



MEMORANDUM

Austin Police Department *Special Operations - EOD*

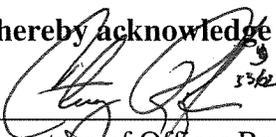
TO: Courtney Renfro, Lieutenant
FROM: James Mason, Commander
DATE: July 28, 2020
SUBJECT: Oral Reprimand IA Case 2020-0928

This memorandum is in reference to an incident which occurred on May 30, 2020 and your conduct at that time. Specifically I am referring to your involvement *your interactions with the public during a protest.*

Your actions violated APD Policy 301.3 Customer Service and Community Relations which states: *APD constantly works to establish direct contacts with the community we serve. Without grassroots community support, successful enforcement of many laws may be difficult, if not impossible. Community involvement can be an effective means of eliciting public support, can serve to identify problems in the making, and may foster cooperative efforts in resolving community issues. Input from the community can also help ensure that agency general orders accurately reflect the needs of the community.*

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

7/29/2020

Date / Time



Signature of COC Commander

07/29/20

Date / Time

cc: Employee
Employee's Supervisor
Internal Affairs