

EXHIBIT 1

OAKLAND POLICE DEPARTMENT

Office of Internal Accountability



2025 Internal Investigation Outcome and Discipline Report

June 2026

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1. Executive Summary

Background

The Oakland Police Department is committed to ensuring that internal affairs (IA) investigations and resulting discipline are fair, consistent, and transparent. The Department investigates complaints against personnel that, if substantiated, would constitute violations of the Manual of Rules. To identify and address potential disparities in investigative findings and disciplinary outcomes, Department General Order R-01 (Risk Management) requires an annual review of IA outcomes by race, along with a report summarizing the findings. The analysis follows the Department's Working Methodology for Internal Affairs Disparity Analyses (see Section 2: Methodology), with a focus on comparing findings and disciplinary outcomes across race, gender, and rank.

Since the Department first began analyzing investigative findings and discipline, it has implemented several measures to mitigate disparities, including policy revisions, enhanced training, and technology improvements. This annual report is one component of the Department's broader efforts to identify and address disparities. These efforts also include surveys of employee perceptions about the IA process, ongoing monitoring of IA data, and the work of the Department's Race and Equity Team.

The analyses in this report focus on internal investigation cases involving sworn personnel conducted either at the Division or at the Internal Affairs level¹, but exclude cases reviewed by pursuit, collision, or use of force boards. The cases included in the analyses came to a finding in 2025, but were initiated (date the Department became aware of the complaint) between January 2021 and November 2025. The 2025 analyses are based on a similar amount of data as in 2024: there were a total of 620 investigations in 2025 (versus 633 in 2024) involving one or more sworn members, yielding 1,336 member cases (versus 1,417) when broken down by individual member, comprising 2,203 separate allegations (versus 2,109). A total of 466 sworn members (versus 461) were involved in one or more cases, relative to a total number of 621 (versus 676) sworn members employed by the Department, estimated in December of each year.

In this report, we present tables for both the 2024 data and the 2025 data for comparison. To help avoid confusion, the 2025 table headings are highlighted in yellow, whereas the 2024 table headings are highlighted in gray. Throughout this report, proportions in tables that were tested for significance are shaded in blue, and any differences found to be statistically significant are marked in red. Thus in Table 1 below, the red font on the left indicates that statistically significant differences between races observed in 2024 were no longer significant in 2025. It is important to note the use of the terms significant and non-significant in this report refer to results of a chi-square statistical test (see [2. Methodology](#), **What counts as statistically significant?**) and are not intended as a subjective assessment of the difference between two groups.

¹ Cases investigated by staff assigned to the Internal Affairs Bureau (IAB) are categorized as Internal Affairs (IA) level cases. Division Level Investigations (DLI) are assigned to sergeants who work in divisions outside of IAB.

Proportion of Member Cases that were “Sustained”

Table 1: Sustained Rates at the Member Case Level 2024 versus 2025

	2024			2025		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	2%	4	223	5%	11	222
Black	7%	23	351	7%	21	303
Hispanic	6%	25	425	8%	33	406
Asian/Filipino	3%	11	342	4%	12	336
Other/Unknown	1%	1	76	7%	5	69
Total	5%	64	1417	6%	82	1336
Male	5%	54	1183	7%	74	1135
Female	4%	10	234	4%	8	201
Total	5%	64	1417	6%	82	1336
Officer	4%	57	1331	6%	67	1201
Sgt and Above	8%	7	86	11%	15	135
Total	5%	64	1417	6%	82	1336

The overall sustained rate increased by 1.6% between 2024 (4.5%, 64 of 1417) and 2025 (6.1%, 82 of 1336). As shown in Table 1, the sustained rates increased for all races except Black members, whose sustained rate stayed the same (7%, 21 of 303 in 2025 and 23 of 351 in 2024). The sustained rate for white sworn members more than doubled from 2% to 5% (4 of 223 to 11 of 222 cases). As a result, we did not observe in the 2025 data the same extent of disparity in sustained rates observed in 2024 between white and Black sworn personnel, nor between white and Hispanic sworn personnel. For Black members, the statistically significant 5-point difference with whites (7%, 23 of 351 versus 2%, 4 of 223) observed in 2024 shrank to a 2-point difference (7%, 21 of 303 versus 5%, 11 of 222) that did not meet the threshold for statistical significance; for Hispanics, the significant 4-point difference with whites (6%, 25 of 425 versus 2%, 4 of 223) reduced to a 3-point difference (8%, 33 of 406 versus 5%, 11 of 222) that also did not meet the bar for statistical significance.

Men were sustained at a higher rate than women in both 2024 and 2025, and while the difference was not significant, the gap in sustained rates widened in 2025. Sergeants and above continued to be sustained at a higher rate than officers in 2025, and while we were unable to test significance in 2024 due to low numbers, higher numbers in 2025 allowed us to test for significance and we found the difference to be significant. (See [4.1. Is One Group More Likely to be Sustained?](#))

Long-Term (5-Year) Perspective

Table 2 presents five-year trends in sustained rates by race, as well as 5-year combined sustained rates. Between 2021 and 2025, white and other/unknown members had the highest combined sustained rate (9%). The sustained rates for Black and Hispanic members aggregated over the 5-year span were close behind (7% and 8%). Asian members had the lowest combined sustained rate at 5%. (See [4.6. Do Year-to-Year Fluctuations in Sustained Rates Average Out Over Time?](#)). This suggests that the higher sustained rate for Black personnel observed in 2024 and 2025, while deserving of greater attention, does not seem to be a longstanding issue at OPD, at least in the last 5 years.

Table 2: Sustained Rates by Race 2021 to 2025

	2021		2022		2023		2024		2025		2021-2025
	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate
White	11%	51/457	11%	34/323	11%	37/348	2%	4/223	5%	11/222	9%
Black	9%	19/213	11%	23/212	6%	20/341	7%	23/351	7%	21/303	7%
Hispanic	9%	40/434	9%	30/317	8%	40/512	6%	25/425	8%	33/406	8%
Asian/Filipino	7%	18/251	7%	16/240	7%	26/379	3%	11/342	4%	12/336	5%
Other/Unknown	16%	9/57	18%	7/38	9%	6/68	1%	1/76	7%	5/69	9%
Grand Total	10%	137/1412	10%	110/1130	8%	129/1648	5%	64/1417	6%	82/1336	8%

Cases with an Internal Origin

One thing that we noted in the analysis of the 2024 data was that the greatest racial disparities arose in internally generated² cases. White members had no sustained findings (0%, 0 of 8) for internally generated cases, compared to Black and Hispanic members who had sustained rates of 47% (7 of 15) and 24% (4 of 17), respectively. However, because there were so few internal cases in 2024 (48 total), these differences could not be tested for statistical significance. In 2025, the number of member cases that were internally generated more than doubled (119 versus 48, or 9% of all member cases versus 3% in 2024), and the gap in sustained rates between white members and Black and Hispanic members decreased. The sustained rate for white members among internally generated cases increased from 0% (0 of 8) to 14% (5 of 35), whereas for Black members it dropped from 47% (7 of 15) to 30% (10 of 33). In other words, the gap between white and Black members for internally generated cases shrank by two thirds, from 47% to 16%. The sustained rate for Hispanic members increased from 24% (4 of 17) to 35% (12 of 34). The larger number of internally generated case in 2025 allowed for significance testing, which showed no statistically significant disparity between white members and Black or Hispanic members. The numbers were too low for Asian and Other/Unknown members to test (see [4.4. Do Cases with an External Origin Differ from Cases with an Internal Origin?](#)).

While statistical testing revealed that the difference in sustained rates between white and non-white members for internally generated cases was not significant in 2025, we observed that white members were sustained at about half the rate of non-white members (14% versus 30-35%). This difference between white and non-white members in internally generated cases deserves continued monitoring (see [8. Recommendations](#)).

The 2024 analysis also revealed disparities in sustained rates by gender and rank for internally generated cases, but this was not observed in 2025. Men and women were sustained at similar rates for internally generated cases in 2025 (26%, 27 of 102 and 24%, 4 of 17), unlike in 2024 when women were sustained at a much higher rate than men (60%, 3 of 5 versus 21%, 9 of 43). Officers were sustained at a higher rate

² Internally generated cases are initiated by department employees (i.e., supervisor, co-worker, self-report by employee, etc.), as opposed to externally generated cases which are initiated by someone who does not work for the Department (member of the public or member of a different department or agency). Some cases that are initially generated externally may have allegations added by department supervisors or investigators. The case would be categorized as externally generated, but the added allegation would be categorized as an “internally discovered violation.”

than supervisors (29%, 19 of 65 versus 22%, 12 of 54), but the difference was not significant, and the gap was much smaller than in 2024 when officers were sustained at a rate of 30% (11 of 37) compared to supervisors who were sustained at a rate of 9% (1 of 11).

Disciplinary Outcomes

The number of member cases involving discipline increased by 32% between 2024 and 2025 (62 to 82 sustained findings). Of the 82 sustained cases in 2025, 60% resulted in more severe discipline (suspension, resignation/retirement³ or termination), compared to 52% in 2024, though disciplinary outcomes need to be broken down by severity of the violation to be meaningfully interpreted because Class I cases, involving more serious misconduct, usually result in heightened discipline, like suspension or termination.

We did not observe disparity in Class I discipline between white members and non-white members in 2025. All members sustained for Class I misconduct received a suspension or termination, except for one Hispanic member who received only a written reprimand. There was more variation in the level of discipline in Class II cases, with only 40% (21 of 53) of Class II cases resulting in discipline of a suspension or higher. Hispanic and Other/Unknown members had the highest rate of suspension or higher (50%, 11 of 22 and 60% 3 of 5) for Class II cases, followed by white members (43%, 3 of 7). Black and Asian members had the lowest rate of suspension or higher for Class II cases (27%, 3 of 11 and 13%, 1 of 8 respectively). (See [6. Discipline Analyses](#)).

Recommendations

1. **More closely monitor data entry and sustained rates for internally generated cases:** In some cases, it was difficult to determine how a case originated because information recorded in the complaint form was inconsistent across data fields. To improve data reliability, the Department should ensure consistent and accurate entry of complainant information and provide additional training to IAB personnel on properly classifying and documenting case origination. Additionally, the Department should continue to closely monitor sustained rates for internally generated cases to identify trends and potential areas of concern.
2. **Provide training on how to enter Internally Discovered Violations into the complaint form:** While “internally generated cases” are classified based on the origin of the case, “internally discovered violations” are classified at the allegation level. For example, an investigator may identify potential misconduct during a review of video evidence and add a new allegation to an existing case. In such instances, the allegation should be categorized as an “internally discovered violation,” even if the case itself originated from an external complaint. The Department recently updated the complaint form to expand data collection related to “internally discovered violations.” To ensure that internally discovered violations are consistently and accurately recorded, the Department should provide training to IAB staff on the definition of an “internally discovered violation,” explain updates to the complaint form in Vision, and emphasize the importance of complete and accurate data entry.

³ There were five cases in which the member resigned or retired prior to discipline being imposed. In all five cases, the officers who resigned or retired were facing suspension to termination at the time they separated from the Department, so are grouped with suspension and termination for the analysis.

3. **More closely monitor data entry for investigation type:** During the review of 2025 data, we identified cases that were reassigned between DLI and IA investigators, but the complaint form was not updated to reflect the change in investigation type. We also identified cases that were conducted by outside investigators; however, these cases were identified only through manual review because the complaint form does not include a field to indicate whether an investigation was outsourced. To improve the accuracy and reliability of data analysis, the Department should ensure that investigation type is updated whenever case assignments change and should add a data field to track whether an investigation was conducted by an outside investigator.

2. Methodology

The current report covers internal investigation cases involving sworn personnel that came to a finding in 2025 and includes an analysis of findings and discipline for sworn personnel. The analysis follows the *Department's Working Methodology for Internal Affairs Disparity Analyses*, which includes analyses of findings and discipline by race, gender, and rank, and moderating and mediating variables, including:

- Type of investigation (DLI versus IA),
- Case origin (externally versus internally generated),
- Case seriousness (Class I vs. Class II),
- Type of allegations,
- Seniority and Age of officer, and
- Identity of investigator.

What counts as a “finding.” For the purpose of the current analyses, we focused on findings for allegations made against sworn Department personnel that resulted from division-level investigations (DLI) or Internal Affairs Bureau investigations (IA). We therefore excluded findings based on the deliberations of collision, pursuit, and force boards because these findings are based on recommendations from a review board, not solely on the recommendations of an IA investigator or field sergeant. The investigative process for cases reviewed by a board is different from a typical internal investigation, involving more layers of review. Additionally, not all board findings are tracked by the Internal Affairs Bureau (IAB). On-duty vehicle collisions, pursuits, and Level 2 uses of force that are found to be in compliance and have no concurrent Internal Affairs investigation are not tracked by IAB, and are therefore not included in our dataset. However, we did include six member cases involving incidents that were reviewed by a pursuit board, but where the IA investigation was for different, non-pursuit allegations.

What counts as “2025.” This report covers cases that were approved by the Chief or Internal Affairs Bureau Commander in 2025. Cases that were concurrently investigated by the Department and the Community Police Review Agency (CPRA)⁴ were included in the population, and for those cases, the date concurrence was reached between the Department and CPRA was used as the approval date. Some CPRA concurrent cases were completed by the Department in 2024 but reached concurrence with the CPRA in 2025, or OPD was notified by the CPRA in 2025 that they would not be investigating the case, and were therefore covered in this report. Cases approved in 2025 had complaint dates (date the complaint was received by the Department) going back to 2021.

What counts as a “case.” A “case” is defined as any number of allegations that fall under a single internal affairs case number for a single employee. A case is thus determined by removing additional allegations

⁴ The Community Police Review Agency (CPRA) is a civilian-run, community-centered police oversight agency that investigates allegations of misconduct by sworn officers. The CPRA generally investigates community complaints of serious misconduct. The CPRA is mandated by the City Charter to investigate public complaints about sworn officers involving police force, in-custody deaths, profiling based on a protected characteristic, untruthfulness, and First Amendment assemblies. All misconduct investigations conducted by the CPRA are also investigated by the Department. Findings and discipline for concurrently investigated cases are deliberated by IAB and the CPRA. In the event IAB and CPRA are unable to agree on a finding or the level of discipline, the case is presented to the Police Commission's Discipline Committee for a final decision. The findings included in this report are the final findings after agreement between IAB and CPRA, or review by the Discipline Committee.

against the same member in a case so the member is only counted one time per case. The case-level analysis avoids overweighing cases with multiple allegations – but precludes analyzing specific allegations. For this reason, the data in this report is analyzed at both the allegation level and the case level.

What counts as “sustained.” Internal investigations can be sustained, not sustained, exonerated, unfounded, informally resolved, or administratively closed. For purposes of this analysis, sustained findings are compared to all other findings (“sustained” versus “other than sustained”). An allegation of misconduct is sustained when the investigation discloses sufficient evidence to determine that the alleged conduct did occur and was in violation of law and/or Department rules, regulations or policies. A case is counted as “sustained” if any allegation against that particular officer in that case was sustained.

What counts as “internally generated” case. Internally generated cases are initiated by department employees (i.e., supervisor, co-worker, self-report by employee, etc.), as opposed to externally generated cases which are initiated by someone who does not work for the Department (member of the public or member of a different department or agency). Some cases that are initially generated externally may have allegations added by department supervisors or investigators. Such cases would be categorized as externally generated in analyses at the member case level, but the added allegation would be categorized as an “internally discovered violation” in allegation-level analyses. For the purposes of the present report, we relied on how IAB had initially designated the case in the “Complaint Made By” field (e.g., “Complainant” or “3rd Party”) and the “Complainant Name” field (e.g., “OPD”), as well as for Anonymous complaints, we reviewed the case summary manually to confirm how the case originated. Of the 1,336 member cases in 2025, 9% (119/1336) were coded as internally generated in 2025, versus 3% (48/1417) in 2024.

What counts as a “fully investigated case.” Fully investigated cases go through the complete investigative process and exclude cases resolved via Summary Finding and Informal Complaint Resolution, and are the only cases that can result in a “Sustained” finding. Summary Findings are abbreviated investigations for which a finding of “Unfounded” or “Exonerated” can be determined by the existing documentation, evidence, statements, and crime information, with no or minimal follow-up required. An informal complaint resolution is an investigative outcome used under certain circumstances for Class II allegations that do not indicate a pattern of misconduct.

What counts as “investigated by OPD.” Our analysis covers complaints against OPD that came to a finding in 2025. However, in some high-profile cases, or to avoid perceived conflicts of interest or bias, some investigations were outsourced to outside investigators in 2025. We identified 7 such investigations involving 28 sworn member cases, which were contracted out to independent third-party law firms, constituting 25% of the 112 member cases recorded as fully investigated by IA. Since we did not single out such cases in our 2023 and 2024 analyses, we included these outside investigations in our 2025 analyses to maintain consistency with prior years. In order to assess what impact outside investigations may have had on observed sustained rates in 2025, we also calculated sustained rates after excluding these 28 outside investigated cases. When excluding these investigations, the sustained rate for Black members actually dropped by 1% while the rate for white members stayed the same, further reducing the difference between Black (6%) and white members (5%), whereas the gap between whites and Hispanics remained the same. In other words, retaining these outside investigations is “conservative” in that it does not seem to artificially obfuscate any disparities occurring in investigations conducted entirely by OPD, supporting our decision to retain them in the analysis.

What counts as “Class I versus Class II:” Class I allegations of misconduct are the most serious allegations which, if sustained, can result in disciplinary action up to and including termination and may serve as the basis for criminal prosecution (e.g., unlawful force, untruthfulness, insubordination, and harassment). Class II allegations include all minor misconduct offenses.⁵

What counts as a “disparity.” Throughout this report, we use the word disparity to refer to differences in rates between groups, such as the difference in proportion of cases that came to a “Sustained” finding when comparing white and Black sworn members. This only refers to a numerical difference between rates and does not carry any assumption about the cause of the observed difference, or any aspersion about the personnel or structural processes involved in the production of those numbers. Additional work on moderators in our analysis (e.g., internal vs. external origin) casts some light on where disparities are the greatest and may give us some insight on causes, but the claim of a “disparity” is simply a numerical fact that is hopefully not controversial. Throughout this report, we will try to highlight noteworthy disparities when they arise.

What counts as assigned to “Patrol.” All Patrol squad assignments, including officers and sergeants, as well as Patrol watch commanders (lieutenants) and Area Commanders (Captains) were categorized as “Patrol.”

What counts as “statistically significant.” We relied on 2 x 2 chi-square (χ^2) tests to assess the statistical significance of differences between proportions where a large enough sample size allowed it. Throughout this report, proportions in tables that were tested for significance are shaded in blue and any differences found to be statistically significant are marked in red. A chi-square test is a statistical test comparing observed frequencies (i.e., cell counts in a table) with expected frequencies in the absence of an association between the variables. We start with the hypothesis that any two variables of interest, for example race and whether a case is sustained or not, are *not* associated. In statistics, this is referred to as the Null hypothesis. The chi-square test helps determine if any observed differences can reasonably be attributed to chance alone, or whether it’s more appropriate to reject the Null hypothesis that the two variables are not associated – and conclude instead that there is a significant relationship between the two variables. Chi-square tests can therefore help identify if there is evidence of disparity in a sample above and beyond the normal differences that can be expected between any two sets of observed numbers – even if they were sampled from the exact same population. The *p* or probability value computed in a chi-square test is a number describing how likely it is that the obtained sample difference could have occurred in the absence of any actual difference in the population the samples are drawn from, i.e., by chance alone (the Null). The level of statistical significance is expressed as a *p*-value between 0 and 1. The smaller the *p*-value, the less likely the results occurred by random chance. For purposes of this analysis, any *p*-value smaller than the conventional threshold of 0.05 (5%) was considered statistically significant, indicating a likely association between variables.

Note that because the simple 2x2 chi-square formula that we used only allows for pair-wise comparisons between any two categories, tests of significance for proportions involving race always contrasted non-white ethnicities against whites for the purpose of testing significance. Also, the Yates correction was used, which subtracts 0.5 from the numerical difference between the observed and expected frequencies and is made to account for the upward bias for a 2 x 2 contingency table when using the chi-square test.

⁵ Department General Order M-03, *Complaints Against Department Personnel*, II.E.

3. Breakdown of the Number of Allegations and Cases

Excluding cases that were reviewed by a board (see [2. Methodology, What Counts as a Finding](#)), there were 620 investigations of complaints approved in 2025 involving a sworn member. These 620 investigations had complaint dates (date the complaint was initially received by the Department) ranging between January 2021 and November 2025: 1 case with a complaint date in 2021, 2 in 2022, 9 in 2023, 317 in 2024, and 291 in 2025. The 620 investigations, each of which can involve multiple sworn members with potentially multiple allegations, covered a total of 2,203 allegations of misconduct, and resulted in 1,336 sworn member cases (See [2. Methodology, What Counts as a Case](#)).

3.1. Are Members of Any Group Being Investigated More Often?

Table 3 contains the demographic breakdown of the Department, and the number of allegations and cases (some of which may contain multiple allegations against a specific officer) that came to a finding. We present the tables for both the 2024 data and the 2025 data for comparison. To help the reader, the 2025 table headings are highlighted in yellow and the 2024 table headings are highlighted in gray.

The sworn member demographic breakdown between December 2024 and December 2025 changed only slightly, with the percentage of white and Black members dropping by around 2% and the percentage of Asian and Other/Unknown increasing by a corresponding amount. In 2025, Hispanic members made up the largest percentage of sworn personnel at 29% (same percentage as 2024), followed by white members at 24%, Asian members at 22%, and Black members at 20%. Male members made up 85% and rank-and-file officers made up 77% of sworn personnel.

Table 3: Demographic Breakdown of Department Personnel, Allegations, and Cases 2025

	Sworn Personnel in the Department*	Sworn Personnel Assigned to Patrol*	Allegations against Sworn Personnel	Cases involving a Sworn Member	Sworn Members with one or more cases**
By Race					
White	24% (150)	19% (76)	17% (366)	17% (222)	20% (95)
Black	20% (126)	23% (90)	24% (527)	23% (303)	22% (104)
Hispanic	29% (182)	30% (118)	30% (662)	30% (406)	30% (138)
Asian/Filipino	22% (134)	23% (90)	24% (536)	25% (336)	23% (107)
Other/Unknown	5% (29)	5% (19)	5% (112)	5% (69)	5% (22)
By Gender					
Male	84% (524)	85% (333)	85% (1877)	85% (1135)	85% (396)
Female	16% (97)	15% (60)	15% (326)	15% (201)	15% (70)
By Rank					
Officer	77% (477)	81% (320)	88% (1942)	90% (1201)	82% (382)
Sgt and Above	23% (144)	19% (73)	12% (261)	10% (135)	18% (85)
TOTAL	621	393	2203	1336	466

*Source: December 2025 Police Staff Report.

***Some sworn members received complaints as a police officer and as a supervisor in 2025. This can happen if a member is promoted during the time-period of review. Therefore, when looking at Rank, the total number of members is slightly higher.*

Table 3: Demographic Breakdown of Department Personnel, Allegations, and Cases 2024

	Sworn Personnel in the Department*	Sworn Personnel Assigned to Patrol*	Allegations against Sworn Personnel	Cases involving a Sworn Member	Sworn Members with one or more cases**
	By Race				
White	25% (169)	21% (81)	15% (312)	16% (223)	21% (95)
Black	22% (145)	24% (95)	25% (537)	25% (351)	22% (103)
Hispanic	29% (197)	28% (112)	31% (649)	30% (425)	30% (139)
Asian/Filipino	20% (138)	23% (89)	23% (494)	24% (342)	22% (103)
Other/Unknown	4% (27)	4% (17)	6% (117)	5% (76)	5% (21)
	By Gender				
Male	86% (578)	86% (337)	84% (1778)	83% (1183)	85% (391)
Female	14% (98)	14% (57)	16% (331)	17% (234)	15% (70)
	By Rank				
Officer	78% (527)	82% (323)	94% (1991)	94% (1331)	88% (406)
Sgt and Above	22% (149)	18% (71)	6% (118)	6% (86)	13% (58)
TOTAL	676	394	2109	1417	461

**Source: December 2024 Police Staff Report.*

***Some sworn members received complaints as a police officer and as a supervisor in 2024. This can happen if a member is promoted during the time-period of review. Therefore, when looking at Rank, the total number of members is slightly higher.*

In 2025, white members received a lower percentage of allegations and cases (17%) than their representation in the Department (24%), however the gap was smaller than in 2024 (15% versus 25%). All other groups in 2025 had percentages of allegations and cases equal to or higher than their representation in the Department. When comparing the demographic breakdown in Patrol, where complaints tend to be higher, the percentage of allegations and cases is similar to the representation in Patrol across all races. This suggests that one reason why we see fewer allegations against white sworn personnel relative to their presence in the department may be because they are slightly underrepresented in Patrol, where most allegations are levied because of frequent and repeated interactions with community members. However, additional analyses revealed that both within patrol and within non-patrol, white members were under-represented among cases investigated, which suggests that assignment to Patrol alone does not explain away the under-representation of white members.

To get a sense of the frequency of allegations against sworn personnel, and whether it differed by group, Table 4 provides the number of sworn personnel in each group who were investigated in at least one case that came to a finding as a function of the size of that group at three different time points covering the entire year, to account for the fact that group size can change over the course of the year with hires and

departures. For 2024, we looked at Dec 23, Aug 24, and Dec 24. For 2025, we looked at Dec 24, Jul 25 and Dec 25.

While it may at first glance seem straightforward to divide this number by the total number of sworn personnel in each group, this would be misleading because these cases could have originated in different quarters or even years, and the demographic composition of the Department is constantly changing with hiring, retirement, departures, etc. Having said this, we think the ratio of number of officers of a certain group being investigated at any given time is an important statistic to capture the experience of members of that group (to capture their perception of being targeted more/less than other groups), so we present these ratios below, but with the caveat that they do not capture actual proportions at any given time. We use the number of sworn members with one or more cases that came to a finding as the numerator in all ratios, but use 3 different snapshots as denominators.

Table 4: Ratio of Investigated Sworn Personnel in 2025, by Race

	Sworn Members with one or more cases closed during 2025	As a Ratio of the Number of Sworn Officers of that Group in...		
		Dec 24	Jul 25	Dec 25
By Race				
White	95	56% (of 169)	59% (of 162)	63% (of 150)
Black	104	72% (of 145)	78% (of 134)	83% (of 126)
Hispanic	138	70% (of 197)	72% (of 191)	76% (of 182)
Asian/Filipino	107	78% (of 138)	78% (of 138)	80% (of 134)
Other/Unknown	22	81% (of 27)	76% (of 29)	76% (of 29)
TOTAL	466	69% (of 676)	71% (of 654)	75% (of 621)

Table 4: Ratio of Investigated Sworn Personnel in 2024, by Race

	Sworn Members with one or more cases closed during 2024	As a Ratio of the Number of Sworn Officers of that Group in...		
		Dec 23	Aug 24	Dec 24
By Race				
White	95	49% (of 194)	54% (of 175)	56% (of 169)
Black	103	66% (of 156)	70% (of 148)	71% (of 145)
Hispanic	139	64% (of 217)	70% (of 198)	71% (of 197)
Asian/Filipino	103	69% (of 149)	73% (of 142)	75% (of 138)
Other/Unknown	21	72% (of 29)	78% (of 27)	78% (of 27)
TOTAL	461	62% (of 745)	67% (of 690)	68% (of 676)

While we again caution readers against taking these “proportions” too literally, these numbers interpreted broadly give us some insight into the experience of sworn personnel from each group. In both

2024 and 2025, a lower percentage of white members were investigated than their non-white colleagues, which seems only partly related to Patrol assignments, as noted in the previous section.

We also analyzed members who had multiple cases in 2025. To see if members of a specific race had a disproportionate number of multiple cases (among members with at least one case), we compare in Table 5 the number of members who had only one case to those who had more than one case. There were 466 members who had at least one case in 2025, compared to 461 in 2024. In 2025, 65% of those members had more than one case which was lower than in 2024 (70%).

In 2024, white members were the least likely to have multiple cases (57%, 54 of 95) which was significantly lower than Black, Hispanic and Asian members (74%, 76 of 103; 71%, 99 of 138; and 79%, 81 of 103). In 2025, white members were again the least likely to have multiple cases (54%, 51 of 95), which was significantly lower than Asian and Other/Unknown members (73%, 78 of 107 and 82%, 18 of 22). However, because the percentage of Black and Hispanic members with more than one case per member dropped in 2025 to 63% (65 of 104) and 67% (92 of 138), respectively, the difference between white members and Black and Hispanic was no longer significant in 2025.

Table 5: Cases per Sworn Member by Race 2025

Cases per Sworn Member	White		Black		Hispanic		Asian/Filipino		Other/Unk		Total	
	Sworn		Sworn		Sworn		Sworn		Sworn			
	%	n	%	n	%	n	%	n	%	n	%	n
1	46%	44	38%	39	33%	46	27%	29	18%	4	35%	162
2	24%	23	18%	19	22%	30	25%	27	18%	4	22%	103
3	17%	16	13%	14	13%	18	12%	13	32%	7	15%	68
4	3%	3	10%	10	9%	12	8%	9	18%	4	8%	38
5	0%	0	9%	9	9%	12	10%	11	5%	1	7%	33
6	3%	3	4%	4	8%	11	10%	11	0%	0	6%	29
7	0%	0	3%	3	4%	5	2%	2	5%	1	2%	11
8	2%	2	4%	4	1%	2	3%	3	5%	1	3%	12
9	2%	2	0%	0	1%	1	1%	1	0%	0	1%	4
10	2%	2	1%	1	0%	0	1%	1	0%	0	1%	4
12	0%	0	1%	1	1%	1	0%	0	0%	0	0%	2
Total	100%	95	100%	104	100%	138	100%	107	100%	22	100%	466
More than One Case per Member	54%	51	63%	65	67%	92	73%	78	82%	18	65%	304
One Case per Member	46%	44	38%	39	33%	46	27%	29	18%	4	35%	162

Table 5: Cases per Sworn Member by Race 2024

Cases per Sworn Member	White		Black		Hispanic		Asian/Filipino		Other/Unk		Total	
	Sworn		Sworn		Sworn		Sworn		Sworn			
	%	n	%	n	%	n	%	n	%	n	%	n
13	0%	0	2%	2	0%	0	0%	0	0%	0	0.4%	2
12	0%	0	1%	1	0%	0	0%	0	0%	0	0.2%	1
10	1%	1	1%	1	0%	0	0%	0	5%	1	1%	3
9	0%	0	0%	0	1%	2	0%	0	10%	2	1%	4
8	0%	0	4%	4	3%	4	4%	4	0%	0	3%	12
7	3%	3	5%	5	4%	5	6%	6	5%	1	4%	20
6	4%	4	4%	4	7%	10	8%	8	5%	1	6%	27
5	4%	4	9%	9	8%	11	11%	11	0%	0	8%	35
4	6%	6	12%	12	12%	16	9%	9	19%	4	10%	47
3	12%	11	16%	16	14%	19	20%	21	10%	2	15%	69
2	26%	25	21%	22	23%	32	21%	22	14%	3	23%	104
1	43%	41	26%	27	29%	40	21%	22	33%	7	30%	137
Total	100%	95	100%	103	100%	139	100%	103	100%	21	100%	461
More than One Case per Member	57%	54	74%	76	71%	99	79%	81	67%	14	70%	324
One Case per Member	43%	41	26%	27	29%	40	21%	22	33%	7	30%	137

3.2. Did Officers from Any Given Group Receive More Allegations Per Case?

Because the bulk of our analyses in this report focuses on the “case” level of analysis, we first wanted to check whether there were any differences in the number of allegations within any case depending on the subject’s race, gender and rank. Note that, contrary to an officer being involved in multiple cases (described above), which has no effect on sustained rates per case, having multiple allegations in a case is likely to affect sustained rates directly because with more allegations in the case, there is a greater likelihood that at least one of them will be found sustained, which is all we need to count a case as sustained.

The number of allegations per case increased between 2024 and 2025. In 2024, 32% (452 of 1417) of members had more than one allegation per case and in 2025 that number increased to 39% (517 of 1336). There was no significant difference between white members and non-white members when comparing the percentage of those who had more than one allegation per case. Also, in 2025, there was no significant difference between male and female members. However, there was a significant difference when comparing ranks. Sergeants and above were significantly more likely to have more than one allegation per case (48%, 65 of 135 versus 38%, 452 of 1201). Tables 6 to 8 display the number of allegations by race, by gender, and by rank (“officer” and “sergeant and above”).

Table 6: Number of Allegations per Case by Race or Ethnicity 2025

# of Alleg Per Case	White Sworn		Black Sworn		Hispanic Sworn		Asian/Filipino Sworn		Other/Unk Sworn		Total	
	%	n	%	n	%	n	%	n	%	N	%	n
1	60%	133	57%	172	64%	261	63%	213	58%	40	61%	819
2	25%	56	29%	87	21%	86	22%	75	32%	22	24%	326
3	9%	19	9%	27	9%	36	10%	33	3%	2	9%	117
4	4%	9	2%	7	3%	13	3%	9	6%	4	3%	42
5	1%	2	1%	3	0.7%	3	0.6%	2	0%	0	0.7%	10
6	1%	3	1%	4	0.7%	3	0.6%	2	1%	1	1%	13
7	0%	0	0%	0	0.2%	1	0%	0	0%	0	0.1%	1
8	0%	0	0%	0	0%	0	0.6%	2	0%	0	0.1%	2
9	0%	0	0.3%	1	0.2%	1	0%	0	0%	0	0.1%	2
10	0%	0	0.3%	1	0.5%	2	0%	0	0%	0	0.2%	3
14	0%	0	0.3%	1	0%	0	0%	0	0%	0	0.1%	1
Total	100%	222	100%	303	100%	406	100%	336	100%	69	100%	1336
1 Alleg per case	60%	133	57%	172	64%	261	63%	213	58%	40	61%	819
More than 1 Alleg per case	40%	89	43%	131	36%	145	37%	123	42%	29	39%	517

Table 6: Number of Allegations per Case by Race or Ethnicity 2024

# of Alleg Per Case	White Sworn		Black Sworn		Hispanic Sworn		Asian/Filipino Sworn		Other/Unk Sworn		Total	
	%	n	%	n	%	n	%	n	%	n	%	n
1	71%	159	64%	226	68%	290	70%	239	67%	51	68%	965
2	22%	49	24%	84	19%	79	20%	68	20%	15	21%	295
3	4%	9	8%	29	9%	37	7%	25	9%	7	8%	107
4	1%	3	2%	7	3%	11	2%	7	1%	1	2%	29
5	1%	2	1%	4	1%	4	0.6%	2	1%	1	1%	13
6	0.4%	1	0%	0	0.7%	3	0.3%	1	1%	1	0.4%	6
7	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
8	0%	0	0.3%	1	0.2%	1	0%	0	0%	0	0.1%	2
Total	100%	223	100%	351	100%	425	100%	342	100%	76	100%	1417
1 Alleg per case	71%	159	64%	226	68%	290	70%	239	67%	51	68%	965
More than 1 Alleg per case	29%	64	36%	125	32%	135	30%	103	33%	25	32%	452

Table 7: Allegations per Case by Gender 2025

# of Alleg Per Case	Male Sworn		Female Sworn		Total	
	%	n	%	n	%	N
1	61%	691	64%	128	61%	819
2	25%	283	21%	43	24%	326
3	9%	102	7%	15	9%	117
4	3%	31	5%	11	3%	42
5	1%	9	0%	1	1%	10
6	1%	10	1%	3	1%	13
7	0.1%	1	0%	0	0.1%	1
8	0.2%	2	0%	0	0.1%	2
9	0.2%	2	0%	0	0.1%	2
10	0.3%	3	0%	0	0.2%	3
14	0.1%	1	0%	0	0.1%	1
Total	100%	1135	100%	201	100%	1336
1 Alleg per case	61%	691	64%	128	61%	819
More than 1 Alleg per case	39%	444	36%	73	39%	517

Table 7: Allegations per Case by Gender 2024

# of Alleg Per Case	Male Sworn		Female Sworn		Total	
	%	n	%	n	%	N
1	67%	798	74%	167	68%	965
2	22%	261	15%	34	21%	295
3	7%	88	8%	19	8%	107
4	2%	26	1%	3	2%	29
5	1%	12	0%	1	1%	13
6	0.5%	6	0%	0	0.4%	6
7	0%	0	0%	0	0%	0
8	0.1%	1	0%	1	0.1%	2
Total	100%	1192	100%	225	100%	1417
1 Alleg per case	67%	798	74%	167	68%	965
More than 1 Alleg per case	33%	394	26%	58	32%	452

Table 8: Allegations per Case by Rank 2025

# of Alleg Per Case	Officer Sworn		Sgt and Above Sworn		Total	
	%	n	%	n	%	N
1	62%	749	52%	70	61%	819
2	24%	291	26%	35	24%	326
3	9%	104	10%	13	9%	117
4	2%	29	10%	13	3%	42
5	1%	8	1%	2	1%	10
6	1%	12	1%	1	1%	13
7	0.1%	1	0%	0	0.1%	1
8	0.2%	2	0%	0	0.1%	2
9	0.2%	2	0%	0	0.1%	2
10	0.2%	3	0%	0	0.2%	3
14	0%	0	0.7%	1	0.1%	1
Grand Total	100%	1201	100%	135	100%	1336
1 Alleg per case	62%	749	52%	70	61%	819
More than 1 Alleg per case	38%	452	48%	65	39%	517

Table 8: Allegations per Case by Rank 2024

# of Alleg Per Case	Officer Sworn		Sgt and Above Sworn		Total	
	%	n	%	n	%	N
1	68%	900	76%	65	68%	965
2	21%	281	16%	14	21%	295
3	8%	104	3%	3	8%	107
4	2%	25	5%	4	2%	29
5	1%	13	0.0%	0	1%	13
6	0.5%	6	0.0%	0	0.4%	6
7	0.0%	0	0.0%	0	0.0%	0
8	0.2%	2	0.0%	0	0.1%	2
Total	100%	1331	100%	86	100%	1417
1 Alleg per case	68%	900	76%	65	68%	965
More than 1 Alleg per case	32%	431	24%	21	32%	452

3.3. Did the Type of Allegations Differ by Group?

Next, allegations were reviewed by type to see if a particular race, gender, or rank received a disparate proportion of a particular violation. In 2024, we presented the top 10 allegations, which made up nearly 96% of all allegations. In 2025, because there was more of a spread in allegation types, we decided to present the top 12 allegations among the 2,203 (using whether an allegation appeared 20 times or more

as our cut point), which captured over 90% of allegations. Tables 9-11 include the top allegations by race, gender and rank.

The top five allegations in 2025 (which comprised 80% of all 2,203 allegations) were the same as in 2024: *Performance of Duty Unintentional/Improper Search, Seizure or Arrest*; *Performance of Duty General*; *Use of Force*; *Conduct Toward Others*, and *Performance of Duty - Care of Property*. Note that for *Conduct Towards Others* we aggregate “Demeanor,” “Harassment and Discrimination” (3 types), “Workplace Violence,” and “Unprofessional Conduct”, whereas for *Use of Force* we aggregate “Level 1-4” (4 types), and “Non-reportable use of force.”

The types of allegations levied against sworn personnel did not vary much by race (Table 9). When comparing genders (Table 10), in 2025, males had a higher percentage of *Use of Force* allegations (14%) compared to female members (9%). In both 2024 and 2025, there were larger differences for rank, which is likely explained by the difference in job function. Officers make arrests more often than their superiors and are therefore more often the target of allegations related to improper search, seizure and arrest and use of force. Tables 9 to 11 display the breakdown of violation type by race, gender and rank.

Table 9: Top Allegations by Race 2025

Allegation	White		Black		Hispanic		Asian/Filipino		Other/Unk		Total	
	Sworn		Sworn		Sworn		Sworn		Sworn			
	%	n	%	n	%	n	%	n	%	n	%	n
Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	27%	99	27%	141	33%	218	35%	186	38%	43	31%	687
Performance of Duty – General	20%	74	22%	114	19%	125	20%	105	21%	23	20%	441
Use of Force	11%	40	12%	61	12%	82	18%	94	11%	12	13%	289
Conduct Towards Others	12%	43	16%	82	10%	65	10%	51	14%	16	12%	257
Performance of Duty – Care of Property	4%	15	3%	17	5%	35	4%	24	7%	8	4%	99
Performance of Duty – Intentional Search, Seizure, or Arrest	3%	11	2%	9	3%	18	4%	22	4%	5	3%	65
General Conduct	2%	8	2%	10	2%	11	1%	4	0%		1%	33
Reporting Violations of Laws, Ordinances, Rules or Orders (Class I)	2%	6	1%	7	1%	8	1%	8	0%		1%	29
Refusal to Provide Name or Serial Number	1%	5	2%	8	1%	8	1%	5	0%		1%	26
Performance of Duty – PDRD	1%	3	2%	8	1%	8	1%	4	0%		1%	23

Truthfulness	1%	4	1%	5	2%	10	1%	3	1%	1	1%	23
Failure to Accept or Refer a Complaint (Unintentional)	1%	3	1%	5	1%	9	1%	4	0%		1%	21

Table 9: Top Allegations by Race 2024

Allegation	White		Black		Hispanic Sworn		Asian/Filipino		Other/Unk		Total	
	Sworn		Sworn				Sworn		Sworn			
	%	n	%	n	%	n	%	n	%	n	%	n
Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	46%	142	41%	219	44%	286	41%	201	42%	49	43%	897
Performance of Duty – General	18%	56	19%	102	17%	113	21%	103	20%	23	19%	397
Use of Force	17%	54	18%	96	16%	106	19%	96	23%	27	18%	379
Conduct Towards Others	8%	25	9%	47	9%	58	9%	42	9%	10	9%	182
Performance of Duty – Care of Property	2%	7	4%	22	3%	17	5%	23	1%	1	3%	70
Failure to Accept or Refer a Complaint – Unintentional	3%	8	1%	6	1%	8	0%	2	0%	0	1%	24
Refusal to Provide Name or Serial Number	1%	3	1%	5	1%	4	1%	6	2%	2	1%	20
Performance of Duty – Miranda Violation	1%	2	1%	4	1%	6	1%	6	0%	0	1%	18
Performance of Duty – PDRD	0%	0	1%	5	0%	3	1%	4	3%	4	1%	16
Truthfulness	0%	1	1%	3	1%	7	0%	1	0%	0	1%	12

Table 10: Top Allegations by Gender 2025

Allegation	Male		Female		Total	
	Sworn		Sworn			
	%	n	%	n	%	n
Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	31%	579	33%	108	31%	687
Performance of Duty – General	20%	370	22%	71	20%	441
Use of Force	14%	260	9%	29	13%	289
Conduct Towards Others	11%	211	14%	46	12%	257
Performance of Duty – Care of Property	5%	86	4%	13	4%	99
Performance of Duty – Intentional Search, Seizure, or Arrest	3%	54	3%	11	3%	65
General Conduct	1%	26	2%	7	1%	33
Reporting Violations of Laws, Ordinances, Rules or Orders (Class I)	2%	29	0%		1%	29
Refusal to Provide Name or Serial Number	1%	24	1%	2	1%	26
Performance of Duty – PDRD	1%	22	0%	1	1%	23
Truthfulness	1%	20	1%	3	1%	23
Failure to Accept or Refer a Complaint (Unintentional)	1%	18	1%	3	1%	21

Table 10: Top Allegations by Gender 2024

Allegation	Male		Female		Total	
	Sworn		Sworn			
	%	n	%	n	%	n
Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	42%	747	45%	150	43%	897
Performance of Duty – General	19%	331	20%	66	19%	397
Use of Force	18%	323	17%	56	18%	379
Conduct Towards Others	9%	158	7%	24	9%	182
Performance of Duty – Care of Property	4%	64	2%	6	3%	70
Failure to Accept or Refer a Complaint – Unintentional	1%	19	2%	5	1%	24

Refusal to Provide Name or Serial Number	1%	15	2%	5	1%	20
Performance of Duty – Miranda Violation	1%	13	2%	5	1%	18
Performance of Duty – PDRD	1%	13	1%	3	1%	16
Truthfulness	1%	12	0%	0	1%	12

Table 11: Top Allegations by Rank 2025

Allegation	Officer		Sgt and Above		Total	
	Sworn		Sworn			
	%	n	%	n	%	n
Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	34%	651	14%	36	31%	687
Performance of Duty – General	20%	398	16%	43	20%	441
Use of Force	14%	279	4%	10	13%	289
Conduct Towards Others	12%	227	11%	30	12%	257
Performance of Duty – Care of Property	5%	95	2%	4	4%	99
Performance of Duty – Intentional Search, Seizure, or Arrest	3%	62	1%	3	3%	65
General Conduct	1%	22	4%	11	1%	33
Reporting Violations of Laws, Ordinances, Rules or Orders (Class I)	1%	20	3%	9	1%	29
Refusal to Provide Name or Serial Number	1%	23	1%	3	1%	26
Performance of Duty – PDRD	1%	21	1%	2	1%	23
Truthfulness	1%	19	2%	4	1%	23
Failure to Accept or Refer a Complaint (Unintentional)	1%	10	4%	11	1%	21

Table 11: Top Allegations by Rank 2024

Allegation	Officer		Sgt and Above		Total	
	Sworn		Sworn			
	%	n	%	n	%	n
Performance of Duty – Unintentional/ Improper Search, Seizure or Arrest	44%	871	22%	26	43%	897
Performance of Duty – General	19%	371	22%	26	19%	397
Use of Force	18%	364	13%	15	18%	379
Conduct Towards Others	8%	169	11%	13	9%	182

Performance of Duty – Care of Property	3%	63	6%	7	3%	70
Failure to Accept or Refer a Complaint – Unintentional	1%	16	7%	8	1%	24
Refusal to Provide Name or Serial Number	1%	20	0%	0	1%	20
Performance of Duty – Miranda Violation	1%	17	1%	1	1%	18
Performance of Duty – PDRD	1%	16	0%	0	1%	16
Truthfulness	1%	12	0%	0	1%	12

3.4. Did the Seriousness of the Allegation (Class I Versus Class II) Differ by Group?

We reviewed the seriousness of the allegations (Class I versus Class II) to see if a particular race, gender, or rank disproportionately received Class I or Class II allegations. Class I allegations are the most serious allegations that can result in discipline up to termination, while Class II allegations involve less serious misconduct. Tables 12-14 include the breakdown of allegations by Class for race, gender and rank.

The percentage of Class I and Class II allegations was relatively consistent across race and gender in 2024. This was also the case in 2025. However, the gap widened a bit for Other/Unknown members in Class I cases (20%, 22 of 112 versus the next lowest 26%, 135 of 527) and men (28%, 532 of 1877 versus 23%, 76 of 326 for women). When comparing ranks, sergeants and above had a significantly higher rate of Class I allegations than officers (35%, 91 of 261 versus 27%, 517 of 1942), compared to 2024 when the rate was the same for both groups.

Table 12: Allegations – Allegation Class Percentages by Race 2024 Versus 2025

	Class I Allegations 2024		Class II Allegations 2024		Class I Allegations 2025		Class II Allegations 2025	
	% Total	n	% Total	n	% Total	n	% Total	n
White	23%	71	77%	241	29%	106	71%	260
Black	25%	133	75%	404	26%	135	74%	392
Hispanic	25%	162	75%	487	28%	187	72%	475
Asian/Filipino	25%	123	75%	371	29%	158	71%	378
Other/Unknown	26%	31	74%	86	20%	22	80%	90
Grand Total	25%	520	75%	1589	28%	608	72%	1595

Table 13: Allegations – Allegation Class Percentages by Gender 2024 Versus 2025

	Class I Allegations 2024		Class II Allegations 2024		Class I Allegations 2025		Class II Allegations 2025	
	% Total	n	% Total	n	% Total	n	% Total	n
Male	25%	444	75%	1334	28%	532	72%	1345
Female	23%	76	77%	255	23%	76	77%	250
Grand Total	25%	520	75%	1589	28%	608	72%	1595

Table 14: Allegations – Allegation Class Percentages by Rank 2024 Versus 2025

	Class I Allegations 2024		Class II Allegations 2024		Class I Allegations 2025		Class II Allegations 2025	
	% Total	n	% Total	n	% Total	n	% Total	n
Officer	25%	490	75%	1501	27%	517	73%	1425
Sgt and Above	25%	30	75%	88	35%	91	65%	170
Grand Total	25%	520	75%	1589	28%	608	72%	1595

3.5. Did the Type of Investigation Differ by Group?

It is important to assess the breakdown in type of investigations before getting to the analysis of sustained rates because Summary Findings or Informally Resolved Cases can by definition never result in a “sustained” finding. Thus, before a full investigation is conducted, the decision to investigate a case as a Summary Finding or an Informal Compliant Resolution (ICR) is determinative of the finding (i.e., other than sustained). We therefore focus on this upstream breakdown here and return to the issue of type of investigation as a moderator when we conduct our analysis of sustained rates in Section [4. Proportion of Cases with a “Sustained” Finding](#) and Section [5. Focusing on Fully Investigated Cases](#).

As described above (see [2. Methodology](#)), fully investigated cases go through the complete investigative process and exclude cases resolved via Summary Finding and ICR, and are the only cases that can result in a “Sustained” finding. Summary Findings are abbreviated investigations for which a finding of unfounded or exonerated can be determined by the existing documentation, evidence, statements, and crime information, with no or minimal follow-up required. An ICR is an investigative outcome used under certain circumstances for Class II allegations that don’t indicate a pattern of misconduct.

Table 15 shows the percentage of each investigation type by race. In 2025, the percentage of fully investigated cases was relatively similar for white (33%, 74 of 222), Black (34%, 103 of 303) and Hispanic (31%, 128 of 406) members. Asian members had the lowest percentage of fully investigated cases (18%, 61 of 336) followed by Other/Unknown members (26%, 18 of 69). In 2024, Other/Unknown members had the lowest percentage of fully investigated cases and Asian members were more in line with the rest of the race groups. It is notable that in 2025, white members had the highest percentage of Internal Affairs fully investigated cases (15%, 33 of 222) compared to Black members who had the next highest (9%, 26 of 303) – but white members also had fewer cases investigated fully within Divisions (DLI), explaining the

relative similarity in the proportion of fully investigated cases with Black and Hispanic members when adding up both types of full investigations.

Table 15: Member Cases - Type of Investigation Percentages by Race 2025

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
White	60%	134	3%	7	3%	7	18%	41	15%	33
Black	59%	179	4%	11	3%	10	25%	77	9%	26
Hispanic	63%	257	2%	10	3%	11	23%	94	8%	34
Asian/Filipino	76%	254	2%	6	4%	15	13%	45	5%	16
Other/Unknown	72%	50	1%	1	0%	0	22%	15	4%	3
Grand Total	65%	874	3%	35	3%	43	20%	272	8%	112

Table 15: Member Cases - Type of Investigation Percentages by Race 2024

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
White	74%	164	1%	3	1%	2	17%	39	7%	15
Black	70%	244	1%	3	2%	6	23%	82	5%	16
Hispanic	70%	299	2%	10	2%	10	21%	88	4%	18
Asian/Filipino	74%	252	1%	2	3%	11	19%	65	4%	12
Other/Unknown	75%	57	1%	1	1%	1	21%	16	1%	1
Grand Total	72%	1016	1%	19	2%	30	20%	290	4%	62

Tables 16 and 17 show the same breakdowns for gender and rank. Similar to 2024, in 2025 male and female members had nearly the same percentage of fully investigated cases (29%, 324 of 1135 and 30%, 60 of 201). Rank, however, is strongly correlated with the kind of investigation, which was true in both 2024 and 2025. In 2025, 61% (82 of 135) of cases for sergeants and above were fully investigated compared to 25% (302 of 1201) for officers. Sergeants and above were investigated by IA at a much higher rate than officers (47%, 63 of 135 versus 4%, 49 of 1201), even higher than in 2024.

Table 16: Member Cases - Type of Investigation Percentages by Gender 2025

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
Male	65%	742	3%	29	4%	40	20%	226	9%	98
Female	66%	132	3%	6	1%	3	23%	46	7%	14
Grand Total	65%	874	3%	35	3%	43	20%	272	8%	112

Table 16: Member Cases - Type of Investigation Percentages by Gender 2024

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
Male	71%	843	1%	15	2%	28	20%	242	5%	55
Female	74%	173	2%	4	1%	2	21%	48	3%	7
Grand Total	72%	1016	1%	19	2%	30	20%	290	4%	62

Table 17: Member Cases - Type of Investigation Percentages by Rank 2025

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
Police Officer	69%	831	2%	27	3%	41	21%	253	4%	49
Sgt and Above	32%	43	6%	8	1%	2	14%	19	47%	63
Grand Total	65%	874	3%	35	3%	43	20%	272	8%	112

Table 17: Member Cases - Type of Investigation Percentages by Rank 2024

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
Police Officer	73%	975	1%	18	2%	30	20%	266	3%	42
Sgt and Above	48%	41	1%	1	0%	0	28%	24	23%	20
Grand Total	72%	1016	1%	19	2%	30	20%	290	4%	62

4. Proportion of Cases with a “Sustained” Finding

As specified in the [2. Methodology](#), a case was considered sustained if any of the allegations targeted at the officer in question for this incident were sustained. Sustained rates were calculated for each independent variable (race, gender, rank) and broken down by moderating variables (investigation type and case origin). Chi-square tests were used to determine whether any differences between sustained rates were statistically significant.

4.1. Is One Group More Likely to be Sustained?

The overall sustained rate was nearly the same in 2024 and 2025. As presented in Table 1 (repeated below, see [1. Executive Summary](#)), 6.1% of all member cases (82 of 1336) were sustained in 2025, compared to 4.5% (64 of 1417) in 2024. The gap between sustained rates across races narrowed in 2025. The sustained rate for white members had dropped dramatically from 11% (37 of 348) in 2023 to 2% (4 of 223) in 2024, which was significantly lower than the sustained rates for Black and Hispanic members. In 2025, the white member sustained rate rose to 5% (11 of 222) which was not significantly different than Black members (7%, 21 of 303) or Hispanic members (8%, 33 of 406). Asian members had the lowest sustained rate (4%, 12 of 336).

Table 1 (Repeated from Page 4): Sustained Rates at the Member Case Level 2024 versus 2025

	2024			2025		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	2%	4	223	5%	11	222
Black	7%	23	351	7%	21	303
Hispanic	6%	25	425	8%	33	406
Asian/Filipino	3%	11	342	4%	12	336
Other/Unknown	1%	1	76	7%	5	69
Total	5%	64	1417	6%	82	1336
Male	5%	54	1183	7%	74	1135
Female	4%	10	234	4%	8	201
Total	5%	64	1417	6%	82	1336
Officer	4%	57	1331	6%	67	1201
Sgt and Above	8%	7	86	11%	15	135
Total	5%	64	1417	6%	82	1336

Cases involving men were sustained at a higher rate than cases involving women (7%, 74 of 1335 versus 4%, 8 of 201), but the difference was not significant. Cases involving sergeants and above were sustained at a significantly higher rate than officers (11%, 67 of 1201 versus 6%, 14 of 135). Note that for both gender and rank, the pattern echoed what we observed above ([3.2. Did Officers from Any Given Group Receive More Allegations Per Case?](#)): men and sergeants received more allegations on average, and it was more likely (significantly for rank only) that at least one of these allegations would stick.

4.2. Does Seniority or Age Impact Differences in Sustained Rates?

In 2025, the most junior and most senior members were sustained at 8% compared to members with two to ten years sustained at 5%. White members were sustained at about the same rate across all seniority levels, while the most senior Black members were sustained at the highest rate (14%).

Table 18: Sustained Rates by Seniority 2025

Seniority	Race Clean	Sustained		Other than Sustained		Total
		%	n	%	n	
Less than 2 yrs	White	5%	2	95%	37	39
	Black	9%	7	91%	69	76
	Hispanic	9%	9	91%	93	102
	Asian/Filipino	6%	5	94%	72	77
	Other/Unk.	6%	1	94%	17	18
< 2 yrs Total		8%	24	92%	288	312
2-5 yrs	White	5%	2	95%	42	44
	Black	2%	2	98%	111	113
	Hispanic	8%	11	92%	119	130
	Asian/Filipino	2%	2	98%	105	107
	Other/Unk.	11%	2	89%	16	18
2-5 yrs Total		5%	19	95%	393	412
5-10 yrs	White	4%	2	96%	54	56
	Black	8%	5	92%	60	65
	Hispanic	6%	7	94%	107	114
	Asian/Filipino	2%	2	98%	87	89
	Other/Unk.	7%	2	93%	26	28
5-10 yrs Total		5%	18	95%	334	352
Over 10 yrs	White	6%	5	94%	78	83
	Black	14%	7	86%	42	49
	Hispanic	10%	6	90%	54	60
	Asian/Filipino	5%	3	95%	60	63
	Other/Unk.	0%	0	100%	5	5
> 10 yrs Total		8%	21	92%	239	260
Grand Total		6%	82	94%	1254	1336

Table 18: Sustained Rates by Seniority 2024

Seniority	Race Clean	Sustained		Other than Sustained		Total
		%	n	%	n	
Less than 2 yrs	White	0%	0	100%	59	59
	Black	6%	9	94%	148	157
	Hispanic	7%	11	93%	141	152

	Asian/Filipino	4%	4	96%	95	99
	Other/Unk.	3%	1	97%	29	30
< 2 yrs Total		5%	25	95%	472	497
2-5 yrs	White	0%	0	100%	25	25
	Black	9%	7	91%	74	81
	Hispanic	6%	8	94%	117	125
	Asian/Filipino	2%	2	98%	103	105
	Other/Unk.	0%	0	100%	15	15
2-5 yrs Total		5%	17	95%	334	351
5-10 yrs	White	3%	2	98%	78	80
	Black	5%	4	95%	70	74
	Hispanic	2%	2	98%	115	117
	Asian/Filipino	4%	4	96%	85	89
	Other/Unk.	0%	0	100%	30	30
5-10 yrs Total		3%	12	97%	378	390
Over 10 yrs	White	3%	2	97%	57	59
	Black	8%	3	92%	36	39
	Hispanic	13%	4	87%	27	31
	Asian/Filipino	2%	1	98%	48	49
	Other/Unk.	0%	0	100%	1	1
> 10 yrs Total		6%	10	94%	169	179
Grand Total		5%	64	95%	1353	1417

Table 19 breaks down sustained rates by age of the member and race. Like 2024, in 2025 we see that there is no clear relationship between age and sustained rates, as the progression by age group is 8%, 4%, 6%, 3%, and 11%.

Table 19 – Sustained Cases by Age of Officer 2025

Age	Race Clean	Sustained		Other than Sustained		Total
		%	n	%	n	
20-25	White	10%	1	90%	9	10
	Black	0%	0	100%	13	13
	Hispanic	13%	5	87%	34	39
	Asian/Filipino	4%	1	96%	24	25
	Other/Unk.	0%	0	100%	1	1
20-25 TOTAL		8%	7	92%	81	88
25-30	White	5%	2	95%	35	37
	Black	1%	1	99%	76	77
	Hispanic	6%	7	94%	107	114
	Asian/Filipino	3%	2	97%	66	68

	Other/Unk.	4%	1	96%	25	26
25-30 TOTAL		4%	13	96%	309	322
30-35	White	7%	2	93%	27	29
	Black	8%	7	92%	83	90
	Hispanic	6%	8	94%	121	129
	Asian/Filipino	4%	4	96%	109	113
	Other/Unk.	6%	1	94%	16	17
30-35 TOTAL		6%	22	94%	356	378
35-40	White	2%	1	98%	65	66
	Black	2%	1	98%	58	59
	Hispanic	7%	4	93%	55	59
	Asian/Filipino	1%	1	99%	66	67
	Other/Unk.	14%	2	86%	12	14
35-40 TOTAL		3%	9	97%	256	265
Over 40	White	6%	5	94%	75	80
	Black	19%	12	81%	52	64
	Hispanic	14%	9	86%	56	65
	Asian/Filipino	6%	4	94%	59	63
	Other/Unk.	9%	1	91%	10	11
Over 40 TOTAL		11%	31	89%	252	283
Grand Total		6%	82	94%	1254	1336

Table 19 – Sustained Cases by Age of Officer 2024

Age	Race Clean	Sustained		Other than Sustained		Total
		%	n	%	n	
20-25	White	0%	0	100%	17	17
	Black	0%	0	100%	25	25
	Hispanic	11%	5	89%	39	44
	Asian/Filipino	6%	1	94%	16	17
	Other/Unk.	0%	0	100%	5	5
20-25 TOTAL		6%	6	94%	102	108
25-30	White	0%	0	100%	33	33
	Black	4%	4	96%	102	106
	Hispanic	4%	5	96%	127	132
	Asian/Filipino	4%	3	96%	70	73
	Other/Unk.	3%	1	97%	29	30
25-30 TOTAL		3%	13	97%	361	374
30-35	White	0%	0	100%	49	49
	Black	7%	8	93%	102	110
	Hispanic	7%	8	93%	110	118
	Asian/Filipino	4%	4	96%	110	114

	Other/Unk.	0%	0	100%	20	20
30-35 TOTAL		5%	20	95%	391	411
35-40	White	0%	0	100%	47	47
	Black	15%	7	85%	40	47
	Hispanic	3%	2	97%	72	74
	Asian/Filipino	0%	0	100%	70	70
	Other/Unk.	0%	0	100%	16	16
35-40 TOTAL		4%	9	96%	245	254
Over 40	White	5%	4	95%	73	77
	Black	6%	4	94%	59	63
	Hispanic	9%	5	91%	52	57
	Asian/Filipino	4%	3	96%	65	68
	Other/Unk.	0%	0	100%	5	5
Over 40 TOTAL		6%	16	94%	254	270
Grand Total		5%	64	95%	1353	1417

4.3. Do Division-Level Investigations Differ from Internal Affairs Investigations?

The second moderator variable we looked at was by investigation type. The data was split into two categories: Division Level Investigations (DLI) together with DLI Summary Findings⁶ on the one hand and Internal Affairs (IA) investigations together with IA Summary Findings on the other. DLIs are generally conducted by field sergeants and typically contain less serious allegations. IA investigations involve the most serious allegations and are conducted by supervisors assigned to the Internal Affairs Bureau (IAB). The purpose of looking at the investigative type is to determine if there are differences in sustained rates based on the entity conducting the investigation. Informally resolved⁷ cases were not included in this analysis because they usually proceed through a different process that does not usually involve a DLI or IA investigation.

Note that some cases are transferred from DLI to IA or vice versa during the course of the investigation, which means they may have portions of the investigation conducted by a DLI supervisor and portions investigated by an IAB investigator. Additionally, when a case is transferred, the designation is not always properly updated in the complaint for in Vision (the Department's record-keeping software), resulting in possible error in the investigation type for some cases. Except when we were able to identify and correct obvious errors by reviewing the case summary, the present analyses rely on the initial designation of the case by IAB.

Table 20 presents sustained rates broken down by race and type of investigation. In 2024, there was significant disparity in DLI investigations between white and Black members. While the number of IA investigations was too small to test, there was a large gap in the sustained rate between white members

⁶ A Summary Finding is an abbreviated internal investigation in which a finding can be reached without conducting a full formal internal investigation because the correct finding can be determined with no or minimal follow-up and be based on the existing documentation, evidence, statements, and crime information data.

⁷ An informal complaint resolution is an investigative outcome used under certain circumstances for Class II allegations that don't indicate a pattern of misconduct.

and Black or Hispanic members (6% versus 26-29%). In 2025, by contrast, there was no significant disparity in DLI investigations between white and non-white members. There was also no significant difference in IA investigations between white (13%, 5 of 40) and Black (24%, 9 of 37) or Hispanic (27%, 12 of 44) members; even though the rate for Hispanics was more than twice the rate for whites, these fluctuations are not conclusive for such small numbers. Tests could not be performed on Other/Unknown members for both DLI and IA investigations and Asian members for IA investigations.

Table 20: Sustained Rate by Race 2025 (Full Investigations and Summary Findings)

	All Findings			DLIs and DLI Summary Findings			IA Investigations and IA Summary Findings		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	5%	11	222	3%	6	175	13%	5	40
Black	7%	21	303	5%	12	256	24%	9	37
Hispanic	8%	33	406	6%	21	351	27%	12	44
Asian/Filipino	4%	12	336	2%	7	299	23%	5	22
Other/Unknown	7%	5	69	6%	4	65	25%	1	4
Total	6%	82	1336	4%	50	1146	22%	32	147

Table 20: Sustained Rate by Race 2024 (Full Investigations and Summary Findings)

	All Investigations			DLIs and DLI Summary Findings			IA Investigations and IA Summary Findings		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	2%	4	223	1%	3	203	6%	1	18
Black	7%	23	351	6%	18	326	26%	5	19
Hispanic	6%	25	425	4%	17	387	29%	8	28
Asian/Filipino	3%	11	342	3%	10	317	7%	1	14
Other/Unknown	1%	1	76	1%	1	73	0%	0	2
Total	5%	64	1417	4%	49	1306	19%	15	81

Tables 21 and 22 present similar breakdowns by gender and rank. In 2024, there were no significant differences observed. In 2025, there were no significant differences in the DLI sustained rate between male and female members. While we could not test IA investigations for gender, males did have a higher sustained rate than females (23%, 29 of 127 versus 15%, 3 of 20). When analyzing rank, we were unable to test DLI investigations, but the sustained rate for officers was 5% (49 of 1084) compared to sergeants and above at 2% (1 of 62). There was no significant difference between officers and sergeants and above for IA investigations (24%, 18 of 76 versus 20%, 14 of 71).

Table 21: Sustained Rate by Gender 2025 (Full Investigations and Summary Findings)

	All Findings			DLIs and DLI Summary Findings			IA Investigations and IA Summary Findings		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	7%	74	1135	5%	45	968	23%	29	127
Female	4%	8	201	3%	5	178	15%	3	20
Total	6%	82	1336	4%	50	1146	22%	32	147

Table 21: Sustained Rate by Gender 2024 (Full Investigations and Summary Findings)

	All Investigations			DLIs and DLI Summary Findings			IA Investigations and IA Summary Findings		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	5%	54	1183	4%	41	1085	19%	13	70
Female	4%	10	234	4%	8	221	18%	2	11
Total	5%	64	1417	4%	49	1306	19%	15	81

Table 22: Sustained Rate by Rank 2025 (Full Investigations and Summary Findings)

	All Findings			DLIs and DLI Summary Findings			IA Investigations and IA Summary Findings		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	6%	67	1201	5%	49	1084	24%	18	76
Sgt and Above	11%	15	135	2%	1	62	20%	14	71
Total	6%	82	1336	4%	50	1146	22%	32	147

Table 22: Sustained Rate by Rank 2024 (Full Investigations and Summary Findings)

	All Investigations			DLIs and DLI Summary Findings			IA Investigations and IA Summary Findings		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	4%	57	1331	4%	46	1241	18%	11	60
Sgt and Above	8%	7	86	5%	3	65	19%	4	21
Total	5%	64	1417	4%	49	1306	19%	15	81

4.4. Do Cases with an External Origin Differ from Cases with an Internal Origin?

We next wanted to determine if disparities in sustained rates would differ depending on who initiated the case. A case was categorized as internal if it was originally initiated by an allegation made by a member of the Department. A case was categorized as external if a member of the public or a member of another organization/department made the first allegation which initiated the investigation. (See [2. Methodology](#) **What Counts as “Internally Generated” Case.**)

It is important to note that while a complaint may be initiated by a member of the public, investigators may add allegations to a case if additional misconduct is suspected or discovered during the investigation (e.g., while reviewing Body Worn Camera footage). In these circumstances, although the allegation would be internally discovered, the case would still be categorized as external. Allegations that are discovered and added during the course of the investigation are supposed to be labeled as “internally discovered” by investigators (which is a different designation from the “Internal/External” category analyzed here, which only refers to the origin of the original allegation) and tracked as such in the case record. Table 23 presents sustained rates at the case level broken down by race and origin of investigation.

In 2025, the sustained rates for both internally generated cases (26%, 31 of 119) and externally generated cases (4%, 51 of 1217) remained nearly the same as 2024. There was no significant difference in sustained rates by race in 2024 or 2025 for externally generated cases. Other/Unknown members had the highest

sustained rate (8%) compared to white members (3%), but we were unable to test for significance. Among internally generated cases, the gap in sustained rates between white members and Black and Hispanic members narrowed in 2025 and the difference was not significant. However, we observed that white members were sustained at half the rate of Black, Hispanic and Asian members (14% versus 30-35%).

Table 23: Sustained Rate by Race 2025 (Full Investigations and Summary Findings)

	All Cases			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	5%	11	222	14%	5	35	3%	6	187
Black	7%	21	303	30%	10	33	4%	11	270
Hispanic	8%	33	406	35%	12	34	6%	21	372
Asian/Filipino	4%	12	336	31%	4	13	2%	8	323
Other/Unknown	7%	5	69	0%	0	4	8%	5	65
Total	6%	82	1336	26%	31	119	4%	51	1217

Table 23: Sustained Rate by Race 2024 (Full Investigations and Summary Findings)

	All Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	2%	4	223	0%	0	8	2%	4	215
Black	7%	23	351	47%	7	15	5%	16	336
Hispanic	6%	25	425	24%	4	17	5%	21	408
Asian/Filipino	3%	11	342	13%	1	8	3%	10	334
Other/Unknown	1%	1	76	0%	0	0	1%	1	76
Total	5%	64	1417	25%	12	48	4%	52	1369

Table 24 presents the same breakdown by gender. Unlike in 2024, there was no disparity between male and female members for either internally generated (26%, 27 of 102 versus 24%, 4 of 17) cases or externally generated cases (5%, 47 of 1033 versus 2% 4 of 184).

Table 24: Sustained Rate by Gender 2025 (Full Investigations and Summary Findings)

	All Cases			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	7%	74	1135	26%	27	102	5%	47	1033
Female	4%	8	201	24%	4	17	2%	4	184
Total	6%	82	1336	26%	31	119	4%	51	1217

Table 24: Sustained Rate by Gender 2024 (Full Investigations and Summary Findings)

	All Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	5%	54	1183	21%	9	43	4%	45	1140
Female	4%	10	234	60%	3	5	3%	7	229
Total	5%	64	1417	25%	12	48	4%	52	1369

Table 25 presents the same breakdown by rank. While overall in 2025, sergeants and above were sustained at a significantly higher rate than officers, when analyzing complaint origin, officers were sustained at a higher rate than sergeants and above for internally generated cases (29%, 19 of 65 versus 22%, 12 of 54). The difference was not significant and the gap was much smaller than in 2024. For externally generated cases, the sustained rate was the same for officers and sergeants and above in 2025 which was a change from 2024, when sergeants and above were sustained at twice the rate of officers.

Table 25: Sustained Rate by Rank 2025 (Full Investigations and Summary Findings)

	All Cases			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	6%	67	1201	29%	19	65	4%	48	1136
Sgt and Above	11%	15	135	22%	12	54	4%	3	81
Total	6%	82	1336	26%	31	119	4%	51	1217

Table 25: Sustained Rate by Rank 2024 (Full Investigations and Summary Findings)

	All Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	4%	57	1331	30%	11	37	4%	46	1294
Sgt and Above	8%	7	86	9%	1	11	8%	6	75
Total	5%	64	1417	25%	12	48	4%	52	1369

As mentioned above, we coded an allegation as “internal” or “external” solely based on whether the case was *initiated* by an internal or external complainant. But since allegations can actually be added in the course of an investigation to a case that was externally generated, there is also a field in the complaint form for coding each allegation as “internally discovered” or not. In 2025, this field was completed at a higher rate than in 2024 (87% in 2025 versus 67% in 2024). Despite the improvement, the field still required us to track down the correct data for the missing fields, and for completed fields, we identified inconsistencies in how the data was being entered. Hence, the analysis only represents an estimate for sustained rates based on internally discovered allegations. Table 26 presents the sustained rate by race for all allegations based on whether each allegation was internally discovered or received by an external complainant (non-OPD).

Table 26: Sustained Rates for Internally Discovered Allegations vs Externally Discovered Allegations 2025 (All Allegations)

	Internally Discovered Allegations			Externally Discovered Allegations		
	Sust Rate	# Sust	Total	Sust Rate	# Sust	Total
White	17%	15	87	2%	5	279
Black	34%	37	108	3%	11	419
Hispanic	34%	38	113	3%	17	549
Asian/Filipino	24%	10	41	2%	8	495
Other/Unknown	0%	0	5	5%	5	107
Grand Total	28%	100	354	2%	46	1849

Table 26: Sustained Rates for Internally Discovered Allegations vs Externally Discovered Allegations 2024 (All Allegations)

	Internally Discovered Allegations			Externally Discovered Allegations		
	Sust Rate	# Sust	Total	Sust Rate	# Sust	Total
White	11%	2	18	1%	3	294
Black	67%	22	33	3%	14	504
Hispanic	48%	30	63	3%	16	586
Asian/Filipino	21%	4	19	1%	7	475
Other/Unknown	0%	0	2	1%	1	115
Grand Total	43%	58	135	2%	41	1974

There were far more internally discovered allegations in 2025 compared to 2024 (354 versus 135). This was also true for internally generated cases. However, for internally discovered allegations, we did find that white members were sustained at a significantly lower rate than Black and Hispanic members (17%, 15 of 87 versus 34%, 37 of 108). Once again, it's important to note that the data may not be reliable given missing data and inconsistencies in how the data is entered.

The 2024 IA Outcome study recommended that the Department improve data collection on internally discovered allegations, including the addition of new fields to capture more detailed information (who added violation, who approved violation, dates, and how allegation was discovered). These new fields were added to the Vision complaint form on May 15, 2026. The Department will need to provide training on these new fields, as well as clarify what constitutes an “internally discovered violation.”

4.5. Do Sustained Rates Differ Based on the Seriousness of the Allegation (Class I versus Class II)?

To determine if there was disparity in the seriousness of the allegations between groups, we assessed the sustained rates for Class I and Class II allegations for race, gender and rank. This analysis had to be done at the allegation level rather than the sworn member case level since some members may have multiple allegations in the same case that are different Classes (e.g., in the same case an officer may be investigated for Use of Force – Class I and FTARC – Class II). Above (See [3.4. Did the Seriousness of the Allegation \(Class I Versus Class II\) Differ by Group?](#)), we assessed whether a particular group was receiving a disproportionately higher percentage of Class I or Class II allegations.

Table 27 presents sustained rates at the Allegation Class level broken down by race. In 2025, the overall sustained rates by race at the allegation level were similar to the sustained rates at the sworn member case level. At the allegation level, the sustained rate for Black members was higher than at the member case level (9%, 48 of 527 versus 7%, 21 of 303). The sustained rates for Asian and Other/Unknown members were lower at the allegation level. There were no significant differences in the sustained rates when comparing white members to non-white members⁸, when looking at all allegations, Class I allegations and Class II allegations. This was a change from 2024, when we did observe disparity between white members and non-white members.

⁸ We were unable to test white versus Other/Unknown members.

Table 27: Allegations - Sustained Rate for Allegation Class by Race 2025

	All Allegations			Class I Allegations			Class II Allegations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	5%	20	366	8%	9	106	4%	11	260
Black	9%	48	527	11%	15	135	8%	33	392
Hispanic	8%	55	662	9%	17	187	8%	38	475
Asian/Filipino	3%	18	536	3%	4	158	4%	14	378
Other/Unknown	4%	5	112	0%	0	22	6%	5	90
Total	7%	146	2203	7%	45	608	6%	101	1595

Table 27: Allegations - Sustained Rate for Allegation Class by Race 2024

	All Allegations			Class I Allegations			Class II Allegations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	2%	5	312	1%	1	71	2%	4	241
Black	7%	36	537	11%	15	133	5%	21	404
Hispanic	7%	46	649	9%	15	162	6%	31	487
Asian/Filipino	2%	11	494	2%	3	123	2%	8	371
Other/Unknown	1%	1	117	0%	0	31	1%	1	86
Total	5%	99	2109	7%	34	520	4%	65	1589

Table 28 presents the same breakdown by gender. In 2025, male members were sustained at a significantly higher rate than female members for all allegations (7%, 134 of 1877 versus 4%, 12 of 326). Males were also sustained at a higher rate than females for Class I and Class II allegations, but the differences were not significant.

Table 28: Allegations - Sustained Rate for Allegation Class by Gender 2025

	All Allegations			Class I Allegations			Class II Allegations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	7%	134	1877	8%	42	532	7%	92	1345
Female	4%	12	326	4%	3	76	4%	9	250
Total	7%	146	2203	7%	45	608	6%	101	1595

Table 28: Allegations - Sustained Rate for Allegation Class by Gender 2024

	All Allegations			Class I Allegations			Class II Allegations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	5%	85	1778	7%	32	444	4%	53	1334
Female	4%	14	331	3%	2	76	5%	12	255
Total	5%	99	2109	7%	34	520	4%	65	1589

Table 29 presents the same breakdown by rank. In 2025, sergeants and above were sustained at a significantly higher rate than officers for all allegations, Class I allegations and Class II allegations.

Table 29: Allegations - Sustained Rate for Allegation Class by Rank 2025

	All Allegations			Class I Allegations			Class II Allegations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	6%	111	1942	5%	28	517	6%	83	1425
Sgt and Above	13%	35	261	19%	17	91	11%	18	170
Total	7%	146	2203	7%	45	608	6%	101	1595

Table 29: Allegations - Sustained Rate for Allegation Class by Rank 2024

	All Allegations			Class I Allegations			Class II Allegations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	4%	88	1991	6%	31	490	4%	57	1501
Sgt and Above	9%	11	118	10%	3	30	9%	8	88
Total	5%	99	2109	7%	34	520	4%	65	1589

4.6. Do Year-to-Year Fluctuations in Sustained Rates Average Out Over Time?

Again, we looked at the last five years to check for longer-term trends and found that the combined sustained rate for 2021-2025 was relatively consistent across all race groups (7-9%) except for Asian/Filipinos, who had the lowest combined sustained rate (5%). Besides Other/Unknown members, who have much lower numbers than other race groups, white members had the highest sustained rate for the combined five-year period (9%). White and Asian members had a precipitous drop in sustained rates between 2023 and 2024. In 2025, the rate for white members rose by 3% points, while the rate for Asian members only rose by 1% point. While the number of sustained cases increased between 2024 and 2025 (64 to 82), both years still remain the lowest of the last five years.

Table 2 (repeated from p. 5): Sustained Rates by Race 2021 to 2025

	2021		2022		2023		2024		2025		2021-2025
	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate	# Sust/ Total	Sust Rate
White	11%	51/457	11%	34/323	11%	37/348	2%	4/223	5%	11/222	9%
Black	9%	19/213	11%	23/212	6%	20/341	7%	23/351	7%	21/303	7%
Hispanic	9%	40/434	9%	30/317	8%	40/512	6%	25/425	8%	33/406	8%
Asian/Filip	7%	18/251	7%	16/240	7%	26/379	3%	11/342	4%	12/336	5%
Other/Unk	16%	9/57	18%	7/38	9%	6/68	1%	1/76	7%	5/69	9%
Grand Total	10%	137/1412	10%	110/1130	8%	129/1648	5%	64/1417	6%	82/1336	8%

4.7. Did “Failure to Accept or Refer a Complaint” Allegations Affect Sustained Rates in 2024?

Prior to 2024, Failure to Accept or Refer a Complaint (FTARC) allegations had an impact on sustained rates and discipline. This impact largely disappeared in 2024 due to the Department amending its policy allowing for internally discovered FTARC allegations to be handled outside the IA process. We analyzed the data for both 2024 and 2025 with and without FTARC allegations included in the data set to see

whether they influenced the sustained rates. In both years, FTARC allegations had little impact on the sustained rates. Tables 30 and 31 compare sustained rates with and without FTARC allegations for 2024 and 2025.

Table 30: Allegations by Investigation Type with and without FTARC Allegations (2024 Versus 2025)

	All Allegations		FTARC Allegations Excluded	
	2024	2025	2024	2025
Overall Sustained Rate	5%	7%	4%	6%
DLI Sustained Rate	4%	4%	4%	3%
IA Investigation Sustained Rate	19%	24%	18%	23%

Table 31: Allegations by Complaint Origin with and without FTARC Allegations (2024 Versus 2025)

	All Allegations		FTARC Allegations Excluded	
	2024	2025	2024	2025
Overall Sustained Rate	5%	7%	4%	6%
Externally Generated Case Sustained Rate	4%	4%	4%	3%
Internally Generated Case Sustained Rate	25%	27%	26%	28%

5. Focusing on Fully Investigated Cases

5.1. Sustained Rates for Fully Investigated Cases

A finding of “sustained” can only occur as a result of a full investigation (whether DLI or IA). In 2025, full investigations comprised 29% (384 of 1336) of all cases. This was higher than in 2024, when full investigations comprised 25% (352 of 1417) of all cases. As discussed earlier (See [3.5. Did the Type of Investigation Differ by Group?](#)), a case can be closed without a full investigation through Informal Complaint Resolution (ICR) or by Summary Finding. While we did not find compelling evidence of racial disparity in terms of the proportion of cases that were moved on to a full investigation (making them eligible for a “sustained” finding), we did note that Asian members had the lowest percentage of cases that were fully investigated, meaning they were the least likely to have a case that could result in a sustained finding.

Table 15 (repeated from p. 25): Member Cases - Type of Investigation Percentages by Race 2025

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
White	60%	134	3%	7	3%	7	18%	41	15%	33
Black	59%	179	4%	11	3%	10	25%	77	9%	26
Hispanic	63%	257	2%	10	3%	11	23%	94	8%	34
Asian/Filipino	76%	254	2%	6	4%	15	13%	45	5%	16
Other/Unknown	72%	50	1%	1	0%	0	22%	15	4%	3
Grand Total	65%	874	3%	35	3%	43	20%	272	8%	112

Table 15 (repeated from p. 25): Member Cases - Type of Investigation Percentages by Race 2024

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		DLI Full Invest		Internal Affairs Full Invest	
	% Total	n	% Total	n	% Total	n	% Total	n	% Total	n
White	74%	164	1%	3	1%	2	17%	39	7%	15
Black	70%	244	1%	3	2%	6	23%	82	5%	16
Hispanic	70%	299	2%	10	2%	10	21%	88	4%	18
Asian/Filipino	74%	252	1%	2	3%	11	19%	65	4%	12
Other/Unknown	75%	57	1%	1	1%	1	21%	16	1%	1
Grand Total	72%	1016	1%	19	2%	30	20%	290	4%	62

Even with the lower rate of full investigations for Asian members, we proceeded to analyze sustained rates for fully investigated cases. Table 32 shows sustained rates by race for investigation type. When looking at only fully investigated cases, white members had the lowest sustained rate for all investigations,

DLI investigations and IA investigations, but the differences were not significant. Additionally, the gap between white members and Black and Hispanic members narrowed in 2025. While this was an improvement from 2024, we continued to observe disparity between white members and non-white members in IA investigations in 2025, with white members sustained at half the rate of non-white members for IA investigations (15%, 5 of 33 versus over 30%).

Table 32: Sustained Rate by Investigation Type by Race 2025 (Full Investigations Only*)

	Full DLI and IA Investigations			DLI Investigations			IA Investigations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	15%	11	74	15%	6	41	15%	5	33
Black	20%	21	103	16%	12	77	35%	9	26
Hispanic	26%	33	128	22%	21	94	35%	12	34
Asian/Filipino	20%	12	61	15%	7	45	31%	5	16
Other/Unknown	28%	5	18	27%	4	15	33%	1	3
Total	21%	82	384	18%	50	272	29%	32	112

**This excludes summary findings and informally resolved complaints.*

Table 32: Sustained Rate by Investigation Type by Race 2024 (Full Investigations Only*)

	Full DLI and IA Investigations			DLI Investigations			IA Investigations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	7%	4	54	8%	3	39	7%	1	15
Black	23%	23	98	22%	18	82	31%	5	16
Hispanic	24%	25	106	19%	17	88	44%	8	18
Asian/Filipino	14%	11	77	15%	10	65	8%	1	12
Other/Unknown	6%	1	17	6%	1	16	0%	0	1
Total	18%	64	352	17%	49	290	24%	15	62

**This excludes summary findings and informally resolved complaints.*

Table 33 shows the same breakdown by gender. Sustained rates in 2025 were higher for male members than female members for all investigations, DLI investigations and IA investigations. In 2024, the sustained rates were the same for male and female members, except for IA investigations, where females had a higher rate (29% versus 24%).

Table 33: Sustained Rate by Investigation Type by Gender 2025 (Full Investigations Only*)

	Full DLI and IA Investigations			DLI Investigations			IA Investigations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	23%	74	324	20%	45	226	30%	29	98
Female	13%	8	60	11%	5	46	21%	3	14
Total	21%	82	384	18%	50	272	29%	32	112

**This excludes summary findings and informally resolved complaints.*

Table 33: Sustained Rate by Investigation Type by Gender 2024 (Full Investigations Only*)

	Full DLI and IA Investigations			DLI Investigations			IA Investigations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	18%	54	297	17%	41	242	24%	13	55
Female	18%	10	55	17%	8	48	29%	2	7
Total	18%	64	352	17%	49	290	24%	15	62

**This excludes summary findings and informally resolved complaints.*

Table 34 shows the same breakdown by rank. Similar to 2024, sustained rates in 2025 were higher for officers than sergeants and above for all investigations, DLI investigations and IA investigations. The gap in sustained rates widened in 2025. For DLI investigations, the sustained rates were 19% (48 of 253) for officers and 5% (1 of 19) for sergeants and above (unable to test for significance). For IA investigations, the sustained rates were 37% (18 of 49) for officers and 22% (14 of 63) for sergeants and above, but the difference was not significant.

Table 34: Sustained Rate by Investigation Type by Rank 2025 (Full Investigations Only*)

	Full DLI and IA Investigations			DLI Investigations			IA Investigations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	22%	67	302	19%	49	253	37%	18	49
Sgt and Above	18%	15	82	5%	1	19	22%	14	63
Total	21%	82	384	18%	50	272	29%	32	112

**This excludes summary findings and informally resolved complaints.*

Table 34: Sustained Rate by Investigation Type by Rank 2024 (Full Investigations Only*)

	Full DLI and IA Investigations			DLI Investigations			IA Investigations		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	19%	57	308	17%	46	266	26%	11	42
Sgt and Above	16%	7	44	13%	3	24	20%	4	20
Total	18%	64	352	17%	49	290	24%	15	62

**This excludes summary findings and informally resolved complaints.*

In Table 35, we broke down fully investigated cases by case origin. In 2025, white members were sustained at less than half the rate of non-white members (15%, 5 of 33 versus 33% and higher), though the difference was not significant and the gap narrowed between 2024 and 2025. For externally generated cases, there was no significant disparity between white and non-white members and the gap also narrowed in 2025. We were unable to test for significance between white and Other/Unknown members.

Table 35: Sustained Rate by Case Origin by Race 2025 (Full Investigations Only*)

	Full DLI and IA Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	15%	11	74	15%	5	33	15%	6	41
Black	20%	21	103	37%	10	27	14%	11	76
Hispanic	26%	33	128	36%	12	33	22%	21	95
Asian/Filipino	20%	12	61	33%	4	12	16%	8	49
Other/Unknown	28%	5	18	0%	0	4	36%	5	14
Total	21%	82	384	28%	31	109	19%	51	275

**This excludes summary findings and informally resolved complaints.*

Table 35: Sustained Rate by Case Origin by Race 2024 (Full Investigations Only*)

	Full DLI and IA Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
White	7%	4	54	0%	0	5	8%	4	49
Black	23%	23	98	64%	7	11	18%	16	87
Hispanic	24%	25	106	36%	4	11	22%	21	95
Asian/Filipino	14%	11	77	20%	1	5	14%	10	72
Other/Unknown	6%	1	17	0%	0	0	6%	1	17
Total	18%	64	352	38%	12	32	16%	52	320

**This excludes summary findings and informally resolved complaints.*

Table 36 shows the same breakdown by gender. Sustained rates in 2025 were higher for male members than female members for all investigations, DLI investigations and IA investigations. This was a reversal from 2024, when female members were sustained at a far higher rate than male members for internally generated cases.

Table 36: Sustained Rate by Case Origin by Gender 2025 (Full Investigations Only*)

	Full DLI and IA Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	23%	74	324	29%	27	92	20%	47	232
Female	13%	8	60	24%	4	17	9%	4	43
Total	21%	82	384	28%	31	109	19%	51	275

**This excludes summary findings and informally resolved complaints.*

Table 36: Sustained Rate by Case Origin by Gender 2024 (Full Investigations Only*)

	Full DLI and IA Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Male	18%	54	297	32%	9	28	17%	45	269
Female	18%	10	55	75%	3	4	14%	7	51
Total	18%	64	352	38%	12	32	16%	52	320

**This excludes summary findings and informally resolved complaints.*

Table 37 shows the same breakdown by rank. Similar to 2024, sustained rates in 2025 were higher for officers than sergeants and above for all investigations and IA investigations. However, officers also had a higher sustained rate for externally generated cases in 2025, which was not the case in 2024. There were no significant disparities in sustained rates between officers and sergeants and above for internally or externally generated cases. Additionally, the gap in sustained rates between officers and sergeants and above for internally generated cases narrowed by 75% (40% gap in 2024 to 10% gap in 2025).

Table 37: Sustained Rate by Case Origin by Rank 2025 (Full Investigations Only*)

	Full DLI and IA Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	22%	67	302	33%	19	57	20%	48	245
Sgt and Above	18%	15	82	23%	12	52	10%	3	30
Total	21%	82	384	28%	31	109	19%	51	275

**This excludes summary findings and informally resolved complaints.*

Table 37: Sustained Rate by Case Origin by Rank 2024 (Full Investigations Only*)

	Full DLI and IA Investigations			Internal Origin			External Origin		
	% Sust	# Sust	Tot	% Sust	# Sust	Tot	% Sust	# Sust	Tot
Officer	19%	57	308	50%	11	22	16%	46	286
Sgt and Above	16%	7	44	10%	1	10	18%	6	34
Total	18%	64	352	38%	12	32	16%	52	320

**This excludes summary findings and informally resolved complaints.*

5.2. Allegation-Level Analysis for Fully Investigated Cases

One of the reasons to focus on fully investigated cases is that, since they seem to be where disparity arises, it gives us a more manageable dataset to analyze, including looking more closely at the specifics of the cases, such as what types of allegations are involved. Assuming that some allegations are more likely to yield a finding of “sustained,” it could constitute an upstream factor yielding the disparity, so it is important to make sure there are no disparities in the type of allegation by group. Because cases often involve more than one (and different) allegations, we need to get down to the allegation level for this analysis.

Table 38 shows the breakdown for the allegations that could yield a finding without a full investigation. In 2025, 63% of all allegations were in summary findings cases and 2% of allegations were categorized as

informal complaint resolutions. Asian and Other/Unknown members were the most likely to have allegations resolved via summary finding, similar to what we saw at the case level.

Table 38: Allegations that did Not Result in a Full Investigation, by Race 2025 (similar to Table 15 at the Case level)

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		Total (Including Full Investigations, not shown in table)
	% Total	n	% Total	n	% Total	n	
White	56%	206	2%	7	3%	10	366
Black	50%	266	3%	16	2%	11	527
Hispanic	59%	392	3%	17	2%	11	662
Asian/Filipino	74%	399	1%	7	4%	20	536
Other/Unknown	71%	80	1%	1	0%	0	112
Grand Total	61%	1343	2%	48	2%	52	2203

Table 38: Allegations that did Not Result in a Full Investigation, by Race 2024 (similar to Table 15 at the Case level)

	DLI Summary Finding		IA Summary Finding		Informal Complaint Resolution		Total (Including Full Investigations, not shown in table)
	% Total	n	% Total	n	% Total	n	
White	70%	218	1%	3	1%	2	312
Black	67%	360	1%	5	2%	9	537
Hispanic	64%	418	2%	16	2%	11	649
Asian/Filipino	72%	356	1%	3	3%	14	494
Other/Unknown	69%	81	2%	2	1%	1	117
Grand Total	68%	1,433	1%	29	2%	37	2109

This leaves 760 (34%) allegations of misconduct that were fully investigated in 2025, corresponding to 384 sworn member cases. We analyzed allegations by investigative type and complaint origin and compared by race (Table 39).

There were changes in the percentage of allegations from an internally generated case by race in 2025. Overall, the percentage of allegations in internally generated, fully investigated cases increased. In 2025, 11% of DLI investigations were from internally generated cases compared to 4% in 2024. The percentage in IA investigations rose from 36% to 71%. In 2025, white members had more than double the percentage of allegations in DLI investigations from internally generated cases compared to non-white members. For IA investigations, the percentage of internally generated allegations was relatively consistent across race groups.

Table 39: Number of Allegations by Race and Complaint Origin for Fully Investigated Cases 2025

	Division Level Investigation			Internal Affairs Investigation		
	External	Internal	% Internal	External	Internal	% Internal
White	48	17	26%	25	53	68%
Black	131	18	12%	27	58	68%
Hispanic	130	12	8%	24	76	76%
Asian/Filipino	72	2	3%	9	27	75%
Other/Unknown	23	2	8%	3	3	50%
Grand Total	404	51	11%	88	217	71%

Table 39: Number of Allegations by Race and Complaint Origin for Fully Investigated Cases 2024

	Division Level Investigation			Internal Affairs Investigation		
	External	Internal	% Internal	External	Internal	% Internal
White	61	2	3%	22	4	15%
Black	123	8	6%	19	13	41%
Hispanic	140	5	3%	30	29	49%
Asian/Filipino	99	4	4%	15	3	17%
Other/Unknown	31	0	0%	2	0	0%
Grand Total	454	19	4%	88	49	36%

Table 40 shows the sustained rates by race for investigation type and complaint origin in fully investigated cases. Overall, white members had the lowest sustained rate for allegations in fully investigated cases, similar to what we saw at the case level. In 2025 the gap in sustained rates between white members and Black and Hispanic members narrowed. The overall sustained rates remained nearly the same for Black and Hispanic members (21% to 23%), while the sustained rate for white members rose from 6% (5 of 89) to 14% (20 of 143). The largest gap in sustained rates was between white and Black members for allegations from externally generated cases conducted by IA (4%, 1 of 25 versus 41%, 11 of 27).

Table 40: Sustained Rates by Race and Complaint Origin for Fully Investigated Cases 2025 (Allegation Level)

	Division Level Investigation				Internal Affairs Investigation				
	External		Internal		External		Internal		Total
	% Sust	n	% Sust	n	% Sust	n	% Sust	n	% Sust
White	10%	48	12%	17	4%	25	23%	53	14%
Black	9%	131	22%	18	41%	27	36%	58	21%
Hispanic	16%	130	33%	12	13%	24	36%	76	23%
Asian/Filipino	15%	72	0%	2	11%	9	22%	27	16%
Other/Unknown	17%	23	0%	2	33%	3	0%	3	16%
Grand Total	13%	404	20%	51	19%	88	30%	217	19%

Table 40: Sustained Rates by Race and Complaint Origin for Fully Investigated Cases 2024 (Allegation Level)

	Division Level Investigation				Internal Affairs Investigation				
	External		Internal		External		Internal		Total
	n	% Sust	n	% Sust	n	% Sust	n	% Sust	% Sust
White	5%	61	0%	2	9%	22	0%	4	6%
Black	17%	123	50%	8	5%	19	77%	13	22%
Hispanic	12%	140	20%	5	37%	30	59%	29	23%
Asian/Filipino	9%	99	25%	4	7%	15	0%	3	9%
Other/Unknown	3%	31	0	0	0%	2	0	0	3%
Grand Total	11%	454	32%	19	17%	88	55%	49	16%

Table 41 shows the breakdown of allegations by gender and complaint origin for fully investigated cases. In 2025, the percentage of allegations from internally generated cases was higher for females in DLI investigations and higher for males in IA investigations, but the gaps were small.

Table 41: Number of Allegations by Gender and Complaint Origin for Fully Investigated Cases 2025

	Division Level Investigation			Internal Affairs Investigation		
	External	Internal	% Internal	External	Internal	% Internal
Male	340	40	11%	75	190	72%
Female	64	11	15%	13	27	68%
Grand Total	404	51	11%	88	217	71%

Table 41: Number of Allegations by Gender and Complaint Origin for Fully Investigated Cases 2024

	Division Level Investigation			Internal Affairs Investigation		
	External	Internal	% Internal	External	Internal	% Internal
Male	381	17	4%	80	39	33%
Female	73	2	3%	8	10	56%
Grand Total	454	19	4%	88	49	36%

Table 42 shows sustained rates for gender broken down by investigation type and complaint origin for fully investigated cases. Overall, female members were sustained at a lower rate than males by a much wider margin in 2025 (11% margin in 2025 versus a 1% margin in 2024). In fact, female members had a lower sustained rate than males in all categories in 2025.

Table 42: Sustained Rates by Gender and Complaint Origin for Fully Investigated Cases 2025 (Allegation Level)

	Division Level Investigation				Internal Affairs Investigation				
	External		Internal		External		Internal		Total
	% Sust	n	% Sust	n	% Sust	n	% Sust	n	% Sust
Male	14%	340	23%	40	23%	75	32%	190	21%
Female	8%	64	9%	11	0%	13	22%	27	10%
Grand Total	13%	404	20%	51	19%	88	30%	217	19%

Table 42: Sustained Rates by Gender and Complaint Origin for Fully Investigated Cases 2024 (Allegation Level)

	Division Level Investigation				Internal Affairs Investigation				
	External		Internal		External		Internal		Total
	n	% Sust	n	% Sust	n	% Sust	n	% Sust	% Sust
Male	11%	381	29%	17	19%	80	59%	39	16%
Female	12%	73	50%	2	0%	8	40%	10	15%
Grand Total	11%	454	32%	19	17%	88	55%	49	16%

Table 43 shows the breakdown of allegations by rank broken down by investigation type and complaint origin for fully investigated cases. In 2025, sergeants and above had a higher percentage of allegations from internally generated cases in both DLI and IA investigations. In 2024, officers had a higher percentage in IA investigations.

Table 43: Number of Allegations by Rank and Complaint Origin for Fully Investigated Cases 2025

	Division Level Investigation			Internal Affairs Investigation		
	External	Internal	% Internal	External	Internal	% Internal
Officer	376	43	10%	60	98	62%
Sgt and Above	28	8	22%	28	119	81%
Grand Total	404	51	11%	88	217	71%

Table 43: Number of Allegations by Rank and Complaint Origin for Fully Investigated Cases 2024

	Division Level Investigation			Internal Affairs Investigation		
	External	Internal	% Internal	External	Internal	% Internal
Officer	429	15	3%	62	42	40%
Sgt and Above	25	4	14%	26	7	21%
Grand Total	454	19	4%	88	49	36%

Table 44 below shows sustained rates for rank broken down by investigation type and complaint origin. Officers and sergeants and above were sustained at the same rate overall in 2025, which was similar to 2024. However, in 2025, officers were sustained at a higher rate in all categories, which was a change from 2024 when sergeants and above were sustained at a higher rate than officers for allegations in externally generated cases.

Table 44: Sustained Rates by Rank and Complaint Origin for Fully Investigated Cases 2025 (Allegation Level)

	Division Level Investigation				Internal Affairs Investigation				
	External		Internal		External		Internal		Total
	% Sust	n	% Sust	n	% Sust	n	% Sust	n	% Sust
Officer	14%	376	23%	43	25%	60	35%	98	19%
Sgt and Above	4%	28	0%	8	7%	28	27%	119	19%
Grand Total	13%	404	20%	51	19%	88	30%	217	19%

Table 44: Sustained Rates by Rank and Complaint Origin for Fully Investigated Cases 2024 (Allegation Level)

	Division Level Investigation				Internal Affairs Investigation				
	External		Internal		External		Internal		Total
	n	% Sust	n	% Sust	n	% Sust	n	% Sust	% Sust
Officer	11%	429	40%	15	13%	62	62%	42	16%
Sgt and Above	12%	125	0%	4	27%	26	14%	7	15%
Grand Total	11%	454	32%	19	17%	88	55%	49	16%

5.3. Analysis by Type of Sustained Violation for Fully Investigated Cases

We next looked at the type of allegations that different racial groups were being sustained for. While this analysis is only partial because it leaves out the allegations that were not sustained in each case, we hoped it would give us some insight into whether one group was being systematically saddled with a sustained finding for a specific type of allegation.

Table 45 shows the breakdown of sustained allegations by race for fully investigated cases. In both 2024 and 2025, *Performance of Duty – General, Conduct Toward Others* and *Truthfulness* were among the top four sustained allegations. The numbers are too small for clear patterns to emerge, but there was no obvious evidence of different patterns in either 2024 or 2025.

Table 45: Sustained Allegations by Race for Fully Investigated Cases 2025

Sustained Allegations	White	Black	Hispanic	Asian/ Filipino	Other/ Unknown	Grand Total
PERFORMANCE OF DUTY - GENERAL	5	9	13	8	2	37
CONDUCT TOWARD OTHERS	1	6	6		2	15
GENERAL CONDUCT	2	2	4			8
TRUTHFULNESS	1	2	4	1		8
REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)		2	3	2		7
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	1	2	2	2		7
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	1	3	2			6
PERFORMANCE OF DUTY - UNINTENTIONAL/IMPROPER SEARCH, SEIZURE, OR ARREST			4		1	5
PERFORMANCE OF DUTY - CARE OF PROPERTY		1	3	1		5
PERFORMANCE OF DUTY - PDRD		2	1	2		5
COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections		2	1	1		4

NOTIFICATION - CRIMINAL	2		2			4
OBEDIENCE TO LAWS - DRIVING UNDER THE INFLUENCE	1	1	1			3
INSUBORDINATION - DISRESPECT		1	2			3
PERFORMANCE OF DUTY - MIRANDA VIOLATION			2			2
OBEDIENCE TO LAWS - FELONY		1	1			2
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION	2					2
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	2					2
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES Includes all of the 285.00 subsections except 285.90		2				2
INTERFERING WITH INVESTIGATIONS			1	1		2
GIFTS, GRATUITIES - SOLICITING OR ACCEPTING	1	1				2
PROHIBITED ACTIVITY ON DUTY		1				1
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES (Gross dereliction of duty) Includes all of the 285.00 subsections except 285.90			1			1
COMMERCIAL TESTIMONIALS		1				1
CORRESPONDENCE		1				1
TARDINESS		1				1
CONFLICT OF INTEREST		1				1
REFUSAL TO PROVIDE NAME OR SERIAL NUMBER		1				1
ADDRESS AND TELEPHONE NUMBERS			1			1
REPORTS AND BOOKINGS		1				1
DEPARTMENT PROPERTY AND EQUIPMENT - MISAPPROPRIATION/MISUSE		1				1
INTOXICANTS ON DEPARTMENTAL PREMISES		1				1
ENDORSEMENTS AND REFERRALS - FEE IS EXCHANGED		1				1
CONSUMPTION OF INTOXICANTS		1				1
PREVENTION OF HARASSMENT, DISCRIMINATION AND RETALIATION			1			1
COURT APPEARANCES	1					1
Grand Total	20	48	55	18	5	146

Table 45: Sustained Allegations by Race for Fully Investigated Cases 2024

Sustained Allegations	White	Black	Hispanic	Asian/ Filipino	Other/ Unknown	Grand Total
PERFORMANCE OF DUTY - GENERAL	2	11	11	3		27
CONDUCT TOWARD OTHERS	1	3	7	3	1	15
TRUTHFULNESS		3	4			7
CUSTODY OF PRISONERS - TREATMENT		3	1	1		5
PERFORMANCE OF DUTY - CARE OF PROPERTY		2	2			4
REFUSAL TO PROVIDE NAME OR SERIAL NUMBER		3		1		4
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	1	1	2			4
PERFORMANCE OF DUTY - PDRD		2		1		3
OBEDIENCE TO LAWS - FELONY			3			3
GENERAL CONDUCT		1	2			3
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION			3			3
USE OF FORCE	1			1		2
UNAUTHORIZED USE OF ELECTRONIC SYSTEMS			2			2
PERFORMANCE OF DUTY - UNINTENTIONAL/IMPROPER SEARCH, SEIZURE, OR ARREST			1	1		2
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS		2				2
REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)			1			1
DAMAGED, INOPERATIVE PROPERTY OR EQUIPMENT			1			1
FALSE REPORTING OF ILLNESS OR INJURY		1				1
PERFORMANCE OF DUTY - MIRANDA VIOLATION			1			1
IMPROPER DISSEMINATION OF COMPUTER INFORMATION			1			1
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER		1				1
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES Includes all of the 285.00 subsections except 285.90			1			1
INTERFERING WITH INVESTIGATIONS			1			1
ABSENCE FROM DUTY		1				1
PROHIBITED ACTIVITY ON DUTY		1				1

USE OF PRIVILEGED INFORMATION			1			1
REFUSAL TO ACCEPT OR REFER COMPLAINT (INTENTIONAL)		1				1
COMMANDING OFFICERS AUTHORITY AND RESPONSIBILITIES - COMMAND			1			1
Grand Total	5	36	46	11	1	99

While there was no significant difference in sustained rates for internally generated cases between white and non-white members, white members did have the lowest sustained rate, aside from Other/Unknown members. Therefore, we again looked at sustained allegations for internally generated cases. Allegations in internally generated cases tend to have higher sustained rates because they are often based on Department employees' observations of potential misconduct.

Table 46 shows sustained allegations by race for internally generated cases. In 2024, no white members were sustained in an internally generated case. In 2025, however, 18% of the sustained allegations in internally generated cases were for white members. Black members were sustained for 33%, Hispanic for 41% and Asian for 8%. The top sustained allegation in internally generated cases for both years was *Performance of Duty – General*. In 2025, the next top three were *Reporting Violations of Laws, Ordinances, Rules or Orders (Class I)*, *General Conduct*, and *Obstructing the Internal Affairs Process*.

Table 46: Sustained allegations by Race for Internally Generated Cases 2025

Allegation	White	Black	Hispanic	Asian/ Filipino	Grand Total
PERFORMANCE OF DUTY - GENERAL	1	4	5	1	11
REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)		2	3	2	7
GENERAL CONDUCT	2	1	4		7
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	1	3	2		6
CONDUCT TOWARD OTHERS		2	3		5
TRUTHFULNESS	1		3		4
COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections		2	1	1	4
NOTIFICATION - CRIMINAL	2		1		3
INSUBORDINATION - DISRESPECT		1	2		3
OBEDIENCE TO LAWS - DRIVING UNDER THE INFLUENCE	1	1	1		3
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES Includes all of the 285.00 subsections except 285.90		2			2
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	2				2
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION	2				2
INTERFERING WITH INVESTIGATIONS			1	1	2
PROHIBITED ACTIVITY ON DUTY		1			1

SUPERVISORS - AUTHORITY AND RESPONSIBILITIES (Gross dereliction of duty) Includes all of the 285.00 subsections except 285.90			1		1
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)				1	1
INTOXICANTS ON DEPARTMENTAL PREMISES		1			1
ADDRESS AND TELEPHONE NUMBERS			1		1
GIFTS, GRATUITIES - SOLICITING OR ACCEPTING	1				1
REFUSAL TO PROVIDE NAME OR SERIAL NUMBER		1			1
COURT APPEARANCES	1				1
REPORTS AND BOOKINGS		1			1
TARDINESS		1			1
CONSUMPTION OF INTOXICANTS		1			1
PERFORMANCE OF DUTY - PDRD		1			1
PREVENTION OF HARASSMENT, DISCRIMINATION AND RETALIATION			1		1
PERFORMANCE OF DUTY - MIRANDA VIOLATION			1		1
OBEDIENCE TO LAWS - FELONY			1		1
Grand Total	14	25	31	6	76

Table 46: Sustained allegations by Race for Internally Generated Cases 2024

Allegation	Black	Hispanic	Asian/ Filipino	Grand Total
PERFORMANCE OF DUTY - GENERAL	3	1	1	5
TRUTHFULNESS	2	3		5
CONDUCT TOWARD OTHERS	3	1		4
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION		3		3
UNAUTHORIZED USE OF ELECTRONIC SYSTEMS		2		2
OBEDIENCE TO LAWS - FELONY		2		2
GENERAL CONDUCT		2		2
FALSE REPORTING OF ILLNESS OR INJURY	1			1
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	1			1
INTERFERING WITH INVESTIGATIONS		1		1
IMPROPER DISSEMINATION OF COMPUTER INFORMATION		1		1
DAMAGED, INOPERATIVE PROPERTY OR EQUIPMENT		1		1
USE OF PRIVILEGED INFORMATION		1		1
ABSENCE FROM DUTY	1			1
PERFORMANCE OF DUTY - PDRD	1			1
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	1			1
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	1			1
Grand Total	14	18	1	33

Table 47 shows sustained allegations by gender for internally generated cases. In 2024, female members were sustained at a much higher rate than males in internally generated cases that were fully investigated (75% versus 32%). We did not see the same disparity in 2025 (24% versus 29%).

Table 47: Sustained allegations by Gender for Internally Generated Cases 2025

Allegation	Male	Female	Grand Total
PERFORMANCE OF DUTY - GENERAL	10	1	11
REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	7		7
GENERAL CONDUCT	6	1	7
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	5	1	6
CONDUCT TOWARD OTHERS	5		5
TRUTHFULNESS	3	1	4
COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections	4		4
NOTIFICATION - CRIMINAL	3		3
INSUBORDINATION - DISRESPECT	3		3
OBEDIENCE TO LAWS - DRIVING UNDER THE INFLUENCE	3		3
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES Includes all of the 285.00 subsections except 285.90	2		2
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	2		2
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION		2	2
INTERFERING WITH INVESTIGATIONS	2		2
PROHIBITED ACTIVITY ON DUTY	1		1
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES (Gross dereliction of duty) Includes all of the 285.00 subsections except 285.90	1		1
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	1		1
INTOXICANTS ON DEPARTMENTAL PREMISES	1		1
ADDRESS AND TELEPHONE NUMBERS	1		1
GIFTS, GRATUITIES - SOLICITING OR ACCEPTING	1		1
REFUSAL TO PROVIDE NAME OR SERIAL NUMBER	1		1
COURT APPEARANCES	1		1
REPORTS AND BOOKINGS		1	1
TARDINESS	1		1
CONSUMPTION OF INTOXICANTS	1		1
PERFORMANCE OF DUTY - PDRD	1		1
PREVENTION OF HARASSMENT, DISCRIMINATION AND RETALIATION	1		1
PERFORMANCE OF DUTY - MIRANDA VIOLATION	1		1
OBEDIENCE TO LAWS - FELONY	1		1
Grand Total	69	7	76

Table 47: Sustained allegations by Gender for Internally Generated Cases 2024

Allegation	Male	Female	Grand Total
PERFORMANCE OF DUTY - GENERAL	3	2	5
TRUTHFULNESS	5		5
CONDUCT TOWARD OTHERS	4		4
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION	2	1	3
UNAUTHORIZED USE OF ELECTRONIC SYSTEMS	1	1	2
OBEDIENCE TO LAWS - FELONY	2		2
GENERAL CONDUCT	1	1	2
FALSE REPORTING OF ILLNESS OR INJURY	1		1
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	1		1
INTERFERING WITH INVESTIGATIONS	1		1
IMPROPER DISSEMINATION OF COMPUTER INFORMATION	1		1
DAMAGED, INOPERATIVE PROPERTY OR EQUIPMENT	1		1
USE OF PRIVILEGED INFORMATION	1		1
ABSENCE FROM DUTY	1		1
PERFORMANCE OF DUTY - PDRD	1		1
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	1		1
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	1		1
Grand Total	28	5	33

Finally, we looked at sustained allegations by rank for internally generated cases (Table 48). In 2024, sergeants and above were only sustained for one allegation in an internally generated case, compared to officers who had 32 sustained allegations. In 2025, the gap narrowed with members at the rank of sergeant sustained for 32 allegations compared to officers who were sustained for 44 allegations.

Table 48: Sustained allegations by Rank for Internally Generated Cases 2025

Allegation	Officer	Sgt and Above	Grand Total
PERFORMANCE OF DUTY - GENERAL	9	2	11
REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	4	3	7
GENERAL CONDUCT	5	2	7
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	1	5	6
CONDUCT TOWARD OTHERS	3	2	5
TRUTHFULNESS	3	1	4
COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections		4	4
NOTIFICATION - CRIMINAL	1	2	3
INSUBORDINATION - DISRESPECT	2	1	3

OBEDIENCE TO LAWS - DRIVING UNDER THE INFLUENCE	2	1	3
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES Includes all of the 285.00 subsections except 285.90		2	2
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	1	1	2
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION	2		2
INTERFERING WITH INVESTIGATIONS	2		2
PROHIBITED ACTIVITY ON DUTY	1		1
SUPERVISORS - AUTHORITY AND RESPONSIBILITIES (Gross dereliction of duty) Includes all of the 285.00 subsections except 285.90		1	1
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)		1	1
INTOXICANTS ON DEPARTMENTAL PREMISES	1		1
ADDRESS AND TELEPHONE NUMBERS	1		1
GIFTS, GRATUITIES - SOLICITING OR ACCEPTING		1	1
REFUSAL TO PROVIDE NAME OR SERIAL NUMBER	1		1
COURT APPEARANCES		1	1
REPORTS AND BOOKINGS		1	1
TARDINESS	1		1
CONSUMPTION OF INTOXICANTS	1		1
PERFORMANCE OF DUTY - PDRD	1		1
PREVENTION OF HARASSMENT, DISCRIMINATION AND RETALIATION		1	1
PERFORMANCE OF DUTY - MIRANDA VIOLATION	1		1
OBEDIENCE TO LAWS - FELONY	1		1
Grand Total	44	32	76

Table 48: Sustained allegations by Rank for Internally Generated Cases 2024

Allegation	Officer	Sgt and Above	Grand Total
PERFORMANCE OF DUTY - GENERAL	4	1	5
TRUTHFULNESS	5		5
CONDUCT TOWARD OTHERS	4		4
OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION	3		3
UNAUTHORIZED USE OF ELECTRONIC SYSTEMS	2		2
OBEDIENCE TO LAWS - FELONY	2		2
GENERAL CONDUCT	2		2
FALSE REPORTING OF ILLNESS OR INJURY	1		1
INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	1		1
INTERFERING WITH INVESTIGATIONS	1		1
IMPROPER DISSEMINATION OF COMPUTER INFORMATION	1		1
DAMAGED, INOPERATIVE PROPERTY OR EQUIPMENT	1		1

USE OF PRIVILEGED INFORMATION	1		1
ABSENCE FROM DUTY	1		1
PERFORMANCE OF DUTY - PDRD	1		1
FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	1		1
OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	1		1
Grand Total	32	1	33

5.4. Did Seniority Or Age Explain The Differences In Sustained Rates for Fully Investigated Allegations?

We again examined age and seniority to see if either variable explained differences in sustained rates for fully investigated cases. For seniority, we tested to see if the sustained percentage was disproportionately higher for members with less seniority (assuming rookie officers make more mistakes), since a higher percentage of Black and Hispanic members have less than 5 years of seniority compared to white members. Table 49 covers sustained rates by seniority for fully investigated allegations.

In 2025, the sustained rate was highest for the most junior officers (less than 2 years - 23%) and the most senior officers (over 10 years - 21%). Officers with 2 to 5 years seniority had a sustained rate of 16%. This indicates that seniority does not explain the differences in sustained rates, which we also found to be the case in 2024. It is important to note that the sustained rate for white members was highest for less than five years and the sustained rate for Black members was highest for over 10 years.

Table 49: Sustained Rates by Seniority 2025 (Fully Investigated Allegations)

Seniority	Race Clean	Sustained		Other than Sustained		Total	
		%	n	%	n	%	Total
Less than 2 yrs	White	15%	2	85%	11	100%	13
	Black	22%	13	78%	47	100%	60
	Hispanic	22%	11	78%	40	100%	51
	Asian/Filipino	38%	9	63%	15	100%	24
	Other/Unk.	14%	1	86%	6	100%	7
Less than 2 yrs Total		23%	36	77%	119	100%	155
2-5 yrs	White	23%	3	77%	10	100%	13
	Black	4%	2	96%	47	100%	49
	Hispanic	25%	16	75%	47	100%	63
	Asian/Filipino	10%	2	90%	19	100%	21
	Other/Unk.	17%	2	83%	10	100%	12
2-5 yrs Total		16%	25	84%	133	100%	158
5-10 yrs	White	14%	4	86%	25	100%	29
	Black	13%	5	88%	35	100%	40
	Hispanic	21%	14	79%	53	100%	67
	Asian/Filipino	8%	2	92%	24	100%	26

	Other/Unk.	20%	2	80%	8	100%	10
5-10 yrs Total		16%	27	84%	145	100%	172
Over 10 yrs	White	13%	11	88%	77	100%	88
	Black	33%	28	67%	57	100%	85
	Hispanic	23%	14	77%	47	100%	61
	Asian/Filipino	13%	5	87%	34	100%	39
	Other/Unk.	0%	0	100%	2	100%	2
Over 10 yrs Total		21%	58	79%	217	100%	275
Grand Total		19%	146	81%	614	100%	760

Table 49: Sustained Rates by Seniority 2024 (Fully Investigated Allegations)

Seniority	Race Clean	Sustained		Other than Sustained		Total	
		%	n	%	n	%	Total
Less than 2 yrs	White	0%	0	100%	17	100%	17
	Black	20%	15	80%	60	100%	75
	Hispanic	26%	21	74%	59	100%	80
	Asian/Filipino	11%	4	89%	31	100%	35
	Other/Unk.	13%	1	88%	7	100%	8
Less than 2 yrs Total		19%	41	81%	174	100%	215
2-5 yrs	White	0%	0	100%	6	100%	6
	Black	35%	13	65%	24	100%	37
	Hispanic	33%	16	67%	32	100%	48
	Asian/Filipino	10%	4	90%	36	100%	40
	Other/Unk.	0%	0	100%	8	100%	8
2-5 yrs Total		24%	33	75%	106	100%	139
5-10 yrs	White	6%	2	94%	30	100%	32
	Black	15%	5	85%	28	100%	33
	Hispanic	4%	2	96%	48	100%	50
	Asian/Filipino	7%	2	93%	28	100%	30
	Other/Unk.	0%	0	100%	17	100%	17
5-10 yrs Total		7%	11	93%	151	100%	162
Over 10 yrs	White	9%	3	91%	31	100%	34
	Black	17%	3	83%	15	100%	18
	Hispanic	27%	7	73%	19	100%	26
	Asian/Filipino	6%	1	94%	15	100%	16
Over 10 yrs Total		15%	14	85%	80	100%	94
Grand Total		16%	99	84%	511	100%	610

When looking at the age of members (Table 50), there was no particular pattern. In 2025, the youngest members (20-25) did not have the highest sustained rate (19%), rather the age groups with the highest sustained rate were 30-35 (23%) and over 40 (22%).

Table 50: Sustained Rates by Age 2025 (Fully Investigated Allegations)

Age categorized	Sustained		Other than Sustained		Total	
	%	n	%	n	%	n
20-25	19%	8	81%	35	100%	43
25-30	14%	19	86%	120	100%	139
30-35	23%	38	77%	126	100%	164
35-40	12%	14	88%	100	100%	114
Over 40	22%	67	78%	233	100%	300
Grand Total	19%	146	81%	614	100%	760

Table 50: Sustained Rates by Age 2024 (Fully Investigated Allegations)

Age categorized	Sustained		Other than Sustained		Total	
	%	n	%	n	%	n
20-25	17%	8	83%	40	100%	48
25-30	12%	18	88%	130	100%	148
30-35	20%	32	80%	125	100%	157
35-40	17%	21	83%	102	100%	123
Over 40	15%	20	85%	114	100%	134
Grand Total	16%	99	84%	511	100%	610

5.5. Do Specific Investigators Stand Out in Fully Investigated Cases?

We also looked at investigators to see if there were any patterns. To do this, we focused on the investigators of fully investigated cases. We split up the investigators by IA versus DLI investigations (Tables 51 and 52). It is important to point out that investigators do not control which cases they receive and there are several layers of review after they complete their investigative findings. In some cases, an investigator's findings may be changed during the chain of review by the Chief of Police, the CPRA, or a Discipline Committee. Hence, the final finding used in this analysis may not have been the investigator's recommendation. Additionally, investigations sometimes get reassigned mid-investigation, effectively resulting in more than one investigator participating.

In 2025, there were 83 investigators who investigated the 384 fully investigated member cases. Table 51 presents findings for the 20 investigators who conducted the IA investigations (involving 112 member cases), ordered by decreasing number of cases. Investigator number 1 in the Table is not actually an individual OPD IA investigator, but rather a group of outside contractors to which OPD outsourced investigations. As stated in section [2. Methodology](#), "What Counts as Investigated by OPD," we identified 7 such investigations involving 28 sworn member cases, which were contracted out to independent third-party law firms, constituting 25% of the 112 member cases recorded as fully investigated by IA. Since we did not single out such cases in our 2023 and 2024 analyses, we included these outside investigations in our 2025 analyses to maintain consistency with prior years. To check the impact of outside investigators on sustained rates, we removed the outside investigator cases and found that the difference in sustained

rates between Black and white members for the 112 member cases investigated by IA shrank. Black members dropped from 35% (9 of 26) to 33% (6 of 18) and white members rose from 15% (5 of 33) to 22% (5 of 23).

Table 51: Fully Investigated IA Cases by Investigator 2025

Inv	Inv Race	# of Sustained Member Cases	# of Member Cases Investigated	Overall Sustained Rate	Sustained Rates				
					White	Black	Hispanic	Asian	Other
1	N/A	6	28	21%	0/10	3/8	2/7	1/3	0/0
2	W	8	19	42%	2/6	4/7	2/4	0/2	0/0
3	W	6	14	43%	2/4	1/2	2/6	1/1	0/1
4	A	4	13	31%	0/2	0/2	3/6	1/3	0/0
5	W	0	11	0%	0/5	0/2	0/1	0/2	0/1
6	B	2	5	40%	0/2	0/0	0/1	1/1	1/1
7	W	1	4	25%	0/0	1/2	0/1	0/1	0/0
8	W	0	2	0%	0/0	0/1	0/1	0/0	0/0
9	H	2	2	100%	1/1	0/0	1/1	0/0	0/0
10	W	0	2	0%	0/0	0/0	0/1	0/1	0/0
11	B	1	2	50%	0/0	0/1	1/1	0/0	0/0
12	A	0	2	0%	0/1	0/0	0/1	0/0	0/0
13	H	1	1	100%	0/0	0/0	1/1	0/0	0/0
14	H	0	1	0%	0/1	0/0	0/0	0/0	0/0
15	H	0	1	0%	0/0	0/0	0/0	0/1	0/0
16	W	1	1	100%	0/0	0/0	0/0	1/1	0/0
17	B	0	1	0%	0/0	0/1	0/0	0/0	0/0
18	H	0	1	0%	0/0	0/0	0/1	0/0	0/0
19	A	0	1	0%	0/0	0/0	0/1	0/0	0/0
20	W	0	1	0%	0/1	0/0	0/0	0/0	0/0
TOTAL		32	112	29%	5/33	9/26	12/34	5/16	1/3
					15%	35%	35%	31%	33%
Outside Investigators (25% cases)				21%	0%	36%	29%	33%	N/A
Removing Outside Investigators (75% left)				31%	22%	33%	37%	31%	33%

Table 51: Fully Investigated IA Cases by Investigator 2024

Inv	Inv Race	# of Sustained Member Cases	# of Member Cases Investigated	Overall Sustained Rate	Sustained Rates				
					White	Black	Hispanic	Asian	Other
1	W	1	15	7%	0/3	0/3	1/2	0/7	0/0
2	W	0	11	0%	0/4	0/2	0/4	0/1	0/0
3	B	3	9	33%	0/3	3/5	0/0	0/1	0/0
4	B	5	6	83%	1/1	1/2	3/3	0/0	0/0
5	A	3	6	50%	0/1	1/2	1/1	1/2	0/0
6	W	0	4	0%	0/1	0/0	0/2	0/0	0/1

7	W	0	3	0%	0/0	0/1	0/2	0/0	0/0
8*	W	1	3	33%	0/1	0/0	1/1	0/1	0/0
9	W	0	2	0%	0/0	0/1	0/1	0/0	0/0
10	A	1	1	100%	0/0	0/0	1/1	0/0	0/0
11	W	1	1	100%	0/0	0/0	1/1	0/0	0/0
12	A	1	1	0%	0/1	0/0	0/0	0/0	0/0
TOTAL		15	62	24%	1/15	5/16	8/18	1/12	0/1
					7%	31%	44%	8%	0%
Top 3 Investigators (56% cases)					0%	30%	17%	0%	0%
Removing Top 3 Investigators (44% left)					20%	33%	58%	33%	0%

*There was one investigator (#8) who conducted both DLIs and IA investigations during the time-period of review.

Table 52 presents findings for the 70 investigators who conducted the DLI investigations (involving 272 member cases), ordered by decreasing number of cases. There were 7 investigators who conducted both DLI and IA investigations (See Table 53 to see the combined sustained rates for these investigators). This can happen if an investigator transfers in or out of IAB during the year and therefore investigates some cases while working in IAB and some while working in the field. Another scenario for which this might occur is when a case starts off with a DLI investigator but is transferred to an IA investigator, or vice versa, and the complaint form is not updated to reflect the change.

In 2025, the top 4 investigators who conducted DLI investigations made up 19% of all DLI member cases. When removing the top 4 investigators, the sustained rates increased for all races, but the differences between sustained rates by race stayed nearly the same.

Table 52: Fully Investigated DLI Cases by Investigator 2025

Inv	Inv Race	# of Sustained Member Cases	# of Member Cases Investigated	Overall Sustained Rate	Sustained Rates				
					White	Black	Hispanic	Asian	Other
21	W	2	16	13%	0/1	0/2	1/7	1/4	0/2
22	W	0	14	0%	0/3	0/2	0/4	0/3	0/2
23	H	0	12	0%	0/1	0/2	0/7	0/2	0/0
24	A	2	10	20%	0/5	0/3	2/2	0/0	0/0
25	W	0	9	0%	0/1	0/0	0/4	0/3	0/1
26	B	3	9	33%	0/0	1/3	1/3	0/2	1/1
2*	W	3	9	33%	0/1	1/3	1/2	1/3	0/0
27	B	5	9	56%	0/0	0/0	1/5	2/2	2/2
28	A	0	9	0%	0/1	0/2	0/4	0/2	0/0
29	A	3	8	38%	0/0	0/3	2/3	0/1	1/1
30	W	0	7	0%	0/1	0/1	0/2	0/2	0/1
31	W	0	7	0%	0/0	0/3	0/1	0/2	0/1
32	H	0	7	0%	0/2	0/4	0/1	0/0	0/0
33	H	1	6	17%	1/3	0/0	0/2	0/1	0/0
34	H	0	6	0%	0/0	0/4	0/1	0/1	0/0

35	H	2	6	33%	0/0	0/2	1/2	1/2	0/0
36	W	1	6	17%	0/1	0/2	1/3	0/0	0/0
37	B	6	6	100%	1/1	3/3	1/1	1/1	0/0
38	B	0	6	0%	0/1	0/1	0/3	0/1	0/0
39	W	0	5	0%	0/0	0/2	0/2	0/0	0/1
40	W	2	5	40%	0/0	1/3	0/1	1/1	0/0
41	A	0	4	0%	0/0	0/2	0/2	0/0	0/0
42	B	1	4	25%	0/0	0/0	1/4	0/0	0/0
43	W	1	4	25%	1/2	0/1	0/1	0/0	0/0
44	A	0	4	0%	0/0	0/1	0/2	0/1	0/0
45	H	0	4	0%	0/1	0/2	0/1	0/0	0/0
10*	W	0	4	0%	0/1	0/2	0/1	0/0	0/0
46	W	1	4	25%	1/2	0/1	0/1	0/0	0/0
47	H	0	3	0%	0/0	0/1	0/1	0/1	0/0
3*	W	0	3	0%	0/1	0/2	0/0	0/0	0/0
48	H	2	3	67%	0/0	0/0	2/3	0/0	0/0
49	B	0	3	0%	0/2	0/0	0/1	0/0	0/0
50	B	1	3	33%	0/0	0/1	1/1	0/1	0/0
51	W	0	3	0%	0/1	0/1	0/0	0/1	0/0
52	W	0	3	0%	0/2	0/0	0/0	0/0	0/1
53	A	1	3	33%	0/0	0/1	1/2	0/0	0/0
54	W	0	3	0%	0/1	0/1	0/0	0/1	0/0
55	W	1	2	50%	1/1	0/0	0/1	0/0	0/0
56	W	0	2	0%	0/0	0/0	0/1	0/1	0/0
57	H	1	2	50%	0/1	0/0	1/1	0/0	0/0
58	A	0	2	0%	0/1	0/0	0/0	0/1	0/0
6*	B	0	2	0%	0/0	0/1	0/1	0/0	0/0
59	H	0	2	0%	0/0	0/0	0/1	0/1	0/0
60	H	0	2	0%	0/0	0/1	0/1	0/0	0/0
61	W	0	2	0%	0/0	0/0	0/2	0/0	0/0
18*	H	0	2	0%	0/0	0/1	0/1	0/0	0/0
62	B	2	2	100%	0/0	1/1	1/1	0/0	0/0
63	W	2	2	100%	1/1	1/1	0/0	0/0	0/0
64	H	0	2	0%	0/0	0/1	0/0	0/1	0/0
65	H	0	1	0%	0/0	0/0	0/0	0/1	0/0
16*	W	1	1	100%	0/0	1/1	0/0	0/0	0/0
66	A	0	1	0%	0/0	0/1	0/0	0/0	0/0
67	B	0	1	0%	0/0	0/1	0/0	0/0	0/0
68	B	1	1	100%	0/0	0/0	1/1	0/0	0/0
69	W	0	1	0%	0/1	0/0	0/0	0/0	0/0
70	B	1	1	100%	0/0	1/1	0/0	0/0	0/0
71	H	0	1	0%	0/0	0/0	0/0	0/0	0/1
72	H	1	1	100%	0/0	1/1	0/0	0/0	0/0

73	W	0	1	0%	0/0	0/0	0/0	0/1	0/0
74	W	1	1	100%	0/0	1/1	0/0	0/0	0/0
75	A	0	1	0%	0/1	0/0	0/0	0/0	0/0
76	B	0	1	0%	0/0	0/1	0/0	0/0	0/0
77	W	0	1	0%	0/0	0/0	0/0	0/1	0/0
78	A	0	1	0%	0/0	0/1	0/0	0/0	0/0
79	B	0	1	0%	0/0	0/0	0/1	0/0	0/0
19*	A	1	1	100%	0/0	0/0	1/1	0/0	0/0
80	B	0	1	0%	0/0	0/1	0/0	0/0	0/0
81	A	0	1	0%	0/0	0/1	0/0	0/0	0/0
82	W	1	1	100%	0/0	0/0	1/1	0/0	0/0
83	W	0	1	0%	0/0	0/0	0/0	0/0	0/1
TOTAL		50	272	18%	6/41	12/77	21/94	7/45	4/15
					15%	16%	22%	16%	27%
Only Top 4 Investigators (19% cases)				8%	0%	0%	15%	11%	0%
Removing Top 4 Investigators (81% left)				21%	19%	18%	24%	17%	36%

*Denotes an investigator who conducted both DLI and IA investigations during 2025.

Table 52: Fully Investigated DLI Cases by Investigator 2024

Inv	Inv Race	# of Sustained Member Cases	# of Member Cases Investigated	Overall Sustained Rate	Sustained Rates				
					White	Black	Hispanic	Asian	Other
13	A	2	17	12%	1/6	0/1	0/6	1/3	0/1
14	W	1	17	6%	0/2	1/4	0/7	0/2	0/2
15	W	0	13	0%	0/1	0/5	0/4	0/3	0/0
16	H	0	13	0%	0/3	0/2	0/4	0/3	0/1
17	H	5	12	42%	0/1	3/4	1/3	1/4	0/0
18	A	1	10	10%	1/3	0/5	0/1	0/1	0/0
19	A	2	8	25%	0/0	0/2	2/5	0/1	0/0
20	A	0	8	0%	0/0	0/3	0/4	0/1	0/0
21	W	0	8	0%	0/1	0/4	0/1	0/1	0/1
22	H	1	8	13%	0/2	0/1	1/3	0/2	0/0
23	A	3	7	43%	0/0	2/2	1/4	0/1	0/0
24	B	3	7	43%	1/1	0/2	2/2	0/1	0/1
25	W	0	7	0%	0/1	0/1	0/2	0/3	0/0
26	W	1	6	17%	0/0	0/2	0/1	1/2	0/1
27	W	0	6	0%	0/3	0/0	0/0	0/3	0/0
28	H	3	6	50%	0/0	2/4	1/1	0/1	0/0
29	B	0	5	0%	0/0	0/1	0/4	0/0	0/0
30	W	0	5	0%	0/1	0/1	0/1	0/2	0/0
31	W	2	5	40%	0/0	1/3	0/0	1/2	0/0
32	A	2	5	40%	0/0	0/0	1/1	1/3	0/1
33	H	0	5	0%	0/2	0/2	0/0	0/1	0/0

34	W	0	5	0%	0/1	0/1	0/1	0/2	0/0
35	B	0	5	0%	0/0	0/2	0/1	0/1	0/1
36	W	0	4	0%	0/0	0/0	0/3	0/1	0/0
37	B	1	4	25%	0/1	0/0	1/2	0/1	0/0
38	B	0	4	0%	0/0	0/0	0/3	0/1	0/0
39	H	0	4	0%	0/0	0/1	0/2	0/0	0/1
40	W	3	4	75%	0/0	2/2	0/1	1/1	0/0
41	W	1	4	25%	0/1	1/1	0/1	0/0	0/1
42	H	0	4	0%	0/2	0/1	0/0	0/1	0/0
43	A	0	3	0%	0/0	0/2	0/1	0/0	0/0
44	H	0	3	0%	0/0	0/0	0/0	0/2	0/1
45	H	0	3	0%	0/0	0/1	0/0	0/1	0/1
46	H	1	3	33%	0/1	0/0	1/2	0/0	0/0
8*	W	2	3	67%	0/0	1/1	1/2	0/0	0/0
47	H	0	3	0%	0/0	0/0	0/3	0/0	0/0
48	B	1	3	33%	0/1	0/0	0/1	1/1	0/0
49	B	0	3	0%	0/0	0/1	0/0	0/2	0/0
50	W	2	3	67%	0/0	1/1	0/1	0/0	1/1
51	A	2	2	100%	0/0	0/0	1/1	1/1	0/0
52	H	2	2	100%	0/0	0/0	1/1	1/1	0/0
53	W	2	2	100%	0/0	1/1	1/1	0/0	0/0
54	B	0	2	0%	0/0	0/1	0/0	0/1	0/0
55	H	0	2	0%	0/1	0/0	0/1	0/0	0/0
56	W	0	2	0%	0/0	0/1	0/1	0/0	0/0
57	B	2	2	100%	0/0	1/1	1/1	0/0	0/0
58	W	0	2	0%	0/0	0/1	0/0	0/1	0/0
59	A	0	2	0%	0/0	0/2	0/0	0/0	0/0
60	B	0	2	0%	0/0	0/2	0/0	0/0	0/0
61	B	0	2	0%	0/0	0/0	0/0	0/2	0/0
62	H	0	2	0%	0/0	0/1	0/0	0/1	0/0
63	B	1	2	50%	0/0	0/0	1/2	0/0	0/0
64	W	1	2	50%	0/1	1/1	0/0	0/0	0/0
65	W	0	2	0%	0/1	0/1	0/0	0/0	0/0
66	W	0	2	0%	0/0	0/2	0/0	0/0	0/0
67	W	0	2	0%	0/0	0/2	0/0	0/0	0/0
68	W	1	2	50%	0/1	0/0	0/0	1/1	0/0
69	H	0	1	0%	0/0	0/0	0/0	0/0	0/1
70	W	0	1	0%	0/0	0/0	0/1	0/0	0/0
71	A	0	1	0%	0/0	0/0	0/0	0/1	0/0
72	W	0	1	0%	0/0	0/0	0/0	0/1	0/0
73	B	0	1	0%	0/1	0/0	0/0	0/0	0/0
74	B	0	1	0%	0/0	0/0	0/1	0/0	0/0
75	W	0	1	0%	0/0	0/1	0/0	0/0	0/0

76	W	1	1	100%	0/0	1/1	0/0	0/0	0/0
77	H	0	1	0%	0/0	0/0	0/0	0/1	0/0
78	B	0	1	0%	0/0	0/1	0/0	0/0	0/0
79	H	2	1	0%	0/0	0/0	0/0	0/0	0/1
TOTAL		49	290	17%	3/39	18/82	17/88	10/65	1/16
Only Top 5 Investigators (25% cases)				11%	8%	22%	19%	15%	6%
Removing Top 5 Investigators (75% left)				19%	8%	21%	25%	16%	8%

**There was one investigator (#8) who conducted both DLIs and IA investigations during the time period of review.*

Since there were 7 investigators in 2025 who conducted both DLI and IA investigations, compared to only one in 2024, we also present the findings for all investigations for these investigators in Table 53. Investigator number 2 completed the most investigations of all OPD investigators in 2025. However, we were unable to test for disparity in sustained rates by race due to low numbers.

Table 53: Fully Investigated Cases by Investigators who Conducted both IA and DLI Investigations in 2025

Inv	Inv Race	# of Sustained Member Cases	# of Member Cases Investigated	Overall Sustained Rate	Sustained Rates				
					White	Black	Hispanic	Asian	Other
2	W	11	28	39%	2/7	5/10	3/6	1/5	0/0
3	W	6	17	35%	2/5	1/4	2/6	1/1	0/1
6	B	2	7	29%	0/2	0/1	0/2	1/1	1/1
10	W	0	6	0%	0/1	0/2	0/2	0/1	0/0
18	H	0	3	0%	0/0	0/1	0/2	0/0	0/0
19	A	1	2	50%	0/0	0/0	1/2	0/0	0/0
16	W	2	2	100%	0/0	1/1	0/0	1/1	0/0

6. Discipline Analyses

This next section includes analyses of the discipline imposed for sustained cases. Discipline is determined based on the severity and number of sustained allegations, whether the member has been sustained for that allegation in the past, and the number of aggravating and mitigating factors. Commanders of each employee produce a Pre-Discipline Report⁹ which includes the above information and a recommendation for discipline. The Department's Discipline Matrix¹⁰ is the reference for determining a range for discipline. Discipline determinations are made during a pre-discipline conference, which is attended by members of the Executive Team, and in some cases members of the CPRA. Final discipline is determined by the Chief of Police or their designee, or in some cases the Oakland Police Commission Discipline Committee. Appendix 8 contains discipline for each sustained case and includes race, gender, rank, violation, aggravating/mitigating factors, offense number, and the discipline matrix range.

Discipline by Class

Following the *Department's Working Methodology for Internal Affairs Disparity Analyses*, cases were separated by Class before analyzing discipline. Class I allegations are typically more severe and generally result in more severe discipline. If at least one of the sustained allegations against a member was a Class I allegation, the case was coded as "Class I." If the case had only Class II sustained allegations, it was coded as "Class II."

The number of cases per category for Class I and Class II cases were too small to conduct a chi-square test, so we relied on numbers and percentages to identify differences of concern. In 2025, there were 82 member cases where discipline was imposed. This was a 32% increase from 2024 (62 cases).

We first looked at the percentage of discipline cases that were Class I versus Class II. Tables 54-56 show the percentage of Class I versus Class II discipline cases by race, gender and rank for 2024 and 2025. In 2025, Black members again had the highest percentage of Class I discipline cases (48%, 10 of 21). This means that Black members were more often being disciplined for more serious misconduct, which often results in more severe penalties. This was a decrease from 2024 when 52% (12 of 23) of Black member discipline cases were Class I. White members, on the other hand, experienced an increase in percentage of Class I discipline cases (25%, 1 of 4 to 36%, 4 of 11), and had the second highest percentage in 2025. The gap in percentages between Black and white members narrowed considerably between 2024 and 2025.

Males had a higher percentage of Class I discipline cases in both 2024 and 2025 compared to females. Sergeants and above had a higher percentage of Class I discipline cases in both 2024 and 2025 compared to officers, but the gap between the two groups was much larger in 2025 (67% for sergeants and above and 28% for officers).

⁹ TF 3340 Pre-Discipline Report. Revised: May 2015.

¹⁰ Training Bulletin V-T Discipline Policy Appendix (Discipline Matrix). Effective Date: March 14, 2014.

Table 54: Discipline by Class and Race 2024 Versus 2025 (All Sustained Cases)

	Class I Discipline Cases 2024		Class II Discipline Cases 2024		Class I Discipline Cases 2025		Class II Discipline Cases 2025	
	% Total	n	% Total	n	% Total	n	% Total	n
White	25%	1	75%	3	36%	4	64%	7
Black	52%	12	48%	11	48%	10	52%	11
Hispanic	29%	7	71%	17	33%	11	67%	22
Asian/Filipino	20%	2	80%	8	33%	4	67%	8
Other/Unknown	0%	0	100%	1	0%	0	100%	5
Grand Total	35%	22	65%	40	35%	29	65%	53

Table 55: Discipline by Class and Gender 2024 Versus 2025 (All Sustained Cases)

	Class I Discipline Cases 2024		Class II Discipline Cases 2024		Class I Discipline Cases 2025		Class II Discipline Cases 2025	
	% Total	n	% Total	n	% Total	n	% Total	n
Male	38%	20	62%	33	36%	27	64%	47
Female	22%	2	78%	7	25%	2	75%	6
Grand Total	35%	22	65%	40	35%	29	65%	53

Table 56: Discipline by Class and Rank 2024 Versus 2025 (All Sustained Cases)

	Class I Discipline Cases 2024		Class II Discipline Cases 2024		Class I Discipline Cases 2025		Class II Discipline Cases 2025	
	% Total	n	% Total	n	% Total	n	% Total	n
Officer	35%	19	65%	36	28%	19	72%	48
Sgt and Above	43%	3	57%	4	67%	10	33%	5
Grand Total	35%	22	65%	40	35%	29	65%	53

When looking at the severity of discipline by race, we did not observe disparity between white members and non-white members for Class I cases in 2025. Table 57 shows Class I discipline by race. All but one Class I sustained cases resulted in suspension or termination in both 2024 and 2025. In 2024, one white sergeant received counseling for a use of force allegation. In 2025, one Hispanic officer received a written reprimand for *Performance of Duty – Miranda Violation*, which was lower than the discipline matrix range of 2-day suspension to Termination.

In 2025, of the four white member Class I discipline cases, three involved the same member. A white sergeant received discipline of termination in three separate cases in 2025. There was only one other officer who had more than one Class I discipline case. A Hispanic officer was sustained for the same violation in two separate cases, the first of which he received a written reprimand and in the second he received a five-day suspension.

Table 57: Class I Discipline by Race 2025

Class I Cases	Counseling	Written	Resigned/Retired*	Suspension	Termination	Total
White	0	0	0	1	3	4
Black	0	0	2	6	2	10
Hispanic	0	1	1	6	3	11
Asian	0	0	0	2	2	4
Total	0	1	3	15	10	29

*All officers who resigned or retired were facing suspension to termination at the time they separated from the Department, so are grouped with suspension and termination for the analysis.

Table 57: Class I Discipline by Race 2024

Class I Cases	Counseling	Written	Suspension	Termination	Total
White	1	0	0	0	1
Black	0	0	9	3	12
Hispanic	0	0	4	3	7
Asian	0	0	2	0	2
Other/Unknown	0	0	0	0	0
Total	1	0	15	6	22

Table 58 shows Class II discipline by race. Overall, in 2025, 40% (21 of 53) of members received a suspension or higher (which includes those who resigned or retired while facing a suspension or termination). This was a higher percentage than 28% (11 of 40) in 2024. Black and Asian members were least likely to receive more severe discipline (a suspension or higher) for a Class II case in 2025 (27%, 3 of 11 and 13%, 1 of 8 respectively). White members received a suspension in 43% (3 of 7) of Class II cases and Hispanic members received more severe discipline in 50% (11 of 22) of Class II cases.

There were three Hispanic officers who had two Class II discipline cases each. One officer was sustained for *Performance of Duty – General* and *Performance of Duty – Care of Property* and received counseling in each case. Another officer was sustained for *Performance of Duty – General* and *Conduct Toward Others* and retired. Finally, a third officer was also sustained for *Conduct Toward Others* and *Performance of Duty – General* and received counseling for one case and a 4-day suspension for the other case.

Table 58: Class II Discipline by Race 2025

Class II Cases	Counseling		Written		Retired/Resigned*		Suspension		Total	
	%	#	%	#	%	#	%	#	%	#
White	57%	4	0%	0	0%	0	43%	3	100%	7
Black	55%	6	18%	2	0%	0	27%	3	100%	11
Hispanic	32%	7	18%	4	9%	2	41%	9	100%	22
Asian	75%	6	13%	1	0%	0	13%	1	100%	8
Other/Unknown	40%	2	0%	0	0%	0	60%	3	100%	5
Total	47%	25	13%	7	4%	2	36%	19	100%	53

*All officers who resigned or retired were facing suspension to termination at the time they separated from the Department, so are grouped with suspension and termination for the analysis.

Table 58: Class II Discipline by Race 2024

Class II Cases	Counseling		Written		Suspension		Demotion/ Termination		Total	
	%	#	%	#	%	#	%	#	%	#
White*	0%	0	33%	1	67%	2	0%	0	100%	3
Black	36%	4	27%	3	36%	4	0%	0	100%	11
Hispanic	65%	11	18%	3	18%	3	0%	0	100%	17
Asian	63%	5	13%	1	25%	2	0%	0	100%	8
Other/Unknown	0%	0	100%	1	0%	0	0%	0	100%	1
Total	50%	20	23%	9	28%	11	0%	0	100%	40

Table 59 shows Class I and II discipline by gender. Female members only had two Class I discipline cases and both resulted in termination. For Class II cases, male members had a higher rate of suspension (which includes those who resigned or retired while facing a suspension or termination) than females in 2025 (42%, 20 of 47 versus 17%, 1 of 6). This was similar to 2024, although the gap between the two was higher in 2025.

Table 59: Discipline by Gender 2025

Class I Cases	Counseling	Written	Resigned/Retired	Suspension	Demotion/ Termination	Total
Male		1	3	15	8	27
Female					2	2
Total	0	1	3	15	10	29

Class II Cases	Counseling		Written		Resigned/ Retired		Suspension		Total	
	%	#	%	#	%	#	%	#	%	#
Male	47%	22	11%	5	4%	2	38%	18	100%	47
Female	50%	3	33%	2	0%	0	17%	1	100%	6
Total	47%	25	13%	7	4%	2	36%	19	100%	53

Table 59: Discipline by Gender 2024

Class I Cases	Counseling	Written	Suspension	Demotion/ Termination	Total
Male	1	0	13	6	20
Female		0	2		2
Total	1	0	15	6	22

Class II Cases	Counseling		Written		Suspension		Demotion/ Termination		Total	
	%	#	%	#	%	#	%	#	%	#
Male	45%	15	24%	8	30%	10	0%	0	100%	33
Female	71%	5	14%	1	14%	1	0%	0	100%	7
Total	50%	20	23%	9	28%	11	0%	0	100%	40

Table 60 shows Class I and II discipline by rank. In 2025, all sergeants and above received a suspension or higher for Class I cases. One officer received a written reprimand for a Class I case. In both 2024 and 2025, sergeants and above had a higher suspension rate than officers in Class II cases by a considerable margin (75%, 3 of 4 versus 22%, 8 of 36 in 2024 and 80%, 4 of 5 versus 35%, 17 of 48 in 2025).

Table 60: Discipline by Rank 2025

Class I Cases	Counseling	Written	Resigned/Retired	Suspension	Demotion/ Termination	Total
Officer		1	3	9	6	19
Sgt and Above				6	4	10
Total	0	1	3	15	10	29

Class II Cases	Counseling		Written		Resigned/ Retired		Suspension		Total	
	%	#	%	#	%	#	%	#	%	#
Officer	50%	24	15%	7	4%	2	31%	15	100%	48
Sgt and Above	20%	1	0%	0	0%	0	80%	4	100%	5
Total	47%	25	13%	7	4%	2	36%	19	100%	53

Table 60: Discipline by Rank 2024

Class I Cases	Counseling	Written	Suspension	Demotion/ Termination	Total
Officer	0	0	13	6	19
Sgt and Above	1	0	2		3
Total	1	0	15	6	22

Class II Cases	Counseling		Written		Suspension		Demotion/ Termination		Total	
	%	#	%	#	%	#	%	#	%	#
Officer	56%	20	22%	8	22%	8	0%	0	100%	36
Sgt and Above	0%	0	25%	1	75%	3	0%	0	100%	4
Total	50%	20	23%	9	28%	11	0%	0	100%	40

7. Department Efforts

After several years of observing white members having among the highest sustained rate, we saw a substantial drop in their sustained rate in 2024, leading to white members having a significantly lower sustained rate than Black and Hispanic members. While a comprehensive analysis was unable to explain what caused the disparity, we did find the disparity in internally generated cases to be the greatest. The Department responded by committing to several measures, including:

- Keeping a better record of internally discovered allegations
- Monitoring case outcomes quarterly

- Conducting a qualitative study on employee feelings and perceptions of the IA process
- Implementing implicit bias training, with a focus on the IA investigation and discipline process

These measures are in addition to other efforts the Department has made to mitigate disparity, particularly since it began conducting these studies several years ago. Over the past four years, the Department has updated policy on *Failure to Accept or Refer a Complaint* allegations, improved documentation of allegations and recommended findings, and improved data collection on complaint and discipline data.

The annual IA Outcomes and Discipline Study is one component of the Department's broader efforts to identify and address disparities. The Department has committed to conducting biennial surveys to assess employee perceptions of the IA process and has, at present, already conducted two. The Department has a Race and Equity team that is focused on reducing race-based disparities by reviewing and updating policies, procedures, systems and trainings.

8. Recommendations

1. **More closely monitor data entry and sustained rates for internally generated cases:** In some cases, it was difficult to determine how a case originated because information recorded in the complaint form was inconsistent across data fields. To improve data reliability, the Department should ensure consistent and accurate entry of complainant information and provide additional training to IAB personnel on properly classifying and documenting case origination. Additionally, the Department should continue to closely monitor sustained rates for internally generated cases to identify trends and potential areas of concern.
2. **Provide training on how to enter Internally Discovered Violations into the complaint form:** While "internally generated cases" are classified based on the origin of the case, "internally discovered violations" are classified at the allegation level. For example, an investigator may identify potential misconduct during a review of video evidence and add a new allegation to an existing case. In such instances, the allegation should be categorized as an "internally discovered violation," even if the case itself originated from an external complaint. The Department recently updated the complaint form to expand data collection related to "internally discovered violations." To ensure that internally discovered violations are consistently and accurately recorded, the Department should provide training to IAB staff on the definition of an "internally discovered violation," explain updates to the complaint form in Vision, and emphasize the importance of complete and accurate data entry.
3. **More closely monitor data entry for investigation type:** During the review of 2025 data, we identified cases that were reassigned between DLI and IA investigators, but the complaint form was not updated to reflect the change in investigation type. We also identified cases that were conducted by outside investigators; however, these cases were identified only through manual review because the complaint form does not include a field to indicate whether an investigation was outsourced. To improve the accuracy and reliability of data analysis, the Department should ensure that investigation type is updated whenever case assignments change and should add a data field to track whether an investigation was conducted by an outside investigator.

Appendix 1: Chi-Square Tests for Sustained Rates 2025

Sustained Rates by Race, Gender and Rank – see Table 1

Chi-Square Test by Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (11)	14	95% (211)	208	0.56	0.453
Black	7% (21)	18	93% (282)	285		

Chi-Square Test by Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (11)	16	95% (211)	206	1.76	0.185
Hispanic	8% (33)	28	92% (373)	378		

Chi-Square Test by Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (11)	9	95% (211)	213	0.34	0.557
Asian/Filipino	4% (12)	14	96% (324)	322		

Chi-Square Test by Sustained for White v Other/Unk

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (11)	12	95% (211)	210	0.18	0.669
Other/Unk	7% (5)	4	93% (64)	65		

Chi-Square Test by Sustained for Male v Female

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	7% (74)	70	93% (1061)	1065	1.50	0.221
Female	4% (8)	12	96% (193)	189		

Chi-Square Test by Sustained for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	6% (67)	74	94% (1134)	1127	5.52	0.019
Sgt and Above	11% (15)	8	89% (120)	127		

Sustained Rates by Race 2021-2025 – see Table 2**Chi-Square Test by Sustained for White v Black**

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	9% (137)	128	91% (1436)	1445	1.39	0.239
Black	7% (106)	115	93% (1314)	1305		

Chi-Square Test by Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	9% (137)	131	91% (1436)	1442	0.47	0.494
Hispanic	8% (168)	174	92% (1926)	1920		

Chi-Square Test by Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	9% (137)	111	91% (1436)	1462	12.84	0.000
Asian/Filipino	5% (83)	109	95% (1465)	1439		

Chi-Square Test by Sustained for White v Other/Unk

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	9% (137)	138	91% (1436)	1435	0.01	0.915
Other/Unk	9% (28)	27	91% (280)	281		

Appendix 2: Chi-Square Tests Cases Per Member and Allegations Per Case 2025

Cases per Member – see Table 5

Chi-Square Test by More Than One Case for White v Black

	More Than One Case		Only One Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	54% (51)	55	46% (44)	40	1.25	0.264
Black	63% (65)	61	38% (39)	43		

Chi-Square Test by More Than One Case for White v Hispanic

	More Than One Case		Only One Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	54% (51)	58	46% (44)	37	3.47	0.062
Hispanic	67% (92)	85	33% (46)	53		

Chi-Square Test by More Than One Case for White v Asian/Filipino

	More Than One Case		Only One Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	54% (51)	61	46% (44)	34	7.24	0.007
Asian/Filipino	73% (78)	68	27% (29)	39		

Chi-Square Test by More Than One Case for White v Other/Unk

	More Than One Case		Only One Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	54% (51)	56	46% (44)	39	4.74	0.029
Other/Unk	82% (18)	13	18% (4)	9		

Allegations per Case – see Tables 6-8

Chi-Square Test by Allegations per Case for White v Black

	One allegation per case		More than one Allegation per Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	60% (133)	129	40% (89)	93	0.40	0.528
Black	57% (172)	176	43% (131)	127		

Chi-Square Test by Allegations per Case for White v Hispanic

	One allegation per case		More than one Allegation per Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	60% (133)	139	40% (89)	83	1.00	0.318
Hispanic	64% (261)	255	36% (145)	151		

Chi-Square Test by Allegations per Case for White v Asian/Filipino

	One allegation per case		More than one Allegation per Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	60% (133)	138	40% (89)	84	0.55	0.459
Asian/Filipino	63% (213)	208	37% (123)	128		

Chi-Square Test by Allegations per Case for White v Other/Unk

	One allegation per case		More than one Allegation per Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	60% (133)	132	40% (89)	90	0.02	0.884
Other/Unk	58% (40)	41	42% (29)	28		

Chi-Square Test by Allegations per Case for Male v Female

	One allegation per case		More than one Allegation per Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	61% (691)	696	39% (444)	439	0.45	0.501
Female	64% (128)	123	36% (73)	78		

Chi-Square Test by Allegations per Case for Officer v Sgt and above

	One allegation per case		More than one Allegation per Case		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	62% (749)	736	38% (452)	465	5.22	0.022
Sgt and Above	52% (70)	83	48% (65)	52		

Appendix 3: Chi-Square Tests Allegations by Class 2025

Allegation by Class – See Tables 12-14**Chi-Square Test by Allegation Class for White v Black**

	Class I		Class II		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	29% (106)	99	71% (260)	267	1.06	0.303
Black	26% (135)	142	74% (392)	385		

Chi-Square Test by Allegation Class for White v Hispanic

	Class I		Class II		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	29% (106)	104	71% (260)	262	0.03	0.864
Hispanic	28% (187)	189	72% (475)	473		

Chi-Square Test by Allegation Class for White v Asian/Filipino

	Class I		Class II		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	29% (106)	107	71% (260)	259	0.01	0.926
Asian/Filipino	29% (158)	157	71% (378)	379		

Chi-Square Test by Allegation Class for White v Other/Unk

	Class I		Class II		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	29% (106)	98	71% (260)	268	3.34	0.068
Other/Unk	20% (22)	30	80% (90)	82		

Chi-Square Test by Allegation Class for Male v Female

	Class I		Class II		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	28% (532)	518	72% (1345)	1359	3.27	0.071
Female	23% (76)	90	77% (250)	236		

Chi-Square Test by Allegation Class for Officer v Sgt and Above

	Class I		Class II		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	27% (517)	536	73% (1425)	1406	7.42	0.006
Sgt and Above	35% (91)	72	65% (170)	189		

Appendix 4: Chi-Square Tests Sustained Rates by Investigation Type and Origin 2025

Division Level Investigations (DLI) – See Tables 20-22

Chi-Square Test by DLI Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	3% (6)	7	97% (169)	168	0.16	0.692
Black	5% (12)	11	95% (244)	245		

Chi-Square Test by DLI Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	3% (6)	9	97% (169)	166	1.08	0.298
Hispanic	6% (21)	18	94% (330)	333		

Chi-Square Test by DLI Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	3% (6)	5	97% (169)	170	0.17	0.683
Asian/Filipino	2% (7)	8	98% (292)	291		

Chi-Square Test by DLI Sustained for White v Other/Unk – Unable to Test

Chi-Square Test by DLI Sustained for Male v Female

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	5% (45)	42	95% (923)	926	0.82	0.366
Female	3% (5)	8	97% (173)	170		

Chi-Square Test by DLI Sustained for Officer v Sgt and Above – Unable to Test

Internal Affairs Investigation (IA) – See Tables 20-22

Chi-Square Test by IA Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	13% (5)	7	88% (35)	33	1.10	0.294
Black	24% (9)	7	76% (28)	30		

Chi-Square Test by IA Investigation Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	13% (5)	8	88% (35)	32	1.99	0.158
Hispanic	27% (12)	9	73% (32)	35		

Chi-Square Test by IA Investigation Sustained for White v Asian/Filipino – Unable to test

Chi-Square Test by IA Investigation Sustained for White v Other/Unk – Unable to test

Chi-Square Test by IA Investigation Sustained for Male v Female – Unable to test

Chi-Square Test by IA Investigation Sustained for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	24% (18)	17	76% (58)	59	0.15	0.702
Sgt and Above	20% (14)	15	80% (57)	56		

Externally Generated Cases – See Tables 23-25

Chi-Square Test by Externally Generated Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	3% (6)	7	97% (181)	180	0.05	0.819
Black	4% (11)	10	96% (259)	260		

Chi-Square Test by Externally Generated Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	3% (6)	9	97% (181)	178	1.12	0.290
Hispanic	6% (21)	18	94% (351)	354		

Chi-Square Test by Externally Generated Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	3% (6)	5	97% (181)	182	0.04	0.837
Asian/Filipino	2% (8)	9	98% (315)	314		

Chi-Square Test by Externally Generated Sustained for White v Other/Unk – Unable to test**Chi-Square Test by Externally Generated Sustained for Male v Female**

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	5% (47)	43	95% (986)	990	1.64	0.200
Female	2% (4)	8	98% (180)	176		

Chi-Square Test by Externally Generated Sustained for Officer v Sgt and Above – Unable to test**Internally Generated Cases – See Tables 23-25****Chi-Square Test by Internally Generated Sustained for White v Black**

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	14% (5)	8	86% (30)	27	1.69	0.194
Black	30% (10)	7	70% (23)	26		

Chi-Square Test by Internally Generated Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	14% (5)	9	86% (30)	26	3.05	0.081
Hispanic	35% (12)	8	65% (22)	26		

Chi-Square Test by Internally Generated Sustained for White v Asian/Filipino – Unable to test**Chi-Square Test by Internally Generated Sustained for White v Other/Unk – Unable to test****Chi-Square Test by Internally Generated Sustained for Male v Female – Unable to test**

Chi-Square Test by Internally Generated Sustained for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	29% (19)	17	71% (46)	48	0.43	0.511
Sgt and Above	22% (12)	14	78% (42)	40		

Appendix 5: Chi-Square Tests Sustained Rates by Race Internally Discovered Allegations 2025

Internally Discovered Allegations – See Table 26

Chi-Square Test by Internally Discovered Allegations Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	17% (15)	23	83% (72)	64	6.29	0.012
Black	34% (37)	29	66% (71)	79		

Chi-Square Test by Internally Discovered Allegations Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	17% (15)	23	83% (72)	64	5.96	0.015
Hispanic	34% (38)	30	66% (75)	83		

Chi-Square Test by Internally Discovered Allegations Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	17% (15)	17	83% (72)	70	0.51	0.476
Asian/Filipino	24% (10)	8	76% (31)	33		

Chi-Square Test by Internally Discovered Allegations Sustained for White v Other/Unk – Unable to test

Externally Discovered Allegations – See Table 26

Chi-Square Test by Externally Discovered Allegations Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	2% (5)	6	98% (274)	273	0.21	0.644
Black	3% (11)	10	97% (408)	409		

Chi-Square Test by Externally Discovered Allegations Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	2% (5)	7	98% (274)	272	0.76	0.382
Hispanic	3% (17)	15	97% (532)	534		

Chi-Square Test by Externally Discovered Allegations Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	2% (5)	5	98% (274)	274	0.01	0.914
Asian/Filipino	2% (8)	8	98% (487)	487		

Chi-Square Test by Externally Discovered Allegations Sustained for White v Other/Unk – Unable to test

Appendix 6: Chi-Square Tests Sustained Rates by Allegation Class 2025

All Allegations – See Tables 27-29**Chi-Square Test by Sustained Allegations for White v Black**

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (20)	28	95% (346)	338	3.57	0.059
Black	9% (48)	40	91% (479)	487		

Chi-Square Test by Sustained Allegations for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (20)	27	95% (346)	339	2.41	0.120
Hispanic	8% (55)	48	92% (607)	614		

Chi-Square Test by Sustained Allegations for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (20)	15	95% (346)	351	1.90	0.168
Asian/Filipino	3% (18)	23	97% (518)	513		

Chi-Square Test by Sustained Allegations for White v Other/Unk

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	5% (20)	19	95% (346)	347	0.03	0.862
Other/Unk	4% (5)	6	96% (107)	106		

Chi-Square Test by Sustained Allegations for Male v Female

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	7% (134)	124	93% (1743)	1753	4.82	0.028
Female	4% (12)	22	96% (314)	304		

Chi-Square Test by Sustained Allegations for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	6% (111)	129	94% (1831)	1813	20.79	0.000
Sgt and Above	13% (35)	17	87% (226)	244		

Appendix 7: Chi-Square Tests Sustained Rates by Fully Investigated Cases 2025

All Full Investigations – See Tables 32-34

Chi-Square Test by Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (11)	13	85% (63)	61	0.55	0.457
Black	20% (21)	19	80% (82)	84		

Chi-Square Test by Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (11)	16	85% (63)	58	2.67	0.102
Hispanic	26% (33)	28	74% (95)	100		

Chi-Square Test by Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (11)	13	85% (63)	61	0.26	0.610
Asian/Filipino	20% (12)	10	80% (49)	51		

Chi-Square Test by Sustained for White v unknown – Unable to test

Chi-Square Test by Sustained for Male v Female

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	23% (74)	69	77% (250)	255	2.19	0.139
Female	13% (8)	13	87% (52)	47		

Chi-Square Test by Sustained for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	22% (67)	64	78% (235)	238	0.37	0.541
Sgt and Above	18% (15)	18	82% (67)	64		

Division Level Investigations (DLI) – See Tables 32-34

Chi-Square Test by Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (6)	6	85% (35)	35	0.02	0.895
Black	16% (12)	12	84% (65)	65		

Chi-Square Test by Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (6)	8	85% (35)	33	0.63	0.426
Hispanic	22% (21)	19	78% (73)	75		

Chi-Square Test by Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (6)	6	85% (35)	35	0.03	0.855
Asian/Filipino	16% (7)	7	84% (38)	38		

Chi-Square Test by Sustained for White v Other/Unk – Unable to test

Chi-Square Test by Sustained for Male v Female

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	20% (45)	42	80% (181)	184	1.52	0.217
Female	11% (5)	8	89% (41)	38		

Chi-Square Test by Sustained for Officer v Sgt and Above – Unable to test

Internal Affairs Investigations (IA) – See Tables 32-34

Chi-Square Test by Sustained for White v Black

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (5)	8	85% (28)	25	2.06	0.151
Black	35% (9)	6	65% (17)	20		

Chi-Square Test by Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (5)	8	85% (28)	25	2.60	0.107
Hispanic	35% (12)	9	65% (22)	25		

Chi-Square Test by Sustained for White v Asian/Filipino – Unable to test

Chi-Square Test by Sustained for White v Other/Unk – Unable to test

Chi-Square Test by Sustained for Male v Female – Unable to test

Chi-Square Test by Sustained for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	37% (18)	14	63% (31)	35	2.18	0.140
Sgt and Above	22% (14)	18	78% (49)	45		

Externally Generated Cases – See Tables 35-37**Chi-Square Test by Sustained for White v Black**

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (6)	8	85% (35)	33	0.50	0.481
Black	22% (14)	12	78% (49)	51		

Chi-Square Test by Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (6)	8	85% (35)	33	0.59	0.442
Hispanic	22% (21)	19	78% (74)	76		

Chi-Square Test by Sustained for White v Asian/Filipino

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (6)	6	85% (35)	35	0.01	0.943
Asian/Filipino	16% (8)	8	84% (41)	41		

Chi-Square Test by Sustained for White v Other/Unk – Unable to test

Chi-Square Test by Sustained for Male v Female

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	20% (47)	43	80% (185)	189	2.20	0.138
Female	9% (4)	8	91% (39)	35		

Chi-Square Test by Sustained for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	20% (48)	45	80% (197)	200	1.05	0.304
Sgt and Above	10% (3)	6	90% (27)	24		

Internally Generated Cases – See Tables 35-37**Chi-Square Test by Sustained for White v Black**

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (5)	8	85% (28)	25	2.72	0.099
Black	37% (10)	7	63% (17)	20		

Chi-Square Test by Sustained for White v Hispanic

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
White	15% (5)	9	85% (28)	25	2.85	0.091
Hispanic	36% (12)	9	64% (21)	25		

Chi-Square Test by Sustained for White v Asian/Filipino– Unable to test**Chi-Square Test by Sustained for White v Other/Unk – Unable to test****Chi-Square Test by Sustained for Male v Female**

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Male	29% (27)	26	71% (65)	66	0.04	0.845
Female	24% (4)	5	76% (13)	12		

Chi-Square Test by Sustained for Officer v Sgt and Above

	Sustained		Other than Sustained		Chi-Square Value	<i>p</i>
	Observed	Expected	Observed	Expected		
Officer	33% (19)	16	67% (38)	41	0.95	0.331
Sgt and Above	23% (12)	15	77% (40)	37		

Appendix 8: 2025 Sustained Allegations with Discipline

Case #	Rank at Time of Complaint	Race Code	Gender	Violation	Violation Description	Violation Class	Offense (1st, 2nd, etc.)	Agg Fact	Mit Fact	Disc Matrix	Discipline	Susp Days
1	Police Officer	BLACK	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	10	0	C-S2	Termination	
1	Police Officer	BLACK	MALE	314.69-1b	GIFTS, GRATUITIES - SOLICITING OR ACCEPTING	Class I	1st	10	0	C-T	Termination	
1	Police Officer	BLACK	MALE	314.03-2c	GENERAL CONDUCT	Class II	1st	10	0	C-S3	Termination	
1	Police Officer	BLACK	MALE	398.80-1b	TRUTHFULNESS	Class I	1st	10	0	T	Termination	
1	Police Officer	BLACK	MALE	314.42-1e	OBEDIENCE TO LAWS - FELONY	Class I	1st	10	0	S2-T	Termination	
1	Police Officer	BLACK	MALE	342.00-2q	DEPARTMENT PROPERTY AND EQUIPMENT - MISAPPROPRIATION/MISUSE	Class II	1st	10	0	C-S3	Termination	
1	Police Officer	BLACK	MALE	314.74-2a	CONFLICT OF INTEREST	Class II	1st	10	0	C-S3	Termination	
1	Police Officer	BLACK	MALE	356.20-2b	CORRESPONDENCE	Class II	1st	10	0	C-S2	Termination	
1	Police Officer	BLACK	MALE	370.90-1b	ENDORSEMENTS AND REFERRALS - FEE IS EXCHANGED	Class I	1st	10	0	T	Termination	
1	Police Officer	BLACK	MALE	384.28-2b	COMMERCIAL TESTIMONIALS	Class II	1st	10	0	C-S2	Termination	
2	Sgt/ Commander 1	HISPANIC	MALE	398.76-2a	FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	Class II	1st	6	1	C-S5	Suspension	3
2	Sgt/ Commander 2	WHITE	MALE	398.76-2a	FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	Class II	1st	6	1	C-S5	Suspension	5
2	Police Officer 1	HISPANIC	MALE	398.76-2a	FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	Class II	2nd	5	1	S2-S5	Suspension	4
2	Police Officer 2	BLACK	MALE	398.76-2a	FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	Class II	1st	5	1	C-S5	Suspension	3
3	Police Officer	BLACK	MALE	314.03-2c	GENERAL CONDUCT	Class II	1st	7	0	C-S3	Resigned	

3	Police Officer	BLACK	MALE	314.42-1h	OBEDIENCE TO LAWS - DRIVING UNDER THE INFLUENCE	Class I	1st	7	0	S10-T	Resigned	
3	Police Officer	BLACK	MALE	328.63-1b	CONSUMPTION OF INTOXICANTS	Class I	1st	7	0	S2-T	Resigned	
3	Police Officer	BLACK	MALE	328.70-2b	INTOXICANTS ON DEPARTMENTAL PREMISES	Class II	1st	7	0	C-S3	Resigned	
4	Police Officer 1	UNK	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	6	1	C-S3	Suspension	2
4	Police Officer 2	ASIAN	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	5	2	C-S2	Counseling	
5	Police Officer	HISPANIC	MALE	314.03-2c	GENERAL CONDUCT	Class II	1st	2	3	C-S3	Written Reprimand	
6	Sgt/ Commander	WHITE	MALE	314.42-1h	OBEDIENCE TO LAWS - DRIVING UNDER THE INFLUENCE	Class I	2nd	9	0	T	Termination	
6	Sgt/ Commander	WHITE	MALE	314.69-1b	GIFTS, GRATUITIES - SOLICITING OR ACCEPTING	Class I	1st	9	0	C-T	Termination	
7	Police Officer	WHITE	FEMALE	314.42-2g	OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION	Class II	1st	7	3	C-S2	Suspension	2
7	Police Officer	WHITE	FEMALE	314.03-2c	GENERAL CONDUCT	Class II	1st	7	3	C-S3	Suspension	2
7	Police Officer	WHITE	FEMALE	314.42-2g	OBEDIENCE TO LAWS - MISDEMEANOR/INFRACTION	Class II	1st	7	3	C-S2	Suspension	2
8	Police Officer	HISPANIC	MALE	314.42-1h	OBEDIENCE TO LAWS - DRIVING UNDER THE INFLUENCE	Class I	1st	9	1	S10-T	Suspension	20
8	Police Officer	HISPANIC	MALE	398.80-1a	TRUTHFULNESS	Class I	1st	9	1	T	Suspension	20
8	Police Officer	HISPANIC	MALE	314.28-1b	NOTIFICATION - CRIMINAL	Class I	1st	9	1	S2-T	Suspension	20
8	Police Officer	HISPANIC	MALE	314.03-2c	GENERAL CONDUCT	Class II	1st	9	1	C-S3	Suspension	20
9	Police Officer 1	HISPANIC	MALE	314.39-1c	PERFORMANCE OF DUTY - INTENTIONAL SEARCH, SEIZURE, OR ARREST	Class I	1st	9	0	T	Termination	
9	Police Officer 1	HISPANIC	MALE	314.39-2i	PERFORMANCE OF DUTY - PDRD	Class II	1st	9	0	WR-S5	Termination	
9	Police Officer 1	HISPANIC	MALE	398.80-1a	TRUTHFULNESS	Class I	1st	9	0	T	Termination	
9	Police Officer 2	BLACK	MALE	314.39-1c	PERFORMANCE OF DUTY - INTENTIONAL SEARCH, SEIZURE, OR ARREST	Class I	1st	9	0	T	Resigned	

9	Police Officer 2	BLACK	MALE	314.39-2i	PERFORMANCE OF DUTY - PDRD	Class II	1st	9	0	WR-S5	Resigned	
9	Police Officer 2	BLACK	MALE	398.80-1a	TRUTHFULNESS	Class I	1st	9	0	T	Resigned	
9	Police Officer 3	ASIAN	MALE	314.39-1c	PERFORMANCE OF DUTY - INTENTIONAL SEARCH, SEIZURE, OR ARREST	Class I	1st	9	0	T	Termination	
9	Police Officer 3	ASIAN	MALE	314.39-2i	PERFORMANCE OF DUTY - PDRD	Class II	1st	9	0	WR-S5	Termination	
9	Police Officer 3	ASIAN	MALE	398.80-1a	TRUTHFULNESS	Class I	1st	9	0	T	Termination	
10	Sgt/ Commander	WHITE	MALE	314.28-1b	NOTIFICATION - CRIMINAL	Class I	1st	11	0	S2-T	Termination	
10	Sgt/ Commander	WHITE	MALE	398.80-1a	TRUTHFULNESS	Class I	1st	11	0	T	Termination	
10	Sgt/ Commander	WHITE	MALE	314.03-2c	GENERAL CONDUCT	Class II	1st	11	0	C-S3	Termination	
11	Police Officer	HISPANIC	FEMALE	398.80-1a	TRUTHFULNESS	Class I	1st	7	0	T	Termination	
12	Sgt/ Commander	HISPANIC	MALE	234.00-2b	COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections	Class II	2nd	6	3	S2-D	Suspension	5
12	Sgt/ Commander	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	2nd	6	3	WR-S5	Suspension	5
13	Police Officer 1	UNK	MALE	314.39-2e	PERFORMANCE OF DUTY - UNINTENTIONAL/IMPROPER SEARCH, SEIZURE, OR ARREST	Class II	1st	4	3	C-S3	Suspension	2
13	Police Officer 2	HISPANIC	MALE	314.39-2e	PERFORMANCE OF DUTY - UNINTENTIONAL/IMPROPER SEARCH, SEIZURE, OR ARREST	Class II	1st	4	3	C-S3	Suspension	1
13	Police Officer 2	HISPANIC	MALE	314.39-2e	PERFORMANCE OF DUTY - UNINTENTIONAL/IMPROPER SEARCH, SEIZURE, OR ARREST	Class II	1st	4	3	C-S3	Suspension	1
13	Police Officer 3	HISPANIC	MALE	314.39-2e	PERFORMANCE OF DUTY - UNINTENTIONAL/IMPROPER SEARCH, SEIZURE, OR ARREST	Class II	1st	4	3	C-S3	Suspension	2

14	Police Officer	HISPANIC	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	2nd	5	1	WR-S5	Suspension	5
15	Police Officer	HISPANIC	MALE	314.28-1b	NOTIFICATION - CRIMINAL	Class I	1st	5	5	S2-T	Resigned	
16	Police Officer	HISPANIC	MALE	398.70-1b	INTERFERING WITH INVESTIGATIONS	Class I	1st	9	0	T	Termination	
16	Police Officer	HISPANIC	MALE	314.42-1e	OBEDIENCE TO LAWS - FELONY	Class I	1st	9	0	S2-T	Termination	
16	Police Officer	HISPANIC	MALE	328.91-2b	ADDRESS AND TELEPHONE NUMBERS	Class II	1st	9	0	C-S2	Termination	
16	Police Officer	HISPANIC	MALE	398.80-1a	TRUTHFULNESS	Class I	1st	9	0	T	Termination	
16	Police Officer	HISPANIC	MALE	314.03-2c	GENERAL CONDUCT	Class II	1st	9	0	C-S3	Termination	
16	Police Officer	HISPANIC	MALE	314.38-1	OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	Class I	1st	9	0	C-T	Termination	
17	Police Officer	BLACK	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	7	3	C-S2	Suspension	21
17	Police Officer	BLACK	MALE	314.04-1c	CONDUCT TOWARD OTHERS - Harassment, Discrimination, or Profiling by Race or Ethnicity	Class I	1st	7	3	S30-T	Suspension	21
17	Police Officer	BLACK	MALE	314.39-2i	PERFORMANCE OF DUTY - PDRD	Class II	1st	7	3	WR-S5	Suspension	21
17	Sgt/ Commander 1	ASIAN	MALE	314.48-1b	REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	Class I	1st	6	4	C-T	Suspension	5
17	Sgt/ Commander 1	ASIAN	MALE	234.00-2b	COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections	Class II	1st	6	4	C-S5	Suspension	5
17	Sgt/ Commander 2	HISPANIC	MALE	285.00-1b	SUPERVISORS - AUTHORITY AND RESPONSIBILITIES (Gross dereliction of duty) Includes all of the 285.00 subsections except 285.90	Class I	1st	6	3	S5-T	Suspension	12
17	Sgt/ Commander 2	HISPANIC	MALE	314.48-1b	REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	Class I	1st	6	3	C-T	Suspension	12
17	Sgt/ Commander 2	HISPANIC	MALE	285.90-2	PREVENTION OF HARASSMENT, DISCRIMINATION AND RETALIATION	Class II	1st	6	3	C-T	Suspension	12

18	Sgt/ Commander	WHITE	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	6	0	C-S3	Suspension	2
19	Police Officer	ASIAN	MALE	398.70-1b	INTERFERING WITH INVESTIGATIONS	Class I	1st	9	0	T	Termination	
20	Sgt/ Commander	BLACK	FEMALE	314.38-1c	OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	Class I	2nd	9	1	S3-T	Termination	
20	Sgt/ Commander	BLACK	FEMALE	370.45-1e	REPORTS AND BOOKINGS	Class I	1st	9	1	T	Termination	
21	Sgt/ Commander 1	BLACK	MALE	314.38-1	OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	Class I	1st	8	1	C-T	Suspension	3
21	Sgt/ Commander 1	BLACK	MALE	234.00-2b	COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections	Class II	1st	8	1	C-S5	Suspension	3
21	Sgt/ Commander 2	BLACK	MALE	314.38-1	OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	Class I	1st	7	2	C-T	Suspension	7
21	Sgt/ Commander 2	BLACK	MALE	234.00-2b	COMMANDING OFFICERS - AUTHORITY AND RESPONSIBILITIES Includes all of the 234.00 subsections	Class II	1st	7	2	C-S5	Suspension	7
22	Sgt/ Commander	ASIAN	MALE	398.76-2a	FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	Class II	1st	4	2	C-S5	Counseling	
23	Police Officer 1	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	2nd	5	6	WR-S5	Written Reprimand	
23	Police Officer 2	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	5	6	C-S2	Written Reprimand	
24	Sgt/ Commander	HISPANIC	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	8	1	C-S3	Suspension	15
24	Sgt/ Commander	HISPANIC	MALE	314.03-2c	GENERAL CONDUCT	Class II	1st	8	1	C-S3	Suspension	15
24	Sgt/ Commander	HISPANIC	MALE	314.38-1c	OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	Class I	1st	8	1	C-T	Suspension	15
25	Police Officer	HISPANIC	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	6	3	C-S3	Written Reprimand	
26	Police Officer 1	HISPANIC	MALE	314.39-2g	PERFORMANCE OF DUTY - CARE OF PROPERTY	Class II	1st	2	3	C-S2	Counseling	

26	Police Officer 2	ASIAN	MALE	314.39-2g	PERFORMANCE OF DUTY - CARE OF PROPERTY	Class II	1st	3	6	C-S2	Written Reprimand	
27	Police Officer	WHITE	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	4	4	C-S2	Counseling	
28	Police Officer	HISPANIC	MALE	314.39-1e	PERFORMANCE OF DUTY - MIRANDA VIOLATION	Class I	1st	1	5	S2-T	Written Reprimand	
29	Police Officer 1	ASIAN	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	7	2	C-S2	Suspension	5
29	Police Officer 1	ASIAN	MALE	314.48-1b	REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	Class I	1st	7	2	C-T	Suspension	5
29	Sgt/ Commander 1	BLACK	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	12	1	C-S2	Suspension	30
29	Sgt/ Commander 1	BLACK	MALE	285.00-2b	SUPERVISORS - AUTHORITY AND RESPONSIBILITIES Includes all of the 285.00 subsections except 285.90	Class II	1st	12	1	C-T	Suspension	30
29	Sgt/ Commander 1	BLACK	MALE	285.00-2b	SUPERVISORS - AUTHORITY AND RESPONSIBILITIES Includes all of the 285.00 subsections except 285.90	Class II	1st	12	1	C-T	Suspension	30
29	Sgt/ Commander 1	BLACK	MALE	314.32-2b	INSUBORDINATION - DISRESPECT	Class II	1st	12	1	C-S5	Suspension	30
29	Sgt/ Commander 1	BLACK	MALE	314.04-2a	CONDUCT TOWARDS OTHERS - Unprofessional Conduct in Violation of AI 71	Class II	1st	12	1	C-S3	Suspension	30
29	Sgt/ Commander 1	BLACK	MALE	314.48-1b	REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	Class I	1st	12	1	C-T	Suspension	30
29	Police Officer 2	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	10	2	C-S2	Suspension	14
29	Police Officer 2	HISPANIC	MALE	314.04-2a	CONDUCT TOWARDS OTHERS - Unprofessional Conduct in Violation of AI 71	Class II	1st	10	2	C-S30	Suspension	14
29	Police Officer 2	HISPANIC	MALE	314.48-1b	REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	Class I	1st	10	2	C-T	Suspension	14

29	Police Officer 2	HISPANIC	MALE	314.32-2b	INSUBORDINATION - DISRESPECT	Class II	1st	10	2	C-S5	Suspension	14
29	Police Officer 3	BLACK	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	6	2	C-S2	Suspension	5
29	Police Officer 3	BLACK	MALE	314.48-1b	REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	Class I	1st	6	2	C-T	Suspension	5
29	Police Officer 4	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	8	1	C-S2	Suspension	10
29	Police Officer 4	HISPANIC	MALE	314.48-1b	REPORTING VIOLATIONS OF LAWS, ORDINANCES, RULES OR ORDERS (CLASS I)	Class I	1st	8	1	C-T	Suspension	10
29	Police Officer 4	HISPANIC	MALE	314.32-2b	INSUBORDINATION - DISRESPECT	Class II	1st	8	1	C-S5	Suspension	10
30	Police Officer	BLACK	MALE	328.28-2c	TARDINESS	Class II	1st	7	0	C-S2	Suspension	10
30	Police Officer	BLACK	MALE	328.07-2c	PROHIBITED ACTIVITY ON DUTY	Class II	1st	7	0	C-S2	Suspension	10
31	Police Officer	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	2nd	5	3	WR-S5	Resigned	
32	Police Officer 1	ASIAN	MALE	314.39-2i	PERFORMANCE OF DUTY - PDRD	Class II	2nd	2	4	S2- S10	Suspension	2
32	Police Officer 1	ASIAN	MALE	398.76-2a	FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	Class II	1st	2	4	C-S5	Suspension	2
32	Police Officer 1	ASIAN	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	2	4	C-S2	Suspension	2
32	Police Officer 2	BLACK	FEMALE	398.76-2a	FAILURE TO ACCEPT OR REFER A COMPLAINT (UNINTENTIONAL)	Class II	1st	1	5	C-S5	Written Reprimand	
32	Police Officer 2	BLACK	FEMALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	1	5	C-S2	Written Reprimand	
33	Police Officer	HISPANIC	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	2	5	C-S3	Counseling	
34	Police Officer	HISPANIC	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	4	0	C-S3	Retired	
35	Police Officer 1	HISPANIC	FEMALE	314.39-2g	PERFORMANCE OF DUTY - CARE OF PROPERTY	Class II	1st	1	5	C-S2	Counseling	
35	Police Officer 2	BLACK	MALE	314.39-2g	PERFORMANCE OF DUTY - CARE OF PROPERTY	Class II	1st	1	5	C-S2	Counseling	

36	Police Officer	BLACK	MALE	398.77-1a	REFUSAL TO PROVIDE NAME OR SERIAL NUMBER	Class I	1st	3	6	S3-T	Suspension	1
37	Police Officer	BLACK	FEMALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	3	2	C-S2	Written Reprimand	0
38	Police Officer	BLACK	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	5	4	C-S3	Suspension	5
39	Police Officer	BLACK	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	1	3	C-S3	Counseling	
40	Sgt/ Commander	WHITE	MALE	398.16-1c	COURT APPEARANCES	Class I	1st	10	0	C-S30	Termination	
40	Sgt/ Commander	WHITE	MALE	314.30-1c	INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	Class I	1st	10	0	S3-T	Termination	
40	Sgt/ Commander	WHITE	MALE	314.28-1b	NOTIFICATION - CRIMINAL	Class I	2nd	10	0	T	Termination	
40	Sgt/ Commander	WHITE	MALE	314.38-1	OBSTRUCTING THE INTERNAL AFFAIRS PROCESS	Class I	1st	10	0	C-T	Termination	
41	Police Officer 1	HISPANIC	MALE	314.39-2e	PERFORMANCE OF DUTY - UNINTENTIONAL/IMPROPER SEARCH, SEIZURE, OR ARREST	Class II	1st	2	3	C-S2	Suspension	1
41	Police Officer 2	UNK	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	3	4	C-S3	Suspension	2
42	Police Officer	BLACK	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	3	3	C-S3	Counseling	
43	Police Officer	WHITE	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	8	4	C-S2	Suspension	10
43	Police Officer	WHITE	MALE	314.30-1c	INSUBORDINATION - FAILURE TO OBEY A LAWFUL ORDER	Class I	1st	8	4	S3-T	Suspension	10
44	Police Officer 1	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	3	2	C-S3	Suspension	1
44	Police Officer 2	FILIPINO	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	3	2	C-S3	Counseling	
45	Police Officer	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	3	3	C-S2	Counseling	
46	Police Officer	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	2nd	3	3	WR-S5	Suspension	4
46	Police Officer	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	2nd	3	3	WR-S5	Suspension	4

47	Police Officer	HISPANIC	MALE	314.39-2g	PERFORMANCE OF DUTY - CARE OF PROPERTY	Class II	1st	1	4	C-S2	Counseling	
48	Police Officer	WHITE	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	1	3	C-S2	Counseling	
49	Police Officer 1	ASIAN	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	2	4	C-S2	Counseling	
49	Police Officer 2	UNK	FEMALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	4	4	C-S2	Counseling	
49	Police Officer 3	AMIND	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	2	4	C-S2	Counseling	
49	Police Officer 4	ASIAN	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	2	4	C-S2	Counseling	
50	Police Officer	BLACK	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	1	3	C-S-3	Counseling	
51	Police Officer 1	BLACK	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	2	4	C-S2	Counseling	
51	Police Officer 2	WHITE	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	1	4	C-S2	Counseling	
51	Police Officer 3	ASIAN	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	2	4	C-S2	Counseling	
51	Police Officer 4	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	2	4	C-S2	Counseling	
52	Police Officer	BLACK	MALE	314.07-2b	CONDUCT TOWARD OTHERS - DEMEANOR	Class II	1st	3	5	C-S3	Counseling	
53	Police Officer	HISPANIC	MALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	4	3	C-S3	Counseling	
54	Police Officer	WHITE	FEMALE	314.39-2f	PERFORMANCE OF DUTY - GENERAL	Class II	1st	1	3	C-S2	Counseling	
55	Police Officer	HISPANIC	MALE	314.39-1e	PERFORMANCE OF DUTY - MIRANDA VIOLATION	Class I	2nd	5	6	S5-T	Suspension	5

EXHIBIT 2



INTER OFFICE MEMORANDUM

TO: Oakland Police Department
Office of Internal Accountability

PREPARED BY: James P. Beere
Interim Chief of Police
Oakland Police Department

SUBJECT: Response to OIA's 2025 Internal Investigation
Outcomes and Discipline Report

DATE: June 18, 2026

PURPOSE

The Department's Office of Internal Accountability recently published the 2025 Internal Investigation Outcome and Discipline Study (2025 Study). This memorandum addresses the study's data and recommendations for the Internal Affairs Bureau (IAB). It summarizes the findings, details new measures to ensure fair and consistent investigation outcomes and discipline and demonstrates the Department's ongoing commitment to compliance with Task 45 (Consistency of Discipline) of the Negotiated Settlement Agreement (NSA).

2025 STUDY FINDINGS

The 2025 Study outlines findings and discipline that result from internal investigations. The methodology consisted of analyzing data associated with internal investigations involving a sworn member that came to a finding during the year 2025. The 2025 Study found measurable improvement over 2024. The differences in sustained allegation rates that were most pronounced in 2024 narrowed in 2025, most notably in internally generated cases, where the widest disparity had appeared the prior year. Discipline for the most serious misconduct (Class I) was imposed consistently across Race. The Department regards these results as meaningful progress and does not present them as a conclusion that disparity has been resolved.

The 2025 Study showed the overall sustained rate increased by 1.6% between 2024 and 2025. In 2025 there were 64 sustained allegations out of 1,417 allegations resulting in a 4.5% sustained rate. In 2025, there were 82 sustained allegations out of 1,336 allegations resulting in a 6.1% sustained rate. Additionally, the sustained rates increased for all races except Black members, whose sustained rate stayed the same at 7% for 2024 and 2025.¹ The sustained rate for white sworn members more than doubled from 2% to 5% from 2024 to 2025. As a result, we did not observe in the 2025 data the same extent of disparity in sustained rates observed in 2024 between white and Black sworn personnel, nor between white and Hispanic sworn personnel.

INTERNALLY GENERATED CASES

While the 2025 data shows progress, OPD continues to closely monitor the sustained rates for internally generated cases, cases that involve complaints against officers that originate from within the Department rather than from community members.

¹ There were 23 sustained allegations of 351 total allegations in 2024 and 21 sustained allegations of 303 total allegations in 2025

Because internally generated complaints rely to an extent on the discretion of supervisors and internal systems to flag behavior, this discretion creates room for implicit bias to influence who gets reported, how strictly rules are enforced, and which infractions are escalated to formal investigations. Therefore, even when variances do not meet the threshold for statistical significance, OPD remains concerned about any observed disparities, particularly those involving race, ethnicity, and gender.

Key findings from the 2025 Study show:

- **Race and Ethnicity:** The gap in sustained rates between white members and Black and Hispanic members narrowed in 2025, and the difference was not statistically significant. However, white members were still sustained at roughly half the rate of Black, Hispanic, and Asian members.
- **Gender Equity:** In a positive shift from 2024, the 2025 data revealed no disciplinary disparities between male and female members in either internally or externally generated cases.

RESPONSE TO STUDY RECOMMENDATIONS

The 2025 Study made three recommendations. The Department accepts each of them and has begun implementing all three.

I. *The Department closely monitors data entry and ‘sustained’ rates in internally generated cases more closely and documents the origin of those cases more consistently;* In some cases, it was difficult to determine how a case originated because information recorded in the complaint form was inconsistent across data fields. To improve data reliability, the Department should ensure consistent and accurate entry of complainant information and provide additional training to IAB personnel on properly classifying and documenting case origination. Additionally, the Department should continue to closely monitor sustained rates for internally generated cases to identify trends and potential areas of concern.

Response: Reviewers of internally generated cases in IAB will be trained in reviewing cases to ensure accuracy in data entry. In addition to the annual review of internal investigation outcomes and discipline data, the Department conducts quarterly monitoring of sustained rates by race and has initiated a full review of all the 2025 internally generated cases to determine the cause of their increase. In the past, the greatest disparities in discipline existed in internally generated investigations. In reviewing these cases, we will look for the following:

- Statistical differences between white and Black officers and across all races
- Race, rank and tenure of the investigator versus the subject officer
- Deviation from standard investigative procedures
- Appropriate MOR and policy application
- Skelly outcomes (If applicable)
- CPRA concurrent case outcomes (If applicable)
- Deviation from the Discipline Matrix (If applicable)

In the first quarter of 2026, we reviewed the sustained rates across all races. The preliminary results show that White and Black officers had nearly the same overall sustained rates, which were double the sustained rates for all other races. For internally generated cases, Black officers had the lowest sustained rate among all races. White and Hispanic officers had nearly the same sustained rates, and Asian officers had the highest sustained rates.

II. *Provide training on how to enter Internally Discovered Violations into the complaint form;* While “internally generated cases” are classified based on the origin of the case, “internally discovered violations” are classified at the allegation level. For example, an investigator may identify potential misconduct during a review of video evidence and add a new allegation to an existing case. In such instances, the allegation should be categorized as an “internally discovered violation,” even if the case itself originated from an external complaint. The Department recently updated the complaint form to expand data collection related to “internally discovered violations.”

To ensure that internally discovered violations are consistently and accurately recorded, the Department should provide training to IAB staff on the definition of an “internally discovered violation,” explain updates to the complaint form in Vision, and emphasize the importance of complete and accurate data entry.

Response: Improved training and data collection for allegations that are discovered within the Department during an investigation. In May 2026, the Department implemented a new module in its case-management system (VISION) that records, at the point an internal allegation is added, how it was identified, who approved it, and the basis for it, subject to command-level approval. Training of Investigative personnel in this new process is underway. IAB will review the data in 6 months (Quarter 1, 2027) to assess the effectiveness of the training, data will be displayed on the BRM regular quarterly reports thereafter.

III. *More closely monitor data entry for investigation type:* During the review of 2025 data, we identified cases that were reassigned between DLI and IA investigators, but the complaint form was not updated to reflect the change in investigation type. We also identified cases that were conducted by outside investigators; however, these cases were identified only through manual review because the complaint form does not include a field to indicate whether an investigation was outsourced. To improve the accuracy and reliability of data analysis, the Department should ensure that investigation type is updated whenever case assignments change and should add a data field to track whether an investigation was conducted by an outside investigator.

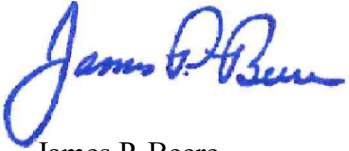
Response: The Department will track the type of each investigation more reliably, including matters handled by outside investigators. The Department is implementing the corresponding record-keeping changes so that this Study and future reviews rest on complete and accurate data.

In addition to these measures, the Department has strengthened its Supervisory Note File policy and is analyzing those records for consistency across race and gender; and it has undertaken a confidential study of how Department members experience the internal investigation and discipline process, developed with the Department’s affinity groups, labor unions, the Police Commission, and the City’s Department of Race and Equity. The Department has established these functions as permanent, funded, and staffed responsibilities rather than temporary initiatives.

CONCLUSION

The consistency of internal discipline is our goal and the standard the Department owes to both its employees and the public. The Department is firmly committed to sustaining this goal. The 2025 Study presented some data that raised concerns. While these results are concerning, we will continue to leverage data-driven insights through analytics and engage in meaningful qualitative and quantitative work. This will inform and refine our approach and responses to areas of improvement moving forward. The Department is committed to consistently examining its conduct, as outlined in the Department's policies, as a permanent instrument of accountability, independent of the status of federal oversight.

Respectfully,

A handwritten signature in blue ink, reading "James P. Beere". The signature is fluid and cursive, with the first name "James" being the most prominent part.

James P. Beere
Interim Chief of Police
Oakland Police Department

EXHIBIT 3

OAKLAND POLICE DEPARTMENT

Office of Internal Accountability



Supervisory Note File Analysis: Discipline Disparities Follow-up

September 2026

Lindsey Moore, Data Analytics Manager | i-team, Office of Mayor Barbara Lee
Kristin Burgess-Medeiros, Police Services Manager | OPD, Bureau of Risk Management

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Introduction

Supervisory Note Files (SNFs) represent a detailed source of data designed to help OPD's supervisors, commanders, and managers identify patterns of exemplary and substandard performance and behavior among employees. SNFs are used to document incidents deserving of a commendation or award, prepare performance appraisals, and are also the primary mechanism for documenting non-disciplinary corrective action. For example, if a supervisor observes a policy violation that constitutes minor misconduct (Class II) that is not representative of a pattern of similar misconduct for that employee, the supervisor can memorialize the violation in an SNF rather than referring the violation to the Internal Affairs Bureau (IAB) for an investigation.¹

Prior to 2024, Failure to Accept or Refer a Complaint (FTARC) violations, unlike other Class II violations, required a formal internal investigation regardless of how the misconduct was discovered and even if there was no pattern of similar misconduct. At the end of 2023, Department policy changed to allow for internally discovered Class II FTARC policy violations to be addressed via an SNF, like the process for other Class II violations with no pattern of misconduct. Since OPD has observed racial disparities in sustained findings for FTARC violations in the past, it is critical that the Department is able to track these violations. However, the change in policy means that the data related to FTARC violations has largely moved from being easily identifiable within the IA tracking system to being more difficult to separate from the large population of SNFs that document content ranging from refresher training on policies to positive feedback to non-disciplinary corrective action. With FTARC violations no longer necessarily going through the IA process and coming to a finding, the Department must now be able to review FTARC violations that are handled via SNF to assess whether violations are disproportionately impacting members of a particular race or other protected group.

Background

In 2022 and 2023, FTARCs were still managed via the IA process only, meaning that every allegation of FTARC, even if it arose as a result of substantive evidence (like body camera footage), went through an investigative process and came to a finding: sustained, not sustained, exonerated, or unfounded. The rates of how many IA cases get sustained, and thus disciplined, are monitored across racial/ethnic groups to ensure that no group is experiencing differential rates of discipline. In 2022 and 2023, differences were observed in sustained rates for sworn officers' FTARC violations by race. In 2022, Black members were more likely than other race groups to be sustained for an

¹ Any allegation of misconduct made by a member of the public or an outside agency must be investigated via the internal affairs process. Misconduct discovered by OPD is eligible for non-disciplinary corrective action, documented in an SNF.

FTARC allegation², while, in 2023, white members were more likely to be sustained. In 2023, this difference in FTARC sustained rates drove the overall sustained rate for white members higher than for non-white members and, upon removing FTARC allegations from the population, the sustained rates equalized³.

At the end of 2023, a policy change allowed many FTARC allegations to be handled outside of the IA process and, subsequently in 2024, a significant disparity in overall sustained rates between Black and white officers was identified (Black 7% and white 2%)⁴. Because FTARC violations were largely no longer included in the IA process and because of their impact on overall sustained rates in prior years, the Department wanted to confirm if any disparities in FTARC violations persisted in the non-disciplinary correction actions documented by SNFs. For this reason, it is now important to review SNFs for potential racial disparities in FTARC violations in 2024 and beyond.

However, prior to May 2026, SNF entries were not coded in a way to allow for easy identification of FTARC violations, necessitating the development of a process to find FTARC-related SNFs within the broad SNF population. Once found, they could then be checked against personnel race, and rates of violations calculated for each racial group to be compared for disparity analysis. The complaint record structure was updated in May 2026 with a field to designate the type of violation, one option being FTARC violation, for each corrective action entry, so going forward it will be more straightforward to pull a report of all FTARC violations.

We acknowledge that comparing rates of FTARC-related SNFs across racial groups is not equivalent to comparing sustained rates of FTARC-related IA cases across racial groups. Because FTARC violations are typically discovered internally and are often a first offense, the majority of FTARC violations only become documented via SNF as an observed violation, rather than being an allegation that gets investigated, leading to a Sustained or Other than Sustained finding. Thus, for 2024 and 2025 data we do not have a denominator of allegations from which to calculate a sustained rate: we only know the total number of documented violations. Therefore, a perfect comparison between 2022-2023 and 2024 and after data is not possible. However, we can reasonably compare the rates of FTARC violations per racial/ethnic group to their shares of sworn personnel across all years 2022-2025. While FTARC violations were investigated and documented differently in 2022-2023 versus 2024-2025, comparing shares per racial/ethnic group is still worthwhile to examine each dataset for disparate trends. Furthermore, any trends that persist across datasets and years would especially warrant further investigation as they could indicate a larger pattern of bias in disciplining FTARC violations.

² The full [2022 IA Outcomes & Discipline Study can be found here](#) and a [follow-up study further investigating the differential outcomes can be found here](#)

³ The full [2023 IA Outcomes & Discipline Study can be found here](#)

⁴ The full [2024 IA Outcomes & Discipline Study can be found here](#)

This document describes the methodology used to search for 2024-2025 FTARC violations and analyze discipline rates, as well as the results of this project.

Methodology Overview

We divided our analysis into 2 phases – Phase 1: to explore and learn the data to develop a methodology to test and Phase 2: to refine the methodology used to identify FTARC violations from the full SNF population. Full details are included in Appendix 2 with an overview summarized here.

Due to the large number of SNF records, we identified a limited sample of SNFs from 2025 for sworn personnel that were related to IAB cases and coded to a category indicating they were more likely to be corrective actions (as opposed to positive observations or regular performance reviews). We manually reviewed this sample, reading the narrative descriptions and coding each SNF to its related Manual of Rules (MOR) violation, FTARC being one option. This process helped us understand trends in how SNFs are written, find inconsistencies in the data, and identify keywords used to describe FTARC violations. Appendix 3 contains the results of Phase 1, including qualitative learnings about the SNF data.

We then used keywords identified from Phase 1, as well as other keywords that we brainstormed, to search the narrative descriptions of SNFs to flag records for potential FTARC violations. Flagged SNFs were manually reviewed and coded as “Confirmed FTARC Violations” or “Not Confirmed FTARC Violations”, allowing us to compare the accuracy of different keywords. Through this process, a list of the most accurate keywords was used to identify FTARC-related SNFs from the full populations of SNFs in 2024 and 2025 for sworn personnel. Appendix 4 details the search terms explored and the results. This methodology will likely only be needed for SNF data from January 2024 to May 2026 as the recent addition of a data field to indicate which rule/policy was violated will allow for direct reporting on FTARC-related SNFs.

With a dataset of documented FTARC violations constructed, we could then conduct demographic analysis to look for any disparities in discipline rates. Since the majority of 2024-2025 violations did not go through the IAB process, we could not compare sustained rates for demographic groups, as was done in prior years. Instead, we decided to test the assumption that if there were no disparities in discipline rates, then we would expect to see percentages of FTARC violations for each demographic group align with each group’s share of the population of sworn personnel. A large difference between a certain group’s share of FTARC violations and their share of sworn personnel could indicate a disparity – that members of the group are more or less likely than others to receive a documented FTARC violation. While a difference in a single year is not in and of itself proof of a disparity, it is important to track and monitor these differences over time. A pattern of the same difference(s) repeated across years could indicate a larger disparity and would require further investigation.

Because the number of FTARC violations in each given year is not very large, we cannot be confident that every difference in percentages is indicative of a real pattern. For the purposes of this report, we focused on percentage differences that meant a difference in three or more FTARC violations than what one would expect to see based on a demographic group's share of sworn personnel. Differences that meet the "three or more" threshold are **emphasized with red text** in tables throughout this report, while smaller differences are left unformatted.

Limitations

We acknowledge that this project and its results are subject to the following limitations:

- This project cannot measure disparities resulting from potential bias in the decision-making process of supervisors electing to memorialize incidents via SNFs. In some cases, supervisors may be the primary observer of a violation and could fail to document the incident. This study was not designed to measure potential bias in when supervisors decide to document incidents.
- As discussed above, a corrective SNF documenting an FTARC violation is not equivalent to an IA case investigating an allegation of FTARC that reaches a sustained finding. While we combine the number of sustained FTARC allegations in IA cases with the documented FTARC violations in SNFs in 2024 and 2025 in an attempt to capture the most complete population of FTARC violations, we do not intend to equate the two figures. A sustained IA case has gone through an investigative process, gathering evidence, with opportunity for rebuttal, while an SNF does not require the same level of deliberation. We acknowledge that comparing sustained rates for 2022-2023 with FTARC-related SNFs + Sustained IA cases is not an exact comparison, however, it is still useful to look at the trends across years and datasets for any consistencies.
- As the dataset of FTARC-related SNFs for sworn personnel in 2024-2025 was built from keyword searches, it is possible that it does not include all SNFs documenting FTARC violations. Because rates are in line with sustained FTARC violations in previous years, however, we had sufficient confidence to proceed with analysis.
- This project is not meant to provide a complete answer as to whether there are racial/ethnic or gender disparities in discipline rates of sworn personnel – it represents only one dataset and, thus, one discipline process where disparities could appear. To more fully answer the question, these results must be considered along with other evidence across other datasets and timeframes.

While the results from this analysis should bear the above considerations in mind, they are still a useful addition to the body of work analyzing discipline rates for racial/ethnic and gender groups of sworn personnel, filling a gap in previous analysis. Furthermore, the data structure has been updated to allow for more accurate reporting in the future.

Results

With the final iteration of our list of search terms, we found the following FTARC violations in our population of SNFs created for sworn personnel in 2024 and 2025 (see Table 1):

Table 1: FTARC-related SNFs for Sworn Personnel by Year (2024-2025)

Year	# SNFs Flagged	# Validated as FTARC Violations	% Validated	Total # SNFs Created	Validated FTARC / SNF
2024	100	54	54%	4344	1.24% (54/4344)
2025	44	38	86%	3372	1.13% (38/3372)
TOTAL	144	92	64%	7716	1.19% (92/7716)

Out of a total of 144 SNFs that were flagged as potential FTARC violations, 92 were confirmed across 2024 and 2025. We see many more violations flagged in 2024, but manual review of all flagged SNFs confirmed that instances of proactive training about complaint procedures were more frequent in 2024. This aligns with the timing of when policy changes took effect and when supervisors were encouraged to socialize the changes. The drop in the number of confirmed FTARC violations from 54 in 2024 to 38 in 2025 aligns with the difference in the number of SNFs created in 2024 versus 2025 – the rates of FTARC violations per SNF for both years are similar at slightly more than one FTARC violation for every 100 SNF records.

We also coded the records as to how the FTARC-related SNFs originated to understand the level of evidence supporting each violation. 92% of FTARC-related SNFs were created in response to a related case or investigation, most citing BWC footage of the incident. Two SNFs arose in response to information documented in an incident report; two SNFs resulted from a conversation with a supervisor recounting an incident; and only three SNFs did not have enough information in the record narratives to determine how they occurred (see Table 2 below).

Table 2: FTARC-related SNFs by Origination Source, 2024 & 2025

Source	2024 Qty	2025 Qty	TOTAL	TOTAL %
Use of Force Investigation	10	18	28	30%
IAB Investigation	30	12	42	46%
Division Level Investigation	2	6	8	9%
Preliminary Inquiry	0	1	1	1%
Body Worn Camera Review	3	0	3	3%
Audit	2	0	2	2%
Skelly Hearing	0	1	1	1%
Incident Report	2	0	2	2%
Conversation w/ Supervisor	2	0	2	2%
Unknown	3	0	3	3%
TOTAL	54	38	92	100%

Percentages are rounded to the nearest whole number and may not sum to exactly 100%.

Demographic Disaggregation

Since FTARC violations can be resolved either through the formal IA process or via a SNF, starting in 2024, combining the two categories gives us the most complete population of FTARC violations. However, while there are more FTARC allegations that go through the IA process and receive a finding other than sustained, only sustained violations are comparable to SNFs because, as described earlier, SNFs do not have an analogous process of moving from being alleged, investigated, and coming to a finding. Table 3 shows the total number of FTARCs from both categories (FTARC-related SNFs and sustained FTARC violations from the IA process) in 2024 and 2025, as well as the sustained violations from 2022 and 2023. The combined annual totals for 2024 and 2025 are reasonably in-line with the number of sustained FTARC violations in prior years.

Table 3: FTARC Violations by Corrective Action Process (SNFs v. IA)

Year	# FTARCs from SNFs	# Sustained FTARC Violations from IA	Annual Total
2022	N/A	45	45
2023	N/A	52	52 ⁵
2024	54	4	58
2025	38	7	45
TOTAL	92	108	200

To investigate the question of whether FTARC violations align with department representation, we compared the share of FTARC violations for each demographic category to each group's share of sworn personnel. A share of FTARC violations that is either larger or smaller than a group's proportion of sworn personnel can be problematic – an overrepresentation could indicate that a group is being disciplined too often while an underrepresentation could indicate that a group is not receiving its equitable share of discipline. It is especially concerning if any single trend can be seen in different years and/or in different datasets as this could indicate a larger pattern.

⁵ The number of sustained FTARC violations listed reflects the number analyzed in the [2023 IA Outcomes and Discipline Study](#). However, since allegations reviewed by a Board are excluded from the analysis and there were sustained FTARC violations resulting from a Board review in 2023, this number (52) is lower than the actual total that year.

Disaggregating FTARC violations by racial categories, we found the following results (see Table 4):

Table 4: 2024 FTARC-Related SNFs + Sustained FTARC Violations from IA Cases

Race/Ethnicity	# FTARCs	% FTARCs	% Sworn Personnel	Expected # FTARCs ⁶
White	7	12%	25%	14
Black	14	24%	21%	12
Hispanic	19	33%	29%	17
Asian/Filipino	16	28%	20%	12
Other/Unknown	2	3%	4%	3
TOTAL*	58	100%	100%	58

*Includes 4 Sustained IA Cases: 1 white, 1 Black, 2 Hispanic. Cells with red text indicate differences of 3 or more violations compared to what we expect to see based on shares of sworn personnel.

Comparing the share of 2024 FTARC violations across racial demographic groups to the share of total officers (Table 4), we see sizeable differences with white officers receiving 13 percentage points fewer and Asian/Filipino officers receiving 8 percentage points more FTARC violations than we would expect based on their respective shares of the population of sworn personnel. Differences are marginal for all other demographic groups.

Table 5: 2025 FTARC-Related SNFs + Sustained FTARC Violations from IA Cases By Race/Ethnicity

Race/Ethnicity	# FTARCs	% FTARCs	% Sworn Personnel	Expected # FTARCs
White	11	24%	23%	11
Black	8	18%	21%	9
Hispanic	11	24%	30%	13
Asian/Filipino	11	24%	21%	10
Other/Unknown	4	9%	5%	2
TOTAL*	45	100%	100%	45

* Includes 7 Sustained IA Cases: 1 white, 2 Black, 2 Hispanic, 2 Asian/Filipino. Percentages are rounded to the nearest whole number and may not sum to exactly 100%.

Comparing the share of 2025 FTARC violations per racial demographic group to the share of total officers (Table 5), we see smaller differences than in 2024. The largest difference is for Hispanic officers who received 6 percentage points fewer FTARC violations than their share of the officer population, but this translates to a difference of only 2 FTARC violations.

To check whether any observed differences arose from a circumstance where a small number of officers committed multiple violations, we coded officers based on numbers of violations and

⁶ Expected # FTARCs shows how many FTARC cases we would see if each racial/ethnic group had FTARC incidents at the same rate as their representation in the population of sworn personnel. For each race/ethnicity in each year, [Expected # FTARCs] = (Total # FTARCs)*(% Sworn Personnel).

found similar, low levels of repeat offenders across all racial groups. We also checked for instances of a single incident resulting in FTARC violations affecting large groups of officers at once and did not find any substantial repetition within a single group of FTARC violations. Thus, the data represents rates of documented FTARC violations for each racial group of personnel.

While we see a possible pattern when comparing FTARC-related SNFs for white versus Asian/Filipino personnel in 2024, we do not see the trend continuing through 2025. In the full IA Outcomes and Discipline Study for 2024, the finding that white officers received fewer IA case allegations overall was a top concern. Similarly, this data also shows a lower rate of FTARC violations for white personnel in 2024. However, in 2025, the rates of FTARC-related SNFs evened out and rates for white and Asian/Filipino personnel were both aligned with their shares of personnel.

We also recreated the same comparison (% of sustained FTARC violations from IA cases versus % sworn personnel across race/ethnicity) for 2022 and 2023 to assess the long-term trends (Table 6).

Table 6: 2022 and 2023 Sustained FTARC Violations from IA Cases by Race/Ethnicity

Race/Ethnicity	2022			2023		
	# FTARCs	% FTARCs	% Sworn Personnel	# FTARCs	% FTARCs	% Sworn Personnel
White	10	22%	29%	20	38%	26%
Black	12	27%	20%	4	8%	21%
Hispanic	14	31%	28%	16	31%	29%
Asian/Filipino	8	18%	19%	10	19%	20%
Other/Unknown	1	2%	3%	2	4%	4%
TOTAL	45	100%	100%	52	100%	100%

Again, we see fluctuations in the data for each year. In 2022, Black officers were over-represented in sustained FTARC violations by 7 percentage points, while white officers were under-represented by 7 percentage points. This flipped in 2023, when Black officers were under-represented by 13 percentage points and white officers were over-represented by 12 percentage points.

When we combine the data across years, we see that shares of FTARC violations largely align with shares of sworn personnel (see Table 7 below). The sworn personnel percentages represent the annual average across the four years.

Table 7: 2022-2025 Total FTARC Violations by Race/Ethnicity vs Average Annual Sworn Personnel Breakdown

Race/Ethnicity	# FTARCs	% FTARCs	% Sworn Personnel	Expected # FTARCs
White	48	24%	26%	52
Black	38	19%	21%	41
Hispanic	60	30%	29%	58
Asian/Filipino	45	23%	20%	40
Other/Unknown	9	5%	4%	8
TOTAL	200	100%	100%	200

Note that the difference threshold of three or more violations does not apply here because a difference of three violations across four years is less meaningful than in a single year.

The largest difference is that Asian/Filipino officers are overrepresented in their share of FTARC violations by three percentage points. However, this translates to only a difference of five violations, which, spread across the longer timeframe, is less significant. This is an indication that none of the observed differences have continued long-term and that some amount of random fluctuation can be expected from year to year, especially given the relatively small numbers of FTARC violations each year. This is not to deny the impact of short-term disparities, in fact, it underscores the importance of tracking disciplinary actions by race over longer periods of time to ensure that no disparate patterns of discipline show up repeatedly.

When we disaggregate FTARC violations by gender groups, we see the following results (see Tables 8 and 9):

Table 8: 2024 FTARC-Related SNFs + Sustained FTARC Violations from IA Cases By Gender

Gender	# FTARCs	% FTARCs	% Officers	Expected # FTARCs
Female	4	7%	15%	9
Male	54	93%	85%	49
TOTAL*	58	100%	100%	58

**Includes 4 Sustained IA Cases: 4 Male, 0 Female*

Table 9: 2025 FTARC-Related SNFs + Sustained FTARC Violations from IA Cases By Gender

Gender	# FTARCs	% FTARCs	% Officers	Expected # FTARCs
Female	10	22%	16%	7
Male	35	78%	84%	38
TOTAL*	45	100%	100%	45

**Includes 7 Sustained IA Cases: 6 Male, 1 Female*

In 2024, FTARC violations committed by female officers are 8 percentage points less than we would expect based on their share of the officer population. But in 2025, the trend reversed and FTARC

violations committed by female officers were 6 percentage points higher than we would expect. While we see disparities in 2024 and 2025 individually, taken as a whole, violations in 2024 & 2025 yield results almost exactly aligned with population ratios. While 2026 data is not available and the elevated levels for female officers in 2025 are worth keeping an eye on, this aligns with the overall trend of seeing fluctuations in single years that even out over time.

As we did with race/ethnicity, we assessed the longer trend by looking at the same comparison for 2022 and 2023.

Table 10: 2022 and 2023 Sustained FTARC Violations from IA Cases by Gender

Gender	2022			2023		
	# FTARCs	% FTARCs	% Sworn Personnel	# FTARCs	% FTARCs	% Sworn Personnel
Female	8	18%	15%	4	8%	14%
Male	37	82%	85%	48	92%	86%
TOTAL	45	100%	100%	52	100%	100%

Female officers were over-represented in FTARC violations in 2022 and under-represented in 2023, further illustrating the year-to-year fluctuations.

When we disaggregate the results by rank, we see the following results (see Tables 11 and 12):

Table 11: 2024 FTARC-Related SNFs + Sustained FTARC Violations from IA Cases by Rank

Rank	# FTARCs	% FTARCs	% Sworn Personnel
Officer	51	88%	74%
Sgt and Above	7	12%	21%
Trainee	0	0%	4%
Annuitants	0	0%	1%
TOTAL*	58	100%	100%

**Includes 4 Sustained IA Cases: 1 Officer, 3 Sgt+*

Table 12: 2025 FTARC-Related SNFs + Sustained FTARC Violations from IA Cases by Rank

Rank	# FTARCs	% FTARCs	% Sworn Personnel
Officer	34	76%	74%
Sgt and Above	10	22%	22%
Trainee	1	2%	3%
Annuitants	0	0%	1%
TOTAL*	45	100%	100%

**Includes 7 Sustained IA Cases: 4 Officer, 3 Sgt+*

In 2024, the share of FTARC-related SNFs committed by Officers was 14 percentage points greater than we would expect based on their share of the population of sworn personnel. While this is a large difference, unlike when comparing rates across racial groups, we do expect Officers to have a

larger share of FTARC violations than their representation in the population of personnel given that Officers are generally less experienced than Sergeants & above and that Officers' more public-facing roles are more likely to lead to complaints. In 2022-2023, we saw Officers responsible for 83% and 89% of sustained FTARC violations (see Table 13). In that context, Officers committing 88% of FTARC violations in 2024 is in line with prior years. However, it is worth monitoring as such a large share sustained over time could indicate an entrenched disparity. Fortunately, in 2025, the share of FTARC-related SNFs for Officers more closely aligned with their share of sworn personnel.

Table 13: 2022 and 2023 Sustained FTARC Violations from IA Cases by Rank

Rank	2022			2023		
	# FTARCs	% FTARCs	% Sworn Personnel	# FTARCs	% FTARCs	% Sworn Personnel
Officer	40	89%	77%	43	83%	78%
Sgt and Above	5	11%	23%	9	17%	22%
TOTAL	45	100%	100%	52	100%	100%

Other Observations and Recommendations

Though not a primary focus of this project, through our analysis, we also observed trends in how SNF data is entered. Overall, SNF narratives were detailed, thorough, and easy to understand. Most SNFs documenting corrective actions described the original incident being referenced, the violation(s) observed, and the corrective action steps taken. A majority of SNFs cited the specific OPD policy(ies) governing the situation and highlighted how an officer's conduct differed from policy. Many SNFs also described proactive options that officers could take to improve in the future. The high level of detail included in SNFs made this analysis possible and we are grateful to the supervisors for their time and effort spent on thorough documentation.

We also noticed opportunities to improve the accuracy of certain SNF record fields (not impacting the data quality for this project). To improve the usefulness of SNF data overall, the following efforts could be considered:

- Conduct a systematic analysis of SNF records to understand where and why common inconsistencies occur
- Review and edit the lists of options for the Note Category and Note Type fields – options may be redundant and/or unclear, leading to incorrect categorization
- Provide definitions of Note Category and Note Type options in an easy-to-reference location; offer specific training to supervisors about how to code these fields
- Consider if any additional fields would better support reporting on SNF data
- Consider if any less frequently used fields could be deleted to streamline data entry
- Improve data validation of certain fields to ensure completion and/or quality

The data structure has already been updated to better facilitate reporting on FTARC-related disciplinary actions to ensure that analyzing FTARC violation data for potential disparities will be easier in the future. It is possible that other small adjustments to the data structure, technical system, and/or data collection processes could further support making SNF data easier to access, more useful, and better able to provide insight.

Conclusion

To follow up on observed disparities in sustained rates of FTARC-related IA cases in 2022 and 2023 across Black and white officers, we set out to conduct a demographic analysis of FTARC violations for 2024 and 2025. Due to policy changes, we could not use the same IA case data used previously to compare sustained rates, and, instead, developed a process to identify FTARC-related SNF records. Through the process described above, we identified a substantial number of FTARC-related SNFs from 2024 and 2025. Occurrences of FTARC violations documented via SNFs, combined with sustained FTARC violations from IA, were in line with past levels of sustained FTARCs in IA cases, when all FTARC allegations were required to come to a formal finding through the IA process. This gave us reasonable confidence that we had a sufficient sample with which to pursue demographic disparity analysis.

Analysis of 2024 and 2025 FTARC-related SNFs allowed us to assess whether demographic disparities in FTARC violations persisted after FTARC-related discipline was largely moved from the IA process to SNFs. We found that in 2024, white officers were underrepresented among FTARC violations (combining SNFs and sustained IA cases) by 13 percentage points while Asian/Filipino officers were overrepresented by 8 percentage points compared to their respective shares of the population of sworn personnel. The underrepresentation of white officers among FTARC violations was consistent with their significantly lower sustained rate in 2024, indicating disparity in both sustained rates and FTARC-related SNFs that year. Notably, while Asian/Filipino officers were overrepresented among FTARC-related SNFs in 2024, they had a lower sustained rate in IA cases, comparable to that of white officers. However, the levels evened out in 2025 with proportions of FTARC violations largely aligning with each racial demographic group's share of total sworn personnel. We also saw reduced disparity in sustained rates among racial demographic groups in 2025.

Looking at the longer-term trends from 2022-2025, annual comparisons of FTARC violations to department demographics show fluctuations across all race/ethnicity groups. White officers experienced the greatest variation in FTARC violations between 2022 and 2024, while Black officers experienced more significant fluctuations in 2022 and 2023. There was less variation among the other groups, however, no demographic group experienced any consistent over- or under-representation across all four years.

While prior studies have not focused on gender disparity in FTARC violations, we also checked for any disparity between male and female officers for FTARC violations in 2024 and 2025 (FTARC-related SNFs and sustained FTARC violations from the IA process). We found that female officers were underrepresented among FTARC violations by 8 percentage points compared to males in 2024, but this reversed in 2025 when females were overrepresented by 6 percentage points. We also went back to 2022 and 2023 and found that female officers were slightly overrepresented in sustained FTARC violations in 2022 and underrepresented by 6 percentage points in 2023. Again, this illustrates the year-to-year fluctuations.

Though we saw differences in rates of demographic groups' shares of FTARC violations compared to their shares of sworn personnel in individual years, no single trend showed up consistently over time. The fact that we do see differences in some years indicates that this data should continue to be monitored in order to track trends over time. Because a single year's number of FTARC violations is relatively small, a difference of just a couple of violations in a single year can look like a disparity, when it may not truly be. If any of these trends were to reoccur in future years, it could indicate that there is a more serious underlying reason, like a group being targeted or protected.

Overall, the 2024 and 2025 data do not indicate that any single demographic group was consistently over- or under-represented in FTARC violations. Rather, the combined evidence from the 2024 and 2025 FTARC-related SNFs and the 2022 and 2023 FTARC sustained rates suggests that differences between groups fluctuate from year to year. Although this analysis found no consistent disparities over time, continued monitoring remains of paramount importance in order to quickly identify and address any emerging disparities to prevent them becoming entrenched.

Appendix 1: Key Research Questions

Below are the specific research questions that guided this project.

1. Can we identify specific Manual of Rules (MOR) violations associated with SNFs from the narrative data?
 - a. And if so, how much effort is required?
2. Can a careful manual coding effort of a sample of SNFs generate a routine methodology for identifying MOR violations based on narrative data with a reasonable amount of fidelity?
 - a. Specifically, can we figure out a manageable way to identify SNFs recording Failure to Accept or Refer Complaint (FTARC) violations from the narrative data?
3. How reliable are coded categories (related to corrective actions taken associated with SNFs) when comparing field inputs to narrative descriptions?
4. If we can identify a substantial number of FTARC-related SNFs, do we see any disparities in documented incident levels across demographic groups (race, gender and rank)?

Appendix 2: Methodology Detail

We divided analysis into 2 phases- Phase 1: to explore and learn the data and Phase 2 to test and refine the methodology to identify FTARC violations from the full SNF population.

Phase 1: Initial Data Exploration

In 2025, there were 4,420 SNFs recorded for all OPD personnel. Due to the large number of observations, we first focused on a small sample to review to better understand patterns of how SNFs are written, test coding SNFs to their related policy violations, and maximize our chances of finding FTARC violations to identify keywords used frequently.

For this initial trial, we narrowed the total population by a number of criteria: (we'll refer to this sample as the IA Sample throughout this document)

- **SNFs related to Sworn personnel-** since analyses of racial disparity in investigative outcomes and discipline have focused on sworn personnel, we maintained that focus in our SNF analysis.
- **SNFs related to IA cases-** to maximize the chance that we would find a number of FTARC violations within a small sample, we focused on SNFs related to IA cases.
- **Note Types that indicate some kind of corrective action-** we excluded note types & categories related to positive observations & exceptional conduct to focus on instances of policy violations.

This left us with a sample of 142 SNFs, which was a manageable number to review.

Coding Process

Each SNF Narrative was carefully reviewed, a list of possible MOR violations was made, and the primary violation selected based on definitions from the Manual of Rules. Rationale for MOR

violation selection was denoted. In cases where the MOR violation was not clear, the SNF record was flagged for further review. All uncertainty was noted in the “MOR Vio Rationale” field, points of uncertainty were discussed among the project team, and decisions made and documented for consistency. SNFs with substantial uncertainty were flagged for secondary review within the project team and confirmed or updated.

Other items tracked included:

- Brief descriptions of violations in plain language
- Whether the Supervisor (SNF writer) cited a specific policy, and if so, which one
- Whether the SNF spanned violations of multiple policies
- Whether the SNF referenced an FTARC violation

Initial Data Exploration Learnings

1. Narrative descriptions tend to describe events in past tense terms so keyword searches should likely be phrased accordingly.
2. 56% of the SNFs in the IA sample contained a reference to specific policy documentation. This indicated that searching for FTARC related policy references could be an avenue to explore in searching for FTARCs.
 - a. Policies cited were often more specific than the MOR, making this less of an avenue for coding SNFs to MOR violations. But this could also support searching for FTARCs by searching for the specific documents governing complaint procedures.
 - b. Supervisors are not always consistent in typing the exact policy name- abbreviations & punctuation vary, making this a more challenging avenue for keyword searches.
3. Many SNFs refer to violations as “failure to do X” or “executed Y, but improperly”. This was important to note for framing keyword searches.
4. 88% of SNFs were clearly focused on one violation, meaning most can be easily coded to one clear MOR policy.
5. 56% of SNFs in the IA sample were coded as a violation of MOR 314.39: Performance of Duty. These violations covered a range of issues from violations of BWC policies to violations of report writing policies to violations of driving policies. It may be worth considering further coding this data in order to better understand the behavior being addressed.
 - a. The next most common violations were 342.00 Department Property & Equipment at 17% – usually referencing a minor vehicle accident – and 314.07 Conduct Toward Others- Demeanor at 11% of IA-related SNFs. See Appendix 3 for full list of MOR violations.
 - b. We found 9 instances of FTARC violations, representing 6% of the sample. We used learnings from these SNFs to inform the next phase of our work.

Phase 2: Searching Broader SNF Population for FTARC Violations

Using the learnings from Phase 1 about how FTARC violations show up in SNF data, we set out to develop a methodology to filter out SNFs related to FTARC from the full dataset.

Sample

To maximize our chances of finding FTARC violations while limiting chances of finding less relevant records, we filtered the population of 2025 SNFs by:

- Personnel Type=Sworn
- Note Category & Types=categories more likely to include disciplinary actions

Note Category	Note Type
Supervisor Meeting	Other Supervisor Meeting
Supervisor Meeting	Counseling
Supervisory Observations	Substandard Conduct
Supervisory Observations	N/A
Supervisory Observations	Other Negative Observation
Other	Informal Complaint Resolution
Training	Corrective Training
Training	Elective Training
Training	Refresher Training
Training	Required Training
Training	Training
Corrective Action	Body Worn Camera
Corrective Action	Conduct
Corrective Action	Performance Deficiency Notice
Corrective Action	Other Corrective Action

This reduced the sample from 4,420 records to 780 records.

Methodology

We searched this sample for specific terms (single words or phrases) that may be indicative of FTARC violations to flag candidate SNFs, reviewed the SNF narrative of each SNF that matched any search terms, and coded the SNFs for whether potential flagged FTARC violations were confirmed or not. Search terms fell along the following themes:

- **Language related to violation name, “Failure to Accept or Refer a Complaint”:** FTARC, Complaint, Refer a Complaint, Accept a complaint, Failure to accept, Failure to refer
- **Language related to an officer’s failure to ask if someone wants to speak to a supervisor:** Failed to ask, fail to ask, speak to a supervisor, speak with a supervisor, clarifying question, discourage, deter

- **Language related to a potential complainant’s dissatisfaction with an aspect of the officer’s handling of the incident:** dissatisfaction, dissatisfied, lawsuit, sue, false arrest, falsely arrested
- **Language related to physical harm that occurs to a citizen involved in an incident:** injury, hurt, plant (referring to allegations of planting evidence)
- **Terms related to the specific policy documents that govern complaint procedures:** M-03 (refers to Department General Order M-03), 9213 (refers to Special Order 9213)

Rates of confirmed FTARC violations were compared across search terms to generate insights about which search terms could best be used to generate reports of potential FTARC violations from the full population of SNFs.

Our initial broad list of search terms (see Appendix 4A for full list) yielded 135 candidate SNFs. After review, 39 of the 135 potential FTARC-related SNFs were confirmed to reference an FTARC violation, for a total accuracy rate of 29%. We saw a range of accuracy rates for individual search terms, from 0% accurate to 100% accurate across different search terms and used these rates to narrow our list of keywords to increase our overall accuracy rate.

We then tested different lists of search terms across larger populations of SNFs from 2024 & 2025, across note types (still limited to SNFs directed to sworn personnel) to refine the list of search terms for accuracy (see Appendix 4B & 4C for more detail).

Appendix 3: Results for IAB-Related SNFs

A. Coding SNFs for Citation of Rules & Policies

SNFs that Cite Rules/Policies		
	Count	Percentage
Yes- cites rule/policy document	79	56%
No- doesn’t cite rule/policy document	62	44%
N/A	1	1%
TOTAL	142	

B. Coding SNFs for Referencing Multiple Violations

SNFs that Cite Multiple Violations		
	Count	Percentage
Yes- references multiple violations	4	3%
Maybe	10	7%
No- doesn’t reference multiple violations	125	88%
N/A	1	1%
Unknown	2	1%
TOTAL	142	

C. Coding SNFs to MOR Policy Violation

SNFs Coded to MOR Policy Violation			
MOR #	MOR Name	Count	Percentage
234.12	Commanding Officers- Command	2	1%
234.84	Reports & Records	2	1%
314.03	General Conduct	2	1%
314.07	Conduct Toward Others- Demeanor	15	11%
314.39	Performance of Duty	79	56%
342.00	Department Property and Equipment	24	17%
370.36	Custody of Prisoners	2	1%
398.76	Failure to Accept or Refer Complaint (FTARC)	9	6%
398.77	Refusal to Provide Name and Serial Number	1	1%
Unknown	Unknown	5	4%
N/A	N/A	1	1%
TOTAL		142	

Appendix 4: Results for FTARC Searches

- A. The table below shows all of the search terms we tested in the sample of 2025 SNFs for sworn officers w/ note categories likely to focus on officer corrections.
- Search Term = the word or phrase searched for across SNF Narratives
 - Qty Found = number of records that included the search term
 - Qty Validated = number of records that included the search term & were confirmed to indicate an FTARC violation
 - % Validated = Qty Validated / Qty Found
 - Notes/Conclusions = conclusions about whether a search term should be used to search for FTARC violations based on the results of this test or other items of note related to a given search term
 - Note that the totals in the final row refer to unique records; a record can match many search terms

Search Term	Qty Found	Qty Validated	% Validated	Notes/Conclusions
FTARC	0	0	N/A	We don't see supervisors using this acronym
Complaint	87	35	40%	Many SNFs arise as a result of complaints, but are not about the complaint process itself, thus "complaint" is too broad of a search term.
Failed to ask	3	3	100%	References whether an officer fails to ask more questions in response to a potential complaint, a common way

				that officers violate complaint procedure
Fail to ask	0	0	N/A	Confirms our finding that using past tense language tends to be more accurate
Speak to a supervisor	18	18	100%	Language included in the FTARC policy- many supervisors quote policies directly in documenting violations
Speak with a supervisor	24	20	83%	The 4 unvalidated references are instances of officers speaking w/ their own supervisors
Dissatisfaction	13	13	100%	References to citizens being dissatisfied with their service/treatment
Dissatisfied	0	0	N/A	"Dissatisfaction" performed much better than "dissatisfied" as a search term.
9213	27	18	67%	Some references to SO 9213 about complaint process, but unvalidated SNFs cite SO 9213 for its portion governing the discipline process.
M-03	25	23	92%	Includes a couple of instances of M-03 applying to failure to identify as police officer
Refer a complaint	11	11	100%	Strong predictor, pulling substantial number of instances
Clarifying question	12	12	100%	Strong predictor, pulling substantial number of instances
Lawsuit	1	1	100%	Strong predictor, but more rare
Sue	1	1	100%	If using, be sure to search for "sue" to avoid pulling other words like "issue"
False arrest	0	0	N/A	
Falsely arrested	0	0	N/A	
Accept a complaint	4	4	100%	Strong predictor, pulling a few instances
officers' treatment	0	0	N/A	
IBC	14	12	86%	Refers to Information Business Card, a requirement of the policy. 2 unvalidated instances are simply documenting that an IBC was given.
Complaint Referral Log	10	10	100%	Strong predictor, pulling substantial number of instances
Discourage	15	13	87%	"Discouraged" is sometimes used referencing officer reactions to

				receiving feedback, often phrased as "not discouraged"
Deter	14	13	93%	Make sure to search for "deter" to avoid pulling other words like "determined"; strong predictor.
Injury	24	1	4%	Poor predictor, "injury" is often used to describe the incident that officers are responding to.
Hurt	7	3	43%	Poor predictor, similarly, "hurt" occurs in many contexts surrounding the original incident.
Objection	0	0	N/A	
Grievance	0	0	N/A	
Criticism	10	0	0%	Poor predictor; usually references officers' demeanors
Appeal	0	0	N/A	
Protest	3	0	0%	Poor predictor
Clarify	15	12	80%	Did not find any additional instances that "clarifying" missed
Plant	2	2	100%	Strong predictor, but rare
Failure to accept	11	11	100%	Strong predictor
Failure to refer	2	2	100%	Strong predictor, but rare
M-3	5	2	40%	Weak predictor, rare
M3	0	0	N/A	
	Qty Found	Qty Validated	% Validated	
TOTAL	135	39	29%	We should narrow the search terms to increase overall accuracy

B. Refined List of Search Terms in 2024-2025 SNFs Across Note Types

Search Term	Qty Found	Qty Validated	% Validated	Notes/Conclusions
Failed to ask	8	7	88%	Strong predictor
speak to a supervisor	63	52	83%	Strong predictor
Dissatisfaction	47	39	83%	Strong predictor
Refer a complaint	38	21	55%	Less accurate predictor, but 16/17 unvalidated instances are due to a one-time proactive training about related policies
Clarifying question	39	35	90%	Strong predictor
Lawsuit	3	3	100%	Strong predictor
Sue	1	1	100%	Strong predictor, though rare
Accept a complaint	12	12	100%	Strong predictor
Complaint Referral Log	39	33	85%	Strong predictor

Plant	15	2	13%	Weak predictor
M-03	84	58	69%	Includes instances of proactive training, but also captures instances of validated FTARCS that no other keyword could (and did not include other keywords that make sense to search for)
9213	101	43	43%	Weak predictor
	Qty Found	Qty Validated	% Validated	
TOTAL	181	92	51%	If the 16 proactive training-related instances were removed, the total % validated would be 56%

C. Further Refined List of Search Terms in 2024-2025 SNFs Across Note Types

Search Term	Qty Found	Qty Validated	% Validated	Notes/Conclusions
Failed to ask	8	7	88%	Strong predictor
speak to a supervisor	63	52	83%	Strong predictor
Dissatisfaction	47	39	83%	Strong predictor
Refer a complaint	38	21	55%	Less accurate predictor, but 16/17 unvalidated instances are due to a one-time proactive training about related policies
Clarifying question	39	35	90%	Strong predictor
Lawsuit	3	3	100%	Strong predictor
Sue	1	1	100%	Strong predictor, though rare
Accept a complaint	12	12	100%	Strong predictor
Complaint Referral Log	39	33	85%	Strong predictor
Failure to accept	34	17	50%	Includes 16 proactive-training related SNFs
Failure to refer	2	2	100%	
M-03	84	58	69%	Includes instances of proactive training, but also captures instances of validated FTARCS that no other keyword could (and did not include other keywords that make sense to search for)
	Qty Found	Qty Validated	% Validated	
TOTAL	144	92	64%	If the 16 proactive training-related instances were removed, the total % validated would be 72%

Appendix 5: Conclusions to Original Research Questions

Returning to our original research questions, we can now say the following:

Q1: Yes, we can identify related MOR violations from the narratives of SNF records. It requires familiarity with or training in the MOR and manually reviewing SNFs to code them to their associated MOR violation. Depending on the purpose, it may be necessary to do additional coding to understand more specifically which policies were violated as some MOR rules cover many broad areas of policy. Furthermore, many supervisors are already in the habit of identifying the MOR violation for documentation and can likely be trained to fill in a field if it existed for better tracking.

Q2: Yes, we identified a list of keywords which can be used to filter SNF records to those that could be related to FTARC violations. A manual review is still necessary to confirm FTARC violations, but filtering limits records to a manageable number. A similar procedure could be developed for other MOR violations of interest. If tracking FTARCs specifically is of interest in the future, it should be considered to add a checkbox or flag or field to capture this information. Supervisors frequently cite complaint procedure documentation in the SNF narratives and could likely be trained to check a box or fill out another field to allow for easier flagging of FTARC violations.

Q3: Though we did not explore this question in-depth, initial exploration showed that SNF data categories are not entirely reliable. A few themes were identified:

- There are many note categories and types, some of which have similar names (e.g. counseling versus training, multiple types of training, etc.). This likely leads to confusion about when to code an SNF under which category and makes filtering by note types less reliable.
- Note categories/types may not be mutually exclusive- for example, if a supervisor is providing counseling related to a BWC policy violation, it may not be clear whether to code the SNF as counseling or a Body Worn Camera Corrective Action.
- Fields for related cases are not reliably being filled out- nearly all of FTARC-related SNFs mentioned a related case (IA case, UOF case, etc.), even often naming the case number in the narrative, but only about half of the SNF records had the fields for “Associated Record” and “Record Number” filled out.

While we did not fully explore this question, initial exploration shows that there are opportunities for clearer definitions, training for supervisors, and data structure clean-up to improve the usefulness of SNF records.

Q4: See Results section

EXHIBIT 4

**INTER-OFFICE MEMORANDUM****TO:** Office of Internal Accountability**PREPARED BY:** Casey Johnson
Assistant Chief of Police**SUBJECT:** Department Response to the 2025
IAB Perception Survey**DATE:** July 31, 2026**I. PURPOSE**

The Oakland Police Department (the “Department”) has reviewed the Results of the 2025 Survey of OPD Members’ Perceptions of Internal Investigation and Discipline. The purpose of this memorandum is to acknowledge and assess the survey findings, identify areas where employee perceptions have improved or declined since the 2022 survey, and describe the actions the Department will take to strengthen fairness, transparency, consistency, and understanding of the internal investigation and discipline process.

While this review provides additional discussion regarding sworn personnel, because they represented 71% or 179 of the 252 valid survey responses, and reported the greatest concerns in several categories, the Department also recognizes the importance of the perceptions of professional staff. Corrective actions described in this memorandum are to improve fairness, transparency, communication, and consistency for all Department members. Because durable accountability is a shared responsibility, this memorandum also identifies the city offices and external partners who will help carry out these commitments.

II. ACKNOWLEDGMENT OF FINDINGS AND LESSONS LEARNED

The Department appreciates hearing from employees about their perceptions and concerns and takes the feedback seriously. The 2025 survey reflects an organization in which many members, particularly sworn personnel and rank-and-file officers, do not yet have confidence that the internal investigation and discipline process is fair, consistent, or sufficiently transparent in practice. Employee perceptions are critical to maintaining trust, accountability, and confidence in the Department's internal investigation and discipline process. Although survey responses do not by themselves establish that any individual investigative or disciplinary decision was improper, they identify areas where the Department must improve communication, transparency, consistency, and understanding. When members believe rank, favoritism, external politics, media attention, or unclear CPRA involvement may influence outcomes, those perceptions can undermine morale, cooperation, and organizational trust.

The Department also recognizes that confusion during the survey rollout regarding whether participation was mandatory or voluntary may have affected employee confidence in the survey

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process. To strengthen confidence in future surveys, the Department will ensure consistent messaging, reinforce anonymity protections, coordinate communications across all levels of the organization, and engage employee associations early in the process to encourage participation and build trust.

III. SUMMARY OF KEY FINDINGS

Fairness and consistency remain the central concerns. A majority of all respondents disagreed that OPD internal investigation processes are fair (52%), that disciplinary processes are fair (61%), and that the discipline matrix is applied consistently (51%). The concern is more pronounced among sworn personnel: 69% of sworn respondents disagreed that the discipline process is fair, and 58% disagreed that the discipline matrix is applied consistently.

The comparison to 2022 shows mixed movement. Perceptions of the disciplinary process worsened, while perceptions that race and rank influence some outcomes decreased. The Department does not treat the reduced perception of race and rank influence as a complete resolution because sizable groups still report concerns, especially regarding rank and favoritism.

In 2025, the survey included a question about the influence of favoritism (not included in the 2022 survey), and the results showed that employees tended to agree that favoritism influenced the initiation of a complaint, the findings, and the discipline. In this context, favoritism refers to the perception that personal relationships or preferential treatment—rather than the consistent application of policy—influence outcomes, in forms such as preferential shift or assignment decisions, fast-tracked promotions, and lighter disciplinary recommendations.

Sworn personnel reported substantially more confusion about CPRA's role than professional staff. Nearly 90% of sworn personnel reported confusion about CPRA's role across the investigation and discipline process, and the confusion worsened compared to 2022.

Rank-and-file sworn personnel expressed less confidence than supervisors. Supervisors generally viewed the process as fairer and reported a better understanding of policies and procedures. Yet, supervisors and rank-and-file personnel expressed similar levels of concern about whether rank and favoritism influence findings and discipline.

Black sworn personnel reported particular concerns regarding the fairness, consistency, and transparency of the Department's internal investigation and discipline process. Compared to white sworn respondents, Black sworn respondents were more likely to question whether the Department consistently complies with internal investigation policies, to perceive that race may influence investigative findings and disciplinary outcomes, and to express concerns regarding favoritism. The Department recognizes that these perceptions, regardless of whether they reflect actual disparities in individual cases, are significant because they directly affect employee trust, organizational legitimacy, and confidence in the accountability process. Accordingly, the Department is committed to continuing analyses of disciplinary outcomes by race and ethnicity, conducting periodic focus groups and qualitative assessments with sworn personnel and employee associations, and partnering

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with the City's Department of Race and Equity (Director Darlene Flynn) and drawing on technical assistance from our Stanford partners, as appropriate, to help identify opportunities to improve communication, transparency, consistency, and accountability. Where trends or process concerns are identified, the Department will evaluate and implement appropriate policy, training, supervisory, or procedural improvements to strengthen confidence in the fairness of the process.

A substantial number of sworn respondents declined to report race or gender. Among sworn respondents, 21% did not report race, and 18% did not report gender. Personnel who declined to identify their race or gender reported higher levels of skepticism regarding the disciplinary process. Although no conclusions can be drawn about why respondents chose not to provide demographic information, the association suggests that non-response may warrant consideration as a potential indicator of organizational trust. Consistent with the survey analysis, future assessments will continue to analyze this respondent group as a separate category and monitor trends over time to help identify changes in employee confidence and engagement. To better understand this reluctance, the Department will consider incorporating into future surveys an anonymous mechanism through which members can indicate why they may be hesitant to provide demographic information, so that any underlying concerns about confidentiality and trust can be identified and addressed.

IV. CPRA-SPECIFIC CONCERNS AND RECOMMENDATIONS

The survey identifies CPRA transparency as one of the Department's most urgent communication issues. More than 75% of all respondents expressed confusion or concern regarding CPRA's role, and nearly 90% of sworn respondents reported confusion across the four CPRA-related items. Among sworn personnel who had been investigated in the past two years, 47% reported a concurrent CPRA investigation. Those officers viewed CPRA's role as less transparent in both the investigative and disciplinary processes. Notably, members who had actually experienced a concurrent CPRA investigation reported the least clarity about it, which the Department reads as a call to explain CPRA's role and reasoning more effectively—not as a reason to minimize these concerns.

The Department will respond by clarifying, not minimizing, CPRA's role. In partnership with the CPRA Director (Antonio Lawson), the Department will jointly develop and co-deliver training that explains CPRA's role, authority, and process, including the procedural-justice reasons behind how CPRA conducts its work, rather than leaving members to infer it. This training will be delivered department-wide, beginning with the academy and transitional academy and extending through the Command Retreats, Continuing Professional Training (CPT), and supervisor courses, so that it reaches current members and not only newer officers. The Department will provide a CPRA process map that defines what CPRA can investigate, recommend, review, or influence; identifies when OPD and CPRA processes run concurrently; explains how disagreements are documented, handled, and by whom (including the Discipline Committee); and equips supervisors to answer common member questions accurately. The Department will also track whether cases with CPRA involvement differ in timeliness, findings, discipline recommendations, matrix application, and final outcomes. In addition, the Department will consider providing members, at the time a concurrent OPD and CPRA investigation is initiated, with a plain-language overview of the two processes and

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how they interact, so that members understand their situation from the outset rather than waiting for later training or briefings.

V. WHERE THE DEPARTMENT WILL IMPROVE

1. **Clarify decision-making and discipline consistency.** The Department will make the steps from allegation intake, classification, investigation, findings, Skelly review, Chief review, and final discipline easier for members to understand, and will meet with members at the conclusion of a sustained case to explain how the findings and level of discipline were reached; a practice the Department has already put into effect. The discipline matrix will be reinforced through case-based training using anonymized actual cases, with documented explanations for any departures or disagreements among investigators, the chain of command, CPRA, or other review bodies.
2. **Address favoritism and rank concerns directly.** Because rank and favoritism remain among the most persistent perception issues, the Department will review whether rank or assignment appears to correlate with case classification, findings, discipline range, timeliness, or deviations from the matrix. The Department recognizes that some of this analysis—particularly identifying patterns within the chain of command and reviewing Supervisory Notes File (SNF) entries, where disparities can also reside, including matters that should have been opened as cases—requires manual review and will be undertaken in phases as capacity allows. Recent improvements to the SNF form are expected to make this analysis more efficient over time. Where feasible, the review will distinguish command-level review, investigator recommendation, CPRA input, and final decision authority.
3. **Improve CPRA transparency.** In collaboration with the CPRA, the Department will provide a plain-language explanation of CPRA's role, authority, workflow, timelines, and interaction with OPD investigations and discipline, incorporate it into training for line personnel, supervisors, and command staff, and distribute it as a concise reference document.
4. **Strengthen supervisor and command accountability.** Supervisors report greater understanding of the process, but members still perceive rank and favoritism as possible influences. Supervisory training will include objective classification, Implicit Bias Training (delivered through the City's Department of Race and Equity, under Director Darlene Flynn), documentation standards, POBR, Skelly, due process, discipline matrix application, and avoidance of even the appearance of preferential treatment.
5. **Use employee perception data as an early warning measure.** The Department will continue to conduct periodic member surveys, with technical assistance from our Stanford partners for the next survey cycle, and will pair perception data with outcome data, audits, and the forthcoming qualitative interviews so the Department can distinguish between communication gaps, process design issues, and actual outcome disparities.

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6. **Increase trust with underrepresented and non-identifying respondent groups.** Future outreach will include sworn associations and employee groups early in the process, explain anonymity protections, and clarify how results will be used. The Department will also hold periodic focus group sessions or open-house discussions with affinity groups to review findings relevant to their members. The high “prefer not to answer” rate will be monitored as a confidence indicator.

VI. AREAS OF CONCERN AND CORRECTIVE ACTIONS

Issue / Finding	Corrective Actions	Owner	Target
Discipline fairness has declined since 2022	Conduct quarterly reviews of discipline outcomes and matrix application; include written rationale for discipline decisions and any deviations; report trends to command staff.	IAB Deputy Chief	Q3 2026
Rank and favoritism remain persistent concerns	Evaluate options for reviewing disciplinary outcomes by rank, assignment, and supervisory chain to identify trends, assess consistency in findings and discipline, and determine whether additional command-level review processes would be beneficial.	BRM / IAB	Q4 2026
Black sworn personnel report lower confidence in compliance and greater concern about race and favoritism	Continue quarterly analysis of IAB outcomes by sworn race and ethnicity. Conduct periodic focus groups and qualitative assessments with sworn personnel, employee associations, and other stakeholders, utilizing the Race and Equity Team, as appropriate, to identify potential process gaps, better understand employee perceptions, and develop targeted improvements to policies, training, communication, and accountability practices.	BRM / Dept. of Race & Equity (D. Flynn) / Stanford partners (TA)	On Going
High “prefer not to answer” rates for race/gender	Add anonymity language to future survey instruments, brief employee associations before survey distribution, and continue reporting "Prefer Not	BRM / OIA	Next survey cycle

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	to Answer" responses as a separate analytic category to monitor trends in employee trust and confidence.		
CPRA role poorly understood, especially by sworn personnel	Jointly develop and co-deliver CPRA/OPD training with the CPRA Director department-wide (academy, transitional academy, CPT, and supervisor courses); publish a CPRA/OPD process guide; and identify where CPRA recommendations enter the OPD decision-making process.	IAB / CPRA Director	Q4 2026
Members do not understand how sustained discipline decisions are reached	Meet with members at the conclusion of each sustained case to explain the findings and how the level of discipline was determined (already in effect); reinforce through case-based training using anonymized actual cases.	IAB	In effect / Ongoing
External politics and media are perceived as influencing outcomes.	Standardized documentation of investigative findings and disciplinary recommendations to clearly identify the evidence, policy violations, aggravating and mitigating factors, and Discipline Matrix considerations supporting each decision. Incorporate periodic audits to verify consistency and identify opportunities to improve transparency and member understanding of the process.	Chief's Office / BRM / IAB	Q1 2027
Training gaps in the discipline process	Deliver scenario-based training on discipline matrix, due process, POBR, Skelly, report writing, and policy interpretation, with a sworn supervisor emphasis.	Training / IAB	Q2 2027

VII. SHARED CITY ACCOUNTABILITY (ONE ACCOUNTABLE SYSTEM)

The Department recognizes that fair, consistent, and transparent accountability cannot be achieved by the Police Department alone; it depends on the City of Oakland functioning as a single accountable system in which each responsible office does its part. The Department will therefore

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pursue the commitments in this memorandum in partnership with, and will seek the shared responsibility of, its city partners. The Department will work with the Office of the Mayor and the Interim City Administrator to secure the prioritization, resourcing, and cross-departmental coordination these commitments require, and with the City Council for the policy and budget support that sustains them.

The Community Police Review Agency will partner with the Department on concurrent civilian oversight and on the joint CPRA/OPD training and process transparency described above. The Department will brief the Police Commission, under Chair Ricardo Garcia-Acosta, on these findings and on its implementation progress, consistent with the Commission's policy-oversight and disciplinary role. The City Attorney's Office will continue to help ensure that investigations and discipline are consistent with law, the Public Safety Officers Procedural Bill of Rights, due process, and applicable disclosure obligations. The Department will partner with the City's Department of Race and Equity, under Director Darlene Flynn, on its disparity analysis and implicit-bias training, and will continue to work with our Stanford partners, led by Dr. Jennifer Eberhardt, who provide technical assistance on the design and analysis of the perception survey and the forthcoming qualitative study.

Consistent with the sustainability phase of the Negotiated Settlement Agreement, the Department will share this response and its implementation progress with the Monitor and with plaintiffs' counsel and welcomes their review and input. The Department's objective is to demonstrate not a single agency's compliance, but a city operating as one accountable system capable of sustaining fair and constitutional policing over time.

VIII. COMMUNITY AND STAKEHOLDER ENGAGEMENT

The Department recognizes that the confidence of its members and the confidence of the Oakland community are connected, and that both are strengthened when stakeholders are engaged early and honestly. The Department will involve recognized employee associations and labor partners at the outset of future surveys and major process changes and will continue to engage affinity groups through the early involvement, focus groups, and periodic open-house discussions described above. The Department also values the participation of faith and community leaders, whose perspective helps connect internal accountability to community trust.

The Department will make the results of this and future surveys available to the public through the Police Commission and the Community Police Review Agency, and will use those forums, together with the forthcoming qualitative study, to ensure that a broad and representative range of voices—across rank, race, gender, and assignment, and including Oakland residents—informs how the Department strengthens its accountability system.

IX. CONCLUSION

The Department views the results of the 2025 IA Perception Survey as an important opportunity to strengthen both its internal accountability systems and the confidence employees place in those

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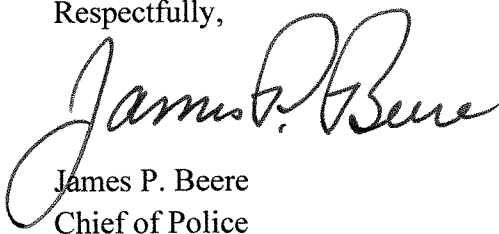
systems. While the survey reflects encouraging improvement in some areas since 2022, it also demonstrates that many members—particularly sworn personnel—continue to have concerns regarding the fairness, consistency, transparency, and understanding of the internal investigation and discipline process.

The Department recognizes that employee confidence in the accountability process is essential to organizational effectiveness, officer wellness, and public trust. Whether concerns relate to discipline consistency, perceptions of favoritism, CPRA involvement, communication, or the experiences reported by Black sworn personnel and other employee groups, those perceptions warrant continued attention, meaningful engagement, and thoughtful evaluation.

Accordingly, the Department is committed to using these findings as a roadmap for continuous improvement. Through enhanced training, increased transparency, periodic audits, ongoing data analysis, qualitative assessments, focus groups, and regular engagement with employee associations and stakeholders, the Department will continue evaluating its policies, practices, and decision-making processes to identify opportunities for improvement and reinforce confidence in the integrity of the internal investigation and discipline system. Above all, the Department recognizes that lasting confidence will be earned through the quality, consistency, and fairness of the investigations and disciplinary decisions themselves—sustained over time—which communication and training are intended to reinforce, not replace. The Department undertakes these commitments not as the police department alone, but as one part of a broader City effort, working with its oversight bodies, research and equity partners, employee associations, and the Oakland community, to sustain a fair, transparent, and accountable system over time.

The Department's objective is not only to ensure that investigations and disciplinary decisions are fair, impartial, and consistent with policy, law, and due process, but also to ensure that employees understand how those decisions are made and have confidence that the process is transparent, equitable, and accountable. The Department remains committed to regularly assessing its progress and, where appropriate, adjusting to foster a culture of fairness, professionalism, and organizational trust.

Respectfully,

A handwritten signature in black ink, reading "James P. Beere". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

James P. Beere
Chief of Police

EXHIBIT 5

Compliance Assessor Form v2 - Nov 2025 Start

Data Collection for Tasks 18, 24, 25, 35, 36 and 38

* Required

* This form will record your name, please fill your name.

Use of Force Reporting and Investigation

Tasks 24, 25 and 35

1. RD# *

2. UOF# *

3. What is the UOF reporting Level of the incident (highest Level of force)? *

☐ Level 4

☐ Level 3

☐ Level 2

☐ Level 1

4. Incident Date *

5. Was a supervisor notified as soon as practicable, upon the use of force? *

☐ Yes

☐ No

6. If no, please explain.

7. Did a supervisor respond to the scene, if required? *

☐ Yes

☐ No

☐ N/A

8. If no, please explain.

9. If sequestering was required, was it conducted in compliance with policy? *

☐ Yes

☐ No

☐ N/A

10. If no, please explain.

11. Was all force reported? *

☐ Yes

☐ No

12. If no, please explain.

13. Was all force documented? *

☐ Yes

☐ No

14. If no, please explain

15. Was all force entered into Vision? *

☐ Yes

☐ No

16. If no, please explain.

17. Did a supervisor complete the UOF investigation report, for Level 3 uses of force? *

☐ Yes

☐ No

☐ N/A

18. If no, please explain.

19. Did all officers on-scene complete a supplemental report, if required? *

☐ Yes

☐ No

☐ N/A

20. If no, please explain. *

21. Did the use of force report contain a Summary of the Incident? *

☐ Yes

☐ No

22. If no, please explain. *

23. Did the use of force report include consideration of discrepancies? *

☐ Yes

☐ No

☐ N/A

24. If no, please explain. *

25. Was the report free of pat or boilerplate language? *

☐ Yes

☐ No

26. If no, please explain. *

27. Did the use of force report include documentation of all evidence? *

☐ Yes

☐ No

28. If no, please explain. *

29. Did the use of force report include consideration of training/tactical issues, when required? (If there were no training/tactical issues identified, select YES. Check NO if there were training/tactical issues that should have been captured by supervisory review.) *

☐ Yes

☐ No

30. If no, please explain. *

31. If any of the required elements were missing from the report, did the supervisor provide justification for the missing element(s)? *

☐ Yes

☐ No

☐ N/A

32. If no, please explain.

33. Did officers deescalate appropriately? *

☐ Yes

☐ No

34. If no, please explain. *

35. Were officers' BWC's activated appropriately and in buffering mode? *

☐ Yes

☐ No

36. If no, please explain. *

37. Did officers identify themselves appropriately? *

☐ Yes

☐ No

38. If no, please explain. *

39. Did officers use sound tactics? *

☐ Yes

☐ No

40. If no, please explain. *

41. Did officers maintain a professional demeanor? *

☐ Yes

☐ No

42. If no, please explain. *

43. Were officers' reports free of boilerplate language? *

☐ Yes

☐ No

44. If no, please explain.

45. Did the use of force report contain compliance recommendations? *

☐ Yes

☐ No

46. If no, please explain.

47. Did you agree with the compliance recommendations? *

☐ Yes

☐ No

48. If no, please explain.

49. Was the use of force report reviewed by the required chain of command? *

☐ Yes

☐ No

50. If no, please explain.

51. If the force was found to be out of compliance, was it referred to IAB? *

☐ Yes

☐ No

☐ N/A

52. If no, please explain.

53. Was the use of force investigation conducted within the required timelines? *

☐ Yes

☐ No

54. If no, please explain.

55. Were all witnesses to the use of force documented appropriately, including contact information? *

☐ Yes

☐ No

☐ N/A

56. If no, please explain.

57. If no witnesses were identified, does the report document "No Known Witnesses"? *

☐ Yes

☐ No

58. If no please explain.

59. If witnesses were located, but could not be identified, was the reason documented? *

☐ Yes

☐ No

☐ N/A

60. If no, please explain.

61. Were all OPD witnesses identified and documented? *

☐ Yes

☐ No

62. If no, please explain.

63. Were there any other issues identified? Only complete if necessary.

Transporting Detainees

Task 36

64. Was there at least one transport during this incident? *

☐ Yes

☐ No

65. Did officer login with starting mileage? *

☐ Yes

☐ No

66. Did officer login with starting location? *

☐ Yes

☐ No

67. Did officer login with purpose of transport (In/custody is sufficient if subject is being transported to SRJ, ACH, PAB, or EMM)? *

☐ Yes

☐ No

68. Did officer login with the gender of the individual being transported? *

☐ Yes

☐ No

69. Did officer log out with ending mileage? *

☐ Yes

☐ No

70. Did officer log out with ending location? *

☐ Yes

☐ No

71. If the transported individual was a Juvenile, was that documented in CAD during login ("J")? *

☐ Yes

☐ No

☐ N/A

72. If any transport information was missing, please explain?

73. Was the entire transport captured on BWC? *

☐ Yes

☐ No

Arrest Approval

Task 18

74. Did a supervisor respond to the scene and approve the arrest if the incident met the following criteria: felony arrest, arrest for narcotics possession, arrest for marijuana (if arrestee is transported to jail), PC 69 arrest, PC 148(a)(1) arrest, PC 243(b) or (c) arrest, or Level 1, 2 and 3 uses of force? *

☐ Yes

☐ No

☐ N/A

75. Was the arrest approval documented in CAD or in the crime report?

☐ Yes

☐ No

76. If there were any issues with arrest approval, please explain.

Citizen Statements

Task 38

77. Were any statements taken (detainees, witnesses, victims, etc.)?

☐ Yes

☐ No

78. Did all statement forms have a diagonal stripe from the end of the written narrative to the bottom of the page and have the signatures along the stripe?

☐ Yes

☐ No

☐ N/A

79. If there was no statement form, were statements recorded via BWC?

☐ Yes

☐ No

80. If there were any issues with statements, please explain.

Corrective Actions Taken

81. If any deficiencies were identified in this incident, please detail the corrective actions taken.

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EXHIBIT 6

File #	File Name	Open	Court #	Cause	Dispo	Dispo Date	Incident	Settlement
990499	Summit Medical Center	01/14/2000	068753	Jail or Property Room	Dismissed - No Payout	08/07/2001	03/20/1997	
990808	Waltenspiel, Gary	01/18/2000	C 00 0018 WHA	Force - Civil Rights	Trial City Prevailed - No Payout	10/14/2001	11/04/1999	
990675	Colbert, Sonja	01/24/2000	040786	Non/vehicle Related Property Loss	Dismissed - No Payout	07/01/2000	03/02/1999	
990269	Kent, Janie M.	02/08/2000	821705-3	Force - Non-Civil Rights	Defensed through Law & Motion	01/31/2002	07/13/1998	
990655	Travers, Paul	03/10/2000	823751-0		Settled during Litigation - Payout by City	06/17/2002	03/10/1999	\$ 5,000.00
990807	Smith, Willie	03/14/2000	823561-1	Conduct - Non-force	Dismissed - No Payout	07/24/2000	05/25/1999	
990561	Zenon, Paul	05/03/2000	825630-2	Conduct - Non-force	Settled during Litigation - Payout by City	01/03/2001	06/12/1999	\$ 2,350.00
X00225	Clayton, Gerald Wayne	05/09/2000	825971-8	Conduct - Non-force	Dismissed - No Payout	07/21/2000	05/02/2000	
990660	Taylor, Robert & Louise, Mary	05/16/2000	078526	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	06/30/2001	03/19/1999	\$ 5,000.00
20048	Begay, Elizabeth, et al.	05/18/2000	825666-7	Force - Civil Rights	Settled during Litigation - Payout by City	03/07/2001	11/27/1999	\$ 3,000.00
X00238	Anderson, Quala	05/18/2000	C 00 1605 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	04/16/2001	05/05/1999	\$ 5,000.00
990484	Bassette, Hugh E., et al.	05/24/2000	C001645 JCS	Conduct - Non-force	Settled during Litigation - Payout by City	09/13/2000	04/30/1999	\$ 1,000.00
990790	Thompson, Elbert	05/31/2000	825724-4	Force - Civil Rights	Mediation/Arbitration Against City -Payout by City	06/14/2001	10/04/1999	\$ 5,000.00
990565	Miller, Lenard & Belinda	05/31/2000	C00 1801 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	05/17/2004	07/04/1999	\$ 19,900.00
990709	Man, Hing Kuen	06/05/2000	825129-1	Conduct - Non-force	Dismissed - No Payout	10/03/2001	09/09/1999	
20414	Frazier, Gary (GAL Sherrie Glover)	06/07/2000	826874-1	Force - Non-Civil Rights	Settled during Litigation - Payout by City	09/27/2001	06/06/1999	\$ 3,000.00
20176	Hayden, Carl	06/08/2000	00-82973	Non/vehicle Related Property Loss	Dismissed - No Payout	11/13/2000	04/30/1998	
X00261	Ireland-James, Barbara Ann	06/09/2000	C00-0821 SI	Non-Force Civil Rights	Defensed through Law & Motion	11/20/2000	03/16/1999	
990697	Pino, Lee Anthony (Special Adminstrtr of Est. of Ernest I	06/12/2000	823980-8	Non-Force - Wrongful Death	Dismissed - No Payout	11/08/2000	03/31/1999	
20156	Keller-Dean, Rory K.	06/23/2000	C 00 1930 MHP	Force - Civil Rights	Settled during Litigation - Payout by City	01/23/2002	08/01/1997	\$ 350,000.00
X00290	Morris, Gregory	06/23/2000	C 00 1929 EDL (JL)	Force - Non-Civil Rights	Settled during Litigation - Payout by City	04/07/2001	05/27/1999	\$ 3,000.00
R00294	Jenkins, Freddie (Riders' litigation)	06/26/2000	C00-1558 SBA	Force - Non-Civil Rights	Settled during Litigation - Payout by City	02/28/2002	03/05/2000	\$ 5,000.00
980620	Moore, Iseonia Briana Michelle (a minor, GAL, Michael I	07/11/2000	C 00-02837 WHO	Force - Wrongful Death	Settled during Litigation - Payout by City	11/09/2001	02/04/1998	\$ 236,868.00
990897	Lambert, Diane	07/13/2000	C00-2099 MJJ (JL)	Force - Civil Rights	Dismissed - No Payout	05/09/2002	06/12/1999	
X00323	King, Carlos	07/18/2000	Not Yet Filed	Misc.	Closed with no action taken	10/17/2001		
990747	McCullough, Vernolia	07/25/2000	C 00 2951 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	06/30/2001	06/16/1999	\$ 3,500.00
990447	Harris, Carolyn	07/31/2000	C 00-02876 VRW	Non-Force Civil Rights	Settled during Litigation - Payout by City	10/03/2000	06/02/1999	\$ 4,500.00
990873	Johnson, Wayne	08/03/2000	C 00-2161 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	02/02/2001	06/20/1999	\$ 1,250.00
X00357	Terrell, Elnora	08/08/2000	829320-2	Conduct - Non-force	Defensed through Law & Motion	12/31/2003	07/04/2000	
X00360	Roberson, Kenith	08/09/2000	C 00 2367 MEJ	Non-Force Civil Rights	Dismissed - No Payout	09/28/2001	02/10/2000	
990699	Dyer, Louis, Jr.	08/11/2000	C 00 2886 ADR VRW	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	05/01/2001	09/28/1999	\$ 30,000.00
20335	Robinette, Rachel, Jason and Jesse	09/08/2000	0088716	Force - Non-Civil Rights	Settled during Litigation - Payout by City	04/01/2002	11/27/1999	\$ 35,000.00
20101	Ford, Monique, et al.	09/12/2000	C 00 2835 BZ ARB	Force - Civil Rights	Settled during Litigation - Payout by City	11/14/2001	08/08/1999	\$ 5,000.00
990327	Castro, Gary	10/05/2000	819474-9	Non-Force Civil Rights	Defensed through Law & Motion	01/28/2002	03/11/1999	
980734	Downs, John	10/23/2000	C-827021	Force - Civil Rights	Closed with no action taken	12/20/2005	06/08/1998	
20217	Jones, Derrick (aka Derrick Williams)	10/23/2000	C00-3890 CW	Force - Civil Rights	Settled during Litigation - Payout by City	09/25/2001	11/21/1999	\$ 45,000.00
990640	Holiday, Angela (Estate of Britte Lee)	11/03/2000	C 00-04518 JCS	Force - Civil Rights	Dismissed - No Payout	05/30/2001	03/07/1999	
20427	Hampton, Mojukhan	11/30/2000	02-15611	Force - Civil Rights	Dismissed - No Payout	02/25/2002	01/31/2000	
X00562	Finn, Lester	12/06/2000		Jail or Property Room	Closed with no action taken	03/21/2003	03/23/2000	
R20923	Mack, Rodney (Riders)	12/08/2000	C-00-4599-CAL (Master)	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	07/03/2000	
R20752	ALLEN, DELPHINE, et al. (Class-action) (RIDERS)	12/09/2000	C00-4599 (WHO)	Force - Civil Rights		06/27/2000		\$ 11,621,628.40
20481	Fuentes, Gustavo, et al.	12/19/2000	C 00 4647 CW	Force - Civil Rights	Settled during Litigation - Payout by City	05/03/2004	12/24/1999	\$ 450,000.00
X00598	Roman, Rene	01/02/2001	C 00 4848 CAL	Non-Force Civil Rights	Dismissed - No Payout	06/30/2003	12/29/2000	
20547	Reynaga, Alfredo	01/10/2001	C 00 4677 SI	Non-Force Civil Rights	Dismissed - No Payout	01/10/2002	12/17/1999	
R21079	Higgs, Michael, et al. (Riders)	01/12/2001	C 01 0080 WHO	Conduct - Non-force	Settled during Litigation - Payout by City	03/26/2003	06/26/2000	
20698	Wilson Jr., Willis	01/19/2001	2000098293	Non/vehicle Related Property Loss	Dismissed - No Payout	03/18/2004	02/27/2000	
20041	Washington, Beyanwu	01/19/2001	C00-2655 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	10/09/2001	07/18/1999	\$ 3,000.00
20234	Kent, Janie	01/23/2001	C00-4600 WDB ADR	Force - Civil Rights	Settled during Litigation - Payout by City	08/12/2002	01/26/2000	\$ 17,500.00
20095	Guzman, Roberto Gutierrez	01/29/2001	832418-4	Force - Civil Rights	Defensed through Law & Motion	03/24/2003	08/11/1999	
X00640	Hines, Derrick	01/31/2001	00100620	Conduct - Non-force	Defensed through Law & Motion	01/22/2002	12/28/2000	
20638	Williams, Ozmar Charles	02/08/2001	C 01 0403 MMC (BZ)	Force - Civil Rights	Settled during Litigation - Payout by City	06/30/2002	02/06/2000	\$ 2,500.00
990629	Minor Doe, by John Doe, his Guardian Ad Litem	02/09/2001	C01-00887 CW	Force - Civil Rights	Dismissed - No Payout	07/06/2001	03/03/1999	
20124	Hornes, Kimberly	02/11/2001	C 01-00914 MEJ	Force - Wrongful Death	Settled during Litigation - Payout by City	08/16/2001	12/16/1999	\$ 50,000.00
20307	Meadows, Terry	02/15/2001	C-01-1077-MEJ	Force - Civil Rights	Settled during Litigation - Payout by City	04/15/2002	12/29/1999	\$ 10,000.00
20679	Yepez, Samuel Joseph	02/15/2001	836215-7	Force - Non-Civil Rights	Settled during Litigation - Payout by City	06/30/2004	03/13/2000	\$ 35,000.00
R21083	Robinson, Leon (Riders)	02/22/2001	C01-0727 CAL	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	06/19/2000	
20656	Taylor, Lorraine	02/25/2001	835697-4	Misc.	Closed with no action taken	03/31/2003	02/08/2000	
20278	Ciancimino, Susan	02/25/2001	834466-9	Force - Non-Civil Rights	Settled during Litigation - Payout by City	12/06/2001	12/21/1999	\$ 1,675.00

20612	Cork, Kai	03/06/2001	C 01 0708 TEH ARB	Force - Civil Rights	Settled during Litigation - Payout by City	06/10/2002	02/18/2000	\$	5,000.00
R00698	Sanchez, Anthony Joseph (Riders)	03/08/2001	C 00 4817 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	12/29/1999		
20778	Rodgers, Irene	03/30/2001	C01-1084 VRW	Force - Civil Rights	Dismissed - No Payout	06/25/2004	06/27/2000		
20803	Robinson, George	03/30/2001	C01-1230 CRB	Force - Civil Rights	Settled during Litigation - Payout by City	05/30/2003	06/21/2000	\$	25,000.00
X00739	Riley, Will	04/02/2001	837435-6	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	03/06/2002	09/01/1998		
20756	Guillen, Elias	04/03/2001	833348-1	Conduct: Chase/Property Damage	Dismissed - No Payout	10/14/2001	11/17/1999		
21287	Martin, Andrew (ECF)	04/03/2001	C 01-01710 BZ	Force - Civil Rights	Settled during Litigation - Payout by City	06/04/2002	01/12/2001	\$	10,000.00
20514	Davis, John E.	04/04/2001	C 01 0888 JCS	Force - Civil Rights	Settled during Litigation - Payout by City	12/19/2003	03/01/2000	\$	110,000.00
20302	Daniel, William, personally & Estate of Mabel Daniel (EC)	04/10/2001	C 01-02142 CW	Force - Wrongful Death	Settled during Litigation - Payout by City	04/22/2002	11/03/1999	\$	5,000.00
X00756	Grigsby, Kenneth	04/13/2001	C01-0010 MMC (MEJ)	Misc.	Dismissed - No Payout	02/25/2002	12/30/1999		
X00769	Wilkins, Kely	04/24/2001	C01-01402 MMC	Force - Wrongful Death	Settled during Litigation - Payout by City	07/19/2006	01/11/2001	\$	3,500,000.00
21366	Maldonado, Santos	04/26/2001	C-01-1970-MEJ	Force - Civil Rights	Defensed through Law & Motion	06/21/2002	07/06/2000		
R00783	Richardson, Joshua, et al. (Riders)	04/30/2001	C 01 1458 CW	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	06/21/2000		
X00797	Goins, Dominic	05/04/2001	C 01 1655 MEJ	Force - Civil Rights	Settled during Litigation - Payout by City	09/23/2002	04/27/2000	\$	20,000.00
R21412	Davis, Kenneth (Riders related litigation)	05/04/2001	C 01 1315	Non-Force Civil Rights	Settled during Litigation - Payout by City	04/02/2002	11/28/1998	\$	195,000.00
20988	Emanuel, Troy Ray	05/07/2001	836237-9	Force - Civil Rights	Dismissed - No Payout	06/14/2001	05/23/2000		
X00802	Means, Jules Julian and Donnie Keith	05/07/2001	835546-7	Non-Force Civil Rights	Dismissed - No Payout	12/03/2003	02/15/2000		
20576	Dixon, Ural C.	05/07/2001	C 01-02161 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	10/30/2002	02/10/2000	\$	60,000.00
20841	Waldon, Virgil	05/07/2001	C 01-02015 MMC	Force - Civil Rights	Settled during Litigation - Payout by City	02/05/2003	04/08/2000	\$	1,500.00
20399	Hornes, Sylvia	05/07/2001	C 01-01998 MEJ	Force - Wrongful Death	Settled during Litigation - Payout by City	08/16/2001	12/16/1999		
R00841	Watson, Wendell (Riders)	05/24/2001	C 01-1906 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	04/23/1999		
X00840	Cronin, Ryan	05/24/2001	C 01-1820 MHP	Non-Force Civil Rights	Settled during Litigation - Payout by City	03/19/2002	05/21/2000	\$	10,000.00
20795	Tolefree, Jesse	06/02/2001	02-574 MMC	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	10/15/2002	08/15/2000		
X00870	Bailey, Rodney	06/08/2001	829087-8	Force - Civil Rights	Dismissed - No Payout	12/14/2004	07/21/1999		
20798	Shavers, Sean	06/08/2001	C01 2119 JL ADR	Force - Civil Rights	Settled during Litigation - Payout by City	03/19/2002	06/01/2000	\$	10,000.00
21032	Bradford, Tanya (ECF)	06/12/2001	C 01 2137 JCS	Force - Civil Rights	Settled during Litigation - Payout by City	03/14/2003	06/03/2000	\$	1,000.00
X00903	Capers, Dominique	06/21/2001	C 01 2206 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	03/19/2002	04/28/2000	\$	25,000.00
20806	Morgan, Maurice Jr.	06/26/2001	C-01-2896-JCS	Force - Civil Rights	Settled during Litigation - Payout by City	01/13/2003	03/29/2000	\$	5,000.00
20994	Hagen, Daniel	06/26/2001	841695-7	Force - Civil Rights	Settled during Litigation - Payout by City	02/04/2005	05/27/2000	\$	15,000.00
20703	Lopez, Arnoldo	07/03/2001	C 01-02906	Force - Civil Rights	Settled during Litigation - Payout by City	08/05/2002	02/19/2000	\$	5,000.00
R20962	Austin, Lester L. aka Mark Allen (Riders)	07/05/2001	836240-3	Force - Civil Rights	Settled during Litigation - Payout by City	11/14/2005	02/22/2000	\$	37,000.00
R21082	Harrington, Kevin (Riders)	07/12/2001		Force - Civil Rights		02/12/1999			
R21067	Edwards, Calvin (Riders)	07/12/2001		Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	02/02/2000		
990842	Montano-Paredes, Hugo, et al.	07/17/2001	2000088710	Conduct - Non-force	Dismissed - No Payout	09/28/2004	05/14/1999		
X00946	Davisson, Robin	07/23/2001	C01-1059 MEJ	Non-Force Civil Rights	Defensed through Law & Motion	08/13/2002	04/08/1990		
R21133	Moore, John, et al. (Riders)	07/29/2001	C 01-01252 TEH	Non-Force Civil Rights	Settled during Litigation - Payout by City	03/26/2003	03/25/2000		
21005	Pope, Ke'van	07/31/2001	841719-0	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	08/05/2003	06/27/2000	\$	195,000.00
R21100	Devers, Dino, et al. (Riders)	08/01/2001	C 01 2317 MMC	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	06/24/2000		
20995	Moore, Donia (ECF)	08/03/2001	C-01-2071 CRB	Force - Civil Rights	Settled during Litigation - Payout by City	10/02/2002	05/28/2000	\$	95,000.00
21135	McDaniels, Leon	08/03/2001	C-01-2615 MEJ	Force - Civil Rights	Settled during Litigation - Payout by City	12/04/2003	07/09/2000	\$	14,000.00
X00960	Esters, Darius (ECF)	08/03/2001	C01-2510 CW (ADR)	Force - Wrongful Death	Settled during Litigation - Payout by City	11/21/2002	07/04/2000	\$	166,000.00
X00967	Baker, James Edward	08/08/2001	C 01 0669 MHP	Force - Civil Rights	Defensed through Law & Motion	01/16/2004	11/21/2000		
R00973	Allen, Ernest, et al. (Riders)	08/09/2001	C 01 1753 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	05/14/2000		
20776	Cross, Daryl	08/15/2001	C 01 2419 JCS	Non-Force Civil Rights	Settled during Litigation - Payout by City	12/13/2002	06/30/2000	\$	35,000.00
20987	Jones, Kevin, et al.	08/22/2001	C 01 2487 EMC	Force - Civil Rights	Dismissed - No Payout	12/31/2002	06/28/2000		
21367	Turner, Aaron	08/24/2001	A097152	Force - Non-Civil Rights	Defensed through Law & Motion	06/01/2004	03/18/2000		
21181	Weeks, Donald Pierce	09/06/2001	2001-018808	Force - Civil Rights	Settled during Litigation - Payout by City	10/05/2004	08/03/2000	\$	5,000.00
21273	Madrigal, Miguel Angel and Campana, Juancarlos	09/14/2001	2001023550	Force - Non-Civil Rights	Trial City Prevailed - No Payout	06/28/2005	09/07/2000		
R01024	Williams, Lakisha et al (Riders)	09/17/2001	C 01-3116 CRB ADR	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	08/16/2000		
21137	James, Vernon	10/02/2001	1-015364	Conduct - Non-force	Settled during Litigation - Payout by City	12/04/2003	10/22/2000	\$	3,000.00
21146	Davidson, Lonnie	10/02/2001	2001-023168	Force - Civil Rights	Settled during Litigation - Payout by City	08/05/2003	11/13/2000	\$	15,000.00
X01076	Sohal, Jasmine	10/18/2001	2001-023232	Misc.	Dismissed - No Payout	03/07/2002	09/10/2001		
21210	Jackson, Dennis	10/31/2001	2001-019968	Force - Civil Rights	Settled during Litigation - Payout by City	04/02/2002	08/18/2000	\$	5,000.00
21725	Baker, Alphonso (ECF)	12/11/2001	C 02 0020 VRW	Force - Civil Rights	Settled during Litigation - Payout by City	01/13/2004	11/29/2000	\$	15,000.00
21395	Thurston, Kareem	12/12/2001	C01-3859 WDB	Force - Civil Rights	Settled during Litigation - Payout by City	11/04/2003	10/15/2000	\$	15,000.00
970357	Bowman, Louis	12/13/2001	C01-2342 JL	Towing - Red Zone, Tickets, etc.	Closed with no action taken	03/28/2003	04/19/1997		
R01166	Carter, Kimberly, et al. (Riders)	12/14/2001	C 01 4840 PJH	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	01/15/2000		
21379	Baker, Dominick, et al.	01/11/2002	C 01 3942 MMC	Force - Civil Rights	Settled during Litigation - Payout by City	12/22/2003	10/20/2000	\$	22,500.00
21393	McClelland, Sean	01/11/2002	2001031970	Force - Civil Rights	Settled during Litigation - Payout by City	12/01/2004	10/15/2000	\$	2,000.00

21394	Edwards, Gilbert, et al. (ECF)	01/11/2002	C 01-3858 CRB	Force - Civil Rights	Settled during Litigation - Payout by City	12/23/2003	10/13/2000	\$	35,000.00
X01226	Walker, Errol	01/22/2002	C 01-3001 JCS	Force - Civil Rights	Dismissed - No Payout	03/31/2003	08/07/2000		
21070	Al-Maalik, Maalik	01/23/2002	C 02-02249 MHP	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	12/31/2002	06/14/2000		
X01231	Ellis, Christopher (ECF)	01/25/2002	C01-4720 BZ	Force - Civil Rights	Settled during Litigation - Payout by City	01/14/2004	12/05/2000	\$	30,000.00
21415	Zazaboi, Yakpasua	01/29/2002	2001-032605	Force - Non-Civil Rights	Settled during Litigation - Payout by City	08/02/2004	10/22/2000	\$	9,900.00
R01273	Williams, Lawrence (Riders)	02/08/2002	C01-3148 PJH	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	05/04/2000		
R01274	Johnson, Savern Michele (Riders)	02/08/2002	C02-0105 PJH	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	12/06/1999		
22119	Muscadine, Michael, a minor, by and through his GAL, J	02/19/2002	2002-040880/2002-04667	Force - Civil Rights	Settled during Litigation - Payout by City	03/17/2005	02/18/2001	\$	150,000.00
X01292	Bell, Patrick Bernard	02/25/2002	03-71402 & 03-15831	Non-Force Civil Rights	Defensed through Law & Motion	10/07/2003	10/07/1998		
21802	Okoro, Sylvester I. and Robinson, Ava (ECF)	02/26/2002	C02-00950 / RG05215668	Force - Civil Rights	Trial City Prevailed - No Payout	06/15/2009	06/28/2001		
R01372	Rodriguez, Miguel, et al. (Riders)	03/18/2002	C 02 0706 JL	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	07/22/1999		
X01384	Sloan, Johnny L., Jr.	03/21/2002	C 00-4117 CW (PR) / 08-11	Force - Civil Rights	Defensed through Law & Motion	11/04/2010	06/20/1999		
X01405	Gutierrez, John L., et al.	03/27/2002	A099555	Misc.	Dismissed - No Payout	11/07/2003	11/30/2001		
X01430	Butler, Deryl	04/11/2002	2001-023342	Misc.	Dismissed - No Payout	08/13/2002	04/11/2002		
21762	Crayton, Gary Wicklee, et al.	04/19/2002	C 02 0899 JCS	Force - Civil Rights	Settled during Litigation - Payout by City	01/08/2003	02/24/2001	\$	3,500.00
21470	Ortiz, Jose	04/24/2002	2002-045451	Force - Civil Rights	Settled during Litigation - Payout by City	05/03/2004	03/27/2001	\$	15,000.00
21893	Smothers, Curtis	04/24/2002	2-045459	Non-Force Civil Rights	Settled during Litigation - Payout by City	03/25/2004	03/29/2001	\$	4,000.00
21925	Wessley, Wesley James	04/30/2002	2002047501	Force - Civil Rights	Dismissed - No Payout	09/28/2004	04/16/2001		
21926	Muwakkil, Jervis A., et al. (ECF)	04/30/2002	C 02 1799 CW	Force - Wrongful Death	Settled during Litigation - Payout by City	02/06/2004	04/14/2001	\$	4,000.00
X01465	Walker, Tamika and Blake, Frederick	04/30/2002	C 02 1797 WHA	Non-Force Civil Rights	Settled during Litigation - Payout by City	10/20/2003	04/15/2001	\$	22,500.00
21596	Flores, Miguel	05/01/2002	2001026202	Force - Non-Civil Rights	Defensed through Law & Motion	03/15/2004	02/05/2001		
21536	Brown, Maya	05/01/2002	2001036085	Conduct - Non-force	Settled during Litigation - Payout by City	03/01/2004	03/21/2001	\$	10,000.00
21605	Smith, Myron	05/01/2002	C 02-02838 CW	Force - Civil Rights	Settled during Litigation - Payout by City	10/28/2002	01/28/2001	\$	2,000.00
21606	Barnes, Billy Ray (a minor); G.A.L. Clara Clemons	05/01/2002	02-04661 BZ	Force - Civil Rights	Settled during Litigation - Payout by City	03/05/2004	04/18/2001	\$	2,000.00
22028	Castaneda, Griselia	05/01/2002	05-15500	Force - Civil Rights	Settled during Litigation - Payout by City	01/17/2005	05/13/2001	\$	95,000.00
21624	Shers, Perry	05/02/2002	2002039028	Force - Civil Rights	Dismissed - No Payout	04/30/2004	01/03/2001		
R01474	Joseph, Vernon, Jr. (Riders)	05/06/2002	C 02 1953 JL	Force - Civil Rights	Defensed through Law & Motion	09/28/2004	12/29/1995		
21840	Drury, William, Jr.	05/10/2002	2002044710	Force - Civil Rights	Dismissed - No Payout	07/08/2005	04/04/2001		
X01501	Gallegos, Isaura (GAL for Alberto Gallegos)	05/25/2002	C 02 02334 MEJ	Force - Civil Rights	Defensed through Law & Motion	10/14/2003	06/06/2001		
21974	Green, Victoria	06/05/2002	2002053390	Non-Force Civil Rights	Trial City Prevailed - No Payout	10/18/2004	07/22/2001		
R01515	Garrett, Michael et al (Riders)	06/06/2002	C 02-2550 JCS	Force - Civil Rights	Settled during Litigation - Payout by City	03/26/2003	06/06/1999		
22082	Smith, Christina Nicole	06/11/2002	C 02 03255 VRW	Non-Force Civil Rights	Dismissed - No Payout	02/28/2003	06/05/2001		
21219	Justice, Carlvn	06/17/2002	2002053861	Force - Civil Rights	Dismissed - No Payout	03/23/2004	08/18/2000		
22161	Towne, Albert & Andrew (ECF)	06/25/2002	C 02 2499 CRB	Force - Civil Rights	Dismissed - No Payout	08/23/2002	08/10/2001		
22115	Mathis, Cynthia	06/26/2002	05-15369	Force - Civil Rights	Defensed through Law & Motion	10/16/2003	04/26/2001		
21845	Zedd, Antonia	07/03/2002	C 02 4726 SBA	Force - Civil Rights	Dismissed - No Payout	10/06/2004	04/17/2001		
22263	Allison, June	07/09/2002	C 02 2951 SI	Force - Civil Rights	Settled during Litigation - Payout by City	08/07/2003	10/09/2001	\$	12,500.00
X01585	Al-Maalik, Maalik	07/24/2002	2002-046058	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	12/31/2002	03/31/2001		
X01608	Lowe, Lloyd G.	08/05/2002	2001031773	Misc.	Dismissed - No Payout	08/13/2003	06/15/2000		
22519	Al-Maalik, Maalik	08/08/2002	2002052312	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	12/31/2002	05/25/2001		
21769	Harris, Freda	08/12/2002	2001021355	Force - Non-Civil Rights	Settled during Litigation - Payout by City	09/23/2004	08/23/2000	\$	5,000.00
21034	Callender, Winston, et al.	08/14/2002	A112051	Force - Civil Rights	Dismissed - No Payout	06/30/2007	06/06/2000		
22275	Wadsworth, Robert	08/16/2002	C02-03949 EMC	Non-Force Civil Rights	Settled during Litigation - Payout by City	08/31/2004	11/05/2001	\$	3,500.00
22588	Streeter, Lynne D.	08/20/2002	03-17171	Force - Civil Rights	Trial City Prevailed - No Payout	01/25/2005	12/26/2001		
X01624	Apostal, Catherine P.	08/23/2002	2002061889	Misc.	Defensed through Law & Motion	09/01/2005	04/20/2002		
22694	Lowe, Lloyd	08/29/2002	2002042832	Misc.	Dismissed - No Payout	12/31/2003	06/15/2000		
21977	Armbruster, Floyd and Cash, Zillion (ECF)	08/29/2002	C 02 2102 JSW	Force - Civil Rights	Settled during Litigation - Payout by City	02/06/2004	04/29/2001	\$	13,500.00
22642	Hill, Clifton (ECF)	09/17/2002	C 02 4154 JSW	Force - Civil Rights	Settled during Litigation - Payout by City	04/17/2003	05/05/2002	\$	1,800.00
22230	Grant, Anquienette (ECF)	09/17/2002	C 02 3845 WHA	Non-Force Civil Rights	Settled during Litigation - Payout by City	08/09/2004	09/19/2001	\$	10,000.00
22306	Degree, Virginia	09/23/2002	2002065392	Conduct - Non-force	Defensed through Law & Motion	07/20/2004	08/28/2001		
22205	Isak, Yodit	09/27/2002	C 02-05742 VRW	Conduct - Non-force	Dismissed - No Payout	09/28/2004	07/16/2001		
X01661	Russo, Wayne and Strong Construction	10/04/2002	2002067588	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	02/05/2004	10/01/2002		
21485	Quilantang, Terri & Lewis, Edward (ECF)	10/15/2002	C 01-04290 WDB	Force - Civil Rights	Dismissed - No Payout	10/01/2003	11/15/2000		
22751	Sohigian, Aram	10/16/2002	20022065397	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	10/02/2009	09/04/2002	\$	35,000.00
X01668	Hale, Russella	10/18/2002	852172-7	Misc.	Trial Judgment Against City - Payout by City	05/18/2004	09/19/2002		
22123	Wandschneider, Sandra Lee	10/23/2002	2002056997	Force - Civil Rights	Settled during Litigation - Payout by City	04/29/2005	06/21/2001	\$	2,500.00
X01678	Germany, Jerrick	10/25/2002	C 02-4184 WHA	Force - Civil Rights	Dismissed - No Payout	08/15/2006	04/18/2002		
22617	Adams, Jason	11/01/2002	C02-4686 PJH	Force - Civil Rights	Dismissed - No Payout	01/30/2003	01/10/2002		
22164	Hill, Bernard	11/01/2002	2002058796	Force - Civil Rights	Settled during Litigation - Payout by City	05/05/2004	08/25/2001	\$	7,500.00

X01685	Guzman, Roberto Gutierrez (ECF)	11/04/2002 C02-4169 JSW	Force - Civil Rights	Defensed through Law & Motion	03/15/2004	06/09/2001	
22349	Jenkins, Arthur	11/07/2002 03-00151	Force - Civil Rights	Settled during Litigation - Payout by City	06/09/2004	09/27/2001	\$ 19,000.00
X01688	Reed, George	11/07/2002 C01-20070 RMW / 07-719	Force - Civil Rights	Trial City Prevailed - No Payout	06/30/2010	11/03/1998	
22491	Nelson, Wayne	11/13/2002 C02-5325 WDB	Force - Civil Rights	Settled during Litigation - Payout by City	11/29/2004	11/05/2001	\$ 40,000.00
22389	Jackson, Javad T.M.	11/20/2002 C02-4496 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	04/21/2004	09/21/2001	\$ 250,000.00
X01712	Fleming-Lawrence, Shareena	11/27/2002 2002054783	Conduct - Non-force	Dismissed - No Payout	01/22/2004	07/01/2001	
21747	Simon, Travis, Jr.	12/03/2002 2002041304	Force - Civil Rights	Settled during Litigation - Payout by City	02/25/2004	06/05/2001	\$ 3,375.00
22545	Dearman, Kermit (ECF)	12/06/2002 C 03-00023 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	02/05/2004	11/20/2001	\$ 5,000.00
22422	Goodspeed, Jr., Tony (ECF)	12/26/2002 C 02 5827 (VRW)	Force - Civil Rights	Settled during Litigation - Payout by City	02/21/2007	01/02/2002	\$ 25,000.00
X01736	Williams, Rodney	12/30/2002 C 02-4183 CRB	Force - Civil Rights	Dismissed - No Payout	03/23/2004	07/17/2002	
22507	Sanders, Antonio	12/30/2002 2002072481	Force - Civil Rights	Trial City Prevailed - No Payout	03/30/2005	02/02/2002	
X01744	Cooper, Uhuru	01/07/2003 C 02 5926 MHP	Non-Force Civil Rights	Settled during Litigation - Payout by City	04/14/2004	03/09/2001	\$ 35,000.00
X01748	Brown, Jamalia (ECF)	01/13/2003 C 03-00526 JL	Non-Force Civil Rights	Settled during Litigation - Payout by City	02/06/2004	03/16/2001	\$ 45,000.00
22449	Cuviello, Joseph	01/14/2003 2002069307	Force - Civil Rights	Small Claims Judgment Against City- Payout by City	04/23/2003	10/11/2001	\$ 570.00
22409	Shoaga, Raimi	01/14/2003 2002068783	Towing - Red Zone, Tickets, etc.	Trial City Prevailed - No Payout	05/21/2003	02/13/2002	
X01768	Robinson, Raymond H.	02/06/2003 Not Yet Filed	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	02/19/2003	01/31/2003	
22748	Gilbert, Willie Dashawn, IV	02/13/2003 C 03-04283 CRB	Non-Force - Wrongful Death	Trial City Prevailed - No Payout	03/22/2005	02/13/2000	
23055	Arriaga, Emma V.	02/19/2003 WS03083077	Misc.	Dismissed - No Payout	03/28/2003	11/16/2002	
22604	Webb, Michael	02/26/2003 03082723	Force - Civil Rights	Settled during Litigation - Payout by City	05/03/2004	02/17/2002	\$ 3,250.00
X01795	Johnson, Wayne	03/11/2003 C 03 0162 EDL	Force - Civil Rights	Settled during Litigation - Payout by City	11/04/2004	01/12/2002	\$ 25,000.00
22985	Hadnot, Shante	03/14/2003 RG03084008	Force - Civil Rights	Settled during Litigation - Payout by City	04/06/2004	11/26/2002	\$ 3,250.00
22641	Grundy, Oran and Jordan (a minor)	03/28/2003 C02-5642 WHA	Non-Force - Wrongful Death	Trial City Prevailed - No Payout	03/22/2005	01/27/2002	
22792	Jackson, Curtis	04/01/2003 C 03 1261 EMC	Force - Civil Rights	Settled during Litigation - Payout by City	12/31/2004	03/26/2002	\$ 3,000.00
22820	Edwards, Frankie GAL for Floyd, Christopher (Minor)	04/02/2003 C 03 1347 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	04/06/2004	05/08/2002	\$ 5,000.00
22536F	Ortiz, Jose, Ortiz, Moises and Sanchez, Sophia	04/08/2003 C 03-01935 SBA	Force - Civil Rights	Dismissed - No Payout	03/12/2004	05/24/2002	
22445	Lee-Christian, Freddie (his GAD is Rosalyn L. Bazemore)	04/11/2003 A110711	Non-Force - Wrongful Death	Trial Judgment Against City - Payout by City	12/06/2006	10/23/2001	\$ 306,850.43
23107	Nguyen, Hien	04/17/2003	Misc.	Trial City Prevailed - No Payout	05/07/2003	11/17/2002	
22967	Bryant, Anthony	04/18/2003 RG03090785	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	03/05/2004	10/07/1999	\$ 2,500.00
X01846	Grimes, Jerome	04/21/2003 WG03086965	Jail or Property Room	Dismissed - No Payout	03/19/2004	09/15/1999	
23120	Donati, John	05/06/2003 HG03089994	Force - Non-Civil Rights	Dismissed - No Payout	12/14/2004	12/20/2002	
22357	Cramer, Larry	06/05/2003 03-2880 SI (EMC)	Force - Civil Rights	Settled during Litigation - Payout by City	12/20/2004	09/11/2001	\$ 20,000.00
22721	Cole, Michael	06/05/2003 RG03088688	Force - Non-Civil Rights	Settled during Litigation - Payout by City	01/18/2005	05/07/2002	\$ 22,500.00
22278	Johnson, Winnie (U'Kendra Johnson-deceased)	06/06/2003 RG03082673	Non-Force - Wrongful Death	Dismissed - No Payout	05/13/2005	02/16/2002	
23071	Larreau, Robert	06/19/2003 C 03 0245JL	Non-Force Civil Rights	Dismissed - No Payout	03/15/2004	01/18/2002	
22949	Martinez, Joan	06/23/2003 RG03098008 & RG031029	Conduct: Chase/Property Damage	Defensed through Law & Motion	10/15/2004	08/16/2002	
23286	Dennis, Willie	07/07/2003 C04-4824SMA; RG041470	Force - Civil Rights	Dismissed - No Payout	01/07/2008	09/15/1997	
23333	Smith, Ron (multiple parties) - Port Anti-war Protest	07/08/2003 C 03 2961 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	09/10/2008	04/07/2003	\$ 2,387,961.52
23178	Harriel, Jameel	07/10/2003 C 03-03091 EDL	Force - Civil Rights	Settled during Litigation - Payout by City	01/06/2005	11/19/2002	\$ 60,000.00
X01958	International Longshore and Warehouse Union (Local 1)	07/11/2003 C 03-02962 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	06/30/2007	04/07/2003	
23202	Saelee, Lolinh	07/24/2003 C033342 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	06/15/2004	01/24/2003	\$ 9,500.00
22964	Wright, Eric	07/29/2003 WS03105234	Towing - Red Zone, Tickets, etc.	Settled by Investigator - Payout by City	08/25/2003	07/29/2002	\$ 1,737.75
22953	McGowan, Ronald	07/30/2003 C 03 2486 SI	Force - Civil Rights	Settled during Litigation - Payout by City	06/15/2004	05/26/2002	\$ 20,000.00
23245	Stewart, Sharon	07/30/2003 C035800 CRB/04-0242 M	Force - Civil Rights	Settled during Litigation - Payout by City	01/24/2005	03/19/2003	\$ 175,000.00
22904	Girard, Robert	08/07/2003 RG03095102	Force - Civil Rights	Settled during Litigation - Payout by City	12/03/2004	05/07/2002	\$ 10,000.00
X01984	Hopkins, Kevin	08/07/2003 C 01-4972 CW	Force - Civil Rights	Settled during Litigation - Payout by City	05/22/2006	01/05/2001	\$ 30,000.00
225365	Ortiz, Jose, Sanchez, Sophia and Ortiz Moises	08/14/2003 RG03110253	Force - Civil Rights	Trial Decision in City Favor (City Paid a Portion)	02/16/2005	05/24/2002	\$ 241.25
23206	Jones, Donald	08/18/2003 C 03 3303WHA	Force - Civil Rights	Settled during Litigation - Payout by City	04/13/2004	10/01/2002	\$ 8,000.00
X01998	Vargas, David J.	08/18/2003 C 03-02518 CRB (JL)	Force - Civil Rights	Trial Judgment Against City - Payout by City	10/13/2004	08/24/2002	\$ 182,756.54
23063	Johnson, Brian	08/21/2003 C 03 3165JL	Force - Civil Rights	Settled during Litigation - Payout by City	06/03/2004	07/09/2002	\$ 70,000.00
23061	Lyons, Leevurn	08/25/2003 C 03-03410JSW	Force - Civil Rights	Settled during Litigation - Payout by City	04/08/2004	07/30/2002	\$ 5,000.00
23467	Deskins, Gary (Individually and Guardian ad litem for As	08/26/2003 C 03 3653 PJH	Non-Force Civil Rights	Settled during Litigation - Payout by City	08/06/2004	02/25/2003	\$ 40,000.00
R23555	Parker, Joseph, et al. (Riders)	09/04/2003 C0304063 JCS	Force - Civil Rights	Settled during Litigation - Payout by City	12/02/2004	09/09/1999	\$ 324,000.00
23220	Fish, Benny (ECF)	09/12/2003 C 03-04554 CW	Force - Civil Rights	Settled during Litigation - Payout by City	01/27/2005	09/11/2002	\$ 13,000.00
22984	Pruitt, Fredrick	09/17/2003 C03-3299MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	10/18/2004	06/05/2002	\$ 52,500.00
23364	Roddy, Randal Jesse	09/19/2003	Force - Civil Rights	Small Claims City Prevailed - No Payout	11/07/2003	01/14/2003	
X02032	Harriel, Jameel	09/22/2003 C 03 4090 JCS	Force - Civil Rights	Dismissed - No Payout	03/12/2004	07/09/2002	
23388	Hunter, David L.	09/25/2003	Conduct - Non-force	Small Claims City Prevailed - No Payout	10/01/2003	04/27/2003	
X02040	Lacy-Curry, Jana Alycia, aka Lacy, Jana aka Curry, Jana	09/26/2003 C 03-04794 WHA	Force - Civil Rights	Dismissed - No Payout	09/26/2004	08/28/2002	
22844	Parker, Clinton	09/26/2003 WG03092544	Force - Civil Rights	Mediation/Arbitration City Prevailed - No Payout	12/14/2004	04/08/2002	

23705	McGill, Yolanda (Mearis, Terrance - deceased)	10/16/2003	C 03-04602 SBA	Force - Wrongful Death	Settled during Litigation - Payout by City	04/29/2005	10/05/2003	\$	50,000.00
22950	The Fire & Casualty Insurance	10/27/2003	RG03102992 & RG030980	Conduct: Chase/Property Damage	Defensed through Law & Motion	10/18/2004	08/16/2002		
23269	Bradley, Damian and Bradley, Lafayette	11/04/2003	C 03-05523 WDB	Force - Civil Rights	Dismissed - No Payout	03/22/2005	09/26/2002		
R02083	Brown, Olewasami (Riders)	11/07/2003	C-03-1141-MMC / 06-1741	Force - Civil Rights	Settled during Litigation - Payout by City	06/22/2007	03/06/2001	\$	20,000.00
23150	Haynes, Lloyd	11/13/2003	RG03112186	Force - Civil Rights	Dismissed - No Payout	05/16/2005	08/11/2002		
22760	Krones, Lisa W.	11/21/2003	small claims court	Towing - Red Zone, Tickets, etc.	Settled by Investigator - Payout by City	02/27/2004	06/22/2002	\$	1,100.00
X02097	Villar, Dario	11/26/2003	03-17270	Non-Force Civil Rights	Dismissed - No Payout	11/21/2003	08/28/2002		
X02104	Lim, Khor	12/04/2003	C 03-05386 CW	Non-Force Civil Rights	Defensed through Law & Motion	01/26/2005	11/27/2003		
22965	Darku, Eugenia	12/10/2003	C 03 4263 SBA (JL)	Conduct: Chase/Personal Injury	Dismissed - No Payout	12/20/2004	09/18/2002		
23933	Goodwin, Aaron	12/19/2003	C 03 5388MMC	Non-Force Civil Rights	Defensed through Law & Motion	08/19/2005	11/25/2003		
22827	Cruz, Alejandra	12/19/2003	C 04-00179 CW	Force - Civil Rights	Settled during Litigation - Payout by City	01/24/2006	07/13/2002	\$	3,000.00
X02128	Byars, Bobbie	01/07/2004	C 03 5266 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	05/13/2004	11/30/2002	\$	3,500.00
23262	Williams, Michael	01/13/2004	C 04 00520 JCS	Force - Civil Rights	Dismissed - No Payout	03/10/2006	09/22/2002		
23039	Boyd, Cammerin	01/29/2004	06-17251 / USDC #C 03 33	Force - Civil Rights	Defensed through Law & Motion	10/17/2006	07/23/2002		
22681	Hamann, Charlotte	01/29/2004	05-15661 03-0437 / 07-16	Force - Civil Rights	Dismissed - No Payout	02/05/2008	01/31/2002		
23380	Dickerson, Theotis	02/03/2004	04-01594 BZ	Force - Non-Civil Rights	Dismissed - No Payout	08/01/2005	12/01/2002		
23263	Johnson, Lafayette	02/19/2004	C04-00862 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	11/10/2005	09/23/2002	\$	5,000.00
23583	Lathan, Milton	02/20/2004		Non/vehicle Related Property Loss	Trial Judgment Against City - Payout by City	06/30/2004	02/18/2003	\$	2,030.80
23612	Crosby, Camille	02/26/2004	WS04138957	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	03/11/2004	07/12/2003		
23513	Gebremarian, Girma	02/27/2004	RG04141036	Force - Civil Rights	Defensed through Law & Motion	06/01/2004	04/01/1983		
X02197	Williams, Joseph	03/10/2004	potential litigation	Conduct - Non-force	Closed with no action taken	08/18/2005	02/20/2004		
X02196	Khor Chin Lim	03/10/2004	C04-0684 CW	Non-Force Civil Rights	Defensed through Law & Motion	03/15/2005	03/10/2004		
23677	Morton, Antonio	03/17/2004		Conduct - Non-force	Small Claims City Prevailed - No Payout	07/23/2004	04/04/2003		
23832	Brown, Tyrinza	03/26/2004	RG04145884	Non-Force - Wrongful Death	Dismissed - No Payout	12/21/2005	09/20/2003		
23651	Luckett, Robert	03/29/2004	C 04-01013 MEJ	Force - Civil Rights	Dismissed - No Payout	07/08/2005	03/12/2003		
23448	Navarro, Rafael	03/30/2004	RG03134432	Non/vehicle Related Property Loss	Dismissed - No Payout	11/01/2005	05/17/2003		
23389	Robbins, Raymond	03/30/2004	RG03127264	Non-Force Civil Rights	Dismissed - No Payout	08/19/2005	12/10/2002		
23133	Ford, Ramona and Angelina Ford	04/08/2004	C 03-03304 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	11/09/2005	01/20/2003	\$	83,750.00
23576	Noble, Elliott and Henry, Michael	05/10/2004	WG05193015	Force - Civil Rights	Settled during Litigation - Payout by City	08/30/2006	06/10/2003	\$	5,000.00
X02283	The Hospital Committee for the Livermore-Pleasanton /	05/25/2004	RG04157276	Misc.	Defensed through Law & Motion	09/01/2009	05/27/2003		
23721	Davis, Tyronne	05/28/2004	C 04 1694 SBA	Force - Civil Rights	Settled during Litigation - Payout by City	01/27/2005	05/08/2003	\$	5,000.00
23840	Hawkins, Homer	06/15/2004	RG04150916	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	01/25/2005	03/29/2002		
23749	Williams, Tristan and Williams Darryl	06/15/2004	C 04 1703 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	04/12/2005	04/30/2003	\$	10,000.00
23580	Willis, Lillie, and Oliver, Lavita	06/15/2004	C 04 2305 VRW	Force - Wrongful Death	Settled during Litigation - Payout by City	01/11/2012	08/06/2003	\$	40,000.00
23792	Charles, Nancy (executor of estate of Gregory Charles)	06/29/2004	RG04159108	Conduct: Chase/Personal Injury	Dismissed - No Payout	12/07/2004	11/09/2003		
23815	Posey, Aaron	07/08/2004	C 04 0693 JL	Force - Civil Rights	Trial City Prevailed - No Payout	07/03/2007	07/04/2003		
23656	Askley, Rashida (multiple parties)	07/13/2004	C 04 1779 JSW (EMC)	Force - Civil Rights	Settled during Litigation - Payout by City	08/08/2005	03/05/2003	\$	25,000.00
23595	Montgomery, Carolyn	07/29/2004	RG04167337	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	06/22/2005	08/02/2003	\$	22,000.00
X02353S	Stinson, Edward	07/30/2004	RG04157365	Force - Civil Rights	Defensed through Law & Motion	02/22/2005	08/07/2003		
23902	Muhammed, Ronald	08/03/2004	C 04 03053 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	01/27/2006	07/28/2003	\$	7,000.00
X02356	Scarborough, Charles	08/05/2004	C 02 04516 CW	Force - Civil Rights	Defensed through Law & Motion	03/22/2007	09/06/2001		
24026	Murphy, Randy	08/11/2004	C 04 3062 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	07/27/2006	10/23/2003	\$	1,500,000.00
23577	Johnson, Robin	08/23/2004	RG04152378	Force - Civil Rights	Defensed through Law & Motion	10/14/2005	08/09/2003		
X02353F	Stinson, Edward	08/26/2004	C 04 00744 MMC	Force - Civil Rights	Dismissed - No Payout	02/24/2005	08/07/2003		
23665	Flowers, Elliott	08/26/2004	C 04 03521 WHA	Force - Civil Rights	Settled during Litigation - Payout by City	10/05/2005	03/27/2003	\$	17,500.00
24094	Pacheco, Ruth and White, Edwin Jr. (minor) Tony Pache	08/31/2004	RG04168981	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	04/05/2006	04/02/2004	\$	35,000.00
24010	Jimmie's Limousine Service, Inc.	09/02/2004	C 04-03321 WHA / 05-168	Non-Force Civil Rights	Defensed through Law & Motion	08/18/2005	03/01/2003		
24017	Williams, Willie	09/10/2004	C 04-03663 JL MED	Force - Civil Rights	Settled during Litigation - Payout by City	11/04/2005	09/25/2003	\$	5,000.00
23782	Gray, David	09/22/2004	RG04176348	Conduct: Canine Unit incidents	Settled during Litigation - Payout by City	08/29/2005	11/23/2003	\$	36,500.00
24272	Hooker, Donte	09/28/2004	C 04 3761 EDL	Force - Non-Civil Rights	Dismissed - No Payout	01/04/2005	01/28/2004		
X02434	Hooker, Donte	10/21/2004	C 04-4292 EDL	Force - Non-Civil Rights	Settled during Litigation - Payout by City	06/30/2006	01/28/2004	\$	10,000.00
23872	Finley, George	11/02/2004	C04 05102 MEJ	Non-Force Civil Rights	Defensed through Law & Motion	03/17/2006	07/17/2002		
X02455	Sanchez, Jose	11/10/2004	RG04183169	Non/vehicle Related Property Loss	Defensed through Law & Motion	05/12/2005	03/17/2003		
SS02484	Taylor, James and Forbes, Robert	12/01/2004	C 04-04843 MHP	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	11/13/2002	\$	4,779,969.97
24139	Alvarez, Omar	12/06/2004	C 04 5053CW	Force - Civil Rights	Settled during Litigation - Payout by City	12/13/2006	11/30/2003	\$	52,500.00
23959	O'Guinn, Donnella	01/03/2005	RG04180858	Force - Non-Civil Rights	Defensed through Law & Motion	05/16/2005	09/08/2003		
24457	Tachiquin, Eduardo	01/03/2005	WS04191108	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	04/11/2005	10/27/2004		
X02518	Majors, Reverend Anthony and Anna	01/07/2005	C05 00061 CRB	Non-Force Civil Rights	Defensed through Law & Motion	03/21/2007	01/07/2005		
X02543	Bell, Patrick	02/10/2005	05-17439	Non-Force Civil Rights	Defensed through Law & Motion	12/09/2005	10/25/2003		

24054	Couch, Tiffany, Ernest Stephens, and Chaiquis Stephens	03/10/2005	C05-00311 MEJ	Force - Civil Rights	Settled during Litigation - Payout by City	10/13/2006	01/23/2004	\$	20,000.00
X02575	Brown, Markus	03/11/2005	C05-00883 JL	Force - Civil Rights	Closed Due to Consolidation with Another Matter	12/31/2006	07/04/2003		
24310	Collins, Lynart	03/11/2005	C05-00672 WHA	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	04/12/2006	04/01/2004	\$	15,000.00
23584	Madux, Mat	03/14/2005	RG05198043	Misc.	Defensed through Law & Motion	12/01/2005	03/03/2003		
24344	Jackson, Ronnie	03/16/2005	C05-00964 MMC	Force - Civil Rights	Settled during Litigation - Payout by City	06/07/2006	07/12/2004	\$	3,500.00
24254	Barrett, Laphyne (GAL for Lamiah Simpson and Teriana	04/01/2005	C05 0674 JCS	Non-Force Civil Rights	Mediation/Arbitration Against City -Payout by City	12/15/2005	03/31/2004	\$	2,500.00
24204	Killens, Greg; Colvin, Camisha; Khaliyah K., a minor	04/07/2005	C05-01395 MEJ	Force - Civil Rights	Settled during Litigation - Payout by City	03/27/2006	01/04/2004	\$	20,000.00
24594	Cousey, Thomas	04/12/2005	C05-01117 TEH	Force - Civil Rights	Settled during Litigation - Payout by City	07/09/2007	08/18/2004	\$	104,800.00
24159	Orban, Krisztian	04/14/2005	C05-01396 MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	12/19/2005	12/14/2003	\$	5,000.00
X02611	Woods, Samuel D.	05/02/2005	C05-01672 JSW	Non-Force Civil Rights	Dismissed - No Payout	07/01/2007	05/08/1994		
24665	Greenslade, David	05/03/2005	C05-01205 JSW	Force - Civil Rights	Settled during Litigation - Payout by City	10/09/2006	12/19/2004	\$	17,500.00
X02040-A	Lacy-Curry, Jana Alycia aka Jana Lacy and Jana Curry	05/23/2005	C-05-0453-EMC	Force - Civil Rights	Dismissed - No Payout	09/21/2005	08/28/2002		
23988	Hardaway, Sonny Ray	06/03/2005	RG05205769 / RG0731694	Non-Force Civil Rights	Dismissed - No Payout	07/25/2008	04/23/1999		
24637	Finley, Latonya	06/10/2005	WS05-216201	Conduct - Non-force	Small Claims City Prevailed - No Payout	08/04/2005	10/04/2004		
24642	Finley, Latonya	06/10/2005	WS05216204	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	08/04/2005	10/05/2004		
24373	Harris, Kent	06/15/2005	RG05216478	Force - Non-Civil Rights	Settled during Litigation - Payout by City	11/08/2007	08/28/2004	\$	25,000.00
24358	Toure, Hodari	06/24/2005	RG05215444	Force - Civil Rights	Settled during Litigation - Payout by City	03/07/2007	04/01/2004	\$	50,000.00
X02674	Morrow, Frank Jr. (II)	07/05/2005	C-05-00270 MHP	Misc.	Dismissed - No Payout	09/20/2005	12/14/2001		
X02676	Okoro, Sylvester (see 21802)	07/07/2005	A126397/RG05215668	Force - Civil Rights	Closed Due to Consolidation with Another Matter	07/27/2005	06/28/2001		
24489	Isham, John P.	07/11/2005	HG05216739	Force - Civil Rights	Settled during Litigation - Payout by City	12/28/2006	06/09/2004	\$	5,000.00
24596	Knapps, Uganda	07/28/2005	C052935-MEJ / 09-17249	Force - Civil Rights	Settled during Litigation - Payout by City	12/23/2009	08/10/2004	\$	300,000.00
24779	Edwards, Kay	08/02/2005	RG05219741	Conduct - Non-force	Dismissed - No Payout	10/06/2006	05/17/2005		
SS02705	Foster, Darnell, Duarte, Rafael; Yancie Young	08/02/2005	C05-03110 MHP	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	08/02/2005		
24423	McMath, Milton individually; Shavers, Dedrick individua	08/02/2005	C05-03111 EDL	Force - Civil Rights	Settled during Litigation - Payout by City	12/05/2006	05/01/2004	\$	50,000.00
SS02719	Rider, Jimmy	08/16/2005	C05-03204 MHP - ADP	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	10/14/2003		
X02718	Sohigian, Aram	08/16/2005	RG05223674 / A103031	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	07/26/2007	09/04/2002	\$	70,000.00
23952	Nesby, Stancy	09/07/2005	C05-03555 JL	Force - Civil Rights	Settled during Litigation - Payout by City	07/31/2007	09/04/2003	\$	175,000.00
24688	McCall, Marcus	09/16/2005	C05-03636 JSW	Force - Civil Rights	Settled during Litigation - Payout by City	08/30/2006	10/22/2004	\$	5,000.00
X02740	Girtman, Joyce	09/20/2005	WS05232129	Force - Non-Civil Rights	Small Claims City Prevailed - No Payout	11/01/2005	08/31/2004		
24658	Seever, Richard Kyle	10/06/2005	RG05235142 / RG0524890	Non/Vehicle Related Property Loss	Trial Judgment Against City - Payout by City	09/15/2010	09/26/2001	\$	27,748.00
24634	Smith, Torry; Gray, Patricia	10/13/2005	C05-04045 / 08-15896	Non-Force Civil Rights	Trial Judgment Against City - Payout by City	10/20/2010	09/10/2004	\$	4,450,000.00
24846	Newton, Cardell	10/14/2005	WS05227511	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	11/29/2005	05/24/2005		
24328	Reed, Alonzo	10/25/2005	WS05232488	Force - Non-Civil Rights	Small Claims City Prevailed - No Payout	02/17/2006	04/15/2004		
24650	Jermom, Lionel	11/03/2005	C05-04269 EMC	Force - Civil Rights	Settled during Litigation - Payout by City	10/03/2006	09/18/2004	\$	8,000.00
24675	Barras, Lindsay	11/09/2005	WS05238996	Conduct: Chase/Property Damage	Small Claims City Prevailed - No Payout	04/03/2006	12/11/2004		
24998	Wrigley, Shawn	11/18/2005	CV-06-00495 -MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	02/27/2007	02/11/2005	\$	300,000.00
24689	Dell, R.D., a minor (GAL Robert Dell, Sr.)	11/28/2005	RG05240839	Force - Civil Rights	Settled during Litigation - Payout by City	11/27/2006	10/14/2004	\$	5,000.00
X02771	Slone, Walter R. Sr.	12/14/2005	C 05-3912 MEJ	Force - Civil Rights	Defensed through Law & Motion	09/22/2006	12/01/2005		
24205	Walton, Kenneth	12/21/2005	C05-02964	Force - Civil Rights	Settled during Litigation - Payout by City	02/25/2008	01/05/2004	\$	4,500.00
24866	Armstrong, Jr., Danny S.	02/07/2006	RG06250080	Force - Civil Rights	Defensed through Law & Motion	07/01/2007	10/20/2004		
X02791	Decoteau, Alvin aka Albert Decoto	02/27/2006	CV 05-V-03723 CRB (PR)	Force - Civil Rights	Dismissed - No Payout	04/24/2006	06/01/2004		
24538	Burnett, Carrie	03/06/2006	WS06256097	Conduct - Non-force	Small Claims City Prevailed - No Payout	04/03/2006	08/14/2004		
24892	Frye, Eric Antonio	03/23/2006	C06-02068	Force - Civil Rights	Settled during Litigation - Payout by City	08/08/2006	02/09/2005	\$	5,000.00
SA02828	Doe, Jane and Doe, Mary	04/12/2006	C06-02424	Conduct - Non-force	Settled during Litigation - Payout by City	02/14/2007	04/27/2005	\$	190,000.00
SS24386	Moore, Tyrone; Wash, Deandre	04/12/2006	C06-02426	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	04/20/2004		
X02833	Geegan, Randy; Geegan, Robert, et al.	04/25/2006	C06-02569	Force - Civil Rights	Settled - No Payout by City	06/30/2010	05/31/2004		
25016	Henry, Eda; Henry, Jermaine et al.	05/08/2006	C06-02995 CRB	Force - Civil Rights	Dismissed - No Payout	04/26/2007	05/03/2005		
25022	Smith, Roderick Jermaine	05/22/2006	C06-00478 MJJ	Force - Non-Civil Rights	Defensed through Law & Motion	07/31/2007	05/19/2005		
24928	O'Neil, David	06/14/2006	RG06273453	Conduct - Non-force	Dismissed - No Payout	02/14/2007	04/24/2005		
24801	James, Columbus	07/03/2006	RG06261334	Force - Non-Civil Rights	Settled during Litigation - Payout by City	07/24/2007	12/28/2004	\$	7,000.00
25286	Walker, Mae	07/10/2006	C06-04107 CRB	Conduct: Chase/Personal Injury	Settled during Litigation - Payout by City	01/31/2007	11/21/2005	\$	2,750.00
X02896	Cook, Melissa & as guardian for cook, Shamon (minor) €	07/27/2006	C06-4337	Force - Civil Rights	Dismissed - No Payout	03/06/2008	02/17/2006		
24989	Moses III, Eddie	07/27/2006	C06-04468 SI	Force - Civil Rights	Settled during Litigation - Payout by City	08/13/2007	03/23/2005	\$	1,000.00
25376	Johnson, Charles Richard	08/02/2006	WS06281477	Conduct - Non-force	Small Claims Judgment Against City- Payout by City	10/18/2006	03/19/2005	\$	2,998.00
25056	Knight, Candice Victoria	08/18/2006	WS06274018	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	12/01/2006	11/07/2005		
25031	Phillips, John	08/23/2006	RG06283596	Jail or Property Room	Defensed through Law & Motion	09/12/2006	12/04/2005		
25306	Burrell, Billy c/o Mackey, Marilynn	08/30/2006	WS06284692	Force - Civil Rights	Small Claims City Prevailed - No Payout	12/11/2006	01/26/2006		
X02912	Taylor, Sue Rosanne	09/01/2006	C06-05169	Force - Civil Rights	Settled during Litigation - Payout by City	12/13/2007	04/05/2004	\$	40,000.00
25224	Zolowicz, Jack and N.Z., a minor by g.a.l. Jack Zolowicz	10/13/2006	C06-05915 MJJ	Non-Force Civil Rights	Settled during Litigation - Payout by City	12/14/2007	09/18/2005	\$	350,000.00

25105	Saucer, John	10/25/2006	C06-07119 MEJ	Force - Non-Civil Rights	Trial City Prevailed - No Payout	04/05/2010	08/02/2005	
25438	Messner, Patricia	11/01/2006	RG06292491/A119174	Conduct: Chase/Personal Injury	Defensed through Law & Motion	07/08/2009	01/22/2006	
25291	Aguiniga, Miguel A.	11/07/2006	RG06293872	Force - Non-Civil Rights	Dismissed - No Payout	02/20/2008	10/23/2005	
24918	Boyd, Lois	12/01/2006	06-07929 CRB	Non-Force Civil Rights	Dismissed - No Payout	11/01/2007	02/18/2005	
25256	Caldwell, William and Savoy, Leona	12/01/2006	C06-07322 MHP	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	07/23/2008	03/06/2006	\$ 975,000.00
25466	Rollins, Ameir	12/21/2006	RG06298877	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	09/04/2008	06/05/2006	\$ 100,000.00
25143	Williby, Harry J.	01/02/2007	C06-7385-EDL / 08-15610	Non-Force Civil Rights	Defensed through Law & Motion	03/12/2008	06/13/2005	
25194	Cuviello, Joseph and Bolbol, Deniz	01/09/2007	C06-5517 MHP	Non-Force Civil Rights	Dismissed - No Payout	11/15/2012	08/20/2005	
25369	Harrison, Veronia A.	01/17/2007	C07-00921 CW	Force - Non-Civil Rights	Dismissed - No Payout	02/06/2008	12/15/2005	
25587	BiBiano, Natividad	01/18/2007		Misc.	Closed with no action taken	01/18/2007	02/11/2005	
24876	Daniel, Ebonie	01/26/2007	WG06273245	Force - Civil Rights	Dismissed - No Payout	04/24/2008	02/08/2005	
25435	Nkwuo, Anselm	01/31/2007	C07-0238-EDL	Force - Non-Civil Rights	Settled during Litigation - Payout by City	03/12/2008	01/12/2006	\$ 7,500.00
SA02981	Smith, Jane	02/09/2007	C06-07171-MJJ	Force - Civil Rights	Settled during Litigation - Payout by City	08/01/2008	03/17/2005	\$ 2,000,000.00
SS25571	Miller, Jeffrie; Tillman, Richard; et al.	04/03/2007	C07-01773 EDL	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	04/27/2006	
25404	Harvey, Demetrius L.	05/17/2007	C07-01681 SBA / 08-17621	Non-Force Civil Rights	Defensed through Law & Motion	10/31/2008	12/27/2005	
25581	Ortega, Miguel; Ortega, Benjamin (a minor) by g.a.#1. Ar	06/08/2007	C07-02659 JCS	Force - Civil Rights	Trial City Prevailed - No Payout	12/05/2008	05/07/2006	
X03041	Roane, Bobby	06/25/2007	C05-0633 JF (PR)	Force - Civil Rights	Dismissed - No Payout	11/01/2007	12/08/2004	
25501-1	Nieves, Sr., Salvador & Rocio, Rodriguez, Leticia, Tamon	07/03/2007	RG07328263	Conduct: Chase/Personal Injury	Dismissed - No Payout	03/29/2010	05/27/2006	
25501-2	Rodriguez, Leticia	07/03/2007	RG07328266	Conduct: Chase/Personal Injury	Dismissed - No Payout	03/29/2010	05/27/2006	
25501-3	Tamoni, Ana E.	07/03/2007	RG07328259	Conduct: Chase/Personal Injury	Dismissed - No Payout	03/29/2010	05/27/2006	
X03050	Wilson, Nicole M.	07/10/2007	RG07322307	Non-Force Civil Rights	Defensed through Law & Motion	08/18/2008	06/15/2006	
SS25880	Ward, David; Tyson, James et al.	08/24/2007	C07-04179-MHP	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	12/11/2006	
X03069	Mack Sr., Ronald A.	09/14/2007	RG07328102 / RG0736052	Force - Civil Rights	Dismissed - No Payout	06/09/2008	09/14/2007	
X03073	Jeffery, Debra Lee	09/27/2007	RG07346146	Non-Force Civil Rights	Defensed through Law & Motion	04/25/2008	09/14/2007	
X03090	Mohammed, Nehemiah D. et al.	10/19/2007	C07-04426-SBA	Force - Wrongful Death	Dismissed - No Payout	01/18/2008	04/14/1995	
X03096	Douglas, William	11/09/2007	RG07332237	Non/vehicle Related Property Loss	Dismissed - No Payout	11/09/2007	10/20/2006	
X03095	Pope, Ray	11/09/2007	RG07349945	Non-Force Civil Rights	Dismissed - No Payout	04/17/2008	10/20/2006	
25878	Davis, Jr., Charles	11/28/2007	C08-04538 JCS	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	10/12/2009	01/16/2007	\$ 1,200,000.00
25815	Aldabashi, Beverly, et al	12/17/2007	C08-00217 JSW	Force - Civil Rights	Dismissed - No Payout	06/03/2009	10/01/2006	
25881	Doe, Jane	01/17/2008	C07-06337-MEJ	Conduct - Strip Search	Dismissed - No Payout	05/01/2008	03/16/2007	
SS25818	Smith, John; Davis, Robert, et al	01/23/2008	C07-06298 JCS	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	05/08/2007	\$ 1,077,753.66
25963	Sumner, Robert F.	02/08/2008	RG08367401	Force - Civil Rights	Settled during Litigation - Payout by City	05/10/2010	02/15/2007	\$ 15,000.00
26473	Maldonado, Ana	03/18/2008	RS08374301	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	04/24/2008	01/26/2008	
X03164	Williamson, Carol Frances	03/26/2008	C08-01610 EMC	Force - Civil Rights	Dismissed - No Payout	04/15/2008	11/06/2006	
26198	Chatman, Katrina	06/10/2008	RS08380516	Conduct - Non-force	Small Claims City Prevailed - No Payout	07/15/2008	10/26/2007	
X03196	Brown, Thurmond	06/13/2008	RG08376788	Force - Shooting Non-Fatality	Dismissed - No Payout	06/15/2009	08/03/2006	
26362-A	Commerce & Industry Insurance	06/16/2008	RG08389328	Conduct: Canine Unit incidents	Dismissed - No Payout	11/15/2010	09/06/2007	
26139	King Jr., Gary	06/24/2008	C08-02394-SBA	Force - Wrongful Death	Settled during Litigation - Payout by City	10/08/2009	09/20/2007	\$ 1,500,000.00
26055	Ray, Richard; Ray, Sally et al.	07/03/2008	C08-03627 MMC	Force - Civil Rights	Trial City Prevailed - No Payout	06/30/2011	02/17/2007	
26288	Byrd, Timmy	07/11/2008	RG08396948	Force - Civil Rights	Settled during Litigation - Payout by City	05/28/2010	08/21/2007	\$ 1,500.00
26199	Gregory, Sharika	08/13/2008	RG08392972	Force - Civil Rights	Defensed through Law & Motion	06/11/2009	05/07/2007	
26289	Johnson, Charles	08/27/2008	C08-03140JCS	Force - Civil Rights	Settled during Litigation - Payout by City	04/24/2009	12/21/2007	\$ 1,000.00
26397	Johnson, Lorenzo	08/27/2008	C08-03932JSW	Force - Civil Rights	Settled during Litigation - Payout by City	03/02/2010	08/24/2007	\$ 12,500.00
26243	Lloyd, Elton	08/27/2008	C08-02942EMC	Non-Force Civil Rights	Settled during Litigation - Payout by City	02/18/2010	06/30/2007	\$ 35,000.00
26189	Chavez, Raymundo	08/29/2008	C08-04015 CRB / 09-16402	Force - Civil Rights	Defensed through Law & Motion	06/02/2009	05/04/2007	
26717	Woodfox, Estate of "Jody" Mack Miller, et al.	09/04/2008	C08-04148JCS	Force - Wrongful Death	Settled during Litigation - Payout by City	08/12/2009	07/24/2008	\$ 650,000.00
SA03235	Roe, Jane	09/11/2008	C08-04228CW	Force - Civil Rights	Settled during Litigation - Payout by City	03/23/2009	03/19/2005	\$ 110,000.00
SS26556	Moore, Orlando (Turner, Terrell) et al.	09/16/2008	C08-03114BZ	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	10/30/2007	
26662	Estate of Andrew W. Moppin-Buckskin; Moppin, Sonja et al.	09/17/2008	C08-04328 CW	Force - Wrongful Death	Dismissed - No Payout	02/10/2010	12/31/2007	
SS26767	Quincy, Smith; Coley, Lawrence; Brown, Courtney, et al.	09/17/2008	C08-04255MHP	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	09/04/2008	
26425	Hewitt, Joyce	09/19/2008	RS08408871	Force - Civil Rights	Small Claims City Prevailed - No Payout	12/08/2008	08/31/2007	
X03256	Barkins, Robert C.	10/22/2008	C08-03719-JCS	Force - Civil Rights	Defensed through Law & Motion	06/03/2009	08/01/2008	
26357	Curry, Darrell	10/29/2008	C08-03695SBA	Force - Civil Rights	Settled during Litigation - Payout by City	07/20/2010	08/10/2007	\$ 40,000.00
X03258	Oliver, Reginald	10/31/2008	C08-04914 SBA	Non-Force Civil Rights	Settled during Litigation - Payout by City	08/24/2010	03/08/2008	\$ 6,500,000.00
26226	Adams, LaToya Marie; Rogers, Dajuan; Roberts, Ellesse	11/17/2008	RG08416958	Force - Civil Rights	Settled during Litigation - Payout by City	07/18/2010	06/02/2007	\$ 27,500.00
26424	Crenshaw, Lorenzo	11/25/2008	C08-05161EMC	Force - Civil Rights	Settled during Litigation - Payout by City	12/04/2009	10/29/2007	\$ 15,000.00
X03264	Jackson, Harold and Works, Veodies	11/25/2008	C08-4984CW	Non-Force Civil Rights	Settled during Litigation - Payout by City	08/26/2010	10/01/2008	\$ 50,000.00
26611	Shoaga, Raimi	12/02/2008	RS08405469	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	12/10/2008	11/28/2007	
X03279	In re: Chauncey Bailey	12/19/2008		Misc.	Closed with no action taken	06/30/2009	08/02/2007	

25908	Poyadue, Andre	01/08/2009	RG08423053	Non-Force Civil Rights	Dismissed - No Payout	03/10/2010	12/02/2007		
26362-B	Lobrovich, Kathleen	01/15/2009	HG09429737	Conduct: Canine Unit incidents	Settled during Litigation - Payout by City	10/25/2010	09/06/2007	\$	125,000.00
26502	Slider, Sean	01/15/2009	C08-04847-EDL	Non-Force Civil Rights	Settled during Litigation - Payout by City	09/16/2010	10/03/2007	\$	5,000.00
26703	Nails, Loren C. & as next friend of plaintiff A.N., a minoi	02/26/2009	C09-00565-SI	Force - Civil Rights	Settled during Litigation - Payout by City	03/30/2010	06/12/2008	\$	10,000.00
26712	Morris, Dr. Derrick Norbert	03/05/2009	RGConduct: Chase/Person	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	06/15/2009	01/26/2008		
26628	Williams, Geneva	03/12/2009	RS08428118	Force - Non-Civil Rights	Trial City Prevailed - No Payout	05/05/2009	03/01/2008		
20784	Estate of Amaro III, Jerry A; Montoya, Geradine; Monto	03/20/2009	C09-01019-MEJ / 10-8005	Force - Wrongful Death	Settled during Litigation - Payout by City	12/01/2011	03/23/2000	\$	1,700,000.00
27049	Hall, Lorenzo	03/20/2009	C09-01047-PJH	Non-Force Civil Rights	Settled during Litigation - Payout by City	03/10/2011	06/23/2006	\$	300,000.00
X03324	Payne, Kevin	03/26/2009	C08-1786-WHA	Force - Civil Rights	Defensed through Law & Motion	02/10/2010	07/02/2008		
X03331	Crook, Roderick	03/31/2009	C09-00431-EMC	Force - Civil Rights	Settled during Litigation - Payout by City	08/24/2010	01/29/2007	\$	1,000.00
X03334	Hitchcock, Virginia	04/13/2009	CV-09-1472-BRE	Non-Force Civil Rights	Closed with no action taken	02/24/2011	12/18/2007		
26987	Ambrose, Leonard and Thomas, Latrice	04/17/2009	RG08414739	Conduct - Non-force	Settled during Litigation - Payout by City	04/21/2011	10/28/2008	\$	5,000.00
26782	Buenrostros, Sr., Jose and Buenrostros, Maria	05/08/2009	C09-00786-EMC	Force - Wrongful Death	Settled during Litigation - Payout by City	01/20/2011	03/19/2008	\$	500,000.00
26859	Buenrostro, Raul	05/14/2009	RG09447920 / RG094639C	Misc.	Defensed through Law & Motion	04/26/2010	11/24/2007		
26944	Fleming, Novender	05/14/2009	C09-01613-BZ	Force - Non-Civil Rights	Trial Judgment Against City - Payout by City	03/09/2011	09/03/2008	\$	378,747.99
26797	Jackson, Shawn (a minor) by g.a.l. Deborah Pegues & Ta	05/20/2009	RG09444476	Force - Civil Rights	Dismissed - No Payout	06/03/2009	04/25/2008		
X03361	Proudfoot, Edward & Milliorn, Michelle	05/26/2009	C09-01492-WHA	Force - Civil Rights	Dismissed - No Payout	03/25/2010	09/23/2008		
27095	Taylor, Herbert	06/09/2009	RS09454203	Towing - Red Zone, Tickets, etc.	Small Claims Judgment Against City- Payout by City	11/05/2009	10/22/2008	\$	1,675.00
X03367	O'Hara, Michael	06/16/2009	RG09445943	Conduct - Non-force	Dismissed - No Payout	06/02/2010	06/16/2009		
26266	L.S., by and through his G.A.L. Laurian Studesville	07/20/2009	C09-03004-CW	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	06/30/2011	07/03/2007	\$	550,000.00
X03389	Phelon, Ken	07/31/2009	C09-3393-SBA	Non-Force Civil Rights	Dismissed - No Payout	07/11/2011	08/30/2008		
27189	Rogers, Robert G. III	08/12/2009	RS09467368	Conduct: Chase/Property Damage	Dismissed - No Payout	11/20/2009	03/27/2009		
26942	Cooper, Norris	08/13/2009	RG09459983	Force - Civil Rights	Settled during Litigation - Payout by City	09/30/2010	09/08/2008	\$	3,500.00
27003	Cuviello, Joseph P. & Bolbol, Deniz	09/01/2009	C-09-2955-WHA	Non-Force Civil Rights	Closed Due to Consolidation with Another Matter	02/12/2013	08/14/2008		
27320	Turner, Michael	09/14/2009	C09-03652-EDL/10-16259	Non-Force Civil Rights			03/23/2009		
X03402	Mitchell, Renee Pittman	09/14/2009	C09-1659 JW / C09-1870 t	Non-Force Civil Rights			03/01/2006		
27053	Jones, Victor	10/07/2009	C09-04757-EMC	Non-Force Civil Rights	Trial Judgment Against City - Payout by City	03/23/2011	09/03/2008	\$	15,000.00
27019	Castillo, Raymond	10/15/2009	C09-04679-PJH	Force - Civil Rights	Settled during Litigation - Payout by City	04/22/2011	08/08/2008	\$	412,500.00
26964-A	Manuel-Ferrell, Marguerite	10/28/2009	C11-05041 JCS / RG09453	Force - Non-Civil Rights	Dismissed - No Payout	10/05/2012	10/28/2009		
26964-B	Manuel-Ferrell, Marguerite Sharon	11/12/2009	RG09481585	Force - Civil Rights	Dismissed - No Payout	10/05/2012	09/18/2008		
X03447	Rutledge, Eugene Darrell	12/03/2009	C09-4229 CRB / 11-10607	Non-Force Civil Rights	Defensed through Law & Motion	06/04/2012	10/08/2006		
X03445	Mendoza, Victor	12/03/2009	RS09485278	Towing - Red Zone, Tickets, etc.	Trial City Prevailed - No Payout	01/22/2010	10/07/2009		
27494	Madrid, Jonathan	12/07/2009	C09-04819 JSW	Force - Civil Rights	Dismissed - No Payout	03/08/2011	04/15/2009		
27196	Gums, Frederick J.	12/07/2009	C09-05536 EDL	Force - Civil Rights	Settled during Litigation - Payout by City	08/10/2011	11/04/2008	\$	7,500.00
26948	Johnson-Brooks, Sonja	12/14/2009	RS09478847	Force - Non-Civil Rights	Small Claims City Prevailed - No Payout	07/08/2010	10/30/2008		
27177	Cordova-Munoz, Abel, et al	12/18/2009	RG09489243	Force - Civil Rights	Settled during Litigation - Payout by City	12/19/2014	11/09/2008	\$	25,000.00
X03457	Anderson, Jaslynn	01/04/2010	RG09488383	Conduct - Non-force	Defensed through Law & Motion	04/28/2011	12/09/2009		
X03464	Faris, Jr., David Jesus	01/04/2010	C09-05396 WHA	Misc.	Defensed through Law & Motion	07/01/2011	07/29/1998		
27195	White, Nicole & Wilson, Patricia	01/21/2010	C09-05743-WHA	Force - Civil Rights	Settled during Litigation - Payout by City	11/18/2010	10/30/2008	\$	1,245,000.00
27291	Pete, Geoffrey	01/22/2010	C09-06097-WHA	Non-Force Civil Rights	Defensed through Law & Motion	08/12/2011	12/29/2008		
X03475	Ha, Hung	01/22/2010	C09-05281-JL / 10-16506	Non-Force Civil Rights	Defensed through Law & Motion	07/01/2010	11/07/2008		
SS27508	Kountz, Rashan et al. (Johnson, Stephen)	01/27/2010	C09-05316-JCS	Force - Civil Rights	Settled during Litigation - Payout by City	03/08/2013	04/16/2009		
26446	Dickerson, Desmond J.	02/09/2010	C10-00435-EMC	Force - Non-Civil Rights	Settled during Litigation - Payout by City	02/28/2012	01/30/2008	\$	22,000.00
X03485	Kelvin, Latasha; Butler, Jared; Keys, Akeena	02/18/2010	C10-00610-EDL	Non-Force Civil Rights	Settled during Litigation - Payout by City	07/30/2010	09/26/2009	\$	1,500.00
27437	Anderson, Glenn & Anderson, Mary	03/03/2010	C10-00807-EMC	Force - Civil Rights	Dismissed - No Payout	06/17/2011	07/13/2009		
26793	Langston, Cynthia	03/17/2010	C10-01084-SI	Non-Force Civil Rights	Settled during Litigation - Payout by City	02/03/2012	03/13/2008	\$	2,750.00
27231	Hopkins, Kevin	05/16/2010	RS10496568	Misc.	Dismissed - No Payout	10/25/2010	12/15/2009		
27623	Broadnax, Cottrell L.	05/18/2010	RG10515389	Non-Force Civil Rights	Dismissed - No Payout	06/21/2010	10/05/2009		
27442	Merlino, Jean Marc and Garcia Susana	06/07/2010	RS105Conduct: Chase/Per	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	01/26/2010	03/17/2009	\$	2,500.00
X03542	Cobb, Tavares	06/15/2010	C10-02518-BZ	Force - Civil Rights	Dismissed - No Payout	12/12/2011	06/05/2008		
X03544	Hopkins, Kevin L.	06/21/2010	C09-00722 CW	Conduct - Strip Search	Defensed through Law & Motion	09/30/2011	08/18/2007		
27572	Estate of Brownie Polk (by Marsha Polk (GAL), Brandon	06/21/2010	C10-02412 EDL	Force - Wrongful Death	Dismissed - No Payout	01/13/2011	08/01/2009		
27386	Phillips, Kenneth Andre	06/22/2010	RG10501747	Non-Force Civil Rights	Defensed through Law & Motion	06/30/2013	02/05/2009		
27454	Laughlin, Douglas	06/23/2010	C10-02422 BZ	Force - Civil Rights	Settled during Litigation - Payout by City	06/30/2011	03/21/2009	\$	175,000.00
X03555	Ringgold III, Reginald Buddy	07/12/2010	C10-2110-EMC	Force - Civil Rights	Dismissed - No Payout	02/14/2011	11/28/2009		
X03557	Dewitt, Art	07/16/2010	RG10526983	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	07/26/2010	07/14/2010		
27586	Escamilla, Josefina, et al	09/22/2010	C10-03334 BZ	Force - Non-Civil Rights	Settled during Litigation - Payout by City	01/26/2012	05/26/2009	\$	5,000.00
27824	Reese, Myron	09/27/2010	RS10529764	Force - Non-Civil Rights	Small Claims Judgment Against City- Payout by City	01/12/2011	04/04/2010	\$	3,121.00
27703	Burgess, Naiera, a minor, by and through his gal Dante I	10/13/2010	RG10536345	Conduct: Chase/Personal Injury	Dismissed - No Payout	03/05/2012	08/26/2009		

27494-A	Madrid, Jonathan	11/22/2010	C10-05015 EMC/11-15707	Force - Civil Rights	Dismissed - No Payout	04/17/2012	04/15/2009	
X03612	Frayer, Aaron	12/02/2010	C10-04095-EMC	Conduct - Non-force	Defensed through Law & Motion	12/17/2012	09/14/2008	
27827	Williams, Jimmy	12/15/2010	C10-05266-BZ	Force - Civil Rights	Settled during Litigation - Payout by City	11/16/2011	10/25/2009	\$ 43,000.00
27765	Tsehai, Mebrahtu	01/11/2011	RS10531206	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	04/07/2011	02/27/2010	
27299	Wilson, Smith; Wilson, Mario; Wilson, Lillian	02/01/2011	C10-05593-EDL	Force - Non-Civil Rights	Dismissed - No Payout	11/22/2011	12/15/2008	
27925	Mack, Sr., Ronald A.	03/08/2011	RG11563787	Towing - Red Zone, Tickets, etc.	Defensed through Law & Motion	04/24/2013	04/14/2010	
26991	Dunbar, Vernon J. Jr.	03/18/2011	C09-03631-JSW	Force - Civil Rights	Defensed through Law & Motion	12/21/2011	07/19/2008	
X03649	Daniels, Russ	03/21/2011	RG11565271	Non/vehicle Related Property Loss	Dismissed - No Payout	03/13/2013	02/09/2011	
28061	Pratt, Kenneth	04/14/2011	RG11570381 / S203699	Towing - Red Zone, Tickets, etc.		09/01/2024	03/16/2010	
28450	Mendoza, Marisela	06/01/2011	RG11577166 / RG115865	Conduct: Chase/Personal Injury	Settled during Litigation - Payout by City	06/30/2012	08/20/2010	\$ 7,500.00
28044	Arsalai, Mohammed Harun et al.	06/02/2011	RG11565214	Force - Civil Rights	Settled during Litigation - Payout by City	02/25/2015	03/04/2010	\$ 40,000.00
R20752-1	Williams, Antonio (Riders)	06/08/2011		Force - Civil Rights			06/08/2011	
X03692	Crump, Steve	06/08/2011	RS11573977	Conduct - Non-force	Dismissed - No Payout	09/16/2011	06/08/2011	
28452	Spalding, Daniel et al.	07/05/2011	C11-02867- HEN	Non-Force Civil Rights	Settled during Litigation - Payout by City	09/24/2013	11/05/2010	\$ 850,000.00
28317	White, Stephen Patrick	07/28/2011	C11-03627-DMR	Non-Force Civil Rights	Dismissed - No Payout	07/01/2012	09/03/2010	
X03717	Randall, Sharon, GAL for Jamar Bryant, a minor; & Rand	08/05/2011	CV-11-3288-JSC	Force - Civil Rights	Settled during Litigation - Payout by City	06/28/2012	07/02/2009	\$ 5,000.00
28275	Jones, Nellie; Jones, Frank (multiple parties) et al.	08/08/2011	C11-03470-EDL	Force - Wrongful Death	Settled during Litigation - Payout by City	06/30/2013	11/08/2010	\$ 225,000.00
27593	Brown, Antonea	08/17/2011	C11-03373-JCS	Force - Civil Rights	Settled during Litigation - Payout by City	06/30/2012	11/09/2009	\$ 7,500.00
28240	Osborn, John Weston	08/29/2011	RG11587945	Force - Civil Rights	Settled during Litigation - Payout by City	02/26/2013	07/08/2010	\$ 13,300.00
28335	Jones, Lanell Monique	09/26/2011	C11-04725-YGR / 13-1567	Force - Wrongful Death	Dismissed - No Payout	06/25/2015	11/08/2010	
28421	Upshaw, Kazeem	10/31/2011	C11-05044 DMR	Force - Civil Rights	Settled During Trial - Payout by City	12/09/2013	10/15/2010	\$ 65,000.00
SS26767-2	Noble, Jr., Larry	11/14/2011	C11-04906 EDL	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	10/01/2007	
SS26767-1	Brown, Courtney	11/14/2011	C11-04904 DMR	Force - Civil Rights	Settled during Litigation - Payout by City	03/08/2013	01/01/2004	
SS26767-3	Okoli, Ndukwe	11/14/2011	C11-04907 MEJ	Force - Civil Rights	Settled during Litigation - Payout by City	03/08/2013	11/29/2007	
SS26767-4	Smith, Quincy	11/15/2011	C11-04909 DMR	Conduct - Strip Search	Settled during Litigation - Payout by City	03/08/2013	04/01/2008	
SS27508-1	Romerson, Thomas	11/15/2011	C11-04908 EMC	Force - Civil Rights	Settled during Litigation - Payout by City	03/08/2013	09/08/2009	
SS27508-2	Johnson, Stephen	11/15/2011	C11--04905 LB	Force - Civil Rights	Settled during Litigation - Payout by City	03/08/2013	04/16/2009	
SS27508-3	B.M., a minor, G.A.L. Felicia Williams	11/15/2011	C11-04903 JSW	Force - Civil Rights	Settled during Litigation - Payout by City	03/08/2013	12/03/2008	
X03740	Campbell, Timothy, et al. (Occupy Oakland)	11/17/2011	CV 11-5498 RS	Non-Force Civil Rights	Settled during Litigation - Payout by City	06/30/2013	10/15/2011	\$ 1,170,000.00
X03742	Crump, Steve	12/05/2011	C-11-2679-EMC	Non-Force Civil Rights	Defensed through Law & Motion	10/09/2012	06/08/2011	
X03743	Ubogy, Seth & Threet, Jerry	12/07/2011	RG11596764	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	09/26/2013	05/04/2011	\$ 5,000.00
X03744	McCormick, Michael S.	12/08/2011	RG11606177	Misc.	Settled during Litigation - Payout by City	02/08/2012	10/19/2011	\$ 1,228.00
X03756	Wilson, Nicole	12/23/2011	C-11-05377-DMR	Misc.	Defensed through Law & Motion	07/01/2012	05/15/2006	
28222	Carter, Carlos	01/19/2012	CV-11-4982-EDL	Force - Civil Rights	Settled during Litigation - Payout by City	06/28/2012	01/16/2010	\$ 5,000.00
X03765	Hutchens, John F.	02/03/2012	AF11606826	Force - Civil Rights	Defensed through Law & Motion	07/01/2012	01/24/2012	
28728	Thompson, Ella Renee	02/28/2012	RG12644034 / RS1261532	Towing - Red Zone, Tickets, etc.		09/01/2024	12/16/2010	
X03774	Chassereau, Michael Paul	03/08/2012	RG11602856	Non-Force Civil Rights	Dismissed - No Payout	08/10/2012	11/03/2011	
X03780	Mosteiro, Kim	03/26/2012	RG11598786	Force - Civil Rights	Dismissed - No Payout	10/03/2012	10/05/2009	
28889	Jones, Tony Ray	03/29/2012	CV-12-1416-MEJ	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	03/04/2014	02/19/2012	\$ 125,000.00
28691	Cicelske, Matthew (Estate of)	04/06/2012	RG12615809 / C13-0379 J	Force - Wrongful Death	Settled during Litigation - Payout by City	12/11/2014	01/29/2011	\$ 75,000.00
28811	Johnson, Vernesta; Estate of Arthur Raleigh; Munaf, Rul	04/18/2012	C12-01725 LB	Force - Wrongful Death	Settled during Litigation - Payout by City	06/27/2013	09/25/2011	\$ 50,000.00
28645	Zamora, Olga, et al	04/29/2012	C12-02734 NC / RG12622	Force - Civil Rights	Dismissed - No Payout	08/26/2013	03/23/2011	
28559	Mathews, Spring; Flenaugh, Kamarty D (a minor) et al	06/04/2012	C12-03235 JCS / RG12611	Force - Wrongful Death			01/26/2011	
SS26767-5	Coley, Lawrence	06/08/2012	C08-4255 EMC	Force - Civil Rights	Settled during Litigation - Payout by City	03/17/2013	09/04/2008	
28736	Gardner, Keyon & Potts, Kelvin, Jr.	06/20/2012	C12-02926-NC	Force - Civil Rights	Settled during Litigation - Payout by City	10/18/2013	08/29/2011	\$ 5,000.00
27378	Le, Tien V.	06/21/2012	RS11605856	Conduct: Chase/Property Damage	Trial City Prevailed - No Payout	08/09/2012	07/15/2009	
28737	Estate of Fletcher Jackson et al.	06/27/2012	C12-02101-JCS	Force - Wrongful Death	Settled during Litigation - Payout by City	02/26/2016	05/18/2011	\$ 75,000.00
27584	Meyers, Leon L.	07/27/2012	RG12630815	Force - Civil Rights	Defensed through Law & Motion	03/25/2013	06/06/2006	
X03833	Felarca, Yvette et al.	08/09/2012	11-C-05719-YGR	Force - Civil Rights	Closed with no action taken	08/01/2013	11/09/2011	
28805	Hong, Thomas	08/17/2012	RS12640670	Non-Force Civil Rights	Trial City Prevailed - No Payout	07/18/2013	08/22/2011	
28281	Carr, Kieron	08/20/2012	C12-4051-DMR	Force - Civil Rights			07/31/2010	
X03835	Olajide, Ronald Royede	08/20/2012	C12-4303-NC / 12-17047	Force - Civil Rights	Settled During Trial - Payout by City	08/25/2014	02/29/2012	\$ 5,000.00
28721	Lathan, Milton	08/22/2012	RS12629387	Force - Civil Rights	Small Claims City Prevailed - No Payout	09/13/2012	05/15/2011	
X03845	Blueford, Adam	09/13/2012	C12-03791-EDL	Force - Wrongful Death	Settled during Litigation - Payout by City	09/18/2014	05/06/2012	\$ 110,000.00
X03835-A	Olajide, Ronald Boyede	09/26/2012	12-17047	Force - Civil Rights	Settled During Trial - Payout by City	08/25/2014	02/29/2012	
28890	Dixon, Peter	10/12/2012	C12-5207-DMR	Force - Civil Rights	Settled During Trial - Payout by City	07/22/2014	12/09/2011	\$ 25,000.00
28820	Hughes, Don (Occupy)	10/16/2012	RS12645751	Non-Force Civil Rights	Dismissed - No Payout	01/07/2013	11/14/2011	
28764	Hughes, Donald Charles III (Occupy)	10/17/2012		Non-Force Civil Rights	Dismissed - No Payout	08/20/2014	10/25/2012	
28843	Bryan, Stacy	10/23/2012	RS12641311	Non-Force Civil Rights	Small Claims City Prevailed - No Payout	12/07/2012	10/02/2011	

28906	Wendt, John	11/30/2012	RG13666136 RELATED TO	Towing - Red Zone, Tickets, etc.	Settled During Trial - Payout by City	07/17/2014	03/12/2011	\$	69,750.00
X03871	Sabeghi, Kayvan (Occupy)	12/18/2012	C-12-06057-JSC	Force - Civil Rights	Settled During Trial - Payout by City	01/16/2014	11/03/2011	\$	645,000.00
29115	Ovetz, Robert (Occupy)	12/21/2012	C12-06180-LB	Force - Civil Rights	Settled during Litigation - Payout by City	01/27/2014	01/28/2012	\$	48,500.00
29093	Angell, Steven et al. (Occupy)	01/31/2013	C13-0190-NC	Force - Civil Rights	Settled during Litigation - Payout by City	03/27/2015	01/28/2012	\$	930,000.00
28910	Olsen, Scott (Occupy)	02/01/2013	C12-06333-LB	Force - Non-Civil Rights	Settled During Trial - Payout by City	05/22/2014	10/25/2011	\$	4,500,000.00
28385	Baker, Gilda	02/04/2013	C13-0073-MEJ /	Conduct - Non-force	Defensed through Law & Motion	08/13/2013	10/10/2005		
28993	So, Margaret & Laverdure, Lance (Occupy)	02/13/2013	C12-5671-DMR	Conduct - Non-force	Dismissed - No Payout	10/29/2014	11/02/2012		
X03894	Ray, Edward V.	02/26/2013	15-15745	Force - Civil Rights	Defensed through Law & Motion	09/16/2016	08/27/2006		
29127	Rundell, Alexander	03/06/2013	RS13669118	Jail or Property Room	Dismissed - No Payout	06/12/2013	01/28/2013		
29150	Chau Van	03/14/2013	C13-0992-JDS	Conduct - Non-force	Defensed through Law & Motion	03/03/2015	02/07/2012		
29211	Phillips, Lavonda	04/09/2013	RG13672351	Conduct - Non-force	Defensed through Law & Motion	09/24/2013	07/06/2012		
X03918	DANG, YEN H.	05/03/2013	RG13671160	Non-Force Civil Rights	Dismissed - No Payout	08/06/2013	05/03/2013		
X03919	Williams, Nglege	05/09/2013	RG13675063 / RG1368145	Misc.	Dismissed - No Payout	01/06/2014	04/12/2012		
29139	Warwick, Joanne (Occupy)	05/20/2013	C13-00536-NC	Force - Civil Rights	Trial Judgment Against City - Payout by City	10/22/2014	01/28/2012	\$	40,000.00
X03927	Baca, David O.	06/06/2013	RG13 681995	Force - Civil Rights	Dismissed - No Payout	06/28/2013	06/15/2011		
29234	James, Dennis Lamar	07/11/2013	13-0115I	Force - Civil Rights	Defensed through Law & Motion	06/13/2016	02/19/2012		
29442	Hampton, Jr., Fred et al.	07/12/2013	C13-3094-SBA	Force - Civil Rights	Settled during Litigation - Payout by City	04/01/2015	01/21/2013	\$	15,000.00
29648	Calip, Tajai	08/02/2013	RS13690038	Non-Force Civil Rights	Dismissed - No Payout	11/13/2013	12/21/2012		
X03950	Whitlock, Sabrina	08/09/2013	RG13689597	Force - Civil Rights	Dismissed - No Payout	02/07/2014	08/09/2013		
29648-A	Calip, Tajai	08/22/2013	RG13690505	Non-Force Civil Rights	Dismissed - No Payout	02/11/2014	12/21/2012		
X03952	Park, Josephine Jilhaii	09/05/2013	RG13693638	Non/vehicle Related Property Loss		08/17/2019	12/02/2012		
29148	Mora, Erica	09/05/2013	RG13694244	Conduct - Non-force	Settled during Litigation - Payout by City	11/20/2013	03/14/2012	\$	5,000.00
X03918-A	Dang, Yen	09/24/2013	C13-4155-NC	Non-Force Civil Rights	Dismissed - No Payout	08/06/2013	05/03/2013		
29615	Clay, Rickey aka Bakari Olatunji	10/09/2013	C13-4633-NC	Force - Civil Rights	Settled during Litigation - Payout by City	02/11/2015	05/04/2012	\$	40,000.00
29585	Shoaga, Raimi	10/10/2013	RG13698052	Towing - Red Zone, Tickets, etc.	Closed with no action taken	06/26/2014	02/26/2013		
29384	Cobian-Perez, Jorge	10/14/2013	C13-05162	Conduct - Non-force	Dismissed - No Payout	11/05/2014	07/07/2012		
27797	Herd, Ronald L., Sr.	10/18/2013	C13-4443-MEJ	Force - Civil Rights	Defensed through Law & Motion	01/28/2016	10/03/2009		
X03967	Goodfellow, James	11/14/2013	C13-4726-DMR	Force - Civil Rights	Dismissed - No Payout	08/28/2014	01/18/2013		
X03894-A	Ray Jr., Edward Vincent	12/18/2013	15-15657	Force - Civil Rights	Defensed through Law & Motion	09/16/2016	08/27/2006		
X03986	Salter, Brian (TRO)	01/09/2014		Conduct: Chase/Personal Injury	Defensed through Law & Motion	01/31/2014	01/09/2014		
29353	Hickman, Marva L.	01/10/2014	C14-00549-SI	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	11/05/2014	05/03/2012	\$	2,600.00
29543	Chuman, Brandon	01/10/2014	C13-02186	Conduct: Canine Unit incidents	Settled During Trial - Payout by City	04/10/2014	10/08/2012	\$	30,000.00
29297	Hudson, Kyle	01/14/2014	C14-00620-NC	Force - Civil Rights	Dismissed - No Payout	08/10/2019	01/06/2012		
X03997	Calip, Tajai	01/28/2014	RG14710028	Non-Force Civil Rights	Dismissed - No Payout	10/17/2014	01/22/2014		
28728-A	Thompson, Ella R.	02/07/2014	C13-5287-JSW	Towing - Red Zone, Tickets, etc.		06/01/2025	12/16/2010		
29477	Shariff, Ibrahim	03/06/2014	RG14710976	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	03/23/2015	08/28/2012	\$	5,000.00
29286	Onwuatoagwu, Philip	03/10/2014	RG13700368	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	11/03/2016	10/08/2012	\$	30,000.00
X04015	Ross, Ronald	03/14/2014	C14-00800-WHA	Conduct - Non-force	Settled during Litigation - Payout by City	07/25/2017	03/30/2006	\$	300,000.00
29868	Washington, Jason Levette	03/25/2014	RG13694439	Non-Force Civil Rights	Dismissed - No Payout	12/16/2014	06/04/2013		
29964	Calip, Tajai	04/24/2014	RG14721181	Non-Force Civil Rights	Dismissed - No Payout	03/10/2015	08/01/2008		
29763	L.W.(minor) by & thru his g.a.l. Troyreac Henry	05/02/2014	CA14-01877-JCS	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	06/25/2015	04/03/2013	\$	45,000.00
29754	F.R. (minor) by and thru his g.a.l. Matthew Raynor	05/05/2014	C14-01876-LB	Force - Shooting Non-Fatality	Settled during Litigation - Payout by City	06/12/2015	04/08/2013	\$	230,000.00
X04020	Bates, Russell	05/13/2014	C14-01984-VC	Force - Civil Rights	Settled during Litigation - Payout by City	02/25/2015	05/01/2012	\$	5,000.00
30034	Morrow Jr., Frank	06/10/2014	CV-14-01514-JD	Non-Force Civil Rights	Dismissed - No Payout	12/10/2017	04/01/2014		
29838	Sonya C. Smith, sucessor in interest to Decdent Bernard	06/30/2014	14-CV-02808-JCS	Force - Wrongful Death	Dismissed - No Payout	03/15/2016	05/29/2013		
29896	Biocini, Ana	07/25/2014	14-CV-03315-KAW	Force - Wrongful Death	Settled during Litigation - Payout by City	02/25/2016	07/08/2013	\$	450,000.00
30092	Hammond, Ivery	09/18/2014	RG14739381	Towing - Red Zone, Tickets, etc.	Closed with no action taken	05/12/2015	04/01/2014		
X04063	Mohsen, Hassen	10/17/2014	RS14722864	Conduct - Non-force	Dismissed - No Payout	10/20/2014	11/01/2013		
X04070	McElroy, Dant Juan D.	11/19/2014	C13-4576-CRB (PR)	Force - Civil Rights	Settled - No Payout by City	05/18/2015	03/16/2013		
X04086	Marshall, Alexander	12/15/2014	RG14750030	Conduct - Non-force	Dismissed - No Payout	04/09/2015	12/03/2014		
30010	Henry, Amari by and through his G.A.L.	01/15/2015	C 15-00580 KAW	Force - Civil Rights	Settled during Litigation - Payout by City	01/28/2016	12/19/2013	\$	5,000.00
X04104	Burleson, Albert James	01/26/2015	14-CV-05462-VC	Force - Civil Rights	Settled during Litigation - Payout by City	10/09/2015	01/21/2015	\$	5,000.00
X04129	Moore, Saint Dejuan	03/04/2015	14-CV-05637-JSC	Force - Civil Rights	Defensed through Law & Motion	03/16/2017	12/27/2012		
30243	Brown, Carol	03/13/2015	RG15761893	Non-Force Civil Rights			03/13/2014		
30276	Hughes, Donald	03/27/2015	RS15763596	Non-Force Civil Rights	Small Claims City Prevailed - No Payout	06/03/2015	05/09/2014		
X04143	Bey, Ali Saleem	05/06/2015	14-CV-01626-JSC	Non-Force Civil Rights	Defensed through Law & Motion	07/30/2019	04/23/2015		
29608	Miles, Monique & as Guardian of Romelle Brown et al.	05/12/2015	15-1799-DMR	Non-Force Civil Rights			04/24/2013		
X04148	Sheehan, Megan	05/19/2015	C-14-03156-LB	Force - Civil Rights		08/17/2019	03/17/2014		
X04153	Davenport, James	06/17/2015	RS15766705	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	01/14/2016	04/09/2015		

X04172	Modacure, Joanna	09/02/2015	RG15781515	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	10/16/2020	07/15/2015	\$	15,000.00
X03774-1	Chassereau, Michael Paul	09/03/2015	RG15770662	Non-Force Civil Rights	Dismissed - No Payout	09/19/2016	11/03/2011		
X04217	People of State of California v. Antonio Manuel Palacios	12/14/2015	611400	Conduct: Chase/Personal Injury	Defensed through Law & Motion	12/14/2015	12/02/2015		
30713	Hutchinson, Allene (successor to Demouria M. Hogg) et al	12/29/2015	15-CV-05011-JCS	Force - Wrongful Death	Settled during Litigation - Payout by City	09/22/2016	06/06/2015	\$	1,200,000.00
30674	Kessee-Bridges, Kelvin Jr.	01/08/2016		Force - Civil Rights	Settled by Investigator - Payout by City	04/13/2016	02/13/2015	\$	4,978.00
X04232	Legal consultation re: Ball Out Dance Party at 2258 Mac	02/17/2016		Misc.	Closed with no action taken	03/28/2018	02/13/2016		
30646	Bryant, Leo L.	03/23/2016	RG16801421	Force - Civil Rights	Dismissed - No Payout	06/06/2017	11/24/2014		
30767	Burton, Lucrecia	03/24/2016	RG16807749	Conduct: Chase/Personal Injury	Dismissed - No Payout	08/29/2016	04/18/2015		
30854	Lopez Jr., Jesus	04/07/2016	RS16823105	Force - Shooting Non-Fatality	Small Claims City Prevailed - No Payout	10/17/2016	03/25/2015		
X04255	D.H. by and through his Guardian Ad Litem Teandra But	04/08/2016	3:16-cv-01669 RS	Force - Wrongful Death	Settled during Litigation - Payout by City	10/04/2016	06/06/2015		
X04282	Hector, Michael (pro per)	06/28/2016	RG16813095	Conduct - Non-force	Settled - No Payout by City	08/12/2023	04/08/2015		
31147	T.D.P., a minor, as successor for Richard Hester Perkins,	08/05/2016	16-CV-4132 LB	Force - Wrongful Death	Settled during Litigation - Payout by City	02/26/2020	11/15/2015	\$	250,000.00
31277	Hives, Patricia, co-successor in interest to Decedent Jaci	08/12/2016	15-CV-02490-DMR	Force - Wrongful Death	Dismissed - No Payout	01/06/2017	08/04/2014		
30764	Cardenas, Rita, by & thru her g.a.l. Ruby Cardenas, & Da	09/29/2016	16-CV-05205-WHA	Force - Non-Civil Rights			02/26/2015		
X04172-1	Modacure, Joana	10/21/2016	16-CV-06022-DMR	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	08/06/2020	07/15/2015	\$	15,000.00
31400	Ward, Donna	10/27/2016	RS16836261	Conduct: Chase/Property Damage	Small Claims City Prevailed - No Payout	02/14/2017	08/04/2016		
31192	Alex Cun vs. City of Oakland	11/18/2016	RS16838214	Non/vehicle Related Property Loss	Small Claims City Prevailed - No Payout	03/10/2017	11/24/2015		
30763	Wright-Turbin, Evelyn; Gupton, Clifton	01/26/2017	4:16-cv-7393-CW	Force - Civil Rights	Dismissed - No Payout	09/01/2017	02/24/2015		
X04366	Kazibwe, Vicent (writ)	03/08/2017	RG16823838	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	08/24/2017	06/03/2016		
31343	Murillo, Luis	03/09/2017	RG17850430	Non-Force Civil Rights	Dismissed - No Payout	06/05/2018	05/03/2016		
31495	Shavers, Cynthia	06/13/2017	16-5421 DMR	Misc.	Dismissed - No Payout	03/14/2018	03/24/2015		
X04423	Kei Wei Lei aka Jason Lei	07/21/2017	RG17868310	Towing - Red Zone, Tickets, etc.	Writ - Judgment Against C/O - No Payout	02/13/2018	04/27/2017		
32091	Hodge, Yvonne	08/09/2017	RS17870182	Non/vehicle Related Property Loss	Small Claims City Prevailed - No Payout	09/13/2017	06/14/2017		
X04442	Edward Vincent Ray, Jr.	09/12/2017	RG17870438 / A155467	Force - Non-Civil Rights	Dismissed - No Payout	10/17/2018	11/21/2006		
31274	Juleana Marie Stewart	10/05/2017	3:17-cv-04478	Force - Civil Rights	Defensed through Law & Motion	05/25/2018	12/09/2015		
31859	Shelly Watkins	11/16/2017	17-cv-06002 JCS	Force - Civil Rights	Settled during Litigation - Payout by City	08/10/2018	10/25/2016	\$	50,000.00
31985	Cynthia N. Turano	01/31/2018	17-cv-06953-KAW	Force - Civil Rights	Dismissed - No Payout	06/20/2018	12/26/2016		
31824	Lavon Godfrey	02/07/2018	17-cv-06560	Force - Civil Rights	Dismissed - No Payout	03/29/2018	12/30/2016		
32256	Shale Well	02/16/2018	RG17873564	Non-Force Civil Rights	Dismissed - No Payout	04/04/2018	09/01/2016		
31959	S.P.W., by and through her Guardian ad Litem Miesha S	03/02/2018	C-17-6884-SK	Force - Civil Rights	Settled during Litigation - Payout by City	01/03/2019	11/16/2016	\$	60,000.00
32323	Williams, Tyron	03/29/2018	RG18897068	Conduct - Non-force	Settled during Litigation - Payout by City	05/10/2019	04/12/2017	\$	9,500.00
X04510	Williams, Robert Lawrence	04/03/2018	17-cv-05238 YGR	Force - Civil Rights	Settled during Litigation - Payout by City	10/23/2018	07/15/2017	\$	2,500.00
32312	Kei Wei Lei	04/27/2018	RG18898595/18-CV-03061	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	01/03/2019	07/03/2017	\$	25,000.00
X04533	Vazquez, Tonette	05/09/2018	RG18902532	Non/vehicle Related Property Loss	Defensed through Law & Motion	02/27/2019	12/28/2017		
31387	Ming Yuen, Kelley Yuen	05/23/2018	RG18892828	Conduct: Chase/Personal Injury	Settled during Litigation - Payout by City	02/27/2019	04/20/2016	\$	5,500.00
32372	Sindy Padilla, Enrique Maldonado Petino	05/23/2018	4:18-cv-06175	Force - Civil Rights	Settled during Litigation - Payout by City	10/15/2019	06/07/2017	\$	15,000.00
X04570	Dave Maass (Writ-Petition for Writ of Mandate	07/06/2018	RG18907021	Misc.	Settled during Litigation - Payout by City	12/17/2018	02/03/2017	\$	4,616.00
X04604	Baldwin Pacific Properties LLC and Jeffrey Fleeman (Peti	09/13/2018	RG18920428	Non-Force Civil Rights	Dismissed - No Payout	12/10/2018	06/01/2017		
32389	Thompson, John Lee	09/14/2018	18-CV-03020-JST	Conduct - Non-force	Settled during Litigation - Payout by City	12/23/2019	06/01/2017	\$	8,000.00
X04605	Mathieu II, Darren, and Jackson, Jr., Edward	09/20/2018	C-18-5742 CRB	Non-Force Civil Rights			03/01/2017		
32640	Smith, Lamesha, Crane, Chardonnay, Warren, Gavonyal	10/16/2018	18-cv-06224- EDL	Force - Wrongful Death	Settled during Litigation - Payout by City	11/15/2019	09/28/2017	\$	250,000.00
X04618	Hall, Rosie L. (Rosie Enterprise Pet Shop) - animal case	11/20/2018	RG18888774	Conduct - Non-force	Defensed through Law & Motion	02/21/2019	01/25/2018		
X04651	Gregg, Katrina	01/25/2019	RG18897267	Misc.			01/10/2019		
X04671	Jones, Andrea; Hodge, Andrew, a minor, by and thru G.	03/07/2019	19-CV-007890-HSG	Force - Civil Rights	Dismissed - No Payout	09/05/2019	02/10/2017		
32935	Pawlik, Kelly, and as successor in interest to Joshua Paw	04/26/2019	3:19-CV-00617-WHA	Force - Wrongful Death	Dismissed - No Payout	05/27/2022	03/11/2018		
32935-1	(City) Pawlik, Kelly, & as successor in int. to decedent Jo	05/15/2019	19-CV-00617-WHA	Force - Wrongful Death	Dismissed - No Payout	05/27/2022	03/11/2018	\$	1,400,000.00
X04800	Govan, Lonnie dba E. One Entertainment	05/23/2019	18-CV-07809-WHO	Non-Force Civil Rights	Defensed through Law & Motion	08/19/2019	04/30/2016		
33087	Pine, Richard (pro per)	05/23/2019	C19-CV-2136-EDL	Force - Civil Rights	Settled during Litigation - Payout by City	07/24/2020	11/08/2018	\$	21,000.00
X04807	Washington, Jason Levette (pro per)	06/10/2019	19-cv-01022-CRB	Misc.	Dismissed - No Payout	05/18/2022	01/01/2019		
32860	Jones, Brandon L. (pro per)	06/26/2019	CV-19-03012-EDL	Non-Force Civil Rights	Dismissed - No Payout	09/30/2019	04/01/2015		
33142	Singleton, Duane A. (Pro Per)	07/08/2019	RG19020555	Misc.	Dismissed - No Payout	09/06/2022	08/01/2018		
33482	Rice, Eugene (pro per)	07/19/2019	RG19027276	Conduct - Non-force	Defensed through Law & Motion	11/01/2019	01/01/2018		
33147	Hamilton, Quincy	08/07/2019	4:19-cv-04566-LB	Force - Civil Rights	Settled during Litigation - Payout by City	10/08/2019	08/11/2018	\$	8,400.00
33166	Smith, Najari	09/12/2019	RG19034119	Force - Civil Rights	Settled during Litigation - Payout by City	05/20/2020	08/03/2018	\$	147,500.00
X05026	Dreisbach Enterprises Inc. v. Pacific Coasat Container In	09/27/2019	RG18931876	Misc.	Closed with no action taken	04/10/2025			
33316	Heirich, Nicole	09/27/2019	RG19024761	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	12/17/2019	01/04/2019		
32578	Vincent, Mitchell Charles	11/04/2019	C19-5357	Force - Non-Civil Rights	Settled during Litigation - Payout by City	08/01/2022	08/24/2017	\$	25,000.00
33287	De La Riva, Katherine and Allan, William	12/04/2019	3:19-cv-6106-SK	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	02/28/2022	10/03/2018	\$	280,000.00
33166-1	Smith, Najari	12/16/2019	19-cv-06527-WHO	Force - Civil Rights	Settled during Litigation - Payout by City	06/30/2020	08/03/2018		

33760	Cramer, Timothy A.	12/27/2019	CV-19-7922-TSH	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	07/27/2021	04/24/2019	\$	5,500.00
32072	Pointer, Adante	12/30/2019	19-cv-8428-SK	Force - Civil Rights	Dismissed - No Payout	02/04/2020	12/26/2016		
33509	Denysa McMillian, Rory McMillian, Demario McMillian	01/23/2020	RG19048729	Non-Force - Wrongful Death	Dismissed - No Payout	10/28/2020	12/19/2018		
X05095	Morrow Jr., Frank (Writ) - pro per	02/05/2020	RG20053166	Non-Force Civil Rights	Dismissed - No Payout	10/15/2020	07/30/2019		
33581	Compton, Bryon (pro per)	02/24/2020	RG20053479	Conduct - Non-force	Dismissed - No Payout	11/12/2020	11/10/2018		
X05102	Banh, Jennie (writ)	02/28/2020	RG20051871	Towing - Red Zone, Tickets, etc.	Dismissed - No Payout	11/13/2020	12/12/2019		
33730	Baker, Terry	03/13/2020	RG20054133	Conduct: Chase/Personal Injury	Settled during Litigation - Payout by City	08/02/2021	06/05/2019	\$	12,000,000.00
31213-1	Brooks, Ethaniel J.	04/20/2020	4:20-CV-02025-DMR	Conduct - Non-force	Dismissed - No Payout	04/30/2020	03/24/2016		
X04860-1	Negrete, Francisco; Berger, William; Hraiz, Brandon; et al	05/28/2020	RG20062117	Misc.	Trial Judgment Against City - Payout by City	02/02/2022	03/12/2019	\$	40,000.00
X05141	Anti Police-Terror Project (APTP) Community Ready Co	06/15/2020	3:20-CV-03866-JCS	Force - Civil Rights	Settled during Litigation - Payout by City	10/24/2023	06/01/2020	\$	1,724,000.00
X05153	Highbaugh, Everette	06/30/2020	3:20-cv-03911-WHA	Force - Civil Rights	Settled during Litigation - Payout by City	09/24/2020	11/23/2016	\$	6,500.00
33895	Muhammad, James Karim (pro per)	07/02/2020	RG20065299	Conduct - Non-force			07/15/2019		
X04860-2	Negrete, Francisco; Berger, William; Tanaka, Craig; Hraiz	07/06/2020	RG20061608	Misc.	Writ - Judgment in Favor of City	05/17/2020	03/12/2019		
33973	Riles, Jr., Wilson	09/04/2020	3:20-CV-06869-JCS	Force - Civil Rights	Settled during Litigation - Payout by City	08/09/2022	10/17/2019	\$	360,000.00
33844	Johnson, Etta (pro per)	10/06/2020	20-CV-04481-YGR	Force - Civil Rights	Settled during Litigation - Payout by City	04/04/2022	05/28/2019	\$	25,000.00
X05197	Wright, Demetrius (inmate at Santa Rita Jail) - Pro se ac	10/26/2020	20-CV-07068-JD	Force - Civil Rights	Settled during Litigation - Payout by City	10/07/2025	10/20/2018	\$	2,000.00
33958	Collins, Kevin	10/29/2020	20-CV-05477-EMC	Force - Civil Rights	Writ - Judgment in Favor of City	06/26/2026	08/01/2019		
X05231	Evans, Kenjona (pro per)	02/02/2021	3:19-CV-08373-RS (PR)	Force - Civil Rights	Defensed through Law & Motion	12/06/2021	05/31/2019		
X05197-1	Wright, Demetrius (inmate at Santa Rita Jail) - Pro se ac	02/19/2021	3:20-CV-07067-JD	Force - Civil Rights	Settled During Trial - Payout by City	10/08/2025	10/20/2018		
34134	Marowitz, Andrew (pro se)	04/09/2021	3:21-cv-03307	Towing - Red Zone, Tickets, etc.	Settled during Litigation - Payout by City	09/21/2021	12/13/2019	\$	12,002.00
34306	Gaffett, Jasmine; Brown, Kierra; Sears, Toshua et al.	04/22/2021	3:21-CV-02881-TSH	Force - Civil Rights	Settled during Litigation - Payout by City	09/23/2022	05/29/2020	\$	125,000.00
34399	Estate Of Donald Nelson, by and through Ellen Augustin	05/14/2021	3:21-CV-03225-AGT	Force - Civil Rights	Dismissed - No Payout	08/01/2022	05/01/2020		
34617	Smith, Terry	06/17/2021	RG21101859	Force - Civil Rights	Settled during Litigation - Payout by City	07/26/2023	01/29/2021	\$	150,000.00
34570	Smith, Sterling Benard (pro per)	07/15/2021	RG21104662	Non-Force Civil Rights	Defensed through Law & Motion	10/07/2022	05/03/2013		
34635	Burrell, John D.	08/30/2021	RS21110870	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	03/03/2022	01/21/2021		
34570-1	Smith, Sterling Bernard (Pro per)	09/10/2021	RG21111771	Non-Force Civil Rights	Defensed through Law & Motion	05/13/2023	05/03/2013		
32728	Chavez, Rafael	10/05/2021	HG21109714	Conduct - Non-force	Settled during Litigation - Payout by City	07/11/2023	03/04/2016	\$	1,000.00
X05345	Secure Justice, Inc; and Brian Hofer (Writ)	10/05/2021	RG21111681	Misc.	Settled during Litigation - Payout by City	12/07/2023	01/19/2016	\$	30,000.00
34385	Melina Armstead, and as Co-Successors to Decedent Mi	10/06/2021	3:21-CV-05257-LB	Non-Force Civil Rights	Settled during Litigation - Payout by City	01/17/2024	05/01/2020	\$	450,000.00
34165	Wilson, Matthew & Barnes, Joshua	11/12/2021	3:21-CV-03824-MMC	Force - Civil Rights	Dismissed - No Payout	01/24/2022	12/05/2019		
X05373	Washington, Jason Levette (pro per)	01/21/2022	3:21-CV-08690-LB	Force - Civil Rights	Dismissed - No Payout	01/26/2023	11/05/2021		
X05376	Ryan, Timothy Michael	01/27/2022	4:22-CV-00521-DMR	Force - Civil Rights	Settled during Litigation - Payout by City	09/29/2023	06/01/2020	\$	400,000.00
34248	McQuarters, Orlando	07/29/2022	3:22-CV-03679-TSH	Misc.	Settled during Litigation - Payout by City	12/05/2023	12/26/2019	\$	22,500.00
35007	Padilla, Roman; Padilla, Alicia	09/15/2022	3:22-CV-04966-SK	Conduct - Non-force	Settled during Litigation - Payout by City	08/15/2023	12/14/2021	\$	2,000.00
X05464	Church of Ambrosia, and Zide Door Church of Enthoege	11/30/2022	4:22-CV-4655-YGR	Force - Civil Rights	Dismissed - No Payout	07/30/2023	01/01/2019		
X05465	Cartwright, Bonnie	12/05/2022	22sc016713	Non-Force Civil Rights	Small Claims City Prevailed - No Payout	04/24/2023	03/01/2022		
X05470	Blount, Alivia (pro per)	12/15/2022	22CV022818	Misc.	Dismissed - No Payout	10/18/2024			
X05471	Blount, Alivia (pro per)	12/15/2022	22CV022861	Misc.	Settled during Litigation - Payout by City	05/10/2024		\$	2,500.00
35638-1	M Orozco; R Ruiz; R Daves Jr; M Boyd; H Chen; S Kelly; J	01/10/2023		Force - Civil Rights	Closed with no action taken	08/01/2023	08/04/2022		
35435	Soakai, Lavinia (Estate of Lolomania Soakai)	02/02/2023	3:23-cv-00381	Force - Wrongful Death			06/25/2022	\$	17,000,000.00
X05485	Valencia, Arturo	03/03/2023	3:23-cv-00577-TSH	Non-Force Civil Rights	Defensed through Law & Motion	04/25/2023	05/24/2022		
35337	Rodriguez, Jorge	03/08/2023	23-CV-028409	Force - Civil Rights	Closed with no action taken	12/11/2023	03/07/2023		
X05489	Wagner, Donald Russell	03/27/2023	23sc029448	Towing - Red Zone, Tickets, etc.	Small Claims City Prevailed - No Payout	07/11/2023	09/21/2022		
X05492	Alejandro Reyes Cruz	04/06/2023	CV 23-0962	Force - Civil Rights	Dismissed - No Payout	05/31/2023			
35332	Malik Mapp	04/11/2023	23CV029649	Misc.			04/02/2022		
35161	Sancreasa Blu, and A.A. by and through her guardian at	06/02/2023	4:23-cv-01655	Conduct - Non-force	Settled during Litigation - Payout by City	12/21/2025	09/27/2021	\$	60,000.00
X05501	Giovante Douglas, Cartier Hunter	06/21/2023	3:23-cv-02820-AGT	Misc.			02/09/2023		
35638	M Orozco; R Ruiz; R Daves Jr; M Boyd; H Chen; S Kelly; J	07/18/2023	3:23-CV-03120-AMO	Force - Civil Rights	Settled during Litigation - Payout by City	12/18/2025	08/04/2022	\$	25,000.00
X05522	Eluke, Adaee	10/06/2023	23-CV-04810-TSH	Force - Civil Rights	Defensed through Law & Motion	11/25/2024			
X05530	Wu, Jing Ming and Wu, Xin Yu	12/06/2023	23CV044902	Non-Force Civil Rights	Dismissed - No Payout	10/18/2024	10/17/2011		
35477	Coleman, Olander and Matos, Nestor	12/21/2023	3:23-cv-06484-LJC	Force - Civil Rights	Settled during Litigation - Payout by City	12/05/2024	08/13/2022	\$	175,000.00
36784	Washington, Linda D	02/05/2024	24SC059627	Conduct - Non-force	Small Claims Judgment Against City- Payout by City	06/23/2026	12/30/2023	\$	1,645.00
X05551	Washington, Jason Levette	03/20/2024	24-cv-01607-LB	Non-Force Civil Rights	Defensed through Law & Motion	06/25/2024			
37251	Lamayah Lovette	08/21/2024	24CV087369	Force - Civil Rights	Settled during Litigation - Payout by City	01/21/2026	05/17/2024	\$	15,000.00
36882	Card, Christopher Lee	09/16/2024	24CV081332	Non-Force Civil Rights	Dismissed - No Payout	03/27/2025	05/31/2023		
37251-1	Lovette, Lamayah	09/20/2024	24-cv-6592	Force - Civil Rights	Closed Due to Consolidation with Another Matter	10/10/2025			
X05584	Dillon, Latonya	10/11/2024	24-cv-04735-JST	Non-Force Civil Rights					
37117	Melton, Samuel R.	11/18/2024	24-cv-07783-JCS	Non/vehicle Related Property Loss	Settled during Litigation - Payout by City	11/05/2025	01/03/2024	\$	80,000.00
36724	Cooper, Alfred Paye and Cooper, Amalia Ndahafa	12/10/2024	24CV099429	Non-Force - Wrongful Death			07/05/2023		

37027	Segura, Mercedes	12/11/2024	24CV095246	Force - Civil Rights	Dismissed - No Payout	05/20/2025	10/07/2023
X05600	Washington, Jason Levette	01/08/2025	24CV103283	Force - Civil Rights	Dismissed - No Payout	06/12/2025	12/10/2024
37186	Reid, LaJuana A.	01/23/2025	25-cv-00383-TSH	Non-Force Civil Rights	Dismissed - No Payout	02/23/2026	10/01/2019
36882-1	Card, Christopher Lee	05/02/2025	25CV115752	Non-Force Civil Rights			05/31/2023
X05636	Bey, Ali Saleem	07/08/2025	25CV121547	Non-Force Civil Rights			06/17/2025
X05635	Wu, Jing Ming and Wu, Xinyu	07/08/2025	23CV032426	Non-Force Civil Rights	Dismissed - No Payout	11/12/2025	07/20/2022
X05636-1	Bey, Ali Saleem; and Bey, John Muhammad	07/24/2025	3:25-cv-06218-PHK	Non-Force Civil Rights			06/17/2025
37647	Simon, Nelson Geovany Geronimo; Bravo, Alfredo Alfoi	08/07/2025	25CV134058	Conduct: Chase/Personal Injury			07/07/2024
38080	Lai, Guangnan	08/26/2025	3:25-cv-06780-JCS	Force - Civil Rights			10/10/2023
36882-2	Card, Christopher Lee AKA Christha Fifth AKA Fifth Dyna	09/17/2025	25CV119921	Non-Force Civil Rights	Writ - Judgment Against C/O - No Payout	05/18/2026	05/31/2023
X05668	Colley, Brian; McCary, Joshua; Dennis, Carrie; Jones, S	09/23/2025	3:25-cv-08006-TLT	Force - Civil Rights	Dismissed - No Payout	10/06/2025	09/15/2025
X05675	Tomlinson, Jr., Roger	10/08/2025	25CV144358	Non-Force Civil Rights	Dismissed - No Payout	07/15/2026	
37663	Douglas, Jah-Amiel; Preston, Jaden; Scarlett, Juan	11/05/2025	3:25-cv-9323-JCS	Force - Civil Rights			11/30/2024
x05683	Secure Justice, Inc; and Hofer, Brian	11/17/2025	25CV155400	Misc.			
X05685	Lovell, David Anthony	12/01/2025	23-cv-01451-WHO	Force - Non-Civil Rights			05/13/2022
X05687	Ellis, Cory	12/17/2025	25CV154685	Force - Civil Rights			
36724-A	Cooper, Alfred Paye and Cooper, Amalia Ndahafa	02/02/2026	24CV099429	Non-Force - Wrongful Death			
38174	Sanders, Jacquelyn	02/10/2026	26CV166306	Conduct: Chase/Personal Injury			02/13/2025
38617	Allums, Dennis	03/10/2026	3:26-cv-01095-SK	Force - Civil Rights	Dismissed - No Payout	03/06/2026	01/29/2026
38162	Tompkins, Cassandra	03/13/2026	25SC140420	Conduct: Chase/Property Damage	Small Claims City Prevailed - No Payout	03/18/2026	06/21/2025
38362	Bianchi, Aisha "Haley"	03/25/2026	26CV175860	Conduct: Chase/Personal Injury			07/29/2025
38615	Shiheiber, Ibrahim Nimer (Notice of Appeal--Administra	04/07/2026	26CV177551	Non-Force Civil Rights			02/25/2026
38177	Czekalski, Angelica	04/21/2026	25sc155948	Conduct: Chase/Property Damage	Small Claims City Prevailed - No Payout	05/26/2026	03/26/2025
X05712	Buggs, Steven	04/23/2026	3:26-cv-01565-TSH	Non-Force Civil Rights			01/01/2015
38190	M.R., by and through his Guardian Ad Litem, Marquwec	06/15/2026	3:26-cv-02801-LB	Conduct: Chase/Personal Injury			02/18/2025
38454	Estate of Dr. Marvin Boomer, Jr., by and through Tynest	06/17/2026	26CV190179	Conduct: Chase/Personal Injury			05/28/2025
37483	Jaffee, Nicole	07/03/2026	26CV173514	Force - Wrongful Death			03/01/2024
X05760	Shiheiber, Ibrahim	07/10/2026	26CV174074	Force - Civil Rights			
38710	Martin, Leslie; Martin, Douglas; individually and as co-	07/14/2026	3:26-cv-06284-sk	Force - Wrongful Death			10/18/2025
38718	Howard, Janiya; Hampton, Julien; Grant, Javon	08/12/2026	26-cv-08049-ASK	Conduct: Chase/Personal Injury			04/06/2026
31608	Turner, Lillian		RG17854501	Misc.	Defensed through Law & Motion	09/07/2017	08/06/2016
							\$ 101,880,577.31