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MEMORANDUM

Austin Police Department *Office of the Chief of Police*

TO: Susan Sinz, Director of Civil Service

FROM: Lisa Davis, Chief of Police

DATE: October 14, 2025

SUBJECT: Temporary Suspension of Police Officer Drew Doiron #9366
Internal Affairs Control Numbers 2025-00498

Pursuant to the provisions of Chapter 143 of the Texas Local Government Code, Section 143.052, and Rule 10, Rules of Procedure for the Firefighters', Police Officers' and Emergency Medical Service Personnel's Civil Service Commission, I have temporarily suspended Police Officer Drew Doiron #9366 from duty as a City of Austin, Texas police officer for a period of ten (10) days. The temporary suspension is effective beginning on October 25, 2025, and continuing through November 3, 2025.

I took this action because Officer Doiron violated Civil Service Commission Rule 10.03, which sets forth the grounds for disciplinary suspensions of employees in the classified service, and states:

No employee of the classified service of the City of Austin shall engage in, or be involved in, any of the following acts or conduct, and the same shall constitute cause for suspension of an employee from the classified service of the City:

- L. Violation of any of the rules and regulations of the Fire, Police or EMS Departments, or of special orders, as applicable.

The following are the specific acts committed by Officer Doiron in violation of Rule 10:

On April 14, 2025, Internal Affairs (IA) received a complaint requesting IA initiate an administrative investigation to determine if Officer Doiron's conduct complied with Department policy, Civil Service Rules, Municipal Civil Rules, and State Law.

On April 4, 2025, at approximately 15:42, Officer Doiron responded to a collision involving a motorcycle and SUV in the 9200 BLK of Burnet Rd. The person operating the motorcycle fled the scene on foot after the accident. Ofc. Nunez arrived on scene and took lead on the crash investigation. Austin Travis County Emergency Services also arrived on scene and located a motorcycle helmet and backpack. Officer Doiron stated in his IA interview that there were multiple eyewitnesses at the scene who identified the person operating the motorcycle as the person who discarded the backpack and helmet while fleeing the scene of the collision.

"Um, I arrived at the auto body shop. EMS was there as well. They - when I first got there, I got out of my patrol car and I observed them, um, going through, uh, a backpack. They handed me what they believed to have been a firearm. And they were in- forming that they were going through the bag to try to get any identifying information on the subject because to their knowledge he was no longer, um, at the accident scene. Um, there was another employee of the auto body shop that came out. He told me that, uh, I believe that some of his employees had seen somebody like discard a backpack. And then continue, uh, past the auto body shop."

Officer Doiron confirmed that the helmet and backpack were indeed left by the operator of the motorcycle who fled the scene on foot. The backpack contained two BB pistols, a laptop computer, two electronic tablets, and other miscellaneous items. Officer Doiron took possession of these items along with the helmet. He later submitted one of the BB pistols into evidence but failed to submit any of the other items. He admitted to IA that he threw the items away rather than submit them as evidence or for safekeeping.

"Uh, I related to the LTS collision in the fact that it belonged to the subject.

Um, because we had eyewitnesses that saw the subject going from the accident scene to the auto body shop and then discarding it.

At the end of my shift, um, I work out of the north sub, so I went to the north sub. I submitted, uh, the firearm or what I thought was a firearm into evidence. And the - as far as the rest of the property, which was the backpack and the helmet.

So I was kinda under the assumption that it was abandoned property.

Like, it's either the front seat or wherever and, uh, got rid of the trash. And the backpack and the helmet, um, was thrown away."

On April 8, 2025, a City of Austin civilian employee discovered the discarded evidence including the backpack, two BB pistols, a laptop, tablets, the helmet and other miscellaneous items in a trash receptacle in the parking lot of the North Sub Station.

Officer Doiron failed to properly handle the property that he took possession of even though the property clearly had value. Of greater concern is the fact that he did not recognize, or did not care, that the items had potential value as evidence of serious crimes. In this case, a motorcycle operator fled the scene of a minor accident, which is inconsistent with how most law-abiding citizens handle their involvement in minor collisions. Officer Doiron admitted in his IA interview that a leaving the scene of a collision (LTS) offense had occurred and there could have "possibly" been other offenses committed.

"Um, because the - the crime was LTS. And those items weren't directly involved in an LTS criminal offense."

IA: Do you think they could have been involved with any other offense?

"Possibly."

Officer Doiron discovered at the scene that the motorcycle operator discarded a firearm, a BB pistol that bears a strong resemblance to a firearm, a laptop and two electronic tablets. The totality of the circumstances would strongly indicate that the items collected may possibly be evidence of more serious crimes. Officer Doiron did not even run the serial number of the laptop.

IA: Do you believe there was any monetary value associated with any of the items that I listed?

"Looking back on it, yes, I do."

After turning in the BB pistol assumed to be a firearm into evidence, Officer Doiron discarded the rest of the items in the trash. At the very least this was not a satisfactory performance of his duties. In addition, he failed to take appropriate action on the occasion of a crime, disorder, investigation or other condition deserving police attention.

IA: If you encountered the situation again, would you do anything differently?

"Yes, sir."

IA: What would you do?

"Submit, um, the backpack and helmet as either evidence or safekeeping."

Um, because I did not satisfactorily perform my duty by seizing the property."

In sum, Ofc. Doiron's COC and I [Chief Lisa Davis] agree with his admission that he violated APD General Order 900.4.3. We are embarrassed, disappointed, and surprised that he did not thoroughly search the backpack's contents, did not turn in evidence or store for safekeeping the helmet or the BB gun that bears a strong resemblance to a firearm and he inexplicably threw the items in the trash. Ofc. Doiron agrees that he should have submitted the discarded items into evidence pursuant to APD General Order Property and Evidence Collection Procedure 618.4.2. It should not take hindsight for Ofc. Doiron to recognize that his actions were outrageous, disconcerting, and unacceptable from the onset. The action of discarding items of value collected during the investigation of a crime and not recognizing their evidentiary value ignores the most basic steps in the investigative process.

By these actions, Officer Doiron violated Rule 10.03(L) of the Civil Service Rules by violating the following rules and regulations of the Austin Police Department:

➤ **Austin Police Department Policy 618.4.2: Property and Evidence Collection Procedures: Found Property**

618.4.2 Found Property

- (a) Employees will only seize items of abandoned or found property which:
 - 1. Are readily identifiable and traceable; or
 - 2. Are of value, such as money and jewelry; or
 - 3. Appear to have been involved in a criminal offense; or
 - 4. Constitute a hazard to the public safety; or
 - 5. May be offensive to public morals or sensitivities.
- (b) Employees will make a reasonable effort to return the property to the owner immediately when the owner of the property is known.
- (c) Employees will treat the property as though it was stolen if the facts and circumstances suggest that is the case.

➤ **Austin Police Department Policy 900.4.3: General Conduct and Responsibilities: Neglect of Duty**

900.4.3 Neglect of Duty

Employees will satisfactorily perform their duties. Examples of unsatisfactory performance include, but are not limited to:

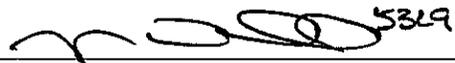
- (a) Lack of knowledge of the application of laws required to be enforced.
- (b) Unwillingness or inability to perform assigned tasks.
- (c) Failure to take appropriate action on the occasion of a crime, disorder, investigation or other condition deserving police attention.

Officer Doiron is advised that this suspension may be considered by the Chief of Police in a future promotional decision pursuant to General Order 919.

By copy of this memo, Officer Doiron is hereby advised of this temporary suspension and that the suspension may be appealed to the Civil Service Commission by filing with the Director of Civil Service, within ten (10) days after receipt of a copy of this memo, a proper notice of appeal in accordance with Section 143.010 of the Texas Local Government Code.

By copy of this memo and as required by Section 143.057 of the Texas Local Government Code, Officer Doiron is hereby advised that such section and the Agreement Between the City of Austin and the Austin Police Association provide for an appeal to an independent third-party hearing examiner, in accordance with the provisions of such Agreement. If appeal is made to a hearing examiner, all rights of appeal to a District Court are waived, except as provided by Subsection (j) of Section 143.057 of the Texas Local Government Code. That section states that the State District Court may hear appeals of an award of a hearing examiner only on the grounds that the arbitration panel was without jurisdiction or exceeded its jurisdiction, or that the order was procured by fraud, collusion or other unlawful means. In order to appeal to a hearing examiner, the original notice of appeal submitted to the Director of Civil Service must state that appeal is made to a hearing examiner.

M. CUNNINGHAM FOR CHIEF L. DAVIS


 LISA DAVIS, Chief of Police

10.14.25
 Date

TO WHOM IT MAY CONCERN:

I hereby acknowledge receipt of the above and foregoing memorandum of temporary suspension and I have been advised that if I desire to appeal that I have ten (10) calendar days from the date of this receipt to file written notice of appeal with the Director of Civil Service in accordance with the provisions of Chapter 143 of the Texas Local Government Code.


 Police Officer Doiron Drew #9366

10/14/25
 Date