



Office of the Mayor

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August 9, 2019

Dear Officer Powers,

I appreciate your letter and the work you do to support and represent your members. I am committed to creating an open dialogue with the intention of understanding the concerns of your members, and look forward to working closely with you and your membership to address their concerns and to better serve our city as a whole.

I want to make it crystal clear that I am not and will not comment on the merits of any individual investigation. I will and must comment on the ways in which we as a city, and MPD as a department, can improve policy and practice.

"We can do better" is a phrase I use regularly. As a city, we must be deeply committed to performance excellence in everything we do. In this context, the word "accountability" means that we hold ourselves accountable to our values, including the values of equity, justice, inclusion, transparency and continuous improvement. Accountability means we as a city hold ourselves to the highest standards of professional conduct.

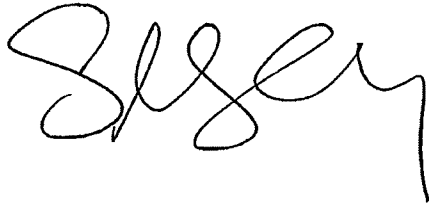
Our city is in the middle of a big conversation about policing policy and standards. The MPD has already incorporated a great many of the suggested improvements from the OIR report and the Council President's working group, including the commitment to de-escalation and strategies for handling situations involving persons in crisis. I am confident that MPD and your members will be supportive of and will work to adopt many of the recommendations of the ad hoc task force on police policy and procedure when their report is released. I look forward to working with you on that.

I am not suggesting, at this point, any changes to the external review process, and I have confidence that the MPD will be conducting an investigation of the incident in question through the lens of all of the relevant MPD policies, as well as our shared city values. Again, I am not prejudging or commenting on the outcome of the review or that investigation.

You asked what I hope officers take away from my comments. I hope they take away that I am firmly committed to continuous improvement and to a data-driven, equitable and sustainable approach to government. I hope that they take away that I invite dialogue and communication with all parts of our community, including them. And I hope they take away that I believe that the fundamental duty of police is to serve humanity, and that any way we can do better in that duty should be considered.

I look forward to developing a collaborative working relationship as I understand the importance of seeking feedback from city employees closest to the work. I value the dedication, time, and outstanding service our officers provide every single day.

Sincerely,

A handwritten signature in black ink, appearing to read 'SR-Conway', with a stylized, cursive script.

Satya Rhodes-Conway, Mayor of Madison