



MEMORANDUM

Austin Police Department *Region I Patrol*

TO: Justin McSpadden, Officer
FROM: Jason Staniszewski, Commander
DATE: February 18, 2020
SUBJECT: Written Reprimand IA Case 2019-0924

This memorandum is in reference to an incident which occurred on July 23, 2019 and your conduct at that time. Specifically I am referring to your involvement *during a traffic stop that resulted in an arrest and response to resistance incident #2019-2041023.*

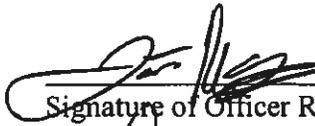
Your actions violated APD Policy which states:

200.2.1 (3) (c) (d) Assessment and De-Escalation

- As officers arrive on the scene, observe conditions, and interact with the persons there, they should continue to gather additional relevant information and facts. These assessments, along with reasonable inferences help to develop an understanding of the totality of the circumstances of the incident.
- Verbal Persuasion -- To the extent possible and reasonable under the totality of the circumstances officers may use one or more of the following verbal techniques to try to calm an agitated subject and promote rational decisions.
 - (c) Explain what the officer is doing, what the subject can do, and what needs to happen;
 - (d) Explain why the officer is taking a specific action, again permitting the subject to respond and acknowledging their perspective.

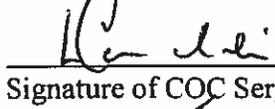
You are hereby reminded that compliance with the Department's rules and regulations are a condition of your continued employment as a police officer. Failure to comply with this policy in the future may result in more severe disciplinary action against you, up to, and including an indefinite suspension.

I hereby acknowledge receipt of the foregoing Written Reprimand:

 #2423

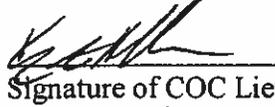
Signature of Officer Receiving Reprimand

2/18/20 2:14pm
Date / Time

 2558

Signature of COC Sergeant

2/18/20 2:15pm
Date / Time

 4197

Signature of COC Lieutenant

2/18/20 2:16pm
Date / Time

 3961

Signature of COC Commander

2/18/20 2:15pm
Date / Time

cc: Employee
Employee's Supervisor
Internal Affairs
APD Human Resources

*Written rebuttal provided om