

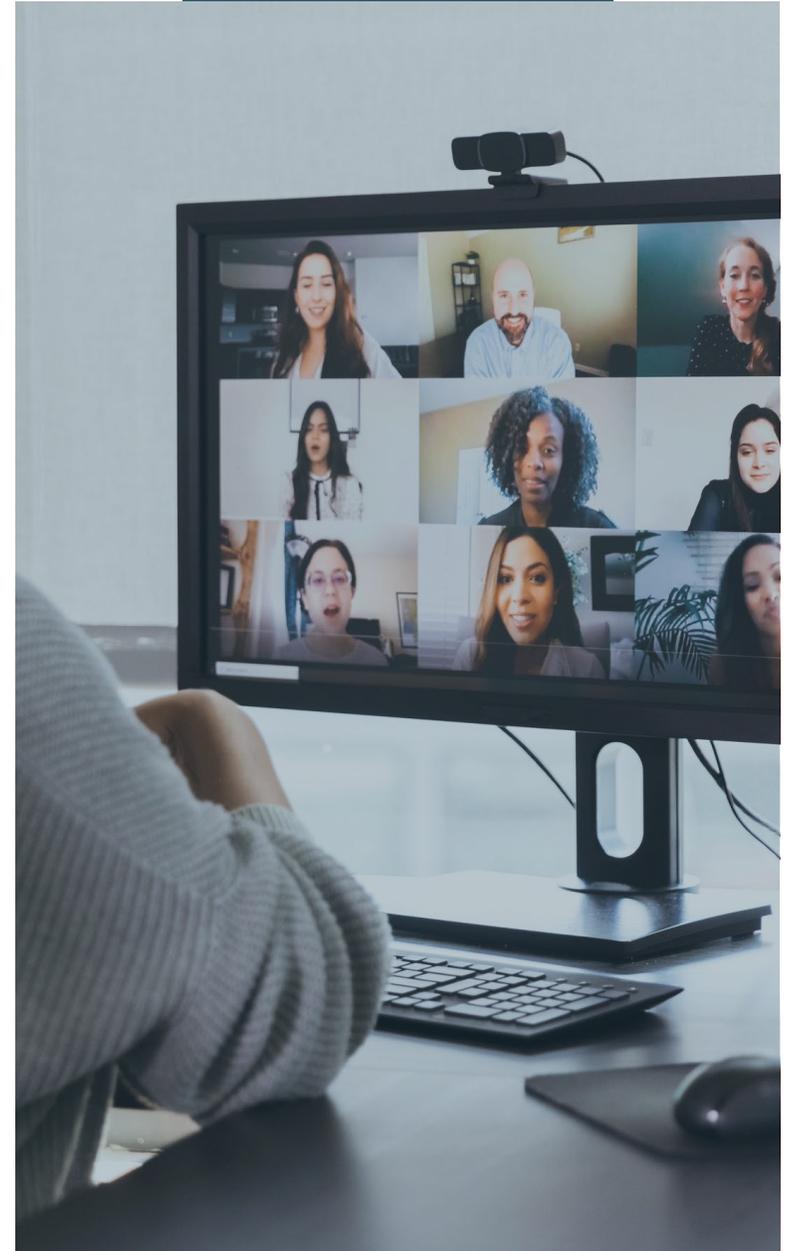


OFFICE OF
POLICE OVERSIGHT

QUARTERLY

POLICE OVERSIGHT IMPLEMENTATION WORKGROUP

November 14, 2024 | 6:00 p.m.-7:30 p.m.



Agenda

- 01** Welcome and Housekeeping
- 02** Welcome from OPO Director
- 03** Community Police Review Commission & G-File Updates
- 04** Policy and Research Presentation
- 05** Data Overview
- 06** Complaints Process Q&A
- 07** Closing

OPO is committed to creating and sustaining a safe space that is comfortable for all attendees.

By participating in this meeting, you consent to the following guidelines:

- We respect each other by listening when others are speaking.
- We respect each other by staying within the time allotted.
- We respect each other by disagreeing respectfully.



About the Office of Police Oversight

The mission of the Office of Police Oversight (OPO) is to provide impartial oversight of the Austin Police Department's conduct, practices, and policies to enhance accountability, inform the public to increase transparency and create sustainable partnerships throughout the community.



ACCOUNTABILITY



TRANSPARENCY



PARTNERSHIPS

Director's Message



- Manages and directs the staff of the Office of Police Oversight.
- Oversees the Austin Police Department's investigations of critical incidents involving Austin police officers.
- Works closely with the City Manager, the Austin Police Department's Chief of Police, and Austin Police Department's Internal Affairs Division to ensure accountability, transparency, and input from the community.

Gail McCant

Director

- * 25+ years of experience in civil, human, employment, and housing rights
- * Certified Mediator
- * Bachelor of Arts- Southern University, Baton Rouge (Liberal Studies/Communications)

Public Documents

- Notice of formal complaints, reprimands, and suspension notices
- Policy and Discipline Recommendations
- Official Memos
- APD Responses
- Published Reports
- Lawsuit Documents
- Quarterly Complaints Data

The image shows a screenshot of a website interface with a dark blue background. The content is organized into sections. The 'Top Services' section contains four links: 'File a Complaint About an Austin Police Officer', 'All Official Complaint and Discipline Documents', 'Thank an Austin Police Officer', and 'Lawsuit Documents'. The 'Related Information' section contains four links: '2022 Annual Report', 'Know Your Rights When Interacting With the Police', 'Police Oversight Reports and Recommendations', and 'Community Police Review Commission'. The links 'All Official Complaint and Discipline Documents', 'Lawsuit Documents', and 'Police Oversight Reports and Recommendations' are circled in yellow.

Top Services

- [File a Complaint About an Austin Police Officer](#)
- [All Official Complaint and Discipline Documents](#)
- [Thank an Austin Police Officer](#)
- [Lawsuit Documents](#)

Related Information

- [2022 Annual Report](#)
- [Know Your Rights When Interacting With the Police](#)
- [Police Oversight Reports and Recommendations](#)
- [Community Police Review Commission](#)



Community Police Review Commission

Community Police Review Commission (CPRC)

- Consists of eleven community volunteers selected by the City Manager.
- Separate and independent from the Austin Police Department.
- OPO working to re-establish CPRC in alignment with Municipal Code 2-15-4, Austin Police Oversight Act.



CPRC Selection

- Selection will be November 18 at 10 AM in Council Chambers, also streamed on ATXN.
- OPO will facilitate random selection.
- Will select eleven commissioners and four alternates.
- Results will be published on [ATXpolicecommission.org](https://atxpolicecommission.org).



CPRC: Training

Requirements

Attend 20 hours of training created by the Office of Police Oversight within 90 days of their appointment, which shall be focused on the laws, rules and policies governing the conduct of police officers in Austin in accordance with recommendations of the National Association for Civilian Oversight of Law Enforcement, and members may begin to serve before completion of training.

Training Plan

- Training conducted by OPO, City Legal, and City Clerk: Currently projected at 9 hours
- Training conducted by the Austin Police Department (APD): Currently projected at 8 hours
- Training conducted by NACOLE: Currently projected at 8 hours



G-File Update

G-File Update

- The City is no longer maintaining confidential police officer personnel files
- No longer raising “g-file confidentiality” in response to subpoena or public information requests

Public Documents

- Notice of formal complaints, reprimands, and suspension notices
- Policy and Discipline Recommendations
- Official Memos
- APD Responses
- Published Reports
- Lawsuit Documents
- Quarterly Complaints Data

The screenshot shows a website interface with a dark blue header and a white content area. The 'Top Services' section contains four links: 'File a Complaint About an Austin Police Officer', 'All Official Complaint and Discipline Documents', 'Thank an Austin Police Officer', and 'Lawsuit Documents'. The 'Related Information' section contains four links: '2022 Annual Report', 'Know Your Rights When Interacting With the Police', 'Police Oversight Reports and Recommendations', and 'Community Police Review Commission'. The links 'All Official Complaint and Discipline Documents', 'Lawsuit Documents', and 'Police Oversight Reports and Recommendations' are circled in yellow.

Top Services

- [File a Complaint About an Austin Police Officer](#)
- [All Official Complaint and Discipline Documents](#)
- [Thank an Austin Police Officer](#)
- [Lawsuit Documents](#)

Related Information

- [2022 Annual Report](#)
- [Know Your Rights When Interacting With the Police](#)
- [Police Oversight Reports and Recommendations](#)
- [Community Police Review Commission](#)



Policy and Research Division

Policy & Research Division

Responsibilities:

- Research ongoing issues related to APD
- Gather and synthesize national best practices in policing
- Analyze APD's General Orders policy, training, and procedures and offer recommendations for improvement

Sources of Work:

- APD-initiated policy change
- Complaint-generated
- City Manager-generated
- Other (based on OPO strategic plan, other issues identified, etc.)

APD Initiated Policy Changes & General Orders Amendments

July 2024 0	August 2024 0	September 2024 10
		<ul style="list-style-type: none">•110.2 Sworn Ranks Established•208.2 TASER Device Guidelines Policy•342.3.5 Failure to Maintain Financial Responsibility•403.7 Forensic Hits or Matches•435.3.1 Stolen Vehicle Report•803.3.3 Department Issued Shotguns•922.5.18 Safe Driving Ribbon•922.5.19 Fitness Ribbon•955.4 Vacation Leave•958.9 Restrictions While on Limited Duty and Extended Limited



July-September 2024 Policy Recommendations

A total of 5 recommendations were made for the months of July-September on the following APD policies:

- ◆ **Drone Policy Creation**
- ◆ **Outside Agency Assistance and Joint Task Forces**
- ◆ **Chain-of-Command Responsibilities in Level 2, 3, and 4 Incidents**

Drone Policy- APD currently has no policy related to drone usage in the General Orders

OPO Recommendation

1. APD create a separate policy in the General orders addressing the department's use of drones.

APD Response

APD has declined to implement this policy recommendation.

"Including drone unit guidelines in General Orders when they are already covered in state law and SOPs (Standard Operating Procedures) leads to redundancy. This can clutter General Orders and make it more challenging to locate specific information."

Outside Agency Assistance and Joint Task Forces

General Orders 362

OPO Recommendation

1. APD add specific language to the General Orders to ensure that laws and civil rights are protected when assisting outside agencies.

APD Response

APD has declined to implement this policy recommendation.

"We have reviewed the current policy recommendation and believe that the concerns stated in the proposal are already covered in policy within the General Orders."

Chain-of-Command Responsibilities in Level 2, 3, and 4 Incidents

General Order 211.13

OPO Recommendation

1. OPO objects to the current policy language which removes review power from the Force Review Unit
2. APD provide a concise definition of what constitutes an "observation" made by the Force Review Unit within this policy.
3. APD cite where in the General Orders the chain of command should reference "appropriate actions" related to potential observations made by the Force Review Unit

APD Response

APD will be revising their policy to align with the intent of OPO recommendations.

"APD will be revising policy to align with the intent of OPO recommendations, while also offering a clearer guidance to the COC (Chain of Command) on how their reviews should be conducted."

Last Quarter's (April–June 2024) Recommendations

- **General Order 924.3.1 Hair**

APD is working to update this policy to align with OPO's recommendations.

- **General Order 208 Taser Device Guidelines**

APD updated this policy on 9/6/2024 to align with OPO's recommendations.

- **General Order 342.3.5 Failure to Maintain Financial Responsibility**

APD updated this policy on 9/6/2024 to align with OPO's recommendations.

What should we research in 2025?

and Cooking classes in room 8 12-15-
...line drive → Feb. 21 - M

#3

Work group
Engagement
Awareness

Education on
how to use
the app
to help
people
understand
what they
need to
do

Expand to
more
groups
(exercise and others)

Address
DISTRICTS
IN URBAN
AREAS

Social media
 Outreach
to groups

FREE HEALTH SCREENINGS

9:30 AM at
the earliest



Complaints Data Overview

Complaints Process

- 1. OPO receives the complaint**
- 2. Preliminary Review**
- 3. Preliminary Investigation**
- 4. OPO monitors and participates in APD's Internal Affairs administrative investigation**
- 5. OPO closes the complaint**

Anonymous Complaints Process

- 1. OPO receives the complaint**
- 2. Preliminary Review**
- 3. Preliminary Investigation**
- 4. OPO monitors and participates in APD's Internal Affairs administrative investigation**

Data Overview: July-September 2024

	July	August	September
Complaints/Concerns	73	61	63
Compliments	13	8	4
Total Contacts	86	69	67

Data Overview: July-September 2024

	July	August	September
Preliminary Review Conducted	73	61	63
Sworn Affidavit Submitted	1	4	1
Recommended for Full Internal Affairs Investigation	5	5	2
Investigated by Internal Affairs	67	59	59
Pending Investigation	1	0	2
Resigned or Separated During Administrative Investigation	3	2	3

COMPLAINT CLASSIFICATIONS

* **Complaints that Could Not Be Further Investigated:** OPO sometimes receives complaints outside of our purview, for example, complaints against other law enforcement agencies, or other government agencies.

CLASS A

Include, but not limited to criminal conduct, serious policy violations, or conduct that could damage the Police Department.

CLASS B

Include, but are not limited to policy violations such as profanity, belittling language, inadequate police service, minor traffic violations, negligent damage, or loss of property.

CLASS C

Not policy violations, but the officer might need training to handle the situation better.

CLASS D

Not policy violations because the evidence shows they are false.

Data Overview: July-September 2024

	July	August	September
Class A	0	0	0
Class B	0	0	0
Class C	0	0	0
Class D	3	1	1
Complaints that Could Not Be Further Investigated	58	55	37

Data Overview: July-September 2024

	July	August	September
Total Anonymous	5	8	6
Disciplinary Recommendations Made to Chief of Police	0	3	0



Questions and Answers



Save the Date!

Next meeting: February 2025

Follow us on Twitter or Facebook to stay informed!



opo.outreach@austintexas.gov



atxpoliceoversight.org