



Police and Fire Commission Presentation

Chief Shon F. Barnes

September 12, 2022



Hiring Goals

- Create a police department that is reflective above, and beyond, the national standards in policing

Average demographic information of police officers in the United States:

86% male, 14% female

66% White, 13% Black, 2% Asian, 3% Other, 2% two or more races, < 1% American Indian, < 1% Native American, < 1% Other (source: Data USA Police Officers online)

MPD demographic information:

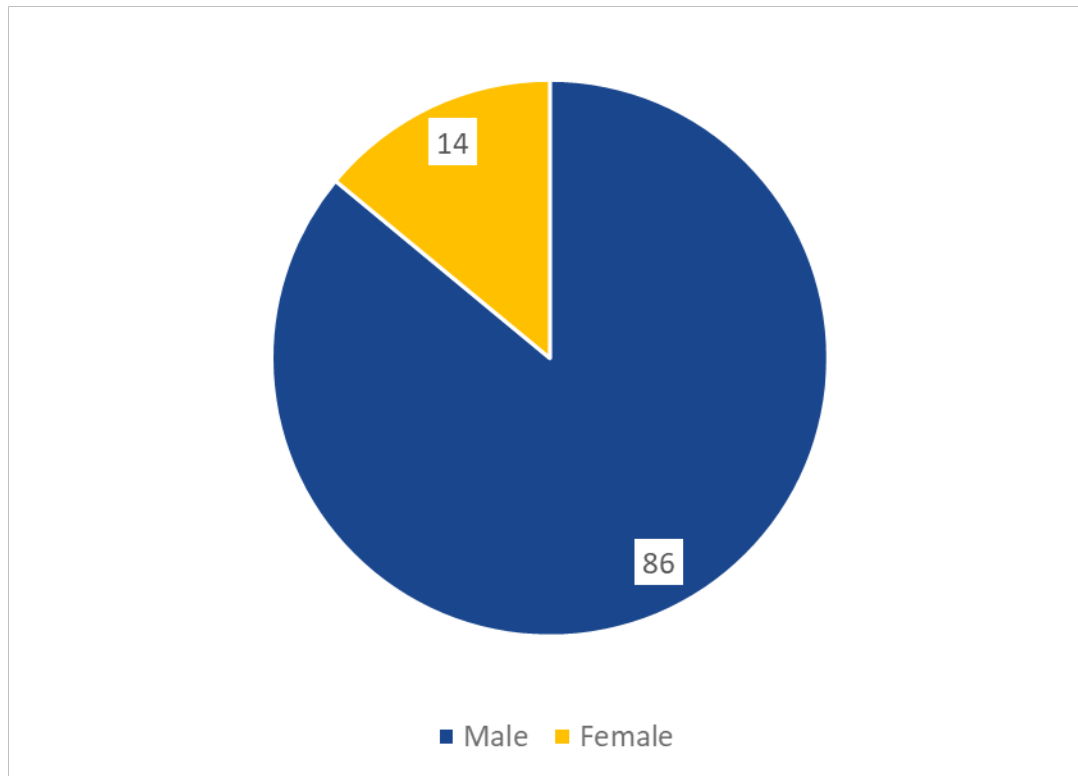
72% male, 28% female

77% White, 9% Black, 2% Asian, 2% American Indian/Alaskan Native, 2% Multi/Other, 8% Hispanic

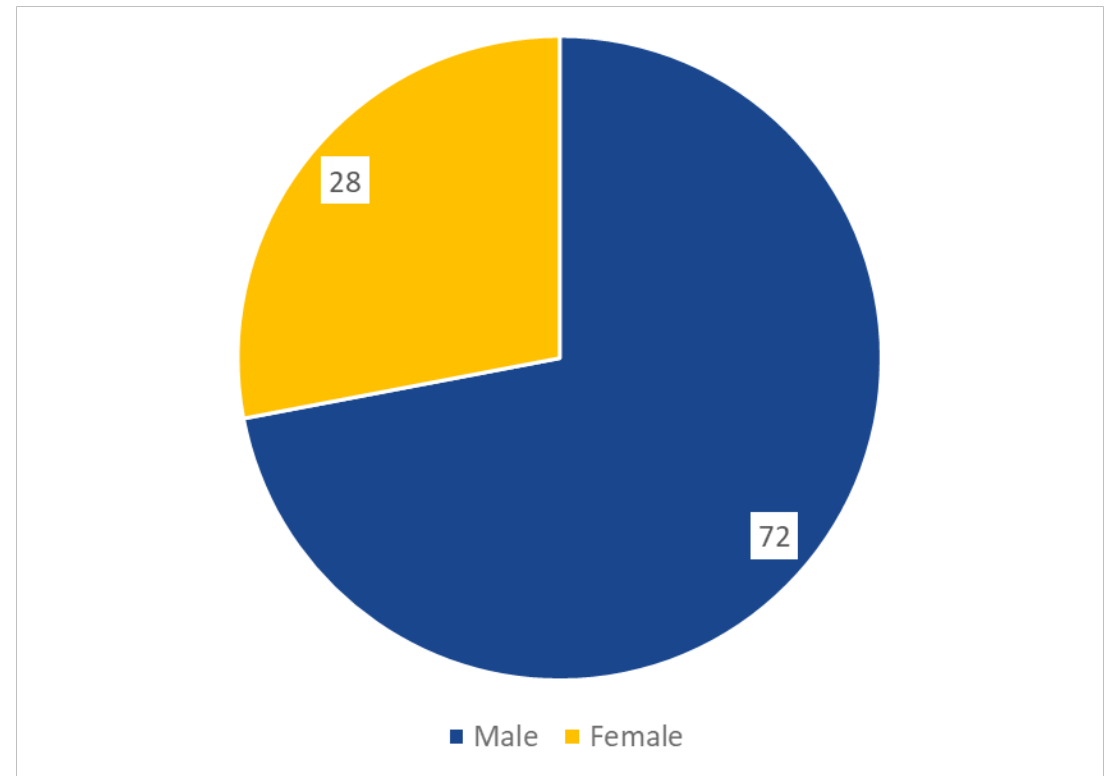


Hiring Goals

Gender Identity of Officers Nation Wide



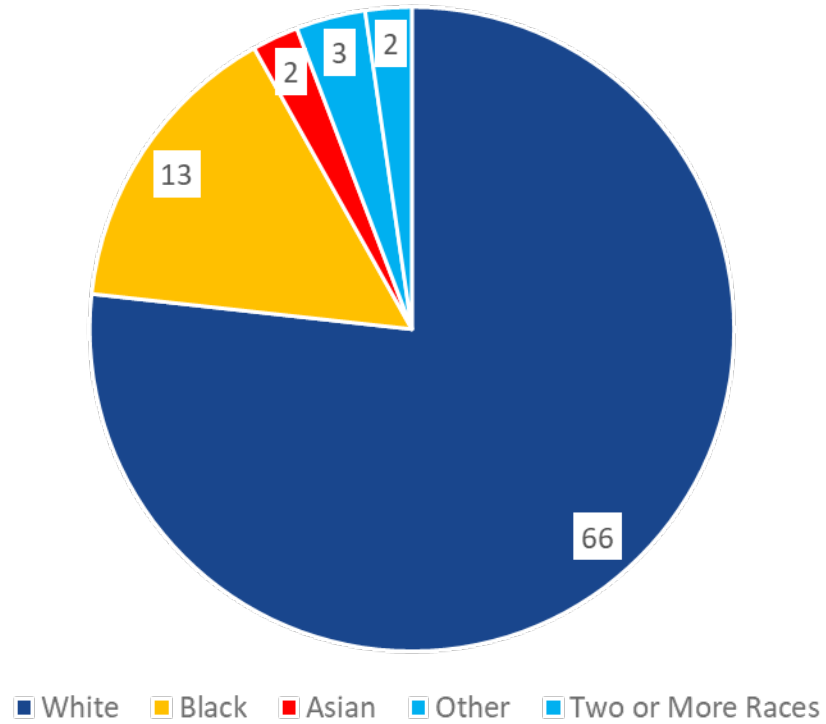
Gender Identity of Officers at MPD



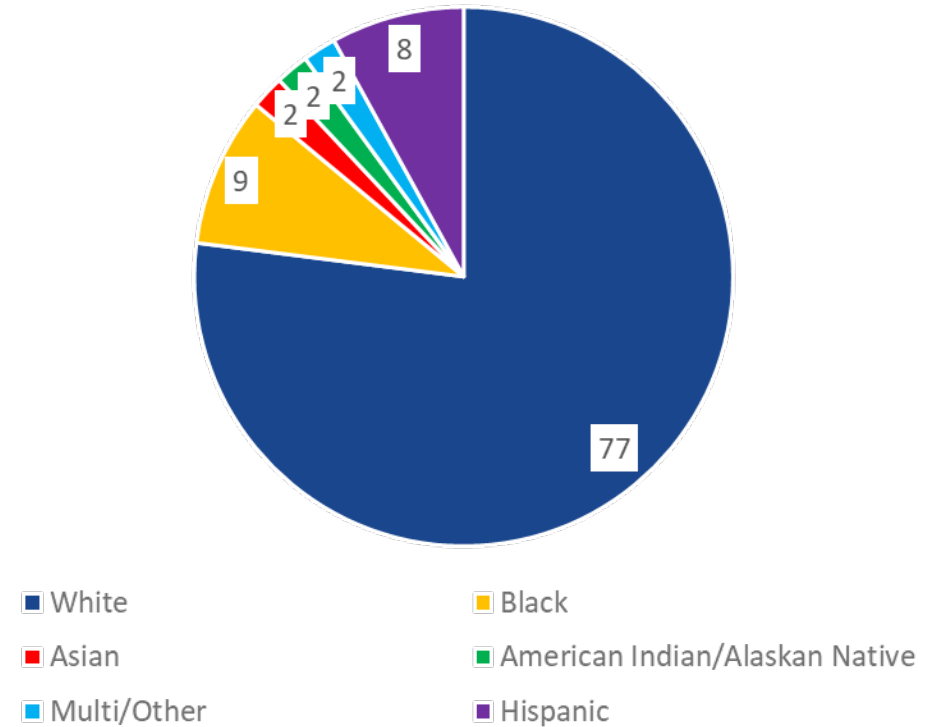


Hiring Goals

Racial Identity of Officers Nation Wide



Racial Identity of Officers at MPD





Hiring Goals

- Create the first majority/multi-cultural police academy in the history of our agency!





Hiring Goals

- Be the **FIRST** department in the country that successfully completes the 30x30 initiative

30X30

WE ARE
ABOVE AVERAGE
WE AIM TO GO
EVEN HIGHER





30x30 Initiative Update

- Our 18-month report on this initiative will be completed in October
- Women are succeeding in our organization at all ranks – from police officer to assistant chief
- We have formally made hiring qualified women a strategic priority through social media, written and visual pamphlets that we pass out and send out to colleges and universities or at recruiting events/career fairs.
- We are very intentional about using images that depict women in authoritative roles and responsibilities, showing them on the firing range or in the DAAT room vs. just teaching classroom activities and soft skills.



Hiring Goals



- M.O.R.E. Program –

Multicultural, Officers, Recruitment, Effort

- One-time hiring bonuses
- Funds for travel to Madison for testing and recruiting
- Historically Black College University visits and promo tours
- Black Officer Coalition (BOC) and Amigos en Azul active recruitments events



Promotion Goals

- Prepare officer candidates for promotion
 - Two educational tracks
 - Leadership
 - Detective Tracks
- Twenty (20) promotions in **2020** (25% female promotions; 25% minority promotions)
- Twenty-three (23) promotions in **2021** (22% female promotions; 17% minority promotions)



Promotion Goals

- Mentorship and Leadership Opportunities – working groups
- Support them once they are promoted; Specialized Training (budget restrictions)





Discipline Goals

- Transparency and Efficiency
- Equity in the process
- Greater collaboration with the employee and the employee's chain of command.
- Employees not being given the opportunity to overcome previous misjudgments (we all make mistakes)





Role of PFC Related to Goals

- Hiring: continue to complete thorough and timely reviews of all applicants.
- Promotion: review with PS&IA staff for questions regarding file information.
- Discipline: thoroughness and timely review of all cases brought before the PFC. (Perception: should not be easier to quit than be fired due to timeliness)



Actions Steps

- M.O.R.E., bonuses
- Training to the PFC on most common complaints and their disposition
- We need a process map for the role of the new Independent Monitor position and their duties to investigate complaints





Goals and Long Term Strategic Plan

- Madison-Centric Policing (MCP) is a neighborhood-policing philosophy based on internal and external procedural justice (voice, fairness, neutrality, dignity, and respect), employee empowerment, greater transparency, and community collaboration for increased public safety.
- MPD's New Vision Statement: The Madison Police Department's vision statement is that we are a national model for exceptional policing through our commitment to **selfless public service, effective community partnerships, and evidence-based policing.**