

Annual Report 2020

The background of the cover features a photograph of San Francisco City Hall, with its iconic clock tower and ornate facade. In the foreground, a large green lawn is filled with people sitting on the grass, suggesting a public gathering or park. The image is overlaid with a large, semi-transparent orange and red geometric shape on the left and bottom-left corners.

Department of Police Accountability

The Department of Police
Accountability

Phone: 415-241-7711
www.sfgov.org/dpa/

Mission

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

Our Values

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



A Message from Paul David Henderson, DPA Executive Director

2020 was a challenging and transformative year for all of us. From COVID-19 and the killing of George Floyd, to civil unrest and even a disputed election, we all faced significant events over the past year that displaced the status quo. At the Department of Police Accountability, we started this year with our planned move to a new office at 1 South Van Ness. A few weeks later, the pandemic hit our city, and we pivoted from unpacking moving boxes to planning a new online environment. The DPA staff rose to the challenge, and within three days we were able to resume our investigations while working remotely.

The challenges we've faced have ranged in scale but have led to creative solutions that helped DPA dating back towards 1983 find new ways to work towards continued reforms. We replaced an antiquated policy that required faxing document requests in favor of using email, saving the financial and environmental cost of thousands of pages of paper. We also began utilizing video chat to expand our investigation, outreach, and mediation capabilities. These tech improvements in the office have increased our department's speed and efficiency and will have a lasting positive impact when we can return to the office.

In the wake of George Floyd's death and the worldwide calls for police reform, we came together with the SFPD, the Police Commission, and several community groups to operationalize Department General Order 5.01 (Use of Force), which includes, among other reforms, for San Francisco's prohibition on the use of chokeholds and kneeling as a control hold. We also lent our expertise to legal organizations and community groups around the country looking to learn from our civilian oversight model that focuses on independent investigations.

This annual report includes new program details, including case statistics, policy recommendations, and our various divisions' accomplishments. We are proud of the work we accomplished in 2020 and look forward to serving the City of San Francisco in 2021.

Looking Back on Our Accomplishments

Department of Justice Collaborative Reform

In 2016, the U.S. Department of Justice published the Collaborative Reform Initiative: An Assessment of the San Francisco Police Department. The assessment included 272 policy and practice reform recommendations aimed at increasing public trust through improvements in community policing practices, transparency, professionalism, and accountability while taking into account national standards, promising practices, emerging research, and community expectations (the California Department of Justice assumed responsibility for monitoring collaborative reform efforts in 2018). Seventy of the recommended reforms involved DPA participation.

The DPA's 2019 & 2020 collaborative reform efforts focused on recommendations related to the working relationship between the DPA and the San Francisco Police Department, the Firearms Discharge Review Board, and Officer-Involved Shooting (OIS) cases.

Simplified Reporting

The DPA has greatly simplified its monthly, quarterly, and annual reports by removing duplicative, outdated, and obsolete information. The DPA recognizes that meaningful civilian oversight is transparent. The DPA's quarterly and annual reports go beyond publishing required investigation statistics to include key information about DPA operations. The DPA also publishes quarterly policy recommendations and monthly complaint data to foster open dialogue with community members and other stakeholders.

Investigative Efficiencies in 2018

In 2018, the investigation and legal teams brought renewed focus to improving investigative efficiency and internal collaboration. The development of a team model and case triage system resulted in a 39% reduction in the average time to investigate all cases and a 293% performance improvement for meeting the DPA's 9-month charter goal for completing sustained case investigations.

Biased Policing Case

In 2017, the DPA made Improper Conduct (Sustained) findings in a biased policing case for the first time in the agency's history. Because biased policing cases are historically difficult to investigate, the DPA is developing new protocols for investigating bias cases and is seeking funding to conduct an audit focused on bias patterns in policing.

Black History Month Celebration

In 2019, the DPA held the 1st Annual Black History Month Celebration which focused on celebrating the accomplishment and contributions of African Americans in the Bay area and around the world.

What's New

Racial Equity

DPA Organization Chart & Racial Analysis

Charts for Clarity:

District Station or Specialized Unit: Including Allegations, Officers, and Improper Conduct Allegations



District Map Comparing the Total Number of Allegations, Officers, and Cases



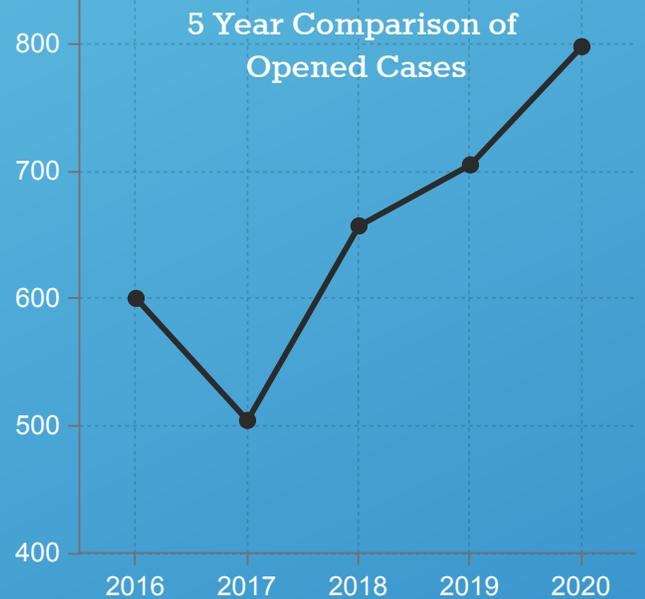
Improper Conduct Allegation Analysis Complaint & Allegation Totals



Investigations

Pg 10

The year 2020 saw the continuation of DPA's upward trend in complaints received. Teams of investigators and attorneys rose to the unforeseen challenges of working remotely to investigate and close nearly 900 cases during the calendar year.



Mediations

Pg 22

The COVID-19 pandemic affected the basic operational and conceptual protocols of the mediation process— in-person meetings between parties. Additionally, cultural and political forces in the aftermath of George Floyd's death and police reform movements compelled us to reexamine issues of bias and diversity in every aspect of mediation. We seized these opportunities, adapting mediation procedures using technology, and most importantly ensuring the substantive value of the mediation dialogue.

Outreach

Pg 24

In 2020, the DPA outreach program worked to enhance public understanding of the agency's mission, services, and resources. Committed to thoughtful community engagement, the outreach division continued to prioritize accessible and equitable programming.



Policy

Pg 25

Policy work is a critical aspect of the DPA's mission. While the discipline of individual officers is an essential component of law enforcement management, the DPA's policy work directly impacts the entire police force and the community it serves. The San Francisco City Charter requires the DPA to present quarterly recommendations concerning SFPD's policies or practices that enhance police-community relations while ensuring effective police services.



SB 1421

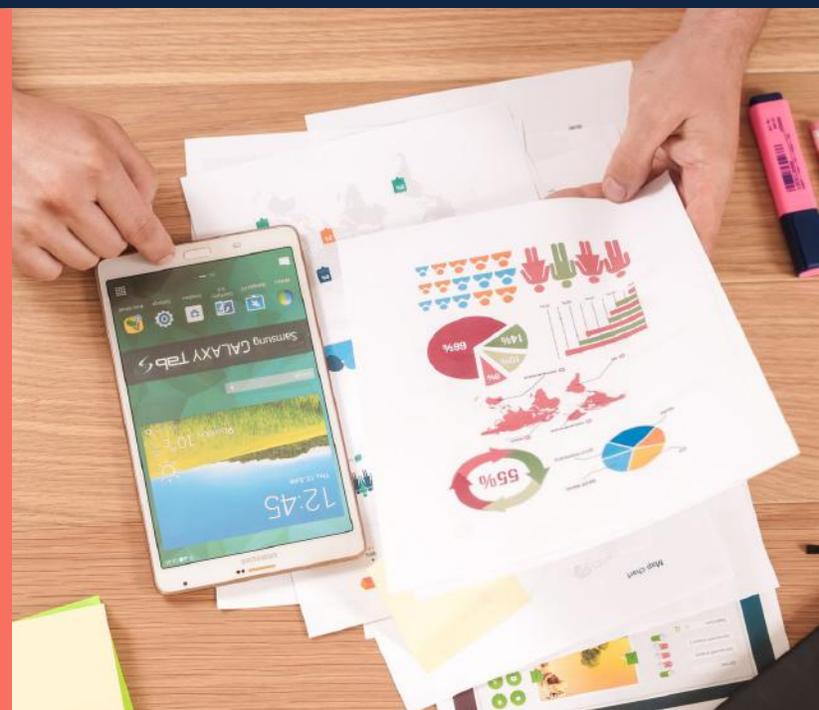
Pg 27

New state transparency law Senate Bill 1421 enabled DPA to release thousands of investigation records. To support this effort, the DPA developed an online public records portal. A team of attorneys and legal assistants continue to review and prepare these records for public disclosure.

Audits

Pg 28

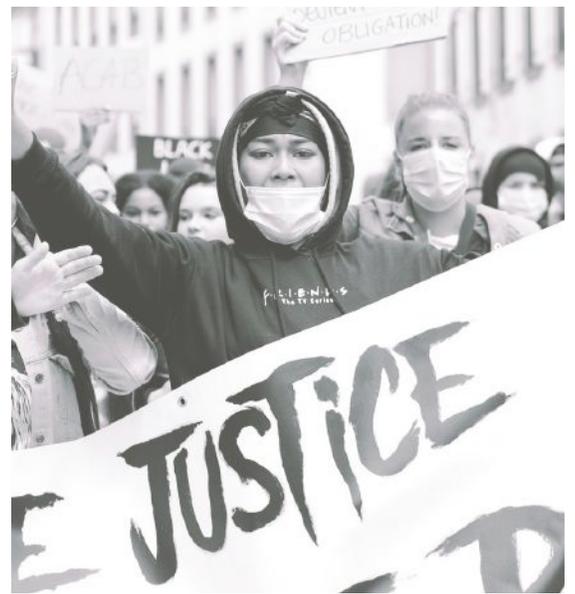
In October 2020, DPA issued the audit, *The Police Department Needs Clearer Guidance and More Proactive Governance for Better Use-of-Force Data Collection and Reporting*. Audits also supported various organizational initiatives, including data collection for DPA's racial equity action plan and analysis of complainant and officer satisfaction survey responses.



Racial Equity

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Following the Mayor's leadership in the citywide effort to promote racial equity, the DPA assembled a team of staff members to study the agency's internal practices. Informed by a department-wide survey, the DPA developed and submitted its Phase One Racial Equity Plan to the Office of Racial Equity in December 2020.



Staff Organization and Development

Pg 30

The DPA Organization chart and statistics are developed from an annual internal demographics survey. A sample of training completed (even those done remotely) by staff in 2020 can be found on page 28.

Internships

Pg 32

The DPA offers internship opportunities year-round. Internships are available to both undergraduate and graduate students and clerkships are available to law students. The internship program gives participants valuable exposure to local government, law enforcement policy and practice, and public safety issues.



Operations & Tech Pg 33

The DPA modernized and standardized technology in conjunction with an office move and to accommodate remote working this year. Continuous technology projects are in progress to support and reflect DPA's various expanding roles and responsibilities.



Budget Pg 34

The DPA adapted its financial planning to the changing economic conditions posed by the COVID-19 pandemic in 2020. The department collaborated with the Mayor's Office and Controller's Office to achieve requested budget reductions. By reprioritizing the use of existing resources, the DPA was able to maintain its staffing and service levels.



Discipline Study Pg 35

SFPD and DPA worked together to update the 2017-2019 Discipline Study to analyze historical discipline outcomes.



Investigations

In 2020, the DPA received 799 complaints of police misconduct, a 3% increase over the previous year. The 799 new complaints yielded 1,844 new allegations against 974 subject officers (some officers received multiple complaints). Of the 884 cases closed in this calendar year (a 33% increase over the previous year), 45 included improper conduct (sustained) findings against San Francisco police officers—yielding an 8% improper conduct (sustained) rate for the year. The DPA completed two officer-involved shooting investigations, with five investigations ongoing. The DPA resolved 50 cases through mediation, a 31% increase over the previous year.

2020 Totals

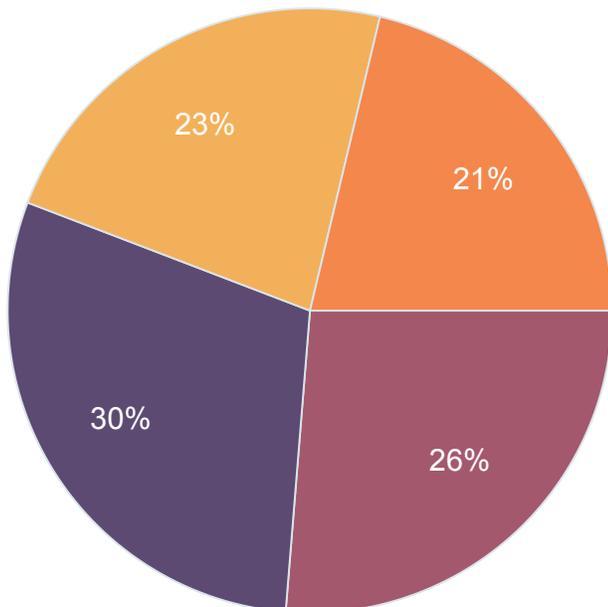
799 Cases

**42 Improper
Conduct Cases**

1844 Allegations

974 Officers

2020 CASES OPENED BY QUARTER



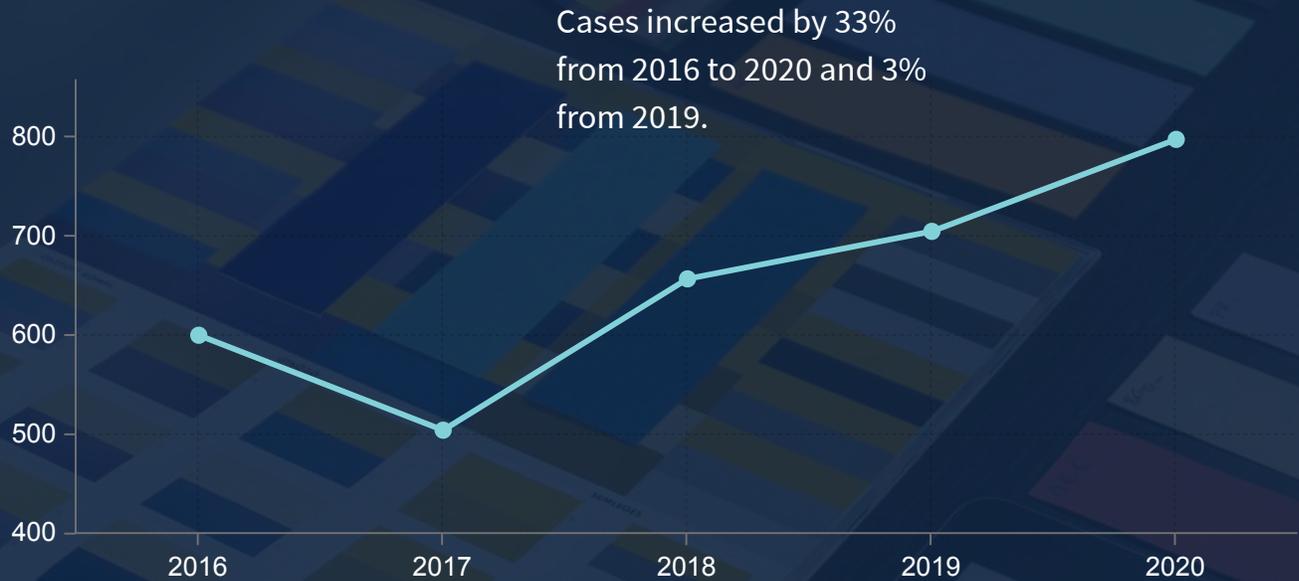
■ 1Q 210 ■ 2Q 236 ■ 3Q 183 ■ 4Q 170

Remarkably, the bulk of these complaints were received, investigated, and resolved after Covid-19 precautions forced the agency to shift to remote work in mid-March 2020. The pandemic and racial justice protests during Q2 contributed to 30% of DPA's annual complaints during the period of April 1 – June 30, compared to 26% in Q1 and 23% and 21% in quarters 3 and 4, respectively. Throughout this period, investigators continued to interview complainants, gather evidence, and question officers while working almost entirely remotely.

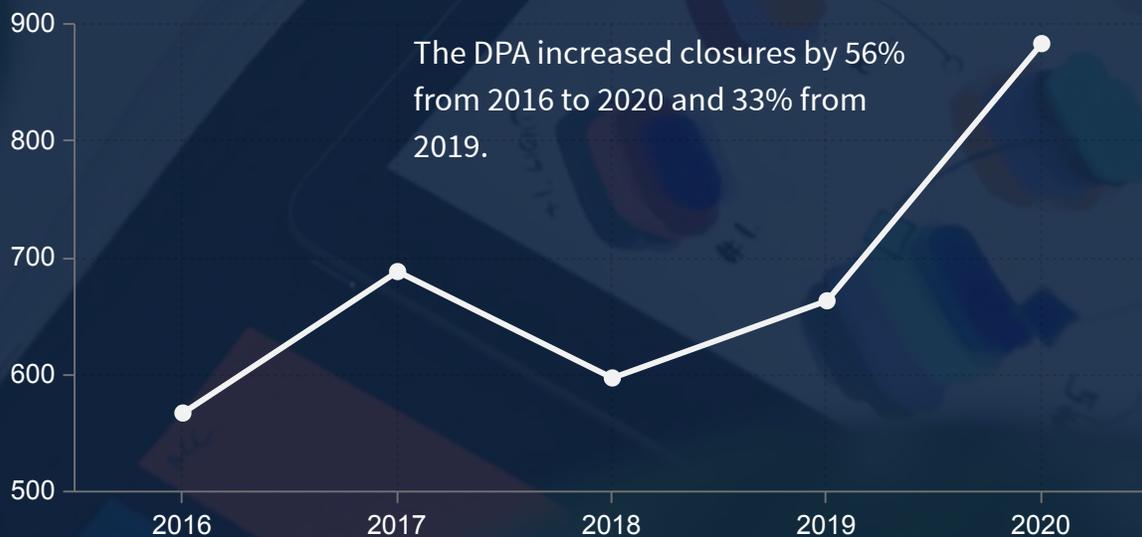
During 2020, DPA closed 458 cases with findings other than sustained (Proper Conduct, Insufficient Evidence, Unfounded, Supervisory Failure, Training Failure, or Policy Failure). The agency referred 145 cases to outside agencies for resolution.

¹Improper Conduct (Sustained) cases have at least one proven allegation of misconduct. The improper conduct (sustained) rate is the percentage of investigated cases closed with at least one "improper conduct (sustained)", referrals, and purely informational complaints are not considered investigated cases for the purpose of calculating the improper conduct (sustained) rate.

5 Year Comparison of Opened Cases



5 Year Comparison of Cases Closed



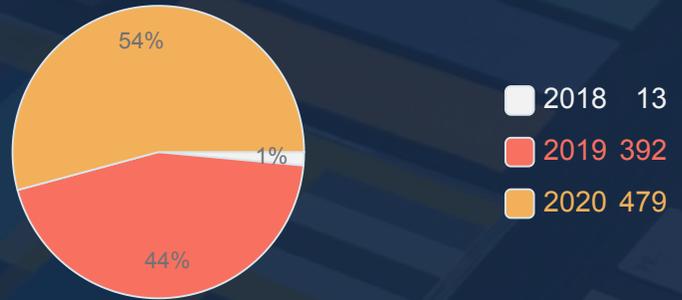
Closures increased in 2020 due to new 3304 reminders and the increase in DPA's complaints.

Timeline for Completed Investigations

In 2020 DPA closed 884 Cases

YEAR FILED	CLOSED
2018	13
2019	392
2020	479

Cases Closed in 2020 By Year Filed

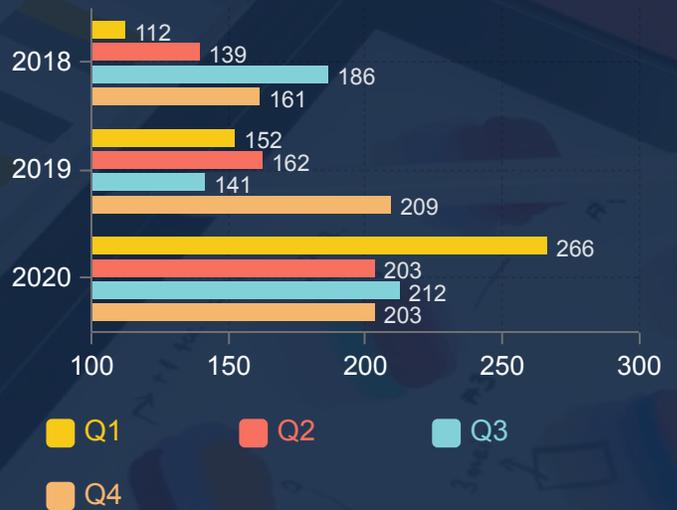


All cases were closed within statutory deadlines.

Three Year Comparison of Cases Opened by Quarter and Year



Three Year Comparison of Cases Closed by Quarter and Year

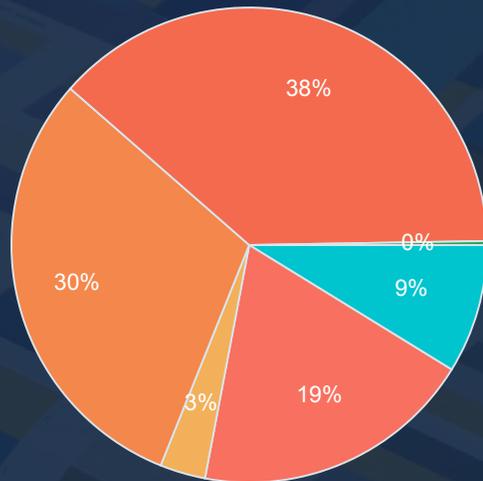


Three Year Comparison of Cases Pending by Quarter and Year



Allegations by Type

Allegations describe officer misconduct. Multiple allegations are usually investigated for each case. In 2020, 1,844 new allegations were brought against 974 officer involvements (some officers were the subject of multiple investigations). The most common allegations were Neglect of Duty, Conduct Unbecoming an Officer, and Unwarranted Action, which made up a combined 87% of all allegations.



USE OF FORCE	162
UNWARRANTED ACTION	354
OTHER*	57
CONDUCT UNBECOMING AN OFFICER	560
NEGLECT OF DUTY	706
POLICY/PROCEDURE	5

Each allegation type has subtypes.

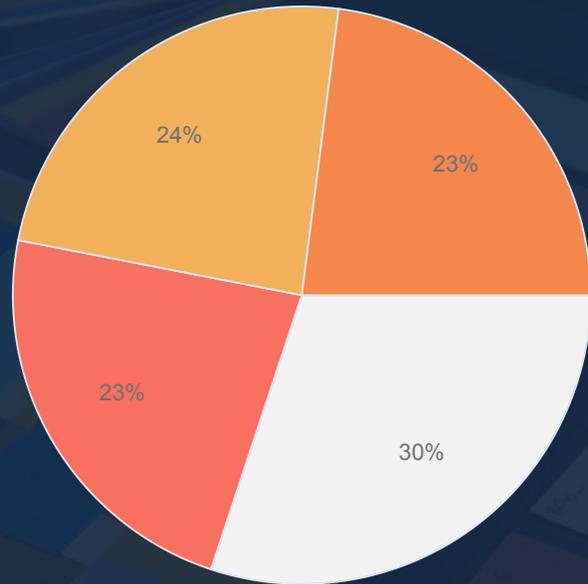
For example, The Neglect of Duty allegation category includes an officer's failure to activate a body-worn camera and also an officer's failure to prepare an accurate incident report.

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

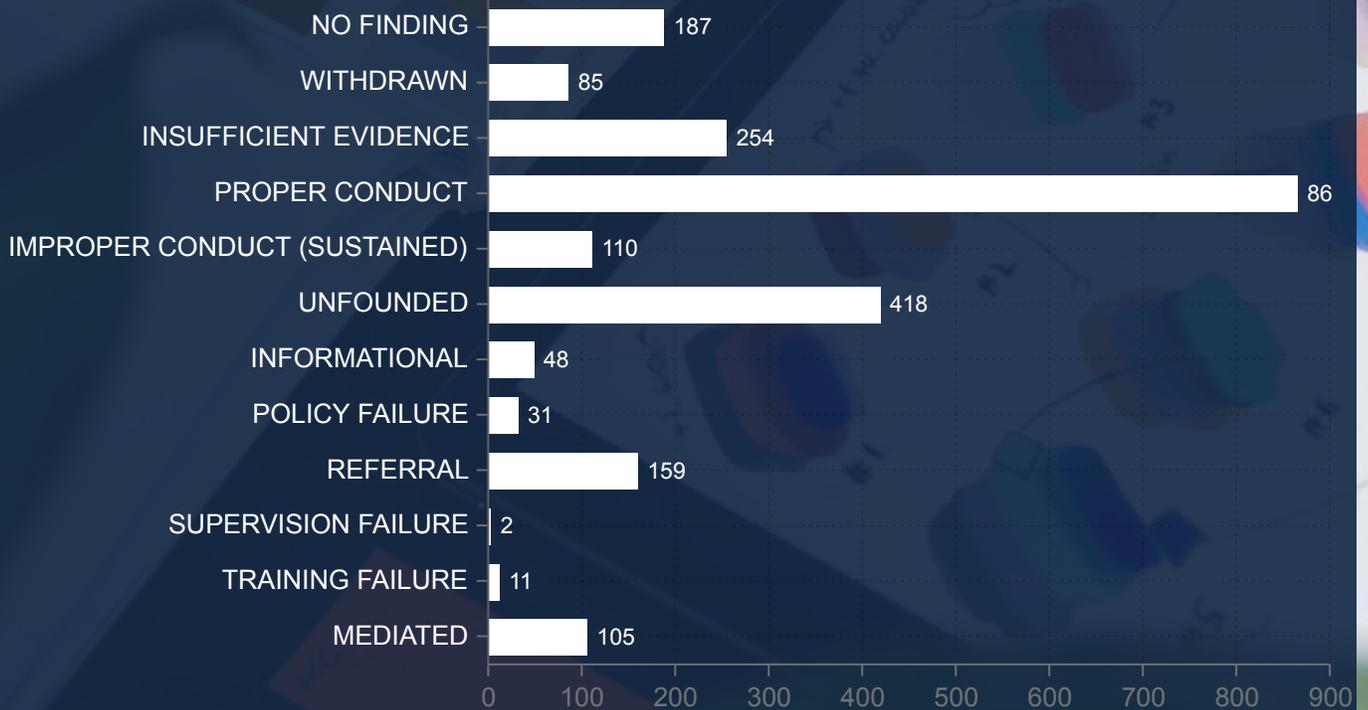
*Other refers to allegations referred to other agencies and allegations that were not rationally within DPA's investigative purview.

Cases Closed by Quarter

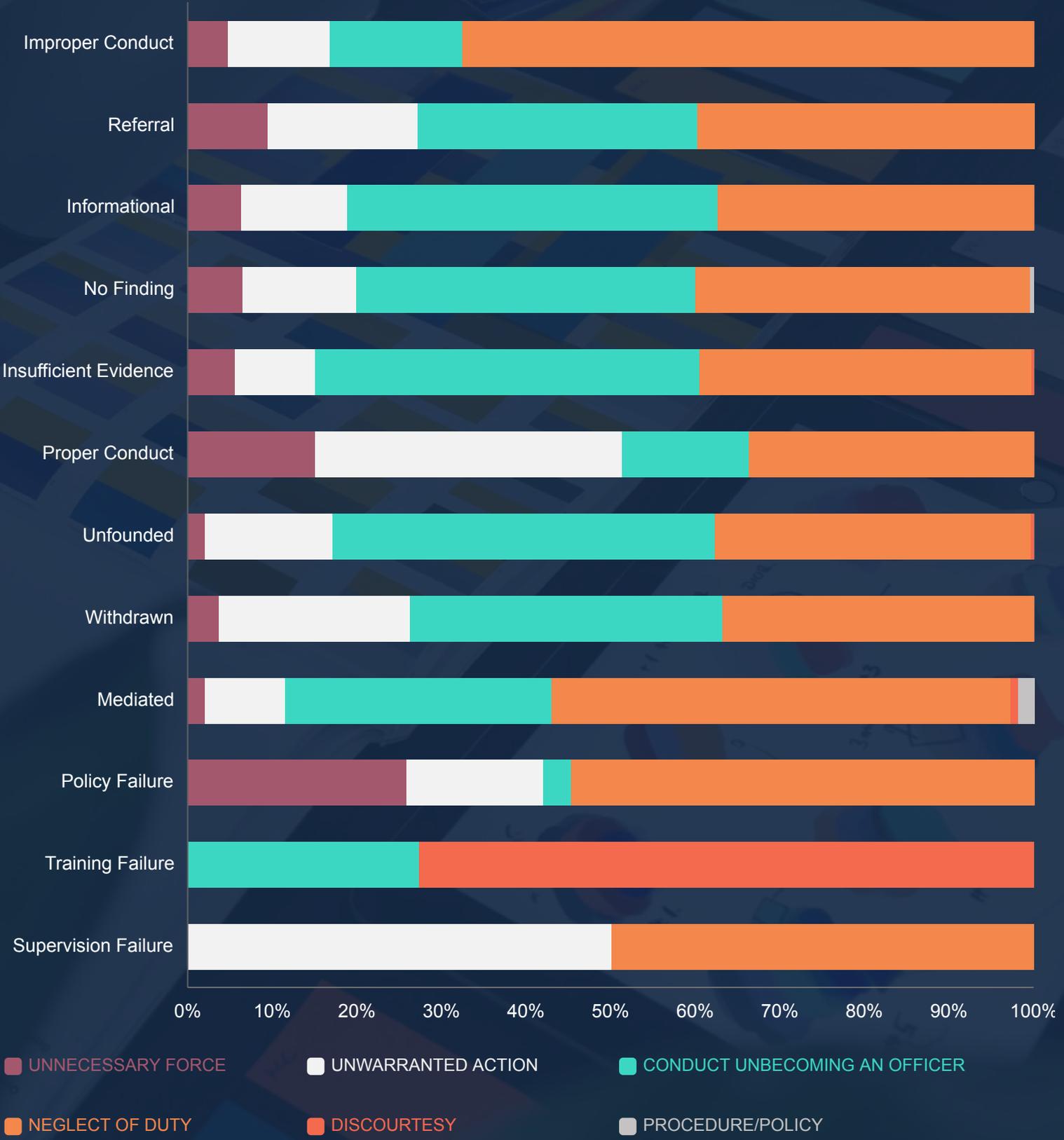
In 2019, Director Henderson implemented a new team investigative model to address and prevent future case backlogs. During 2020, the DPA closed 884 cases, a 33% increase, compared to 664 from the previous year. DPA achieved all this while operating under a 3% increase in complaints from the previous year.



TOTAL FINDINGS



Allegation Findings by Type



Complainant Demographics

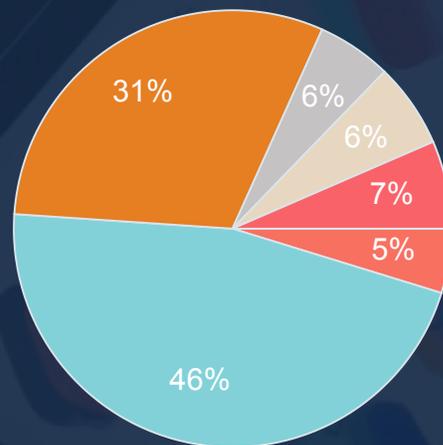
Race/Ethnicity	#	%
Asian	42	8%
Black or African American	124	19%
Hispanic or Latinx	68	10%
White	196	22%
Other	59	6%
Declined to State	310	35%
Total	799	100%

Complainant	#	%
Complainants	764	98%
Anonymous Complainants	35	2%
Total	799	100%

Gender	#	%
Female	220	32%
Male	294	41%
Genderqueer / Gender Non-binary	5	1%
Transgender	8	2%
Declined to State	272	24%
Total	799	100%

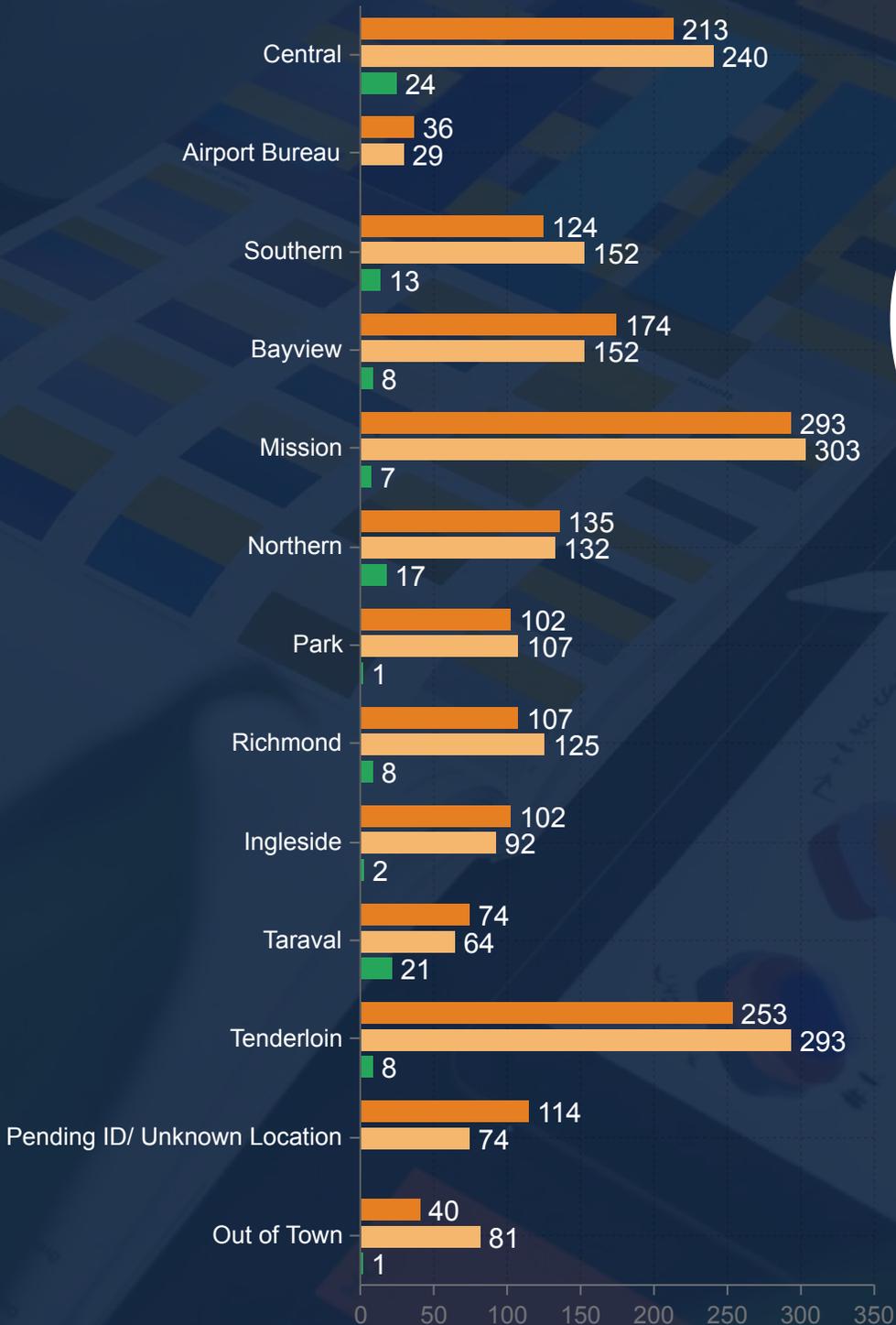
Age	#	%
1-13 (by an adult)	0	0%
14-16	0	0%
17-19	4	1%
20-30	95	12%
31-40	134	17%
41-50	113	14%
51-60	99	12%
61-70	63	8%
71-80	11	1%
Over 80	5	1%
Declined to State	275	34%
Total	799	100%

How Complaints Were Received



- In-Person 38
- Online 370
- Phone 245
- Mail 44
- SFPD 50
- Referrals 52

Complaint & Allegation Totals By District Station or Specialized Unit

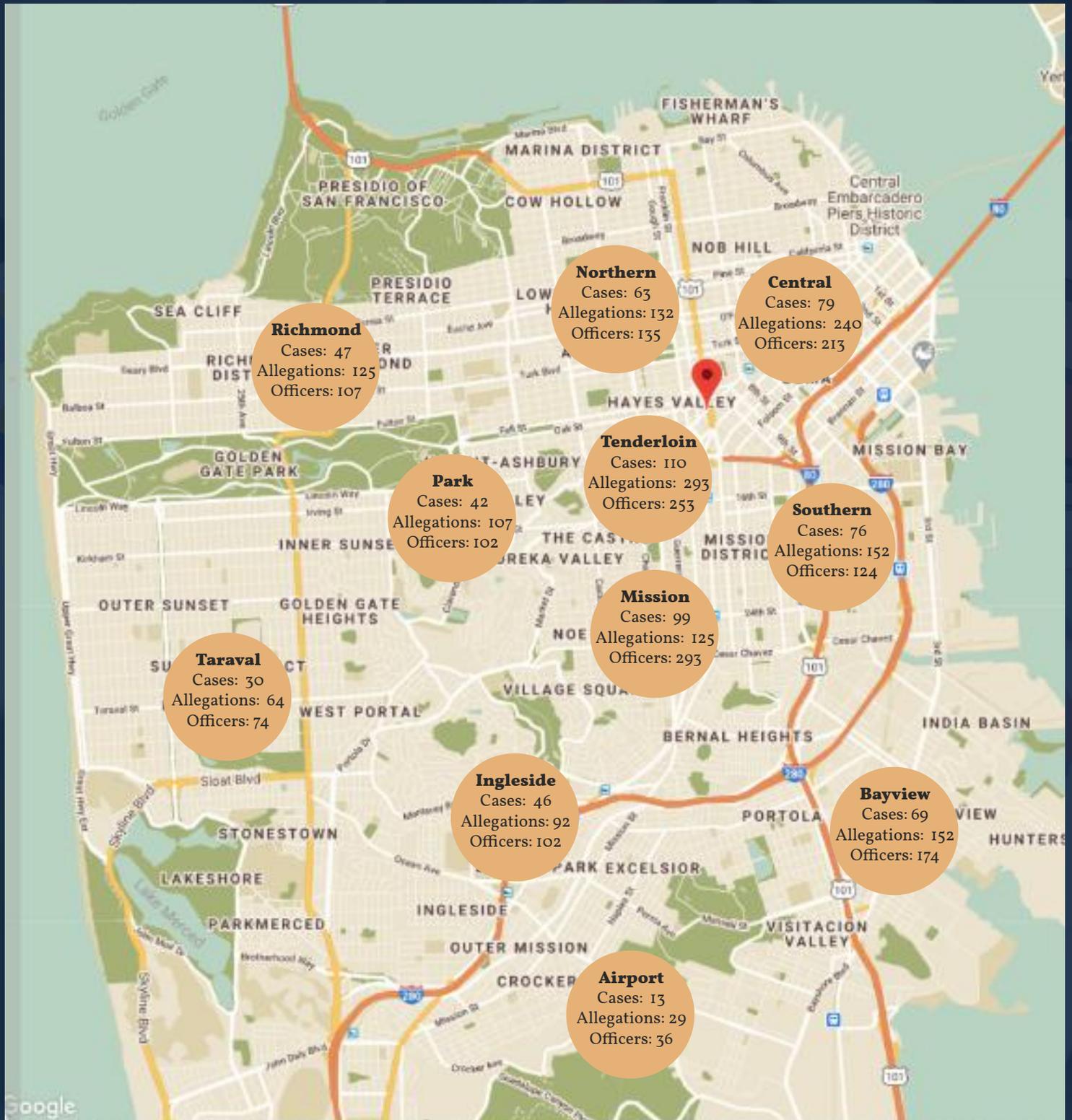


A high volume of complaints and allegations does not necessarily result in high improper conduct rates.

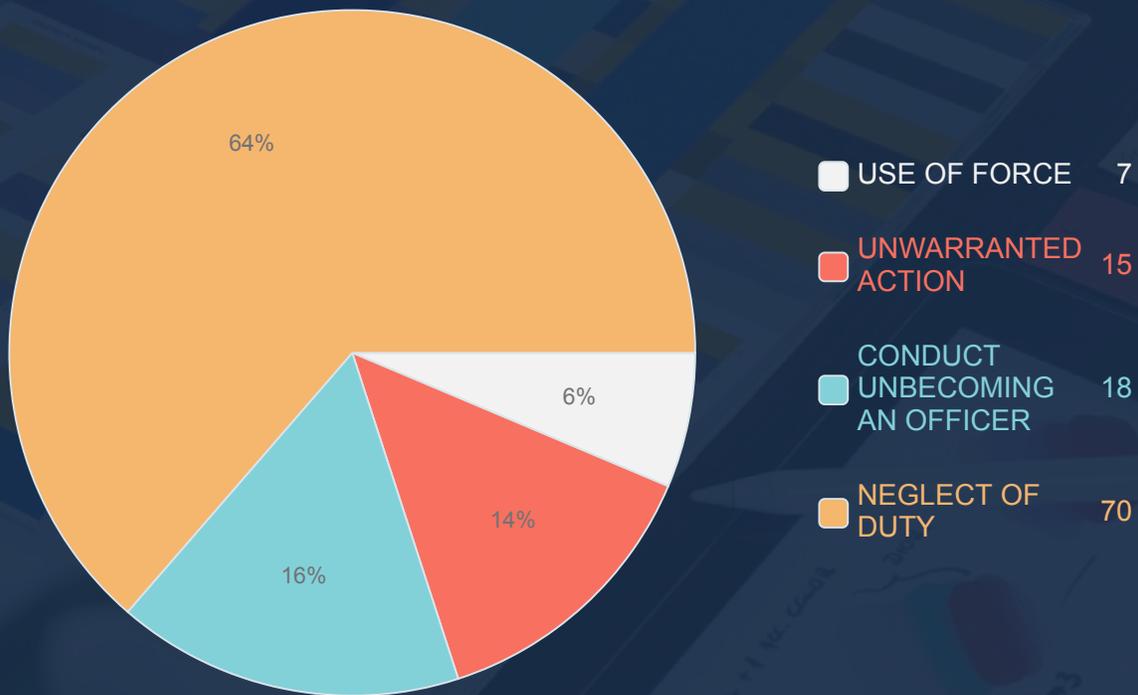
For Example: In the Tenderloin, there were Improper Conduct findings on 8 out of the 293 allegations or 3%.

- Officers
- Allegations
- Improper Conduct (Sustained) Allegations

Cases, Allegations, and Officer Totals by District



Improper Conduct (Sustained) by Allegation Type

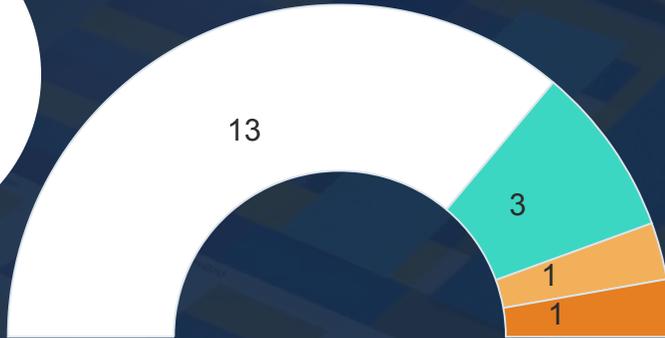


An Improper Conduct (Sustained) finding means the DPA's investigation proved that, more likely than not, an officer broke a rule or law.

Which allegations resulted in Improper Conduct findings?

Conduct Unbecoming an Officer - Allegations Summary

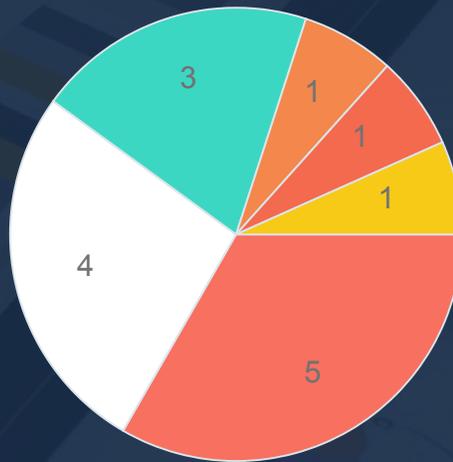
"Inappropriate behavior and language" allegations make up 72% of all proven Conduct Unbecoming allegations—and 12% of total Improper Conduct Findings.



- The officer behaved or spoke inappropriately. 13
- The officer harassed a disabled individual due to bias. 3
- The officer displayed harassing and intimidating behavior. 1
- The officer engaged in retaliatory behavior in violation of Department General Order 9.01. 1

Unwarranted Action - Allegations Summary

- The officer conducted an improper search or seizure. 5
- The officer detained a person without justification. 4
- The officer searched a vehicle without cause. 3
- The officer misused confidential information. 1
- The officer misused City property for personal use. 1
- The officer issued a citation without cause. 1



"Improper search or seizure" allegations make up 33% of all proven Unwarranted Action allegations—and 5% of total Improper Conduct findings.

Use of Force - Allegations Summary



- The officer used unnecessary or excessive force. 7

"Excessive and/or unnecessary force" allegations make up 100% of all proven Use of Force allegations—and 6% of total Improper Conduct findings.

Which allegations resulted in Improper Conduct Findings?

Neglect of Duty - Allegations Summary

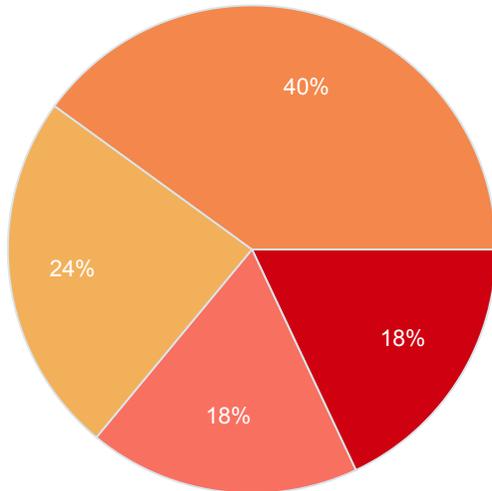


Neglect of Duty : Total 70 Allegations

"Body Worn Camera" allegations make up 46% of all proven Improper Neglect of Duty allegations—and 29% of the total Improper Conduct Allegations.

Mediations

Cases Mediated By Quarter



■ Q1 9 ■ Q2 9 ■ Q3 12 ■ Q4 20

DIGITAL TRANSFORMATION

Presented with new challenges and opportunities in 2020, the Mediation Division took a decidedly future-oriented approach.

The division identified Zoom as the most accessible platform for online mediation. To avoid a disruption in services, the new digital protocol was developed and launched on an accelerated timetable.

Simultaneously, mediators were trained to use Zoom, helping them acquire online communication and presentation skills.

Because online mediation is a dramatic departure from in-person meetings, each step in the mediation process was re-evaluated and adapted to suit the technology. Typically, in-person mediations were completed in 1 ½ hours. However, it became clear that delivering quality services online meant increasing the time allotted to 3 hours. The additional time allows for a pre-mediation meeting with mediators, separate and private orientation sessions with each participant, the mediation session itself, followed by a de-brief with mediators and a final review between the Mediator Director and Coordinator.

The Mediation team discovered that technology is in many ways suitable to achieving mediation goals. Participants are comfortable in their own settings and thus willing to engage more freely. Mediators understand how to promote the full expression of the parties' interests, and possess the online skills that engender trust and confidence. Officers found scheduling their online appearance to be convenient, and quickly overcame any reluctance to mediating online.

SUBSTANTIVE TRAINING

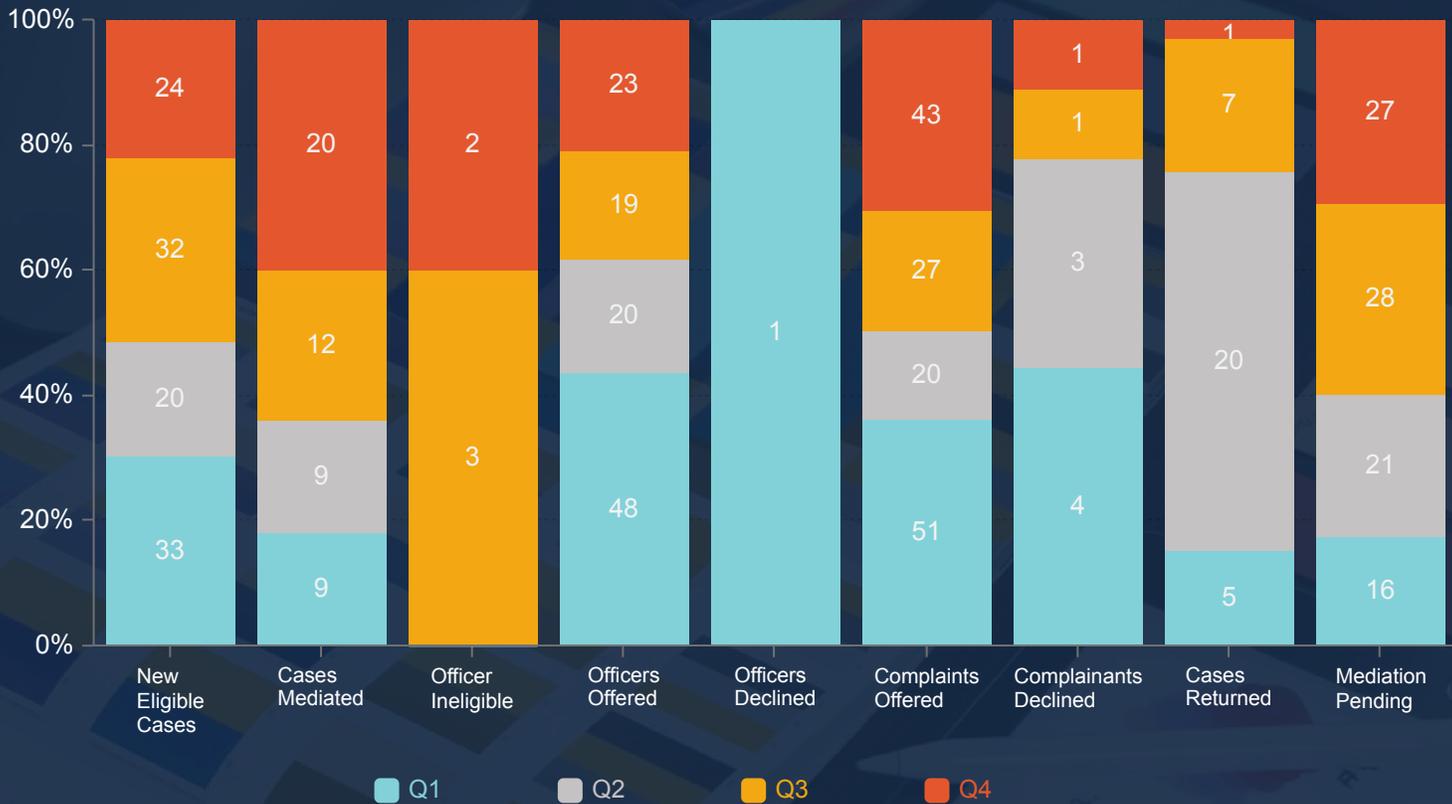
At the DPA's Annual Mediator Conference and small group Table Talk sessions with mediators, the Mediation team focused on bias and neutrality, underscoring the need to recognize implicit and unconscious bias and its impact on the mediation process. Although mediators are aware of the destructive effects of bias, practitioners must remain vigilant in their everyday work.

MEASURING SUCCESS

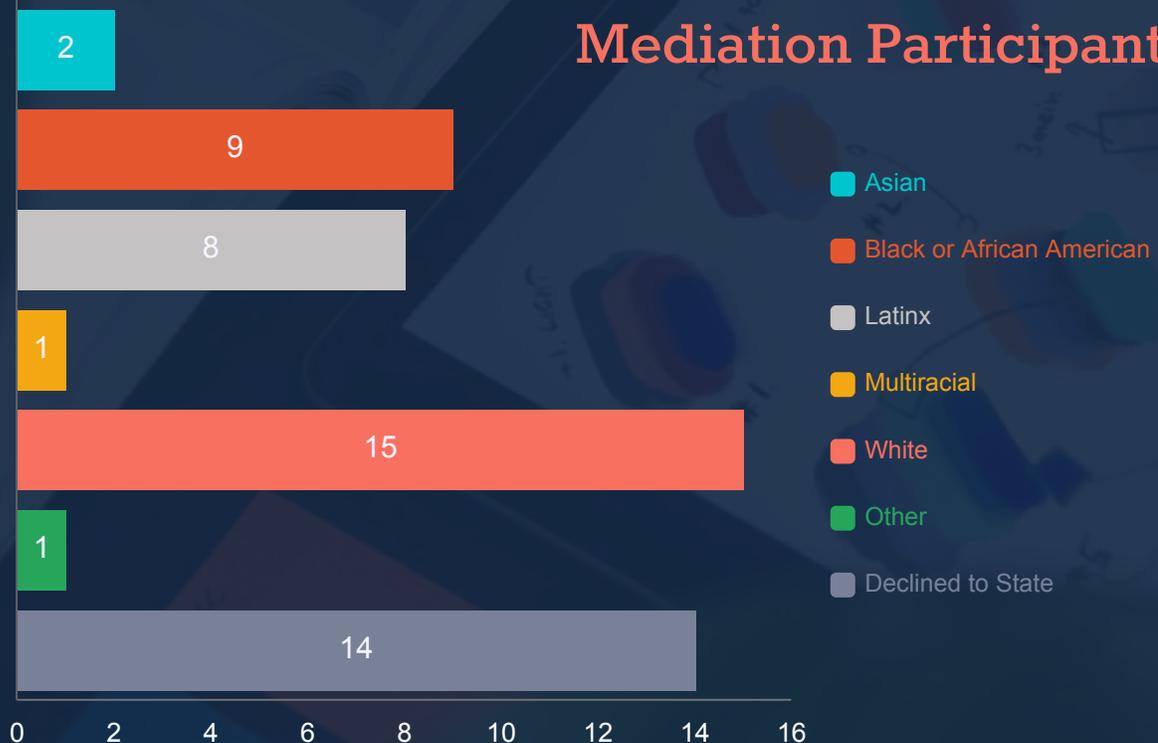
Success is measured by meeting defined goals. Our goals include growth, investigator referrals, quality of service, mediator skill and professionalism, participant satisfaction, and mediation outcomes.

- **Growth** - The number of mediations increased by 31% compared to 2019.
- **Quality of Service** - The division has maintained its standard in the face of new challenges presented by the COVID-19 pandemic.
- **Mediator Skill and Professionalism** - This year's mediator training covered bias and current police reform measures.
- **Participant Satisfaction** - The majority of participants reported being "satisfied" or "very satisfied" by the mediation process in collected exit surveys.
- **Mediation Outcomes** - With few exceptions, mediation parties reached restorative justice resolutions.

Mediations



Ethnicity/Race of Mediation Participants



In 2020, DPA submitted suggested revisions to 25 SFPD Department General Orders and made more than 250 policy recommendations to the SFPD.

DPA Recommendations to Enhance SFPD's Department General Order Revision Process

DPA made several recommendations to enhance the Police Commission's Proposed Resolution to address SFPD's DGO revision process, including:

- 1) Require SFPD to post publicly a schedule for updating outstanding DGOs, including dates it will commence revisions, deliver the revisions to DPA, enter the revisions into concurrence, and present them to the Commission.
- 2) Require SFPD to provide the Police Commission monthly updates on the progress of DGO revisions and the status of proposed DGOs.

DPA work on creating SFPD's Department General Order and Manual for Domestic Violence (DGO 6.09) include:

- 1) Definitions of stalking and dominate aggressors added to DGO 6.06.
- 2) Improvements to Incident Procedures
 - o How the officers are to arrive on the scene
 - o Identifying the primary aggressor
 - o Suspect Interviews
 - o Limited English Victims and Witnesses
 - o Being mindful of the presence of children
 - o Be observant of the victim, witness, suspect interaction
 - o Performing the Lethality Assessment
 - o Identify Strangulation
 - o Collection of Evidence
 - o Escort and simple standby
 - o Incident report requirement
- 3) Training: In Service-Vimeo training videos; Roll Call Training; Bulletins, Field Training.
- 4) Manual: Provides a comprehensive checklist for first responding officers to ensure a complete and thorough investigation. (Commission approved DGO and Manual on January 13, 2021.)

Policy Highlights

Field Training Officer Program

Review of Incidents Involving Field Officer Trainees and Field Officer Supervisors (Adopted)

DPA Recommendations to Fix SFPD's Complaint Log System at District Stations (Meet and Confer)

Early Intervention System

SFPD should replace the current, ineffective "threshold" system with an evidence-based, data-driven early intervention system (EIS system)

DPA made Seventeen recommendations to Enhance Officer-Involved Shooting Protocols (Mario Woods Officer-Involved Shooting Policy Report)

Increase Investigative protocols on canvassing for witnesses

Interview all officers involved in a shooting interviewed before being excused from their shift

Update DGO to instruct witnesses officer to cooperate with deadly force investigations

Key DPA Language Access Projects

Release incident report to domestic violence and sexual assault survivors within 5 days of a request

Drafted Domestic Violence and Stalking Manual for SFPD patrol officer

Drafted SFPD DGO for police interactions with individuals who are Deaf or Hard of Hearing

Outreach

The outreach program serves as the DPA's point of contact with the community it serves. The program aims to improve public understanding of the DPA's services, goals, and accomplishments. It has increased community engagement by providing the diverse communities of San Francisco with vital information about local conditions, policy issues, efforts to enhance equity, and the DPA's work to create better programs with transparent outcomes. These efforts strengthen community bonds by creating opportunities for San Francisco community members to learn about the DPA's mission first-hand. To effectively reach and communicate with all members of San Francisco's diverse communities, the program has translated and redesigned its materials with linguistic and cultural components in commonly used languages.

The DPA held 180 outreach event in 2020 a 5% increase from last year.



A calendar of outreach events can now be viewed on the DPA's website. An informational presentation on the outreach program is also available online.

Events and Programs

A strong public presence is essential to enabling all San Francisco residents and visitors to learn about the DPA's services. A selection of outreach events are highlighted below:

- The DPA helped plan the Sunday Street Fairs and delivered brochures at the following locations: Dog Patch, Tenderloin, Excelsior, and Bayview. The DPA was invited to the SF Count's event Launch and Celebration with special guest speaker Nancy Pelosi.
- The DPA staffed an in-person informational table at UCSF for the Annual Anti Human Trafficking Awareness Training; The DPA shared information about our agency and distributed brochures to the public.
- The DPA staff hosted an in-person informational intern table at UC Hastings among 100+ organizations.
- Policy Director Samara Marion chaired monthly meetings for the Language Access Working Group and regularly attended the Crisis Intervention Team Working Group.
- The DPA staff held an informational session booth for the community attending the 2020 DPA 101, Mediation, and Budget Presentation.
- The DPA Executive Director Paul Henderson was invited by Thomson Reuters Institute to speak at "Beyond Inflection: A Men of Color Town Hall."
- The DPA joined the OFA Employer Engagement Workshop to discuss collaboration possibilities. The Outreach team gave a virtual presentation at a B-Magic Convener Meeting to spread awareness about the DPA.
- The DPA partnered with the following Bay Area organizations to join our Stakeholder Engagement Series virtual event: SF Youth Commission, B-Magic, OCEIA, SF Women's Building, and the San Francisco Family Network.
- The DPA staff were deployed to the Emergency Operation Center to join the COVID Command Center to staff SF Mayor London N. Breed, Director of Public Health Dr. Grant Colfax Virtual Conference, Spanish media interviews. They supported the Mayor testing pop-up site handled by Latino Task.
- The DPA joined weekly MegaBlack meetings organized by the Human Rights Commission. These meetings focused on the following topics: discussion of the city's reparations plan, criminal justice reform, and creating a safe space for Black San Franciscans to discuss relevant topics.

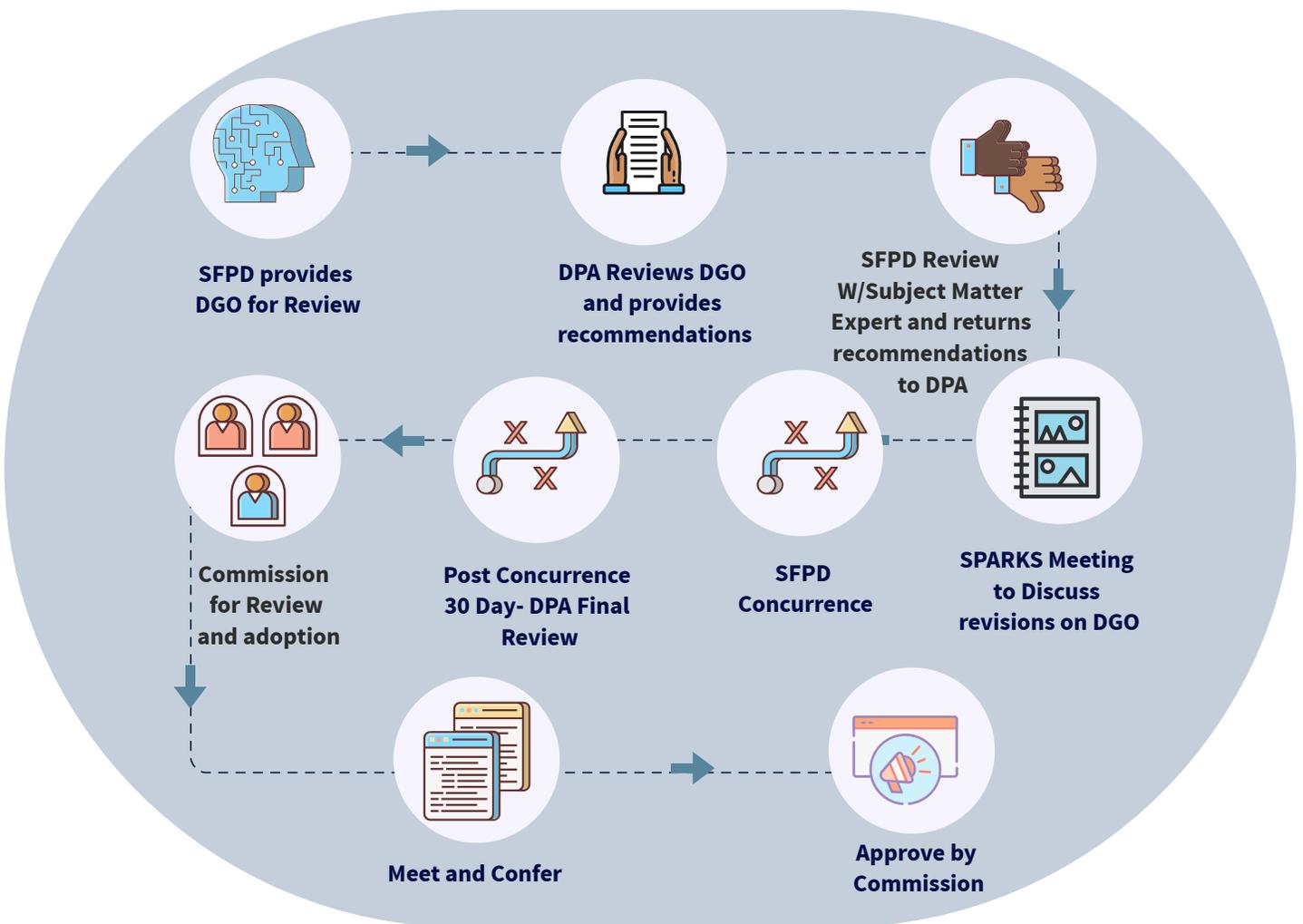
Policy

Collaboration with SFPD on Expanded Use of Force Reporting and Appropriate Control Techniques in Light of George Floyd’s Death

Reportable Use of Force Department Bulletin (20-010)—the DPA was a significant contributor to SFPD’s Reportable Use of Force Department Bulletin which expands reporting requirements and increases internal review of force incidents. Adopted by the Police Commission on July 15, 2020, Department Bulletin 20-010 amends SFPD’s Use of Force DGO 5.01.

Control Techniques Use of Force Department Bulletin (20-010)—the DPA was a significant contributor to SFPD’s Use of Force Department Bulletin which addresses appropriate police control techniques in light of George Floyd’s death. Adopted by the Police Commission on July 1, 2020, Department Bulletin 20-010 amends SFPD’s Use of Force DGO 5.01. This Department Bulletin incorporates DPA-suggested requirements when officers have contact with a person’s head, neck, or throat including to immediately assess that the person is breathing normally and is appropriately responsive, to evaluate whether the person is injured, and to immediately notify a supervisor.

DGO Revisions Process



Due to multiple revisions, the DGO revision process can take multiple years for approval.

SB 1421

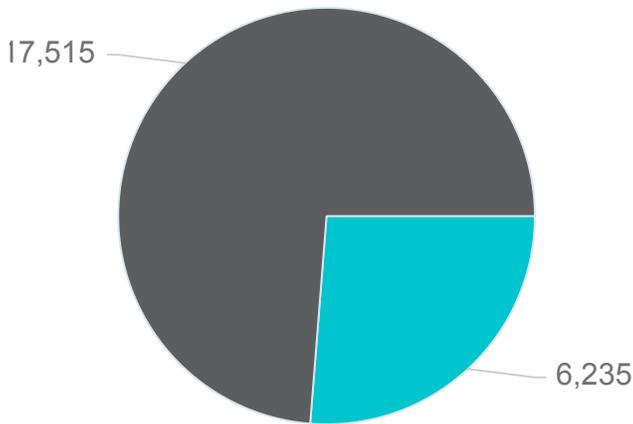
SB 1421 is a 2019 law that made thousands of DPA's investigative case files disclosable in response to public records requests. Within ten minutes of the law going into effect, DPA received a request for all disclosable records. Throughout 2020, DPA continued a large scale effort to review decades of archived cases to identify records for disclosure. To qualify for disclosure, a case must involve a great-bodily injury, an officer-involved shooting, a proven allegation of sexual assault committed by an officer against a member of the public, or a proven allegation that an officer was dishonest in reporting or investigating a matter.

ONLINE PUBLIC RECORDS PORTAL

New in 2020! DPA created an online records portal at sfdpa.nextrequest.com. All SB 1421 cases are published to the portal as they are released.

Pages Disclosed by Category

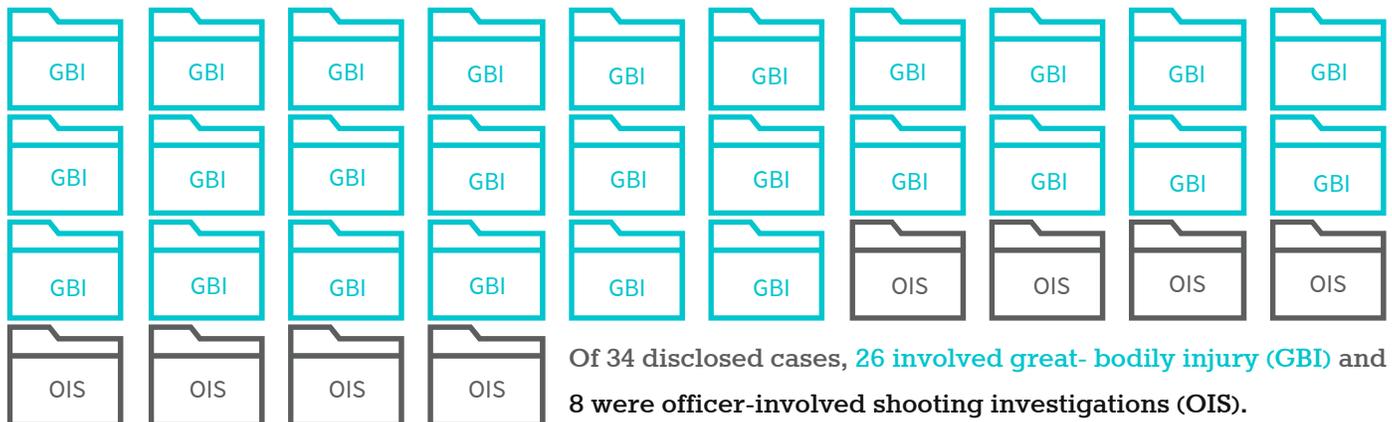
- Great-Bodily Injury 26%
- Officer-Involved Shooting 74%



Before a case file can be released publicly, the records must be redacted to comply with state and federal privacy laws. DPA has released 8 officer involved shooting investigations (17,515 pages) and 26 great-bodily injury cases (6,235 pages). All disclosed cases are published to a public web portal at sfdpa.nextrequest.com.

Publishing DPA's investigative records is a historic step on the path to increasing transparency for officer misconduct investigations.

Cases Disclosed by Category



Audits

Use of Force Data Audit

In October 2020, DPA issued an audit titled *The Police Department Needs Clearer Guidance and More Proactive Governance for Better Use-of-Force Data Collection and Reporting*. Performed in partnership with the Audits Division of the Office of the Controller’s City Services Auditor (CSA), this audit fulfills the San Francisco Charter requirement that the Department of Police Accountability biennially audit or review the Police Department’s use of force and handling of officer misconduct.

One of the audit objectives was to determine whether the Police Department collects and reports use-of-force data adequately and effectively. This audit was conducted following government auditing standards, which require planning and performing the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for the findings and conclusions based on the audit objectives.

The audit concluded that the Police Department’s approach to collecting use-of-force data is effective and results in reasonably accurate data collected for incidents with reported force. However, policy gray areas and process weaknesses led to both underreporting and overreporting of use-of-force incidents. Further, the department does not analyze its use-of-force data, which resulted in missed opportunities to inform force reduction efforts and to improve department-wide monitoring of policy compliance to gain insight into the role bias plays in force.

Improvement Recommendations:

The report includes 37 recommendations for the Police Department to improve and strengthen its use-of-force reporting and data collection process, analysis of collected use-of-force data, and public reporting of use-of-force data. DPA and CSA will work with the Police Department to follow up every six months on the status of the open recommendations made in this report.

Other Initiatives

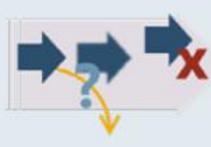
Racial Equity Action Plan - Audits developed surveys to collect data from DPA staff and interns, and analyzed the data to assess departmental diversity and inclusivity efforts that inform hiring and recruitment goals.

Satisfaction Survey Data Analysis - Audits analyzed complainant and police officer satisfaction survey responses received by DPA between 2017 and 2019. DPA uses this data to find potential improvements in its programs and services. DPA published the report on its analysis online in July 2020.

Outreach and Education - Audits gave two outreach presentations – *Introduction to DPA and Audit Unit Overview* in August and *Oversight and Audits Panel* in November. These presentations provided the public with an overview of the DPA audit function, use-of-force data audit, and planned work for fiscal year 20-21.

COVID-19 Emergency Management - Audits supported the City’s COVID-19 emergency management efforts by helping the City obtain permits to use a facility as a temporary alternate care site during the coronavirus pandemic.

Use of Force Data Audit

 <p>Policy gray areas led to officers underreporting and overreporting force.</p>	 <p>Process weaknesses led to undercounting and overcounting uses of force.</p>	 <p>Inadequate data analysis led to missed opportunities to:</p> <table border="1"> <tr> <td>Report out department-wide policy compliance.</td> <td>Understand factors increasing likelihood of force.</td> <td>Gain insight on the role of officer bias in using force.</td> </tr> </table>	Report out department-wide policy compliance.	Understand factors increasing likelihood of force.	Gain insight on the role of officer bias in using force.	 <p>Weak public reports hinder transparency and adequacy of information available to decision-makers.</p>
Report out department-wide policy compliance.	Understand factors increasing likelihood of force.	Gain insight on the role of officer bias in using force.				

Racial Equity

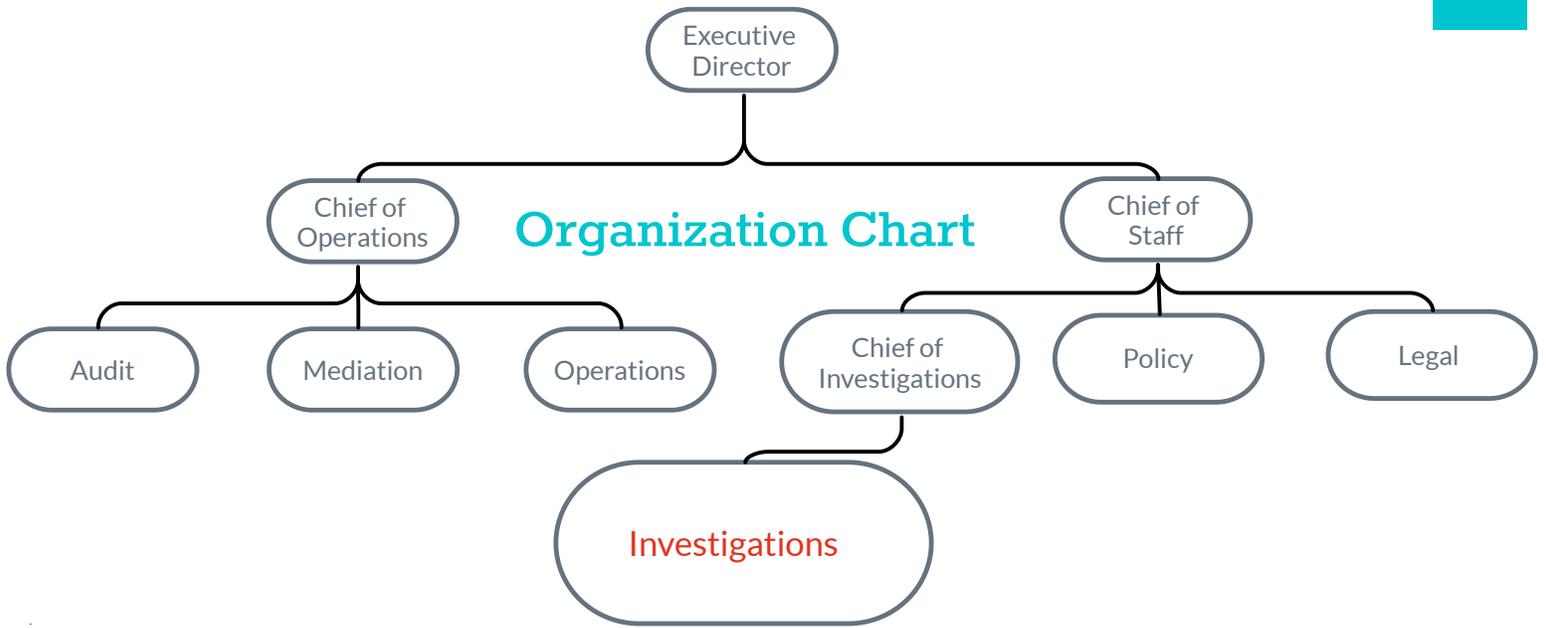
On December 31, 2020, the DPA submitted its Phase One Racial Equity Plan to the Office of Racial Equity. In collaboration with all DPA divisions, the plan details the department's commitment to diversity, inclusion, and transformative justice. Each section of the plan describes the steps the department is presently taking and will take in the future to comply with the City's standards for racial justice. Phase One of the plan was presented to the Police Commission on December 16, 2020. This document can be viewed in full on the SFgov.org website or by clicking [here](#).

From November 19 through December 4, 2020, the DPA conducted a department-wide Annual Diversity, Equity, and Inclusion Survey for staff to complete. The survey's purpose was to acquire employee feedback on the department's commitment to equity, diversity, and inclusion. The survey's results and overall themes served as metrics towards the development of our Racial Equity Implementation Plan. Below are spotlight strategies that the DPA is implementing moving forward:

- **Fostering an internal culture** of belonging by using SharePoint to organize book clubs, brown bag meetings, and by regularly updating our mailing list.
- **Increasing collaboration between staff and supervisors** by revising internal Performance Plan Appraisals and implementing an investigator buddy system.
- **Establishing a cross-department mentorship program** to promote mobility and professional development.
- **Increasing outreach efforts to recruit prospective interns and employees** from racially underrepresented backgrounds.

Team

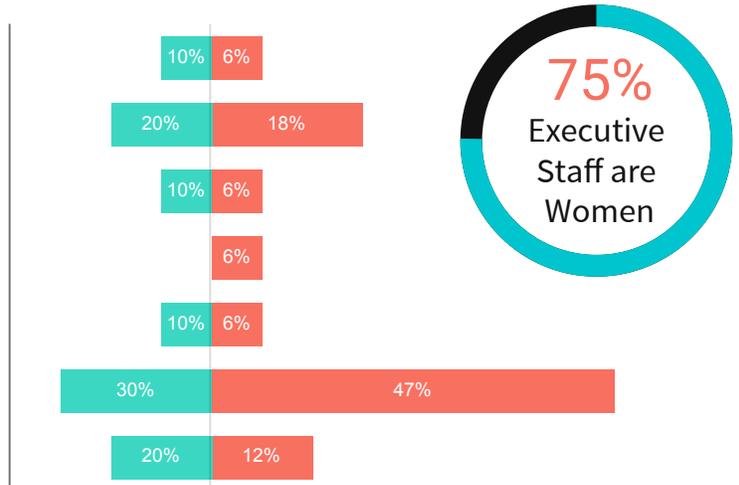




DPA Staff Gender by Race

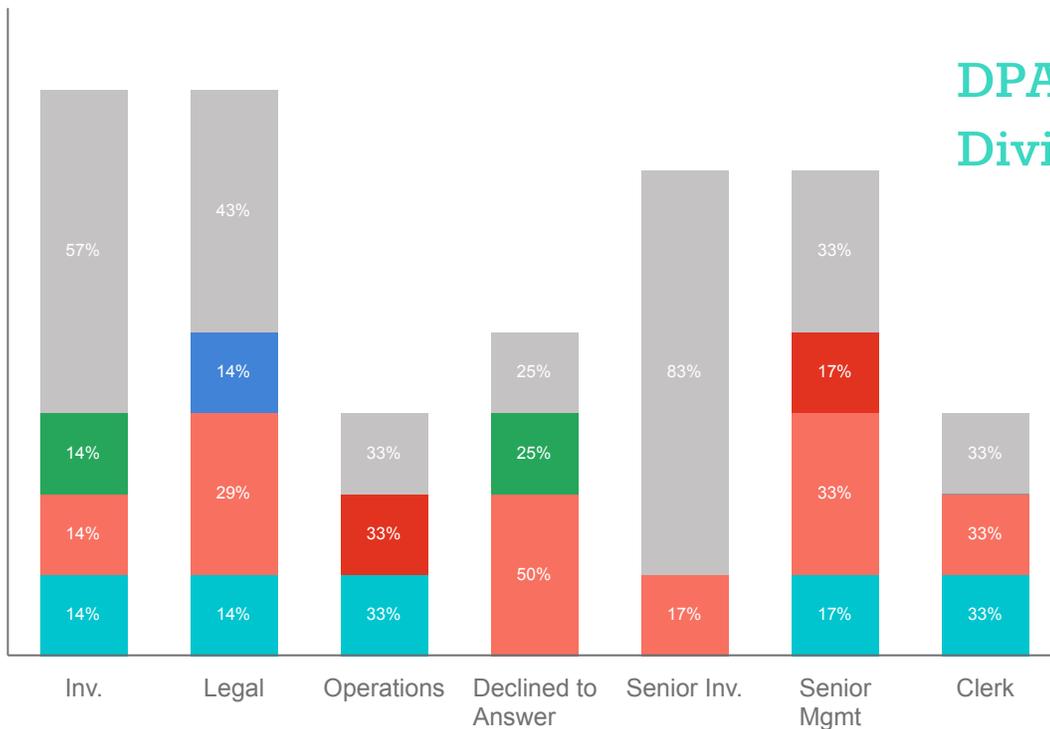
Man
Woman

Asian American
Black/African American
Latino/a/x
Native American/Indigenous/First Nations
Native Hawaiian/Pacific Islander
White
Declined to Answer



DPA Staff Divisions by Race

Asian American
Black/African American
Latino/a/x
Native American/Indigenous/First Nations
Native Hawaiian/Pacific Islander
White



Staff Development (Training 2020)

Managing Implicit
Bias

HRMS

Refresher

PowerDMS

Training

4th Amendment
Training

**COMMUNICATION
ACROSS CULTURE**

SharePoint

Training

MS Office
Teams
Zoom

TRAINING

Interview
Training

Employee
Expense
Reimbursement

**PUBLIC RECORDS
SUNSHINE TASK
FORCE**

COVID

Training

24 Plus

InSite
Salesforce
Training

**SELF SERVICE
PAYROLL**

Internships

Program Overview

The DPA offers various internship opportunities year-round. The DPA's internship programs are intended to give students public service experience and exposure to police policy and practice issues, including civil liberties, criminal law, criminal procedure, constitutional law, public safety, employment, and administrative law. Students also have the opportunity to attend administrative and appellate arguments, administrative hearings and proceedings, and case conferences.

The DPA offers the Law and Justice Reform program for college students, which is modeled after the fellowships and internships through San Francisco City Hall and the District Attorney's Office. The DPA also has law clerk opportunities for law school students.



Spring

Prior to the first shelter-in-place order, the Spring Interns worked in the office part-time. Their projects included assisting our Audit Director and Executive Director in legal and policy research, reviewing body camera footage, participating in community outreach events, and helping plan the department's annual Black History Month Celebration.

Summer

The DPA interns had an eventful summer working on weekly tasks and projects in the office on Wednesdays and remotely throughout the week. Interns would meet in the office for Table Talks where they discussed specific issues from the book "Biased" by Dr. Jennifer Eberhardt. The majority of their discussions were centered around identifying and preventing implicit and racial bias in their daily lives. They also frequently discussed how they can make a difference in their own communities. To supplement their discussions, the interns participated in a weekly speaker series with public and private sector professionals.

At the conclusion of the program, the interns presented their summer experience to the Police Commission. They discussed our honorable guest speakers, some of their favorite experiences and projects they worked on, and their findings from Dr. Eberhardt's book. They also defined implicit/explicit bias, how bias manifests, and how its perpetuation can harm others. Other topics they discussed included Stanford Black-Crime Association studies, NextDoor and Airbnb case studies, and how bias can influence policing.

Fall

The DPA hosted two law school clerks during the fall. Their projects included reviewing body-worn camera footage, summarizing officer interviews, policy research, updating the agency's language access policy, and drafting legal memos. The interns split time between working in the office and remotely. The interns also had weekly project check-in meetings and participated in several virtual outreach events.

Operations & Technology

In the year 2020, DPA moved offices and installed new technology and equipment. At the new location, a faster and more secure fiber 2.0 network was installed. More modern technology, such as security cameras, Webex audio conferencing equipment, and a new VOIP phone system, were installed in the new office. The new InSITE case management system, powered by Salesforce, was also fully operational with more efficient workflows and a reliable online complaint form. DPA Technology continues to work on making improvements and changes to the system to meet current needs.

Technology

To meet technology demands this year due to COVID-19, DPA prepared by training all staff on using applications and equipment for remote work. This included introducing staff to VPN technology to enable remote access to office resources and onboarding the staff to Microsoft Teams and Zoom for virtual collaboration and interviews. To ensure staff had the appropriate equipment to remotely perform their duties, DPA provided office equipment, including Chromebooks acquired from Department of Technology, scanners, printers, and other computer peripherals. In collaboration with Department of Technology, DPA enrolled in Remote Workspace and launched Tanium endpoints and FireEye HX to all workstations to protect against malicious cybersecurity attacks. DPA was also one of the City departments to complete the Cybersecurity assessment with DT's cybersecurity team to ensure compliance with recommended security standards. The Cybersecurity Team also met with DPA's Executive Director and IT team to review and walk through the security standards and is targeting to complete the remaining recommendations. Monthly patching on all workstations was also regularly performed.

Cybersecurity

All DPA staff have taken trainings on cybersecurity offered by the Department of Technology and the IT staff regularly attended the Citywide Cybersecurity

Forum to increase awareness and knowledge on the topic. IT staff has also attended training on how to monitor suspicious activities using DT recommended security measures and applications already in place.

DPA's IT team has also attended various trainings and workshops to ensure they have the knowledge and skills to meet and respond to the challenges of remote work and to continuously improve internal systems. This includes attending SF Salesforce Community meetings and onsite administrator trainings on how to learn and implement new system features and how to incorporate those features into DPA's case management system.

In addition, DPA has continuously been working on various technology projects such as creating a new website, making developmental changes to the case management system and network volumes to manage incoming Sheriff 's Office cases, and upgrading all active servers to the latest versions. DPA has also successfully launched a new DPA Sharepoint/Intranet site to allow staff to easily access and receive DPA news, resources, forms, and manuals.



Budget

The DPA is a General Fund department, meaning its operations and services are entirely supported by the City & County’s General Fund budget. Faced with the widespread financial challenges that resulted from the COVID-19 pandemic, the DPA closely monitored expenditures against budget in 2020. The DPA remained committed to supporting the citywide effort to reduce non-essential spending.

6-Month and 9-Month Reports

In addition to our regularly scheduled reports and presentations, the DPA prepared both the 6-Month and 9-Month reports as requested by San Francisco's Office of the Controller. The reports summarize and compare actual expenditures to remaining budget and help project surpluses and deficits through the end of the fiscal year.

While the DPA reported a budget surplus in salary and benefits, this surplus was utilized to cover budget shortages in services from other city departments. In 2020, the DPA relocated to its current office space in 1 South Van Ness Avenue. Additional construction and renovations were required for the space to meet DPA's operational needs.

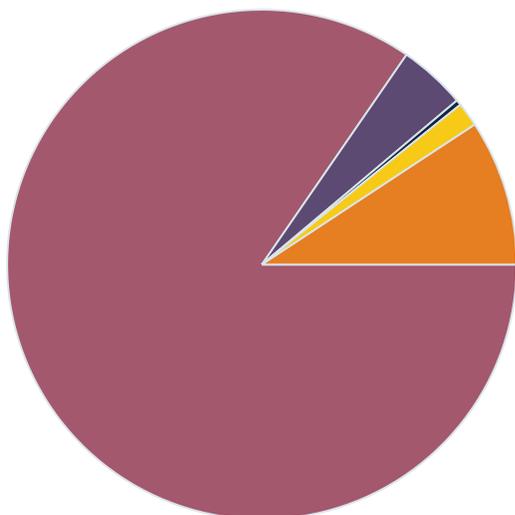
Budget Process

On February 21, the DPA submitted its budget proposal for Fiscal Years 2020-21 and 2021-22 in accordance with the City's two-year budget cycle. The DPA met the Mayor's requested sustainability and efficiency reductions of 3% and 6% for both fiscal years respectively. This reduction was achieved by increasing the DPA's staffing attrition levels. The DPA continued to work closely with the Mayor’s Budget Office and the Controller’s Budget & Analysis Division to prepare for the volatile economic conditions imposed by the COVID-19 pandemic.

Budget Priorities

Despite unprecedented economic conditions and forecasts seen in 2020, the DPA prioritized maintaining its service commitment to the community. The increased attrition preserved the DPA's existing staffing levels and operational resources. Using responsible budgeting and financial planning, the DPA will continue to make progress on Sheriff's Office investigations, SB1421 records requests, and racial equity projects.

DPA Budget FY 2020-21 (\$10.4M)



■ Salary & Benefits	\$8,811,854
■ Non-personnel Services	\$444,336
■ Materials & Supplies	\$34,918
■ Programmatic Projects	\$160,000
■ Services of Other Depts.	\$964,035

Discipline Study

In the DPA's 2018 and 2019 Annual Reports, the DPA analyzed disciplinary outcomes for improper conduct (sustained cases) sent to the Chief of Police from June 2017 through the end of 2019 (scope 31 months). The study comprised 260 Officers, 165 Cases, and 349 Allegations. In the 2019 Annual Report, the DPA showed SFPD did not provide the DPA with case outcomes. In 2020, SFPD and DPA worked together to update the 2017 -2019 Discipline Study to include all relevant data.

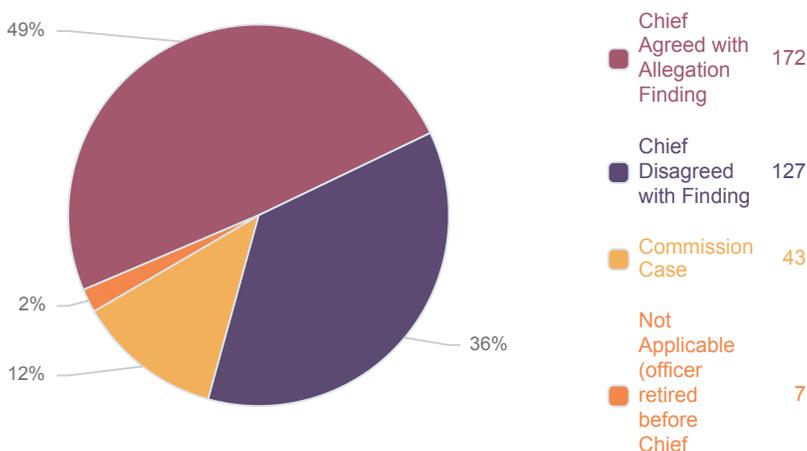
The Results

The DPA found that the Chief of Police agreed with 49% of DPA's Improper Conduct findings and disciplined officers 49% of the time.

Discipline imposed by the Chief of Police followed the DPA's recommendation 40% of the time. Eight percent of the officers received lower-level discipline and three percent received higher-level discipline. Two percent of officers resigned or retired before being disciplined.

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

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



Future Reports

COVID-19 delayed discipline outcomes by SFPD and the DPA. The DPA anticipates publishing a 2020 Discipline Review study mid-year 2021.

Notes

This study builds on the DPA's 2018 Annual Report by updating results and showing discipline trends over time.

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

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

Officers can have multiple and concurrent improper conduct (sustained) cases. Each case is a separate matter and opportunity for discipline. The 260 officers tracked in this study include 24 officers with multiple cases—one officer with four improper conduct (sustained) cases and 23 officers with two improper conduct (sustained) cases. Controlling for multiple cases, the count of unique officers facing discipline one or more times during the study period is 234.

The DPA relied upon the Chief's Notices of Intent, verbal notifications, and informal emails from the Police Legal Division for purposes of this study. The DPA received formal Declination Letters and Final Orders for 49% of cases and 44% of the notifications come from informal emails from SFPD.

Discipline Study

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

	ALLEGATIONS	%
Chief Agreed	172	49%
Chief Disagreed	127	36%
Not Applicable (Officer Retired Before Chief Decided)	7	3%
Commission Case	43	12%
Total	349	100%

Did the Chief of Police recommend discipline the officer?

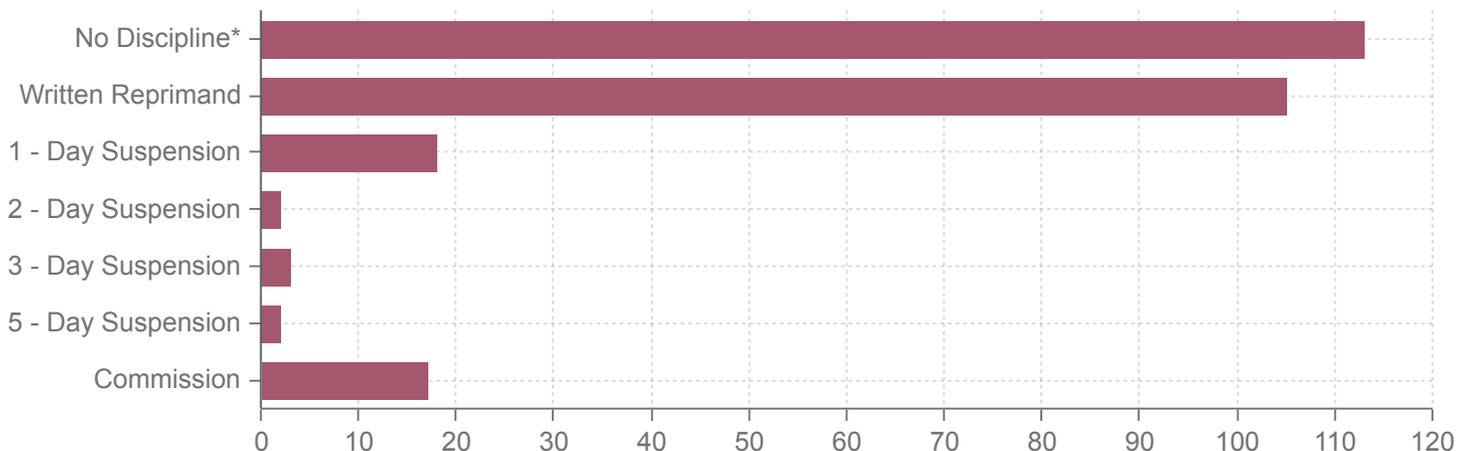
	OFFICER	%
Chief Disciplined	127	49%
Chief Did Not Discipline	110	42%
Officer Resigned	4	2%
Officer Retired	2	0%
Commission Case	17	7%
Total	260	100%

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

	OFFICER	%
Same as Recommended by DPA	103	40%
Lower than Recommended by DPA	21	8%
Higher than Recommended by DPA	8	3%
Declined to Discipline Officer	106	41%
Not Applicable (No Discipline Recommended)	7	3%
Commission Case	15	6%
Total	260	100%

Types of discipline issued by the Chief of Police

N=260



*No Discipline includes retired and resigned officers.

Definitions

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

Complaint - Complaints are also called cases or investigations.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Withdrawal and No Finding Outcomes - A withdrawn finding indicates that DPA discontinued investigating a complaint that was voluntarily withdrawn. A "No finding" outcome occurs when an involved officer cannot reasonably be identified or is no longer employed by SFPD and therefore cannot be disciplined.

**More resources can be found
on our website**

www.sfgov.org/dpa

- **Audit Reports - Use of Force Audit**
- **96A: Bias and discrimination report**
- **SPARKS: Reports: Policy Report**
- **Monthly Statistical: Monthly cases received compared to 5 years**
- **Openness Report: Case Summary Reports**
- **Keane Report: Case Status**
- **Policy Recommendations**
- **Commission Presentations made by DPA**
- **Outreach Activities: Calendar and advertisements**
- **Referral Information: Contact information for other city agencies**
- **Racial Equity Report and Plan**
- **SB 1421**
- **Officer FAQ**
- **Complainant FAQ**
- **Press Release**



New 2021 Reports

2020 Discipline Study

DGO 8.10 Guidelines for First Amendment Activities

**DPA & SFPD Examination of District Complaints and
Community Engagements**

Appendix

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
1	A Cantonese-certified officer improperly interpreted Taishanese for a defendant, causing the improper translation of crucial incriminating statements. A mother was arrested and prosecuted because the officer mistranslated multiple statements when interrogating her. The inaccurate and erroneous confession was documented in a police report, which led to the mother's prosecution.	Officer 1	Conduct Reflecting Discredit	Misrepresenting the truth	Chief Agreed	Chief Disciplined	5-Day Suspension	5-Day Suspension
			Neglect of Duty	Preparing an inaccurate incident report	Chief Agreed			
			Neglect of Duty	Failing to provide proper translation services	Chief Agreed			
2	An officer did not properly investigate an individual stopped for driving under the influence. The officer did not accurately interpret field sobriety tests and misrepresented the results of the arrestee's breath test, which were negative for alcohol, in the police report. The misrepresentation caused the administration of an unwarranted blood test and prosecution.	Officer 1	Neglect of Duty	Failing to comply with Department Bulletin 13-091, Traffic Stop Data Collection Program Information	Chief Agreed	Chief Disciplined	3-Day Suspension	3-Day Suspension Held in Abeyance for 3 Years
			Neglect of Duty	Preparing an inaccurate incident report	Chief Agreed			
3	The complainant called a police about a stolen cell phone, then flagged down an officer. He said the officer made belittling remarks and refused to write an incident report.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
			Neglect of Duty	Failing to prepare an incident report	Chief Disagreed			
4	The officer cited the complainant for failing to obey a posted sign prohibiting right-hand turns. However, there were no posted signs prohibiting the turn. The officer's field-training officer did not review the citation prior to issuance.	Officer 1	Neglect of Duty	Issuing a citation without cause	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to properly supervise	Chief Disagreed			
5	The complainants reported to 911 and to responding officers an attempt by a motorist to assault one complainant, a bicyclist, with his vehicle. The victim stated the responding officers discouraged him from filing a report and failed to prepare a required incident report.	Officer 1	Neglect of Duty	Failing to prepare an incident report	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to prepare an incident report	Chief Agreed			
6	Officers conducted a traffic stop of the complainant without notifying dispatch. One officer logged onto the other officers' MDT, then left without logging off. Another officer incorrectly wrote the date on the citation, causing a dismissal. He also removed and the complainant's registration sticker, rendering it unusable, and retained the sticker without booking it, despite the fact that the registration sticker was valid.	Officer 1	Neglect of Duty	Failing to communicate with dispatch	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to properly process property	Chief Agreed			
			Neglect of Duty	Failing to communicate with dispatch	Chief Agreed	Chief Disciplined	3-Day Suspension	3-Day Suspension
		Unwarranted Action	Issuing a citation without cause	Chief Agreed				
Officer 3	Neglect of Duty	Failing to communicate with dispatch	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline		
7	The complainant stated that he resigned from the SFPD following his conviction on several felony charges. The complainant stated he requested that an officer retrieve personal property from his Department locker. The officer who retrieved the property failed to document or record the process.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
8	The complainant stated a police report did not accurately reflect that the complainant was properly operating his bicycle when an automobile struck him. The report indicated that the driver, who struck the complainant with his vehicle, was making a left turn when he was actually making a right turn. A street was also mislabeled as the wrong street on the diagram attached to the report. These errors are readily apparent when reading the report and comparing it to the diagram and other Department reports and records.	Officer 1	Neglect of Duty	Preparing an inaccurate incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
9	An officer failed to treat the complainant and staff at a family service agency with courtesy and respect when responding to multiple calls-for-service.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
10	Three complainants in dispute with a neighbor alleged an officer spoke inappropriately and improperly forced them to let a construction crew use their roof, causing property damage. Additionally, the officer failed to prepare an incident report.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to prepare an incident report	Chief Agreed			

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
11	An officer failed to provide a limited-English proficient individual with access to interpreter services during the course of their investigation.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.20	Chief Agreed	Chief Disciplined	Written Reprimand	1-Day Suspension
			Neglect of Duty	Failing to properly investigate	Chief Agreed			
		Officer 2	Neglect of Duty	Failing to comply with DGO 5.20	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to properly investigate	Chief Agreed			
			Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed			
12	An officer did not properly enter eStop information for a traffic stop.	Officer 1	Neglect of Duty	Failing to take required action, eStop-Contact Data Collection Program	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
13	An officer at a district station refused to take a DPA complaint over the phone.	Officer 1	Neglect of Duty	Failing to comply with DGO 2.04	Chief Agreed	Chief Disciplined	1-Day Suspension	Written Reprimand
14	Officers searched a residence and took custody of an individual. The report documenting the incident was inaccurate. One officer failed to supervise a subordinate.	Officer 1	Neglect of Duty	Failing to prepare an accurate and complete incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to properly supervise	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
15	Officers arrested an individual and searched his car. The report documenting the incident was inaccurate and one officer failed to supervise a subordinate.	Officer 1	Neglect of Duty	Failing to prepare an accurate and complete incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to properly supervise	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
16	A trainee and a field-training officer responded to an assisted living facility. Without an adequate investigation, they handcuffed and removed an elderly deaf dementia patient. Thereafter, they authored an inaccurate and incomplete report. Policy failure findings and recommendations were also made.	Officer 1	Neglect of Duty	Failing to properly investigate	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to prepare an accurate and complete incident report	Chief Agreed			
		Officer 2	Neglect of Duty	Failing to properly investigate	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to properly supervise	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
17	Officers investigating a report of a restraining order violation made inappropriate comments and yelled at the protected party. The officers failed to take required action and two officers failed to supervise subordinates.	Officer 1	Neglect of Duty	Failing to properly supervise	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to take required action	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 4	Neglect of Duty	Failing to properly supervise	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
18	An officer detained a person, confiscating an airline employee "buddy pass" ticket because the officer thought it was stolen. However, the officer did not issue a property receipt or write an incident report.	Officer 1	Neglect of Duty	Failing to properly process property	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
19	An officer refused to accept additional evidence for a stolen car report.	Officer 1	Neglect of Duty	Failing to prepare an incident report	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
20	Officer parked his patrol car in a bus zone in order walk across the street and issue a parking citation to complainant who was dropping a passenger off in the bus zone. He engaged in inappropriate behavior when he parked in a bus zone while citing and admonishing drivers for doing the same. He also failed to make an eStop entry.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
			Neglect of Duty	Failing to take required action - eStop	Chief Disagreed			
21	Officer checked the wrong box on a traffic report, erroneously opining that the complainant was at fault for the accident.	Officer 1	Neglect of Duty	Inaccurate incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
22	Officer failed to prepare a complete and accurate report because he did not include all relevant information in the report, cited the incorrect Vehicle Code, failed to properly document the vehicle tow, and failed to complete all required forms. Officer failed to supervise his subordinate by approving a deficient report.	Officer 1	Neglect of Duty	Failing to prepare an accurate and complete incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to supervise	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
23	A person complained of injury during an arrest. An officer failed to record the incident in the Use of Force Log and improperly arrested the person. The person's unlawful seizure was prolonged by 50 minutes while officers waited for a sergeant to arrive to conduct a use of force investigation. Additionally, an officer inadvertently turned on a body-worn camera while driving, which showed the officer driving at a high rate of speed with coffee in one hand, and a cell phone to their ear.	Officer 1	Neglect of Duty	Driving improperly	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
			Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Chief Disagreed			
		Officer 2	Unwarranted Action	Detention without justification	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
24	Complainants demanded the arrest of a "prowler." Officer found insufficient cause to arrest. However, he should have written an incident report.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.04, Arrests by Private Persons	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
25	Traffic stop for right turn on red. The named officer failed to enter stop information.	Officer 1	Neglect of Duty	Failing to comply with DB 16-208, eStop-Contact Data Collection Program	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
26	Plainclothes officers improperly conducted a traffic stop without cause in violation of applicable Department General Orders as a ruse to harass a person who had been released from custody following a prior arrest.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.08, Non-Uniformed Officers, and 9.01, Traffic Enforcement	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DGO 5.08, Non-Uniformed Officers, and 9.01, Traffic Enforcement	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 3	Unnecessary Force	Unnecessary force	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 4	Neglect of Duty	Failing to comply with DGO 5.08, Non-Uniformed Officers, and 9.01, Traffic Enforcement	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 5	Neglect of Duty	Failing to comply with DGO 5.08, Non-Uniformed Officers, and 9.01, Traffic Enforcement	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
27	Officer told civilians to "Go back to [their] country" during a traffic collision investigation involving an SFPD vehicle.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
28	Officers failed to write an incident report about an assault and a vandalism that occurred at a restaurant.	Officer 1	Neglect of Duty	Failing to prepare an incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to prepare an incident report	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
29	An officer on 10B duty detained a person after a merchant deemed him "suspicious." The person disclosed possession of medical marijuana. The officer confiscated the marijuana and destroyed it by stomping it into the ground.	Officer 1	Neglect of Duty	Failing to properly process property	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
30	The officer towed a car without justification.	Officer 1	Unwarranted Action	The officer towed a car without justification	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
31	Complainant was threatened by another individual at a coffee shop. The officer investigated but did not question a key witness, and did not write an incident report.	Officer 1	Neglect of Duty	Failing to properly investigate	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to write an incident report	Chief Agreed			
32	Officer failed to collect and enter e-stop data after a traffic stop.	Officer 1	Neglect of Duty	Failing to comply with DB 16-208, eStop-Contact Data Collection Program	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
33	Officers used force to take down and handcuff the complainant. During the investigation, one officer used profanity.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
34	Officer failed to notify the juvenile complainant's parent after detention during a robbery investigation that juvenile complainant was being detained.	Officer 1	Neglect of Duty	Failing to comply with DGO 7.01	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
35	Officer failed to prepare an incident report after investigating an incident involving assault and battery.	Officer 1	Neglect of Duty	Failing to prepare an incident report	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
36	The complainant's vehicle was stolen, then recovered. The officer that recovered the vehicle incorrectly wrote that the front plate was "missing" on the incident report, causing officers to stop the complainant and family members on a later date, guns drawn.	Officer 1	Neglect of Duty	Inaccurate and incomplete incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to properly supervise	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
37	An officer and his cadet responded to a call at a retail store regarding the complainant, who was detained by store security for shoplifting. The officer told the complainant to, "Shut the fuck up."	Officer 1	Neglect of Duty	The officer used profanity	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
38	The officers violated complainant's 4th Amendment right by issuing him a citation for sitting on a fire hydrant, which is not illegal.	Officer 1	Unwarranted Action	Issuing a citation without cause	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Unwarranted Action	Issuing a citation without cause	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
39	The officer issued a citation without cause.	Officer 1	Unwarranted Action	The officer issued a citation without cause	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
40	The officer threatened to call immigration authorities, engaged in biased policing due to national origin, and made inappropriate comments.	Officer 1	Neglect of Duty	Neglect of Duty	Chief Agreed	Officer Resigned	5-Day Suspension	Officer Resigned
			Neglect of Duty	Failing to comply with DGO 5.15, Enforcement of Immigration Laws	Chief Agreed			
			Neglect of Duty	Failing to comply with DGO 5.17, Policy Prohibiting Biased Policing	Chief Agreed			
			Conduct Reflecting Discredit	Biased policing based on race and national identity	Chief Agreed			
			Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed			
			Discourtesy	Profanity	Chief Agreed			
41	Officers investigating a report of prior possible child abuse entered alleged disabled suspect's home without a warrant, consent or the presence of exigent circumstances. Child was with his mother and there were no other victims or weapons suspected. Upon arrest, officer failed to bring suspect's wheelchair.	Officer 1	Unwarranted Action	Entering a residence without cause	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Unwarranted Action	Entering a residence without cause	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 3	Neglect of Duty	Failing to take required action	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
42	Officers were flagged down because of a fight in a bar. They stopped and investigated, but one officer did not activate his body-worn camera.	Officer 1	Neglect of Duty	Failing to take required action - BWC	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
43	Officers conducted a traffic stop. Detainee advised she was LEP and needed a Spanish interpreter. Officers thought detainee lied about being LEP, handcuffed her and threatened her with jail while waiting for a Spanish speaking officer to arrive.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Unwarranted Action	Handcuffing without justification	Chief Agreed			
		Officer 2	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed			
44	Officers failed to verify the accuracy of a 290 registrant noncompliance list. They went to complainants residence, ordered him out of his home, and walked him, handcuffed, through his apartment building to their vehicle to run a 290 registration check, which could have been done at their desks at the station without the detention of the complainant. Complainant was compliant with his 290 registration requirements. Therefore, the detention was unlawful.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.03, Investigative Detentions, and the 4th Amendment	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 5.03, Investigative Detentions, and the 4th Amendment	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
45	Neighbor reported burglary. Officers failed to investigate. Officers helped suspect break into his ex-boyfriend's house. Homeowner subsequently called again to report burglary after watching ex-boyfriend destroy his property on his NEST recorder.	Officer 1	Neglect of Duty	Failing to properly process property	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to properly supervise	Chief Disagreed	Not Disciplined	Written Reprimand	
		Officer 3	Neglect of Duty	Failing to properly investigate	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline	
46	An officer failed to enter traffic stop data.	Officer 1	Neglect of Duty	Failing to comply with DB 16-208, eStop-Contact Data Collection Program	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
47	An officer drove his cruiser poorly without sirens and lights on.	Officer 1	Neglect of Duty	Driving improperly	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
48	An officer towed the complainant's car for driving without a license and cited her for driving in the wrong direction on a one-way street. He failed to comply with tow policy and procedures.	Officer 1	Neglect of Duty	Failing to comply with, DB 16-114 and 16-115, Vehicle Tow Policy and Procedure 14601/12500 CVC Enforcement	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
49	An officer impounded the complainant's vehicle even though he asked for a tow to the mechanic. During the course of the investigation, officers failed to document the reason for muting their body-worn camera.	Officer 1	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
		Officer 2	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
50	An officer investigating a physical altercation failed to activate his body-worn camera.	Officer 1	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
51	The complainant was accused of being involved in a hit and run. The officers stopped her, cited her, and towed her car. All officers failed to comply with DGO 10.11 at various times during this incident. One officer failed to follow vehicle tow policy and procedure or collect e-stop data.	Officer 1	Neglect of Duty	Failing to comply with, DB 16-208, eStop contact data collection program	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
			Neglect of Duty	Failing to comply with DB 16-115, Vehicle Tow Policy and Procedure 14601/12500 CVC Enforcement	Chief Agreed				
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed				
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
		Officer 4	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
52	Officer obstructed a skateboarder, causing the skateboarder to fall and sustain serious injuries.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline	
			Unwarranted Action	Failing to follow crowd control policies	Chief Disagreed				
53	Officers stopped to investigate the complainant when they saw a stun gun go off. One officer failed to write a complete and accurate report. Others activated their body-worn camera's late and/or muted their body-worn camera without properly documenting.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	Written Reprimand	
			Neglect of Duty	Inaccurate and incomplete incident report	Chief Agreed				
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
Officer 4	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand			
54	A man was assaulted at the airport. Police refused to file a report.	Officer 1	Neglect of Duty	Failing to write an incident report	Chief Agreed	Chief Disciplined	3-Day Suspension	1-Day Suspension	
55	Officers arrested civilian and failed to properly bag and tag his bicycle.	Officer 1	Neglect of Duty	Failing to take required action	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
56	Officer conducted an illegal detention in violation of DGO 5.03 and the 4th Amendment of a person seated in a legally parked vehicle after they observed an individual jay-walk towards the parked car.	Officer 1	Unwarranted Action	Detention without justification	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
57	Officer indicated the wrong intersection on a traffic citation. During the traffic stop, officer also opened passenger door of the vehicle without any legal justification in violation of the 4th Amendment.	Officer 1	Neglect of Duty	Inaccurate citation	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
			Officer 2	Conduct Reflecting Discredit	Inappropriate comments and behavior				Chief Disagreed
				Unwarranted Action	Unlawful vehicle search				Chief Disagreed

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
58	An officer stopped the complainant and cautioned him about behaving in a certain manner when driving, particularly with his child in the car. He failed to activate body worn camera or collect eStop data.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	3-Day Suspension	1-Day Suspension
			Neglect of Duty	Failing to comply with DB 16-208, eStop-Contact Data Collection Program	Chief Agreed			
59	The complainant was riding his bicycle when a vehicle pulled into his path to try and park. They collided and he was injured. The complainant alleged that the responding officer was inappropriate and wrote an inaccurate incident report when he described the driver as pulling out in front of him rather than crossing into his path of travel.	Officer 1	Neglect of Duty	Inaccurate and incomplete incident report	Chief Agreed	Chief Disciplined	3-Day Suspension	1-Day Suspension
60	Officer failed to properly investigate the incident, failed to write a report and failed to turn on his body-worn camera.	Officer 1	Neglect of Duty	The officer failed to comply with DGO 5.04, Arrests by Private Persons.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
61	Officers failed to document reason for muting their body-worn camera.	Officer 1	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Agreed	Chief Disciplined	3-Day Suspension	Written Reprimand
62	The officers were called for an assault and battery. They failed to investigate, failed to offer a citizen's arrest and failed to make an arrest. The officers failed to turn on their body-worn camera.	Officer 1	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Chief Agreed	Chief Disciplined	Written Reprimand	1-Day Suspension
		Officer 2	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
63	Officer-involved shooting incident.	Officer 1	Unnecessary Force	Unnecessary force	Commission Case	Commission Disciplined	Termination	Commission Case (45-Day Suspension)
			Neglect of Duty	Failing to take required action	Commission Case			
64	A man was arrested for fighting at Dolores Park. He was injured during the arrest.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
65	Officers failed to document reasons for muting their body-worn cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 4	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 5	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 6	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 7	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
66	Officers failed to activate their body-worn camera while executing a warrant and while detaining civilians.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
67	Officers chased a vehicle into a dead end. When the suspect jumped out and ran, the passenger officer fired through the window and killed the suspect.	Officer 1	Neglect of Duty	The FTO failed to supervise	Commission Case	Pending Commission Hearing	40-Day Suspension	Commission Case
			Neglect of Duty	Failing to maintain radio contact	Commission Case			
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Commission Case			
			Neglect of Duty	Failing to properly follow vehicle pursuit policy	Commission Case			

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
68	Two officers had an affair, one officer harassed the other officer's wife with phone calls and emails.	Officer 1	Conduct Reflecting Discredit	Harassing the complainant	Chief Agreed	Chief Disciplined	10-Day Suspension	2-Day Suspension
			Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Agreed			
		Officer 2	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Agreed	Chief Disciplined	5-Day Suspension	2-Day Suspension
69	Officers conducted a well-being check, including a 5150 assessment, on the complainant at her home. One officer failed to activate his body worn camera.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
70	Officer detained, searched, and arrested an individual without cause, in violation of DGO 2.01 and the 4th Amendment.	Officer 1	Unwarranted Action	Detention without justification	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
			Unwarranted Action	Search of a person without cause	Chief Disagreed			
			Unwarranted Action	Arrest without cause	Chief Disagreed			
71	Officers investigated a reported fight and trespasser, and issued an invalid order and failed to activate body-worn camera.	Officer 1	Unwarranted Action	The officer issued an invalid order	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
72	Officer referred to a civilian using a pejorative sexual slur out of earshot of the civilian, but in the presence of subordinates.	Officer 1	Sexual Slur	Inappropriate comments, including the use of a sexual slur	Chief Agreed	Chief Disciplined	3-Day Suspension	Written Reprimand
73	Two officers were called for an assault and battery. The officers failed to investigate, receive a private person's arrest, and write an incident report. The FTO was rude to the complainant. The officers failed to turn on their body-worn camera.	Officer 1	Conduct Reflecting Discredit	The officer behaved and spoke inappropriately	Chief Disagreed	Not Disciplined	5-Day Suspension	No Discipline
			Neglect of Duty	The officer failed to write an incident report (DGO 1.03)	Chief Disagreed			
			Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Chief Disagreed			
		Officer 2	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
74	Officers failed to activate their body-worn camera when responding to a collision resulting in a citation and tow, in violation of Department General Order 10.11. One officer also failed to treat a member of the public with courtesy and respect, in violation of Department General Order 2.01.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
			Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Chief Disagreed			
		Officer 2	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
75	A taxi driver was assaulted and police did not write a report.	Officer 1	Neglect of Duty	Failing to write an incident report	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed			
76	The complainant reported that his neighbor violated a restraining order. The officer failed to properly investigate the incident. He did not detain the suspect, interview witnesses or view security footage.	Officer 1	Neglect of Duty	Failing to properly investigate	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to gather evidence	Chief Agreed			
			Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Chief Agreed			
77	Officer failed to fully investigate the incident and failed to write a report, which was required since complainant requested a citizen's arrest.	Officer 1	Neglect of Duty	The officer failed to comply with DGO 5.04, Arrests by Private Persons.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
78	Complainant sustained serious injuries after a hit and run collision. Reporting officer failed to relay description of suspect to dispatch for dissemination, and improperly classified the incident as a misdemeanor causing the Hit and Run Division not to further investigate.	Officer 1	Neglect of Duty	Failing to comply with DGO 9.02, Vehicle Accidents	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Preparing an inaccurate incident report	Chief Agreed			
		Officer 2	Neglect of Duty	Failing to properly supervise	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
79	The officer failed to provide her name and star number upon request.	Officer 1	Neglect of Duty	The officer failed to provide name and star number upon request.	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
80	Multiple officers struggled to handcuff a person suspected of stealing a car. During the struggle, one officer repeatedly struck the suspect's head with the same hand he was using to hold the handcuffs. DPA found the officer's use of his handcuffs as an impact weapon violated DGO 5.01. DPA also found that the officer failed to document his use of an impact weapon, in violation of DGO 5.01, Use of Force.	Officer 1	Unnecessary Force	Unnecessary force.	Chief Agreed	Chief Disciplined	5-Day Suspension	1-Day Suspension
			Neglect of Duty	Failing to Comply with DGO 5 01, Use of Force	Chief Agreed			
81	Officers were dispatched to a call regarding a person with a gun. The officers detained the complainant and her friend upon arrival. The complainant alleged that she and her friend were detained for no apparent reason and that her friend was searched for no reason. In addition, the complainant alleged that the officers used unnecessary force during the detention. DPA found the detention and search to be proper conduct and found the unnecessary force allegation to be unfounded. DPA found, however, that the officers failed turn on their body-worn camera equipment, in violation of DGO 10.11	Officer 1	Neglect of Duty	Failing to comply with DGO 10 11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10 11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
82	An officer stopped and cited a person for jaywalking. DPA's investigation established that, while the citation was lawfully issued, the officer failed to maintain radio contact with dispatch, failed to turn on his body-worn camera, and failed to collect and enter traffic stop data.	Officer 1	Neglect of Duty	Failing to comply with DGO 1.03	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed			
			Neglect of Duty	Failing to comply with DB 16-208, eStop-Contact Data Collection Program	Chief Agreed			
83	An attorney and his investigator attempted to access a suspect held in police custody at a hospital and were denied. DPA's investigation established that the officer willfully refused to allow the attorney access to the suspect, in violation of Penal Code section 825.	Officer 1	Unwarranted Action	Issuing an invalid order	Chief Disagreed	Not Disciplined	10-Day Suspension	No Discipline
			Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed			
			Neglect of Duty	Failing to take required action	Chief Disagreed			
84	Officers responded to a call regarding threats made against the complainant. The complainant alleged that the responding officers improperly displayed their weapons and engaged in racial profiling. The DPA found the complainant's allegations to be unfounded. The DPA found, however, that the officers failed to generate an incident report, in violation of DGO 5.04, Arrests by Private Persons	Officer 1	Neglect of Duty	Failing to comply with DGO 5.04, Arrests by Private Persons	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
85	Officers responded to call regarding a person threatening the complainant with a gun. The complainant alleged that he was detained without justification and that his vehicle was searched without cause. In addition, the complainant alleged that the officers failed to properly investigate the incident, failed to make an arrest and behaved inappropriately towards him. The DPA found the complainant's allegations against the responding officers as either proper conduct or unfounded. The DPA found, however, that three officers failed to comply with DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
86	The complainant was a victim of a drive-by shooting, prompting police to seize his belongings as evidence. When the complainant went to the Hall of Justice to retrieve his belongings, he encountered an officer against whom the complainant had a pending DPA complaint. The complainant alleged that he was being harassed and that the officer used profanity. There was insufficient evidence to prove the allegations. However, the officer violated DB 16-186 when he failed to write a memorandum documenting his contact with the complainant.	Officer 1	Neglect of Duty	Failing to comply with DB 16-186	Chief Agreed	Chief Disciplined	1-Day Suspension	Written Reprimand
87	The complainant's son was arrested on a domestic violence charge. The complainant alleged that the officers used unnecessary force against her son, illegally entered her residence, and interfered with the rights of onlookers. DPA found those allegations to be either proper conduct or unfounded. The complainant also alleged that one officer behaved inappropriately and made inappropriate comments. The DPA's investigation established that one officer behaved inappropriately at the scene, failed to turn on his body-worn camera, and failed to comply with DB 17-109, Booking Recording Device Evidence and Written Statements. Another officer also failed to comply with DB 17-109.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed			
			Neglect of Duty	Failing to comply with DB 17-109, Booking Recording Device Evidence and Written Statements	Chief Agreed			
		Officer 2	Neglect of Duty	Failing to comply with DB 17-109, Booking Recording Device Evidence and Written Statements	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
88	Officers responded to a call regarding a fight. The complainant alleged that the responding officers failed to properly investigate the incident, and that one officer made inappropriate comments. The DPA found those allegations to be unfounded. The DPA found, however, that one officer muted her body-worn camera and failed to document the reasons for muting her body-worn camera	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
89	Officers were dispatched to call regarding an assault/battery. The complainants alleged that the responding officers failed to take the suspect into custody, even after signing a Citizen's Arrest Form. The DPA found the complainants' allegation to be proper conduct. The DPA found, however, that one officer failed to comply with DGO 10.11, Body Worn Cameras	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
90	Officers were flagged down regarding a robbery with a gun that had just occurred. A sergeant failed to immediately turn on his body-worn camera equipment and muted it during an officer-involved shooting incident.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
91	The complainant stated he was stopped and then subsequently arrested for no apparent reason. The complainant stated he and his vehicle were searched without cause. The complainant alleged he was being harassed by police. The DPA found the complainant's allegations against the officers to be proper conduct. The DPA found, however, that one officer failed to promptly activate his body-worn camera equipment	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
92	Officers detained two individuals while investigating a fight. They were dispatched to a call regarding a fight, prompting them to detain two individuals. The complainant alleged that the officers engaged in biased policing based on race. The DPA found the complainant's allegation to be unfounded. The DPA found, however, that the officers failed to turn on their body-worn cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
93	Officers were dispatched to a call regarding a battery and vandalism. The complainants and their cousin were detained based on the information provided by dispatch. The complainants alleged that they were detained without justification and were racially profiled. The DPA found those allegations to be either proper conduct or unfounded. The DPA, however, found that the officers failed to collect traffic stop data.	Officer 1	Neglect of Duty	Failing to comply with DB Nos. 16-208 and 17-213, eStop - Contact Data Collection Program	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
94	Officers were dispatched to a call regarding a fight. Body-worn camera recordings show one of the responding officers speaking rudely towards the parties involved.	Officer 1	Neglect of Duty	Failing to comply with Department General Order 2.01 section 14	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
95	An officer responded to investigate a silent alarm. When the officer arrived, the 911 caller pointed out the suspect who had attack her. DPA's investigation established that the officer used excessive force on the suspect, failed to initially report his use of force, and failed to activate his body-worn camera	Officer 1	Unnecessary Force	Excessive force	Commission Case	Pending Commission Hearing	Termination	Commission Case
			Conduct Reflecting Discredit	Misrepresenting the truth	Commission Case			
			Neglect of Duty	Failing to activate a body-worn camera	Commission Case			
96	A supervising officer responded positively to a racist and derogatory text message sent by a sergeant under his command.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.17, Policy Prohibiting Biased Policing	Commission Case	Pending Commission Hearing	Termination	Commission Case
			Conduct Reflecting Discredit	Failing to comply with DGO 2.01, General Rules of Conduct	Commission Case			
			Neglect of Duty	Failing to comply with DGO 1.06, Duties of Superior Officers	Commission Case			

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
97	Patrol officers observed a subject sitting on the sidewalk in violation of the sit/lie ordinance. The complainant, an observer, alleged that one officer used unnecessary force. While the DPA found the officer's use of force was proper, the DPA found that the officer behaved inappropriately when he cursed, mocked, and threatened the subject while the subject was in handcuffs.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	5-Day Suspension	1-Day Suspension
98	The complainant stated she came outside of a building to find her parked vehicle surrounded by officers. The complainant stated that her phone was seized and that her vehicle was towed without justification. In addition, the complainant alleged one officer used unnecessary force and misrepresented the truth. The DPA found the tow and the allegation of misrepresenting the truth to be proper conduct. The DPA also found the use of force to be unfounded. The DPA found, however, that the seizure of the complainant's cell phone violated the 4th Amendment and the refusal to release the complainant's cell phone when she attempted to retrieve it also violated department policy. The DPA also found that two officers failed to comply with DGO 10.11, Body Worn Cameras	Officer 1	Unwarranted Action	For ordering the seizure of property without cause	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
		Officer 2	Neglect of Duty	Failing to release the complainant's cell phone	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 4	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
99	Officers responded to a call from a MUNI bus driver about a man sleeping in the back of the bus. The DPA investigation established that the one of the responding officers used unnecessary force and failed to supervise his recruit officer	Officer 1	Unnecessary Force	Use of unnecessary force	Chief Agreed	Chief Disciplined	5-Day Suspension	3-Day Suspension
			Neglect of Duty	Failing to properly supervise	Chief Agreed			
100	The complainant stated that his brother was unnecessarily detained for being drunk in public and that the officers used unnecessary force. In addition, the complainant alleged that the officers failed to properly process his brother's property. The DPA found that the detention was proper conduct, and that the allegations of unnecessary force and failure to properly process property to be unfounded. The DPA found, however, that one officer failed to turn on his body-worn camera, in violation of DGO 10.11, Body Worn Cameras	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
101	A person was arrested for loitering instead of being cited and released. He alleged that the officers also behaved inappropriately, failed to properly process his property, and placed him in tight handcuffs. The DPA found that the complainant's custodial arrest violated DGO 5.06, Citation and Release. The other allegations were unfounded.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.06, Citation and Release	Chief Disagreed	Not Disciplined	3-Day Suspension	No Discipline
102	The complainant was pulled over for having an expired registration. The complainant alleged that the officers towed and searched her vehicle without cause. The DPA found the complainant's allegations to be proper conduct. The DPA found, however, that the field training officer failed to supervise his recruit officer when the recruit failed to generate an incident report to document why a S.T.O.P. hold was placed on the vehicle, in violation of DGO 9.06, Vehicle Tows.	Officer 1	Neglect of Duty	Failing to supervise	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
103	The complainant stated she was pepper sprayed by a transient. She alleged that the responding officers behaved inappropriately, laughing at her. The DPA found the complainant's allegation to be not sustained against one officer and unfounded against another officer. The complainant also stated that she was kicked in the face during an earlier incident, and that the responding officers failed to take any action. The DPA found the complainant's allegation to be unfounded. The DPA found, however, that the primary officer failed to turn on his body worn camera equipment, in violation of DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
104	The complainant was involved in an altercation on a city bus, prompting him to call police. The complainant alleged that the responding officers failed to properly investigate the incident, behaved inappropriately toward him, improperly detained him, and engaged in biased policing. In addition, the complainant alleged he was placed in tight handcuffs. The DPA found the complainant's allegations to be unfounded. The DPA found, however, that one officer failed to activate his body-worn camera, in violation of DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
105	The complainant stated she was at Safeway when an officer attempted to intimidate her and failed to provide his name and star number upon request. The DPA found the complainant's allegations to be not sustained. The complainant also alleged that a different officer refused to write an incident report. The DPA found that allegation to be unfounded. The DPA found, however, that the initial officer with whom the complainant had contact wrote an incomplete and inaccurate report, and failed to turn on his body worn camera, in violation of DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
106	The complainant stated that her daughter was riding a bicycle on a city sidewalk and accidentally struck a pedestrian, prompting police to respond to the scene. The complainant alleged that the initial responding officer made racially derogatory comments, behaved inappropriately, and intentionally damaged her property. The DPA found the complainant's allegations to be unfounded. The DPA found, however, the one of the back up officers failed to activate her body worn camera, in violation of DGO 10.11, Body Worn Cameras	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
107	The complainant was stopped and cited for running a stop sign. The complainant alleged that the officers behaved inappropriately, used unnecessary force and threatened to arrest the complainant. The DPA found the complainant's allegations to be proper conduct. The DPA found, however, that the officers failed to comply with DGO 5.20 when they failed to provide translator services during the traffic stop	Officer 1	Neglect of Duty	Failing to comply with DGO 5.20, Language Access Services for Limited English Proficient (LEP) Persons	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 5.20, Language Access Services for Limited English Proficient (LEP) Persons	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
108	The complainant stated that officers entered and searched her residence without cause. In addition, the complainant stated that police intentionally damaged her property. The DPA found the complainant's allegations to be proper conduct. The complainant also alleged that officers pointed their weapons at the children as they descended the stairs. The DPA found that the officers used excessive force when they pointed their guns at minor female children and failed to report their use of force	Officer 1	Use of Force	Use of excessive force	Commission Case	Pending Commission Hearing	11-Day Suspension	Commission Case
			Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Commission Case			
		Officer 2	Use of Force	Use of excessive force	Commission Case	Pending Commission Hearing	11-Day Suspension	Commission Case
		Officer 3	Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Commission Case			
Officer 4	Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Commission Case	Pending Commission Hearing	11-Day Suspension	Commission Case		
109	An argument between roommates prompted one person to call for police assistance. The complainant alleged that the responding officers failed to properly investigate the incident, failed to serve a restraining order, and behaved inappropriately. The DPA found the complainant's allegations to be either unfounded or proper conduct. The DPA found, however, that the investigating officer failed to provide language services, in violation of DGO 5.20.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.20, Language Access Services for Limited English Proficient (LEP) Persons	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
110	The complainant stated he was arrested without cause for having a child's teepee in a park and for carrying a machete. The complainant alleged that officers used unnecessary force. The DPA found the complainant's allegations as proper conduct. The DPA found, however, that one officer muted his body-worn camera twice and failed to document why he muted his body-worn camera. In another incident involving the complainant, the DPA found one officer failing to comply with DGO 10.11, Body Worn Cameras, and another officer failing to comply with DB 17-156, Body Worn Camera Mute Function.	Officer 1	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Agreed	Chief Disciplined	1-Day Suspension	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DB 17-156, Body-Worn Camera Mute Function	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
111	The complainant was arrested for making criminal threats. The complainant alleged that officers used excessive force, acted in a sexually derogatory manner and failed to take his DPA complaint. The DPA found the complainant's allegations to be not sustained. The DPA found, however, that the officer who prepared the incident report failed to document that there was video evidence available and failed to collect the video footage as evidence. The DPA also found that the sergeant who reviewed and approved the incident report failed to address the deficiencies made by his subordinate.	Officer 1	Neglect of Duty	Failing to properly supervise	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failure to comply with DB 17-109, Booking Recording Device Evidence and Written Statements	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
112	The complainant was involved in a physical altercation with his neighbor, prompting the complainant to call police. The complainant alleged that the responding officers refused to take any action and was dismissive toward him. The DPA found that, while the officers' actions at the scene were proper, the officers failed to prepare an incident report, in violation of DGO 5.04, Arrests by Private Persons.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.04, Arrests by Private Persons	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 5.04, Arrests by Private Persons	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
113	Officers failed to properly document multiple threats reported by the complainants.	Officer 1	Neglect of Duty	Failure to take required action	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failure to take required action	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
114	The complainant stated he detained, searched and arrested for drinking an alcoholic beverage in public. The complainant alleged he was racially profiled. The DPA's investigation established that the detention, search, and arrest were proper conduct. The DPA also established that the allegation of biased policing was unfounded. However, the DPA found that officers failed to activate their body-worn cameras when they detained and searched the complainant, in violation of DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline	
115	The complainants called for police assistance after one roommate pushed another roommate. The complainants stated that the responding officers behaved inappropriately and refused to arrest the roommate. DPA's investigation established that the complainants' allegations were proper conduct. However, the DPA found that three of the four responding officers failed to comply with DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
116	The complainant called police after being assaulted by a neighbor. The complainant alleged that one officer was rude and made inappropriate comments. The DPA found the complainant's allegation to be not sustained. However, the DPA found that the responding officers failed to turn on their body-worn cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
117	Officers responded to an "A" priority call regarding a man acting erratically and waving a knife. At the scene, one responding officer used an Extended Range Impact Weapon ("ERIW"), shooting the man in the right arm. Officers subsequently used firearms, killing the man. While the DPA found insufficient evidence to either prove or disprove that the officers used excessive force, the DPA found that one officer failed to comply with Department Bulletin 15-234, Extended Range Impact Weapon Guide Sheet. In addition, the DPA found that the sergeant at the scene failed to supervise his subordinate officers.	Officer 1	Neglect of Duty	Failing to comply with DB 15-234, Extended Range Impact Weapon Guide Sheet	Commission Case	Pending Commission Hearing	45-Day Suspension	Commission Case	
		Officer 2	Neglect of Duty	Failing to supervise	Commission Case	Pending Commission Hearing	30-Day Suspension	Commission Case	
118	An attorney made numerous allegations against the officers who arrested his client. The DPA found that the search of the client's personal property and arrest were proper conduct. In addition, the DPA found an inappropriate behavior allegation to be unfounded. The DPA, however, found that one officer conducted a pat search without justification, used excessive force, misrepresented the truth, and failed to comply with DGO 10.11, Body Worn Cameras. The DPA also found that another officer used excessive force and failed to properly process the client's property.	Officer 1	Unwarranted Action	Conducting a pat search without justification	Commission Case	Pending Commission Hearing	30-Day Suspension	Commission Case	
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Commission Case				
			Conduct Reflecting Discredit	Misrepresenting the truth	Commission Case				
		Officer 2	Unnecessary Force	Excessive force	Commission Case	Chief Disagreed	Not Disciplined	1-Day Suspension	No Discipline
			Unwarranted Action	Conducting a pat search without justification	Chief Disagreed				
			Neglect of Duty	Failing to properly process property	Chief Disagreed				
			Unnecessary Force	Excessive force	Chief Disagreed				
119	The complainant alleged that officers failed to arrest or take any action against his daughter's mother, who left their child at Treasure Island following an argument. The DPA found the complainant's allegations against the officers as either proper conduct or unfounded. The DPA, however, found the officer who detained the mother failed to comply with DB 18-105, Stop Data Collection System (SDCS) Implementation.	Officer 1	Neglect of Duty	Failing to comply with DB 18-105, Stop Data Collection System (SDCS) Implementation	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
120	The complainant boarded a Muni bus with an unleashed dog. The complainant refused the driver's request to leash his dog, prompting the driver to call police. The complainant alleged he was arrested without cause. DPA found the complainant's allegation to be proper conduct. The complainant also alleged that the responding officers behaved inappropriately toward him. However, the DPA found that another officer behaved inappropriately toward the complainant by using profanity.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline	
121	The complainant stated that police officers used excessive force when making an arrest. In addition, the complainant alleged that one officer used profanity and threatened him. The DPA established that the officers use of force was proper conduct. The DPA, however, found that one officer used profanity, in violation of DGO 2.01.	Officer 1	Neglect of Duty	Failing to comply with DGO 2.01, General Rules of Conduct	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
122	The complainant called police to report an assault. The complainant alleged that the responding officers failed to arrest the suspect and failed to write an incident report. The DPA established that the officers could not make the arrest because the suspect had left the scene. There was insufficient evidence to either prove or disprove whether the officers had enough information to generate an incident report, documenting their contact with the complainant. The DPA found that the officers failed to turn on their body-worn cameras, while interviewing the complainant.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
123	The DPA received a complaint from the National Lawyers Guild San Francisco Bay Area Chapter, alleging that officers used unnecessary on protestors.	Officer 1	Unnecessary Force	Use of unnecessary force	Chief Agreed	Officer Resigned	9-Day Suspension	Officer Resigned
			Neglect of Duty	Failing to comply with DGO 8.03, Crowd Control	Chief Agreed			
124	The complainant stated that he was arrested without cause because the officers relied on an informant who was later found to be unreliable in court. The DPA found the complainant's arrest to be proper conduct. The DPA, however, found that one officer deactivated his body-worn camera while transporting the complainant to the station.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
125	The complainants, a juror and deputy public defender in a trial on a misdemeanor charge of assault on a police officer, stated that officers subduing a naked man trespassing in an apartment laundry room used unnecessary and excessive force. The DPA found that two of the officers failed to comply with DGO 10.11, Body Worn Cameras, and with DGO 5.01, Use of Force. The DPA also found that the scene supervisor failed to properly conduct a use-of-force investigation and violated the suspect's <i>Miranda</i> Rights.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed			
		Officer 2	Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed			
		Officer 3	Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Not Applicable	Officer Resigned	Written Reprimand	Officer Resigned
			Neglect of Duty	Excessive force	Not Applicable			
			Neglect of Duty	Preparing an inaccurate or incomplete incident report	Not Applicable			
		Officer 4	Neglect of Duty	Failing to comply with DGO 5.01, Use of Force	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
Neglect of Duty	Failing to comply with <i>Miranda</i> rights		Chief Disagreed					
126	The complainants stated that a female officer stole cash from their house. The DPA found that the officer failed to properly process property taken from the complainants' home.	Officer 1	Neglect of Duty	Failing to properly process property	Commission Case	Pending Commission Hearing	Written Reprimand	Commission Case
127	Pursuant to administrative code section 96.11, DPA investigated the officer-involved shooting of Jihad Eid. The DPA found the officers' use of force was within policy. However, the DPA found one officer detained an individual without legal justification and placed the individual in harms way by leaving the detained individual in an unsafe place as gunfire erupted.	Officer 1	Unwarranted Action	Detention without justification	Commission Case	Pending Commission Hearing	11-Day Suspension	Commission Case
			Conduct Reflecting Discredit	Inappropriate behavior	Commission Case			
128	The complainant called police to report an assault. The complainant alleged that the responding officers failed to take any action. DPA found that the officers failed to properly investigate the incident and failed to activate their body-worn cameras.	Officer 1	Neglect of Duty	Failure to properly investigate	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed			
		Officer 2	Neglect of Duty	Failure to properly investigate	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed			
129	The complainant called police to check on the co-complainant, who was feeling suicidal. The co-complainant stated that the initial officer failed to properly identify himself when he knocked on her door. The DPA found this allegation to be not sustained. The co-complainant also alleged that the officers used unnecessary force, taunted her, and improperly issued her vehicle a citation. The DPA found these allegations to be either proper conduct or unfounded. The DPA, however, found that the initial officer failed to comply with DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
130	The complainant stated that he was detained at gunpoint. In addition, the complainant alleged that the officers engaged in biased policing. The DPA found the detention to be proper conduct and the allegation of biased policing to be unfounded. The DPA, however, found that officers failed to enter traffic stop data.	Officer 1	Neglect of Duty	Failing to comply with DB 18-105, Stop Data Collection System (SDCS) Implementation	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Failing to comply with DB 18-105, Stop Data Collection System (SDCS) Implementation	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
131	The complainant stated that two men in plainclothes approached him while he was selling merchandise outside of AT&T Park. The men told him that he was not allowed to sell merchandise. The complainant stated several police officers rode up on bikes and grabbed him, while the two men took his property. The complainant alleged that the officers failed to properly process his property and used unnecessary force. The DPA found the complainant's allegation to be unfounded. The DPA, however, found that one officer made inappropriate comments toward the complainant and failed to activate his body-worn camera. In addition, the DPA that there was a training failure regarding the officers' lack of understanding of copyright law.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to activate a body-worn camera	Chief Agreed			
132	The complainant was arrested on a domestic violence charge. The complainant alleged that the officer who transported them to County Jail used excessive force. The DPA found the officer's use of force justified, lawful, and proper. The DPA, however, found that the officer failed to turn on his body-worn camera.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
133	The complainant called police after being elbowed by another customer at a restaurant. The complainant alleged that one officer behaved inappropriately toward him and failed to write an incident report. The DPA found that one officer was discourteous and failed to prepare the required incident report.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior.	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
134	The complainant stated he was detained at gunpoint and that his vehicle was cited and towed for no apparent reason. In addition, the complainant alleged that the officer engaged in biased policing. The DPA found the complainant's allegations against the officer to be either proper conduct or unfounded. The DPA, however, found that the officer failed to turn on his body-worn camera as required.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
135	The complainant stated an officer refused to accept his private person's arrest. In addition, the complainant alleged that the officers failed to provide their names and star numbers upon request. The DPA found the complainant's allegations to be either proper conduct or unfounded. The DPA, however, found that one of the responding officers failed to write an incident report.	Officer 1	Neglect of Duty	Failing to write an incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
136	The complainant stated that officers failed to investigate an incident between him and his neighbor and failed to prepare an incident report. In addition, the complainant alleged that the officers failed to provide their names and star numbers and used profanity. The DPA found the complainant's allegations to be either proper conduct or unfounded. The DPA, however, found that the officers failed to turn on their body-worn cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
137	The complainant called police to report an attempted battery. The complainant alleged that responding officers failed to accept his private person's arrest and one officer behaved inappropriately. The DPA found the complainant's allegations to be proper conduct. The DPA, however, found that the officer failed to prepare an incident report and that one officer failed to activate his body-worn camera.	Officer 1	Neglect of Duty	Failing to prepare an incident report in violation of DGO 5.04, Arrests by Private Persons	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
138	The complainant alleged that officers used unnecessary force on a man and engaged in biased policing. The DPA found the officers' actions to be proper conduct, and found the allegation of biased policing to be unfounded. The DPA, however, found that two officers wrote inaccurate incident report statements.	Officer 1	Neglect of Duty	Inaccurate and incomplete incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
		Officer 2	Neglect of Duty	Inaccurate and incomplete incident report	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
139	The complainant stated that an officer responded in a threatening manner when confronted about driving improperly. The DPA found that the officer drove improperly. There was insufficient evidence that the officer threatened the complainant.	Officer 1	Neglect of Duty	Driving improperly	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
140	The complainant stated he was stopped, searched and cited for the sole purpose of harassment. In addition, the complainant alleged that the officers used unnecessary force and failed to provide their names and star numbers upon request. The DPA found the officers' actions were proper. However, the DPA found that one officer failed to provide his name and star number upon request.	Officer 1	Neglect of Duty	Failing to provide name and star number, in violation of DGO 2.01, General Rules of Conduct	Chief Agreed	Chief Disciplined	Written Reprimand	1-Day Suspension
141	An individual complained about being detained and cited for violating the sit/lie law. The individual also stated an officer used unnecessary force. The DPA found the detention and citation were proper, and found the allegation of unnecessary force to be unfounded. The DPA, however, found that the officer behaved inappropriately by unnecessarily engaging in a prolonged argument.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
142	The complainant stated she was arrested without cause. The complainant alleged that the officers failed to provide her <i>Miranda</i> rights, searched her vehicle without cause, intentionally damaged her property, and misrepresented the truth. The DPA found the complainant's allegations to be either proper conduct or unfounded. The complainant also alleged that the officers taunted her and used unnecessary force. The DPA found those allegations to be not sustained. The DPA, however, found that one officer failed to comply with DGO 10.11.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
143	The complainant stated he was assaulted and that the responding officer failed to prepare an incident report. The DPA found the responding officer's actions at the scene to be proper conduct. The DPA, however, found that the officer failed to activate his body-worn camera.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
144	The complainant alleged that an officer was rude during a traffic stop. The DPA found the complainant's allegation to be unfounded. The DPA, however, found that the officer failed to activate his body-worn camera and failed to collect traffic stop data.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with eSTOP requirements	Chief Agreed			
145	The complainant, a domestic violence victim, requested a copy of a domestic violence incident report numerous times before finally getting a copy. The complainant also alleged that the SFPD improperly released information about a former partner's death. The DPA found that the investigating officer failed to properly investigate and failed to promptly release a copy of the incident report to the complainant. The DPA also found a policy failure regarding the release of information regarding the incident.	Officer 1	Neglect of Duty	Failing to take required action	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
146	The complainant flagged down patrol officers to report that he had located his stolen guitar in a nearby pawn shop. DPA found a training failure regarding the seizure of property from the pawn shop. In addition, the DPA found that the officer used profanity toward the pawn shop owner.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
147	The complainant filed a complaint on behalf of a battered family member. The complainant alleged that officers failed to investigate the incident and failed to provide the family member with interpretation services. The DPA found that one officer failed to provide interpretation services during the victim's interview. In addition, the DPA found that both officers failed to comply with DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 5.20, Language Access Services, and DB 18-185	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed			
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
148	The complainant stated that officers entered and searched her home without cause. The complainant stated that her family members were unnecessarily detained and that the officers failed to provide a copy of the search warrant. The DPA found the officers' actions at the scene to be justified, lawful, and proper. However, the DPA found that the officer in charge of the investigation failed provide the complainant a property receipt for the items that were seized.	Officer 1	Neglect of Duty	Failing to properly process property	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
149	The complainant a man aggressively pushed him while he was grocery shopping, prompting store security to call police. The complainant alleged that the responding officer failed to properly investigate the incident and behaved inappropriately by insinuating that the complainant was responsible for the incident. The DPA found that the officer took the appropriate investigative steps. There was insufficient evidence to either prove or disprove that the officer behaved inappropriately. The DPA found that the responding officer failed to turn on his body-worn camera.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Not Applicable	Officer Resigned	Written Reprimand	Officer Resigned
150	The complainant called police to report being robbed. The complainant alleged that one officer made an inappropriate comment. The DPA found that allegation to be unfounded. The complainant also alleged that the officer started sending her text messages, which made her uncomfortable. The DPA found the officer's text messages were inappropriate and violated Department regulations.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	Written Reprimand	5-Day Suspension
151	The complainant alleged that a sergeant harassed individuals, including her clients, in the Bayview Community. The complainant also alleged that the officer failed to <i>Mirandize</i> her clients and engaged in biased policing. The DPA found the complainant's allegations to be unfounded. The complainant also alleged that the sergeant violated one client's Fifth Amendment right to remain silent. The DPA found that the sergeant was in violation of the Fifth Amendment when he continued to question the suspect after the suspect invoked his Fifth Amendment right to remain silent.	Officer 1	Unwarranted Action	For violating the Fifth Amendment	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
152	The complainant stated that he observed officers using excessive force on a male suspect. DPA's investigation established that the officers' use of force was justified, lawful, and proper. The DPA, however, found that the officers failed to immediately activate their body-worn cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
153	The complainant stated she was assaulted by her neighbor and that the responding officers failed to take any action. The DPA found the complainant's allegation to be sustained. The DPA also found a policy failure against a Station Investigation Team (SIT) lieutenant who failed to assign the complainant's case for investigation after the complainant submitted additional evidence at the station. The DPA also found that the responding officers failed to comply with DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to take required action	Chief Agreed	Chief Disciplined	2-Day Suspension	1-Day Suspension
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed		2-Day Suspension	1-Day Suspension
		Officer 2	Neglect of Duty	Failing to take required action	Chief Agreed	Chief Disciplined	2-Day Suspension	1-Day Suspension
			Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed		2-Day Suspension	1-Day Suspension
154	The complainant called the police to report domestic violence. The complainant alleged that officers failed to prepare a domestic violence police report and forced him to delete a cell phone video. The DPA's investigation established that the officers failed to comply with DGO 6.09, Domestic Violence, and one officer improperly asked the complainant to delete a cell phone video. The complainant also alleged he was treated unfairly because one officer knew the complainant's ex-partner. The DPA found the complainant's allegation to be unfounded.	Officer 1	Neglect of Duty	Failing to comply with DGO 6.09, Domestic Violence	Chief Agreed	Chief Disciplined	Written Reprimand	1-Day Suspension
			Conduct Reflecting Discredit	Inappropriate behavior and comments	Chief Agreed			
		Officer 2	Neglect of Duty	Failing to comply with DGO 6.09, Domestic Violence	Chief Agreed	Chief Disciplined	Written Reprimand	1-Day Suspension
155	The complainant stated he was detained without justification and that the officers failed to provide medical attention. In addition, the complainant alleged that one officer made rude comments. The DPA found the complainant's allegations to be not sustained. The DPA, however, found that the officers failed to comply with DGO 10.11, Body Worn Cameras.	Officer 1	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failing to comply with DGO 10.11, Body-Worn Cameras	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
156	The complainant was struck by a bicyclist while crossing the street. The complainant stated that the responding officer who prepared the traffic collision report failed to interview her and that the report contained inaccurate information. The DPA found the complainant's allegation against the officer to be sustained.	Officer 1	Neglect of Duty	Failing to take required action	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
157	The complainant went to a police station to report being physically attached by an elderly parent who suffers from dementia. The complainant stated he was detained and subsequently arrested for no apparent reason. The co-complainant stated that officers seized a knife without issuing a property receipt. In addition, the complainant alleged that officers failed to provide medical treatment. DPA's investigation established that the complainant's detention and arrest were justified, lawful, and proper. The DPA found the complainant's allegations of failing to process property and failing to provide medical treatment to be unfounded. The DPA found, however, that the officers searched the complainant's room without cause and that the officer who wrote the incident report failed to mention the search in the report.	Officer 1	Unwarranted Action	Improper search or seizure	Chief Agreed	Chief Disciplined	1-Day Suspension	1-Day Suspension
			Neglect of Duty	Preparing an inaccurate or incomplete incident report	Chief Agreed		1-Day Suspension	1-Day Suspension
		Officer 2	Unwarranted Action	Improper search or seizure	Not Applicable	Officer Retired	Not Applicable	Officer Retired
158	The complainant stated she and her friend were wrongfully arrested for being drunk in public and that the arresting officers used unnecessary force. In addition, the complainant alleged the officers behaved inappropriately. The DPA found the arrest to be a training failure and the unnecessary force allegation to be unfounded. The DPA, however, found that one officer was discourteous towards the complainant and made inappropriate comments.	Officer 1	Conduct Reflecting Discredit	Conduct reflecting discredit	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand
			Discourtesy	Profane statements	Chief Agreed			
159	The complainant stated he observed officers working with the Department of Public Works to clear a homeless encampment. The complainant alleged that the officers failed to bag-and-tag a homeless individual's belongings and asked him to stop video recording the incident. In addition, the complainant alleged that he was denied a private person's arrest and that the officers behaved inappropriately toward him. The DPA found these allegations to be either proper conduct or unfounded. The DPA, however, found that one officer failed to provide his star number when the complainant requested it.	Officer 1	Neglect of Duty	Failing to provide star number	Chief Disagreed	Not Disciplined	Written Reprimand	No Discipline
160	The complainant reported to police that her elderly parent with dementia was missing. Later in the evening, the complainant learned that SFPD officers located her parent in a disabled vehicle, towed the vehicle, and released her parent from the scene. The DPA found that the officers failed to comply with DGO 6.10, Missing Persons.	Officer 1	Neglect of Duty	Failing to take required action	Chief Agreed	Not Disciplined	Admonishment	Not Applicable
		Officer 2	Neglect of Duty	Failing to take required action	Chief Agreed	Chief Disciplined	Written Reprimand	1 Day Suspension
		Officer 3	Neglect of Duty	Failing to take required action	Chief Agreed	Chief Disciplined	Written Reprimand	1 Day Suspension

Improper Conduct Cases: Chief's Findings and Officer Discipline

June 2017 - December 2019

Case #	Case Summary	Officer	Allegation Type	Allegation Description	Did Chief agree?	Was the officer disciplined?	DPA Recommendation	Chief's Discipline
161	The complainant stated that her client was detained and searched without cause. In addition, the complainant alleged that the officers failed to immediately turn on their body-worn cameras. The DPA found that the complainant's client was detained and searched without cause and that officers failed to immediately turn on their body-worn cameras. The complainant also alleged that her client was arrested without cause and that the officer engaged in biased policing. The DPA found insufficient evidence to prove or disprove that the arrest was made without cause and that the officer engaged in biased policing. The DPA found that one officer detained and searched a person without cause and that two officers failed to comply with body-worn camera policies.	Officer 1	Unwarranted Action	Detaining a person without reasonable suspicion	Commission Case	Pending Commission Hearing	11-Day Suspension	Commission Case
			Unwarranted Action	Conducting an improper search or seizure	Commission Case			
		Officer 2	Neglect of Duty	Failing to activate a body-worn camera	Commission Case	Chief Disagreed	Not Disciplined	Written Reprimand
162	The complainant stated he was illegally parked in a red zone when he was unnecessarily detained and searched. In addition, the complainant alleged that the officers used unnecessary force, searched his vehicle, and behaved inappropriately at the scene. The DPA found that the complainant's detention and the search of his vehicle were justified, lawful, and proper. The DPA also found that the officers used reasonable force and that the officers behaved appropriately. The DPA, however, found that the search of the complainant was improper and that one officer failed to report his use of force as required by DGO 5.01.	Officer 1	Unwarranted Action	For conducting a pat search without cause	Commission Case	Pending Commission Hearing	11-Day Suspension and Written Reprimand	Commission Case
			Neglect of Duty	Failing to report use of force	Commission Case			
163	The complainant stated that officers failed to cite a double-parked vehicle. When he confronted the officers, the complainant stated he was issued a citation. In addition, the complainant stated that when he complained about the citation to a commanding officer, the commanding officer said that the citation would be dismissed. The DPA found the officers' actions at the scene to be lawful and proper. However, the DPA found enough evidence to establish that the complainant was cited only after he confronted the officers about their failure to cite the double-parked vehicle(s).	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Not Disciplined	Admonishment	Not Applicable
164	The complainant and her companion were taken into custody for being drunk in public. The complainant alleged that officers used unnecessary force and behaved inappropriately towards her and her companion. The DPA found the officers' use of force to be justified, lawful, and proper. The DPA, however, found that one officer spoke inappropriately toward the complainant, and that the complainant's arrest resulted from inadequate training.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior	Chief Agreed	Chief Disciplined	3-Day Suspension	Written Reprimand
165	The complainant stated that officers entered his home and detained him and his family members. The complainant also stated that, after the officers searched his home, they left without giving him any paperwork. The DPA found that the officers entered and searched the complainant's home without cause, and that the complainant was detained without justification. In addition, DPA found that the officers failed to comply with DGO 5.03, Investigative Detentions, and DB 18-256, Body-Worn Cameras.	Officer 1	Unwarranted Action	Detention without justification	Commission Case	Pending Commission Hearing	30-Day Suspension	Commission Case
			Unwarranted Action	Detention without justification (occupants)	Commission Case			
			Unwarranted Action	Entering and searching a residence without cause	Commission Case			
			Neglect of Duty	Failing to comply with DGO 5.03, Investigative Detentions	Commission Case			
			Neglect of Duty	Failing to comply with DB 18-256, Body-Worn Cameras	Commission Case			
		Officer 2	Unwarranted Action	Detention without justification	Commission Case	Pending Commission Hearing	11-Day Suspension	Commission Case
			Unwarranted Action	Failing to properly investigate	Commission Case			
			Neglect of Duty	Failing to comply with DGO 5.03, Investigative Detentions	Commission Case			
		Officer 3	Unwarranted Action	Entering and searching a residence without cause	Commission Case	Pending Commission Hearing	20-Day Suspension	Commission Case
			Neglect of Duty	Failing to comply with DGO 5.03, Investigative Detentions	Commission Case			
Officer 4	Neglect of Duty	Failing to comply with DB 18-256, Body-Worn Cameras	Commission Case	Chief Agreed	Chief Disciplined	Written Reprimand	Written Reprimand	