



# MEMORANDUM

## **Austin Police Department Downtown Area Command**

**TO:** Rodolfo Nicolas, Officer  
**FROM:** Ryan Adam, Commander  
**DATE:** May 20, 2020  
**SUBJECT:** Oral Reprimand IA Case 2019-1358

This memorandum is in reference to an incident which occurred on November 24, 2019 and your conduct at that time. Specifically I am referring to your involvement during a conversation with the other Officer about the subjects engaging in sexual intercourse and the vehicle inventory.

Your actions violated **APD Policy 900.3.4 Personal Conduct** which states: While on-duty or on the premises of City facilities, employees will not: Use loud, indecent, profane, harsh, derogatory language, or use belittling term in any communications and **APD Policy 350.4 Vehicle Inventory** The scope of the inventory will include: Those places in a vehicle where a person ordinarily would store or leave items of personal property. Those areas can be but are not limited to: Passenger compartment, Trunk, console, glove box, and attached locked containers.

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:**

8422  
 #3570  
 Signature of COC Lieutenant  
 5898

1 20 21:42  
 Date Time  
 21 21:42  
 Date Time  
 5 21 0 21: 3  
 Date Time

cm  
Sign

  
Commander

W4624

5 21 20 9:44 PM  
Date Time

cc: Employee  
Employee's Supervisor  
Internal Affairs