Outlook

FW: OIM Memo to HR Director Nov 7.pdf

From Haas, Michael R <MHaas@cityofmadison.com>
Date Fri 4/3/2026 12:43 PM
To Govindarajan, MGR <district8@cityofmadison.com>

1 attachment (171 KB)
OIM Memo to HR Director Nov 7.pdf;

Hi Alder,

I am attaching the memo from Chief Patterson to Erin Hillson which you requested. Also, below are subsequent communications from Greg and Erin.

Mike

From: Hillson, Erin <EHillson@cityofmadison.com>
Sent: Friday, April 3, 2026 12:28 PM
To: Haas, Michael R <MHaas@cityofmadison.com>
Subject: FW: OIM Memo to HR Director Nov 7.pdf

In case MGR needs to see the response he received.

From: Hillson, Erin
Sent: Friday, March 27, 2026 1:49 PM
To: Patterson, John <JPatterson@cityofmadison.com>
Subject: FW: OIM Memo to HR Director Nov 7.pdf

From: Hillson, Erin
Sent: Tuesday, November 11, 2025 11:10 AM
To: Gelembiuk, Gregory W <GGelembiuk@cityofmadison.com>; Patterson, John <JPatterson@cityofmadison.com>
Cc: Kamoske, Angela <AKamoske@cityofmadison.com>
Subject: RE: OIM Memo to HR Director Nov 7.pdf

Good morning, Chief,

Thank you for your email and memo sharing your concerns. As you know, our City policies are important mechanisms for ensuring we are all accountable to the public that we serve. In this case, we let you down, the community down, and put sensitive information at risk. I want to formally apologize from my seat in the OIM for that error.

Some of the things that Greg mentions below identify some of the root causes of the issue, and we will work with the IT Department to find a solution that meets our needs and ensures security and confidentiality of the sensitive information we hold. However, we also know there will need to be more trust building and review of the OIM MOU. We look forward to that trust building process, and bringing the Interim IM into the conversation as soon as they get here.

Best,

Erin

From: Gelembiuk, Gregory W <GGelembiuk@cityofmadison.com>
Sent: Monday, November 10, 2025 5:18 PM
To: Patterson, John <JPatterson@cityofmadison.com>
Cc: Hillson, Erin <EHillson@cityofmadison.com>
Subject: Re: OIM Memo to HR Director Nov 7.pdf

Chief Patterson,

I am writing to share a few thoughts.

1. Robin and I went to IT to try to arrange for me to use the tools I need to do my job. Those conversations were a total dead-end. Every alternative we suggested was automatically rejected.

2. I have "data analyst" in my title, so I figured out how to do the job without IT support.

3. Robin, who has a lot of experience with police records and an acute awareness of confidentiality in police records didn't have any concerns.

4. I have always used good cybersecurity practices. I spent years in charge of cybersecurity in labs where I worked, at UW.

5. I have never loaded MPD records to the cloud. They were only stored and used on my personal computer. I am very aware of the terms of the MOU and don't share records or throw them around willy-nilly.

6. I was at the NACOLE conference two weeks ago. All the consultants I spoke with, who work with confidential police records, routinely do so on personal computers.

7. That includes Mike Gennaco of OIR, who worked with confidential MPD records on his personal computer during OIR's review of MPD. MPD was perfectly fine with that, as have

been all the other police departments he's worked with. MPD certainly wasn't hyperventilating that the presence of confidential records on the personal computers of the OIR team "*could have incredibly negative implications for our community, deeply damage trust, and I think could open our City to potential litigation.*"

8. I have to be able to do my job. With current systems in the City of Madison, that appears essentially impossible. Data analysts in civilian police oversight agencies in other cities can readily use the software tools they require.

9. I need a solution that allows me to do what I need to do. I am not doing rudimentary arithmetic or simple graphs in Excel. I need to be able to do sophisticated analyses with the statistical software package R, audio forensics with iZotope RX, compiling of code, processing of data with Linux tools, Python, etc. I need to be able to use the tools that I have used for decades as a scientist to do the job I was hired for.

10. Per advice from Dylan Brogan, I plan to again reach out to Sara Edgerton to seek a solution. Fundamentally, I think this is an IT problem.

Regards,

Dr. Gregory Gelembiuk

From: Hillson, Erin <EHillson@cityofmadison.com>
Sent: Monday, November 10, 2025 12:01 PM
To: Gelembiuk, Gregory W <GGelembiuk@cityofmadison.com>
Subject: FW: OIM Memo to HR Director Nov 7.pdf

From: Patterson, John <JPatterson@cityofmadison.com>
Sent: Friday, November 7, 2025 12:03 PM
To: Hillson, Erin <EHillson@cityofmadison.com>
Cc: Haas, Michael R <MHaas@cityofmadison.com>; Munger, Sam R. <SMunger@cityofmadison.com>; Edgerton, Sarah <SEdgerton@cityofmadison.com>; Kamoske, Angela <AKamoske@cityofmadison.com>
Subject: OIM Memo to HR Director Nov 7.pdf

Good afternoon Erin,

Please see the attached memo detailing the concerns that I shared with you yesterday over the phone. Again, the MPD will be pausing all record sharing with the OIM until this issue is resolved and the current MOU is reworked. We remain committed to collaborating with the OIM in the future but not until these concerns are addressed and corrected.

Thank you,
JP

John Patterson
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