

## **OIR Group Delivers Report of its Review of Madison Police Department to City of Madison's Police Department Policy & Procedure Ad Hoc Committee**

On December 14, 2017, OIR Group, police practices experts from Southern California, will deliver a 243 page report to the City of Madison's Police Department Policy & Procedure Review Ad Hoc Committee. The Report is the culmination of a year-long study at a total cost of \$372,000 and includes 146 recommendations intended to improve policies and practices of the Police Department.

While the Report acknowledges that the Police Department functions well in many ways and has received special recognition for its gender diversity and mental health training, it found room for improvement over a variety of subject areas. Key recommendations include:

- The appointment of an independent auditor to provide continual oversight over the Police Department
- Having the Police Department collect additional data of police activity to learn the degree that its police practice community policing
- Instilling a formal evaluation process for all Police Department employees, including the Chief of Police
- Developing a body camera policy with input from the community prior to committing to purchasing body cameras
- Installing a more robust administrative investigation and review of officer-involved shootings
- Convening town halls and listening sessions after officer-involved shootings and other controversial police-related events
- Evaluating its demographic data regarding force, arrests, and citations to examine trends regarding racial disparities

The Report noted that the Police Department had made significant progress in responding to the recommendations of President Obama's Task Force on 21<sup>st</sup> Century Policing and the Dane County Special Community/Police Task Force Recommendations but several recommendations remained outstanding.

The Report urges MPD to involve its community more in police functions such as developing a strategic plan, reviewing and developing policies, suggesting training initiatives, providing feedback on performance of the Department and individual officers, and sitting in on the specialized officer and officer promotion processes.

OIR Group will return on January, 11, 2018 to have a joint discussion with the Madison Common Council and the Ad Hoc Committee.

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