



Q4 2025

# **POLICE OVERSIGHT IMPLEMENTATION WORK GROUP**

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**Nov. 12, 2025 | 6 - 8 p.m.**

# Agenda

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01 Welcome

02 Meeting Purpose & Housekeeping

03 Community Introductions

04 Overview of Q3 2025 Complaints Data

05 2024 Annual Report

06 Community Safety Listening Session

07 Closing



# Community Participation Guidelines

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Austin Police Oversight 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 taking turns when speaking.
- We respect each other by listening when others are speaking.
- We respect each other by disagreeing respectfully.



# About Austin Police Oversight

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The mission of **Austin Police Oversight** 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**



# About Austin Police Oversight

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## WHAT WE DO

- ✓ Review all community complaints
- ✓ We have unfettered access to all APD databases
- ✓ Engage in the education and sharing of information related to police oversight
- ✓ Make recommendations to the Chief of Police & City Manager related to discipline, administrative policies and training

## WHAT WE DO NOT DO

- ✗ We do NOT administer discipline to officers
- ✗ We do NOT oversee criminal cases
- ✗ We are NOT the final decision-makers on issues related to discipline and training
- ✗ We do NOT work for or report to APD or the Chief of Police



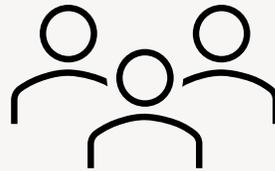
# Meeting Purpose

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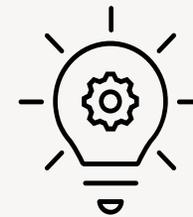
To provide a space for community members to receive updates on quarterly on complaints data, learn about department projects and initiatives, and engage directly with APO Staff. This meeting is also designed for community members to ask questions, share experiences, and engage in meaningful discussion around public safety and police oversight in Austin



**LISTEN & SHARE**



**COMMUNITY-  
CENTERED**



**EMPOWERMENT**



# Community Introductions

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## Introduce yourself:

1. Name & Pronouns
2. How are you showing up today? (community member, City Staff, representing a specific organization, etc.)

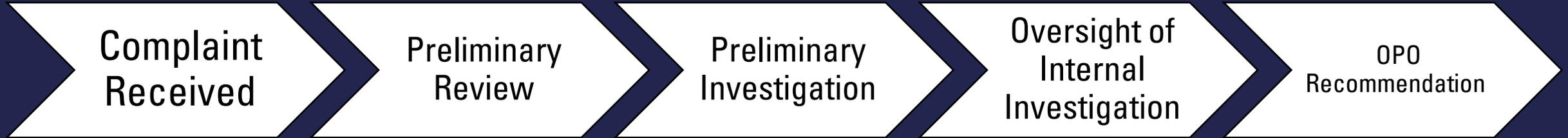




# QUARTERLY COMPLAINTS DATA

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# Austin Police Oversight Complaint Process



**Have a Complaint or Concern about Potential Police Misconduct? Submit your concern online, by phone, or in person.**

**Phone: (512) 972-2676**

**Online: [www.atxpoliceoversight.org](http://www.atxpoliceoversight.org)**

**In- Person: 1520 Rutherford Ln, Austin, TX 78756**



# Data Overview: July – Sept. 2025

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|                     | JULY | AUGUST | SEPTEMBER |
|---------------------|------|--------|-----------|
| Complaints/Concerns | 62   | 53     | 66        |
| Anonymous Totals    | 10   | 2      | 16        |
| Compliments         | 3    | 6      | 5         |
| Total Contacts      | 75   | 61     | 87        |



# Data Overview: July – Sept. 2025

|   | JULY | AUGUST | SEPTEMBER |
|---|------|--------|-----------|
| Preliminary Review Conducted                              | 72   | 55     | 82        |
| Sworn Affidavit Submitted                                 | 5    | 5      | 3         |
| Recommended for Full Internal Affairs Investigation       | 7    | 11     | 7         |
| Investigated by Internal Affairs                          | 7    | 11     | 7         |
| Pending Investigation                                     | 3    | 7      | 7         |
| Resigned or Separated During Administrative Investigation | 0    | 1      | 1         |



# Data Overview: July – Sept. 2025

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|   | JULY | AUGUST | SEPTEMBER |
|---|------|--------|-----------|
| Class A   | 0    | 0      | 0         |
| Class B   | 1    | 0      | 0         |
| Class C   | 1    | 0      | 0         |
| Class D   | 2    | 1      | 0         |
| Complaints that Could Not Be Further Investigated | 7    | 2      | 6         |



# Data Overview: July – Sept. 2025

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|  | JULY | AUGUST | SEPTEMBER |
|--|------|--------|-----------|
| Disciplinary Recommendations Made to Chief of Police | 0    | 3      | 2         |
| Policy Changes & General Orders Amendments           | 7    | 0      | 0         |

View APO's disciplinary recommendations here:





**Questions?**

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# 2024 ANNUAL REPORT

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 **Austin**  
Police Oversight

# Message From the Director, Gail McCant

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- 25 years of experience in civil, human, employment and housing rights.
- A certified Mediator
- Received B.A. in Liberal Studies and Communications from Southern University, Baton Rouge
- Responsibilities include:
  - Direct the staff of Austin Police Oversight
  - Oversee the Austin Police Department's investigations of critical incidents involving Austin police officers.
  - Work closely with the City Manager, the APD's Chief of Police, and APD's Internal Affairs Division to ensure accountability, transparency, and input from the community.





# Communications & Community Engagement

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# Communications: Online Depository



OPO published 151 documents online, including:

- 6 disciplinary memos
- 15 disciplinary recommendations
- 7 case documents related to lawsuits filed against the City of Austin alleging APD officer misconduct.
- 12 policy recommendations; and
- 1 curriculum recommendation analyzing the APD Academy training materials

A screenshot of the Austin Police Oversight website. The page has a blue header with the Austin logo and navigation links: Resident, Business, Government, Departments, and Connect. Below the header, the breadcrumb trail reads 'Departments &gt; Office of Police Oversight &gt; Austin Police Oversight'. The main heading is 'Austin Police Oversight'. On the left, there is a navigation menu with 'Home' and 'Español'. The main content area includes a 'Español' link, a paragraph about community feedback, a link to 'Frequently Asked Questions', and a dropdown menu for 'Next Quarterly Police Oversight Implementation Work Group Meeting'. At the bottom of the main content, there are links for 'File a Complaint About an Austin Police Officer', 'Thank an Austin Police Officer', and 'Police Oversight Documents'. A 'Related Information' section lists links for '2024 Annual Report', 'Know Your Rights When Interacting With the Police', and 'Community Police Review Commission'. On the right side, there is a 'Contact Info' sidebar with links for phone (512-974-9090), email, physical address (1520 Rutherford Lane), key contact (512-972-2676), hours (Monday-Friday 9 a.m. to 4 p.m.), and social media links for Facebook and X.

# Communications: Critical Incidents

- General Orders 117 Critical Incident - Public Release.
- Critical incident videos released within 10 business days.
- APO reviews materials before release, including but not limited to dash and body camera video, surveillance video, radio traffic recordings.
- APO reviewed the materials for seven critical incidents in 2024.



# Communications: Digital Engagement and Media

- Released regular newsletters with the latest opportunities for community members to engage in police oversight.
- Published social media posts on Facebook and X to inform the community about OPO's work.
- Corresponded with local and national press.



**Get Ready: Police Oversight Implementation Work Group Meeting – Nov. 12**



QUARTERLY  
**Police Oversight Implementation Work Group**

November 12, 2025  
6 - 8 p.m.

Austin Permitting & Development Center  
6310 Wilhelmina DeLoe Drive  
Room 1407

ofo.austintx.gov 612.972.9060

Austin Police Oversight

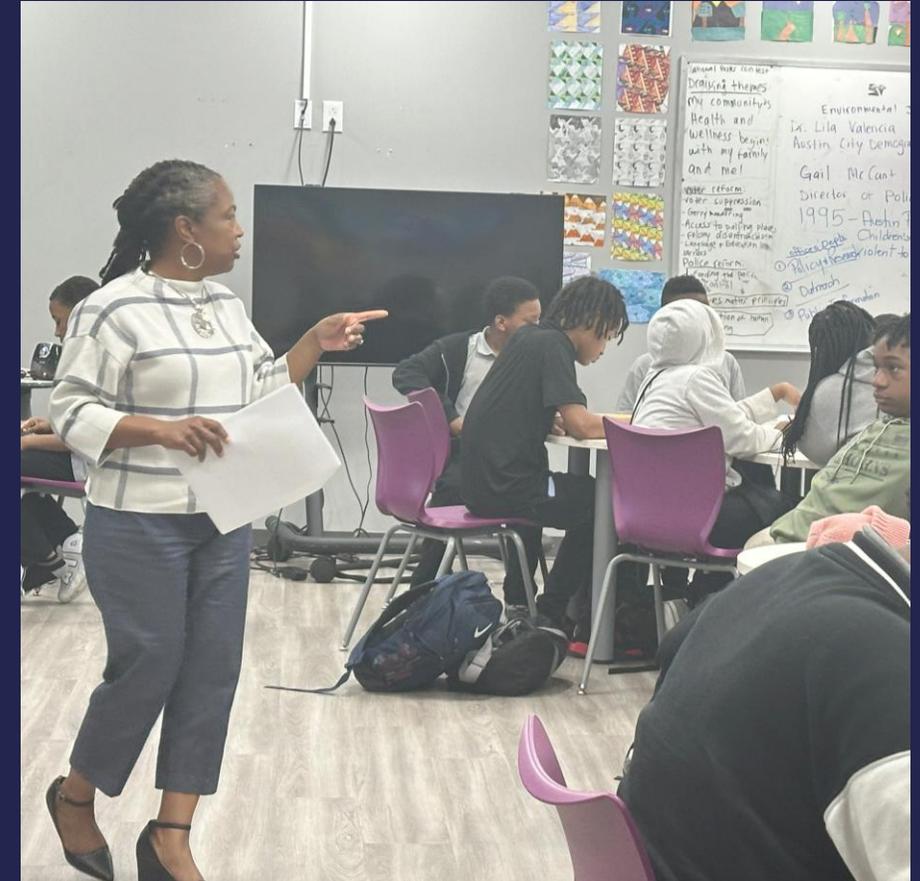
Next week, community members will come together to review the 2024 Austin Police Oversight Annual Report and help shape priorities for 2026. Here's what you can expect:

**How You Can Prepare:**

- Think about what matters most to you in police oversight
- Read up on the [2024 Annual Report](#). We will have a limited amount of hard copies available, but will also provide QR codes to access the digital PDF version.

# Community Engagement

- In 2024, OPO hosted or participated in 50 public events or engagements to connect with community members.
- Staff shared information about the complaints process, discipline recommendations, and policy recommendations.
- Engagement included:
  - Presenting to the Public Safety Commission
  - Educating APD Academy cadets about police oversight
  - Presenting at the Texas Empowerment Academy
  - Connecting with Austin boards and commissions



# Police Oversight Implementation Working Group meetings

- In alignment with Resolution 99, APO hosts quarterly meetings to review data and answer questions related to the complaint process.
- Two meetings were hosted virtually on Zoom.
- Two meetings were hosted in-person:
  - February 2024 at the Asian-American Resource Center
  - November 2024 at the Ruiz Branch Library
- Complaints data and meeting materials are posted online at [atxpoliceoversight.org](https://atxpoliceoversight.org).





# Policy & Research Division

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# Responsibilities

- Analyze APD's General Orders policy, training, and procedures, and offer recommendations for improvement
- Analyze and report out on Use of Force Data
- Research ongoing issues related to APD
- Gather and synthesize national best practices in policing
- Review APD Academy curriculum and training
- Review legislation and provide bill analysis

# Sources of Work

- APD-initiated policy changes (General Orders)
- Complaint-generated trends
- City Manager Directives
- City Council Resolutions
- Community Input
- Professional Advisory Committee (Curriculum Review)

# 2024 Policy Recommendations



- Chain-of-Command Responsibilities in Level 2, 3, and 4 Force Incident \*
- Taser Device Guidelines\*
- Tire Deflation Device
- Low Speed Intervention
- When Camera System(s) Use Is Required
- Drone Policy
- Transport Vehicle Policy
- Failure to Maintain Financial Responsibility\*
- Outside Agency Assistance
- Off-Duty Law Enforcement Actions
- Initial Supervisor Responsibilities
- Hair Policy\*

*\*Recommendation was fully or partially implemented*

# Academy Recommendation



The Policy Division manager is a member of the **PAC (Professional Advisory Committee)**, which reviews the APD Academy curriculum and gives recommendations for improvement.

## Interacting with the Deaf and hard of hearing:

- Community Engagement
- Use Modern Communication Tools for Interpretation
- Expand Active Learning Opportunities
- Localized History

View APO's curriculum recommendations here:



# APD Use of Force Analysis

In 2024, the Policy and Research Division published quarterly reports on the use of force data provided by APD. This division reviews and consolidates use of force data from monthly reports provided by APD's Force Review Unit.

## These reports include:

- Number of force incidents
- Number of subjects involved
- Number of officers involved
- Level of force by Sector
- Type of force level used (II-IV)
- Type of response techniques used
- Type of resistance encountered

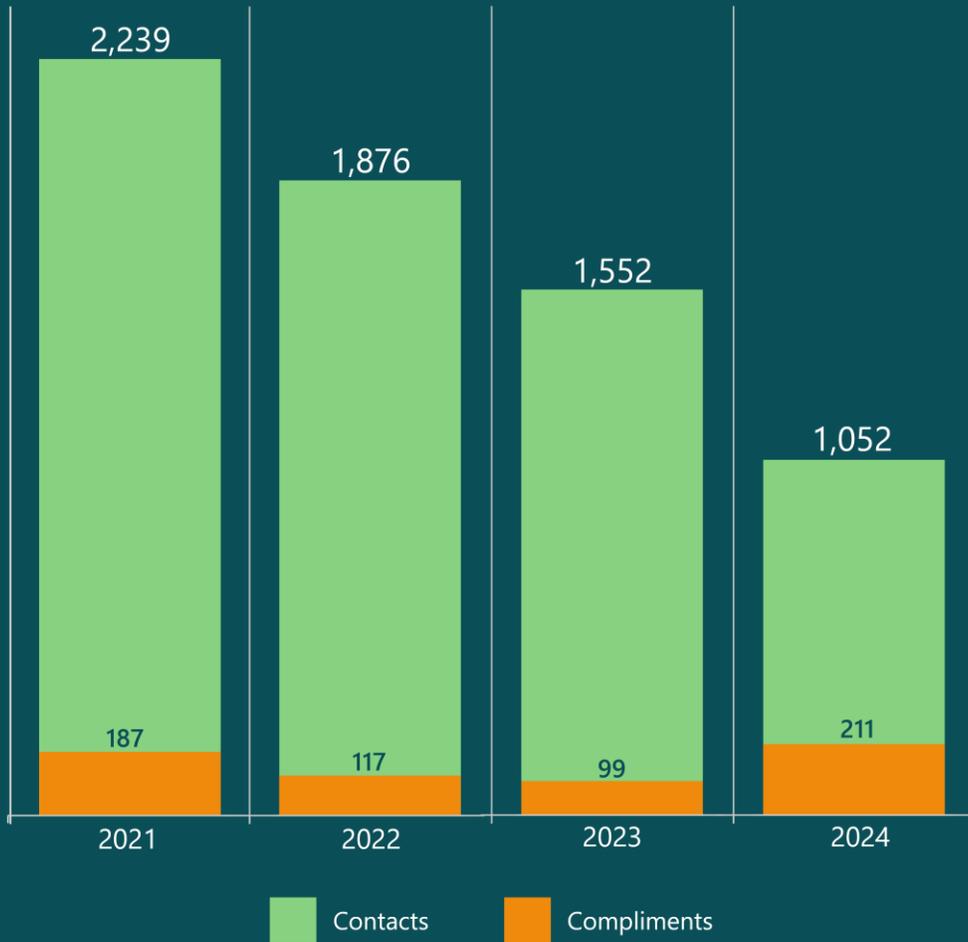
View all APO's Use of Force  
Analyses here:





# Complaints Division

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# Contacts and Compliments

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**2023 Total: 1552**

- 99 Compliments

**2024 Total: 1052**

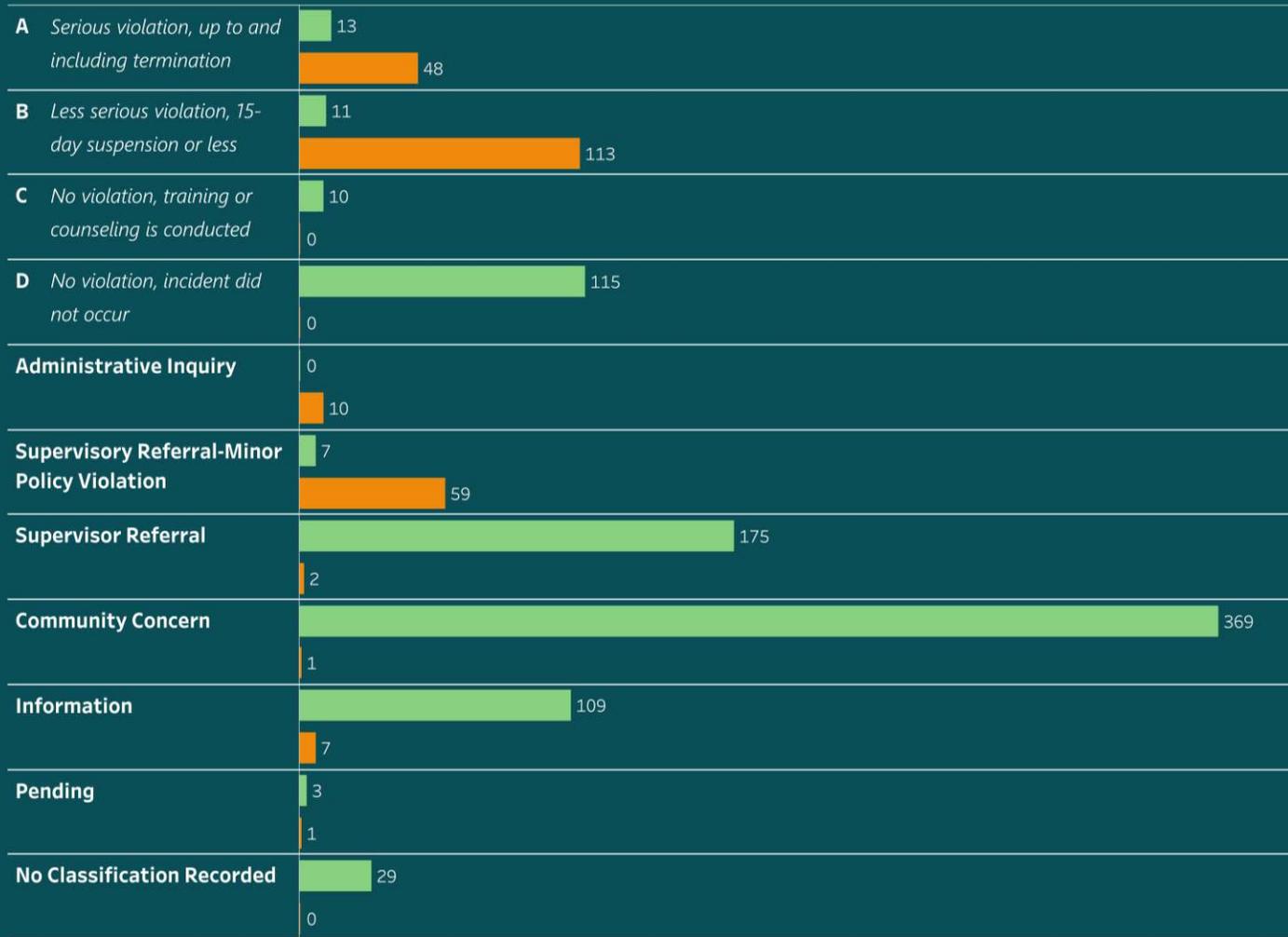
- 211 Compliments

# Complaint Classifications

## Top Classifications

1. Community Concern

2. Supervisor Referral



External (OPO) Internal (APD)

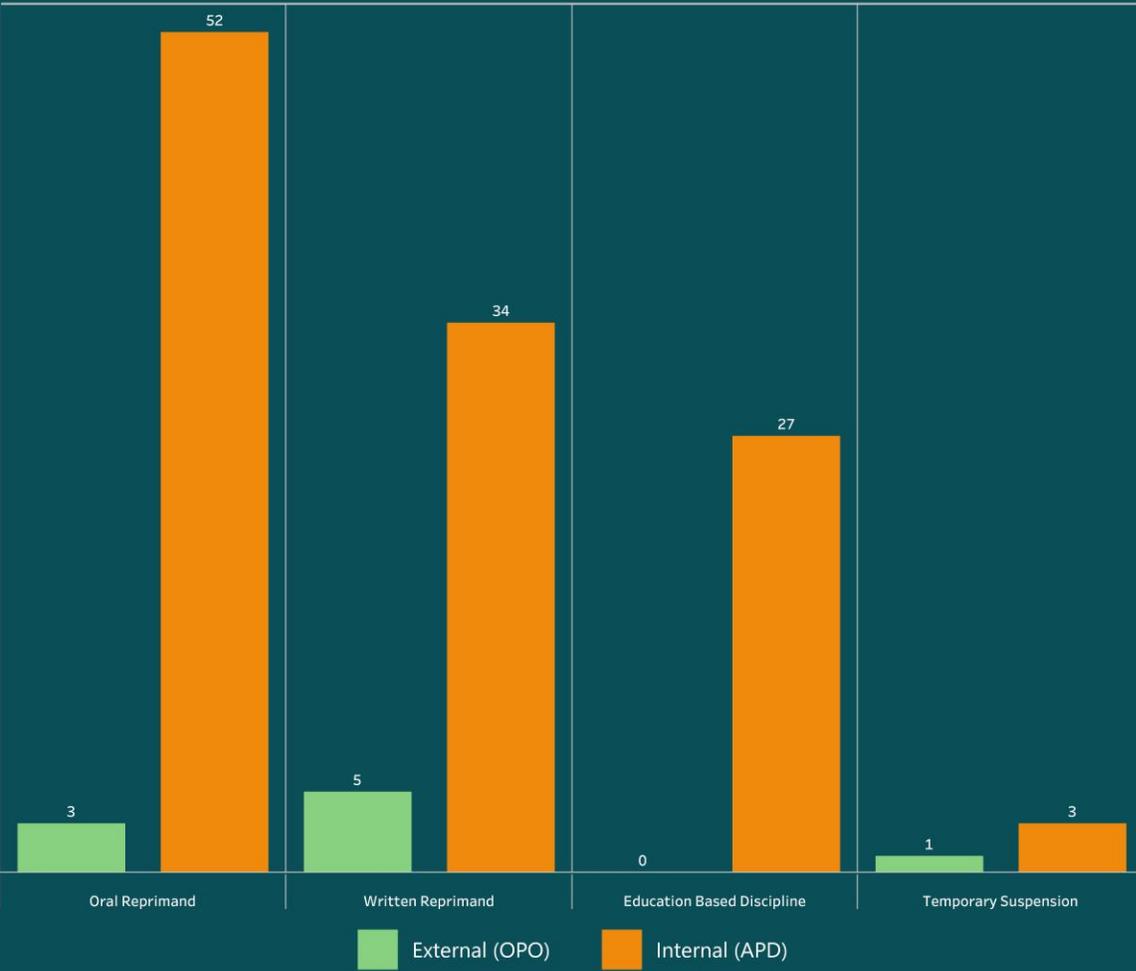
# Internal and External Complaint Outcomes



| <b>Community Complaints (External)</b> | <b>2023</b> | <b>2024</b> |
|--|-------------|-------------|
| Forwarded to APD                       | 578         | 841         |
| APD Formal Investigation               | 215         | 159         |
| Sustained                              | 14          | 69          |

| <b>Internal Complaints (APD)</b> | <b>2023</b> | <b>2024</b> |
|----------------------------------|-------------|-------------|
| Complaints Initiated             | 179         | 241         |
| Investigated                     | 128         | 231         |
| Sustained                        | 89          | 107         |

# Discipline Issued



# Key Findings & Considerations

- From 2023 to 2024 – Contacts declined, compliments doubled, external & internal complaints rose, and more officers faced discipline
- External complaints trended to **Class D, Supervisor Referral, and Community Concern** categories.
- Sustained community complaints increased nearly **400%** from 2023 to 2024

# Key Findings & Considerations

APO recognizes officers are more likely to receive sustained findings and be disciplined for internal complaints. Some scenarios that could impact these disparities include:

- Level of allegation
- Internal APD members are more knowledgeable as to what constitutes an actual policy violation

# Looking Ahead

- Mediation Program
- Know Your Rights Relaunch
- "Open House" Event Expansion



# Prototype: Officer Involved Shooting Dashboard



## AUSTIN POLICE OVERSIGHT

Officer-Involved Shooting (OIS) Dashboard

Data as of Nov 2025 | Austin Police Oversight Open Data Portal

OVERVIEW

INCIDENT INSIGHTS

OFFICER INSIGHTS

SUBJECT DEMOGRAPHICS

Year: All Years (2018-2025) Council District: All Districts Injury Type: All Types

### Total OIS Incidents

KPI



127

Distinct count of all OIS incident IDs (2018-2025)

Scope: All officer-involved shooting incidents

### Fatal vs Non-Fatal Split

KPI



23% / 77%

Percentage of incidents classified as Fatal / Non-Fatal

Fatal Non-Fatal

### Incident Origin

KPI



68% Self-Initiated

Percentage of incidents that are Self-Initiated vs Call-for-Service

Breakdown: Self-Initiated vs Dispatched Calls

### Officers & Subjects

KPI



287 / 142

Total officers and subjects involved across all incidents

Format: Officers / Subjects

### OIS Cases by Year (2018-2025)

Column Chart

### OIS Origin Distribution

Donut Chart



**Questions?**

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# UPCOMING EVENTS

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# Community Police Review Commission Meeting

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Next meeting:

Friday, November 21, 2025 @ 3:00 pm

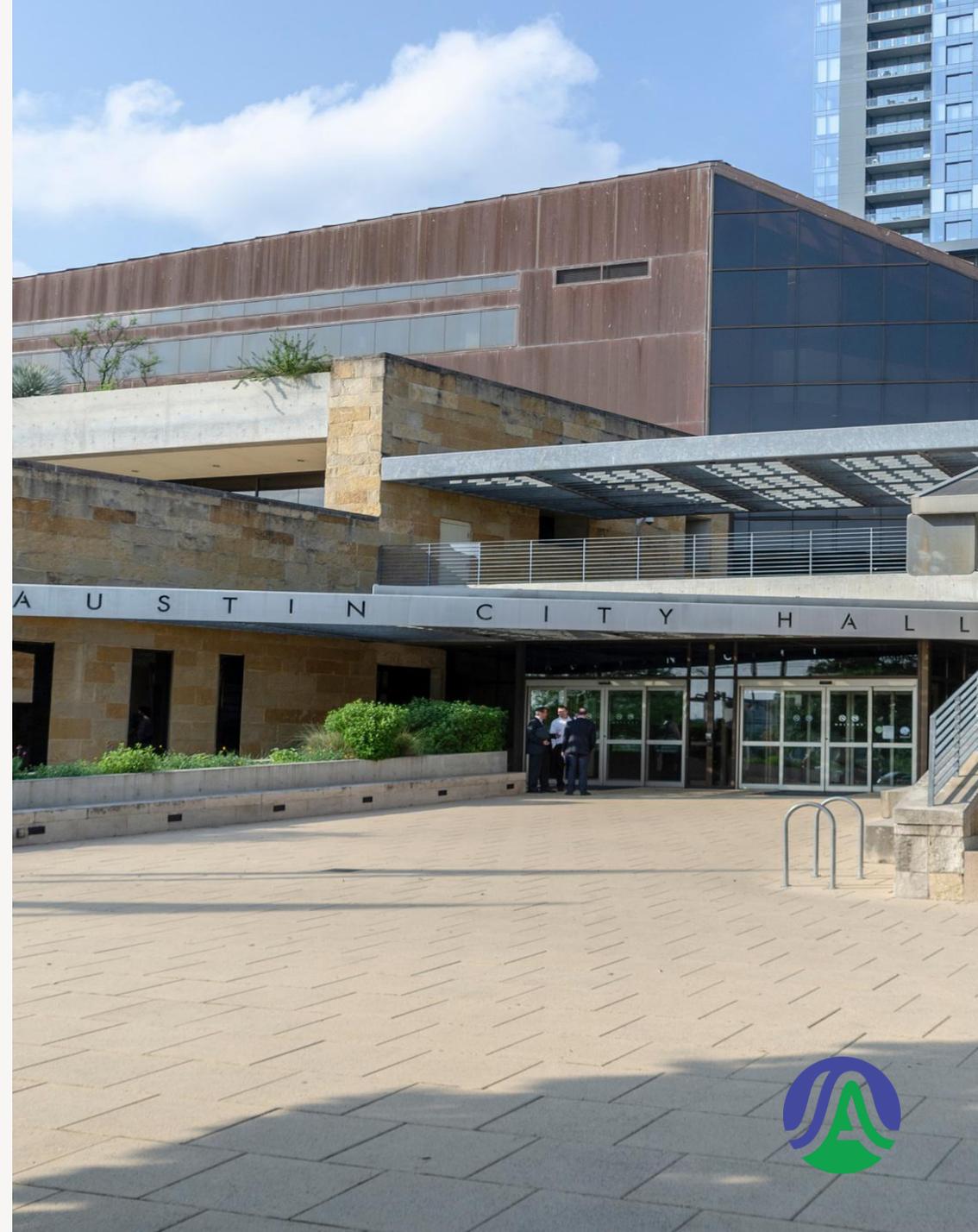
Boards & Commissions Room, City Hall



<https://www.austintexas.gov/community-police-review-commission>



[cprc@austintexas.gov](mailto:cprc@austintexas.gov)



# Know Your Rights Relaunch: Community Feedback

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APO is updating its year-round *Know Your Rights* program, and we want your input!

Take the Survey >>



***Sign up to participate in community focus group – See sign-up sheet at information table!***



# Police Oversight Implementation Workgroup Meeting

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Next meeting: **February 2026**

Questions? Contact us:

 [www.ATXPoliceOversight.org](http://www.ATXPoliceOversight.org)

 [OPO.Outreach@austintexas.gov](mailto:OPO.Outreach@austintexas.gov)

Tell us your thoughts! >>





# COMMUNITY SAFETY LISTENING SESSION

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**Where should APO focus its efforts over the next 2 years?**

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# Community Education & Awareness

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Programs and outreach that help the community better understand their rights, complaint process, APO's role, and available resources.

*What information or education would help people feel more confident engaging with APO?*

# Internal Capacity & Visibility

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Strengthening APO's staffing, tools, and partnerships to expand impact.

*What types of partnerships or internal improvements could help APO better serve Austin's communities?*

# Community Trust & Relationship-Building

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Build relationships through consistent outreach, presence, and follow-up and creating more spaces for ongoing dialogue, feedback, and collaboration.

*What helps build lasting trust between APO, APD, and your community?*

# Complaint Resolution Process & Reporting

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Improving how people share feedback, file complaints, and receive timely, supportive responses.

*What would make it easier or more comfortable for community members to engage with APO's complaint process?*

# Data Access & Public Information

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Sharing data, reports, and findings in clearer, more user-friendly ways to promote understanding.

*What types of data or updates would you find most valuable to see from APO?*

# Policy & Training Recommendations

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Using data, research, and community input to shape policy and training that strengthen accountability and fairness.

*Where could APO's policy work make the greatest impact?*

# Youth & Early Prevention Engagement

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Educating and empowering young people to understand their rights and promote early prevention.

*How can APO best connect with and support youth in Austin?*

# Equity & Inclusion in Oversight

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Ensuring that all communities are represented, heard, and that their perspectives guide how oversight priorities are set.

*How can OPO better include and represent all Austin communities in its work?*

# Focus Areas



- 1. Community Engagement & Awareness**
- 2. Internal Capacity & Visibility**
- 3. Community Trust & Relationship Building**
- 4. Complaint Resolution Process & Reporting**
- 5. Data Access & Public Information**
- 6. Policy & Training Recommendations**
- 7. Youth & Early Prevention Engagement**
- 8. Equity & Inclusion in Oversight**



# What's Missing?

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- 1. What's missing in our work?**
- 2. What groups should we be working with or reaching out to?**
- 3. How do you want to see these things implemented?**

# Police Oversight Implementation Work Group Meeting

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Next meeting: **February 2026**

Questions? Contact us:

 [www.ATXPoliceOversight.org](http://www.ATXPoliceOversight.org)

 [OPO.Outreach@austintexas.gov](mailto:OPO.Outreach@austintexas.gov)

Tell us your thoughts! >>

