



William Adcox, *Chief of Police*
(713) 792-3350 • FAX (713) 563-4988
P.O. Box 301429 – Unit 0160 • Houston, Texas 77230-1429

Memorandum

February 15, 2022

To: Michael Heidingsfield
Director of Police

From: W. H. Adcox
Chief of Police *W.H. Adcox
by CGD 2-15-22*

Subject: Administrative Investigations #AC2021-0030 – Officer Megan Davis

A complaint investigation was conducted by Detective M. Trujillo on Officer Megan Davis. The complaint was classified as sustained. Upon completion of the investigation action taken would include termination. Employee resigned effective December 10, 2021.

Attached is a copy of the DP-42.

WHA/mr

Attachments

Personnel Complaint

Date: December 1, 2021

Category of Complaint (check one box)

Class I ☒Class II ☐

Police Department Name: Houston		Internal Complaint Number: AC2021-0030
Name of Officer Receiving Complaint (if applicable):		
Complainant's Full Name (Print or Type): Chief W. H. Adcox	Telephone No.: 713-792-2890	Date of Birth: Click here to enter a
Complainant's Address:		
Day & Date of alleged incident(s): Tuesday, November 23, 2021	Approximate time of alleged incident(s): 2025 hours	
Location where incident occurred: 9800 N. Eldridge Pkwy, Houston, TX 77065		
Name or other identifying information relating to the employee against whom the allegation(s) is/are being made: PPO Megan Davis # 515 Uniform Police Operations/Night Shift Off Days: Monday/Tuesday		
-Witness or Witnesses (if any)-		
Name of witness:	Address of witness:	Telephone No.:
Sgt. C. Willis		713-792-2890
Officer I. Gonzales	Jersey Village Police Dept.	713-466-5824
Nature of Complaint(s) Clearly indicate the nature of your complaint.		

On November 21, 2021, Lt. Kevin Gray sent out an email to all UTPD Commissioned Officers for an opportunity to work a voluntary special assignment (Pressler Garage Initiative). The schedule was for November 22-30, 2021, Monday through Friday, two shifts being 2pm - 10pm, 10pm - 6am and on Saturday and Sunday adding a 6am - 2pm shift. Based on the schedule, Probationary Police Officer (PPO) Megan Davis was scheduled to work on November 22, 2021, 10pm - 6am. She was a no call/no show, and her failure to call out resulted in Night Shift having to find a replacement officer.

On November 23, 2021, Probationary Police Officer (PPO) Megan Davis was arrested by the Jersey Village Police Department and charged with Driving While Intoxicated (DWI).

University of Texas System Police

DP Form #42

This investigation will initially review, but may not be limited to the following department policies:

UTS Policy #212 – Code of Conduct

C.O.C.IV.E.1. Obedience to Laws. Employees shall abide by laws of the United States and the State of Texas as well as local ordinances.

C.O.C.IV.E.2. Adherence to Agency Rules. Employees shall abide by the rules of the office of Director of Police Policy and Procedure Manual, The University of Texas System Board of Regents Rules and Regulations, Institution Handbook of Operating Procedures, and other properly issued internal directives of the Police Agency.

C.O.C.IV.F.3. Conduct and Behavior. Employees whether on-duty or off-duty shall follow the ordinary and reasonable rules of good conduct and behavior and shall not commit any act in an official or private capacity tending to bring reproach, discredit, or embarrassment to their profession or the agency. Employees shall follow established procedures in carrying out their duties as police officers and/or employees of the agency, and shall at all times use sound judgment.

UTP-H Attendance Policy H-409

C. 2. No Call/No Show

- b) The absence associated with a no call/no show event will result in the accumulation of count consistent with this policy.

UTP-H Department Values Policy H-200

2. We Demonstrate INTEGRITY by:

- a. upholding the highest moral standards;
- b. being honorable and reliable in our actions;
- c. consistently and fairly applying rules, regulations and laws;
- d. being honest and truthful in our words and actions;
- e. striving for excellence in our attendance, performance and conduct;
- f. being aware that it is our duty to carry out the law;
- g. knowing and obeying the law at all times;
- h. knowing and obeying all applicable department policies and guidelines;
- i. conducting ourselves in a dignified and professional manner upholding the high standards expected of UTP-H, our profession, and the institutions we serve;

Complainant Signature Witnessed by:

Monica A. [Signature]

William Adcox

12/21/2021

Signature of Complainant

Date

Copy Received:

☐ Complainant refused to affix signature

[Signature]

12/2/21

Employee Signature

Date

☐ Other (explain)
Click here to enter text.

Response Waived:

Employee Signature

Date