



DISCIPLINE RECOMMENDATION

TO: Chief Lisa Davis, Austin Police Department
FROM: Director Gail McCant, Office of Police Oversight
DATE: April 3, 2025
SUBJECT: OPO Recommendation, OPO Case# 2024-1056
Lieutenant Maria Calagna #6104

Dear Chief Davis:

On October 21, 2024, Commander Michael Burgeson (AP5325) submitted an internal complaint requesting that APD's Internal Affairs Division (IAD) conduct an administrative investigation into allegations of unprofessionalism in the workplace by Lt. Calagna. The complaint arose from concerns raised with APD HR and the City Auditor's Office by civilian employees at the Combined Transportation, Emergency, and Communications Center (CTECC).

Disposition by APD Chain of Command

On March 31, 2025, OPO was advised that Lt. Calagna's chain of command had classified the investigation as "Unfounded," and the case had been closed by IAD.

Upon reviewing the Internal Affairs Personnel Complaint Control Sheet, OPO disagrees with the "Unfounded" finding for the following APD General Order:

- 900.5.1 Responsibility to Coworkers

During the investigation, IAD interviewed eight witnesses, including Lt. Calagna. Six of the eight witnesses stated they had seen, or experienced unprofessional behavior conducted by Lt. Calagna. Multiple witnesses stated that Lt. Calagna ignored them or was dismissive of their presence when they attempted to interact with her.

On January 16, 2025, Lt. Calagna participated in an IAD interview regarding the allegations. When asked if she believed she had violated Policy 900.5.1(a), she stated:

"I do not. I have spent my career trying to do the very best I can to treat people with respect, to be professional. It's an expectation that I set for my employees, and I do not feel that it's within my character to treat people the way that it's described."

However, the evidence shows that during her assignment at CTECC, Lt. Calagna more likely than not engaged in behavior that violated the noted policy, leading multiple APD Human Resources employees and civilian staff at CTECC to report feeling disrespected, unseen, and unheard.



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Considering the totality of the circumstances and in alignment with APD's General Orders discipline matrix, OPO recommends that the complaint be Sustained with a classification of C. Additionally, OPO recommends that Lt. Calagna receive training and, in compliance with Section 2-15-5(B) of the City Code, requests that the Chief provide a detailed public, written explanation if the recommendation is not followed.

Sincerely,

Gail McCant
Director
Office of Police Oversight

