



City of Madison

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

Agenda - Amended POLICE CIVILIAN OVERSIGHT BOARD

Wednesday, February 19, 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

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: 810 2821 6227

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 tsawg pab hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

For accommodations, contact: Chioma Njoku at pcob@cityofmadison.com

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

1. [87219](#) Public Comment 2/19/2025
Attachments: [Registrant Report 2-19-25.pdf](#)

APPROVAL OF MINUTES

January 29, 2025: <http://madison.legistar.com/Calendar.aspx>

2. [87223](#) 1/29/2025 Meeting Minutes
Attachments: [Full Board Minutes - Approved - 2025-01-29.pdf](#)

DISCLOSURES AND RECUSALS

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

DISCUSSION ITEMS

3. [87220](#) Public Records Training
4. [87221](#) City Ethics Training
5. [87222](#) Presentation and Discussion of the PCOB's Historical Background and Future
6. [87224](#) Scheduling of Subcommittee Meetings
7. [87225](#) OIM and Subcommittee Updates

CLOSED SESSION

When the Police Civilian Oversight Board considers the following matter, it may go into closed session pursuant to sec. 19.85(1)(c), Wis. Stats., which reads as follows:
Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. If the Police Civilian Oversight Board does go into closed session, notice is hereby given pursuant to sec. 19.85(2), Wis. Stats., that it may reconvene in open session without waiting 12 hours as specified in the statute.

8. [87246](#) IM Evaluation

ADJOURNMENT



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 87219

File ID: 87219

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/14/2025

File Name:

Final Action:

Title: Public Comment 2/19/2025

Notes:

Sponsors:

Effective Date:

Attachments: Registrant Report 2-19-25.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 87219

Title

Public Comment 2/19/2025

Public Comment Registrants Report

02/19/2025 06:00 PM - Police Civilian Oversight Board		Support		Speaking	Representing Organization			Lobbying		
		Agenda Item	Name	Registered	Support	Speaking	Y/N	Name(s)	Paid	Duties
AGENDA ITEM: 1 Public Comment 2/19/2025										
1	02/19/25 12:22 PM	PJ Chamberlain District: 12 1602 Fordem Ave 102 Madison, WI 53704	Registered	Oppose	Yes	No				
1	02/19/25 02:13 PM	Linda Ketcham District: Unknown 128 E. Olin Ave. 202 Madison, WI 53711	Registered	Neither support nor oppose	Yes	Yes	JustDane, Inc. 128 E. Olin Ave. Suite 202, Madison, WI 53713 608-256-0906	No	Yes	No
1	02/19/25 03:43 PM	Shadayra Kilfoy-Flores District: 6 1115 E.wilson st Madison, WI 53703	Registered	Neither support nor oppose	Yes	No				
1	02/19/25 04:35 PM	Erika Bach District: Unknown 2051 Allen Blvd Middleton, WI 53562	Registered	Neither support nor oppose	Yes	No				
1	02/19/25 04:58 PM	Amelia Royko Maurer District: Unknown Country Rd Arena, WI 53503	Registered	Neither support nor oppose	Yes	No				
1	02/19/25 05:16 PM	Nathan Royko Maurer District: Unknown country rd. Arena, WI 53503	Registered	Neither support nor oppose	Yes	No				
1	02/19/25 05:39 PM	Eric Howland District: 13 3608 Gregory St Madison, WI 53711	Registered	Oppose	No	No				
				Support: 0 Opposed: 2 Neither: 5						
				Counts distinct registrants and removes duplicate votes						

Public Comment Registrants Report

02/19/2025 06:00 PM - Police Civilian Oversight Board		Support		Speaking		Representing Organization		Lobbying	
Agenda Item Registered	Name	Support	Speaking	Y/N	Name(s)	Paid	Duties	Rep	Rep
AGENDA ITEM: 5 Presentation and Discussion of the PCOB's Historical Background and Future									
5	Shadayra Kilfoy-Flores District: 6 1115 E wilson st Madison, WI 53703	Neither support nor oppose	Yes	No					
<p>Support: 0 Opposed: 0 Neither: 1 Counts distinct registrants and removes duplicate votes</p>									
AGENDA ITEM: 8 IM Evaluation									
8	Shadayra Kilfoy-Flores District: 6 1115 E wilson st Madison, WI 53703	Neither support nor oppose	Yes	No					
<p>Support: 0 Opposed: 0 Neither: 1 Counts distinct registrants and removes duplicate votes</p>									
Total Registrants: 7									

Meeting Watch List (8)

Name	Registration Time
1. Chioma Njoku	02/17/2025 11:58 AM
2. Alder Conklin	02/19/2025 02:22 PM
3. Mark McPherson	02/19/2025 03:00 PM
4. Karen Kapusta-Pofahl	02/19/2025 05:19 PM
5. Mary Anglim	02/19/2025 05:46 PM
6. Connie Shaw	02/19/2025 06:01 PM
7. Lisa Zwart	02/19/2025 06:01 PM
8. doug Maynard	02/19/2025 06:02 PM



City of Madison

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Master

File Number: 87223

File ID: 87223

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/14/2025

File Name:

Final Action:

Title: 1/29/2025 Meeting Minutes

Notes:

Sponsors:

Effective Date:

Attachments: Full Board Minutes - Approved - 2025-01-29.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:
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Text of Legislative File 87223

Title

1/29/2025 Meeting Minutes



City of Madison

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

Meeting Minutes - Approved POLICE CIVILIAN OVERSIGHT BOARD

Wednesday, January 29, 2025

6:00 PM

Virtual

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Webinar ID: 893 6469 4537

CALL TO ORDER / ROLL CALL

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

Present: 12 - Stephanie A. Rearick; Hope Vang; Helyn Luisi-Mills; Brandice Hatcher; Vanessa Statam; Tarah Stangler; Stephanie Salgado; Devon Snyder; Katherine Nelson; Maia E. Pearson; Rodney D. Saunders, Jr. and Michelle E. Miller

Absent: 1 - Carlotta Calmese

PUBLIC COMMENT

1. [86813](#) Public Comment - 1/29/2025

Attachments: [Registrant Report 1-29-25.pdf](#)

APPROVAL OF MINUTES

2. [86834](#) 12/19/2024 Minutes

Attachments: [Full Board Minutes - Approved- 2024-12-19.pdf](#)

Saunders Jr. made a motion to adopt the minutes and it was seconded by Luisi-Mills. Pearson recused herself due to her absence at the last meeting. The other members of the board passed the motion unanimously.

DISCLOSURES AND RECUSALS

DISCUSSION ITEMS

3. [86490](#) City Attorney Training

Attachments: [Open Meetings Law 2025.pptx](#)
[Robert's Rules & Legislative Process 1.25.ppt](#)
[RobertsRulesGuide.pdf](#)

4. [86810](#) Full Board Elections

Nominations were taken for Board Chair. Nelson nominated Pearson. Salgado nominated Saunders Jr., who declined. Luisi-Mills self nominated. Following an open ballot, Pearson was elected as Board Chair on a 10-1 vote.

Nominations were taken for Vice Chair. Rearick nominated Luisi-Mills. Pearson nominated Nelson. Salgado nominated Hatcher. Following an open ballot, Hatcher was elected Vice Chair on the following vote: Hatcher-8, Nelson-1, Luisi-Mills-2.

5. [86809](#) Subcommittee Assignments

Attachments: [PCOB SUBCOMMITTEE ROSTER.docx](#)

IM Copley submitted a Subcommittee Roster based on interest of specific board members to serve on selected committees. Subcommittee Chairs were then nominated and selected as follows:

Salgado self-nominated for chair of the Policy and Procedure Subcommittee, and was selected unopposed.

Statam nominated Snyder for chair of the Community Engagement Subcommittee, and he was selected unopposed.

Luisi-Mills self-nominated for interim chair of the Reporting and Analysis Subcommittee and was selected unopposed. The subcommittee will select a permanent chair when it first meets.

A motion was made by Snyder to accept the nominations to the Executive Subcommittee, with the understanding that it could be changed later when Stangler (absent) had accepted her nomination. A motion was then made by

Snyder to substitute Nelson for Selgado as a member of the Executive Subcommittee. The motion was seconded by Rearick, and passed unanimously.

A motion was made by Luisi-Mills to approve the Subcommittee Roster as amended above. The motion was seconded by Rearick, and passed unanimously.

6. [86811](#) OIM Calendar

Attachments: [PCOB 2025 Calendar 1.docx](#)

Rearick made a motion to approve the proposed dates for meetings of the full board. The motion was seconded by Hatcher, and passed unanimously.

CLOSED SESSION

7. [86812](#) HR Organizational Development Presentation on IM Evaluation Rubric and Timeline

With no objections to taking this item out of order, Luisi-Mills made a motion to go into closed session at the beginning of the meeting, and it was seconded by Rearick. There were no objections and the board went into closed session at 6:33 pm. Pearson made a motion to reconvene into open session, seconded by Saunders Jr. and the board reconvened into open session at 7:32pm.

ADJOURNMENT

A motion to adjourn was made by Rearick, and seconded by Luisi-Mills. The motion passed unanimously and the Meeting adjourned at 9:52 pm.



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Master

File Number: 87220

File ID: 87220

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/14/2025

File Name:

Final Action:

Title: Public Records Training

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by: cnjoku@cityofmadison.com

Published Date:

History of Legislative File

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Text of Legislative File 87220

Title

Public Records Training



City of Madison

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Master

File Number: 87221

File ID: 87221

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/14/2025

File Name:

Final Action:

Title: City Ethics Training

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 87221

Title
City Ethics Training



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 87222

File ID: 87222

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/14/2025

File Name:

Final Action:

Title: Presentation and Discussion of the PCOB's Historical Background and Future

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:
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Text of Legislative File 87222

Title

Presentation and Discussion of the PCOB's Historical Background and Future



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 87224

File ID: 87224

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/14/2025

File Name:

Final Action:

Title: Scheduling of Subcommittee Meetings

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 87224

Title
Scheduling of Subcommittee Meetings



City of Madison

City of Madison
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Master

File Number: 87225

File ID: 87225

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/14/2025

File Name:

Final Action:

Title: OIM and 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 87225

Title

OIM and Subcommittee Updates



City of Madison

City of Madison
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Master

File Number: 87246

File ID: 87246

File Type: Discussion Item

Status: In Committee

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 02/16/2025

File Name:

Final Action:

Title: IM Evaluation

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by:

Published Date:

History of Legislative File

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

Text of Legislative File 87246

Title

IM Evaluation