



## **MEMORANDUM**

### **Austin Police Department Region II NWAC Patrol**

**TO:** Jason Mistic, Sergeant  
**FROM:** Chris Vallejo, Commander  
**DATE:** January 17, 2020  
**SUBJECT:** Oral Reprimand IA Case 2020-1794

This memorandum is in reference to an incident which occurred on 7/30/2020 and ~~your conduct~~ at that time. Specifically I am referring to your written correspondence with your subordinate, Officer Nathan Heinrichs. You engaged in written correspondence with him about his work performance and during these interactions, you referred to him as “lazy” on several occasions.

Your actions violated APD Policy 900.5 (a)(1) Responsibility to Coworkers which states:

#### ***900.5 RESPONSIBILITY TO COWORKERS***

*Cooperation among employees of the Department is essential to effective law enforcement.*

- (a) Employees are expected to treat each other with respect.*
  - 1. Employees will be courteous and civil at all times in their relationships, perform their duties in a cooperative and supportive manner, and not threaten, display physical aggression toward, or use insolent or abusive language with one another.*
  - 2. Employees will address one another by proper use of rank or title when on-duty and in the presence of the public.*
- (b) Employees will not discuss the identity or assignment of any employee serving in a confidential or covert assignment unless required to do so as a direct result of their official duties.*
- (c) Employees will not covertly record the conversations of other employees unless all persons being recorded are aware that they are being recorded and agree to be recorded. This does not apply to Department authorized criminal or administrative investigations, training modules, or MAV recordings from equipped APD vehicles.*

The purpose of this memorandum is to document this oral reprimand. You are hereby reminded that compliance with the Department’s rules and regulations are a condition of your continued employment as a police officer. Failure to comply with this policy in the future may result in

more severe disciplinary action against you, up to, and including an indefinite suspension.

**I hereby acknowledge receipt of the foregoing Oral Reprimand:**

  
Signature of Officer Receiving Reprimand

1-17-21 / 4:37pm  
Date / Time

N/A  
Signature of COC Sergeant

\_\_\_\_\_  
Date / Time

  
Signature of COC Lieutenant

1/17/21 @ 4:38pm  
Date / Time

  
Signature of COC Commander

1/17/2021  
Date / Time

cc: Employee  
Employee's Supervisor  
Internal Affairs