

POLICY RECOMMENDATION

To: Chief Lisa Davis, Austin Police Department

From: Director Gail McCant, Austin Police Oversight

Date: June 8, 2026

Subject: **APO Policy Recommendation: 912 Personnel Evaluations**

Dear Chief Davis:

This memorandum provides feedback and recommendations for improving the Austin Police Department's (APD) General Order (GO), 912 PERSONNEL EVALUATIONS.

The specific policy recommended in this memorandum is as follows:

- 912.5.2 MONTHLY EVALUATION REVIEW PROCESS

The policy analysis and resulting recommendations focused on improving APD's officer evaluation process, particularly how performance records are maintained and transferred. Ensuring that an officer's evaluation records accompany the officer whenever they transfer to a new unit will allow supervisors to more effectively monitor performance throughout an officer's career and uphold accountability.

Austin Police Oversight (APO) believes this APD policy can be improved and that the recommended changes will benefit the City of Austin, APD, and community members. APO is committed to improving APD's policies to increase transparency, accountability, and public trust in law enforcement.

Sincerely,

Ryan Alvarez on
behalf of Gail
McCant

Digitally signed by Ryan
Alvarez on behalf of Gail
McCant
Date: 2026.06.08 16:45:19
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Gail McCant
Director
Austin Police Oversight

POLICY RECOMMENDATION

912 Personnel Evaluations

Recommendation #1

For monthly evaluations, APD should require that an officer's prior evaluation records be transferred to the officer's new supervisor whenever the officer is transferred, promoted, or assigned to a new unit.

912.5.2 MONTHLY EVALUATION REVIEW PROCESS

- (a) All sworn employees will receive monthly performance counseling by their immediate supervisor.

(....)

3. When an officer is transferred, promoted, or assigned to a new unit, the officer's former supervisor will forward the officer's monthly performance documentation and all performance-related field notes to the new supervisor.