



## MEMORANDUM

**To:** Gail McCant, Office of Police Oversight Director  
**From:** Lisa Davis, Austin Police Department Chief of Police  
**Date:** April 22, 2026  
**Subject:** Response to APO IA 2025-01673

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This memorandum serves as the Austin Police Department's (APD) official response to the Austin Police Oversight's (APO) recommendation regarding IA 2025-01673. The APD Internal Affairs Division (IAD) conducted a thorough investigation of the incidents, which led to the following dispositions of APD related administrative policies:

**APD Policy 900.1.1 Responsibility to Know and Comply** – Inconclusive  
**APD Policy 900.3.2 Acts Bringing Discredit** – Unfounded  
**APD Policy Reporting Procedure 908.4** – Inconclusive

The APD recognizes and shares the APO's concern regarding Officer Bustos' *Nolo Contendere* plea on a Class C Misdemeanor in Guadalupe County Case (JP126-00181) on 1/28/26. In order to have a complete understanding as to why Officer Bustos denied violating any applicable administrative policies, but recognizing the fact he plead to a lower criminal charge needed to be addressed. Officer Bustos was served with an Administrative Order to explain this decision.

Officer Bustos complied with the Administrative Order by responding with a written explanation via memorandum. In the memorandum, Officers Bustos explained his decision to enter the *Nolo Contendere* plea was not an admission of guilt, only that he chose not to contest the case. Officer Bustos reported this decision was based on "*practical considerations rather than culpability*". He explained in the memorandum the financial strain of being placed on Restricted Duty with no pay during this administrative investigation. Specifically, Officer Bustos cited expenses towards retaining legal counsel, the reality of a lengthy criminal process, and mounting medical expenses as the main factors to enter his plea.

The Chain of Command came to its decision after reviewing the entirety of the Guadalupe County Sheriff's Department's investigations, the APD IAD investigation, and the memorandum submitted by Officer Bustos.

LAD/das