

MADISON POLICE DEPARTMENT

2020 ANNUAL REPORT



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MPD MISSION STATEMENT

We, the members of the Madison Police Department, are committed to providing high quality police services that are accessible to all members of the community. We believe in the dignity of all people and respect individual and constitutional rights in fulfilling this mission.

A MESSAGE TO THE COMMUNITY



Shon F. Barnes
Chief of Police

On behalf of the Madison Police Department, I am pleased to present the 2020 annual report to the Madison community. The employees who serve in various roles at the police department have worked hard in 2020 to earn the support of the Madison community. They continue our great tradition of service through the community policing model. I am grateful for their dedication and commitment to this noble profession and for the differences they are making in Madison, Wisconsin, the greatest city in America.

Over the past year, America has experienced tremendous adversity and challenges. I have seen firsthand the medical, political, and social frustrations and the impact these frustrations have had on policing. These challenges have forced our police department to reimagine public safety during a global pandemic. We accept our role in these frustrations, and I want to assure our public, that the members of the Madison Police Department are committed to community inclusion and public safety reform.

I believe that despite these challenges our community outreach must now be more robust than ever. We must work hard to captivate the hearts and minds of our youth. We must find new and innovative ways to reach community members and encourage them to work alongside their police department. Providing exceptional public safety will always be my top priority as the Chief of Police. By policing in a manner that is fair, just, and compassionate, we can move our city forward. We must work together to make Madison one of the safest cities in America. We are committed to establishing trust and community support for our police department, by using the most innovative policing methods that are empirically proven to reduce crime and build community trust.

I am extremely proud to be the newest member of the Madison Police Department. My goal is to create a police department that prioritizes crime prevention, community engagement, and employee safety and wellness. My goal is to create a police department that will be the national model for exceptional policing, and serve as an exemplary model for police reform in the year 2021.

In this report you will see a wide variety of accomplishments achieved over the past year as well as areas for improvement and challenges that we and other police departments across the country face. We acknowledge to maintain a strong city we must establish strong relationships based on trust. I believe trust is earned every second, minute, and hour of the day in this profession. We the members of the Madison Police Department are committed to this goal.

A handwritten signature in black ink that reads "Shon F. Barnes". The signature is written in a cursive, flowing style.

Shon F. Barnes
Chief of Police

CHIEF BARNES' BIO



Shon F. Barnes was hired as Madison Police Department's Chief of Police by the Police and Fire Commission (PFC) in February of 2021. Chief Barnes is a nationally recognized leader in crime reduction and community-police relations. He was previously the Director of Training and Professional Development for the Civilian Office of Police Accountability in Chicago, Illinois. Chief Barnes was the Deputy Chief of Police in Salisbury, North Carolina (2017-2020) and a Captain with the Greensboro Police Department (NC) where he began his career as a patrol officer in the fall of 2000. Chief Barnes was honored as a National Institute of Justice, LEADS Scholar, for using innovative technology to reduce crime and is a council member on the National Police Foundation's Council on Policing Reforms and Race. The council is a nonpartisan initiative which uses research and evidence to consider and offer recommendations to resolve some of the most pressing issues regarding police reform. Throughout his career Chief Barnes has implemented Neighborhood Oriented Policing which focuses on smaller police beat response, police neighborhood ownership, and community engagement at levels within the organization.

Chief Barnes attended Elizabeth City State University (Elizabeth City, North Carolina) where he received a B.A. Degree in History/Pre-Law, and the University of Cincinnati (Cincinnati, Ohio) where he received a master's degree in Criminal Justice. He has earned a Ph.D. in Leadership Studies from North Carolina Agricultural and Technical State University (Greensboro, North Carolina).

Chief Barnes is married to Dr. Stephanie Dance-Barnes and the two have three children Ashlee, Aelden, and Addison. *My philosophy as it relates to policing simply states, "Community Policing should be neighborhood oriented, community focused (business and residential), problem oriented, and based on the most current empirical research available to quickly reduce crime and improve citizens' satisfaction with police services."*

A MESSAGE FROM ASSISTANT CHIEF VICTOR WAHL

(Acting Chief of Police: September 2019-February 2021)

As I reflect back on 2020, it seems there just aren't any adjectives to sufficiently describe the year. "Difficult," "challenging," "unprecedented"... none really seem to do the year justice. 2020 was unlike anything I have experienced in almost 30 years with the Madison Police Department; it tested our nation and our community.

In January, the department grieved the unexpected death of Detective Nick Ryan. Nick was a 13-year veteran of MPD who left behind a wife and two young children. His loss had a major impact on MPD, and highlighted the emotional toll that police work takes on officers.

In the spring, MPD – like the rest of society – began to grapple with the reality of the global COVID pandemic. Complex policy changes, updated legal guidelines, and new safety procedures all had to be implemented quickly. Most MPD staff could not socially distance or telecommute; our officers remained in the field, working to maintain public safety and serve the community. Despite stringent safety practices (personal protective equipment, modified response protocols, vehicle and workspace sanitization, etc.), more than forty MPD employees contracted COVID during the year. COVID restrictions also created major obstacles to MPD community engagement efforts.

In late May, Madison experienced significant rioting and civil unrest. What started as a peaceful protest – spurred by the killing of George Floyd in Minneapolis – deteriorated into violence, arson, looting, and property damage. The extent of the unrest – fires, property damage, and citywide looting – was unlike anything Madison had experienced for more than fifty years. MPD was assisted by officers from agencies from across the State as well as by the National Guard in responding to this unrest. The City went on to experience months of near-daily protest activity. And while the handful of nights requiring police intervention drew the most public attention, in most instances officers were able to successfully facilitate First Amendment protest activity and maintain public safety without any intervention or incident.

The unrest – and MPD's response to it – generated a great deal of community conversation, and I felt that an external review would benefit the department and the public. In June, I asked the Quattrone Center for the Fair Administration of Justice (affiliated with the University of Pennsylvania Law School) to take on the task of performing an analysis of the summer's events. This work is well underway, and my hope is

that it will serve as a comprehensive history of the unrest Madison experienced in 2020, while identifying opportunities for MPD to improve in the future.

The civil unrest of 2020 also spurred continuing discussions on police reform. In Madison, the focus of this work has been the Madison Police Department Policy & Procedure Ad Hoc Committee Ad Hoc Committee report. The report was finalized in late 2019, and the recommendations included have served as a roadmap for local efforts. MPD is committed to continuous improvement, and the department has made significant progress on recommendations put forth in the report.

In the midst of civil unrest and a pandemic, Madison also experienced unprecedented levels of gun violence in 2020. The number of shots fired incidents that occurred in 2020 was the highest since the department has been tracking them, and the nature of those shooting incidents – the number of shots being exchanged, the public locations where many shootings occurred, and the utter disregard shown to uninvolved members of the public – was disturbing. MPD investigators focused on identifying violent offenders and holding them accountable, while engaging in prevention efforts.

2020 was a remarkably difficult year for the men and women of the Madison Police Department. Officers put in extremely long hours for extended periods, while being exposed to verbal abuse and physical violence. Officers were blamed for policing practices that they would never condone or engage in, and blamed for societal issues that they have no control over. All in the midst of a pandemic. Yet they continued to serve the public with commitment and professionalism. It was a privilege for me to serve – both the department and the community – as Acting Chief, and I have tremendous gratitude for the dedication demonstrated by MPD staff during this difficult period.



Victor Wahl
Assistant Chief

A handwritten signature of Victor Wahl in black ink.

Victor Wahl
Assistant Chief

OVERVIEW OF THE MPD

With 479 commissioned and 119 non-commissioned personnel, we are committed on a daily basis to provide high-quality police services that are accessible to all members of our community. We are proud of the agency we are and for those we employ to represent us. Here is a brief overview of our department, including patrol operations. If you are interested in knowing more about these sections please visit our [website](#).

District Services

We have six districts throughout Madison which are comprised of police officers, detectives, sergeants, lieutenants and captains. Patrol officers and sergeants are spread across five shifts to provide for 24/7 coverage in our community. Each district has a Community Policing Team (CPT) which is a team of officers and a sergeant whose mission is to serve as a resource that effectively collaborates with community stakeholders, external partners and units within the MPD in an effort to problem solve and address issues unique to a specific neighborhood within each district. At least one neighborhood police officer (NPO) and one neighborhood resource officer (NRO) are assigned to each district as well. The mission of the NPO and NRO are similar, although while NROs can be moved around as problems emerge in neighborhoods, NPOs are assigned to one neighborhood within the district. Both NPOs and NROs strive to create positive change. They work in a collaborative partnership with community and neighborhood stakeholders to build trust, break down barriers and enhance the quality of life for City residents.

Investigative Services

Included in this section is our Gang Unit, Violent Crime Unit (VCU), Burglary Crime Unit (BCU), Special Victims Unit (SVU), Dane County Narcotics Task Force, Criminal Intake Unit (CIU), Special Investigations Unit (SIU), Criminal Intelligence Section (CIS) and Pawn Program. These units are comprised of officers, detectives, detective sergeants, sergeants, lieutenants, a captain, non-commissioned crime analysts and a non-commissioned pawn program administrator. For commissioned staff, positions in these units are specialized and assigned via a competitive process. Each unit has their own mission and the personnel that make them up have unique skills and expertise which complement one another. This section effectively investigates crimes such as homicides, armed home invasions, shots fired incidents, burglaries, human trafficking, child abuse/child neglect, upper level drug trafficking, and much more.



Traffic & Specialized Services

Included in this section is our Forensic Services Unit (FSU), Traffic Enforcement & Safety Team (TEST), Traffic Crash Investigation Specialists, Property Section, Parking Enforcement and Crossing Guards Program. These units are comprised of officers, investigators, sergeants, lieutenants, a captain, and non-commissioned personnel. Our investigators, who are commissioned personnel, respond to and process crime scenes, preserve and collect evidence, and are subject matter experts in areas such as tire and footwear impressions, latent fingerprint examination and identification, and blood splatter and shooting incident reconstruction. The traffic crash investigation specialists conduct investigations and follow-up of serious injury or fatality traffic crashes and TEST officers address traffic safety and enforcement throughout the entire city. Our crossing guards are responsible for all school crossing services in our community.

Support & Community Outreach

Included in this section is our Training Section, Community Outreach, Mental Health Unit, Crime Prevention, Records Section and Finance Section. These units are comprised of officers, sergeants, lieutenants, captains, non-commissioned managers/supervisors and non-commissioned personnel. We are unique in that we offer our own commissioned recruit preservice academy and provide ongoing in-service training to our staff on a regular annual basis. We have a cadre of mental health officers and mental health liaison officers assigned to our districts. Our Community Outreach and Resource Education (CORE) unit is comprised of a sergeant and several officers whose mission is to engage with our community (with an emphasis on youth) in a non-enforcement capacity and facilitate conversation, build rapport and establish positive relationships. Our Records and Finance Sections are comprised of non-commissioned personnel who support the entire department and community with various duties like public records requests, processing police reports, or managing the department's annual budget.

Non-Profit Organizations

Our K9 Unit and Mounted Patrol Unit are supported greatly by non-profit organizations. [The Friends of Madison Mounted Horse Patrol](#) and [Capital K9s](#) are comprised of community volunteers who support our units through various fundraisers. If you are interested in knowing how you can contribute feel free to visit their websites.



COMMUNITY COLLABORATIONS & ENGAGEMENT

COMMUNITY PARTNERSHIPS & ENGAGEMENT

Youth Restorative Justice Partnership

In September of 2015, MPD began participating in a restorative effort for 12 to 16 year olds who were cited for any municipal offense. The Brighter Futures Initiative, under the Wisconsin Department of Children and Families, provided the initial funding for this effort. MPD continues to participate in this programming, which is a partnership between our agency, YWCA Madison, Dane County Timebank, and Briarpatch Youth Services.

MPD is committed to continuing to engage in opportunities to divert youth from the traditional criminal justice system. The CORE team worked jointly with the Children's Center for Law and Policy (CCLP) and developed a Restorative Justice Referral document that took the place of a municipal citation for youth aged 12-16.

When patrol officers refer a youth who is 12 to 16 years old for any municipal offense, they also issue a Restorative Justice brochure along with the referral form. The referred youth is notified that he or she can contact the YWCA directly to opt in, as an alternative to receiving a citation and going to court.

Youth who opt into Restorative Justice ultimately work with one of the three restorative agencies as an alternative to traditional court adjudication. Once a youth successfully completes their assigned restorative process, MPD's Court Services Unit is notified and no further action is taken.

Adult Restorative Justice Partnership: Community Restorative Court (CRC)

MPD also participates in a restorative program for adults aged 17-25 who have been cited or arrested for one of the following 5 municipal or misdemeanor offenses: disorderly conduct, simple battery, criminal damage to property, obstructing, and theft, including retail theft. That program is called Community Restorative Court, and it is run through Dane County Human Services. CORE is the nexus between MPD and the Community Restorative Court team. Sergeant Meg Hamilton and Captain Tye attend quarterly meetings with CRC staff to discuss referrals and systems improvement.

Sergeant Meg Hamilton is the MPD point of contact for referring candidates to Community Restorative Court. Each week, she receives a list of all individuals MPD has arrested in the past week for any of the five qualifying offenses. Sergeant Hamilton screens those candidates, and is able to refer individuals who have been arrested for municipal or misdemeanor level offenses who are not on probation or parole (extended supervision) and who do not have open criminal cases. If individuals have a significant and violent criminal history, they are not eligible for CRC. Sergeant Hamilton then sends all screened candidates to CRC, for CRC staff to make initial contact.

In 2020, MPD sent 114 referrals to Community Restorative Court.



Bigs in Blue

Since the inception of the Bigs in Blue program in 2016, the Madison Police Department has continued their partnership with Big Brothers Big Sisters (BBBS) of Dane County. BBBS of Dane County currently serves over 640 youth in which 87% are non-white and 91% come from low-income households (determined by using free and reduced lunch). The Bigs in Blue program is a one-on-one mentorship program that allows local youth to connect with local police officers in a non-traditional way. This approach opens a path to youth and their families to connect, break down barriers, and build trusting relationships with local police officers.



In February 2020, MPD Police Officer Ercan Dzelil was recognized as the 2020 Big Brother of the Year for Dane County and in March 2020, he was awarded Wisconsin's Big Brother of the Year for his continued commitment to BBBS and his little.

The Good Neighbor Project

The **Good Neighbor Project** (GNP) continued to grow in 2020 during the pandemic when many residents learned first-hand how valuable it can be to get know your neighbors and support each other during hard times. Several in-person GNP community events took place before lockdown, and some neighborhoods improvised by continuing with virtual gatherings throughout the year.



The Good Neighbor Project is the Madison Police Department's community safety program.

To get started, people can check out the **Good Neighbor Project Starter Kit** and **resources**.

MPD Pride

MPD Pride is a LGBTQ+ resource group comprised of LGBTQ+ employees and allies within the City of Madison Police Department. The group's mission is to serve as a resource to employees within MPD by providing education, information, and support. Additionally, Pride serves as the points of contact for members of the LGBTQ+ community within Madison, working to cultivate trust and to offer an additional level of support to LGBTQ+ individuals in need of police services.



Throughout 2020, MPD Pride remained active and engaged with the community. Pride Chair Jodi Nelson was invited to Carroll University to talk to their Sexual Orientation/Gender Identity group on LGBTQ+ issues. Pride personnel were also involved in a workgroup to assist the City of Madison on transitioning policies, APM and a training model.

In the summer of 2020, MPD was grateful to partner with Madison Community Policing Foundation (MCPF) to unveil a Pride squad. The squad was rolled out during Pride month, and was used by MPD officers on their daily patrol duties. The car was emblazoned with the Pride flag, and served as a visible symbol to the community of MPD's support for and unity with the LGBTQ+ community.

Additionally, MPD Pride is an active member of the Wisconsin LGBTQ Chamber of Commerce. Pride Chair Jodi Nelson collaborated with the Chamber and Madison Metropolitan School District to develop a mentorship program between the LGBTQ+ business community and youth. She also partnered with an MMSD social worker to assist students having anxiety and added stress based on attending school from home. MPD Pride continues to be active within the agency and to the community at large, and welcome the opportunity to participate in community conversations and events.

Amigos en Azul

Amigos en Azul began in 2004 as a grassroots organization of local police officers who met regularly to find ways to cultivate a relationship and increase communication with the city's Latino community. Today, the mission of Amigos en Azul is to dissolve cultural barriers, build partnerships and open lines of communication between the Latino community and the City of Madison Police Department, in partnership with Dane County-area law enforcement. It has been more than fifteen years, and Amigos en Azul continues to play a critical role in promoting positive interactions, and providing resources and services to our Latino community. This year, Amigos en Azul was invited to Boise, Idaho by the Idaho Commission on Hispanic Affairs to speak at their statewide law enforcement summit, "Building Diversity: Strengthening Our Communities". Officer Gracia Rodriguez led a workshop on what has worked for Amigos en Azul and their commitment to the Latino community.



Black Officer Coalition



The founding members of the Madison Police Department (MPD) Black Officer Coalition were inspired to create this group for a variety of reasons. Among these motivations is the desire to foster a professional environment in which black officers would feel welcomed and be able to fulfill their potential for success. In addition, there is a continued motivation to bridge the gap between the black community and law enforcement. Members of the Black Officer Coalition feel that this gap and lack of trust must be addressed if the rift is ever to be repaired.

Members of MPD Black Officer Coalition directly reflect the black community as well as the law enforcement community, and are uniquely suited to accomplish this goal. Furthermore, we intend to focus on inclusion and community partnerships. Most importantly our mission is driven by continuous improvement and change that is fundamentally embedded in the moral fabric of each member.





Coffee with a Cop

Coffee with a Cop gives officers and residents an opportunity to get to know each other in a friendly, informal setting. While the pandemic forced the cancellation of all indoor gatherings after February, Coffee with a Cop moved to city parks once the weather warmed up in late spring. And a switch to virtual meetings in fall and winter made it convenient for some officers and residents to be able to attend a gathering for the very first time.



Community Based Crime Reduction (CBCR) Grant

In 2015 the Madison Police Department was awarded \$150,000 from the United States Justice Department's Byrne Grant. The dollars were to be used for creating a plan, in conjunction with the community on how to build trust and safety within the defined grant area. Over the years, the grant changed names to the Community Based Crime Reduction (CBCR) grant and due to the developed plan, the Madison Police Department was awarded \$850,000 to complete the plan. Several citizens made up the all-volunteer Advisory Board who decided how to implement the plan through non-profit agencies dedicated to the neighborhood. This grant funded entities that provided mentoring, community outreach, neighborhood center programming and so much more focused in the Raymond Rd, Theresa Terrace, Park Ridge neighborhoods. There were significant strides being made in the grant area in 2019 and much of those strides were derailed in 2020 with the pandemic. However, relations were made and ideas garnered which have inspired a positive 2021 ahead. For example, a volunteer group of citizens created SMAC (South Madison Action Coalition) to link ideas, neighbors and neighborhood associations together with various resources. Additionally a large event trailer was purchased with the CBCR grant money and as the pandemic settles, we intend to use the trailer for community events for years to come.



Community Safety Worker Pilot

As a result of the pandemic in 2020, a number of the programming components of the CBCR grant were unable to be fully implemented. As a result, the grant leadership team approved implementation of a Community Safety Worker pilot. With support from the Madison Community Policing Foundation and a new partnership with Focused Interruption, two Community Safety Workers were hired and began working in the grant area in September of 2020. Community Safety Workers are residents of the neighborhoods they serve, with strong people skills, large social networks, deep community insight and a commitment to facilitating neighborhood safety. CSWs provide follow-up to certain 911 calls with or instead of police, connect community members to needed resources, mediate disputes through restorative justice techniques, and lead community building events.

The Community Safety Worker program has three goals:

1. Decrease arrests and tickets stemming from unmet needs such as poverty, mental health, trauma and addiction
2. Increase connection to services for those who need it most but are currently unconnected.
3. Increase neighborhood well-being and quality of life.

While the program is still in its infancy, preliminary results show a healthy working relationship between Madison Police Officers and Community Safety Workers in their collaborative effort to increase public safety and decrease incarceration. An early survey of Madison Police Officers who worked with Community Safety Workers on a police call showed that 66% thought CSWs were “very useful”, with one officer stating, “I like it and think we should continue at least a pilot if not an expansion.”

The CSW's themselves have repeatedly expressed a deeper understanding and respect of police officers and their work, as well as appreciation for Madison Police Officers willingness to listen to what the CSW's have to say and factor it in to their decision making. Most important is a statement from a community member who has been the subject of numerous, often contentious police calls:

“I thank the West District for the connections with the Community Safety workers support [and their] support & rental assistance for me & my family. Thank You!!”

This statement and others like it suggest that the Community Safety Worker program can help “grow the relationship between local police and our communities”, leading to safer, fairer neighborhoods where police officers, Community Safety Workers and local residents work together as partners in peace.



West District Advisory Committee

The West District Advisory Committee met a handful of times in 2020 and like many other initiatives transitioned to an all virtual meeting format. The group debriefed a call for service and discussed police services in the district and the impact of both the pandemic and the ongoing protest activity in the city. In general, these residents advise the West District with the goal of improving our service to the community while building trust. In the second half of the year, we added members to the group that now consists of fourteen members and includes high school students, home owners, renters, business owners, social workers, service providers and a former alder. In addition to developing our new mission statement, the group developed an ambitious schedule for 2021 with monthly meetings to debrief West District calls for service, evaluate MPD policies and procedures and build trust between West PD and the community we serve. We thank this talented group of citizen volunteers who assist MPD in achieving our mission and meeting community expectations.

Our New Mission Statement for 2021

The West District Advisory Committee exists as a bridge connecting citizens to the officers of the west district of the Madison Police Department. The committee acknowledges that the interactions of citizens with police vary greatly depending on race, gender, sexual orientation, religion, ability, or personal identity. The committee strives to bring a representative perspective to the west district and evaluate these interactions through a diversity lens to create a stronger, more trusting relationship between citizens and officers.

The committee will:

- » Review calls for service from the perspective of both the citizens and officers involved and provide feedback on any ways that the interaction could have been approached differently to create a different outcome.
 - » Evaluate the ways that MPD policies and procedures are affecting both citizens and officers and offer feedback on ways they can be changed to better serve everyone involved.
 - » Advocate by helping citizens' voices be heard by the department, either through face to face discussions or recommendations based on citizen concerns brought to the committee.
- » Create a space in which citizens and officers can meet to foster a sense of trust within the west district of Madison.
 - » Engage with community members who have input on MPD, make them aware of the advisory group and bring community feedback back to the advisory group for discussion. Whenever possible, community members will be encouraged to share their input with MPD in a manner they are most comfortable with.





Community Academy – Spring 2020 Iteration

For the second year, Sergeant Meg Hamilton and Police Officer Lore Vang were at the helm of planning and teaching MPD’s Community Academy. The Community Academy is a program designed to offer attendees a working knowledge and understanding of the values, goals, and operations of the MPD. Objectives for this programming include building relationships with local stakeholders, improving lines of communication, and providing officers and attendees an opportunity to gain a deeper understanding of one another.

The spring 2020 Community Academy was held at the MPD Training Center on March 7th, immediately before Covid-19 restrictions began in Dane County. Due to the pandemic, MPD was unable to hold an in-person fall Community Academy. We are eager to resume this opportunity in 2021, if public health mandates allow.

“Books and Badges”

The Community Outreach and Resource Education (CORE) team created a second, months-long virtual initiative during the 2020 pandemic. Officer Jodi Nelson coined the programming “Books and Badges,” and the name stuck. Each week, MPD released a pre-recorded video of a commissioned member reading a children’s book. The participating MPD officer began by introducing themselves and then explaining why he or she chose the particular book they did. The campaign kicked off with Assistant Chief Patterson reading “Fox in Socks” and ultimately featured 24 total personnel.

The CORE team was inspired to create programming that would reach children and families where they were during the “Safer at Home” spring of 2020, and into the long summer and fall of a pandemic year. The videos were viewed over 78,000 times on MPD Facebook alone. Some of the books were classics, such as patrol Officer Hamp Johnson’s April reading of “A Very Hungry Caterpillar.” Others were light-hearted stories of adventure, such as K9 Officer Emily House’s selection “Jillian Jiggs.” Neighborhood Officers Ruben Gonzalez and Gracia Rodriguez selected and read books in Spanish, to reach yet more children and families. MPD ultimately partnered with the Madison Public Library, to link the weekly reading to where the featured book could be found in the Madison Public Library system.



Community Conversation Series – Westside

With in-person meetings on hold in 2020, Alder Harrington-McKinney organized the Westside Alders and MPD Districts to create an alternative space to foster conversations with residents on important topics related to public safety. Over the course of five virtual meetings in 2020, as many as 200 residents met virtually with Alders Harrington-McKinney, Henak, Skidmore, Moreland and Albouras. Both the Midtown and West Police Districts participated as well as Acting Chief Wahl and Lt. Tony Fiore. Other guests included Dane County District Attorney Ismael Ozanne, Judge Everett Mitchell, Budget Analyst Laura Larsen, City Traffic Engineer Yang Tao and Mayor Satya Rhodes-Conway. Topics included gun violence, the juvenile justice system, traffic safety and understanding the MPD 2021 Budget. Thank you to the Westside Alders for facilitating these important conversations.

WE'RE GETTING SOCIAL

Social media has become a critical part of law enforcement. Follow us to receive up to the minute information on crime trends, traffic patterns, community events, and critical incident information for our community.



Twitter / @madisonpolice

31.6k+

FOLLOWERS

4,645,000 IMPRESSIONS
IN 2020



Facebook / @MadisonPolice

1.69 MILLION

PAGE REACH IN 2020

26.6k PAGE LIKES

30,632 FOLLOWERS



Instagram / @madisonwipolice

45.1k

PAGE REACH IN 2020

4,672 FOLLOWERS



YouTube / @madisonpolice

666,140

VIDEOS SINCE 2009

992 SUBSCRIBERS



Podcast / pdpodcast

72,962

TOTAL DOWNLOADS

99 TOTAL EPISODES
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GET TO KNOW US

We have 479 commissioned and 119 non-commissioned employees at the MPD. Each with their own journey, here are a few of our officers and non-commissioned personnel, and their incredible stories:

Get to Know a MPD Mounted Patrol Officer



Police Officer Sarah Mulry

I began my career with Madison Police after serving as a Humane Society education officer and pet behavior problem specialist in the Minneapolis area. With a Bachelor's degree in Animal Biology, I knew I wanted to work with animals somehow but never knew that Police work could offer such an opportunity. After being hired by Madison Police Dept., I had the opportunity to resurrect my prior horse experience after interest in mounted policing was solicited department-wide. Several officers started up an officer-owned horse team which after several years, blossomed into City-owned mounts whereas other officers within the department could join the unit. The Community Engagement aspect of the position is astounding- everyone flocks to you out on patrol to say hello. In turn, mounted officers are afforded the perfect platform to educate the public on safety issues or criminal behavior occurring in their neighborhood. The horses are an approachable means to conduct Police work and offer a way for officers to have a positive interaction with the community. I am fortunate to be a member of the Madison Police Department that offers such a unique and rewarding position for its officers!

Get to Know a MPD Veteran Detective

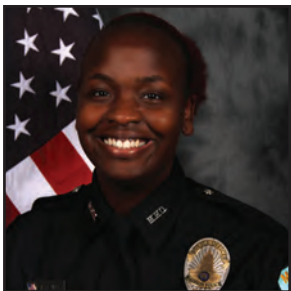


Detective Kevin Linsmeier

During my childhood, I grew up in a small town in northeastern Wisconsin where my Dad was employed as a police officer. While attending college, and thinking about where I wanted to work in the law enforcement profession, my Dad told me about the Madison Police Department (MPD) being a progressive and diverse department. My Dad told me if I was lucky enough to be hired by MPD that I would most likely retire from this same department. I then did some research, and luckily was hired in 1990. My Dad's prediction of staying my whole career with MPD was correct and after 31 years (10 years in patrol & 21 years as a detective), I plan on retiring sometime during May of 2021. I have no regrets working for MPD for the past 31 years. Throughout my whole career, I am very appreciative to have worked with police officers and civilian staff that are ethical, possess integrity, compassionate, educated, and diverse. I am thankful for the excellent training/equipment I received throughout my career that allowed me (and my co-workers) to stay safe. And lastly...I would like to thank the Madison community for the privilege of allowing me to serve them.



Get to Know One of MPD's Newest Police Officers



Officer Candace Enis

I have been with the City of Madison Police Department since May of 2020, so I am still new to this. I studied Sociology and Criminal Justice at the University of Dubuque, where I had no plan of becoming a police officer. It was in fact the very last thing I wanted to do. My senior year, I transferred to the University of Iowa due to being pregnant and wanting to be closer to my husband. While at Iowa, I studied Criminology with an emphasis on Pre-Law. While at Iowa I was able to take a lot of policing courses and in one of the courses, we watched a documentary and the guy said, "If you (as a cop) come in contact with a black person on the street, and you try to take their dignity, they will fight you for it." That statement helped me understand that doing this job, it is important to see race and I didn't see anyone like me. Growing up in Chicago and then in Janesville, I have never seen a black female officer (that I can recall), and I wanted to change that. I want women, and especially those of color to understand how important it is for us to be represented. So, I do this job to change lives and win hearts, but I also do this job to represent those who are under-represented. It takes more than a life-time to do that, so I challenge those who doubt, to do.

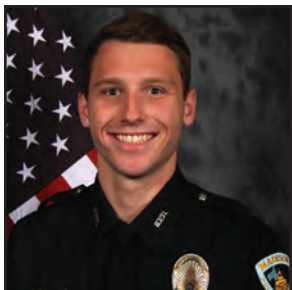
Get to Know a MPD Veteran Police Officer



Officer Daniel Frei

I'm one of those lucky people who found their dream job. Other than a few years in Miami FL where I completed my Masters degree in Psychology, I've lived in Madison, a city I love, my whole life. I grew up on the north side, attended East HS and then UW Madison. As I grew up I entertained a number of different careers. I had a strong sense that I wanted to help and serve people in some way but I also loved team sports. While trying to walk on with the Badger hockey team the coaching staff helped me realize that I could cross professional hockey off the list. During graduate school while working on my Masters thesis I was able to work closely with experienced hostage negotiators and police psychologists which helped me realize that being a psychologist wasn't my path either but there was a way to combine what I wanted in a career. I began my career with MPD in 1996. I've been a patrol officer on the night shift my entire career. I've been a member of the MPD Honor Guard since 1999 and a negotiator on the MPD Crisis Negotiation Team (which is a part of the SWAT team) since 2001. When you chose to stay in patrol, and on the night shift you frequently get asked "why?" For me what I love about patrol is that my day is different every day. I get to meet new people and use my communication and problem solving skills to try to help them. It's a job where you can literally save and change lives. A call could be funny, or incredibly sad, dangerous, or very routine. Working on the night shift we have fewer resources (both within MPD but also fewer resources within the City) which means that working as a team is even more important. Working together, using our diverse skills and abilities, we are able to achieve results that we couldn't as individuals. I take enormous pride and am very grateful that I am a part of the MPD team.

Get to Know One of MPD's Newest Police Officers



Officer Morgan Youngquist

I am brand new to the department. I joined in May of 2020 as part of the 63rd Recruit Class. I did not always want to be a police officer. In fact, my freshman year of college, I had the goal of becoming a physical therapist. After taking one human anatomy class, I quickly decided it wasn't for me. I graduated from UW-La Crosse in December of 2019 with a degree in public administration and a minor in criminal justice. I was originally recruited by MPD Officer Lore Vang. He used his charisma and schmoozing to convince me to intern with the department during the summer of 2019 where I fell in love with this city, its people and this department. MPD was appealing to me because of its forward thinking vision and its creative solutions/initiatives to help solve crime and improve the quality of life for the residents of Madison. Madison's diversity is also a big reason why I was drawn here. One of the best parts of the job for me is being able to interact with a wide variety of people and different communities. As I move forward with my MPD career, I hope to build bridges and connections with members of our communities to improve the quality of life for everyone here in Madison!

Get to Know a Once Commissioned Turned Non-Commissioned Member of the MPD



Lorie Anderson

I joined the Madison Police Department in 2000 and if someone had told me that I was going to be a police officer when I was in college I would have absolutely called them a LIAR. I studied French and thought I would teach. Little did I know that after moving to Madison post-college, while working in the corporate world, I would find my true calling. I have always enjoyed the service industry, from waiting tables at the 41 Truck Stop in De Pere in high school, to my philanthropic service with my sorority in college or becoming a volunteer fire fighter in my community. My first few years in patrol were spent downtown nights working the bar crowds. I was then in a School Resource position for two years at East High School. This position, in my opinion, was the best and most challenging position in the department! I went on to the Forensic Services Unit as a Crime Scene Investigator and then served as a Detective. Finally, the Property Room Supervisor position opened up and I was ready for the next challenge of leading an amazing group of people responsible for cataloguing and guarding all of the MPD's Property and Evidence. I am honored to "help the helpers" in this role and feel fortunate to be a member of this fantastic department and city.

Get to Know a Parking Enforcement Officer



Richard Stowe

I was born and raised in London, England. After studying engineering at university, an interest in teaching and travel led me to teaching English in South Korea for 2 years. After another year teaching in Shanghai, China, my wife and I settled in Madison. A desire to help people and to work with the state that was my new home led me to working in community corrections with WI DOC. As a parking enforcement officer, I answer calls for service, resolve conflicts and parking related problems for the public and the city through education wherever possible. Representing MPD encourages the public to seek our assistance with a variety of things, including help with lost or found property, directions to city services, and a myriad of interesting questions! Being on the move throughout the city also means that we often find ourselves locating stolen vehicles, perhaps being the first on scene at a traffic accident, or simply seeing someone in need of assistance. My wife and I recently welcomed a new Madisonian to our family with our daughter being born in September 2020, and we look forward to many more happy years in Madison.

MPD PUBLIC SAFETY CADET PROGRAM

Madison Police Department Public Safety Cadets (PSC) participated in the annual state competition just before Covid struck and changed the world for so many people. Mentors stayed in contact with Cadets even though we couldn't meet in person. We figured out the virtual world and became adept at things like Zoom. After some trial and error, we spent the remainder of the year meeting virtually. The Cadets spent so much time in virtual classrooms for school, Mentors tried their best to bring in different formats to keep the Cadets engaged. There were career presentations, candid conversations about the protests, and a research project to better understand both sides of the defund/fund the police debate. Mentors hoped Cadets would see both sides and the many different opinions and thoughts associated.

While 2020 was beyond tough, we had bright moments. Priya Heinen joined the Cadet program in 2015 while attending Memorial High School. She remained in the unit while at Beloit College and upon aging out of our program, stayed on as an adult Mentor. She has come full circle and was sworn in as a Police Officer in May of 2020. Priya is the second Cadet to be hired into the ranks of MPD since we re-chartered our group in 2015. Fingers crossed we will see a few more Cadets join the department in the near future!



2020 Wisconsin Law Enforcement Advocates Association (WLEAAA) Competition Teams



CRIMINAL CHARGES FILED IN BRITTANY ZIMMERMANN HOMICIDE

On March 20, 2020, the Dane County District Attorney's Office filed charges of First Degree Intentional Homicide (as party to a crime and by use of a dangerous weapon) for the murder of Brittany Zimmermann against David A. Kahl. Kahl is 54 years old and is currently incarcerated within the Wisconsin Prison system for another, unrelated, offense.

Brittany was killed on April 2nd, 2008 while at home in her downtown Madison apartment located in the 500 block of West Doty Street. A native of Marshfield, WI, Brittany was 21 years-old and a Medical Microbiology and Immunology major at UW-Madison. She lived with her fiancée and their pets.

Brittany's murder deeply affected the Madison community, and devastated her family, friends, and hometown of Marshfield.

While almost 12 years passed before these charges were filed, the Madison Police Department never classified this investigation as a "cold case". During that time, investigators at MPD worked tirelessly on Brittany's case – conducting hundreds of interviews, processing numerous pieces of evidence, and following up on multiple leads. The dedication and persistence of those tasked with investigating this case, which besides MPD includes the Dane County District Attorney's Office and the Wisconsin State Crime Laboratory, never wavered.

David Kahl is awaiting court proceedings pursuant to these charges in Dane County Circuit Court.





The “We are the 28” campaign was envisioned to fulfill 2 goals: highlighting some of the remarkable individuals that make up MPD’s female commissioned workforce, and using that recognition as a platform for recruitment. The initiative kicked off on January 1st, 2020. Throughout the year 43 MPD women, individually or in small work units, were featured to highlight MPD’s diversity, showcase specialized units such as our mental health unit and the crisis negotiators and recognize women across all ranks.

The cumulative social media reach of “We are the 28” was significant. On MPD’s Facebook page, “We are the 28” content has been viewed over 450,000 times. Beyond numbers alone, the campaign celebrated unsung heroes of MPD, women who have tirelessly responded to thousands of calls, over decades of police service, and impacted countless lives.

For more information on this initiative, check out the [2020 Community Outreach Annual Report](#).

In 2021, GoLawEnforcement.com is planning a forthcoming podcast on “We are the 28” and MPD’s recruitment efforts. Additionally, MPD is one of 60 agencies taking part in the **30x30 campaign**, which aims to attain 30% female recruit officers in law enforcement agencies by 2030.



POLICING FORWARD

2020 RECRUITING: INSIGHTS AND LESSONS LEARNED

At the beginning of 2020, I was looking forward to my first full year as the Training and Recruiting Sergeant for the Madison Police Department. We were actively planning our spring recruitment plan, choosing locations and assigning personnel to various career fairs across Wisconsin, Illinois, Iowa and Ohio. What I wasn't prepared for was the sudden, abrupt shift from in-person fairs and contacts to recruiting entirely on-line. This change literally occurred overnight. As colleges and universities began to shut down in March, so did many of our spring opportunities.

As police officers, we are accustomed to quick thinking and regularly changing tactics, but I don't think anyone could have prepared us for the remainder of 2020 and recruiting during a pandemic. We realized very quickly that we needed to learn some on-line platforms and become "experts" in the virtual realm. The technology we

required and websites we used were new to everyone. We made mistakes in the beginning, but we never stopped learning and evolving. I brainstormed ways that we could engage with the community and still attract applicants. Normally, the Academy Sergeant hosts informational sessions at the Training Center a few times during the year, where community members can learn about MPD and ask questions. This year, these sessions were held virtually, via Zoom and advertised on Facebook and Instagram. These sessions were a way to "open our home" up to potential applicants and get our message out that we were still hiring for 2021.

Our fall 2020 recruitment was completely virtual, but we were much more prepared to handle the challenges of COVID-19. Our career fair numbers grew and we were able to make connections with several potential applicants. In a way, COVID allowed us to broaden our reach and recruiting efforts nationwide. Normally, we aren't able to travel to multiple locations across the United States given the cost associated with that. This year, we attended 14 fairs in 7 states.

Finally, I want to acknowledge that even though it was a challenging year for virtual recruitment, there is one thing that has stayed consistent year after year. Every police officer in this city is our biggest recruiter. We attract so many applicants who never considered a job in law enforcement until they met a Madison Police Officer. This is a true testament to the men and women in this city who serve and protect and do so under sometimes the worst set of circumstances.

As we head into 2021, we have a much better handle on recruiting strategies and will continue to build on last year's successes.



Sergeant Theresa Magyera



[Join the MPD Team](#)

[How to Apply](#)

[Talk to an Officer](#)

Academy Learning Amid a Pandemic – How We Survived

The 63rd class of the Madison Police Department started the academy on May 26th, 2020. Countless hours in advance of day one were spent planning, strategizing, reorganizing and working closely with the MPD COVID medical team in preparation for this day and the days to follow. The MPD Training Team is like no other team that I've worked alongside. I remember thinking, how are we ever going to pull off training 50 recruits in the middle of a global pandemic? But, I'm getting ahead of myself. Let me start with some of the ways that we were able to achieve a safe, healthy workplace.

Recognizing the fact that we would have 50 students in one room required some strategic planning. Members of the team measured 6 feet surrounding each table, front to back and side to side, spacing seats out to provide enough space around each table and chair. The need arose for sneeze shields, but we quickly realized there was no place that was able to make these given the shortage of materials and costs. A team member used his own personal



equipment to create 90 plexiglass sneeze shields for every student and classroom desk in the building.

While working closely with our COVID team, there were a few things that we determined would give us the best chance to maintain a healthy work environment. First, we required daily health screenings, where each recruit and staff member would take their pulse ox and temperature. 10 students were assigned a screening location, separated in various parts of the cafeteria and main entrance to ensure distance and space. We also required masks to be worn at all times and wash hands frequently. Each recruit was issued their own personal bottle of hand sanitizer, masks, half-face respirator and a sneeze shield on their desk. Daily sanitizing was done on desks, door handles and other high touch areas. Recruits and Training staff were COVID tested every two weeks, as precaution and to prevent asymptomatic persons from spreading this virus.

If a recruit was feeling sick, they would call and check in with the Academy Sergeant to discuss symptoms and determine whether the student should virtually learn or come in to isolate at the rear of the classroom. At times, it was extremely challenging, as COVID-19 was such a new virus that spread very easily. There was a constant balancing act of quarantining students who may have been exposed vs. continuing in-person learning.

Innovation is a part of the MPD Training Team's mission statement. When COVID attempted to derail the academy, we



transitioned to virtual learning. While there was a slight learning curve to facilitating on-line instruction, we did not have to delay the academy training and maintained our commitment to teaching in a different way.

Hands on learning presented an entirely new challenge, as we relied heavily on adjunct instructors assisting our 50 person class. All instructors were COVID tested prior to teaching and understood the risks of performing hands on training, particularly in DAAT and scenarios. We learned some difficult lessons throughout the academy. It was a struggle at times to protect medical information, but also notify instructors if they were possibly exposed. Communication became the key and as the Academy Sergeant, facilitating those discussions and being open and honest, as much as possible hopefully comforted instructors. We were really training during an unprecedented time, like no other in the history of MPD.

As another precaution, contacts were also limited in the Academy and the building itself. The building was basically shut down to all external partners. If we worked with one of our community partners as presenters or speakers for lectures or outreach, we asked that they attend virtually. The less traffic within our building really helped to maintain a healthy work environment.

What a challenging year it has been for the Madison Police Department. Our organization has grown tremendously over the past year and have overcome the unimaginable. We are looking forward to the day when we can return to a more normal training environment and once again open the doors of the Training Center to our community.

Sergeant Theresa Nagyera

Interns: A Positive Recruiting Tool

Due to COVID-19 and to help control the spread of the virus, we did not offer internships in 2020. Internships offer us a way to develop relationships with the community, discover new talent and vet potential officers for our Department. We lost that opportunity last year. The internship program is a way for MPD to allow back stage access to potential applicants, those students that KNOW they want to be an officer. However, we've also had interns that enter into the program looking to satisfy some credits and leave with a whole new outlook, wanting to become a Madison Police Officer.

In the past few years, we have hired the following employees from our internship program: Hannah Anderson, Kiel Baitinger-Peterson, Tucker Braunschweig, Sydney Challoner, John Christian, Anthony Ciufo, Emilie

Cochran, Tyrone Cratic Williams, Alec Doll, Hailey Eanes, Kayla Easland, Ben Enstrom, Clare Gloede, Jack Graziano, Jaydin Grenier, Micaela (Hanning) Rust, Priya Heinen, Josh Heimsoth, Anthony Hornung, Lindsey Ludden, Casey Main, Mike Mawhinney, Paige Martin, Chris Marzullo, Haley Massey, Kristin (Parks) Henderson, Alex Pfeil, Tyler Phillips, Brenna Puestow, Kaitlyn Schaefer, Kevin Statz, Sebastian So, Jonathan Urbina, Morgan Youngquist and Alina Zulch.

The Public Information Officer previously coordinated the internship program, but due to his retirement, the internship program will now be coordinated by the Training and Recruiting Sergeant. Responsibilities include: conducting background checks, interviewing and hiring of applicants, providing an orientation session, mid-internship check-in and a final check out.

Overall, the daily responsibilities fall to each individual commander to decide where the intern is assigned and what jobs or duties they wish to assign their intern. Commanders may assign interns district projects, ride-alongs with officers, any type of in-service or SWAT training, academy scenario trainings and any other meaningful work. Interns can be assigned to a specialty unit or neighborhood officer as well. We want our interns to develop leadership skills, engage with community members, and have the opportunities to learn about policing the Madison way.



Testimonials

As an intern, I shadowed officers in various positions within the department. My experiences provided me with insight on how I can be a great police officer while also making my own unique impact in the community I serve.

- Officer Tyrone Cratic Williams

My time spent as an intern with the Madison Police Department was an ideal transition from an educational setting to an eventual career with MPD. The experience was truly rewarding.

- Detective Kristin Henderson

As an intern I was offered an intense and thorough look at what transpires behind MPD district windows. I was exposed to almost every function of MPD which satisfied my curiosity. Most rewarding, however, was my supervisor's recognition of my talents and utilization of my skills; I felt valued even though I was temporary. My academic interests in policing became a desire to become a Police Officer.

- Officer Jack Graziano

My internship reaffirmed my desire to be a part of the City of Madison Police department.

- Officer Christopher Marzullo

My internship provided an excellent opportunity to experience the diverse programs and culture within the department, and it confirmed that the City of Madison Police Department was where I wanted to spend my law enforcement career.

- Lieutenant Eugene Woehrl

RECRUITING SUCCESS STORY

Officer Jonathan Urbina

Becoming a police officer wasn't something I really envisioned myself doing. I didn't have any plans of pursuing a career in law enforcement when I was growing up. It was until I was just a few months away from my high school graduation when I decided to go for it.

Growing up in the City of Madison, in a diverse neighborhood, I had the opportunity to witness and be apart of a variety of situations, both negative and positive. During the time I lived in this neighborhood, I came in contact with numerous Madison Police Officers who either responded to calls in the neighborhood or were there for community engagement. As I was growing up, I had people around me, have a negative perspective of the police overall and was told that I should not trust police officers because of past negative incidents. It created that mentality of "Us vs Them", and I shared this perspective for some time.

Fast forward to my time in high school, I was on the fence on what to do after high school. It was around this time when I came into contact with a few MPD Officers and had positive encounters with them. Just being able to speak with these officers and getting to know them beyond the badge, I was able to see that these people who decided to take the calling as a police officer, really did care about serving the community and working towards making it better. I reflected on the complaints that my friends, neighbors, and I made about the police and I was thinking, what better way to aid in attempting to fix the issues that are apparent in policing, then pursuing a career in policing and become apart of the solution?



Jonathan Urbina, Officer

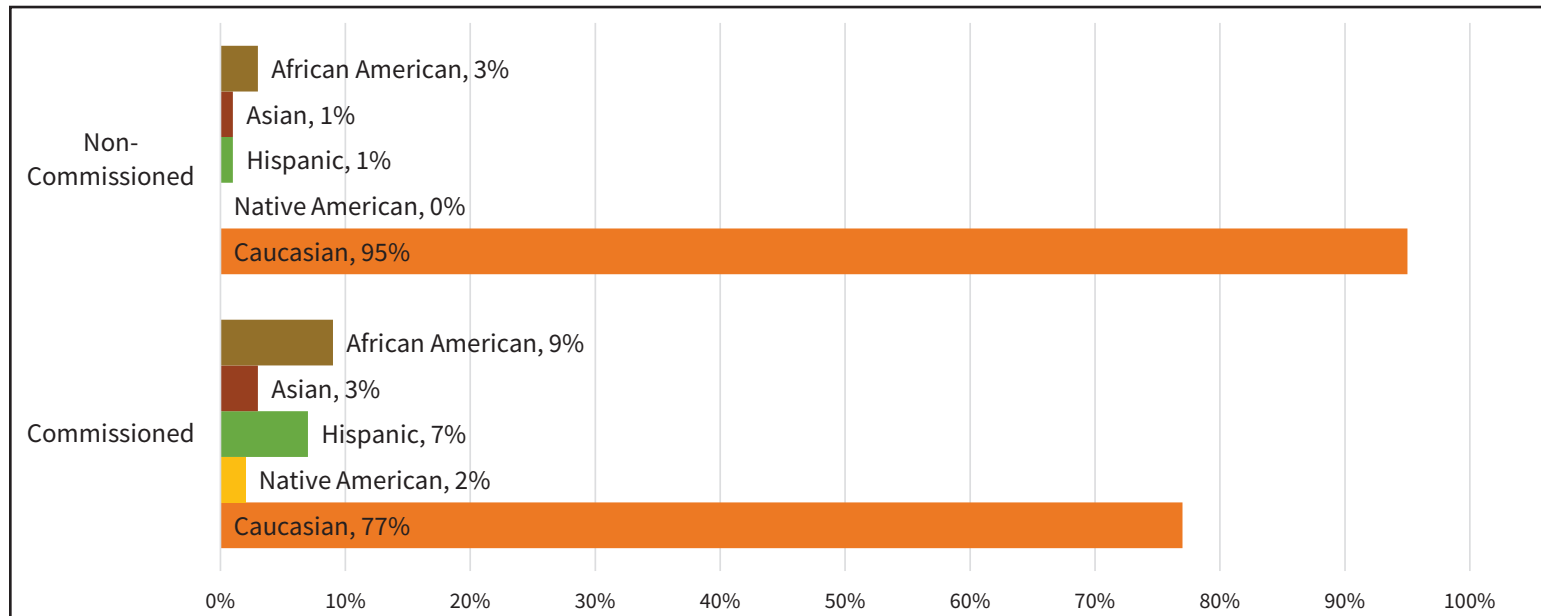
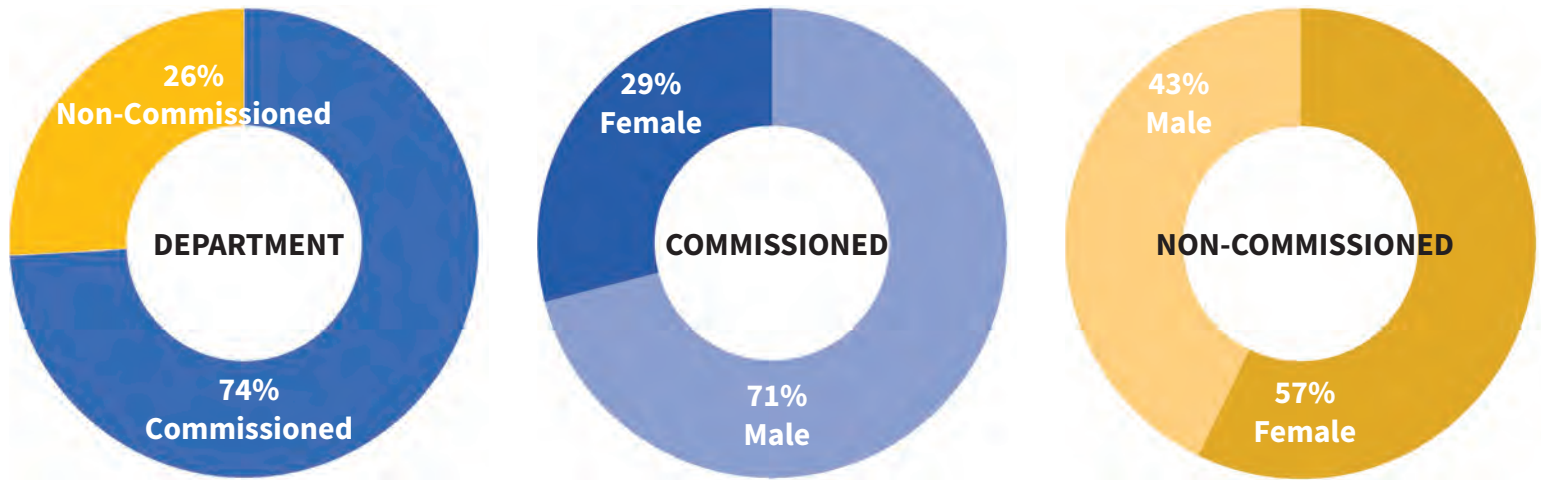
So that's what I did. I enrolled at Madison College, where I completed an associates degree in Criminal Justice. During my time at Madison College, I received a scholarship from the MPPOA/AMPS in 2018. In addition to the scholarship, I was also given an internship opportunity and was an intern with the MPD Burglary Crime Unit (BCU) in Spring 2019. The internship really helped solidify my decision to pursue this career and I made it my goal to become an MPD officer.

On May 26th, 2020, I reached my goal and I officially became an MPD officer. I'm looking forward to give back to the community that I have called home for my entire life and all the things that this career has to offer moving forward.



INSIDE THE MPD AND THE MADISON COMMUNITY

MPD DEMOGRAPHICS



DISTRICT INFORMATION

Chief's Office/Executive Office

211 S. Carroll Street, 53703
608-266-4022

Chief Shon Barnes (2021)

Acting Chief Victor Wahl (2020)

Central Police District

211 S. Carroll Street, 53703
608-261-9694

Community Outreach

4020 Mineral Point Road, 53705

East Police District

809 S. Thompson Drive, 53716
608-266-4887

Investigative Services

211 S. Carroll Street, 53703

Midtown Police District

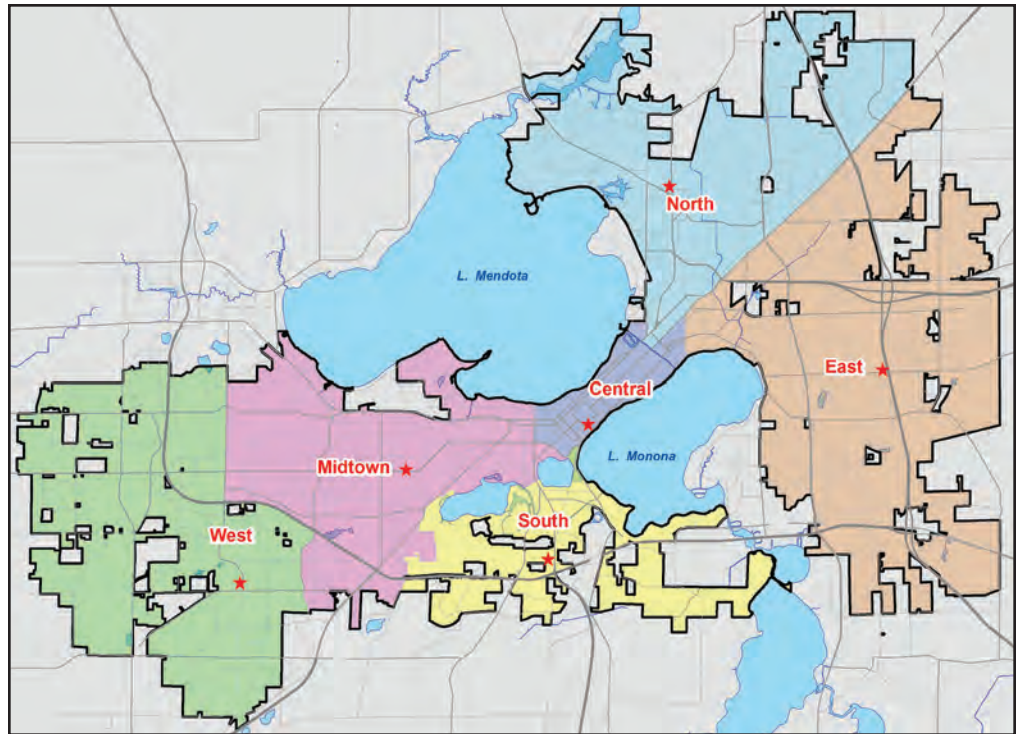
4020 Mineral Point Road, 53705
608-229-8200

North Police District

2033 Londonderry Drive, 53704
608-243-5258

Property Section

211 S. Carroll Street, Room GR-4, 53703



Records Section

211 S. Carroll Street, Room GR-10, 53703

South Police District

825 Hughes Place, 53713
608-266-5938

Traffic & Specialized Services

211 S. Carroll Street, 53703

Training Team

(Recruiting, Academy, Training for current staff)
5702 Femrite Drive, 53716
608-266-4190

West Police District

1710 McKenna Boulevard, 53711
608-243-0500



About Madison



- » 2020 Population (U.S. Census Bureau): 259,680
- » Madison is the Capital of Wisconsin
- » Located in center of Dane County
- » 94.03 square miles (76.79 square miles is land and 17.24 square miles is water)
- » Second-largest city in Wisconsin (after Milwaukee)
- » 82nd largest city in the US
- » Growing technology economy and home to headquarters of American Family Insurance, Exact Sciences, Promega, Sub-Zero
- » Ranks 2nd in the nation for education
- » Dane County population: 546,695 (second most populous county in WI)
- » Madison ranks – consistently ranks as a top community to live, work, play and raise a family (#3 of 100 in 2020 of best places to live)

Madison is a great place to live, work and play:

cityofmadison.com/visit-play

- » Vibrant cultural hub of art, music, food and beer
- » Year-Round Farmer's Market
- » Dog friendly city
- » With over 50 trails covering 505 miles, you are bound to find a perfect trail for you!
- » Large Downtown Entertainment District

About MPD



- » 6 district stations
- » "State of the Art" In-House Training Center
- » 479 commissioned personnel
- » 119 full-time non-commissioned personnel
- » Peer support services
- » Specialized positions and teams: SWAT, K9, Mounted Patrol, Mental Health Officers, Special Events Team (SET), Neighborhood Police Officers, Neighborhood Resource Officers, Community Outreach Unit, Community Policing Teams, Honor Guard, Gang Unit, Narcotics Task Force, Traffic Enforcement Safety Team (TEST)
- » 29% female commissioned personnel
- » Professional Development and Promotional Opportunities

Madison Police Department

211 S. Carroll St., Madison, WI 53703 • www.madisonpolice.com

APPENDIX

OFFENSES KNOWN TO POLICE

Group A Offenses	2019	2020
Animal Cruelty	4	6
Arson	10	16
Assault Offenses	2,048	2,024
Bribery	0	0
Burglary	1,081	1,316
Counterfeiting/Forgery	193	95
Damage to Property	1,538	1,620
Drug/Narcotic Offenses	1,239	991
Embezzlement	61	49
Extortion	28	42
Fraud Offenses	1,277	1,373
Gambling Offenses	0	0
Homicide Offenses	4	10
Human Trafficking Offenses	0	1
Kidnapping/Abduction	92	87
Larceny/Theft Offenses	5,157	5,533
Motor Vehicle Theft	639	744
Pornography/Obscene Material	27	35
Prostitution Offenses	17	5
Robbery	243	190
Sex Offenses, Forcible	265	166
Sex Offenses, Non-Forcible	4	5
Stolen Property Offenses	38	49
Weapon Law Violations*	162	191
Group B Offenses	2019	2020
Bad Checks	19	18
Curfew/Loitering/Vagrancy Violations	8	16
Disorderly Conduct	2,933	2,707
Driving Under the Influence	828	591
Drunkenness	0	0
Family Offenses, Nonviolent	97	92
Liquor Law Violations	427	129
Peeping Tom	0	2
Runaway	0	0
Trespass of Real Property	736	620
All Other Offenses	7,514	6,585
TOTAL	26,689	25,308

OFFENSES KNOWN
TO POLICE
HAVE DECREASED

5.1%

*Weapon Law Violations include prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives (including fireworks). The number of offenses in this category does not represent "shots fired" calls for service.

INCIDENT BASED REPORTING TOTALS BY DISTRICT

Group A Offenses	Central	East	Midtown	North	South	West	Oth/Unk	Totals
Animal Cruelty	2	1	1	0	1	1	0	6
Arson	8	2	1	1	0	3	1	16
Assault Offenses	390	400	251	488	198	283	14	2,024
Bribery	0	0	0	0	0	0	0	0
Burglary	291	282	243	165	75	260	0	1,316
Counterfeiting/Forgery	15	26	13	18	8	14	1	95
Damage to Property	396	327	218	304	147	206	22	1,620
Drug/Narcotic Offenses	261	222	105	255	66	66	16	991
Embezzlement	2	17	8	9	3	9	1	49
Extortion	10	7	12	5	1	7	0	42
Fraud Offenses	219	306	249	211	66	317	5	1,373
Gambling Offenses	0	0	0	0	0	0	0	0
Homicide Offenses	1	1	0	3	1	4	0	10
Human Trafficking Offenses	1	0	0	0	0	0	0	1
Kidnapping/Abduction	16	18	9	25	12	7	0	87
Larceny/Theft Offenses	937	1,620	942	709	274	1,029	22	5,533
Motor Vehicle Theft	77	150	101	158	73	179	6	744
Pornography/Obscene Material	8	12	2	3	3	6	1	35
Prostitution Offenses	1	2	1	0	1	0	0	5
Robbery	32	41	35	37	15	27	3	190
Sex Offenses, Forcible	41	27	21	32	19	23	3	166
Sex Offenses, Non-Forcible	0	2	1	1	0	1	0	5
Stolen Property Offenses	15	13	6	5	3	6	1	49
Weapon Law Violations*	51	34	22	46	13	22	3	191
Group B Offenses	Central	East	Midtown	North	South	West	Oth/Unk	Totals
Bad Checks	1	8	1	5	0	3	0	18
Curfew/Loitering/Vagrancy Violations	10	0	1	4	0	1	0	16
Disorderly Conduct	598	585	335	508	277	393	11	2,707
Driving Under the Influence	110	147	76	115	61	69	13	591
Drunkenness	0	0	0	0	0	0	0	0
Family Offenses, Nonviolent	9	16	11	23	13	20	0	92
Liquor Law Violations	102	1	14	6	4	2	0	129
Peeping Tom	0	0	1	1	0	0	0	2
Runaway	0	0	0	0	0	0	0	0
Trespass of Real Property	199	169	61	85	24	80	2	620
All Other Offenses	1,384	1,414	885	1,379	565	890	68	6,585
TOTAL	5,187	5,850	3,626	4,601	1,923	3,928	193	25,308

*Weapon Law Violations include prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives (including fireworks). The number of offenses in this category does not represent "shots fired" calls for service.

CALLS FOR SERVICE

Madison Police Department has historically collected and published data on “calls for service” (CFS). While this number is not the best measure of community policing, it is a measure of call volume. To continuously improve the data we are publishing, MPD has dropped some calls from our CFS data. We are no longer reporting calls to 911 or the non-emergency number where an MPD Officer did not respond. A good example of what we no longer report is a 911 call that dropped, was assigned to MPD, and then on call back was a child playing with the phone. We are hopeful this data helps those seeking information on Madison Police Department and we are happy to be able to provide some historical data using the current count method.

Calls for Service by Year

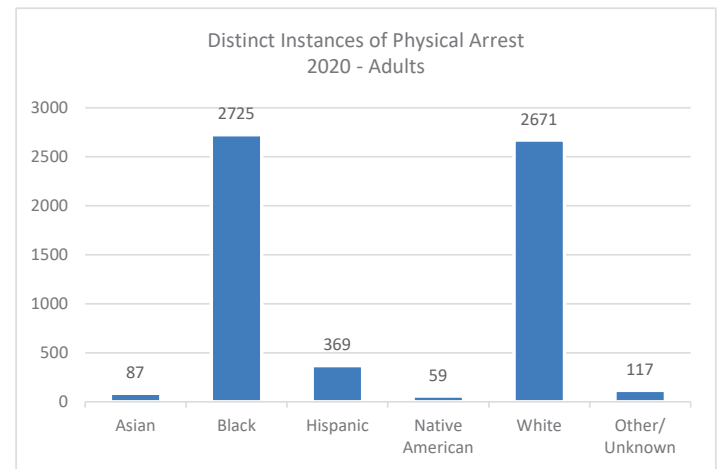
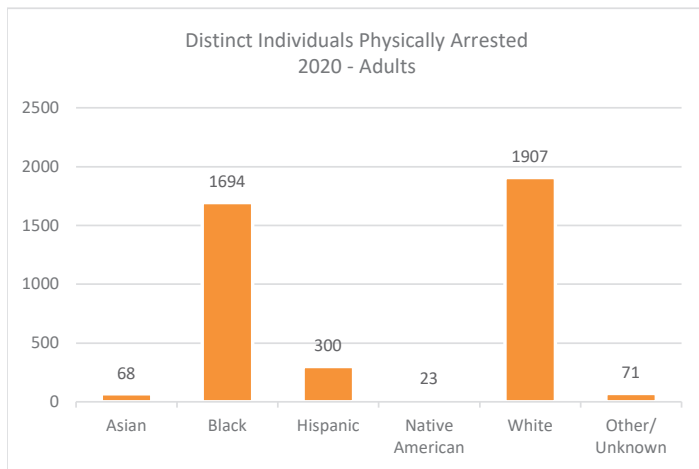
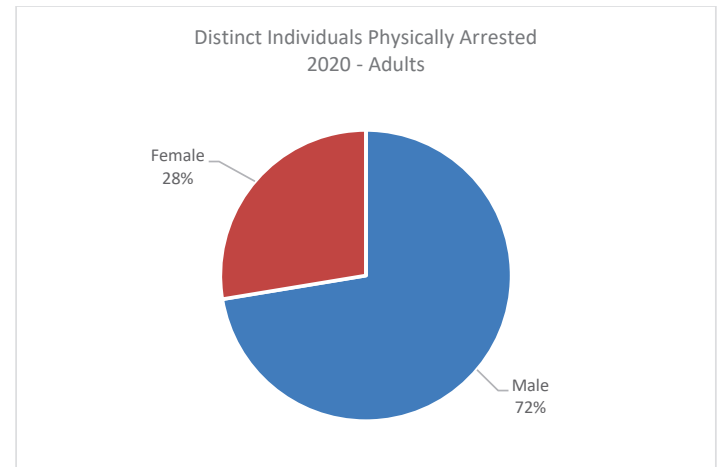
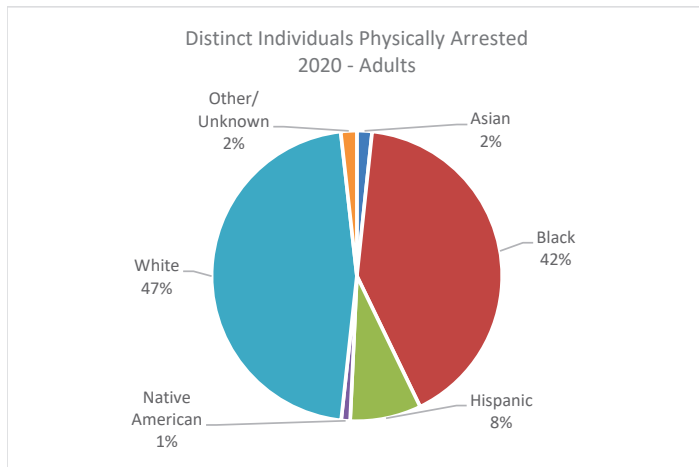
- » 2020: 125,272
- » 2019: 145,205
- » 2018: 143,359
- » 2017: 144,586
- » 2016: 147,903

CLEARANCE RATES BY PART 1 OFFENSE

Category		2019	2020	% Change	2020 Crimes Cleared	2020 Clearance Rate*
Violent Crime		1,043	864	-17%	492	57%
	Homicide	4	10	150%	7	70%
	Forcible Rape	113	96	-15%	31	32%
	Aggravated Assault	683	568	-17%	398	70%
	Robbery	243	190	-22%	56	29%
Property Crime		6,877	7,593	10%	876	12%
	Burglary	1,081	1,316	22%	121	9%
	Larceny (Theft)	5,157	5,533	7%	629	11%
	Motor Vehicle Theft	639	744	16%	126	17%

*Clearance Rate is calculated by dividing the number of crimes that are “cleared” by the total number of crimes recorded.

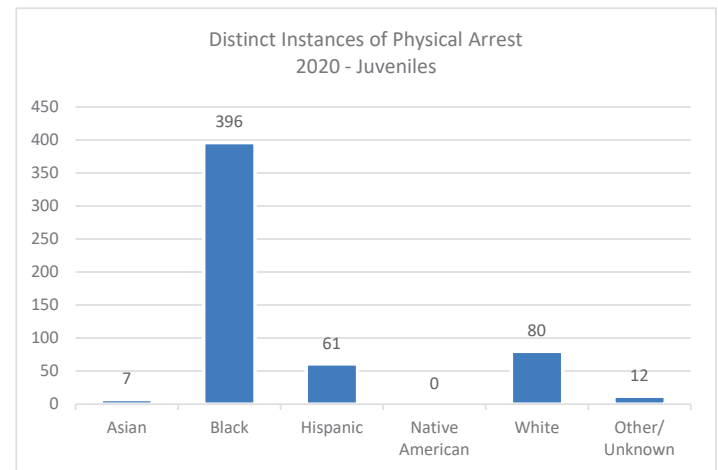
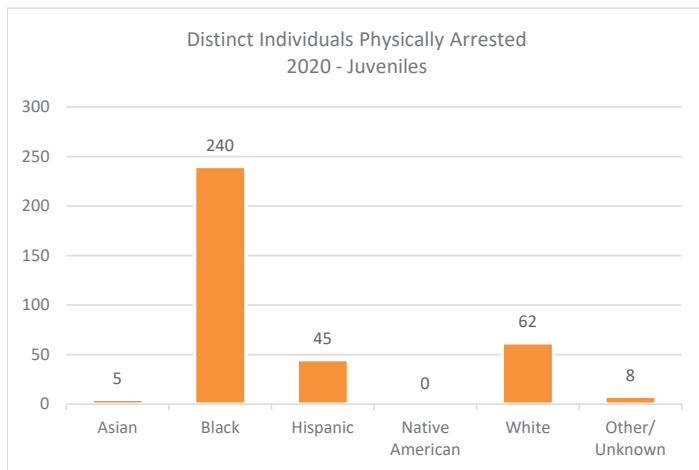
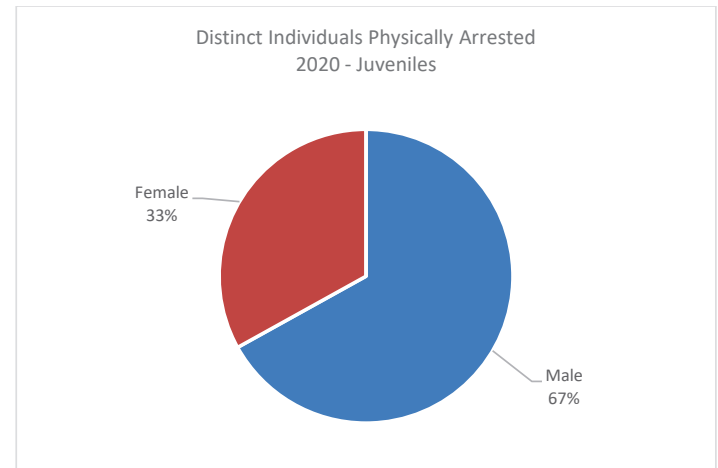
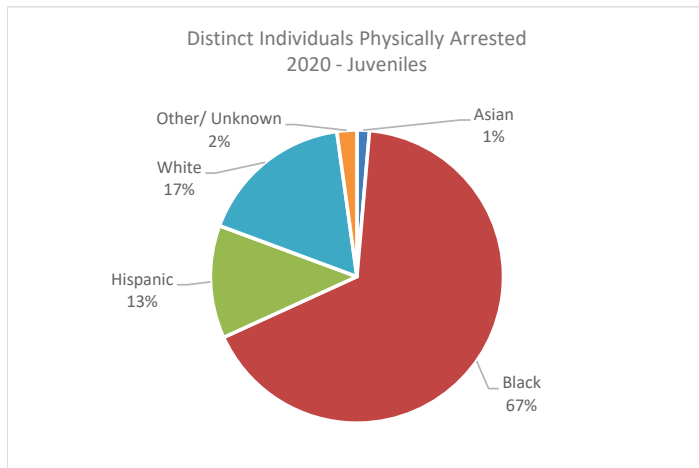
PHYSICAL ARRESTS – ADULTS



4,063 distinct adult individuals accounted for the 6,027 instances of physical arrest in 2020. 922 individuals were physically arrested more than one time in 2020. These "repeat arrestees" accounted for 23% of all physical arrests.

Individuals who were physically arrested more than once in 2020 are counted for each time they were arrested.

PHYSICAL ARRESTS – JUVENILES



360 distinct juveniles accounted for the 556 instances of physical arrest in 2020. 104 individuals were physically arrested more than one time in 2020. These "repeat juvenile arrestees" accounted for 29% of all physical arrests.

Individuals who were physically arrested more than once in 2020 are counted for each time they were arrested.

REFERRED CHARGES FOR ADULTS – BY SEX

These figures depict **referred charges**, not distinct number of arrests. Arrested individuals may be counted multiple times based on the number of charges referred after an arrest was made.

Group A Offenses	Male	Female	Unknown	Total
Animal Cruelty	3	0	0	3
Arson	4	2	0	6
Assault Offenses	900	265	0	1,165
Bribery	0	0	0	0
Burglary	96	8	0	104
Counterfeiting/Forgery	15	2	0	17
Damage to Property	334	95	0	429
Drug/Narcotic Offenses	534	162	0	696
Embezzlement	6	6	0	12
Extortion	8	1	0	9
Fraud Offenses	52	19	0	71
Gambling Offenses	0	0	0	0
Homicide Offenses	10	1	0	11
Human Trafficking Offenses	1	0	0	1
Kidnapping/Abduction	57	4	0	61
Larceny/Theft Offenses	384	286	0	670
Motor Vehicle Theft	76	17	0	93
Pornography/Obscene Material	8	0	0	8
Prostitution Offenses	4	1	0	5
Robbery	66	11	0	77
Sex Offenses, Forcible	65	1	0	66
Sex Offenses, Non-Forcible	3	0	0	3
Stolen Property Offenses	30	7	0	37
Weapon Law Violations	121	20	0	141
Group B Offenses	Male	Female	Unknown	Total
Bad Checks	1	0	0	1
Curfew/Loitering/Vagrancy Violations	26	8	0	34
Disorderly Conduct	1,619	513	0	2,132
Driving Under the Influence	315	97	0	412
Drunkenness	0	0	0	0
Family Offenses, Nonviolent	46	10	0	56
Liquor Law Violations	118	41	0	159
Peeping Tom	1	0	0	1
Runaway	0	0	0	0
Trespass of Real Property	319	143	0	462
All Other Offenses	2,631	717	1	3,349
TOTAL	7,853	2,437	1	10,291

This data was labeled in previous annual reports as "Persons Arrested: Gender."

REFERRED CHARGES FOR ADULTS – BY RACE

These figures depict **referred charges**, not distinct number of arrests. Arrested individuals may be counted multiple times based on the number of charges referred after an arrest was made.

Group A Offenses	White	Black	Hispanic*	Native American	Asian	Other/Unknown
Animal Cruelty	1	1	0	0	1	0
Arson	3	3	0	0	0	0
Assault Offenses	383	648	90	14	12	18
Bribery	0	0	0	0	0	0
Burglary	43	54	5	0	2	0
Counterfeiting/Forgery	4	13	0	0	0	0
Damage to Property	176	210	25	2	4	12
Drug/Narcotic Offenses	360	272	43	3	6	12
Embezzlement	6	4	2	0	0	0
Extortion	4	3	1	1	0	0
Fraud Offenses	31	35	4	0	1	0
Gambling Offenses	0	0	0	0	0	0
Homicide Offenses	3	7	0	0	1	0
Human Trafficking Offenses	0	1	0	0	0	0
Kidnapping/Abduction	22	30	7	1	0	1
Larceny/Theft Offenses	302	313	26	2	7	20
Motor Vehicle Theft	33	53	5	1	1	0
Pornography/Obscene Material	6	2	0	0	0	0
Prostitution Offenses	0	3	2	0	0	0
Robbery	24	50	2	0	0	1
Sex Offenses, Forcible	18	31	13	1	2	1
Sex Offenses, Non-Forcible	2	1	0	0	0	0
Stolen Property Offenses	14	20	3	0	0	0
Weapon Law Violations	43	85	8	1	1	3
Group B Offenses	White	Black	Hispanic*	Native American	Asian	Other/Unknown
Bad Checks	1	0	0	0	0	0
Curfew/Loitering/Vagrancy Violations	22	10	0	0	0	2
Disorderly Conduct	814	1069	143	27	35	44
Driving Under the Influence	236	106	45	4	11	10
Drunkenness	0	0	0	0	0	0
Family Offenses, Nonviolent	16	26	10	1	0	3
Liquor Law Violations	114	31	5	4	4	1
Peeping Tom	1	0	0	0	0	0
Runaway	0	0	0	0	0	0
Trespass of Real Property	191	224	18	1	4	24
All Other Offenses	1406	1588	206	41	53	55
TOTAL	4,279	4,893	663	104	145	207

*Hispanic is not a racial designator used for UCR/IBR crime reporting purposes. However, it is an ethnicity collected and tracked in Madison Police Department's record management system, in addition to race.
This data was labeled in previous annual reports "Persons Arrested: Race."

REFERRED CHARGES FOR JUVENILES – BY SEX

These figures depict **referred charges**, not distinct number of arrests. Arrested individuals may be counted multiple times based on the number of charges referred after an arrest was made.

Group A Offenses	Male	Female	Unknown	Total
Animal Cruelty	0	0	0	0
Arson	0	0	0	0
Assault Offenses	44	27	0	71
Bribery	0	0	0	0
Burglary	31	0	0	31
Counterfeiting/Forgery	0	0	0	0
Damage to Property	33	7	0	40
Drug/Narcotic Offenses	23	6	0	29
Embezzlement	0	1	0	1
Extortion	1	0	0	1
Fraud Offenses	5	5	0	10
Gambling Offenses	0	0	0	0
Homicide Offenses	2	0	0	2
Human Trafficking Offenses	0	0	0	0
Kidnapping/Abduction	0	1	0	1
Larceny/Theft Offenses	42	32	0	74
Motor Vehicle Theft	77	17	0	94
Pornography/Obscene Material	0	0	0	0
Prostitution Offenses	1	0	0	1
Robbery	18	7	0	25
Sex Offenses, Forcible	7	1	0	8
Sex Offenses, Non-Forcible	1	0	0	1
Stolen Property Offenses	4	0	0	4
Weapon Law Violations	14	1	0	15
Group B Offenses	Male	Female	Unknown	Total
Bad Checks	0	0	0	0
Curfew/Loitering/Vagrancy Violations	18	2	0	20
Disorderly Conduct	79	69	0	148
Driving Under the Influence	3	0	0	3
Drunkenness	0	0	0	0
Family Offenses, Nonviolent	0	0	0	0
Liquor Law Violations	4	0	0	4
Peeping Tom	0	0	0	0
Runaway	0	0	0	0
Trespass of Real Property	34	12	0	46
All Other Offenses	142	52	0	194
TOTAL	583	240	0	823

This data was labeled in previous annual reports as "Persons Arrested: Gender."

REFERRED CHARGES FOR JUVENILES – BY RACE

These figures depict **referred charges**, not distinct number of arrests. Arrested individuals may be counted multiple times based on the number of charges referred after an arrest was made.

Group A Offenses	White	Black	Hispanic*	Native American	Asian	Other/Unknown
Animal Cruelty	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Assault Offenses	10	55	4	0	0	2
Bribery	0	0	0	0	0	0
Burglary	3	23	5	0	0	0
Counterfeiting/Forgery	0	0	0	0	0	0
Damage to Property	10	25	2	0	2	1
Drug/Narcotic Offenses	7	13	9	0	0	0
Embezzlement	1	0	0	0	0	0
Extortion	1	0	0	0	0	0
Fraud Offenses	1	9	0	0	0	0
Gambling Offenses	0	0	0	0	0	0
Homicide Offenses	0	2	0	0	0	0
Human Trafficking Offenses	0	0	0	0	0	0
Kidnapping/Abduction	1	0	0	0	0	0
Larceny/Theft Offenses	14	51	7	0	2	2
Motor Vehicle Theft	5	76	10	0	1	2
Pornography/Obscene Material	0	0	0	0	0	0
Prostitution Offenses	0	0	1	0	0	0
Robbery	1	22	2	0	0	0
Sex Offenses, Forcible	0	7	0	0	0	1
Sex Offenses, Non-Forcible	1	0	0	0	0	0
Stolen Property Offenses	0	4	0	0	0	0
Weapon Law Violations	2	11	1	0	0	1
Group B Offenses	White	Black	Hispanic*	Native American	Asian	Other/Unknown
Bad Checks	0	0	0	0	0	0
Curfew/Loitering/Vagrancy Violations	4	11	4	0	0	1
Disorderly Conduct	22	113	8	0	4	1
Driving Under the Influence	0	0	3	0	0	0
Drunkenness	0	0	0	0	0	0
Family Offenses, Nonviolent	0	0	0	0	0	0
Liquor Law Violations	3	0	0	0	1	0
Peeping Tom	0	0	0	0	0	0
Runaway	0	0	0	0	0	0
Trespass of Real Property	6	31	6	0	0	3
All Other Offenses	25	146	20	0	0	3
TOTAL	117	599	82	0	10	17

*Hispanic is not a racial designator used for UCR/IBR crime reporting purposes. However, it is an ethnicity collected and tracked in Madison Police Department's record management system, in addition to race.
This data was labeled in previous annual reports "Persons Arrested: Race."

TRAFFIC ENFORCEMENT ACTIVITY/MUNICIPAL & TRAFFIC CITATIONS

Hazardous Violations	2019	2020
Operation of a Motor Vehicle While Intoxicated (A)	619	508
Operation of a Motor Vehicle While Intoxicated (B)	265	158
Reckless Use of a Motor Vehicle	81	67
Speeding	3,350	1,540
Stop & Go	522	312
Arterial	118	97
Passing/Turning Movement	522	271
Deviating	442	224
Wrong Way	200	106
All Others	123	105
Right of Way (Motor Vehicle)	644	252
Right of Way (Pedestrian)	132	34
Failure to Control	395	332
Following Too Close	898	212
Inattentive Driving	642	269
Unsafe Backing	123	30
Drivers Signal	0	0
Bike/Pedestrian	14	16
TOTAL	9,090	4,533

Non-Hazardous Violations	2019	2020
Driver's License/Vehicle Registration	3,546	1,640
Vehicle Equipment	680	175
Hit and Run	499	38
All Others	69	326
TOTAL	4,794	2,179
TOTAL VIOLATIONS	13,884	6,712

Traffic Crash Information	2019	2020
Crashes	5,140	2,944
Crashes with Injuries	1,270	866
Crashes with Fatalities	8	13
TOTAL	6,418	3,823

Race	Municipal Citations 2020	Traffic Citations 2020
White	1,059	3,736
Black	1,013	2,077
Hispanic	132	488
Native American	16	43
Asian/Pacific Islander	26	288
Other/Unknown	43	74
TOTAL	2,289	6,706

Individuals receiving more than one citation in 2019 are counted for each citation they were issued.

Numbers depicted above are not reflecting numbers of distinct individuals.

2020 MPD DIVERSITY REPORT

			Hispanic		White		Black/African American		American Indian/Alaskan Native		Asian/Pacific Islander		Multi/Other		Grand Total
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Commissioned		Acting Assistant Chief	0	0	0	1	0	0	0	0	0	0	0	0	1
		Acting Chief	0	0	0	1	0	0	0	0	0	0	0	0	1
		Assistant Chief	0	0	1	1	0	0	0	0	0	0	0	0	2
		Captain	0	0	3	7	0	2	0	0	0	0	0	0	12
		Detective	2	1	18	35	0	6	0	0	0	2	1	0	65
		Detective Sergeant	0	0	2	2	0	0	0	0	0	0	0	0	4
		Investigator	0	0	3	8	0	0	1	0	0	1	0	0	13
		Lieutenant	0	1	6	10	0	4	1	1	0	0	0	0	23
		Officer	7	21	82	177	2	28	1	1	4	7	2	5	337
		Sergeant	0	4	8	25	0	3	2	1	0	1	0	1	45
Commission Total			9	27	123	267	2	43	5	3	4	11	3	6	503
Non-Commissioned		Accountant	0	0	0	1	0	0	0	0	0	0	0	0	1
		Analyst	0	0	0	4	0	0	0	0	0	0	0	0	4
		Forensic Video Analyst	0	0	1	0	0	0	0	0	0	0	0	0	1
		Grants Administrator	0	0	0	1	0	0	0	0	0	0	0	0	1
		IMAT Coordinator	0	0	0	1	0	0	0	0	0	0	0	0	1
		Management Info Specialist	0	0	0	4	0	0	0	0	0	0	0	0	4
		Manager	0	0	2	0	0	0	0	0	0	0	0	0	2
		PIO	0	0	0	1	0	0	0	0	0	0	0	0	1
		Police Case Process Supervisor	0	0	1	0	0	0	0	0	0	0	0	0	1
		Public Records Custodian	0	0	1	0	0	0	0	0	0	0	0	0	1
		Supervisor	1	0	5	1	0	0	0	0	0	0	0	0	7
		Training Center Coordinator	0	0	1	0	0	0	0	0	0	0	0	0	1
		PEO	0	0	8	18	1	1	0	0	0	0	0	0	28
		PEO Field Supervisor	0	0	0	0	0	0	0	0	0	0	1	0	1
		PEO Leadworker	0	0	0	1	0	0	0	0	0	0	0	0	1
		Account Tech 2	0	0	1	0	0	0	0	0	0	0	0	0	1
		Admin Assistant	0	0	1	0	0	0	0	0	0	0	0	0	1
		Admin Clerk	0	0	3	0	0	0	0	0	0	0	0	0	3
		Police Case Report Leadworker	0	0	2	0	0	0	0	0	0	0	0	0	2
		Police Property Clerk	0	0	2	1	0	0	0	0	0	0	0	0	3
		Police Records Information Clerk	0	0	2	2	1	0	0	0	0	0	0	0	5
		Police Records Service Clerk	0	0	12	1	2	0	0	0	0	0	0	0	15
		Program Assistant	0	0	5	3	0	0	0	0	0	0	0	0	8
		PRT	0	0	15	2	0	0	0	0	1	0	0	0	18
		Crossing Guard*	0	0	25	31	0	0	0	0	0	0	0	0	56
		PT/Hourly*	0	0	5	2	0	0	0	0	1	0	0	0	8
Non-Commission Total			1	0	92	74	4	1	0	0	2	0	1	0	175
Grand Total			10	27	215	341	6	44	5	3	6	11	4	6	678

MPD Diversity Report: 2020