



Madison Police Department

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Today the Madison Police Department acknowledges the one-year anniversary of the murder of George Floyd at the hands of a former police officer. This tragic incident shocked the conscience of Americans as demands for police reform became an important topic. The Police Executive Research Forum (using a review of local, state, and congressional mandates) recently listed the top recommendations for police reform post-George Floyd. We, the members of the Madison Police Department, thought it would be important to demonstrate to our community how your police department compared to their analysis. The reforms are listed below with our response and assessment.

- Ban chokeholds
 - MPD policy has prohibited chokeholds (except in deadly force situations) for at least 3 decades. Chokeholds are NOT trained and no officer has used a chokehold for at least 30 years. In 2020, MPD revised language in our Standard Operating Procedures Manual (SOPs) to ensure that chokeholds and cardiovascular restrictions are explicitly prohibited.
- Restrict no-knock warrants
 - For years, MPD has sought to minimize risk during search warrant service through use of critical thinking, strategy, and best-practices. In 2020, the SOP was modified to clarify that even when serving a “no-knock” warrant, officers WILL announce themselves before entering (unless immediate entry without announcement is required to address an imminent safety risk to officers or others). An example of this exception would be a hostage situation whereby announcing police presence would put others at risk of serious injury or bodily harm. MPD does not use “dynamic” entry tactics for search warrant service, and has established a comprehensive process of risk assessment, operational planning, training, and briefing to reduce risks associated with warrant service.
- Require officers to wear body-worn cameras
 - MPD SWAT has worn body-cameras during tactical operations for over 8 years. The Madison Police Department supports the full implementation of body worn cameras by all MPD personnel. It is our hope that our Common Council will adopt body worn cameras in this era of police reform.
- Weaken Qualified immunity
 - Officers who violate clearly established norms/rules are NOT protected by qualified immunity.
- Restrict the role of police chiefs in imposing discipline and give that authority to civilian oversight boards
 - In MPD, the Chief is the internal final decision-maker on all disciplinary issues (with potential review by the Police & Fire Commission in serious cases). This structure is set by Wisconsin State statute.
- Establishment of Civilian Oversight Boards
 - The City of Madison created an oversight board in late 2020. Several years ago, the City formed an Ad Hoc Committee on MPD policies and practices; that committee brought in an outside organization (OIR) to evaluate MPD, and put forth a report with 177 recommendations for MPD to implement. The department has been working diligently to review and implement

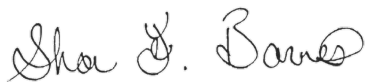
recommendations from the report, and has made significant progress in doing so. The department is currently reviewing applicants who will ultimately use these recommendations to create our department's first community-led strategic plan.

- Require de-escalation training (ICAT)
 - MPD provided ICAT training to all commissioned personnel in the Spring of 2021 and will provide additional ICAT/scenario-based training this Fall. For years, MPD training has incorporated de-escalation training similar to ICAT (professional communications, crisis intervention, de-escalation, etc.).
- Involve other agencies in responding to mental health and other types of calls for service
 - MPD has had civilian mental health professionals embedded in the MPD Mental Health Unit to improve and facilitate our response to mental health crises for ~~over 10~~ years. We maintain strong partnerships with local service providers and provide extensive training on crisis intervention to all officers. MPD has a full-time mental health unit as well as additional officers who serve as mental health liaisons, all with a goal of improving services provided to those suffering from mental illness.
 - As a result, MPD has been recognized as a national mental health "learning site" by the Bureau of Justice Assistance (BJA) and the Council of State Governments (CSG). The City is working on a pilot program in 2021 to have other professionals (a mental health worker and a paramedic) respond to low-level/threat mental health calls. However, this model will not address post-crisis treatment/service.
- Reassign police officers who serve as school resource officers
 - In 2020, the Madison Metropolitan School District cancelled the contract with MPD, removing SROs from the schools. For years, MPD had officers permanently assigned to Madison's four high schools. These officers employed a progressive approach to their work, focusing not on enforcement but on safety, engagement, and building relationships. The SROs developed positive relationships with students during their work, and these connections often continued after graduation as students became adult community members. The MPD budget was reduced so that the four SRO positions were not moved elsewhere; the positions were eliminated.
- Develop a database for officers who have been fired or resigned in lieu of termination.
 - The State of Wisconsin is responsible for certification of law enforcement officers and monitoring this information. We support maintaining this information to avoid the issue of problem officers changing agencies.
- Prohibit officers from placing a knee on a suspect's back with criminal penalties
 - Placing a knee on a suspect's back is a routine aspect of ground handcuffing or other MPD police use-of-force tactics. It should be noted, a person must be placed in a sitting or standing position (without delay) once that person has been placed in custody.
- Police academy focus should be on communications, critical thinking, problem-solving and decision making.
 - For decades, MPD has used an adult-learner model for the pre-service academy. Our academy's length is significantly beyond the State requirement for new officer certification, and includes a focus on professional communications, problem-solving, and on exploring outcomes other than enforcement.
- Police departments should embrace Evidence-Based Policing (the use of empirical research to guide decision making at all levels of the organization)
 - MPD is fully committed to Evidence-Based Policing. MPD has several crime analysts and produces regular data outputs to help guide decisions. In 2019 the department implemented a

Violence Reduction Initiative (grant funded) using data to put officers on foot in hot-spots (Koper Curve Research). Patrol allocation is also data-based. MPD is currently reorganizing the department to create a new division of Police Reform and Innovation which will be led by an expert in Evidence Based Policing and innovative police practices (budget contingent).

- Invest in leadership training
 - MPD attempts to send one commander to a command-level course (Northwestern, FBI National Academy, Wisconsin Command College, etc.) each year. We have also sent newly promoted supervisors to the State of WI first-level supervisor course. All of this was on hold in 2020, and continued funding/availability of this training in the future is in question. This is an area of continuous improvement for our department.

As you can see the Madison Police Department is working hard to meet the expectations of our community and this era of police reform. We are committed to action and being accountable to our community. We believe that we are better, when we work in **partnership**, to improve our community.

A handwritten signature in cursive script that reads "Shon F. Barnes".

Chief Shon F. Barnes