

From: [Nino Amato](#)
To: [All Alders](#)
Cc: [Mayor](#); danecountyexecutive@danecounty.gov; [County board recipients@countyofdane.com](mailto:County_board_recipients@countyofdane.com)
Subject: Support the 2026 Budget Amendment to Eliminate the PCOB & OIM & Use These Funds for MPD Body-Worn Cameras
Date: Tuesday, November 11, 2025 5:16:46 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Re: Please Support the 2026 Operational Budget Amendment - Eliminate PCOB & OIM - Transfer Funds to MPD BWC Implementation

Dear Madison, Common Council Members,

I am writing to urge your support for the 2026 Operational Budget Amendment sponsored by Alders Knox and McKinney, which would eliminate funding for the failed Police Civilian Oversight Board (PCOB) and the Office of the Independent Monitor (OIM), and transfer those funds to the Madison Police Department (MPD) for the implementation of Body-Worn Cameras (BWC) for all officers.

After four years of dysfunction and failure by the PCOB to effectively advise or oversee the MPD—and with the recent resignation of Madison’s Independent Police Monitor, Robin Copley—it’s clear that these two agencies have not fulfilled their intended purpose. Madison taxpayers deserve accountability and transparency that actually works.

Redirecting these funds to support MPD’s Body-Worn Camera program will:

- Provide visual evidence to verify officer conduct and ensure accountability.**
- Protect both officers and the public by creating a transparent record of interactions.**
- Reduce costly civil lawsuits against the city related to MPD activity.**
- Support the Dane County District Attorney and Wisconsin DOJ with objective video evidence.**

This amendment is a practical, transparent, and fiscally responsible solution that advances public trust and police accountability.

Budget Amendment Summary:

- **Eliminate funding for the OIM (including 2.6 FTE positions) and the PCOB (reduction: \$405,299).**
- **Increase MPD funding by \$405,299 to support staffing and implementation of the BWC program.**
- **Authorize up to 5.0 FTE civilian positions within MPD, with staffing allocations determined by the Police Chief.**

I strongly urge you to vote YES on this budget amendment during tonight's City Council meeting. It's time to replace ineffective oversight structures with a proven accountability tool that benefits both officers and citizens.

Respectfully yours,

A.J. Nino Amato, 7006 Sawmill Road, Madison, WI. 53717

From: [Kathy and John](#)
To: [All Alders](#)
Subject: please oppose floor amendment to defund Office of Independent Monitor by Barbara Harrington-McKinney, Isadore Knox, and Joanne Pritchard
Date: Tuesday, November 11, 2025 5:09:50 PM

Some people who received this message don't often get email from johnpluskathy@yahoo.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Alders. I just learned from social media of this amendment. I'm not any of your constituent-- I work in Madison and the police being transparent and held accountable is very important to me and my professional life

Body worn cameras won't help the police be more accountable. The office of police monitor has tremendous potential to do so.

Thank you.

Kathy Andrusz
608 W Main St
Stoughton, WI 53589

From: [Nicholas Davies](#)
To: [All Alders](#)
Cc: [Martinez-Rutherford, Dina Nina](#)
Subject: No to the body cam / anti-OIM amendment
Date: Tuesday, November 11, 2025 6:46:49 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear alders,

I just heard about this amendment a few minutes ago, which has obviously not left me with any opportunity to register to speak at your meeting tonight. This amendment, designed to sabotage police accountability, is likewise being put forward in a way that sabotages accountability. (And yes, that's upsetting!)

The OIM has been doing important work, including analyzing MPD's body cam trial. The results of this analysis were recently presented at PSRC. I encourage you to take the time to review that presentation and/or watch that meeting before considering this amendment.

The body cam trial was developed in collaboration with body cam manufacturers, did not gather staff time data as MPD was supposed to, did not reach any useful conclusions, and was not carried out according to the Common Council's instructions/resolution.

This amendment is a retaliatory hit job, intended to silence any constructive critique of MPD.

If anything, I encourage you to bring Alder Matthews' amendment to the full Council, to compensate the OIM's data analyst at a 0.8 FTE rate at minimum (he is currently working for 0.6 FTE rate). This amendment is one that the public has had a chance to see and express support for.

Thank you,

Nick Davies
3717 Richard St

From: [Mimi Hasan](#)
To: [All Alders](#)
Subject: Vote down the floor amendment to 2026 operating busget
Date: Tuesday, November 11, 2025 5:10:23 PM

Some people who received this message don't often get email from miriamhasan@pm.me. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I'm writing to express my opposition to the floor amendment to the 2026 operating budget to defund the Office of the Independent Monitor and transfer its funding to the purchase of body cams for the police department.

I urge you all to vote against the amendment. This seems like a maneuver to avoid public input into a decision that requires it. This type of maneuver diminishes public trust in our common council.

Miriam Hasan
2722 Sommers Ave
Madison WI 53704

From: [Barbie Jackson](#)
To: [All Alders](#)
Cc: [MY GROUP](#); [Schmiedicke, David](#); [Clerk](#); [Haas, Michael R](#); [Koh, Christine E](#)
Subject: 11/11 Common Council, Agenda Item 4, Support for OIM, Reject Floor Amendment #2
Date: Tuesday, November 11, 2025 5:07:19 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Members of the Madison Common Council:

My name is Barbie Jackson. I am the Vice President of MOSES, a member of its Justice and Policing Task force, and a 58-year resident of Madison. Thank you for the opportunity to speak to you tonight on behalf of MOSES.

MOSES calls on the Common Council to approve the funding of the Office of the Independent Monitor as specified in the Mayor's [2026 Executive Operating Budget](#) and to reject Floor Amendment #2, which would eliminate funding for OIM as proposed by Alders Knox, Harrington-McKinney, and Pritchett.

MOSES supports the ongoing viability of the Office of the Independent Monitor (OIM) and the Police Civilian Oversight Board (PCOB). Our mission is to build collective power to dismantle the systems of mass incarceration and mass supervision and to eradicate the racial disparities in our community that contribute to them. Eradication of racial disparities in policing is a key responsibility charged to the OIM and the PCOB with full participation by impacted community members.

Existing disparities in policing of racial, economically disadvantaged, and other protected groups persist, despite efforts to date. It is critical to the equitable safety and fair treatment of all community members to assure the ongoing viability of the OIM and the PCOB as these entities develop the policies, procedures and actions necessary to execute their responsibilities.

The [Madison Police Department Policy & Procedure Review Final Report](#) was delivered in 2019 following a four-year analysis by an Ad Hoc Committee established by the Madison Police Department (MPD). This committee obtained a comprehensive review of the MPD by the national OIR Group of California, and a subsequent public engagement process, which was

representative of the diverse constituencies of the City of Madison, to ensure inclusion of those voices.

We acknowledge that the startup of the OIM and PCOB has been challenged by a fraught series of hiring efforts and subsequent personnel issues. Nevertheless, the principles and recommendations made in this report still pertain. It is critical to the wellbeing of our community that the City of Madison persevere in its support of these developing agencies.

MOSES makes this call on behalf of the 22 congregations represented on our Leadership Board, including several Lutheran, Episcopal, Methodist, UCC, Unitarian congregations, as well as St. Paul AME, Madison Friends Meeting, Unity of Madison, Catholic Call to Action, Holy Wisdom Seminary, and Snowflower Buddhist Sangha, who unanimously approved support for the ongoing viability of the OIM and the PCOB.

Please assure the viability of these critical services by continuing the funding of the Office of the Independent Monitor in the 2026 Operating Budget and reject Floor Amendment # 2.

Thank you.

Barbie Jackson
6441 Dylyn Road
Madison, WI 53719

barbie.g.jackson@gmail.com

608-234-8118



2025-11-11 Barbie Jackson's Letter/Testimony: OIM a...

From: [Brenda Konkel](#)
To: [All Alders](#)
Subject: This is outrageous.
Date: Tuesday, November 11, 2025 5:33:44 PM

Some people who received this message don't often get email from brendakonkel@gmail.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

I just found out minutes before the council meeting started tonight that there is an amendment to cut the Office of Independent Monitor. The public had no fair warning of this and I hope you vote it down for that reason alone.

This is the most disrespectful and underhanded things I've seen from the council in a long time. If you wanted to do this, you should have made an amendment at finance or in time for it be publicly noticed to the public.

Please vote no.

Brenda

--

Yes, be kind. AND assume good intentions.

Questions are not criticisms, they are simply requests for information in a world where information is in short supply and often incorrect.

From: [Brian Lavendel](#)
To: [All Alders](#); [Mayor](#)
Subject: In support of the Office of the Independent Monitor
Date: Tuesday, November 11, 2025 5:41:04 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear City Council members,

I am writing to express my opposition to amend the 2026 budget by defunding the Office of the Independent Monitor (OIM) and shifting that funding to the police budget for body cams.

I feel strongly that the OIM must be funded. While there have been challenges in getting this office started, its aims and duties are vital. Police must have strong civilian oversight.

I further oppose the transfer of additional funds to the Police Department for the purpose of implementing police body cams. Body cams are of dubious value in ensuring transparency and accountability, and result in even more bloated policing budgets.

Finally, the fact that these amendments were proposed at the last minute indicates a further disregard of public input and threatens the very accountability and transparency you all work so hard to build.

I urge council members to oppose this drastic, 11th hour change to police oversight.

Thank you for your consideration.

Yours in Community,
Brian Lavendel

Brian Lavendel PhD • He pronouns • +1-608-301-5060 • 2302 Center Avenue • Madison, Wisconsin, USA
• 53704 • *Teejop* (Four Lakes), ancestral lands of the Ho-Chunk Nation

From: [Norm Littlejohn](#)
To: [All Alders](#)
Subject: FUND the OIM, not body cams for police!
Date: Tuesday, November 11, 2025 4:48:52 PM

Some people who received this message don't often get email from norm.littlejohn@gmail.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello, Alders -- I'm writing to urge you NOT to de-fund the Office of the Independent Monitor to fund body cams for MPD. There are too many unanswered questions about public access to body cam footage to fund a body cam program without more discussion, and much more public input.

The OIM has never been funded adequately, and should be maintained -- and properly supported. Keep it, fund it, and listen to it, please.

Norm Littlejohn
738 E. Dayton St. #207, Madison (District 6)

From: [Helyn Luisi-Mills](#)
To: [All Alders](#)
Subject: Vote no to eliminate PCOB and OIM
Date: Tuesday, November 11, 2025 10:19:12 PM

[Some people who received this message don't often get email from luisimills@gmail.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Do not eliminate the PCOB and do not eliminate OIM. This floor amendment is sneaky.

Helyn
Sent from my iPhone

From: [Phrannie Lyons](#)
To: [All Alders](#)
Subject: Item #4 - the 2026 Operating Budget
Date: Tuesday, November 11, 2025 5:15:01 PM

[Some people who received this message don't often get email from phranne@yahoo.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I am writing to state my strong opposition to the budget amendment that is being introduced to defund the Office of the Independent Monitor. The tactic of introducing this as a floor amendment at the last second appears intended to minimize public awareness and visibility of the amendment - it is the opposite of transparency. Please vote against this amendment.

Sincerely,

Frannie Lyons
5818 Chester Circle
Fitchburg, WI 53719

From: [Bill Newman](#)
To: [All Alders](#)
Subject: Opposing the last minute amendment to defund the OIM
Date: Tuesday, November 11, 2025 5:02:06 PM

Some people who received this message don't often get email from newmanwj@gmail.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I am writing to let you know I strongly oppose the budget amendment to defund the Office of the Independent Monitor. The tactic of introducing this as a floor amendment at the last second appears intended to minimize public awareness and visibility of the amendment - it is the opposite of transparency. Please vote against this amendment.

Sincerely,

Bill Newman
2037 Rutledge St, Madison, WI 53704

From: [Melanie Ramey](#)
To: [Nino Amato](#); [All Alders](#)
Cc: [Mayor](#); danecountyexecutive@danecounty.gov; County_board_recipients@countyofdane.com
Subject: Re: Support the 2026 Budget Amendment to Eliminate the PCOB & OIM & Use These Funds for MPD Body-Worn Cameras
Date: Tuesday, November 11, 2025 5:32:40 PM

Some people who received this message don't often get email from melr217@aol.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Excellent letter. My sentiments exactly. It has been a waste of money.

Melanie

[Sent from the all new AOL app for iOS](#)

On Tuesday, November 11, 2025, 5:16 PM, Nino Amato <ajninoamato2021@gmail.com> wrote:

**Re: Please Support the 2026 Operational Budget Amendment -
Eliminate PCOB & OIM - Transfer Funds to MPD BWC
Implementation**

Dear Madison, Common Council Members,

I am writing to urge your support for the 2026 Operational Budget Amendment sponsored by Alders Knox and McKinney, which would eliminate funding for the failed Police Civilian Oversight Board (PCOB) and the Office of the Independent Monitor (OIM), and transfer those funds to the Madison Police Department (MPD) for the implementation of Body-Worn Cameras (BWC) for all officers.

After four years of dysfunction and failure by the PCOB to effectively advise or oversee the MPD—and with the recent resignation of Madison's Independent Police Monitor, Robin Copley—it's clear that these two agencies have not fulfilled their intended purpose. Madison taxpayers deserve accountability and transparency that actually works.

Redirecting these funds to support MPD's Body-Worn Camera program will:

- Provide visual evidence to verify officer conduct and ensure accountability.**
- Protect both officers and the public by creating a transparent**

record of interactions.

- **Reduce costly civil lawsuits against the city related to MPD activity.**
- **Support the Dane County District Attorney and Wisconsin DOJ with objective video evidence.**

This amendment is a practical, transparent, and fiscally responsible solution that advances public trust and police accountability.

Budget Amendment Summary:

- **Eliminate funding for the OIM (including 2.6 FTE positions) and the PCOB (reduction: \$405,299).**
- **Increase MPD funding by \$405,299 to support staffing and implementation of the BWC program.**
- **Authorize up to 5.0 FTE civilian positions within MPD, with staffing allocations determined by the Police Chief.**

I strongly urge you to vote YES on this budget amendment during tonight's City Council meeting. It's time to replace ineffective oversight structures with a proven accountability tool that benefits both officers and citizens.

Respectfully yours,

A.J. Nino Amato, 7006 Sawmill Road, Madison, WI. 53717

From: [Amelia Royko Maurer](#)
To: [All Alders](#)
Cc: [Office of the Independent Police Monitor](#); [Duncan, John](#); [Ochowicz, William](#); [Field, Derek](#); [Verveer, Michael](#); [Vidaver, Regina](#); [Mayer, Davy](#); [Lankella, Badri](#); [Govindarajan, MGR](#); [Pritchett, Joann](#); [Figueroa Cole, Yannette](#); [Tishler, Bill](#); [Matthews, Julia](#); [Evers, Tag](#); [Knox Jr., Isadore](#); [Martinez-Rutherford, Dina Nina](#); [O'Brien, Sean](#); [Madison, Sabrina](#); [cdbechen@gmail.com](#); [Glenn, Carmella](#); [Guequierre, John](#); [Harrington-McKinney, Barbara](#); [Police Civilian Oversight Board](#)
Subject: Place vote against defunding the Office of the Independent Monitor
Date: Tuesday, November 11, 2025 4:49:42 PM

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear All Alders, Community Leaders, Members of the Media and Caring Residents of Madison,

While the entirety of the Police Civilian Oversight Board meets to select their final candidate for the Office of the Independent Monitor, Alders Barbara Harrington-McKinney, Isadore Knox, and Joanne Pritchard are, at the same time, sponsoring a floor amendment to the 2026 Operating Budget to defund the Office of the Independent Monitor and to shift the funding to the police department for body cameras. They want to kill three jobs and independent oversight of the police for a small coupon to spend on body worn cameras.

Everything about this amendment and how they are going about it makes the argument for why you absolutely should not fund body cameras over a mechanism for civilian oversight of the police. Just like Chief Barnes' disaster of a body cam pilot, this behavior and movement of Alders Barbara Harrington-McKinney, Isadore Knox, and Joanne Pritchard lacks transparency, integrity, honesty and objectively-impartial evidence to support it. It is also that lack of transparency, integrity, honesty and objectively-impartial oversight in camera studies, usage, storage, redactions and sharing that overshadow their benefits and destroy trust between police, politicians and the public.

Is camera footage helpful? It can be. Any independent monitor in a city that welcomes true independent oversight and runs on integrity and transparency would say so. But so few cities operate with integrity when it comes to independent oversight and that integrity must be there or what we get is endless footage of federal cops breaking laws every day and nothing being done. This isn't new to us. We see it time and time again with city and county law enforcement, in the most widely viewed footage of officers killing unarmed citizens after which police unions fight for impunity, Chiefs look the other way, courts deliver that impunity and all that is left are civil lawsuits and footage containing the nightmares of survivors and loved ones' that then circulate the internet in perpetuity.

...or, in the case of Matt Kenny killing Tony Robinson, key pieces of footage are locked up behind a “blue line” that is reinforced by the city machine and maybe accessible through subpoena power.

Rather than support this amendment, please acknowledge that the OIM has yet to function without a weekly if not daily attack of some sort. Covert, overt, infiltration - it has been so persistent that we advocates have yet to come up for air to take account of it all and tell the story. But we will. That which has been shared thus far with professionals at the National Association for Civilian Oversight of Law Enforcement has elicited the conclusion that the city of Madison has one of the most toxic and unsupportive relationships with independent oversight than any other they are aware of. It makes me sad to write that. How I wish it wasn't true.

Please, oppose this harmful budget amendment and instead start fighting for the protection of the OIM and PCOB from political attacks and infiltration.

PEOPLE DIED FOR IT.

Amelia Royko Maurer

From: [Nathan Royko Maurer](#)
To: [All Alders](#)
Subject: Reject proposed budget amendment seeking to strip funding from the Office of the Independent Monitor
Date: Tuesday, November 11, 2025 5:24:59 PM

Some people who received this message don't often get email from nathanmaurer@me.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I urge you in the strongest possible terms to reject the proposed budget amendment that seeks to strip funding from the Office of the Independent Monitor. This maneuver—slipped in at the eleventh hour as a floor amendment—reeks of deliberate obfuscation. It's not governance; it's concealment. Such tactics undermine public trust and erode the very transparency that our democracy demands.

Do not allow accountability to be dismantled in the shadows. Vote down this amendment and protect the integrity of oversight in our city.

Sincerely,

Nathan Royko Maurer

From: [Alex Saloutos](#)
To: [All Alders](#)
Cc: [Nino Amato](#); [Rickey, Al](#); [Anthony Cooper Sr.](#); [Wallace, Sheray](#); [feliciakoger25@gmail.com](#); [Ruben Anthony](#); [Carter, Sheri](#); [Harrington-McKinney, Barbara](#); [Hon. /Rev. Everett D. Mitchell](#)
Subject: Urging Council to Reject OIM Defunding Amendment - Fix Implementation, Don't Abandon Oversight
Date: Tuesday, November 11, 2025 5:55:47 PM
Attachments: [251111 MEMORANDUM OIM.pdf](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I urge you to reject tonight's proposed amendment eliminating funding for the Office of the Independent Monitor. While the OIM has faced real implementation challenges, these are correctable deployment problems, not evidence that independent civilian oversight is flawed—a strategy that has proven effective in cities across the country. Please see my attached memo outlining why this is the moment to get the hiring and governance right, not abandon a critical community accountability mechanism.

--



Alex Saloutos

Cell phone: (608) 345=9009

Email: asaloutos@tds.net

From: "Harrington-McKinney, Barbara" <district20@cityofmadison.com>
Date: Tuesday, November 11, 2025 at 1:11 PM
To: "Hon. /Rev. Everett D. Mitchell" <everett.mitchell@gmail.com>
Cc: Nino Amato <ajninoamato2021@gmail.com>, Alex Saloutos <asaloutos@tds.net>, "Rickey, Al" <arickey@sbcglobal.net>, "Anthony Cooper Sr." <acooper@focusedinterruption.org>, "Wallace, Sheray" <sheraywallace44@gmail.com>, "feliciakoger25@gmail.com" <feliciakoger25@gmail.com>, Nino Amato <ajninoamato2021@gmail.com>, Ruben Anthony <ranthony@ulgm.org>, "Wallace, Sheray" <sheraywallace44@gmail.com>, "Carter, Sheri" <myarborhills@gmail.com>
Subject: FW: potential budget amendment

Here is the amendment being presented tonight. If possible, would you be available to register to speak either in person or via zoom or register to support.

Common Council 5:30 p.m.

Written Comments: You can send written comments on agenda items to allalders@cityofmadison.com

If you wish to register for public comment: speak, answer questions, register in support or opposition: register at <https://www.cityofmadison.com/MeetingRegistration>. After registration you will be sent the email with information to join the virtual meeting. The Common Council may continue addressing the Capital/Operating Budget if needed Wednesday, Thursday. Speaking Limit: 3 minutes.

Alder Barbara McKinney



Barbara Harrington-McKinney (she/her/hers)

District 20

City of Madison ● Office of the Common Council

Room 505, City-County Building

210 Martin Luther King, Jr. Blvd.

Madison, Wisconsin 53703

Tel 608 261 9818 ● **Fax** 608 267 8669 / **Cell:** 608 228 8683

Email district20@cityofmadison.com

Web <https://www.cityofmadison.com/>

<https://www.cityofmadison.com/Council/district20>

Meet with Alder Harrington-McKinney:

<https://calendly.com/district20>.

From: Koh, Christine E <CKoh@cityofmadison.com>

Sent: Tuesday, November 11, 2025 10:21 AM

To: Knox Jr., Isadore <district14@cityofmadison.com>; Harrington-McKinney, Barbara <district20@cityofmadison.com>; Pritchett, Joann <district9@cityofmadison.com>

Cc: Mawer, Teague <TMawer@cityofmadison.com>; Valenta, Paige <PValenta@cityofmadison.com>; Patterson, John <JPatterson@cityofmadison.com>

Subject: RE: potential budget amendment

Great, thanks for confirming. Attached is the final draft – the only difference from the last version is that I removed “Draft” in the title. Per our phone call, I’ll send to all alders around 12pm so they have a chance to review in advance of the meeting.

From: Knox Jr., Isadore <district14@cityofmadison.com>

Sent: Tuesday, November 11, 2025 9:56 AM

To: Koh, Christine E <CKoh@cityofmadison.com>; Harrington-McKinney, Barbara <district20@cityofmadison.com>; Pritchett, Joann <district9@cityofmadison.com>

Cc: Mawer, Teague <TMawer@cityofmadison.com>; Valenta, Paige <PValenta@cityofmadison.com>; Patterson, John <JPatterson@cityofmadison.com>

Subject: RE: potential budget amendment

Sounds good, thanks!

From: Koh, Christine E <CKoh@cityofmadison.com>
Sent: Monday, November 10, 2025 4:33 PM
To: Knox Jr., Isadore <district14@cityofmadison.com>; Harrington-McKinney, Barbara <district20@cityofmadison.com>; Pritchett, Joann <district9@cityofmadison.com>
Cc: Mawer, Teague <TMawer@cityofmadison.com>; Valenta, Paige <PValenta@cityofmadison.com>; Patterson, John <JPatterson@cityofmadison.com>
Subject: RE: potential budget amendment

Hi Alders,

I also wanted to clarify it's your prerogative when to send the amendment. You can technically move this at any time, including during the meeting. I offered to send it out because Alder Knox expressed interest in circulating this with your colleagues, but I am flexible in terms of timing and how this goes out.

Thanks,
Christine

From: Koh, Christine E
Sent: Monday, November 10, 2025 4:16 PM
To: Knox Jr., Isadore <district14@cityofmadison.com>; Harrington-McKinney, Barbara <district20@cityofmadison.com>; Pritchett, Joann <district9@cityofmadison.com>
Cc: Mawer, Teague <TMawer@cityofmadison.com>; Valenta, Paige <PValenta@cityofmadison.com>; Patterson, John <JPatterson@cityofmadison.com>
Subject: RE: potential budget amendment

Hi Alder Knox,

Thanks for reviewing and confirming your co-sponsors. I made a small edit to the analysis and narrative sections. I removed language that specified MPD would submit an operating plan and simply stated that funding would be used for staffing needs and operational costs for body worn cameras as determined by the Chief. This doesn't change the intent of the amendment but simplifies the language.

I'm attaching a draft copy here. I will send this to all alders tomorrow morning, along with any other floor amendments. If you have any other edits/ suggestions, please let me know by **9am on Tuesday November 11**. If I don't hear from you, I'll move forward with this draft.

Thanks,
Christine

From: Knox Jr., Isadore <district14@cityofmadison.com>
Sent: Monday, November 10, 2025 1:17 PM

To: Koh, Christine E <CKoh@cityofmadison.com>

Subject: RE: potential budget amendment

It looks fine. Please add Alder Pritchett as a sponsor in addition to Harrington-McKinney and myself. I would like a final draft that can be circulated to the other Alders (unless you will sent it).

Thanks.

Isadore.

From: Koh, Christine E <CKoh@cityofmadison.com>

Sent: Monday, November 10, 2025 9:20 AM

To: Knox Jr., Isadore <district14@cityofmadison.com>

Subject: RE: potential budget amendment

Thanks for confirming. Are you okay with the amendment as drafted, or do you have any suggestions? I'm waiting for MPD staff to review as well and will let you know if they have any edits.

From: Knox Jr., Isadore <district14@cityofmadison.com>

Sent: Monday, November 10, 2025 9:17 AM

To: Koh, Christine E <CKoh@cityofmadison.com>

Subject: RE: potential budget amendment

Christine, Alder Harrington McKenney and I will be sponsors.

From: Koh, Christine E <CKoh@cityofmadison.com>

Sent: Friday, November 7, 2025 6:13 PM

To: Knox Jr., Isadore <district14@cityofmadison.com>

Subject: RE: potential budget amendment

Great! glad this approach works with your intent. Here is the draft amendment. I'll also have staff review this to make sure it works for PD and others. Please let me know if you have any other suggestions/ edits, and if you have a co-sponsor identified.

From: Knox Jr., Isadore <district14@cityofmadison.com>

Sent: Friday, November 7, 2025 3:23 PM

To: Koh, Christine E <CKoh@cityofmadison.com>

Subject: RE: potential budget amendment

I think that sounds great and will accomplish the objective of moving forward with a commitment to BWC. Please draft, so it can be communicated for an amendment on the

floor.

Thank you very much for your excellent and professional expertise.

Isadore.

From: Koh, Christine E <CKoh@cityofmadison.com>

Sent: Friday, November 7, 2025 3:12 PM

To: Knox Jr., Isadore <district14@cityofmadison.com>

Cc: Patterson, John <JPatterson@cityofmadison.com>; Davis, Norman

<NDavis@cityofmadison.com>; Haas, Michael R <MHaas@cityofmadison.com>; Schmiedicke, David

<DSchmiedicke@cityofmadison.com>

Subject: RE: potential budget amendment

Hi Alder Knox,

Thanks for confirming your plans to move forward. I spoke with Norm, Chief Patterson, and Atty Haas and am copying them here to provide any additional information or feedback.

Adding funding to PD

Regarding adding fund the Police, my suggestion is to write the amendment to allow the Police Chief to allocate funds at his discretion to build operational capacity for BWCs. The amendment analysis could refer to the 5 civilian positions and say it would be used for those positions or other related needs. My concern with committing to specific positions is that the classifications may change after PD completes its BWC operating plan and HR completes any related position studies. I can refer to the updated position list you forwarded from PD, but I think there should be some flexibility to address the fact that the exact needs may change as PD develops this plan.

Adding Funding to Dept of Civil Rights (DCR)

Norm confirmed that DCR does not currently investigate any police complaints. If DCR receives police complaints, they refer these back to PD. Changing the scope of work with DCR would require updating Chapter 39 of the MGOs. In addition, it would require significant planning and training to add that function to the department. Norm indicated he does not believe an additional EO investigator position is needed at this time and they wouldn't be positioned to take on that work.

Regarding legal fees, DCR does not currently have a budget for legal fees, but does occasionally have legal expenses related to investigations of APM 3-5 violations. I misspoke over the phone when I said they do have a legal service budget – I was looking at the OIM budget and mixed up the two. As with the investigator position, moving legal service funds to DCR wouldn't accomplish the goal of maintaining a police civilian oversight function since it's outside of DCR's purview.

Ordinance

Atty Haas said he thinks that eliminating funding from the OIM through a budget amendment

would be enough to effectively end the office. The Council would have to take up a separate action to repeal the ordinances that establish the OIM, but that does not need to happen at the same time of the budget amendment.

I can start a draft amendment to outline the action of removing funding from OIM and adding funding to PD, and others can comment as needed.

Best,
Christine

From: Knox Jr., Isadore <district14@cityofmadison.com>
Sent: Friday, November 7, 2025 12:16 PM
To: Koh, Christine E <CKoh@cityofmadison.com>
Subject: RE: potential budget amendment

Christine, thank you for your conversation earlier. I think I would like to move forward with an amendment to defund the OIM and allocate funds to MPD to staff the following positions in the third quarter of 2026. Forensic Lab Technician(\$87,434.10); Management Information Specialist-2(\$87,434.10;Program Assistant-1(\$66,273.85) ; (Clerk Typist (51,077.43) for a total staffing of \$292,219.50. PLEASE ADJUST ESTIMATE S. Please get back to me regarding the other items we discussed i.e. possible allocation to EOC, OIM ordinance issues.

Thanks, Isadore.

From: Koh, Christine E <CKoh@cityofmadison.com>
Sent: Friday, November 7, 2025 9:48 AM
To: Knox Jr., Isadore <district14@cityofmadison.com>
Cc: Patterson, John <JPatterson@cityofmadison.com>
Subject: potential budget amendment

Hi Alder Knox,

Chief Patterson reached out to me yesterday about a potential amendment to fund the body worn camera initiative in MPD. You can introduce items from the floor on Tuesday, but the item must have 2 sponsors and must be distributed in writing to the Council members. Please let me know if you'd like to move forward with this concept so I can help ensure the process moves forward smoothly. I'm happy to assist with drafting amendment language or providing any other support needed.

Best,
Christine

Christine Koh

Budget and Program Evaluation Manager

Pronouns: she, her, hers

Finance Department

ckoh@cityofmadison.com

M E M O R A N D U M

Date: November 11, 2025

To: Common Council, City of Madison

From: Alex Saloutos

Re: **Opposition to Amendment Eliminating Funding for Office of the Independent Monitor**

I urge you to reject the proposed floor amendment that eliminates funding for the Office of the Independent Monitor (OIM) and the Police Civilian Oversight Board (PCOB). While I understand the frustrations that have led to this proposal, defunding the OIM now would abandon a critical community need and accountability mechanism because of implementation and performance management mistakes that can be corrected, not because the need has disappeared or the strategy is flawed.

The Need for Independent Oversight Remains Essential

The OIM was created in response to urgent community needs following the 2015 death of Tony Robinson and other officer-involved shootings. The goal—providing independent civilian oversight of the Madison Police Department to ensure accountability and build trust across all segments of our community—is as vital today as it was in 2020. The problems that sparked the OIM's creation have not disappeared.

Madison created one of the most empowered police oversight agencies in the nation. The PCOB is one of only two boards nationally where the majority of members must be nominated by community organizations. This structure, recommended by the ACLU, ensures genuine independence and community representation. Dismantling this framework now would send a troubling message about our commitment to police accountability.

Deployment Problems, Not Strategic Flaws

The OIM has undeniably faced significant implementation challenges. The office has been slow to achieve operational status, has experienced leadership transitions, and has struggled to fulfill its mandate. These are serious concerns that warrant accountability. However, from a quality improvement perspective, these are classic deployment failures, not evidence that the strategy itself is flawed.

Independent civilian oversight of police departments is a proven strategy. Cities across the country—including Seattle, Portland, and San Jose—have successfully used independent monitors, inspectors general, and auditors to improve police accountability, strengthen community trust, and drive meaningful reforms. Seattle's oversight system, which includes an Office of Police Accountability and an Office of Inspector General, helped the city achieve substantial compliance with its federal consent decree. San Jose's independent auditor has been in place since 1993 and has issued detailed recommendations that have improved department policies and practices. These programs faced initial challenges and resistance, but with sustained commitment and proper support, they delivered results.

Consider the structural factors that contributed to poor performance:

- Inadequate oversight and support: The office was deliberately structured to be independent—a necessary feature for credible civilian oversight—but this independence was not balanced with appropriate administrative support, mentorship, and accountability mechanisms. As one alder

noted, this “deprived the office of the administrative support, mentorship, and accountability necessary to perform at a high level.”

- Leadership challenges: By all accounts, the hiring decision for the first Independent Monitor did not adequately prioritize qualifications and relevant experience. This was a failure of the hiring process and the PCOB’s governance, not a failure of the OIM concept. Robin Copley’s recent resignation creates an opportunity to correct this mistake.
- Insufficient resources and unclear expectations: A three-person office tasked with monitoring a major police department was set up to struggle from the start. The absence of clear performance metrics and regular accountability reviews allowed problems to persist unchecked.

These are fixable problems. Dr. Edward Deming, the founder of the quality management movement, famously observed that 94% of workplace problems lie in the system, not in individual employees. The OIM’s struggles reflect systemic implementation failures that can and should be addressed through better governance, not abandonment of the oversight function itself.

A Critical Juncture, Not an Endpoint

Robin Copley’s resignation in October creates a pivotal opportunity to reset the office’s trajectory. Rather than abandoning the OIM, this is precisely the moment to get the hiring right. The next Independent Monitor must be someone with demonstrated expertise in police oversight, investigative experience, a track record of getting results in complex governmental environments, and the leadership skills to build a new department from the ground up.

This role requires someone who can navigate the inherent tensions of independent oversight—maintaining credibility with both the police department and the community, establishing clear processes and protocols, delivering data-driven analysis, and managing stakeholder relationships effectively. The first hire struggled in part because these complex requirements were not adequately prioritized in the selection process. The PCOB now has the benefit of experience and the responsibility to conduct a rigorous search that prioritizes qualifications, effectiveness, and proven leadership.

Defunding the office now would waste the institutional learning from the past three years and abandon this chance to establish the OIM as the accountable, professional oversight body Madison needs. The foundation has been laid—the ordinance, the structure, the community relationships, the MOU with MPD. What’s required is exemplary leadership to activate that foundation and deliver results.

Moving Forward: Better Deployment, Not Defunding

I urge the Council to reject this amendment and instead focus on improving the OIM’s deployment and effectiveness:

1. Conduct a rigorous search for qualified leadership: Prioritize experience in police oversight, investigations, and data-driven policy analysis. The selection process should be transparent and focused on identifying the candidate best positioned to make the office effective.
2. Strengthen PCOB governance and accountability: Establish clear performance expectations, regular reporting requirements, and mechanisms for the Council to monitor progress without compromising the office’s independence.

3. Provide adequate administrative support: Ensure the OIM has access to necessary city resources—legal counsel, HR support, IT infrastructure—while maintaining its independence in oversight functions.
4. Set clear, measurable goals: Work with the new Independent Monitor to establish specific deliverables and timelines that can be evaluated objectively.
5. Commit to sustained oversight: The Council must exercise its oversight responsibilities more actively, particularly regarding the PCOB's governance of the OIM.

The proposed amendment frames this as an either-or choice between oversight and body-worn camera implementation. This is a false dichotomy. Both functions serve public safety and accountability. If the Police Department requires additional resources for body-worn camera staffing, that need should be addressed through its own merits, not by dismantling civilian oversight.

Conclusion

The need that sparked the OIM's creation persists. The strategic framework for independent civilian oversight remains sound. What has failed is the execution, and execution problems can be solved. Walking away from this effort now, after years of work to create this groundbreaking oversight structure, would be a profound disappointment to the community members who advocated for police accountability and reform. It would also represent a profound loss to the community that expects accountability and better performance from our police department.

I strongly urge you to maintain funding for the OIM and PCOB, and to commit to the governance improvements necessary to make these offices effective. This is not the time to abandon police oversight—it is the time to get it right.

Thank you for your consideration.

From: [Paul Terranova](#)
To: [All Alders](#)
Subject: Please Don't Defund the OIM
Date: Tuesday, November 11, 2025 5:51:15 PM

Some people who received this message don't often get email from pterranova1@gmail.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear alders,

Please do not defund the Office of the Independent Monitor in order to fund police body cams!

Paul Terranova
1821 Helena St
Madison, WI 53704

From: [Joshua and Michelle's Wedding](#)
To: [All Alders](#)
Subject: Please Vote NO on Last-Minute Amendment to Defund the Office of the Independent Monitor
Date: Wednesday, November 12, 2025 8:09:18 AM

You don't often get email from wrightrobinsonwedding@gmail.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

We are writing to express our *strong* opposition to the floor amendment being introduced tonight that would **defund the Office of the Independent Monitor (OIM)** and redirect those dollars to police body cameras.

Introducing an amendment of this magnitude at the last minute—without public notice, discussion, or genuine opportunity for community engagement—is the opposite of transparent government. This tactic limits meaningful public input on an issue directly tied to community safety, accountability, and trust. Our residents deserve better than eleventh-hour decision-making. And at a time where government corruption seems to be having a heyday, we need leaders to commit to operating with the highest levels of integrity and ethics.

The Office of the Independent Monitor and the Civilian Oversight Board were created *because* our community demanded independent, trustworthy structures to strengthen accountability and ensure all residents—especially those most impacted by policing—are heard and protected. Weakening or dismantling this office undermines years of community work and disregards the voices of Black, brown, and marginalized communities who fought to establish it.

Body cameras **cannot** replace independent oversight. Madison can invest in technology *and* maintain the safeguards the community asked for. These are not competing priorities—we should not sacrifice accountability for equipment.

We urge you to **vote NO** on this amendment and protect the integrity, transparency, and accountability that Madison residents expect and deserve.

Sincerely,
Michelle Robinson & Joshua Wright
[4106 Vidon Drive, Madison, WI 53704](#)

From: [Lisa Zwart](#)
To: [All Alders](#)
Subject: Office of the Independent Monitor
Date: Tuesday, November 11, 2025 5:56:39 PM

Some people who received this message don't often get email from zwart.lisa@gmail.com. [Learn why this is important](#)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I am writing to state my strong opposition to the budget amendment that is being introduced to defund the Office of the Independent Monitor. The tactic of introducing this as a floor amendment at the last second appears intended to minimize public awareness and visibility of the amendment - it is the opposite of transparency. Please vote against this amendment.

Sincerely,
Lisa Zwart
608-695-1124