

ROLES OF OTHER AGENCIES

Supporting the Police Civilian Oversight Board



MAYOR & COMMON COUNCIL

- Appoint Board members including the PCO Board's
- Receive recommendations from Boards and Committees
- Receive Annual Reports including PCO Board, Police & Destination Madison
- Evaluate effectiveness of the Office of the Independent Monitor with Board input
- Evaluate other agencies such as the Police Department



POLICE CHIEF

- Subject to the PCO Board's annual performance review
- Receives policy-level recommendations from the PCO Board.
- Works to implement recommendations to improve policies, training, hiring, discipline, and community relations.
- Collaborate with the PCO Board and OIM to address community concerns
- Provide access to MPD records and databases to the OIM



POLICE & FIRE COMMISSION

- Appoint the Chief of Police & Fire Chief
- Approve or disapprove promotions and supervision of the hiring process, with certification of an eligibility list and approval of those who are finally hired
- Holds hearings on disciplinary matters brought to its attention either directly or through appeal and imposes discipline if appropriate
- Receive the PCO Board's annual Chief evaluation
- Retain disciplinary authority
- PCO Board may recommend but cannot direct or overturn PFC decisions



CITY COUNSEL

- Provide representation to the City in legal matters, including representing the OIM & PCOB against lawsuits
- Provide legal counsel to the City, Common Council, City Boards, Committees, and Commissions (State and Federal, City Policy, APMS, Ordinances, Open Record requests)
- Attends PCO Board meetings (cost of supporting the board is absorbed by the attorney's office budget)



OUTSIDE COUNSEL

- May support with issuing subpoenas as permitted by law
- May support the OIM in reviewing investigations involving all MPD personnel, including the Chief
- Act as legal counsel for complainants when appointed
- Independent legal counsel if necessary to fulfill the duties of the OIM.



COUNCIL STATUTORY AUTHORITY

- To adopt, amend, and repeal ordinances that govern the City of Madison, consistent with Wisconsin law
- Decide how public money is spent by approving, amending, and adopting the yearly budget
- Appropriate public funds
- Establish City policies through legislation
- Confirm appointments when required by ordinance or statute
- Exercise oversight over City government through hearings, reports, and legislation



HUMAN RESOURCES

- Support other City agencies in recruiting, hiring, training, and retaining the City's active workforce
- Oversee compliance with Madison's personnel rules (APM's, Union Protections, Labor Laws, workplace harassment, discrimination protections, etc.)
- Support agencies in recruitment efforts
- Coordinate access to medical leave, work accommodations, job assessments, etc.
- Support the PCOB to manage hiring processes



OTHER AGENCIES



Information Technology

- Support the City's network operations, security, risk and compliance, fiber and wireless, workstation equipment, and database infrastructure
- Provide opportunities for digital engagement and access to City services & support the City's hardware, software, and telecommunications network.

Finance

- Provide citywide financial services, including general accounting, financial reporting, budgeting, internal audit, risk management, purchasing, payroll, treasury services, investment management, and debt management

- Facilitate processes that contribute to the quality of financial information for internal and external stakeholders

Other

- Clerk's office supports posting the agenda
- Common Council Chief of Staff has provided administrative support over the years



Key Principles

- **Independence:** The Board and OIM are independent of the Police
- **Transparency:** Public engagement and open reporting
- **Accountability:** Shared responsibility across all entities
- **Community Trust:** Striving for fair and equitable policing for all

WHO DOES WHAT?

Madison General Ordinance 5.19

OIM Roles & Responsibilities



1. Oversight & Accountability

- Monitor MPD compliance with SOPs, laws, and Council directives
- Review use-of-force incidents
- Monitor internal investigations
- Conduct independent investigations when appropriate
- Review investigations involving all MPD personnel, including the Chief
- Recommend further investigations when necessary
- Recommend discipline to the Chief
- Refer cases to the Police & Fire Commission



2. Complaints & Investigations

- Receive community complaints
- Investigate allegations of misconduct
- Create accessible complaint processes
- Appoint legal counsel for complainants (when appropriate)
- Track complaints from intake through resolution



3. Policy & Organizational Improvement

- Recommend policy changes
- Recommend improvements to training
- Recommend operational changes
- Analyze trends and patterns
- Evaluate MPD progress toward adopted reforms
- Support the Board's annual review of the Chief of Police



4. Community Engagement

- Conduct community outreach
- Engage underserved communities
- Explain complaint processes
- Gather public feedback
- Build trust between residents and MPD



5. Board & Organizational Support

- Serve as Executive Secretary to the Police Civilian Oversight Board
- Support Board operations
- Recruit and supervise OIM staff
- Manage contractors and investigators
- Coordinate with Human Resources
- Ensure the Board has necessary resources

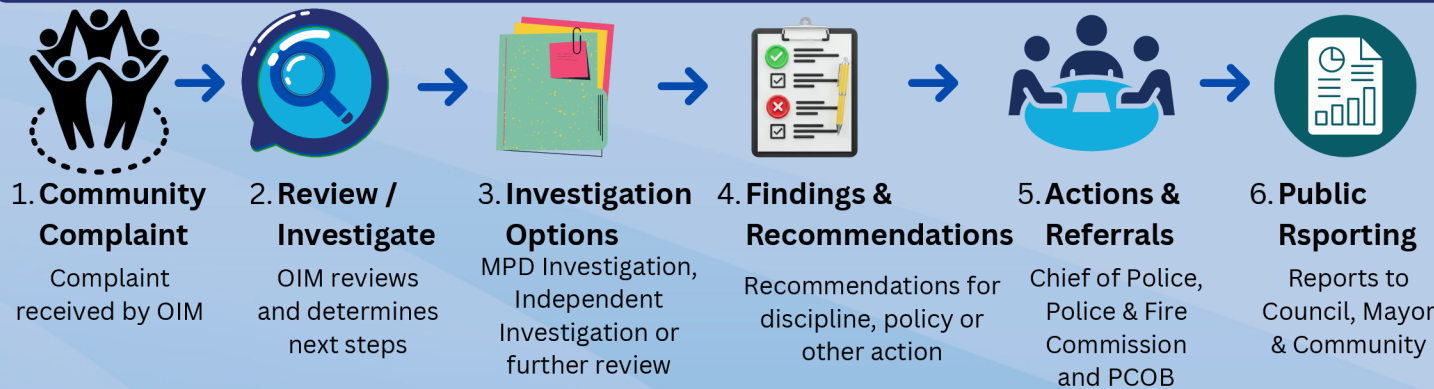


6. Access & Legal Authority

- Access MPD records and databases
- Review policies and evidence
- Issue subpoenas (where legally authorized)
- Retain independent legal counsel
- Maintain confidentiality
- Operate independently from MPD and political influence



OIM WORKFLOW: FROM COMPLAINT TO ACCOUNTABILITY



TRANSPARENCY & PUBLIC REPORTING

ANNUAL REPORT DUE MAR 15



- OIM Work Summary
- Complaint trends
- Investigation findings
- Policy recommendations
- Discipline analysis
- MPD compliance assessment

QUARTERLY REPORTS



- Cases opened and closed
- Backlog status
- Recommendations made
- Complaint statistics
- Progress updates

ADDITIONAL & ONGOING REPORTS



- Emerging issues
- Special investigations
- Public status updates

The OIM exists to ensure transparency, accountability, and trust between the Madison Police Department and the community.



ACCOUNTABILITY
Holding MPD accountable to the community



FAIRNESS & EQUITY
Ensuring impartial and thorough oversight



TRANSPARENCY
Sharing information and building trust



COMMUNITY
Centering community voices