



ANNUAL REPORT 2018

Photo by Eric Maxey

Department of Police Accountability

sfgov.org/dpa

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EXECUTIVE SUMMARY

The Department of Police Accountability (DPA) has undergone major changes since my appointment in June 2017, focusing on progressing toward a renewed vision of civilian police oversight in San Francisco. In 2018, our investigative teams worked diligently to address a backlog of cases from previous years while opening 31% more cases than in 2017. While the issues we have confronted are numerous and complex, I believe the DPA is on track to better serve its core missions of investigation, mediation, policy reform, outreach, and auditing over the next year.

Internal Reforms

I accomplished key internal reforms over the past year, including restructuring the legal, investigation, and mediation divisions. I implemented a new case triage system and a team model for investigations that resulted in a 39% reduction in the average time to investigate cases and a 293% performance improvement on completing sustained case investigations within the DPA's nine-month goal. We have continued our work on the U.S. Department of Justice Community Oriented Policing Services Collaborative Reform process and have made progress in reshaping both our policy and auditing functions. Our legal division prepared for changes to state public records request law under Senate Bill 1421 and Assembly Bill 748, which will enhance transparency. A highlight of the year was partnering with consulting firm Slalom through the Civic Bridge program, which inspired comprehensive efforts to modernize operations using technology and strategic planning.



Photo by Ben Gebo

Reporting

We have greatly simplified our weekly, monthly, quarterly, and annual reports by removing duplicative and obsolete information. More importantly, we have continued to make our data more transparent and accessible for public consumption and peer review. One particularly successful accomplishment was the creation of the digital Henderson Report, which greatly simplified the internal process for notifying SFPD commanding officers of new misconduct allegations. By converting this mandatory process to a digital one, the DPA eliminated thousands of pages of paper waste per year and sped up the process for notifying commanding officers of potential misconduct within their ranks.



59% of sustained case investigations met the internal 9-month completion goal, a 293% improvement over last year

Staffing

One of my highest priorities has been to fill our vacant positions, especially the long vacant investigator positions, and to restructure our personnel and workflow. In February 2018, we were finally able to hire five new investigators, which greatly contributed to a reduction in caseloads. To fulfill our new audit responsibilities, we worked with the Office of the Controller to build an Audit Team. Additionally, I hired a senior business analyst to manage a major overhaul of our IT infrastructure. We also increased the size of the mediation and outreach team from one person to three people. This contributed to a spike in complaints as more people learned about our agency through our tremendous outreach efforts and through newly translated outreach materials.

Looking Ahead

In the coming year, the DPA plans to build on the success achieved in 2018 by implementing a new Case Management System, modernizing the web portal for making online complaints, publishing real-time data on our website, finalizing our Strategic Plan, fulfilling record requests under new state law (Senate Bill 1421 and Assembly Bill 748), participating in the implementation of a Serious Incident Review Board, completing our first audit of SFPD, and hosting a regional executive symposium on emerging issues in California civilian oversight. The DPA is also working on a strategic plan to align all projects with the agency's mission and develop a framework for measuring success year over year.

We have a great many projects under way. I am very excited about this new direction and look forward to continuing to work with the San Francisco Police Commission to make the DPA as successful as possible.



Paul Henderson
Executive Director

2018 CASES AND ALLEGATIONS

659 Cases Opened

1524 Instances
of Misconduct
Were Alleged



**697 OFFICERS HAD
AT LEAST ONE
ALLEGATION OF
MISCONDUCT**

85% had more than one allegation of misconduct
30% had more than five allegations of misconduct
8% had more than 10 allegations of misconduct



**546 CASES
INVESTIGATED
& CLOSED**

49 Cases were
sustained

In the 49 sustained cases,
116 allegations of
misconduct were proven
against 79 officers



**9% OF INVESTIGATED CASES
WERE SUSTAINED**

ABOUT OUR OFFICE

The Department of Police Accountability (DPA) is the independent and impartial oversight agency responsible for investigating complaints against San Francisco Police Department (SFPD) officers, investigating SFPD officer-involved shooting incidents, providing policy recommendations, and conducting biannual performance audits. The DPA has investigated and mediated complaints about officers and SFPD policy since 1983. Information learned during investigations and audits allows the DPA to make policy recommendations to the Police Commission and the SFPD.

The DPA provides a safe space for people to share their experiences and communicate the impact that police contact can have on vulnerable and economically underserved communities. The DPA is a lifeline for many community members during their worst moments. At a time when the public desires a path toward justice and equity, civilian oversight can bridge gaps between law enforcement and the communities they serve.



Even when investigations do not reveal misconduct, the DPA fulfills an important role for the City by focusing attention on making community experiences transparent and by developing policies. Contact with the DPA gives community members an opportunity to be heard and to know that the City cares about fairness in the policing process. Hearing about pain points from the community also influences the DPA's outreach and education efforts and can lead to policy change at the SFPD.

The Department of Police Accountability provides independent and impartial oversight of the San Francisco Police Department through investigations, policy recommendations, and performance audits to ensure the City reflects the values and concerns of the communities it serves.

In addition to having a significant impact on individual lives, the DPA is in a unique position to effect change across the SFPD by enabling stakeholders to make data-driven decisions. The DPA is the steward of a vast amount of data, including investigative outcomes and audit findings. With the proper technical tools, the DPA will begin publishing and interpreting its data in new ways that are both meaningful and understandable to stakeholders and the public.

INVESTIGATION AND LEGAL TEAMS

This year, the investigation and legal teams brought renewed focus to improving investigative efficiency and internal collaboration. Development and implementation of new team models and case triage systems 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 goal for completing sustained case investigations**.

Investigative teams also worked diligently to address the remaining backlog of cases from previous years while opening **31% more cases than in 2017**. Under the new team-based model, investigators and lawyers worked closely together from the time complaints were filed through the investigation and closure of each case. This helped the DPA identify complex issues requiring extensive investigation early on, a technique for avoiding backlogs.

**39% reduction
in the average time
to investigate
cases**

**659 cases
opened**

**609 cases
closed**

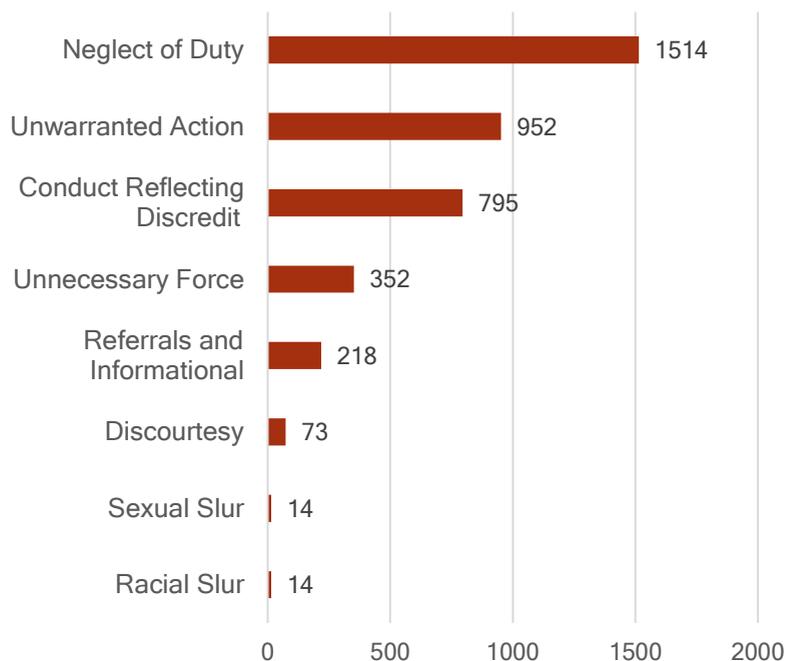
Caseloads and Closure Goals

The DPA opened **659 new cases** and closed **609 cases**, many of which had been pending for years. In 2017, a backlog of cases dating back to 2011 were still open and pending. By the end of 2018, all 2011, 2012, 2013, and 2014 cases were closed. Only six active cases from 2015 and 2016 remained open, all of which had exceptions to the general one-year time limit for investigations. Of cases opened in 2018 or earlier, 288 were pending at the end of the year, 24% more than were pending at the close of 2017. Of the 288 pending cases, 274 were opened in 2018, 9 were opened in 2017, 3 were opened in 2016, and 2 were opened in 2015.

The most common complaints had to do with officers failing to take action or follow a rule (Neglect of Duty), officers taking impermissible action (Unwarranted Action), officers behaving inappropriately or making inappropriate comments (Conduct Reflecting Discredit), and officers using more force than was called for in a situation (Unnecessary Force).

On average, completing an investigation took 158 days. Of the 609 cases closed in 2018, **DPA investigators completed 468 cases (77% of cases) within the internal 9-month goal, a 43% improvement over the previous year**.

Allegation Totals by Type



TOLLING

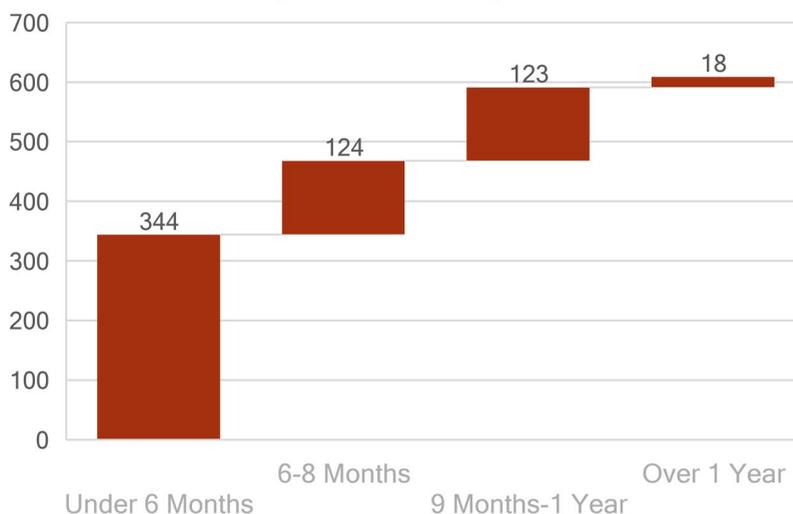
Tolling occurs when a special condition extends the legal deadline for finishing an investigation. The most common example is when an officer is on medical leave and therefore unavailable for questioning.

Twenty percent of cases, or 123 investigations, were completed after the 9-month goal but within the general one-year deadline. It took more than a year to close 18 cases (3% of cases), of which 9 were exempt from the one-year deadline due to tolling. Fifty nine percent of sustained cases were completed within the 9-month goal. The average caseload per investigator was 15 cases, compared with 18 cases during 2017. Investigator caseloads are now aligned with industry best practices.

Keane Report

Each year, the DPA reports on the progress of cases during the initial investigation stage and the status of open cases. At the end of the year, the DPA had completed intake on 616 of 659 cases from 2018 and had closed 389 cases, or 59%, of its 2018 cases, leaving 270, or 41%, of 2018 cases pending. The full Keane Report is available online.¹

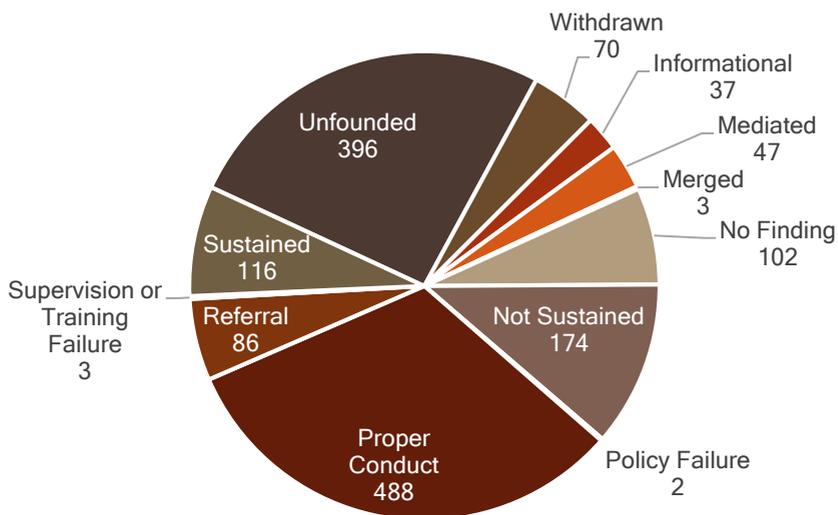
Length of Investigations



Investigation Findings

Of the 1524 allegations resolved, 116 were Sustained; 488 were deemed Proper Conduct; 396 were deemed Unfounded; 174 were Not Sustained; 3 deemed Supervision or Training Failure; 86 were Referred; 37 were Informational; 70 were Withdrawn; and 102 had No Finding. No Finding outcomes occur when the complainant does not provide required evidence, the officer is not reasonably identifiable, or the officer retires or resigns before the investigation concludes, which precludes discipline.

Findings



¹ https://sfgov.org/dpa/sites/default/files/DPA_2018_Keane_Report.pdf

ALLEGATIONS and their definitions

Allegations are a way to describe officer misconduct and are usually brought at the beginning of an investigation. There are seven categories of allegations used to describe officer misconduct. For any case, there can be multiple allegations against each involved officer.

UNNECESSARY FORCE

An officer used more force than was reasonably needed to perform a necessary police action.

UNWARRANTED ACTION

An officer's actions were unnecessary or unrelated to a legitimate police purpose.

CONDUCT REFLECTING DISCREDIT

An officer's actions undermined public confidence or reflected poorly on the Police Department.

NEGLECT OF DUTY

An officer failed to complete a required task.

RACIAL AND SEXUAL SLURS

An officer's behavior or language meant to belittle a person based on race, ethnicity, gender, or sexual orientation.

DISCOURTESY

An officer used profanity.

Except for special situations, every allegation gets a finding at the close of an investigation.

FINDINGS and their definitions

Every allegation gets its own finding at the end of an investigation. A "sustained" finding means that the DPA proved an allegation by showing that, more likely than not, an officer broke a rule or a law.

SUSTAINED

The evidence proved that an officer broke a rule or a law. An allegation is sustained when an officer does something improper or fails to complete a required task.

PROPER CONDUCT

The officer's actions complied with police rules, training, and applicable laws.

UNFOUNDED

Allegations are unfounded when:
1) A complaint was made about something that did not occur, or
2) an officer specifically identified by the complainant was not actually involved.

NOT SUSTAINED

There was not enough evidence to prove or disprove the allegation.

SUPERVISION OR TRAINING FAILURE

The officer's improper actions or failure to complete a required task were the result of inadequate supervision or training.

POLICY FAILURE

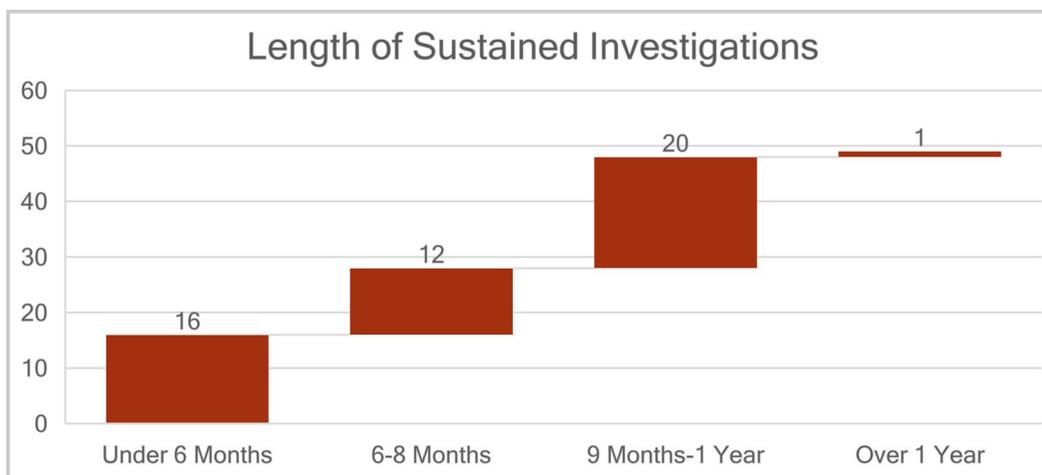
Although the officer's actions complied with police rules, the DPA recommends that the rules be changed.

NO FINDING

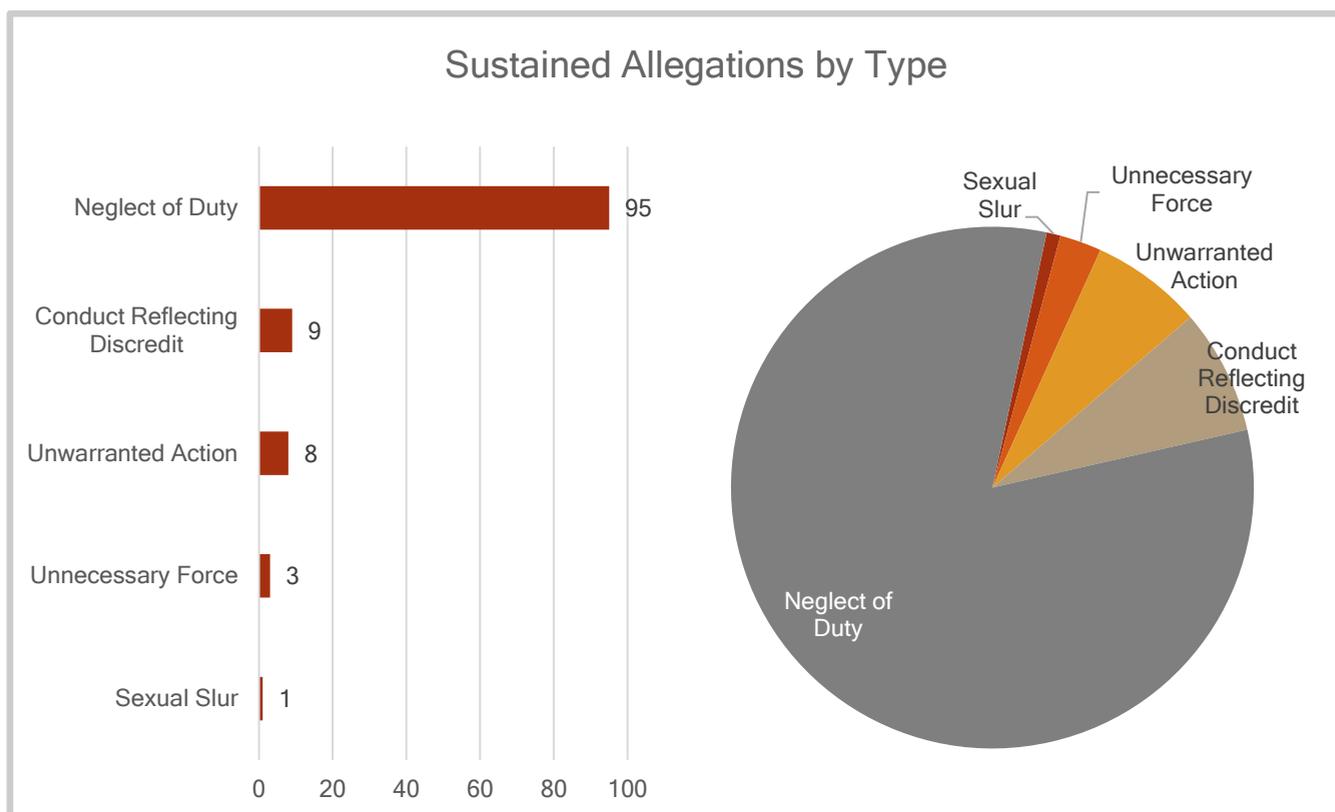
No finding outcomes occur under four circumstances: 1) the complainant withheld necessary evidence, 2) the complaint was withdrawn, 3) the involved officer could not reasonably be identified, or 4) the officer is no longer employed by SFPD and therefore cannot be disciplined.

Sustained Cases

Sustained cases have at least one proven allegation of misconduct. The DPA sustained 49 cases out of 546 investigated cases, resulting in a 9% sustained rate. Of the 49 sustained cases, DPA investigators closed 29 sustained cases (59% of sustained cases) within the 9-month goal, a 293% improvement over the previous year. Nineteen sustained cases closed within the general one-year deadline. The DPA took more than a year to close 1 sustained case that was exempt from the one-year rule.



Of the 116 sustained findings, 95 were Neglect of Duty; 9 were Conduct Reflecting Discredit; 8 were Unwarranted Action; 3 were Unnecessary Force; and 1 was Sexual Slur.



NEW PROTOCOLS FOR MEASURING SUSTAINED CASE FINDINGS AT THE DPA

In an ongoing commitment to increase transparency and disseminate accurate data, the DPA updated its method for calculating the rate of cases with sustained, or substantiated, misconduct. The DPA undertook an internal review and best practices examination before implementing this change. Two relevant west coast agencies were examined: Oakland's Community Police Review Agency (CPRA) and Portland's Independent Police Review Division (IPR). These agencies differ from the DPA in their number of investigators and the size of their jurisdictions. However, they follow oversight models similar to the DPA's in that each agency employs civilian investigators to conduct administrative investigations when members of the public allege misconduct by local law enforcement.

The DPA learned that, while IPR and CPRA investigate all allegations that are submitted, they only include certain types of investigations when determining their sustained rates. This information prompted the DPA to reevaluate its current standards for measuring sustained rates.

The DPA's investigations result in one of ten possible findings. Typically, the DPA's cases that result in a finding of "Information Only" are complaints where the DPA determines that the alleged misconduct involves a non-SFPD officer or a non-sworn SFPD employee. Since the DPA's jurisdiction is limited to sworn SFPD officers, the DPA forwards misconduct complaints involving non-SFPD officers to the appropriate agency and renders an "Information Only" finding. "Information Only" cases are typically closed within fifteen (15) days of receiving the complaint and therefore require fewer DPA resources than other investigations. Mediation cases follow an alternative path and typically involve little investigation. When a case is transferred to the mediation division, the underlying complaints are reviewed by the mediation coordinator and resolved in independent sessions with trained mediators. Mediated cases result in a finding of "Mediation." In 2017, "Mediation" and "Information Only" investigations accounted for nearly 20% of the DPA's cases. In 2018, "Mediation," "Information Only," and "Withdrawn" cases accounted for 10% of the DPA's cases.

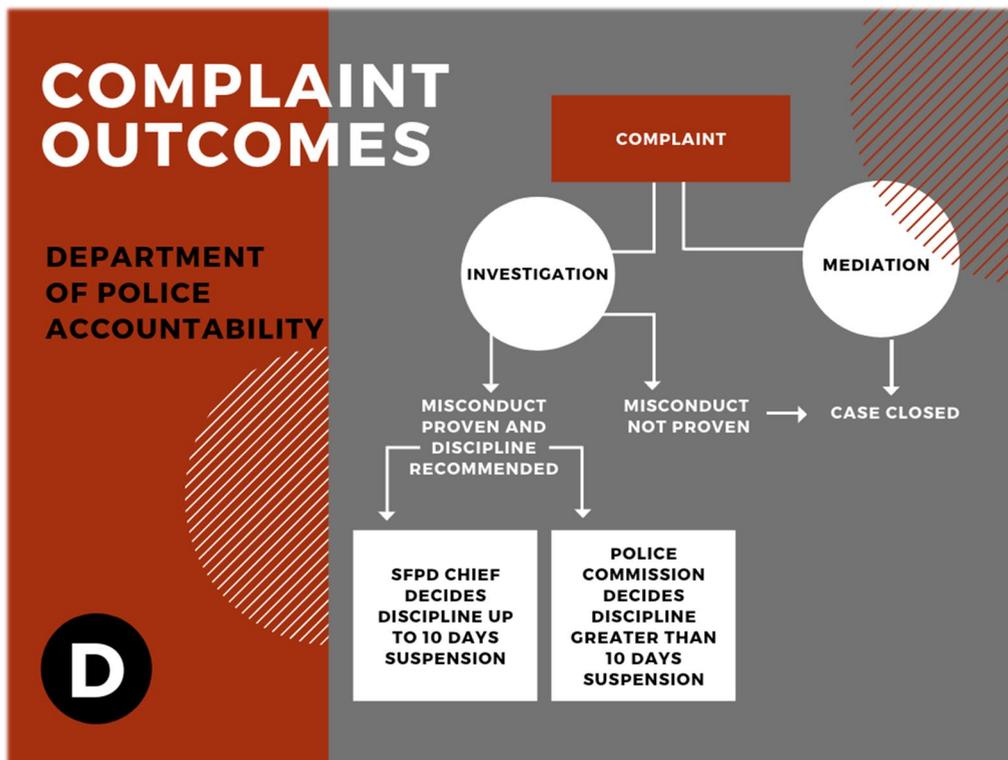
Because "Information Only" and "Mediation" cases are handled in a different manner than complaints requiring full investigations, the DPA will no longer include them when determining sustained rates for findings of officer misconduct. Additionally, cases where no findings were reached due to a withdrawal will not be considered when calculating sustained rates. Similar to CPRA, the DPA will calculate sustained rates based on the number of DPA complaints involving a full investigation. This change in sustained rate calculation will enable the DPA to more accurately measure and report on those cases that required a full investigation and DPA determination concerning police misconduct.



116 allegations in 49 cases were sustained

9% of investigated cases were sustained

In 2018, the DPA closed 609 cases, of which 23 were mediated and 40 were referred for lack of jurisdiction, voluntarily withdrawn, or purely informational. Subtracting the mediated, referred, withdrawn, and purely informational cases brought the DPA’s investigated and closed case total to 546 cases. Of the 546 investigated cases, the 49 sustained cases represent a 9% sustained case rate for 2018. In comparison, the 2018 sustained case rate for Portland’s IPR was 3.2% (CPRA’s sustained rate was unavailable as of this report’s publication).



ADJUDICATION AND DISPOSITION OF SUSTAINED CASES: JULY 2017 THROUGH DECEMBER 2018

When misconduct is proven, the DPA Director sends investigation results and discipline recommendations to the Chief of Police. The DPA Director and Chief of Police discuss any case where the Chief disagrees with the DPA’s findings and discipline recommendations. Although the DPA makes independent investigative findings and disciplinary recommendations, only the Chief of Police and the Police Commission have the power to *impose* discipline.

For cases warranting discipline of a 10-day suspension or less, the Chief of Police has the primary authority to discipline officers. If the Chief of Police does not agree with the DPA’s findings or disciplinary recommendations for cases involving a 10-day suspension or less, there is no process for the DPA to appeal to the Police Commission.

SEE APPENDIX A FOR CASE DETAILS

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES July 2017 - December 2018									
Case #	Case Summary	Officer	Offense	Investigation Status	Discipline Recommended	Discipline Imposed	Appeal Status	Final Outcome	Notes
1	Officer 1 - Unlawful Use of Force: Officer 1 used excessive force during a traffic stop.	Officer 1	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
2	Officer 2 - Unlawful Use of Force: Officer 2 used excessive force during a traffic stop.	Officer 2	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
3	Officer 3 - Unlawful Use of Force: Officer 3 used excessive force during a traffic stop.	Officer 3	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
4	Officer 4 - Unlawful Use of Force: Officer 4 used excessive force during a traffic stop.	Officer 4	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
5	Officer 5 - Unlawful Use of Force: Officer 5 used excessive force during a traffic stop.	Officer 5	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
6	Officer 6 - Unlawful Use of Force: Officer 6 used excessive force during a traffic stop.	Officer 6	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
7	Officer 7 - Unlawful Use of Force: Officer 7 used excessive force during a traffic stop.	Officer 7	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
8	Officer 8 - Unlawful Use of Force: Officer 8 used excessive force during a traffic stop.	Officer 8	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
9	Officer 9 - Unlawful Use of Force: Officer 9 used excessive force during a traffic stop.	Officer 9	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	
10	Officer 10 - Unlawful Use of Force: Officer 10 used excessive force during a traffic stop.	Officer 10	Unlawful Use of Force	Investigation complete	10-day suspension	10-day suspension	Not appealed	10-day suspension	

The DPA may only file charges with the Commission if an officer's misconduct warrants discipline greater than a 10-day suspension.

Reporting on Sustained Case Outcomes

The DPA published its first ever analysis of disciplinary outcomes for sustained cases in the third quarter of 2018. This type of report is part of an overall effort to increase transparency around investigations and discipline.



The Chief of Police decides discipline up to and including 10-day suspensions on cases sustained by the DPA

Because disciplinary recommendations and decisions exist as paper records, this analysis was accomplished through a manual review of each investigative report and with the help of staff from the SFPD's Legal Division. Outcomes for several cases are marked as "Unknown." This occurred most often when the SFPD was unable to locate records to provide the outcome of discipline for a case.



The DPA can file Commission charges for sustained cases meriting discipline greater than a 10-day suspension

The disciplinary process can extend over several months if an officer appeals a disciplinary decision. Because many investigations completed in 2017 were decided in 2018, the reporting period for this analysis is July 1, 2017–December 31, 2018. See Appendix A for the full Disposition Report.

Analysis of Sustained Case Dispositions

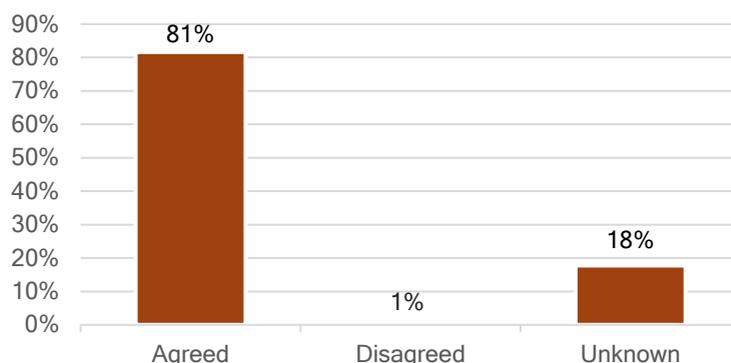
The DPA concluded that a preponderance of the evidence supported a finding of misconduct in 79 cases during the reporting period. In total, the DPA sustained 170 allegations against 130 officers. For each officer, the DPA made disciplinary recommendations tailored to the severity of the conduct and the officer's individual disciplinary history. Recommendations were based on Commission-approved discipline guidelines. All cases were forwarded to the Chief of Police for disciplinary decisions.

ANALYSIS SCOPE

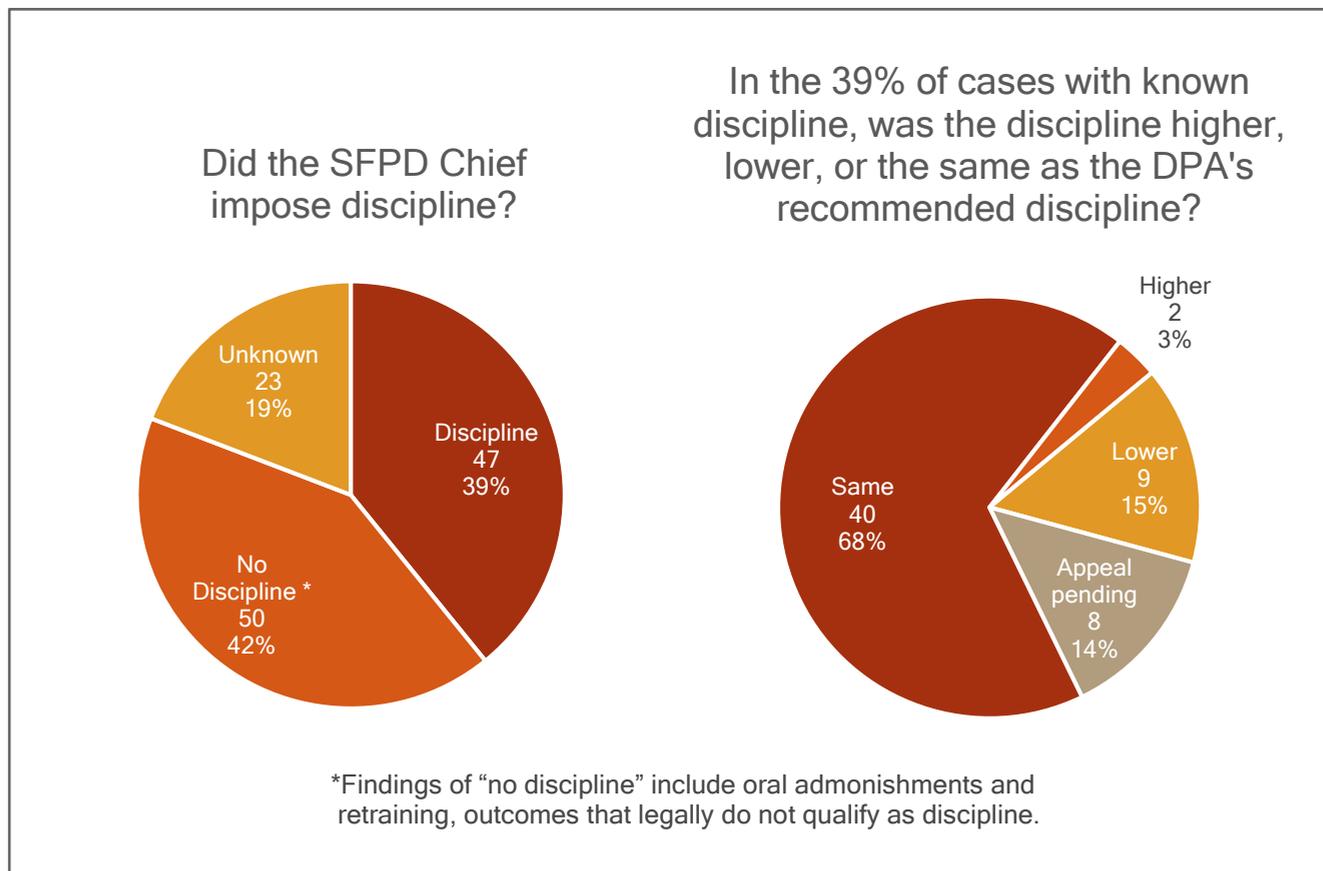
18 months
79 cases
130 officers
170 allegations

The DPA analyzed whether the Chief agreed with the DPA's sustained findings and whether the Chief adopted the DPA's recommended discipline over an 18-month period. Although the DPA recommends specific discipline for each officer, only the Chief and Commission have the power to impose discipline. The DPA found that the Chief agreed with 81% of the DPA's sustained findings and disagreed with 1%. The Chief's decisions for 18% of cases were unknown as of this report's publication. Because the DPA does not

Did the SFPD Chief agree with the DPA's sustained findings?



impose discipline, the DPA's records are dependent on the SFPD providing these records.



CASES OF NOTE

Officer-Involved Shootings

When an officer-involved shooting (OIS) occurs, the DPA is notified of the occurrence, responds to the crime scene, and conducts an immediate investigation. While officer-involved shooting investigations are tailored to the specific needs of each case, the DPA routinely examines the incident location, canvasses for witnesses, gathers documentary evidence, and interviews witnesses and officers. The DPA attends the town hall meeting held by the SFPD after an OIS and, in some cases, meets with community groups and leaders to hear specific concerns.

THE DPA
INVESTIGATES ALL
OFFICER-INVOLVED
SHOOTINGS THAT
RESULT IN DEATH OR
INJURY. THIS NEW
AUTHORITY BEGAN
IN 2016 WITH THE
PASSAGE OF
PROPOSITION D.

ADMINISTRATIVE CODE 96.11

In 2018, the DPA opened five officer-involved shooting cases and closed six, many of which began in previous years. In 2018, the DPA initiated investigations into the officer-involved shootings of Jesus Adolfo Delgado-Duarte, Jihad Eid, and Oliver Barcenas.

The DPA also investigated two officer-involved shootings involving moving vehicles. The DPA continued to investigate nine other officer-involved shooting incidents from previous years.

In 2018, the DPA created specialized trainings for officer-involved shooting investigations and planned a pilot program for forming a team of investigators with specialized training.

Other Investigations of Note

The DPA investigated the arrest of a juvenile girl on Market Street. The complaint accused law enforcement officers of using excessive force in apprehending the girl. The DPA received a complaint regarding the arrest of a Bay Area activist. The DPA concluded its investigation of a complaint regarding an officer who obstructed a skateboarder, causing the skateboarder to fall and sustain serious injuries. The DPA concluded its investigation into a complaint regarding video footage published by NBC Bay Area that showed a plainclothes SFPD officer threatening individuals with deportation. At the end of 2018, the DPA continued to investigate a complaint regarding racist and homophobic text messages by members of the San Francisco Police Department.

Mediations of Note

A man complained about being detained while visiting a police station. He explained that the ordeal had left him traumatized and fearful of law enforcement. During the mediation, a supervising officer explained the measures put in place to ensure officer safety and apologized for his unit detaining the complainant. The supervisor indicated that the detention should not have occurred. The complainant and officer had a meaningful discussion regarding their cultural differences and their miscommunication regarding the purpose of the complainant's visit to the district station.

In another case, a person complained that an officer was rude while interviewing her for a police report. During the mediation, the officer acknowledged and apologized for his prior unpleasant demeanor. The officer explained that he had just finished investigating an incident involving trauma. He also discussed the overall nature of his job, wherein officers respond to several calls per day, each involving varying degrees of seriousness. The officer indicated that he would be more mindful of his communication with complainants when responding from call to call.

CONFIDENTIALITY

In general, California law requires any police officer personnel records, including any records relating to complaints against police officers, to be kept confidential. Starting in 2019, certain police officer personnel records and records relating to specified incidents, complaints, and investigations involving police officers may be made available for public inspection pursuant to the California Public Records Act.

KNOW YOUR RIGHTS FOR YOUTH IN SAN FRANCISCO

SFPD Department General Order 7.01 guarantees special accommodations for juveniles who are detained, arrested, or taken into custody.

SEE BACK FOR SAFETY INFO



SCAN QR CODE for more information!

You have the right to know about:

- Being stopped on the street | Consensual Contact | Detention
- Miranda Rights | Consent | Pat Search | Bystander Rights
- What to do if you are arrested
- The protections for youth 17 years or younger under the Jeff Adachi Youth Rights Ordinance after an arrest
- Your rights with Immigration and Custom Enforcement (ICE)
- Your right to an interpreter/language services

www.sfgov.org/dpa/youth

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The DPA publishes a "Know Your Rights" Brochure for Youth, which can be found online at <https://sfgov.org/dpa/youth>.

CALIFORNIA PUBLIC RECORD REQUESTS

Public access to records expanded under California Government Code Section 6254 and Penal Code 832.7 in 2019.

POLICY

While disciplining individual officers is an essential component of law enforcement management, changes to police policies and practices directly impact the entire police force and the community it serves. The San Francisco City Charter requires the Department of Police Accountability to present quarterly recommendations concerning SFPD's policies or practices that enhance police-community relations while ensuring effective police services. Policy Director Samara Marion led the DPA's policy work.

Executive Sponsor Working Groups

The DPA participated in the SFPD's Executive Sponsor Working Groups, which addressed policies and practices concerning the use of force and accountability within the complaint and disciplinary processes, biased policing, and tasers. The DPA also continued its partnership with community-based organizations and the SFPD to enhance language access services, create a Deaf and Hard of Hearing Department General Order and advance the work of the Crisis Intervention Team Working Group.

Serious Incident Review Board

The DPA made multiple recommendations regarding the SFPD's policies and procedures following serious Use of Force incidents. The DPA has long advocated for the SFPD to evaluate officer-involved shootings by considering officer tactics and decision-making preceding uses of deadly force. In 2016, the Commission adopted this long-standing recommendation by revising Department General Order 5.01, Use of Force. The SFPD is now required to examine officer tactics and decision-making leading up to *all* uses of force. This year, to address the practical matter of implementing the new use of force evaluation standards for officer-involved shootings, the DPA recommended implementing a Serious Incident Review Board to replace the current Firearm Discharge Review Board (FDRB). This change would enable review of a broader range of force incidents. The DPA reaffirmed its long-held position that SFPD's Training Division provide written analysis of tactical, training, and weapon-related issues to the FDRB for any incident under review. The DPA also made the following recommendations to provide a more robust review of force incidents consistent with best practices and Department of Justice findings:

- Review of officer-involved shootings, in-custody deaths, and other force incidents be expanded to include analysis of the policy, training, and tactics that may have contributed to the incident;
- Expansion of information provided to the Police Commission and the public about Use of Force incidents and investigations and recommendations that result from the Review Board's consideration;
- Creation of a Serious Incident Review Board working group with representatives from the Police Commission, the SFPD, the DPA, and community stakeholders. The working group should make site visits to the Seattle Police Department and Los Angeles Police Department.

Body-Worn Camera Policy

Currently, officers are required to activate their body-worn cameras during detentions, arrests, and consensual encounters when speaking with a person who may have knowledge of criminal activity. Through complaint investigations, the DPA has documented multiple incidents where officers either failed to activate their body-worn cameras as required or activated their cameras late, causing the loss of critical evidence. Late activation occurred in several incidents where officers did not anticipate an encounter becoming a detention and in two critical incidents where officers were responding to reports of a crime in progress—the officer-involved shootings of Keita O’Neil and Nicholas Flusche. Officers also did not activate body-worn cameras during the May 11th officer-involved shooting on the 1500 block of O’Farrell Street.

To minimize mistakes and late activation, the DPA recommends that DGO 10.11 be revised to require officers to activate their cameras when responding to calls-for-service. This change would enable officers to record and preserve evidence of incidents such as consensual encounters that evolve into detentions or arrests.

Deaf and Hard of Hearing Accommodations

During the second quarter, the DPA continued its work on enhancing police protocols for Deaf and Hard of Hearing individuals. In November 2017, the DPA brought together a group of community stakeholders including deaf individuals to draft a Department General Order (DGO). The DPA initiated this project because of DPA complaint investigations involving deaf complainants, in addition to concerns raised within the Language Access Working Group about deaf domestic violence survivors receiving inadequate services.

CASE STUDY

A DEAF VICTIM WAS INCORRECTLY ARRESTED FOLLOWING A COLLISION. AMERICAN SIGN LANGUAGE INTERPRETATION SERVICES WERE NOT PROVIDED TO THE VICTIM, WHO WAS UNABLE TO GIVE A COMPLETE STATEMENT. AS A RESULT OF THE VICTIM’S ARREST, AN ABUSIVE HEARING PARENT GAINED CUSTODY OF THE VICTIM’S CHILD.

Meeting monthly, the Working Group researched best practices, drafted a proposed DGO and created an officer reference guide for use during traffic stops. The Working Group also identified different technologies to assist SFPD officers at the station and in the field to communicate with Deaf and Hard of Hearing individuals. Representatives from SFPD have also attended the Working Group and contributed to the proposed DGO and officer reference guide.

In May, the DPA and Commander David Lazar met with Chief William Scott to brief him on the progress of the Deaf and Hard of Hearing Working Group, to request funding authorization for videoconferencing through officers’ cell phones for American Sign Language interpreters, and to create an officer training video to accompany the roll-out of the Department General Order.

Domestic Violence and Sexual Assault Victim Incident Report Release

The DPA also made policy recommendations to ensure that victims of domestic violence, sexual assault, human trafficking, stalking, and elder abuse

obtain their incident reports within five days of their requests as mandated by Family Code §6228. The DPA recommended that the SFPD implement a system that provides victims their incident reports within the statutory deadline, provides related information on SFPD's website, monitors compliance with the statutory deadline, and reports to the Police Commission on a quarterly basis. Following April hearings before the Board of Supervisor's Public Safety Committee on the treatment of sexual assault survivors, the DPA attended monthly meetings with community stakeholders and made recommendations to enhance District Stations' services for sexual assault survivors that included the following:

- Require officers to use interview rooms for report-taking and interviewing to provide privacy to sexual assault reportees;
- Provide sexual assault reportees a copy of "Your Rights as a Survivor of Sexual Assault" prior to any interview or report-taking (Penal Code section 679.04);
- Comply with Penal Code section 679.04's mandate that a sexual assault survivor may have a victim advocate and support person present during interviewing and report-taking at District Stations;
- Inform a sexual assault survivor that the SFPD can conduct the interview and take the report at SF Women Against Rape's office;
- Use a certified bilingual officer, employee, or professional interpreter in all communications with Limited English Proficient (LEP) sexual assault reportees, including while interviewing and report-taking.
- Provide easily locatable information about sexual assault survivors' rights and resources on the SFPD's website.

**THE IMPACT OF
DOMESTIC VIOLENCE
AND SEXUAL ASSAULT
INCIDENT REPORTS**

**INCIDENT REPORTS ARE
IMPORTANT FOR DOMESTIC
VIOLENCE SURVIVORS. THEY
ARE NEEDED TO OBTAIN
RESTRAINING ORDERS, FOR
CUSTODY CONSIDERATIONS,
FOR RESIDENTIAL LEASE
PURPOSES, FOR WORK
RELEASES, AND TO
SUBPOENA OFFICERS FOR
COURT PROCEEDINGS.**

Visit the DPA's website for more information on the DPA's 2018 and archived policy recommendations.

POLICY RECOMMENDATIONS

[HTTPS://SFGOV.ORG/DPA/TOOLKIT](https://sfgov.org/dpa/toolkit)

IN-DEPTH ANALYSIS BY SUBJECT MATTER

COLLABORATIVE REFORM

The DPA continued efforts to work with the SFPD on the U.S. Department of Justice (DOJ) Community Oriented Policing Services (COPS) Collaborative Reform Process. In February 2018, the California Department of Justice assumed responsibility for collaboratively evaluating and reporting on ongoing reforms and the implementation of the DOJ's 272 recommendations to the SFPD, over 70 of which involve DPA participation. The DPA prioritized its focus on reforms related to Officer-Involved Shooting (OIS) investigations, the Firearms Discharge Review Board, and the working relationship between the DPA and the SFPD.

Officer-Involved Shooting (OIS) Cases

Starting in July 2016, Proposition D charged the DPA with investigating all officer-involved shootings resulting in death or injury. By the end of 2018, the DPA had addressed a backlog of OIS cases by closing 6 of 15 open OIS investigations, some of which were several years old. The OIS caseloads and closure rates were the highest in the DPA's oversight history. The DPA productively worked with the SFPD on improving notification of on-call staff when such shootings occur and regarding procedures for participation in on-scene briefings at shootings. These improvements allow the DPA to canvass for witnesses immediately after a shooting and to more promptly assess investigative needs.

Independent Investigations Bureau

The DPA collaborated with the District Attorney's Independent Investigations Bureau (IIB) regarding the procedures for taking and storing compelled statements from officers, as recommended by DOJ (Recommendation 18.3). The DPA provided a training for IIB explaining how the DPA's files are organized, the laws pertaining to their access, and the DPA's investigative procedures. The DPA also changed the advisements provided to officers during questioning to make a clearer record as to which statements were compelled. Finally, the DPA entered into a memorandum of understanding with IIB formalizing the way the agencies work together and share information.

COLLABORATIVE REFORM

At the request of the former Mayor and Police Chief, the U.S. Department of Justice assessed SFPD's policies and practices in response to community concerns regarding several controversial officer-involved shootings.

AUDIT UNIT

The DPA is responsible for biannual audits of police use of force practices and disciplinary outcomes for officer misconduct cases.

Passed by voters in November 2016, Proposition G amended the City Charter, Section 4.136(k), and requires the DPA to conduct a performance audit or review every two years of police officer use-of-force practices and SFPD's handling of claims of officer misconduct. As the DPA began building its own audit capacity, the DPA engaged the Controller to perform an audit on its behalf. After consulting the DPA and reviewing the U.S. Department of Justice's assessment of the SFPD, the Controller decided to audit the accuracy and completeness of the SFPD's calendar year 2017 use-of-force reporting.

There are significant differences in the purpose, scope, methodology, and outcomes of this audit and the reports the SFPD produces to fulfill the requirements of the San Francisco Administrative Code, Chapter 96A. In 2018, the Controller's Audits Division was actively collecting sufficient and relevant evidence to reach conclusions on the accuracy and completeness of the SFPD's reported use-of-force data. The final audit report will be published in 2019 and will provide objective analyses, findings, and conclusions, contribute to public accountability, and assist management and those charged with governance and oversight in initiating any necessary corrective action.

DEPARTMENT OF POLICE ACCOUNTABILITY

AUDIT TIMELINE

Use of Force Practices Audit





MEDIATION

Mediation is an essential component of the DPA's work as it allows direct communication between officers and the public. With the assistance of skilled mediators, citizens and officers can engage in meaningful exchanges of ideas and experiences. Community members are affected by encounters with officers and the mediation team strives to substantially improve interactions between the two groups. Mediation offers a tangible way for community members

to participate in the accountability process, to feel heard, and to be a part of changing perspectives and relationships.

The Department of Police Accountability's award-winning mediation program underwent significant change this year, reaching the highest staffing level in DPA history by expanding to two employees in April 2018, including Mediation Director, Sharon Owsley, and Mediation and Programs Coordinator, Chanty Barranco. The team worked on developing its first-ever strategic plan with the goals of creating public value, effecting system change, and continuing to be recognized as a model for the delivery of high-quality and impactful mediation services for the SFPD and the community.

The team's initial priorities were to clear a case backlog, identify experienced and skilled mediators, and inform those mediators of the new administration and changes in protocol. To start the summer, the mediation program launched the DPA's inaugural Mediation Forum to current and prospective mediators. Over 100 people from across the Bay Area attended. The event kicked off with a keynote presentation honoring the achievements of the former Mediation Coordinator and highlighting the new program goals and opportunities for mediators to become more involved with the DPA's outreach efforts. Mediators also heard from Deputy Director Erick Baltazar, who provided a briefing on the investigation process, and Denise Asper of the United States Court of Appeals for the Ninth Circuit, who discussed Restorative Justice based on the Mediation model. Finally, the team introduced a new training series for DPA mediators and discussed qualifications and logistics. The DPA began receiving new mediator applications immediately following the event. Many applicants were also interested in participating in the DPA's outreach opportunities.

Restorative justice is an approach to public safety that incorporates community engagement and problem solving. The method relies on both formal and informal solutions to bring relief to aggrieved parties.

After reviewing national mediation best practices, Ms. Owsley instituted several changes to the mediation program. The DPA mediation team began observing all mediations to ensure that high-quality services were consistently delivered and that procedural justice principles were followed. The new practice of observing mediations enhanced the team's ability to insightfully pair mediators with complainants and the issues they present, as the team

became more attuned to each mediator's skills and strengths. Another significant change was that the mediation coordinators greatly expanded the briefings given to complainants and officers on the purpose of mediation, the rules of engagement, and the good faith expectations for both sides.

Mediation is a voluntary process and cases are subject to a screening process to determine officer eligibility. With the new team in place, the DPA redirected for investigation a backlog of cases that were considered for mediation and deemed ineligible. In 2018, 4% of cases were mediated. Throughout the year, a total of 75 prospective cases were evaluated for mediation. Of the 75 cases considered, 23 cases were mediated. At the end of the year, the DPA mediation team continued to strive for participation and worked on plans to expand the program using restorative justice principles throughout the complaint process.



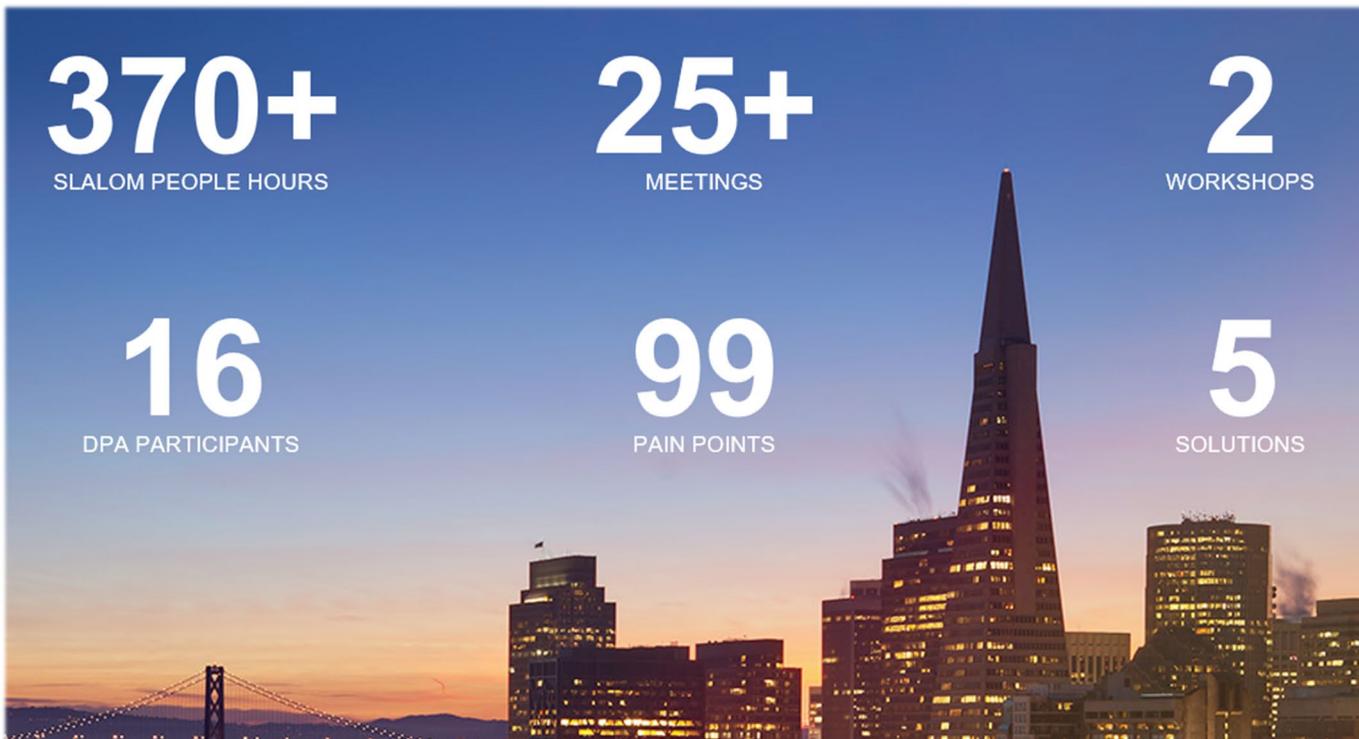
OPERATIONS

The DPA worked to modernize its technology infrastructure to enable the efficient processing of an increasing caseload, the publication of meaningful and useful data, and the use of data-driven capabilities. Through new staff and strategic partnerships, the DPA began a digital transformation by reenvisioning its case management system and website.



Civic Bridge Partnership

Slalom Consulting donated \$120,000 of consulting services to the DPA through the Office of Civic Innovation's Civic Bridge Fall 2018 cohort. The goal of the engagement was to outline a technology framework to support the DPA's mission. The team created a journey map to reexamine the experience of complainants, how the DPA accomplishes work, and challenges with the existing workflow. The DPA had not undertaken this type of business analysis in over



20 years. The collaboration resulted in an outline of a case management plan that would empower team collaboration, enable automated reporting, support data-driven capabilities, track internal performance, identify patterns to support policy recommendations, and manage

complainant interaction. At the end of 2018, the DPA used the outline to publish a Request for Quotes for a new case management system.

Operational Efficiencies

The Civic Bridge engagement went beyond providing case management system recommendations by making a holistic assessment of the DPA's needs. Through a journey mapping process, Slalom Consulting identified five high-impact solution areas for success, setting up the DPA's goals for 2019.

The Impact of Data-Driven Capabilities

The DPA is the steward of a vast amount of police misconduct data spanning 36 years and is in a unique position to share that data with the public. With updated information systems, the DPA will be able to report on aggregate data and trends. Examples include changes and fluctuations in the most common types of complaints received over time and the total number of complaints by district over time. The DPA will also be able to publish information to the City's Open Data portal.

A modern case management system will also support DPA's other core functions and responsibilities related to transparency and accountability. The new system will enable the DPA to:

- Catalog cases more efficiently to comply with public records requests under Senate Bill 1421 and Assembly Bill 748.
- Support U.S. Department of Justice (DOJ) Community Oriented Policing Services Collaborative Reform Process (COPS) recommendations related to information sharing with SFPD's Internal Affairs Division and complaint transparency.

High-Impact Solution Areas



TRAINING

The DPA expanded internal training offerings and emphasized investigative skills training, particularly regarding officer-involved shooting investigation techniques. This year, staff attended several local and regional trainings on core investigative skills. The DPA also took advantage of professional development opportunities through the City and with other providers. For the first time in ten years, the front desk staff received training focused on customer service. The DPA's training program for new employees is a mix of external trainings, internal trainings, shadowing, and on-the job experience. Toward the end of the year, the DPA appointed staff attorney Stephanie Wargo-Wilson as the new internal director of training. Ms. Wargo-Wilson will lead other attorneys who joined the DPA staff in 2018 in providing specialized instruction to investigators on a regular basis.

Staff Retreat

This year marked the first all-staff retreat in ten years. The event was held at the California Academy of Sciences. Denise VanAlstine and Bobbi Lee of the San Francisco Department of Human Resources facilitated the retreat. Staff members learned about the DiSC Behavioral Styles Assessment model, which teaches techniques for self-assessment and for adapting one's behavior to succeed in collaborative work environments. Each staff member received an individual assessment and learned techniques for working with colleagues who have different communication preferences.

Professional Development

New supervisors took the 24-PLUS training for supervisors and managers ● The clerical team received additional training on Microsoft Word and Excel during the first quarter ● The IS analyst received SQL training ● The operations team took PowerBI Training at the City's Data Academy ● The front-desk staff attended Customer Focused Communication by Denise Van Alstine of DHR

SFPD Trainings

OIS-On Scene Management presented by Sergeants John Crudo, Lyn O'Connor, John Alden and Sarah Hawkins

Internal Staff Trainings

Recognizing Implicit Bias presented by Dante King of DHR ● Annual Language Access Ordinance Training presented by 2018 Summer Interns, M. Kennedy-Grimes and M. Hammons ● Public Records Training presented by Staff Attorney Diana Rosenstein ● Emergency Preparedness presented by Staff Attorney Tinnetta Thompson ● LanguageLine Solutions training on using audio and video translation services presented by LanguageLine ● Sunshine Ordinance Training presented by Staff Attorney Diana Rosenstein ● Comprehensive Crisis Service training presented by DPH Director Stephanie Felder ● Juvenile Jeopardy Training presented by Lisa Thureau ● Defusing Hostile Encounter Training presented by Sergeant Kelly Kruger of the Crisis Response Unit/Psychiatric Liaison Unit ● GARE workshop presented by Daniele Motley-Lewis and Candace Carpenter ● Several investigators and attorneys attended the AELE Law Enforcement Legal Center Use of Force Training

OUTREACH AND STAKEHOLDER ENGAGEMENT

This was a year of exciting change for the DPA's outreach division. Project Manager Danielle Motley-Lewis launched a new outreach strategy and expanded the DPA's access to broader communities by updating outreach and marketing materials, arranging for the new materials to be translated into six target languages, and coordinating training for front-line staff. **These expanded outreach efforts contributed to the 31% increase in complaints as the DPA's visibility increased within targeted communities.**



The DPA staffed
approximately 600
outreach hours during
the year

Team Accomplishments

- Through the University of California at Berkeley, the DPA hosted two public affairs and outreach interns. The interns assisted in developing a social media strategy for the DPA, engagement on Twitter, and the distribution of outreach materials to City departments, affiliate partners, and SFPD district stations.
- The DPA worked with the San Francisco Youth Commission to update the DPA's "Know Your Rights" brochure for youth, expanding awareness of the DPA and its services to persons 17 years of age and younger.
- Staff engagement in the department's outreach efforts increased greatly during the year. This increase was attributable to the scheduling of more public safety related events.



Follow us on
Twitter
@sf_DPA



Community Outreach

- Wellness Fair
- Mother's Day Luncheon
- Marina/Cow Hollow/Golden Gate Valley Public Safety Forum
- Community Congress 2018 at Bernal Heights Neighborhood Center
- San Francisco Housing Expo
- Jordan Park Public Safety Forum
- 2018 SF Pride Parade and Festival
- Assemblymember David Chiu Town Hall
- Shared Schoolyard and Supervisor Stefani Public Safety Fair
- Sunday Streets, Mission
- San Francisco 3 on 3 Youth Hoops Tournament
- GARE Cohort
- Senior investigators attended weekly Street Violence Reduction Team meetings
- Senior investigators attended Police Commission meetings
- Policy Director Samara Marion chaired monthly meetings for the Language Access Working Group and regularly attended the Crisis Intervention Team Working Group
- DPA Project Manager Danielle Motley-Lewis and 2018 Summer College Interns also distributed updated outreach materials to all SFPD Police District Stations and 22 Affiliate Organizations



Mediation Outreach and Training

- First Annual Mediation Forum
- DPA Mediation Best Practices-Quarterly Forum and Training

Student and Youth Outreach

- The DPA Project Manager staffed informational tables at the following recruitment events: Public Interest/Public Sector Day at Hastings Law School
- University of San Francisco Law School Spring On-Campus Recruitment Fair
- Golden Gate University School of Law
- The DPA Staff and 2018 Summer Interns provided outreach at Ida B. Wells High School



SFPD Trainings

- Sarah Hawkins and John Alden presented at the SFPD's OIS-On Scene Management training
- SFPD Academy Instruction presented by DPA Operations Manager Sara Maunder and Senior Investigator Steve Ball

Executive Outreach

- Director Henderson presented at the 2018 NACOLE Regional Training in Seattle, WA
- Chief of Staff Sarah Hawkins and Policy Director Samara Marion organized a two-day onsite visit to Seattle Police Department's Use of Force Unit, Crisis Intervention Team, Force Investigations Unit, and Policy and Audit Division and sat in on the Use of Force Review Board
- Director Henderson attended Police Commission Community Meetings and gave regular updates regarding the work of the DPA
- Spring Recruitment Fair

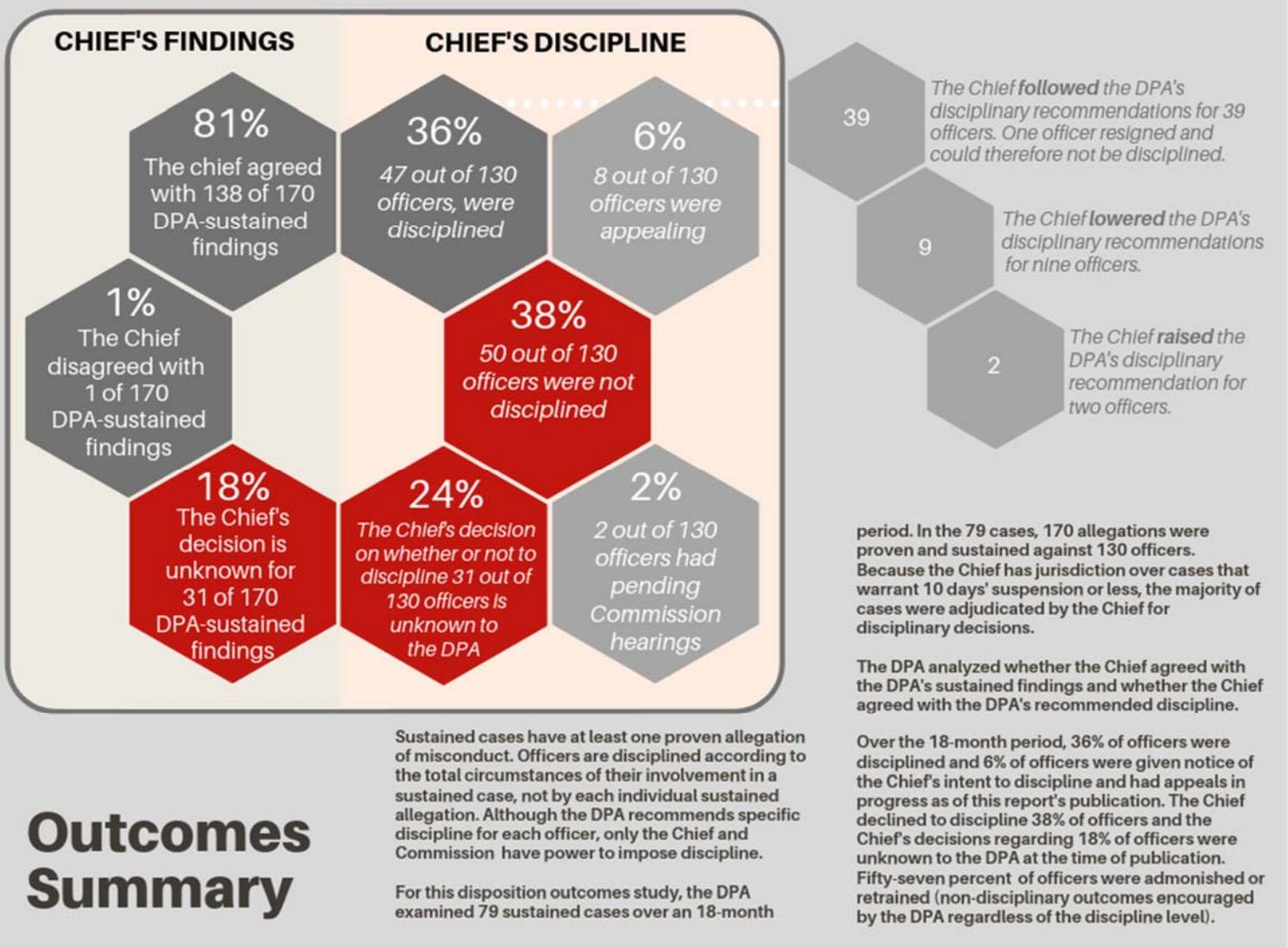
DPA STAFF



Paul Henderson ● Sarah Hawkins ● Erick Baltazar ● Nicole Armstrong ● David Aulet
● Steve Ball ● Brent Begin ● Chanty Barranco ● Kelly Benitez ● Helen Calderon
Christina Company ● Candace Carpenter ● Janelle Caywood ● Natalie Chan
Christian Chisnall ● Kevin Comer ● Robert Deutsch ● Ellen Dolese ● Susan Gray
Pat Grigerek ● Eric Ho ● William Huey ● Gwen Lancaster ● Samara Marion ● Sara
Maunder ● Eric Maxey ● MaryAnn McCormick ● Danielle Motley-Lewis ● Ashley
Nechuta ● Newton Oldfather ● Sharon Owsley ● Mary Polk ● Diana Rosenstein
Tessa Rudnick ● Alexandra Schultheis ● Elmer Sescon ● Matt Stonecipher ● Tinnetta
Thompson ● Pamela Thompson ● Teri Torgeson ● Carlos Villarreal ● LaDreena
Walton ● Stephanie Wargo-Wilson

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APPENDIX A



Outcomes Summary

Sustained cases have at least one proven allegation of misconduct. Officers are disciplined according to the total circumstances of their involvement in a sustained case, not by each individual sustained allegation. Although the DPA recommends specific discipline for each officer, only the Chief and Commission have power to impose discipline.

For this disposition outcomes study, the DPA examined 79 sustained cases over an 18-month

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
1	Officer certified in Cantonese improperly interpreted for defendant who spoke Toisanese, causing the improper translation of crucial incriminating statements. A mother was arrested and prosecuted because an SFPD Cantonese interpreter 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.	Agreed	Disciplined	5-Day Suspension	3-Day Suspension
			Neglect of Duty	Preparing an inaccurate incident report.	Agreed			
			Neglect of Duty	Failure to provide proper translation services.	Agreed			
2	Officer did not properly investigate an individual stopped for driving under the influence. 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	Failure to comply with Department Bulletin 13-091, Traffic Stop Data Collection Program Information.	Agreed	Disciplined	3-Day Suspension	3-Day Suspension Held in Abeyance for 3 Years
			Neglect of Duty	Preparing an inaccurate incident report.	Agreed			
3	The complainant called police about a stolen cell phone, then flagged down the named officer. He said the named officer made belittling remarks and refused to write an incident report.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior.	Agreed	Not Disciplined	Written Reprimand	None
			Neglect of Duty	Failure to prepare an incident report.	Agreed			
4	The officer cited the complainant for failure 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.	Unknown	Unknown	Written Reprimand	Unknown
		Officer 2	Neglect of Duty	Failure to properly supervise.	Unknown	Unknown	Written Reprimand	Unknown
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 complainant stated the responding officers discouraged him from filing a report and failed to prepare a required incident report.	Officer 1	Neglect of Duty	Failure to prepare an incident report.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failure to prepare an incident report.	Unknown	Unknown	Written Reprimand	Unknown
6	The 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 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	Failure to communicate with dispatch.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to properly process property.	Agreed	Disciplined	3-Day Suspension	3-Day Suspension
			Neglect of Duty	Failure to communicate with dispatch.	Agreed			
		Officer 2	Unwarranted Action	Issuing a citation without cause.	Agreed			
Officer 3	Neglect of Duty	Failure to communicate with dispatch.	Unknown	Unknown	Unknown	Written Reprimand	Unknown	
7	The complainant stated that he resigned from the SFPD following his conviction on several felony charges. The complainant stated he requested that the named officer retrieve the complainant's personal property from his Department locker at the station of his last assignment. The officer who retrieved the property failed to document or record the process.	Officer 1	Conduct Reflecting Discredit	Inappropriate behavior.	Unknown	Unknown	Written Reprimand	Unknown

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
8	The complainant stated the report did not accurately reflect that the complainant was properly operating his bicycle when an automobile struck him. The report indicated the driver who was operating the vehicle that struck the complainant was making a left turn when, in fact, the vehicle was 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.	Disagreed	Not Disciplined	Written Reprimand	None
9	Officer failed to treat the complainant and the staff at a family service agency with courtesy and respect when Officer responded to two calls for service.	Officer 1	Conduct Reflecting Discredit	Inappropriate behavior and comments.	Unknown	Unknown	Written Reprimand	Unknown
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.	Agreed	Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failure to prepare an incident report.	Unknown			
11	Officer failed to provide an LEP individual with access to interpreter services during the course of their investigation.	Officer 1	Neglect of Duty	Failure to comply with DGO 5.20.	Unknown	Unknown	Written Reprimand	Unknown
			Neglect of Duty	Failure to properly investigate.	Unknown			
		Officer 2	Neglect of Duty	Failure to comply with DGO 5.20.	Unknown	Unknown	Written Reprimand	Unknown
			Conduct Reflecting Discredit	Inappropriate behavior.	Unknown			
12	Traffic stop for tail light violation, in which officer did not properly enter eStop information.	Officer 1	Neglect of Duty	Failed to take required action - eStop	Unknown	Unknown	Written Reprimand	Unknown
13	Complainant called Tenderloin Station to file DPA complaint and officer refused to take her complaint over the phone.	Officer 1	Neglect of Duty	Violation of DGO 2.04	Agreed	Disciplined	1-Day Suspension	Written Reprimand
14	Officers searched a residence and took custody of an individual. The report documenting the incident was inaccurate and one officer failed to supervise a subordinate.	Officer 1	Neglect of Duty	Failure to prepare an accurate incident report.	Unknown	Unknown	Written Reprimand	Unknown
		Officer 2	Neglect of Duty	Failure to properly supervise.	Unknown	Unknown	Written Reprimand	Unknown
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	Failure to prepare an accurate and complete incident report.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to properly supervise.	Agreed	Not Disciplined	Written Reprimand	None
16	Trainee and FTO responded to an assisted living facility. Without an adequate investigation, they handcuffed and removed a deaf 72-year-old dementia patient. Thereafter, they authored an inaccurate and incomplete report.	Officer 1	Neglect of Duty	Failure to properly investigate.	Agreed	Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failure to prepare an accurate and complete incident report.	Agreed			
		Officer 2	Neglect of Duty	Failure to properly investigate.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failure to properly supervise.	Agreed	Disciplined	Written Reprimand	Written Reprimand

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
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	Failure to properly supervise.	Agreed	Not Disciplined	Written Reprimand and Retraining	None
		Officer 2	Conduct Reflecting Discredit	Inappropriate comments and behavior.	Agreed	Disciplined	Written Reprimand and Retraining	Written Reprimand
		Officer 3	Neglect of Duty	Failure to take required action.	Agreed	Not Disciplined	Written Reprimand and Retraining	None
		Officer 4	Neglect of Duty	Failure to properly supervise.	Agreed	Disciplined	Written Reprimand	Written Reprimand
18	Officer detained complainant and confiscated his airline 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	Failure to properly process property.	Agreed	Disciplined	Written Reprimand	Written Reprimand
19	Complainants attempted to provide additional evidence to a stolen car report, officer refused to accept the evidence.	Officer 1	Neglect of Duty	Failure to prepare an incident report.	Agreed	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 off a passenger 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 behavior.	Agreed	Not Disciplined	Written Reprimand	None
			Neglect of Duty	Failure to take required action - eStop	Agreed			
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.	Agreed	Not Disciplined	Written Reprimand	None
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	Failure to prepare an accurate and complete report.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to supervise.	Agreed	Not Disciplined	Written Reprimand	None
23	Officer inadvertently turned on BWC while driving, which showed the officer driving at a high rate of speed with coffee in one hand, and a cell phone to her ear. Officer failed to record the incident in the Use Of Force Log. Officer improperly arrested complainant. Complainant complained of injury related to the arrest. Complainant's unlawful seizure was prolonged by 50 minutes while officers waited for a sergeant to arrive to conduct a use of force investigation.	Officer 1	Neglect of Duty	Driving improperly.	Unknown	Unknown	1-Day Suspension; Admonishment and Retraining	Unknown
			Neglect of Duty	Failure to comply with DGO 5.01, Use of Force	Agreed			
		Officer 2	Unwarranted Action	Detention without justification.	Unknown	Unknown	1-Day Suspension	Unknown
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	Failure to comply with DGO 5.04	Agreed	Disciplined	Written Reprimand	Written Reprimand

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
25	Traffic stop for right turn on red. The named officer failed to enter stop information.	Officer 1	Neglect of Duty	Failure to comply with DB 16-208, eStop	Agreed	Not Disciplined	Written Reprimand	None
26	Plainclothes officers improperly conducted a traffic stop without cause in violation of applicable DGOs as a ruse to harass complainant, who they previously arrested but was released from custody.	Officer 1	Neglect of Duty	Failure to comply with Department General Orders 5.08 and 9.01	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to comply with Department General Orders 5.08 and 9.01	Agreed	Not Disciplined	Written Reprimand	None
		Officer 3	Unnecessary Force	Unnecessary force.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 4	Neglect of Duty	Failure to comply with Department General Orders 5.08 and 9.01	Agreed	Not Disciplined	Written Reprimand	None
		Officer 5	Neglect of Duty	Failure to comply with Department General Orders 5.08 and 9.01	Agreed	Not Disciplined	Written Reprimand	None
27	Officer told civilians to, "Go back to [their] country," during an investigation of a traffic collision involving an SFPD vehicle.	Officer 1	Conduct Reflecting Discredit	Inappropriate comments and behavior.	Agreed	Disciplined	Written Reprimand	Written Reprimand
28	Officers failed to write an incident report after responding to a restaurant where the victim reported being assaulted and the restaurant vandalized by a juvenile who had left the scene.	Officer 1	Neglect of Duty	Failing to prepare an incident report.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failing to prepare an incident report.	Unknown	Unknown	Written Reprimand	Unknown
29	Officer, while on 10B duty, detained complainant after a merchant deemed him "suspicious." Complainant admitted to possessing medical marijuana. Officer confiscated the marijuana and destroyed it by stomping into the ground.	Officer 1	Neglect of Duty	Failure to properly process property.	Agreed	Disciplined	Written Reprimand	Written Reprimand
30	The officer towed a car without justification.	Officer 1	Unwarranted Action	The officer towed a car without justification.	Unknown	Unknown	Written Reprimand	Unknown
31	Complainant was threatened by an 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	Failure to properly investigate.	Agreed	Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failure to write an incident report.	Agreed			
32	Officer failed to collect and enter e-stop data after a traffic stop.	Officer 1	Neglect of Duty	Failure to comply with DB 16-208, eStop	Agreed	Not Disciplined	Written Reprimand	None
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	Unknown	Unknown	Written Reprimand	Unknown
34	Officer failed to notify a juvenile complainant's parent, after a detention during a robbery investigation, that the juvenile complainant was being detained.	Officer 1	Neglect of Duty	Violation of DGO 7.01	Agreed	Not Disciplined	Written Reprimand	None
35	Officer failed to prepare an incident report after investigating an incident involving assault and battery.	Officer 1	Neglect of Duty	Failure to prepare an incident report.	Agreed	Disciplined	Written Reprimand	Written Reprimand
36	The complainant's vehicle was stolen, then recovered. The officer who 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	Writing an inaccurate report.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to properly supervise.	Agreed	Not Disciplined	Written Reprimand	None
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.	Agreed	Not Disciplined	Written Reprimand	None

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
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.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Unwarranted Action	Issuing a citation without cause.	Agreed	Not Disciplined	Written Reprimand	None
39	The officer issued a citation without cause.	Officer 1	Unwarranted Action	The officer issued a citation without cause.	Agreed	Not Disciplined	Written Reprimand	None
40	The officer threatened to call immigration authorities, engaged in biased policing based on national origin, and made inappropriate comments.	Officer 1	Neglect of Duty	Neglect of Duty	Agreed	Officer Resigned	5-Day Suspension	Officer Resigned
			Neglect of Duty	Failure to comply with DGO 5.15, Enforcement of Immigration Laws	Agreed			
			Neglect of Duty	Failure to comply with DGO 5.17, Policy Prohibiting Biased Policing	Agreed			
			Conduct Reflecting Discredit	Biased policing based on race and national identity.	Agreed			
			Conduct Reflecting Discredit	Inappropriate comments and behavior	Agreed			
			Discourtesy	Profanity	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.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Unwarranted Action	Entering a residence without cause.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 3	Neglect of Duty	Failure to take required action.	Agreed	Not Disciplined	Written Reprimand	None
42	Officers were flagged down because of a fight in a bar. They stopped and investigated, but one officer did not activate his BWC.	Officer 1	Neglect of Duty	Failure to take required action - BWC	Agreed	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 behavior and comments.	Agreed	Disciplined	Written Reprimand	Written Reprimand
			Unwarranted Action	Handcuffing without justification.	Agreed			
		Officer 2	Conduct Reflecting Discredit	Inappropriate behavior and comments.	Agreed	Disciplined	Written Reprimand	Written Reprimand
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	Failure to comply with DGO 5.03 and the 4th Amendment	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failure to comply with DGO 5.03 and the 4th Amendment	Agreed	Disciplined	Written Reprimand	Written Reprimand

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
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	Failure to properly process property.	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to properly supervise	Agreed	Not Disciplined	Written Reprimand	None
		Officer 3	Neglect of Duty	Failure to properly investigate.	Agreed	Disciplined	Written Reprimand	Written Reprimand
46	Traffic stop without stop data.	Officer 1	Neglect of Duty	Failing to comply with DB 16-208, eStop.	Unknown	Unknown	Written Reprimand	Unknown
47	An officer drove his cruiser poorly without activating sirens and lights.	Officer 1	Neglect of Duty	Driving improperly.	Agreed	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	Failure to comply with, DB 16-114 and 16-115, Vehicle Tow Policy and Procedure 14601/12500 CVC Enforcement	Agreed	Not Disciplined	Written Reprimand	None
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 BWC.	Officer 1	Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Agreed	Not Disciplined	Written Reprimand	None
50	An officer investigating a physical altercation failed to activate his body-worn camera.	Officer 1	Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Agreed	Not Disciplined	Written Reprimand	None
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	Failure to comply with, DB 16-208, eStop contact data collection program	Agreed	Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failure to comply with DB 16-115, Vehicle Tow Policy and Procedure 14601/12500 CVC Enforcement	Agreed			
			Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Unknown			
		Officer 2	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Not Disciplined	Written Reprimand	None
		Officer 3	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Not Disciplined	Written Reprimand	None
		Officer 4	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Not Disciplined	Written Reprimand	None
52	Officer obstructed a skateboarder, causing the skateboarder to fall and sustain serious injuries.	Officer 1	Conduct Reflecting Discredit	Inappropriate behavior.	Agreed	Not Disciplined	3-Day Suspension	None
			Unwarranted Action	Failure to follow crowd control policies	Agreed			

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
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 BWC's late and/or muted their BWC without properly documenting.	Officer 1	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Disciplined	3-Day Suspension	Written Reprimand
			Neglect of Duty	Inaccurate and incomplete incident report.	Agreed			
		Officer 2	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Disciplined	Written Reprimand	Written Reprimand
Officer 4	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Disciplined	Written Reprimand	Written Reprimand		
54	A man was assaulted at the airport. Police refused to file a report.	Officer 1	Neglect of Duty	Failure to write an incident report	Agreed	Disciplined	3-Day Suspension	1-Day Suspension
55	Officers arrested a civilian and failed to properly bag-and-tag his bicycle.	Officer 1	Neglect of Duty	Failure to take required action	Agreed	Not Disciplined	Written Reprimand	None
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 jaywalk towards a parked car.	Officer 1	Unwarranted Action	Detention	Agreed	Not Disciplined	Written Reprimand	None
57	Officer indicated the wrong intersection on a traffic citation. During the traffic stop, officer also opened a passenger door without any legal justification in violation of the 4th Amendment.	Officer 1	Neglect of Duty	Inaccurate citation.	Unknown	Unknown	Written Reprimand	Unknown
		Officer 2	Conduct Reflecting Discredit	Inappropriate comments.	Unknown	Unknown	Written Reprimand	Unknown
			Unwarranted Action	Unlawful vehicle search.	Agreed			
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	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Disciplined	3-Day Suspension	1-Day Suspension
			Neglect of Duty	Failure to comply with DB 16-208, eStop-Contact Data Collection Program.	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 incident report.	Agreed	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 BWC.	Officer 1	Neglect of Duty	The officer failed to comply with DGO 5.04, Arrests by Private Persons.	Agreed	Pending Chief's Hearing	Written Reprimand	Pending Chief's Hearing
61	Officers failed to document reason for muting their BWC.	Officer 1	Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Agreed	Pending Chief's Hearing	Written Reprimand	Pending Chief's Hearing
		Officer 2	Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Agreed	Pending Chief's Hearing	Written Reprimand	Pending Chief's Hearing
		Officer 3	Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Agreed	Pending Chief's Hearing	3-Day Suspension	Pending Chief's Hearing

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
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 BWC.	Officer 1	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Agreed	Pending Chief's Hearing	Written Reprimand	Pending Chief's Hearing
		Officer 2	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Unknown	Unknown	Written Reprimand	Unknown
63	Officer-involved shooting incident.	Officer 1	Unnecessary Force	Unnecessary force.	Unknown	Pending Commission Hearing	Termination	Pending Commission Hearing
			Neglect of Duty	Failure to take required action	Agreed			
64	A man was arrested for fighting at Dolores Park. He was injured during the arrest.	Officer 1	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Unknown	Unknown	Written Reprimand	Written Reprimand
65	Officers failed to document reason for muting their BWC.	Officer 1	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 3	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 4	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 5	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 6	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 7	Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed	Disciplined	Written Reprimand	Written Reprimand
66	Officers failed to activate their BWC while executing a warrant and while detaining civilians.	Officer 1	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Disciplined	Written Reprimand	Written Reprimand
		Officer 2	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Not Disciplined	Written Reprimand	None
		Officer 3	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Not Disciplined	Written Reprimand	None
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.	Unknown	Pending Commission Hearing	40-Day Suspension	Pending Commission Hearing
			Neglect of Duty	Failure to maintain radio contact	Agreed			
			Neglect of Duty	Failure to comply with DGO 10.11, Body Worn Cameras.	Agreed			
			Neglect of Duty	Failure to properly follow vehicle pursuit policy.	Agreed			
68	Two officers had an affair. One of the officers harassed the other officer's wife with phone calls and emails.	Officer 1	Conduct Reflecting Discredit	Harassing the complainant	Agreed	Disciplined	10-Day Suspension	2-Day Suspension
			Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Agreed			
		Officer 2	Neglect of Duty	Failure to comply with DB 17-156, Body-Worn Camera Mute Function	Unknown	Unknown	5-Day Suspension	Unknown
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	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Not Disciplined	Written Reprimand	None

DISCIPLINARY OUTCOMES FOR DPA SUSTAINED CASES
June 2017 - December 2018

Case	Case Summary	Officer	Allegation Category	Allegation Description	Did SFPD Chief Agree That Misconduct Occurred?	Did SFPD or Commission impose discipline?	Description of DPA Discipline Recommendation	Description of Discipline Imposed on Officer
70	Officer detained, searched, and arrested an individual without cause, in violation of DGO 2.01 and the 4th Amendment.	Officer 2	Unwarranted Action	Detention without justification.	Agreed	Not Disciplined	3-Day Suspension	None
			Unwarranted Action	Search of a person without cause.	Agreed			
			Unwarranted Action	Arrest without cause.	Agreed			
71	Officers investigated a reported fight and trespasser, issued an invalid order, and failed to activate BWC.	Officer 1	Unwarranted Action	The officer issued an invalid order	Agreed	Not Disciplined	Written Reprimand	None
		Officer 2	Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	Agreed	Not Disciplined	Written Reprimand	None
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.	Agreed	Pending Officer Appeal	3-Day Suspension	Pending Chief's Hearing
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 BWC.	Officer 1	Conduct Reflecting Discredit	The officer behaved and spoke inappropriately.	Agreed	Not Disciplined	5-Day Suspension	None
			Neglect of Duty	The officer failed to write an incident report (DGO 1.03)	Agreed			
			Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Agreed			
		Officer 2	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Agreed	Not Disciplined	Written Reprimand	None
74	Officers failed to activate their BWC 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 behavior and comments.	Unknown	Unknown	Written Reprimand	Unknown
			Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Agreed			
		Officer 2	Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	Unknown	Unknown	Written Reprimand	Unknown
75	A taxi driver was assaulted and police did not write a report.	Officer 1	Neglect of Duty	Failure to write an incident report	Agreed	Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Failure to comply with DGO 10.11, Body-Worn Camera	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	Failure to properly investigate.	Agreed	Disciplined	Written Reprimand and Retraining	Written Reprimand
			Neglect of Duty	Failure to gather evidence.	Agreed			
			Neglect of Duty	The officer failed to comply with DGO 10.11, BWC	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.	Agreed	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	Failure to comply with DGO 9.02, Vehicle Accidents	Agreed	Disciplined	Written Reprimand	Written Reprimand
			Neglect of Duty	Preparing an inaccurate incident report.	Agreed			
		Officer 2	Neglect of Duty	Failure to properly supervise.	Agreed	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 her name and star number upon	Agreed	Not Disciplined	Written Reprimand	None

Three Ways to Report a Complaint about an SFPD Officer or Police Practice

to the San Francisco Department of Police Accountability



Phone
(415) 241-7711



File online
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policecomplaints.
sfgov.org](http://policecomplaints.sfgov.org)**
or mail a complaint to our
office



Visit our office
complaints can
also be filed at
Local Police
District Stations

25 Van Ness Avenue
Ste. 700
San Francisco, CA 94102

Phone: (415) 241-7711
Fax: (415) 241-7733

Website:
sfgov.org/dpa



DPA

San Francisco Department of Police Accountability

Mission

Established in 1983 by a voter initiated charter amendment, the DPA's mission is to promptly, fairly, and impartially investigate complaints against the San Francisco Police Department, make policy recommendations regarding police practice, investigate all officer-involved shootings, and conduct periodic audits of the San Francisco Police Department.



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