



MEMORANDUM

Austin Police Department *Office of the Chief of Police*

TO: Susan Sinz, Director of Civil Service

FROM: Lisa Davis, Chief of Police

DATE: January 15th, 2026

SUBJECT: Temporary Suspension of Police Officer Mason Brown #8883
Internal Affairs Control Number 2025-01943

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 Mason Brown #8883 from duty as a City of Austin, Texas police officer for a period of one (1) day. The temporary suspension is effective beginning on January 16th, 2026, and continuing through January 16th, 2026.

I took this action because Officer Brown 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 Officer Brown in violation of Rule 10:

On June 20, 2025, at approximately 2:30 AM, Officer Mason Brown was traveling eastbound on Rosewood Avenue. As Officer Brown approached the intersection of Rosewood and Thompson Street, he noticed a black four-door sedan traveling northbound on Thompson Street. The vehicle failed to stop at the intersection, ran the stop sign, and made a right turn on Rosewood. Officer Brown attempted to approach the vehicle and identify it, but the vehicle ran the stop sign at the intersection of Rosewood Avenue and Bedford Street.

Past the intersection, Officer Brown identified the vehicle as a 2018 Black Hyundai Elantra. Officer Brown prepared to perform a traffic stop but noticed the vehicle slowed down and saw a gun fired from the passenger window, approximately six times in the direction of an apartment complex. Officer Brown was not able to see if the shots were fired directly at someone, but based on the time of night, he believed the residences to be occupied.

Officer Brown notified dispatch via radio he witnessed a shooting. Officer Brown activated the lights and sirens on his patrol vehicle to conduct a traffic stop. The driver of the vehicle failed to stop, and a pursuit ensued. Officer Brown asked officers to check on the possible victims while he continued to pursue the suspect vehicle.

The pursuit lasted approximately fourteen minutes through a span of twenty-three miles. Officer Brown conducted a Precision Immobilization Technique (PIT) on the Hyundai Elantra at eighty-seven miles per hour. The driver of the vehicle evaded on foot, while the passenger and suspect of the shooting remained and was taken into custody.

On July 15, 2025, Officer Brown's Commander submitted an Internal Complaint Memorandum to Internal Affairs (IA). The complaint stated:

On 06/20/2025. Ofc. Mason Brown was on duty in a marked patrol vehicle when he initiated a vehicle pursuit after observing a drive by shooting from the suspect vehicle. Brown requested to conduct a high-speed PIT that was denied by the control supervisor Sgt. Hutchins. Brown later stated that he was going to attempt to PIT after the speed was reported to be 70mph. The new control supervisor, Sgt. Paredes told Brown that he would need to slow down, below 40mph. Brown then conducted a PIT at 87 mph. Officer Brown, by his actions may have violated APD General Orders.

During the course of the IA investigation Officer Brown was interviewed. Officer Brown acknowledged he did not receive permission from a supervisor to conduct a PIT while traveling above forty miles per hour. Officer Brown said he was unable to ask permission to conduct a PIT when exceeding forty miles per hour due to radio traffic. Officer Brown acknowledged he was aware he was traveling over forty miles per hour when he administered the PIT.

Officer Brown was asked by IA if he violated APD Policy 214.6.3, Precision Immobilization Technique. Even though he acknowledged that he did not have supervisor approval to conduct a PIT at over 80 mph, Officer Brown replied,

"I did not violate this policy," and further explained, "I took everything into to account in this policy, and I constantly re-evaluated during the entire pursuit. I gave them a reasonable attempt to stop there was two units in the pursuit. I considered the risk and that this suspect's risk to the public far outweighed the risk of conducting the PIT. This is not normal circumstances to be clear. This is a violent act of felony offense in my presence in front of a police officer in a fully marked police car. I used every or I - I asked for every resource that we had available. And I exhausted most options. I believe I had exigency in conducting this PIT based on the location and if that pursuit continued, there was a high likelihood that the suspects in this car were going to seriously hurt someone. And if I did terminate that pursuit they were going to continue fleeing regardless of the police cars behind there or not further putting risk to the public."

In determining the level of discipline in this case, I took into consideration some of the following factors, including the danger and risks Officer Browns' actions posed, the fact that he did not accept responsibility or remorse for his actions, including violating General Orders. Additionally, I took into consideration Officer Browns' previous discipline in IA Case number's 2023-0531 and 2023-0532, which involved similar conduct, including administrating the PIT maneuver in a high-speed manner and/or striking other vehicle(s) in a manner that posed a danger and a risk to himself and other motorists.

By these actions, Officer Brown 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 214.6.3(c)3(e): Vehicle Pursuits: Precision Immobilization Technique**

214.6.3(c)3(e) Precision Immobilization Technique

The use of the PIT should be approved in advance by the control supervisor. Officers and supervisors should weigh the need to immediately stop the vehicle based on the driving behavior and risk to the public versus apprehension of the suspect, or termination of the pursuit.

(c) PIT Application

(3) Prior to deploying PIT officers shall:

- (e) Under normal circumstances, a PIT maneuver at speeds above 40 mph should not be applied. However, if exigent

circumstances exist, higher speeds may be authorized with supervisor approval.

By copy of this memo, Officer Brown 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 Brown 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.

In addition, if this disciplinary suspension is for three (3) days or less, Officer Brown is advised of the following provisions of Article 18, Section 1, of the Meet and Confer Agreement:

The parties agree that when an officer is suspended for 1, 2, or 3 days the officer may choose one of two methods of dealing with the suspensions as listed below.

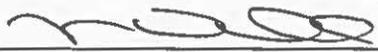
- a) **Suspensions that may not be appealed.** *The officer may choose to use vacation or holiday time to serve the suspension with no loss of paid salary and no break in service for purposes of seniority, retirement, promotion, or any other purpose. The officer must agree that there is no right to appeal if this method of suspension is chosen.*
- b) **Suspensions that may be appealed.** *The officer may appeal the suspension to arbitration or the Civil Service Commission. If the officer chooses to appeal the suspension, the arbitrator or Civil Service Commission's authority is limited to ruling on whether or not the charges against the officer are true or not true. If the arbitrator or Civil Service Commission finds the charges to be true, there is no authority to mitigate the punishment. If the arbitrator or Civil Service Commission finds the charges to be not true, the officer shall be fully reinstated with no loss of pay or benefit.*

Arbitration Costs on Appealable Suspensions

In the event that an officer appeals a 1-, 2- or 3-day suspension to arbitration, it is agreed that the party that loses the arbitration shall be responsible for all costs of the arbitrator, including travel and lodging if necessary.

To facilitate such payment on the part of the officer he shall submit, at the time of appeal, a signed payroll deduction agreement that if the arbitrator rules in favor of the City he authorizes up to one hundred dollars (\$100.00) per month to be deducted from his regular pay until such time as what would usually be the City's portion of the arbitrator's costs have been satisfied.

ON BEHALF OF:

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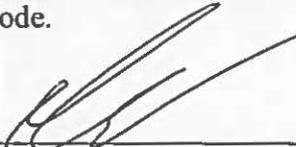
LISA DAVIS, Chief of Police

1-15-26

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.

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Police Officer Mason Brown #8883

1/15/26

Date

