AND RETRAINING.	09/17/2001
2	IND	SUS	11/14/2000	12/28/2000	ADMONISHMENT AND RETRAINING.	05/07/2001
1	ICRD	SUS	11/17/2000	12/27/2000	COUNSELING AND RETRAINING.	05/10/2001
1	IND	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
1	IND	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
1	ICRD	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
1	IND	SUS	11/20/2000	04/30/2001	ADMONISHMENT AND RETRAINING.	09/25/2001
2	IND	SUS	11/30/2000	07/31/2001	COUNSELING AND RETRAINING.	02/13/2002
2	IND	SUS	11/30/2000	07/31/2001	COUNSELING AND RETRAINING.	02/13/2002
2	IND	SUS	11/30/2000	07/31/2001	COUNSELING AND RETRAINING.	02/13/2002
3	ID	SUS	11/30/2000	03/30/2001	ADMONISHMENT AND RETRAINING.	05/10/2001
2	IUA	SUS	12/04/2000	05/11/2001	COUNSELING AND RETRAINING.	09/17/2001
3	IND	SUS	12/04/2000	08/31/2001	COUNSELING AND RETRAINING.	02/12/2002

SUSTAINED CASE LIST

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OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
2	IRS	SUS	12/14/2000	05/10/2001	PENDING CHIEF'S HEARING.	
2	IRS	SUS	12/14/2000	05/10/2001	PENDING CHIEF'S HEARING.	
2	1UA	SUS	12/15/2000	12/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/19/2002
2	1UA	SUS	12/15/2000	12/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/19/2002
2	1CRD	SUS	12/15/2000	12/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/19/2002
2	1ND	SUS	12/15/2000	12/31/2001	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/19/2002
1	1ND	SUS	12/27/2000	04/11/2001	ADMONISHMENT AND RETRAINING.	01/14/2001
2	1ND	SUS	01/02/2001	09/28/2001	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	12/17/2002
9	1D	SUS	01/04/2001	03/30/2001	ADMONISHMENT AND RETRAINING.	09/04/2001
1	1UA	SUS	01/04/2001	04/30/2001	WRITTEN REPRIMAND.	09/17/2001
1	1UA	SUS	01/04/2001	04/30/2001	WRITTEN REPRIMAND.	09/17/2001
1	1CRD	SUS	01/04/2001	04/30/2001	WRITTEN REPRIMAND.	09/17/2001
2	1ND	SUS	01/04/2001	11/16/2001	WRITTEN REPRIMAND.	01/08/2002
1	1CRD	SUS	01/05/2001	01/14/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	01/14/2002
1	1CRD	SUS	01/05/2001	04/11/2001	WRITTEN REPRIMAND.	03/11/2003
9	1CRD	SUS	01/05/2001	04/11/2001	WRITTEN REPRIMAND.	03/11/2003
1	1ND	SUS	01/16/2001	12/19/2001	ADMONISHMENT.	01/31/2002
1	1ND	SUS	01/16/2001	12/19/2001	ADMONISHMENT.	01/31/2002
2	1UA	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	1ND	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	1CRD	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	1CRD	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
2	1CRD	SUS	01/19/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED, THREE DAYS HELD IN ABEYANCE FOR TWO YEARS.	01/29/2002
1	1ND	SUS	01/22/2001	08/14/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
1	1ND	SUS	01/22/2001	08/14/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	1ND	SUS	01/23/2001	12/19/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1UA	SUS	01/31/2001	04/27/2001	COUNSELING AND RETRAINING.	01/17/2002
3	1UA	SUS	01/31/2001	04/27/2001	COUNSELING AND RETRAINING.	01/17/2002
3	1UA	SUS	01/31/2001	04/27/2001	COUNSELING AND RETRAINING.	01/17/2002
2	1UA	SUS	02/02/2001	11/30/2001	ADMONISHMENT.	03/16/2002
2	1UA	SUS	02/02/2001	11/30/2001	ADMONISHMENT.	03/16/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1ND	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1UA	SUS	02/09/2001	12/31/2001	WRITTEN REPRIMAND.	01/31/2002
2	1ND	SUS	02/09/2001	10/22/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
2	1ND	SUS	02/09/2001	10/22/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	1ND	SUS	02/13/2001	12/28/2001	COUNSELING AND RETRAINING.	03/16/2002
2	1ND	SUS	02/14/2001	06/22/2001	COUNSELING AND RETRAINING.	03/16/2002
9	1UF	SUS	02/20/2001	01/29/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/07/2002
2	1ND	SUS	02/22/2001	09/28/2001	COUNSELING.	12/26/2001
1	1ND	SUS	03/02/2001	10/09/2001	WRITTEN REPRIMAND.	12/15/2001
1	1ND	SUS	03/05/2001	11/16/2001	WRITTEN REPRIMAND.	01/02/2003
3	1ND	SUS	03/06/2001	11/30/2001	PENDING AT MGMT CONTROL DIVISION.	
3	1ND	SUS	03/06/2001	11/30/2001	PENDING AT MGMT CONTROL DIVISION.	
9	1ND	SUS	03/07/2001	09/19/2001	COUNSELING AND RETRAINING.	12/26/2001
1	1ND	SUS	03/12/2001	10/09/2001	ADMONISHMENT.	12/26/2001

SUSTAINED CASE LIST

01/01/1998 - 09/30/2002

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



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
3	IUF	SUS	03/15/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED AND THREE DAYS HELD IN ABEYANCE FOR ONE YEAR.	04/12/2002
3	IND	SUS	03/15/2001	09/28/2001	5 DAYS SUSPENSION. TWO DAYS SERVED AND THREE DAYS HELD IN ABEYANCE FOR ONE YEAR.	04/12/2002
1	IND	SUS	03/21/2001	11/13/2001	ADMONISHMENT.	03/16/2002
1	IND	SUS	03/21/2001	11/13/2001	ADMONISHMENT.	03/16/2002
2	IND	SUS	03/23/2001	02/27/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
2	IND	SUS	03/23/2001	02/27/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	05/12/2002
4	IND	SUS	03/26/2001	06/29/2001	COUNSELING AND RETRAINING.	09/17/2001
2	IND	SUS	03/26/2001	09/28/2001	ADMONISHMENT AND RETRAINING.	05/09/2002
1	ICRD	SUS	04/04/2001	07/24/2001	NO FURTHER ACTION, OFFICER RETIRED.	08/19/2001
9	IUA	SUS	04/13/2001	12/28/2001	NO FURTHER ACTION, OTHER REASON.	05/07/2002
1	ID	SUS	04/16/2001	03/22/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/27/2002
1	IND	SUS	04/16/2001	03/22/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/27/2002
1	IND	SUS	04/16/2001	03/22/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/27/2002
1	IND	SUS	04/16/2001	03/22/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	04/27/2002
2	IND	SUS	04/16/2001	12/27/2001	PENDING AT MGMT CONTROL DIVISION.	
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. NOT SUSTAINED AT CHIEF'S HEARING.	04/25/2002
	IUA	SUS	04/24/2001	10/31/2001	SUSTAINED BY OCC. PROPER CONDUCT AT CHIEF'S HEARING.	04/25/2002
4	IND	SUS	04/24/2001	06/28/2001	COUNSELING AND RETRAINING.	12/08/2001
1	ID	SUS	04/26/2001	08/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	IND	SUS	05/02/2001	12/07/2001	ADMONISHMENT.	03/16/2002
2	IND	SUS	05/02/2001	12/07/2001	ADMONISHMENT.	03/16/2002
1	IUA	SUS	05/02/2001	06/29/2001	COUNSELING AND RETRAINING.	12/08/2001
1	IUA	SUS	05/07/2001	06/21/2001	ADMONISHMENT.	09/17/2001
9	IND	SUS	05/17/2001	10/31/2001	ADMONISHMENT AND RETRAINING.	02/13/2002
2	IUA	SUS	05/18/2001	12/14/2001	WRITTEN REPRIMAND.	01/22/2002
2	ID	SUS	05/18/2001	12/14/2001	ADMONISHMENT.	01/22/2002
2	IND	SUS	05/18/2001	12/28/2001	COUNSELING AND RETRAINING.	04/04/2003
2	IND	SUS	05/21/2001	09/28/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
2	IND	SUS	05/21/2001	09/28/2001	ADMONISHMENT AND RETRAINING.	12/26/2001
1	ICRD	SUS	05/21/2001	08/31/2001	COUNSELING.	12/08/2001
6	ICRD	SUS	05/21/2001	08/31/2001	COUNSELING.	12/08/2001
4	ICRD	SUS	05/21/2001	07/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
1	IUA	SUS	05/23/2001	01/08/2002		
1	IND	SUS	06/01/2001	04/26/2002	PENDING AT MGMT CONTROL DIVISION.	
1	IND	SUS	06/01/2001	04/26/2002	PENDING AT MGMT CONTROL DIVISION.	
1	IUA	SUS	06/01/2001	04/26/2002	WRITTEN REPRIMAND.	10/02/2002
1	IUA	SUS	06/01/2001	04/26/2002	WRITTEN REPRIMAND.	10/02/2002
1	IUA	SUS	06/01/2001	04/26/2002	WRITTEN REPRIMAND.	10/02/2002
1	IND	SUS	06/01/2001	04/26/2002	WRITTEN REPRIMAND.	10/02/2002
2	IUA	SUS	06/05/2001	05/23/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/27/2002
2	IUA	SUS	06/05/2001	05/23/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/27/2002
2	ID	SUS	06/05/2001	05/23/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	07/27/2002
1	IND	SUS	06/06/2001	09/28/2001	COUNSELING AND RETRAINING.	03/16/2002
1	IND	SUS	06/06/2001	09/28/2001	COUNSELING AND RETRAINING.	03/16/2002
1	ICRD	SUS	06/13/2001	09/18/2002	PENDING AT MGMT CONTROL DIVISION.	
2	IUA	SUS	06/19/2001	08/31/2001	ADMONISHMENT AND RETRAINING.	12/08/2001
2	ICRD	SUS	06/20/2001	08/31/2001	COUNSELING.	12/08/2001

SUSTAINED CASE LIST

01/01/1998 - 09/30/2002

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



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
4	1UA	SUS	06/21/2001	05/28/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/10/2002
4	1UA	SUS	06/21/2001	05/28/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	08/10/2002
2	1ND	SUS	06/22/2001	03/29/2002	PENDING AT MGMT CONTROL DIVISION.	
3	1ND	SUS	06/28/2001	12/19/2001	WRITTEN REPRIMAND.	05/31/2002
3	1ND	SUS	06/28/2001	12/19/2001	WRITTEN REPRIMAND.	01/31/2002
3	1ND	SUS	06/28/2001	12/19/2001	ADMONISHMENT AND RETRAINING.	05/07/2002
4	1ND	SUS	07/09/2001	10/30/2001	ADMONISHMENT.	12/26/2001
2	1ND	SUS	07/10/2001	11/30/2001	ADMONISHMENT.	03/16/2002
2	1ND	SUS	07/10/2001	11/30/2001	ADMONISHMENT.	03/16/2002
1	1ND	SUS	07/11/2001	11/30/2001	ADMONISHMENT AND RETRAINING.	05/10/2002
1	1ND	SUS	07/11/2001	11/30/2001	ADMONISHMENT AND RETRAINING.	05/10/2002
2	1ND	SUS	07/17/2001	11/13/2001	COUNSELING AND RETRAINING.	02/13/2002
2	1ND	SUS	07/17/2001	11/13/2001	COUNSELING AND RETRAINING.	02/13/2002
5	1ND	SUS	07/20/2001	11/14/2001	COUNSELING AND RETRAINING.	02/13/2002
3	1ND	SUS	07/23/2001	11/30/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
2	1UA	SUS	07/25/2001	11/30/2001	COUNSELING AND RETRAINING.	01/08/2002
2	1CRD	SUS	08/06/2001	07/24/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/22/2002
2	1UA	SUS	08/06/2001	07/24/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/22/2002
2	1CRD	SUS	08/06/2001	07/24/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/22/2002
2	1CRD	SUS	08/06/2001	07/24/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/22/2002
2	1CRD	SUS	08/06/2001	07/24/2002	NO FURTHER ACTION, STATUTE LIMIT GCS3304.	10/22/2002
3	1ND	SUS	08/07/2001	09/28/2001	ADMONISHMENT.	12/08/2001
3	1UA	SUS	08/07/2001	12/18/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
3	1ND	SUS	08/07/2001	12/18/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
3	1UA	SUS	08/07/2001	12/18/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
2	1ND	SUS	08/13/2001	12/28/2001	ADMONISHMENT AND RETRAINING.	03/16/2002
5	1UA	SUS	08/20/2001	01/31/2002	ADMONISHMENT.	07/13/2002
5	1UA	SUS	08/20/2001	01/31/2002	ADMONISHMENT.	07/13/2002
1	1UA	SUS	08/21/2001	06/28/2002	PENDING CHIEF'S HEARING.	
1	1UA	SUS	08/21/2001	06/28/2002	PENDING CHIEF'S HEARING.	
1	1UA	SUS	08/21/2001	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	08/21/2001	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1CRD	SUS	08/21/2001	06/28/2002	PENDING CHIEF'S HEARING.	
1	1UA	SUS	08/21/2001	06/28/2002	PENDING CHIEF'S HEARING.	
1	1CRD	SUS	08/21/2001	06/28/2002	PENDING CHIEF'S HEARING.	
1	1UA	SUS	08/21/2001	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	08/21/2001	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	08/21/2001	06/28/2002	PENDING CHIEF'S HEARING.	
7	1ND	SUS	08/23/2001	05/23/2002	UNSPECIFIED DISCIPLINARY ACTION.	07/13/2002
7	1ND	SUS	08/23/2001	05/23/2002	UNSPECIFIED DISCIPLINARY ACTION.	07/13/2002
1	1UA	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1UA	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003

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OFFICE OF CITIZEN COMPLAINTS
 CITY AND COUNTY OF SAN FRANCISCO



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
1	1ND	SUS	08/27/2001	04/30/2002	MORE THAN 10 DAYS SUSPENSION. 15 DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/06/2003
1	1ND	SUS	09/14/2001	03/22/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	09/14/2001	03/22/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	09/17/2001	05/23/2002	MORE THAN 10 DAYS SUSPENSION.A NINETY-DAY SUSPENSION W/FORTY-FIVE DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/18/2003
1	1UA	SUS	09/17/2001	05/23/2002	MORE THAN 10 DAYS SUSPENSION.A NINETY-DAY SUSPENSION W/FORTY-FIVE DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/18/2003
1	1CRD	SUS	09/17/2001	05/23/2002	MORE THAN 10 DAYS SUSPENSION.A NINETY-DAY SUSPENSION W/FORTY-FIVE DAYS HELD IN ABEYANCE FOR TWO YEARS.	02/18/2003
1	1UA	SUS	09/19/2001	02/28/2002	COUNSELING AND RETRAINING.	05/02/2002
1	1D	SUS	09/25/2001	05/31/2002	ADMONISHMENT AND RETRAINING.	09/25/2002
1	1CRD	SUS	09/25/2001	02/28/2002	ADMONISHMENT.	05/09/2002
1	1D	SUS	09/25/2001	12/11/2001	WRITTEN REPRIMAND.	03/19/2002
1	1CRD	SUS	09/25/2001	12/11/2001	WRITTEN REPRIMAND.	03/19/2002
2	1ND	SUS	10/16/2001	11/30/2001	COUNSELING AND RETRAINING.	03/16/2002
2	1ND	SUS	10/16/2001	11/30/2001	COUNSELING AND RETRAINING.	03/16/2002
3	1ND	SUS	10/23/2001	12/31/2001	WRITTEN REPRIMAND.	05/18/2002
3	1CRD	SUS	10/23/2001	12/31/2001	WRITTEN REPRIMAND.	05/18/2002
2	1UF	SUS	10/30/2001	07/31/2002	CHARGES FILED W/ POLICE COMMISSION.	
1	1ND	SUS	11/05/2001	03/22/2002	ADMONISHMENT.	05/10/2002
1	1UA	SUS	11/05/2001	12/14/2001	COUNSELING AND RETRAINING.	07/13/2002
2	1UA	SUS	11/14/2001	04/30/2002	COUNSELING AND RETRAINING.	07/13/2002
4	1ND	SUS	12/06/2001	04/30/2002	PENDING AT MGMT CONTROL DIVISION.	
9	1CRD	SUS	12/18/2001	02/11/2002	ADMONISHMENT AND RETRAINING.	05/07/2002
9	1ND	SUS	12/18/2001	01/28/2002	ADMONISHMENT.	06/01/2002
9	1CRD	SUS	12/18/2001	01/28/2002	ADMONISHMENT.	06/01/2002
1	1UA	SUS	12/18/2001	04/22/2002	ADMONISHMENT AND RETRAINING.	05/17/2002
1	1UA	SUS	12/18/2001	04/22/2002	WRITTEN REPRIMAND.	07/02/2002
1	1UA	SUS	12/18/2001	04/22/2002	WRITTEN REPRIMAND.	07/02/2002
1	1UA	SUS	12/18/2001	04/22/2002	WRITTEN REPRIMAND.	07/02/2002
1	1UA	SUS	12/18/2001	04/22/2002	WRITTEN REPRIMAND.	07/02/2002
1	1ND	SUS	12/18/2001	04/22/2002	WRITTEN REPRIMAND.	07/02/2002
1	1ND	SUS	12/18/2001	04/22/2002	WRITTEN REPRIMAND.	07/02/2002
4	1ND	SUS	12/18/2001	07/31/2002	ADMONISHMENT.	03/04/2003
4	1ND	SUS	12/18/2001	07/31/2002	ADMONISHMENT.	03/04/2003
1	1ND	SUS	01/03/2002	02/28/2002	WRITTEN REPRIMAND.	05/14/2002
1	1UA	SUS	01/03/2002	02/28/2002	WRITTEN REPRIMAND.	05/14/2002
1	1CRD	SUS	01/03/2002	02/28/2002	WRITTEN REPRIMAND.	05/14/2002
9	1ND	SUS	01/04/2002	07/31/2002	PENDING CHIEF'S HEARING.	
3	1CRD	SUS	01/10/2002	09/30/2002	PENDING AT MGMT CONTROL DIVISION.	
3	1D	SUS	01/10/2002	09/30/2002	PENDING AT MGMT CONTROL DIVISION.	
3	1ND	SUS	01/10/2002	09/30/2002	PENDING AT MGMT CONTROL DIVISION.	
3	1ND	SUS	01/10/2002	09/30/2002	PENDING AT MGMT CONTROL DIVISION.	
9	1ND	SUS	01/14/2002	02/12/2002	ADMONISHMENT.	06/01/2002
9	1ND	SUS	01/14/2002	02/12/2002	ADMONISHMENT.	06/01/2002
4	1CRD	SUS	01/14/2002	07/31/2002	PENDING AT MGMT CONTROL DIVISION.	
4	1D	SUS	01/15/2002	03/25/2002	PENDING AT MGMT CONTROL DIVISION.	
4	1CRD	SUS	01/15/2002	03/25/2002	PENDING AT MGMT CONTROL DIVISION.	
4	1CRD	SUS	01/15/2002	03/25/2002	PENDING AT MGMT CONTROL DIVISION.	
4	1CRD	SUS	01/15/2002	03/25/2002	PENDING AT MGMT CONTROL DIVISION.	
4	1D	SUS	01/15/2002	03/25/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	01/22/2002	08/20/2002	ADMONISHMENT AND RETRAINING.	12/30/2002
1	1ND	SUS	01/22/2002	08/20/2002	ADMONISHMENT AND RETRAINING.	12/30/2002
1	1ND	SUS	01/22/2002	08/20/2002	ADMONISHMENT AND RETRAINING.	12/30/2002
2	1ND	SUS	01/23/2002	04/29/2002	COUNSELING AND RETRAINING.	07/13/2002
2	1ND	SUS	01/28/2002	08/30/2002	COUNSELING AND RETRAINING.	03/03/2003

SUSTAINED CASE LIST

01/01/1998 - 09/30/2002

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



Eth	Alleg	Find	Received	Closed	SFPD Action	Adjudicated
2	1ND	SUS	01/31/2002	06/28/2002	ADMONISHMENT AND RETRAINING.	09/11/2002
2	1ND	SUS	01/31/2002	06/28/2002	ADMONISHMENT AND RETRAINING.	09/11/2002
2	1ND	SUS	02/08/2002	04/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	02/08/2002	04/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	02/08/2002	04/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1ND	SUS	02/08/2002	04/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	02/20/2002	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	02/20/2002	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	02/20/2002	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	02/20/2002	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	02/20/2002	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	02/20/2002	06/28/2002	PENDING AT MGMT CONTROL DIVISION.	
7	1UA	SUS	02/20/2002	09/24/2002	UNFOUNDED	01/17/2003
7	1UA	SUS	02/20/2002	09/24/2002	UNFOUNDED	01/17/2003
7	1ND	SUS	02/20/2002	09/24/2002	ADMONISHMENT.	01/17/2003
6	1CRD	SUS	02/20/2002	08/30/2002	PENDING AT MGMT CONTROL DIVISION.	
6	1CRD	SUS	02/20/2002	08/30/2002	PENDING AT MGMT CONTROL DIVISION.	
6	1UA	SUS	02/20/2002	08/30/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	03/05/2002	05/31/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	03/05/2002	05/31/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	03/05/2002	05/31/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1UF	SUS	03/05/2002	08/30/2002	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	03/04/2003
1	1ND	SUS	03/05/2002	08/30/2002	ADMONISHMENT.	03/04/2003
1	1UA	SUS	03/05/2002	08/30/2002	SUSTAINED BY OCC. NOT SUSTAINED BY DEPARTMENT.	03/04/2003
1	1CRD	SUS	03/05/2002	08/30/2002	ADMONISHMENT.	03/04/2003
2	1UA	SUS	03/05/2002	06/07/2002	COUNSELING.	11/22/2002
2	1ND	SUS	03/05/2002	06/07/2002	COUNSELING.	11/22/2002
1	1CRD	SUS	03/05/2002	07/15/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1UA	SUS	03/05/2002	07/15/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	03/05/2002	07/15/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	03/05/2002	07/15/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	03/06/2002	09/26/2002	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	01/18/2003
1	1ND	SUS	03/06/2002	09/26/2002	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	01/18/2003
1	1ND	SUS	03/06/2002	09/26/2002	SUSTAINED BY OCC. PROPER CONDUCT BY DEPARTMENT.	01/18/2003
2	1ND	SUS	03/13/2002	08/28/2002	COUNSELING AND RETRAINING.	03/10/2003
2	1ND	SUS	03/13/2002	08/28/2002	COUNSELING AND RETRAINING.	03/10/2003
1	1ND	SUS	04/09/2002	07/31/2002	ADMONISHMENT.	12/10/2002
3	1D	SUS	04/09/2002	07/24/2002	PENDING AT MGMT CONTROL DIVISION.	
3	1CRD	SUS	04/09/2002	07/24/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	04/29/2002	06/28/2002	ADMONISHMENT.	10/08/2002
2	1ND	SUS	05/24/2002	07/31/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1ND	SUS	05/24/2002	07/31/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1ND	SUS	05/24/2002	07/31/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	06/04/2002	09/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	06/04/2002	09/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	06/04/2002	09/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	06/04/2002	09/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1D	SUS	06/04/2002	09/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1RS	SUS	06/04/2002	09/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1UA	SUS	06/04/2002	09/26/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1CRD	SUS	06/13/2002	09/27/2002	PENDING AT MGMT CONTROL DIVISION.	
2	1D	SUS	06/13/2002	09/27/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1CRD	SUS	06/19/2002	08/28/2002	PENDING AT MGMT CONTROL DIVISION.	
1	1ND	SUS	06/21/2002	09/30/2002	ADMONISHMENT.	03/10/2003

Policy Recommendation
Office of Citizen Complaints
Third Quarter 2002

Reference: OCC Case Nos. 535-02; 396-02; 874-00; 201-00
OCC Investigators Jessica Cole, Helen Calderon, Dennis Maxson & Karol Hepp

Subject: Assessing and Controlling Potentially Dangerous Canines

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

- (1) provide written guidelines and enhance training on appropriate animal control techniques, especially for domesticated canines, to ensure that officers are prepared
 - (a) to assess whether or not a domesticated animal poses a danger to officers, other persons and/or other domesticated animals; and
 - (b) to handle a threatening domesticated animal correctly.
- (2) invite appropriate personnel from the City's Department of Animal Care and Control to participate in training SFPD sworn personnel (new recruits and advanced officers) to assess and handle potentially dangerous canines. Such training should include simulated scenarios with actual dogs at the Animal Care and Control facility.
- (3) develop a protocol and written guidelines that enable SFPD to request and coordinate on-scene assistance from Animal Care and Control in appropriate cases.
- (4) equip patrol cars with dog leashes.
- (5) train supervising sergeants in the use of "come-a-longs" for securing potentially dangerous canines and equip each station with one "come-a-long."
- (6) include potentially dangerous canine scenarios in the firearm simulation training provided by the Police Academy.

Background:

The OCC has investigated a number of cases in which SFPD officers were called to scenes in which animals, particularly dogs, were present. For example, in one case, during a well being check on an 11-year-old child at home alone, an officer was bit on the buttocks by the family's sheep dog. The officer's partner shot at the dog; the bullet hit the officer in the leg and then ricocheted, hitting the 11-year-old child in the knee.

In a second case, officers observed a pit bull biting the ankle of a 10-year-old girl. The officers shot the dog while in close proximity to the child and another child bystander. In a third case, officers responded to a complaint of unleashed, charging dogs in a neighborhood. After the owner secured both dogs, one got loose and charged at the officer. The officer fired two rounds toward the dog; the dog was hit by a fragment of a bullet that hit the ground. In a fourth case, responding to a report of an aggressive pitbull running loose in a hotel hallway, an officer entered the hotel with his gun drawn. When the owner was contacted, she secured the dog that turned out to be her service animal.

While Department policy authorizes the use of a firearm to kill a dangerous animal, it does not address alternative (i.e. less than lethal force) responses where an animal is perceived as a threat. SFPD's Vicious and Dangerous Animals Unit and the Department of Animal Care and Control suggest that animal control equipment such as leashes and come-a-longs in addition to hands-on training and coordination between SFPD and Animal Care and Control (when appropriate) will better equip SFPD officers to respond to the variety of canine encounters they are likely to handle.

Dated:

Prepared by:

Approved by:

Samara C. Marion
OCC Senior Attorney

Donna Medley
Acting Director

Policy Recommendation
Office of Citizen Complaints
Third Quarter 2002
Reference: OCC Case No.61-02
OCC Investigator David Aulet

Subject: Logging system for external requests of SFPD incident reports and written guidelines for immediate window release of particular incident reports

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department establish a method to document the receipt and processing of all external requests for incident reports. Additionally, the Office of Citizen Complaints recommends that the San Francisco Police Department develop guidelines and criteria for the immediate release of selected Incident Reports at the Report Management Section (RMS) window and provide information to the public (through posted signs, the Department's website, telephone recordings) as to what reports can be immediately released and how to request such reports.

Although the Report Management Section of the San Francisco Police Department has a method to document the receipt and processing of internal requests for incident reports, it does not have a similar system for external requests. According to RMS's personnel, their division receives an average of 180 external requests for incident reports a day. During recent discussions with the RMS Captain, he has stated that he is currently exploring how to expand the database to include a method for documenting the receipt and processing of external requests for incident reports. Additionally, he has written a unit general order for the immediate release of certain incident reports at the RMS window. This unit general order is still undergoing revisions and authorization. These steps, once instituted, would significantly address the problems raised by the case discussed below that gave rise to this policy recommendation. The OCC recommends that the documenting system and unit order be expeditiously implemented and that the public be informed (through e.g. posted signs, the Department's website, telephone recordings) as to what reports can be immediately released and how to request such reports.

Background:

A law firm representing a client who was injured during a car accident requested twice by a written letter a copy of the incident report from SFPD's Report Management Section. When the law firm still had not received the incident report three months after the requests, a legal assistant for the law firm went to SFPD's Report Management Section and submitted another written request for the incident report. When the 10-day processing period had expired, the legal assistant inquired as to the status of the third written request. None of the previous written requests could be located.

Dated:

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