



POLICY RECOMMENDATION

TO: Chief Lisa Davis, Austin Police Department
FROM: Director Gail McCant, Office of Police Oversight
DATE: December 19, 2024
SUBJECT: OPO Policy Recommendation: 902.2.4 INITIAL SUPERVISOR RESPONSIBILITY

Dear Chief Davis:

This memorandum provides feedback and recommendations for improving the Austin Police Department's (APD) General Order (GO) 902.2.4 INITIAL SUPERVISOR RESPONSIBILITY

The specific policies reviewed in this memorandum are as follows:

- 902.2.4 Initial Supervisor Responsibility
- 902.2.4 (b) Allegations of a Minor Nature

This policy analysis and recommendations address the need for more clarity in APD's current policy, outlining the operational guidelines for initial supervisory responsibility. In APD's current GO, there is an exception in 902.2.4 that limits supervisor responsibility if a complaint of a minor nature *is submitted directly to the OPO or IA*.

In current APD GO 902.2.4 (b), allegations of a minor nature are to be addressed within one calendar week. However, with the exception in the policy language that excludes minor complaints submitted from OPO or IA, OPO has found that complainants are not hearing from APD supervisors within any standardized timeframe.

No other guidelines in APD's GO indicate the timeframe for minor complaints submitted from OPO or IA. This burdens OPO staff, IA staff, and community members who file complaints in good faith and lacks the transparency and consistency that APD affords to minor complaints that do not come from OPO or IA.

We look forward to addressing the items identified and improving these policies to benefit the community and APD's sworn personnel.

Sincerely,

Gail McCant



POLICY RECOMMENDATION
902.2.4 INITIAL SUPERVISOR RESPONSIBILITY

Recommendation #1:

OPO recommends APD remove the language that disqualifies OPO complaints from the standard processes outlined in 902.2.4

OPO believes that removing the language that excludes complaints submitted from OPO or IA will remove any confusion about APD supervisor responsibilities. Treating all internal and external complaints of a minor nature identically also allows APD to be fully transparent to and with the community.

902.2.4 INITIAL SUPERVISOR RESPONSIBILITY ~~Unless a complaint is submitted directly to the OPO or IA,~~ the initial response to an internal or external complaint shall generally rest with the employee's immediate supervisor.

