



MEMORANDUM

Austin Police Department *Office of the Chief of Police*

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TO: Susan Sinz, Director of Civil Service

FROM: Lisa Davis, Chief of Police

DATE: July 18, 2025

SUBJECT: Temporary Suspension of Police Officer John Carrasco #6626
Internal Affairs Control Number 2024-1269

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 John Carrasco #6626 from duty as a City of Austin, Texas police officer for a period of three (3) days. The temporary suspension is effective beginning on July 19, 2025, and continuing through July 21, 2025.

I took this action because Officer Carrasco 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 Department or Police Department or of special orders, as applicable.

The following are the specific acts committed by Ofc. Carrasco in violation of Rule 10:

On December 23, 2024, Ofc. John Carrasco was in an off-duty capacity when he traveled to Fredericksburg, Texas for a vacation with his [REDACTED]. It is undisputed that Ofc.

Carrasco consumed a large number of alcoholic beverages that day, both before and after traveling to Fredericksburg.

In the early morning hours of December 24, 2024, Ofc. Carrasco called 9-1-1. This call generated a police response by the Fredericksburg Police Department (FPD) and the Gillespie County Sheriff's Office (GCSO). FPD and GCSO contacted Ofc. Carrasco and his [REDACTED] on foot in the 100 block of Burbank Street. During their dialogue with officers, Ofc. Carrasco was unable to direct officers to where they were lodging in Fredericksburg. Based upon their training and experience, and what they observed during their interactions with Ofc. Carrasco and his [REDACTED], officer(s) concluded that Ofc. Carrasco and his [REDACTED] were intoxicated and a danger to themselves. Therefore, they placed them both under arrest for Public Intoxication—Class C misdemeanor.

An FPD Corporal completed an Affidavit of Probable Cause for Ofc. Carrasco's Arrest for a violation for Public Intoxication (PI), Texas Penal Code § 49.02, where he documented:

“Based on John’s personal appearance, demeanor, detecting the odor of an alcoholic beverage emitting from his breath/person, his slurred speech, receiving the 911 call, and not knowing where his Air B&B was located; I determined that he lacked the normal use of his mental and physical faculties by reason of the introduction of alcohol into his body to the degree he was a danger to himself or another. I have seen intoxicated and impaired people on many occasions in the past and have no doubt that John was as well. If not arrested, and if John was released from the call, he could have attempted to walk to where he was staying for the night (which he did not provide me with an address) and fall into the roadway potentially getting struck by a vehicle.”

On December 26, 2024, Ofc. Carrasco's Commander, submitted an Internal Complaint Memorandum to Internal Affairs (IA), requesting an investigation into the events of December 23-24, 2024.

At the onset of the IA investigation, Ofc. Carrasco acknowledged that he had consumed a significant number of alcoholic beverages at various locations on December 23, 2024, and into the early morning hours of December 24, 2024. He started drinking before he traveled to Fredericksburg and continued after he and his [REDACTED] arrived. Ofc. Carrasco stated he had no memory of certain facts, including but not limited to calling 9-1-1. He stated he and his [REDACTED] rode in a vehicle with two women, whom they had just met at one of the last establishments where they consumed alcohol. Ofc. Carrasco stated in hindsight riding with these women was not the safest decision. Ofc. Carrasco also went on to say the driver of the vehicle drove them in an erratic fashion, including going through at least one red light, drove at a high rate of speed, and in the opposite direction of their intended destination. This apparently prompted him to ask to be dropped off before calling 9-1-1.

Body worn camera footage from FPD showed that after calling 9-1-1 and when first approached by officers, Ofc. Carrasco was asked where he was coming from. Instead of answering the question, Ofc. Carrasco stated he was “off-duty” and then confirmed he was an off-duty police officer. Throughout the field investigation, Ofc. Carrasco

continued to repeat that he was an Officer with the Austin Police Department (APD) and mentioned his previous military service.

On February 18-20, 2025, Ofc. Carrasco, his attorney, and Fredericksburg Municipal Court Judge S. Becker signed documentation, including an ORDER OF DEFERRED DISPOSITION (Cause No:242380), which stated Ofc. Carrasco entered a plea of “*No Contest to the offense of **Public Intoxication.***” The court order then stated that “*Defendant was found guilty by the court.*” The February 20, 2025, court order then stated, “*if the Defendant complies with the condition of this Order, then this cause shall be DISMISSED by the court and not reported as a conviction.*” Ofc. Carrasco subsequently completed those conditions in May of 2025.

Ultimately in his March 5, 2025, IA interview Ofc. Carrasco acknowledged that his conduct during this incident could cause embarrassment to the department or city, and further stated, “*It could cause embarrassment because of all the things that we represent, represent of office, represent being honest, represent being a member of the Police Department, member of the Hostage Negotiation Team, member of the Lake Patrol Unit. You know, the - personally, as a member of the armed services, like, 28 years, like, I represent being a Master Chief in the Navy. I represent being a father. I represent a lot of those things. And so absolutely, I can understand how being arrested would be an embarrassment.*”

In addition to his conduct in this case, the Chain of Command and I (Chief Lisa Davis) gave weight to the fact that Ofc. Carrasco acknowledged in the Disciplinary Meeting that he was intoxicated on the date of the incident. I also gave considerable weight to Ofc. Carrasco’s lengthy service record with APD, with no disciplinary history, in reaching my final disciplinary decision.

By these actions, Ofc. Carrasco 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 900.1.1: General Conduct and Responsibilities: Responsibility to Know and Comply**

900.1.1 Responsibility to Know and Comply

The rules of conduct set forth in this order do not serve as an all-inclusive list of requirements, limitations, or prohibitions on employee conduct and activities; employees are required to know and comply with all Department policies, procedures, and written directives.

- (a) Employees will maintain a working knowledge and comply with the laws, ordinances, statutes, regulations, and APD written directives which pertain to their assigned duties.
- (b) Employees who do not understand their assigned duties or responsibilities will read the relevant directives and guidelines, and

will consult their immediate supervisor for clarification and explanation.

- (c) A lack of knowledge of an APD written directive is not a defense to disciplinary action.

To Wit:

Texas Penal Code Section 49.02: Public Intoxication

- (a) A person commits an offense if the person appears in a public place while intoxicated to the degree that the person may endanger the person or another.
- (c) Except as provided by Subsection (e), an offense under this section is a Class C misdemeanor.

➤ **Austin Police Department Policy 900.3.2(a): General Conduct and Responsibilities: Acts Bringing Discredit Upon the Department**

900.3.2(a) Acts Bringing Discredit Upon the Department

Since the conduct of personnel both on-duty or off-duty may reflect directly upon the Department, employees must conduct themselves at all times in a manner which does not bring reproach, discredit, or embarrassment to the Department or to the City.

- (a) Employees will not commit any act which tends to destroy public confidence in, and respect for, the Department or which is prejudicial to the good order, efficiency, or discipline of the Department.

By copy of this memo, Ofc. Carrasco 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, Ofc. Carrasco 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.

 3961 _____ Date 7/18/2025
LISA DAVIS, Chief of Police
Staniszewski; Jason for Chief Davis

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.

 _____ Date 7/18/25
Police Officer John Carrasco #6626