

LETTER FROM THE CO-CHAIRS

We are pleased on behalf of the Madison Police Department Policy & Procedure Review Ad Hoc Committee to submit this report, which summarizes the Committee's recommendations for making our strong police department even stronger. This report is the culmination of the dedicated work by the 12 (initially 15) Committee members, City of Madison staff, the City Attorney's Office staff, representatives of the Madison Police Department (MPD), and engaged community members, who collectively met monthly, then biweekly, and ultimately weekly over more than three-and-a-half years to complete this comprehensive review of the MPD's policies and procedures.

At the outset, we want to express our gratitude to the MPD, both for its historical and ongoing record of progressive policing, and for the open and accommodating manner in which its members responded to the Committee's inquiries and proceedings. The Department's willingness to engage in a process of self-reflection and to address the question: "Are we who we say we are?" with respect to every aspect of its work is vital to the success of this whole undertaking.

Madison is fortunate to have such a strong police department, and while we are making recommendations for changes (or in many instances for the continuation or extension of current policies), this Report and the Committee's work should not be interpreted as an indictment of the MPD. Rather, it reflects the recognition that even a good Department can be made better, and acknowledges that, in a free and democratic society, citizen engagement with and oversight of policing is essential. This type of involvement is critical in our City during a time when divisions and distrust have emerged between the police and some of Madison's communities, especially minority and low-income communities. It is foundational to building a more cohesive relationship and rapport between all communities and the MPD moving forward.

This Report builds on the thorough and insightful OIR Group report, submitted to the Committee in December 2017, which thoughtfully reviewed the policies, procedures, and practices of the MPD, and provided the Committee with 146 specific recommendations for change. The Committee painstakingly evaluated each one of the OIR's recommendations, alongside additional issues raised by the Common Council President's Work Group, the community-based Community Response Team (CRT), and other individual community members. Along the way, we carefully considered written and oral responses from the MPD, the Madison Professional Police Officers' Association (MPPOA), and the City Attorney's Office. We also listened to and incorporated community input and presentations from relevant organizations and experts. Our final Report adds to the OIR and President's Work Group recommendations, providing a total of [REDACTED] specific recommendations, which we now pass on to the Common Council and the Mayor for consideration and, we hope, approval and action.

The Ad Hoc Committee's process has been long and not without expense. We believe our Report has been well worth the time, hours, and expense that have gone into producing it. We note that the very process of commissioning the OIR Report and considering its recommendations has already led to improvements; the MPD, to its credit, has responded with whole-hearted agreement to many of the OIR Report's recommendations and has already taken steps to adopt many of the recommendations to improve the policies, practices, and procedures over the past year or more.

We want to extend a special note of gratitude to Luis Yudice and Christian Albouras, who preceded us as co-chairs. We are honored to have followed them in this role. They did yeoman's work leading this Committee through its first two years. When they stepped down at the end of December 2017, they continued to participate as Committee members (until Christian was elected to the Common Council in 2019). We also are grateful to the entire Madison community for having entrusted us and Committee members with our important task.

—Keith Findley & Tom Brown, Ad Hoc Committee Co-Chairs