

Received by Civil Service  
February 10, 2026 @  
11:06 a.m.



## **MEMORANDUM**

### **Austin Police Department *Office of the Chief of Police***

**TO:** Susan Sinz, Director of Civil Service  
**FROM:** Lisa Davis, Chief of Police  
**DATE:** February 16<sup>th</sup>, 2026  
**SUBJECT:** Temporary Suspension of Police Officer Jake Pitcher #9862  
Internal Affairs Control Number 2025-2616

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 Jake Pitcher #9862 from duty as a City of Austin, Texas police officer for a period of one (1) day. The temporary suspension is effective beginning on February 16<sup>th</sup>, 2026 and continuing through February 16<sup>th</sup>, 2026.

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

On or about November 22, 2025, Officer Jake Pitcher was driving an APD marked patrol unit eastbound in the #1 lane of the 300 block of E. Braker Lane when a vehicle was stopped in front of him for an animal in the roadway. Officer Pitcher attempted to stop, but the front of his patrol vehicle collided with the rear of the other vehicle. Officer Pitcher acknowledged he violated APD General Order 804.2 General Operation of Department Vehicles when he collided with the rear of the stopped vehicle.

Officer Pitcher has had three previous corrective actions for violating this general order in the past. The first resulted in an oral reprimand (IA case number 2024-1058), the second resulted in a written reprimand (IA case number 2024-1059), and the third result was a written reprimand – EBD (IA case 2025-0176).

By these actions, Officer Pitcher 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 804.2: Department Vehicles: General Operation of Department Vehicles**

**804.2 General Operation of Department Vehicles**

- (a) Employees will operate Department vehicles in a careful and prudent manner within the guidelines of the law and Department General Orders. Unsafe or negligent driving is prohibited.
  - 1. Vehicles will be operated in such a manner and at a rate of speed that the driver, by use of ordinary care, can avoid colliding with another vehicle, object, or person.
  - 2. Employees will wear a seatbelt in the front or back seat while operating or riding inside of a Department vehicle unless there is an operational, tactical, or medical need to be unsecured.
- (b) Department vehicles will be kept clean by utilizing car washes that are under City contract.
- (c) Employees will not use any type of Mobile Audio Video Recording system (MAV/DMAV) inside a Department vehicle unless the employee has been trained in its use.
- (d) The use of a Personal Communication Device (PCD), such as a mobile phone, PDA, or wireless two-way communication device while driving can cause unnecessary distractions and presents a negative image to the public.

1. Employees operating emergency vehicles should restrict the use of these devices while driving to matters of an urgent nature and should, where practicable, stop the vehicle at an appropriate location to complete the call.
  2. Except in the case of an emergency, employees who are operating non-emergency vehicles will not use PCDs while driving unless it is specifically designed and configured to allow hands-free listening and talking. Such use should be restricted to business-related calls or calls of an urgent nature.
- (e) When a Department vehicle is unattended and out of sight of the operator:
1. The vehicle should be turned off and legally parked, when practical, and properly secured by locking the doors and ensuring the windows are rolled up; and
  2. Any firearm inside the vehicle will be locked/secured unless being readied for use.

By copy of this memo, Officer Pitcher 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 Pitcher 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 Pitcher 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.

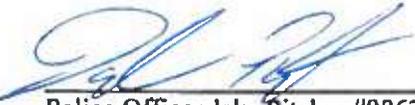
To facilitate such payment on the part of the officer he shall submit, at the time of appeal, a signed payroll deduction agreement that if the arbitrator rules in favor of the City he authorizes up to one hundred dollars (\$100.00) per month to be deducted from his regular pay until such time as what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

(FOR CHIEF DAVIS)  
  
 LISA DAVIS, Chief of Police

5329  
 2.6.26  
 \_\_\_\_\_  
 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.

  
 Police Officer Jake Pitcher #9862

2.9.26  
 \_\_\_\_\_  
 Date