



Police Department – Brian O’Hara, Chief of Police

350 S. Fifth St. - Room 130

Minneapolis, MN 55415

TEL 612.673.3559

www.minneapolismn.gov

TO: Rebecca Madich, Badge 5867
CC: Office of Police Conduct Review
DATE: January 25, 2023
RE: Administrative Investigation Case #20-05313

CHIEF’S DECISION: Written Reprimand

This memo summarizes my approach and reasoning for my decision as Chief of Police that the listed policy violations by Officer Madich is sustained. The memo accompanies the enclosed Notice of Discipline Form.

Summary of the Basis for Decision:

Allegation #1:

It is alleged that Officer Madich failed to follow the Domestic Protocol when she did not complete a Domestic Abuse Report on May 8, 2020. **MPD P/P 7-314(IV)(A)(6) Domestic Abuse.**

- On March 8, 2020 Officer Madich and her partner (now separated from employment) responded to a 17 year old who stated that she was assaulted by her husband, who just left the scene.
- Officer Madich noted in VisiNet and informed investigators that she had dealt with this victim on a previous domestic incident (February 6, 2020) and arranged for the victim to find safe housing, which was difficult because the victim is a juvenile.
- In this incident, Officer Madich stated that she believes she contacted “La Case De Esperanza” in St. Paul, as they assist Latino women in need of housing, and believe that they may come and pick-up the victim. However, she did not wait with the victim/complainant until they arrived.
- Officer Madich the failed to document the Domestic Assault in PIMS as required by MPD P/P 7/314(IV)(A)(6).
- The Police Conduct Review Panel issued a determination of Merit to this allegation.
- I concur with the Police Conduct Review Panel that there is Merit to this allegation and that there is a preponderance of the evidence to prove that Officer Madich failed to follow the Domestic Protocol. This allegation is **Sustained**.

The facts noted in the case investigation support the conclusion that Officer Madich violated Minneapolis Police Department Policy 7-314(IV)(A)(6). I concur with the recommendation from the Police Conduct Review Panel that there is Merit to this allegation and the allegation is Sustained.

As Chief of Police, I am responsible for providing clear expectations about behavior and conduct in all situations, not just when it is convenient. These expectations extend from myself to the command staff and all levels of the Minneapolis Police Department. My predecessors have also borne responsibility for setting expectations, and it is incumbent on every Chief to hold officers accountable for breeches of those expectations. Legitimacy and reputation are of critical importance to police officers. Officers carry a badge and gun and are called upon to make some of the hardest decisions possible. It takes countless actions to build a reservoir of trust, and only one inaction to completely drain it. We cannot afford to lose legitimacy with the people we serve.

I hold officers of the Minneapolis Police Department to a high standard. I expect them to live up to our oath of office, our professional code of ethics and our departments core values of trust, accountability and professional service. Furthermore, I expect them to demonstrate procedural justice in their work. With

this conduct, Officer Madich failed to meet our standards when she left a juvenile victim of domestic abuse without transportation or housing and failed to document the domestic assault alleged by the victim. The violation in this matter undermines public trust and public safety.


As Chief of Police with authority to discipline for violations of policy under Minn. Stat 626.89 Subd. 17, I am issuing the following discipline to Officer Madich:

Allegation #1

MPD P/P 7-314(IV)(A)(6) Domestic Abuse Protocol

Allegation is Sustained.

Discipline: Letter of Reprimand

DocuSigned by:

2946C44486C04AA...

Brian O'Hara
Chief of Police

Enclosure: Discipline Form

CC: OPCR Case File

Commander Kingsbury