

Office of the Independent Monitor

Agency Overview

Agency Mission

The mission of the Office of the Independent Monitor (OIM) is to provide oversight on behalf of the community to the Madison Police Department.

Agency Overview

This Office will work to ensure the Madison Police Department (MPD) is accountable and responsive to the needs and concerns of all segments of the community, thereby building and strengthening trust in the MPD throughout the community. This Office also includes the Police Civilian Oversight Board to serve as an independent body authorized to hire and supervise the Independent Police Monitor. The Board also works collaboratively with the OIM and the community to review and make recommendations regarding police discipline, use of force, and other policies and activities, including related to rules, hiring, training, community relations, and complaint processes.

Budget Service Changes

As part of the 2025 budget process, all agencies evaluated their budget service structure and had the opportunity to propose updates to services. The Independent Monitor's 2025 budget service structure is the same as the 2024 budget. Since there were no changes, the budget does show a full history at the service level. The budget includes the following service:

- Independent Monitor

2025 Budget Highlights

Service: Independent Monitor

- The Office of the Independent Monitor originated in the 2021 operating budget. The budget amounts were determined based on a template the Finance Department had created for new agencies. The intent was to provide a base budget until the agency was established and appropriate budget levels could be set. Given delays in staffing and setting up the office, the 2025 budget was the first opportunity to "right-size" the budget for ongoing operations. The cost to continue budget removed one-time funding. (Decrease: \$71,560)
- The Executive Budget removed funding and position authority for the vacant data analyst position and non-personnel costs (Decrease: \$109,750), funding for the Police Civilian Oversight Board (Decrease: \$37,600), and funding for legal services to provide representation to aggrieved individuals in presenting and litigating complaints against Madison Police Department personnel with the Police and Fire Commission (Decrease: \$50,000).
- Common Council Amendment #5 partially restored the reductions to the Office of the Independent Monitor included in the Executive Budget (Increase: \$127,210). The 2025 Adopted Budget includes funding for a 0.6 FTE Data Analyst position (\$60,730), and restoration of funding for conferences (\$2,900), legal services (\$50,000), and the Police Civilian Oversight Board (\$13,580). PCOB funds include stipends (\$6,180), conferences (\$2,900), IT support (\$2,000), and training (\$2,500). Stipend funding includes paying the amounts authorized under RES-24-00112 (Legistar file #82002), until funds are exhausted. The budget restoration does not include funding for childcare reimbursements. The Budget restoration is funded by reallocating money from direct appropriations (\$70,000), Fleet Service (\$28,000 General Fund), and removing excess funding for a 0.6 FTE Civilian Records position in the Police Department (\$29,210).

Office Of Independent MonitorFunction: **Public Safety & Health***Budget Overview*

Agency Budget by Fund

Fund	2023 Actual	2024 Adopted	2024 Projected	2025 Request	2025 Executive	2025 Adopted
General	203,701	509,420	331,375	467,608	272,554	399,764
Total	\$ 203,701	\$ 509,420	\$ 331,375	\$ 467,608	\$ 272,554	\$ 399,764

Agency Budget by Service

Service	2023 Actual	2024 Adopted	2024 Projected	2025 Request	2025 Executive	2025 Adopted
Independent Monitor	203,701	509,420	331,375	467,608	272,554	399,764
Total	\$ 203,701	\$ 509,420	\$ 331,375	\$ 467,608	\$ 272,554	\$ 399,764

Agency Budget by Major-Revenue

Major Revenue	2023 Actual	2024 Adopted	2024 Projected	2025 Request	2025 Executive	2025 Adopted
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Agency Budget by Major-Expense

Major Expense	2023 Actual	2024 Adopted	2024 Projected	2025 Request	2025 Executive	2025 Adopted
Salaries	148,442	268,260	173,026	281,426	203,071	263,801
Benefits	29,292	56,774	45,361	67,058	48,460	48,460
Supplies	1,209	8,000	5,450	4,000	2,000	2,000
Purchased Services	24,092	175,600	106,752	114,100	18,000	84,480
Inter Depart Charges	666	786	786	1,023	1,023	1,023
Total	\$ 203,701	\$ 509,420	\$ 331,375	\$ 467,608	\$ 272,554	\$ 399,764

Office Of Independent Monitor

Function:

Public Safety & Health

*Service Overview***Service:** Independent Monitor

Service Description

This service is responsible for providing oversight of the Madison Police Department. Creation of this Office was approved by the Common Council in September 2020.

Activities Performed by this Service

- Office of the Independent Police Monitor: Provide civilian oversight of the Madison Police Department and provide support to the Civilian Oversight Board.
- Police Civilian Oversight Board: The mission of the Civilian Oversight Board is to provide support to the Office of the Independent Monitor, facilitate community input into the operations of the Madison Police Department, and provide oversight on behalf of the community.

Service Budget by Fund

	2023 Actual	2024 Adopted	2024 Projected	2025 Request	2025 Executive	2025 Adopted
General	203,701	509,420	331,375	467,608	272,554	399,764
Other-Expenditures	-	-	-	-	-	-
Total	\$ 203,701	\$ 509,420	\$ 331,375	\$ 467,608	\$ 272,554	\$ 399,764

Service Budget by Account Type

	2023 Actual	2024 Adopted	2024 Projected	2025 Request	2025 Executive	2025 Adopted
Revenue	-	-	-	-	-	-
Personnel	177,734	325,034	218,387	348,485	251,531	312,261
Non-Personnel	25,300	183,600	112,202	118,100	20,000	86,480
Agency Charges	666	786	786	1,023	1,023	1,023
Total	\$ 203,701	\$ 509,420	\$ 331,375	\$ 467,608	\$ 272,554	\$ 399,764

Office Of Independent Monitor

Function: **Public Safety & Health**

Line Item Detail

Agency Primary Fund: General

	2023 Actual	2024 Adopted	2024 Projected	2025 Request	2025 Executive	2025 Adopted
Salaries						
Permanent Wages	144,670	273,362	167,000	286,149	205,824	205,824
Pending Personnel	-	-	-	-	-	60,730
Premium Pay	11	-	-	-	-	-
Hourly Wages	3,760	-	6,026	-	-	-
Budget Efficiencies	-	(5,102)	-	(4,723)	(2,753)	(2,753)
Salaries Total	\$ 148,442	\$ 268,260	\$ 173,026	\$ 281,426	\$ 203,071	\$ 263,801
Benefits						
Health Insurance Benefit	7,955	17,101	19,051	25,652	18,577	18,577
Wage Insurance Benefit	164	231	888	-	-	-
WRS	9,914	18,862	11,939	19,744	14,305	14,305
FICA Medicare Benefits	11,223	20,542	13,236	21,400	15,317	15,317
Post Employment Health Plans	36	38	247	262	262	262
Benefits Total	\$ 29,292	\$ 56,774	\$ 45,361	\$ 67,058	\$ 48,460	\$ 48,460
Supplies						
Office Supplies	71	2,000	500	500	500	500
Copy Printing Supplies	-	1,000	500	500	500	500
Furniture	-	1,000	-	1,000	-	-
Hardware Supplies	1,055	2,000	1,500	1,000	-	-
Software Lic & Supplies	83	1,000	750	500	500	500
Program Supplies	-	-	1,700	-	-	-
Books & Subscriptions	-	1,000	500	500	500	500
Supplies Total	\$ 1,209	\$ 8,000	\$ 5,450	\$ 4,000	\$ 2,000	\$ 2,000
Purchased Services						
Cellular Telephone	900	1,000	1,000	1,000	1,000	1,000
Custodial Bldg Use Charges	-	8,941	9,798	15,000	15,000	15,000
Office Equipment Repair	-	500	500	500	500	500
Comm Device Mntc	-	500	500	500	500	500
System & Software Mntc	-	1,000	1,000	1,000	500	500
Conferences & Training	4,512	15,000	5,544	7,500	-	2,900
Memberships	500	1,000	500	1,000	500	500
Legal Services	-	50,000	50,000	50,000	-	50,000
Advertising Services	-	-	280	-	-	-
Program Services	18,180	37,600	37,600	37,600	-	13,580
Other Services & Expenses	-	60,059	30	-	-	-
Purchased Services Total	\$ 24,092	\$ 175,600	\$ 106,752	\$ 114,100	\$ 18,000	\$ 84,480
Inter Depart Charges						
ID Charge From Insurance	666	784	784	949	949	949
ID Charge From Workers Comp	-	2	2	74	74	74
Inter Depart Charges Total	\$ 666	\$ 786	\$ 786	\$ 1,023	\$ 1,023	\$ 1,023

Office Of Independent Monitor

Function: Public Safety & Health

Position Summary

Classification	CG	2024 Budget Adopted		Request		2025 Budget Executive		Adopted	
		FTEs	Amount	FTEs	Amount	FTEs	Amount	FTEs	Amount
DATA ANALYST 2*	18	1.00	75,975	1.00	80,326	0.00	-	0.60	48,195
INDEPENDENT POLICE AUDITOR	21	1.00	138,381	1.00	143,438	1.00	143,438	1.00	143,438
PROGRAM ASST 2-20	20	1.00	59,006	1.00	62,386	1.00	62,386	1.00	62,386
		3.00	\$273,362	3.00	\$286,149	2.00	\$205,824	2.60	\$254,019

*Common Council Amendment #5 restored the Data Analyst 2 position as a 0.6 FTE.

Salary amounts recorded on this page are for total budgeted salaries; this amount may differ from budgeted permanent wages as presented in the Line Item Detail due to payroll allocations to other funding sources (capital projects, grants, etc.) or inter-agency services are not reflected in this summary page.