



# City of Madison

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

## Agenda - Amended POLICE CIVILIAN OVERSIGHT BOARD

---

Wednesday, December 17, 2025

6:00 PM

Virtual

---

The City of Madison is holding the Police Civilian Oversight Board meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to [pcob@cityofmadison.com](mailto:pcob@cityofmadison.com)

2. **Register for Public Comment:**

- Register to speak at the meeting.
- Register to answer questions.
- Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

4. **Listen by Phone:**

(877) 853-5257 (Toll Free)

Webinar ID: 880 7050 5984

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam sawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

For accommodations, contact: Chioma Njoku at [oim@cityofmadison.com](mailto:oim@cityofmadison.com)

**CALL TO ORDER / ROLL CALL**

**PUBLIC COMMENT**

1. [91256](#) Public Comments 12/17/2025

### APPROVAL OF MINUTES

November 12, 2025: <http://madison.legistar.com/Calendar.aspx>

2. [91257](#) Approval of Minutes 11/12/2025  
Attachments: [Draft Minutes.pdf](#)

### DISCLOSURES AND RECUSALS

Members of the body should make any required disclosures or recusals under the City's Ethics Code.

### DISCUSSION ITEMS

3. [91247](#) Introduction of the Interim Independent Monitor
4. [91248](#) IM Report
5. [91249](#) Board Chair Updates
6. [91250](#) Subcommittee Updates
7. [91251](#) Investigation Process Updates
8. [91252](#) Review Attorney List for Meet and Greet
9. [91253](#) Review Mediator-on-Call List
10. [91254](#) Communication Needs and Roles for the PCOB
11. [91255](#) Future Agenda Topics

### ADJOURNMENT



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91256**

**File ID:** 91256

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Public Comments 12/17/2025

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91256

Title

Public Comments 12/17/2025



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91257**

**File ID:** 91257

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Approval of Minutes 11/12/2025

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:** Draft Minutes.pdf

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91257

Title

Approval of Minutes 11/12/2025



# City of Madison

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

## Meeting Minutes - Draft POLICE CIVILIAN OVERSIGHT BOARD

---

Wednesday, November 12, 2025

6:00 PM

Virtual

---

The City of Madison is holding the Police Civilian Oversight Board meeting in virtual format.

**Written Comments:** You can send comments on agenda items to [pcob@cityofmadison.com](mailto:pcob@cityofmadison.com)

**Register for Public Comment:**

- Register to speak at the meeting
- Register to answer questions
- Register in support or opposition of an agenda item (without speaking)

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

**Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

**Listen by Phone:** (877) 853-5257 (Toll Free) Webinar ID: 862 6959 2891

**Call to Order/Roll Call**

The meeting was called to order at 6:08 pm, Pearson presiding.

**Present:** 9 - Stephanie A. Rearick; Hope Vang; Helyn Luisi-Mills; Vanessa Statam; Devon Snyder; Katherine Nelson; Maia E. Pearson; Rodney D. Saunders, Jr. and Carlotta Calmese

**Absent:** 3 - Tarah Stangler; Stephanie Salgado and Michelle E. Miller

**Excused:** 1 - Brandice Hatcher

**Public Comment**

1. [90807](#) Public Comment - 11/12/2025

**Approval of Minutes**

2. [90808](#) Approval of Minutes - 10/15/2025

Attachments: [Approved Minutes.pdf](#)

Nelson made a motion to approve the minutes from 10/15/2025. The motion was seconded by Luisi-Mills and passed unanimously.

#### Disclosures and Recusals

#### Discussion Items

3. [90809](#) Presentation of the Finalists for the Interim OIM Position

3 finalists for the position of the Interim Independent Monitor, including one video presentation. The 3 finalists were Aeiramique Glass, Mary Opler, and Brooke Blakey.

After the presentations of Glass and Opler, Luisi-Mills made a motion to recess for 5 minutes before watching the video presentation of the final candidate who was unavoidably absent. The motion was seconded by Rearick, passed unanimously and the board resumed at 7:42.

#### Closed Session

Nelson made a motion to go into closed session, seconded by Statam. The motion passed unanimously by roll call vote and the board went into closed session at 8 pm.

[90811](#) Approval of Minutes from 10/01/25 Closed Session

4. [90810](#) Deliberation of Evaluation of Candidates for the Interim OIM Position

#### Adjournment



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91247**

**File ID:** 91247

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Introduction of the Interim Independent Monitor

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91247

Title

Introduction of the Interim Independent Monitor



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91248**

**File ID:** 91248

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** IM Report

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91248

Title

IM Report





# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91249**

**File ID:** 91249

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Board Chair Updates

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91249

Title

Board Chair Updates



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91250**

**File ID:** 91250

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Subcommittee Updates

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91250

Title

Subcommittee Updates



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91251**

**File ID:** 91251

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Investigation Process Updates

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91251

Title

Investigation Process Updates



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91252**

**File ID:** 91252

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Review Attorney List for Meet and Greet

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91252

Title

Review Attorney List for Meet and Greet



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91253**

**File ID:** 91253

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Review Mediator-on-Call List

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91253

Title

Review Mediator-on-Call List



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91254**

**File ID:** 91254

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Communication Needs and Roles for the PCOB

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91254

Title

Communication Needs and Roles for the PCOB



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Master

**File Number: 91255**

**File ID:** 91255

**File Type:** Discussion Item

**Status:** Discussion Items

**Version:** 1

**Reference:**

**Controlling Body:** POLICE CIVILIAN  
OVERSIGHT  
BOARD

**File Created Date :** 12/15/2025

**File Name:**

**Final Action:**

**Title:** Future Agenda Topics

**Notes:**

**Sponsors:**

**Effective Date:**

**Attachments:**

**Enactment Number:**

**Author:**

**Hearing Date:**

**Entered by:** cnjoku@cityofmadison.com

**Published Date:**

### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
---------------	--------------	-------	---------	----------	-----------	-----------------	---------

### Text of Legislative File 91255

Title

Future Agenda Topics