

From: [Robert Haman](#)
To: [Finance Committee](#)
Subject: Budget amendment
Date: Monday, October 20, 2025 1:07:04 PM

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

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Dear committee,

I feel that the city could save a significant amount of money by eliminating The Police Civilian Oversight Board. Maybe it was a good idea but it has failed to do anything but waste money.

Sincerely, BJ Haman

From: [Peggy Gunderson](#)
To: [Finance Committee](#)
Subject: Funding for Madison's Central BID
Date: Wednesday, October 22, 2025 9:36:49 PM
Attachments: [Outlook-fp4y0jqs.png](#)
[Outlook-gvxdwhwj.png](#)
[Outlook-ziuy2uha.png](#)

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Dear Alders,

By way of introduction, I am a downtown business owner who serves on Madison's Central Business Improvement District's (BID) Executive Committee as immediate past Chair, Downtown Madison Inc's Executive Committee and I currently Chair its 'Quality of Life' Committee.

I'm reaching out to you regarding the proposed removal of funds currently supporting the BID as part of the 'Summer in Your City' contract.

As one of many downtown stakeholders, I participated in the Safe Growth program through the Isthmus Safety Initiative. My biggest takeaway from that program was that 'activation' keeps areas *safer*. The goal of 'Summer in Your City' programming does just that by providing free events to those who work, live and play in our downtown.

Programmed events in 2025 include, but are not limited to, movies in Peace Park, Lunchtime Live on the Capitol Square, Hmong Day, Hip Hop in the Park, Classical Guitars and Final Friday Fun. You can find the full list of 2025 events [here](#), all are free events open to the public.

In 2024, the BID received \$62,500 through the 'Summer in Your City' contract but paid back to the City of Madison approximately \$21,000 to cover necessary permits, MPD staffing costs and an annual audit. Another \$13,557 was paid in activation / marketing for the Pedestrian Mall and Lisa Link Park area with 'free to the public' activities. The remaining funds of just \$27,943 were stretched to cover activation in the rest of the BID area and while BID staff worked tirelessly to find low-cost entertainment and activities, it was not nearly enough to cover the amount needed for 7 months of programming.

If funding for 'Summer in Your City' is decreased, *costs to the BID of \$34,557 will remain the same*, leaving even less than \$27k for actual programming for our community.

I urge you to please keep the 'Summer in Your City' funding at the current level so we can

continue to activate spaces for everyone to enjoy.

Thank you for all the work you do. I am confident that during the budget process you're having long days and possibly sleepless nights. Know that you are appreciated.

Sincerely.

Peggy Gunderson

608.712.0360 (personal cell)



Peggy Gunderson

President / Brand Strategist
Strategic Brand Marketing & Wisconsin Gift Market
Chair, WI Small Business Regulatory Review Board
30 West Mifflin Street, Suite #401
Madison, WI 53703
Direct Line: 608.298.7311
<https://sbmbrands.com>



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From: [Jamie Bugel](#)
To: [Finance Committee](#)
Cc: [Co-Managers](#); [Verveer, Michael](#)
Subject: 10/27 Meeting - Thank You for Supporting SNAP and the Double Dollars Nutrition Incentive Program
Date: Friday, October 24, 2025 9:37:37 AM

You don't often get email from jamie.bugel@dcfm.org. [Learn why this is important](#)

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Dear City of Madison Finance Committee,

Thank you so much for your support for farmers' markets with the additional funding directly for the costs of offering [SNAP at farmers' markets](#). If markets cannot offer SNAP they cannot participate in our fantastic local [nutrition incentive program Double Dollars](#).

The Dane County Farmers' Market (along with many of the other markets in the City) are fully funded by the farmers themselves. The cost of administering SNAP at markets is substantial, about \$15,000 for us alone, but we want to make sure that everyone in our community can shop at our markets. The DCFM is the only weekly year-round farmers' market in Madison and offers SNAP at every market. The DCFM and other farmers' markets receive no municipal funds except via this pass-through for Double Dollars, so every dollar is really felt and valued!

Below you will find more information about how impactful offering SNAP and DD has been at just the DCFM markets (in 2025 we've seen \$77,512 in funds distributed at the DCFM!), both for increasing buying power for fresh and local food for customers, but also ensuring that benefits are spent with local farmers and stay in our community.

Year	SNAP (Market Dollars) Distributed	Nutrition Incentives (Double Dollars) Distributed
2019	\$ 22,482.00	\$ 17,095.00
2020	\$ 20,790.00	\$ 9,781.00
2021	\$ 72,500.00	\$ 42,749.00
2022	\$ 86,174.00	\$ 52,115.00
2023	\$ 67,408.00	\$ 32,519.00
2024*	\$ 63,191.00	\$ 30,812.00
2025**	\$ 50,424.00	\$ 27,088.00

*DD switched to produce only

**numbers through 10/24/25

Please let me know if you have any questions, and thank you again.

Jamie

--

Jamie Bugel

[Dane County Farmers' Market](#)

info@dcfm.org | (608) 455-1999

[Newsletter](#) | **get a taste of Wisconsin goodness in your inbox every week**

The DCFM offices are open Tuesday through Friday. If you need to reach us during a Saturday market day, please call (608) 455-1999.

From: [Gregory Gelembiuk](#)
To: [Finance Committee](#)
Cc: [Matthews, Julia](#)
Subject: Budget Amendment - OIM Data Analyst
Date: Friday, October 24, 2025 4:03:34 PM

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Dear Finance Committee Members,

I am writing to request that you vote in favor of the Finance Committee budget amendment to raise my data analyst position in the Office of the Independent Monitor (OIM) from the current 0.6 FTE to 0.8 FTE.

As you might recall, an amendment to the 2025 budget restored sufficient funding to keep me employed as OIM's data analyst, but I volunteered to go down to 0.6 FTE to free up funding for other OIM/PCOB needs for 2025. The original intent was that in 2026, I would be restored to 1 FTE. I will add that the Council envisioned a full-time data analyst when creating the Office.

I have been highly productive over the past year. Specifically, I have:

- Written the bulk of three reports
 - o The majority of the 2023-2024 OIM Annual Report
 - o The Early Intervention System Report,
 - o The Body-Worn Camera Trial Audit Report
- Performed a series of data analyses
 - o An analysis of MPD investigations of use-of-force complaints, showing an unusually low sustain rate when compared to other cities nationally
 - o Analyses of body-worn camera trial data
 - o Analyses of racial disparities in MPD traffic stop data, with important findings, including preliminary indications of racially based policing
 - o Analyses of juvenile arrest and restorative justice data
 - o Analyses of MPD and CARES response data
 - o Analyses assisting alders in areas that fall within the mission of the Office

- Performed extensive community outreach
 - o Arranging and conducting community presentations on OIM work, findings, and recommendations
 - o Performing community listening sessions
 - o Performing interviews with news media
 - o Recruiting nominees for the Police Civilian Oversight Board
- Generated a lengthy series of formal recommendations. A few of these:
 - o To implement Situational Decision-Making Training
 - o To implement a data-driven (machine-learning) early intervention system
 - o To greatly expand restorative justice diversion programs
 - o To inform MPD Chiefs, upon appointment, of the legal requirement to obey all lawful written order of the Council and Mayor

I will note that the implementation of Situational Decision-Making Training and the recommended early intervention system would likely both save the City money with respect to liability and Worker's Compensation costs and improve officer wellness.

I have accomplished all the above and more, despite a chaotic office situation and difficulties with MPD records and data access. Given Robin Copley's limitations, I have had to take on much of the IM role, in addition to the data analyst role. I have had to expend time trying to mitigate the effects of suboptimal decisions. I have been working much more than full time, getting paid part-time, trying to hold OIM together as best possible. At this point, I'm basically one of two OIM staff (i.e., along with Chioma Njoku) keeping the office functions running during what could be a long transition. Out of necessity, I have taken on complaint intake interviews and complaint investigation work.

Ongoing data analyses include:

- Greatly expanded analyses of racial disparities in traffic stop data, including formal tests for evidence of racially biased policing. As you may be aware, Madison appears to have the highest racial disparities in arrests of any city its size or larger in the U.S. Up to this point, no meaningful efforts have been made to untangle and understand the causes of this pattern in Madison, which is essential to effectively reduce it and its harmful effects. I will add that the disparities in MPD

traffic stops track race and ethnicity, and not socioeconomic status as proxied by vehicle value.

- Work with a collaborator, testing for evidence of racially biased policing at the level of Madison neighborhoods (i.e. do officers disproportionately spend time in predominantly BIPOC neighborhood after taking into account crime-driven demand for police services)
- Forensic analysis of video and audio data in a complaint investigation
- Analyses to determine if wealthier neighborhoods in Madison are preferentially allocated police resources, as found in other cities

If you wish to see this work continue, it requires adequate funding. People have been talking about the racial disparities in policing and criminal justice outcomes ever since Race to Equity came out. But despite the talk, very little has actually been done about it to this point. Studies show that cities establishing civilian police oversight agencies see a reduction in racial disparities in arrests. My work would be key to that.

I feel uncomfortable advocating for myself. A month ago, I had coffee with Alder Govindarajan and he said I should advocate for my own legitimate needs. I am now doing so. I cannot get by on the 0.6 FTE data analyst salary. I have no car because I cannot afford one. I live in an efficiency apartment. I have medical bills and student loans I must pay on, and a stepson who suffers from substance use disorder and homelessness, who often requires my assistance. I live frugally, but I am slowly sinking into untenable debt, with my credit cards nearly maxed out. If Madison actually values police oversight work, perhaps I warrant a living wage. I have pursued this work, when I could get paid far better in other jobs (and incur far less stress) because I am dedicated to the mission of the Office.

Thank you for considering my request. Feel free to call me or email me if you have questions or would like to converse about any of this.

Sincerely,

Dr. Gregory Gelembiuk

608-772-3979

From: [Amelia Royko Maurer](#)
To: [Finance Committee](#)
Subject: Please restore OIM Data Analyst Position
Date: Saturday, October 25, 2025 12:04:15 AM

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

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Dear Members of the Finance Committee,

I am writing to request that you support the budget amendment to increase the Office of the Independent Monitor data analyst position to 0.8 FT while acknowledging that, based on the Common Council's discussion last budget season, it actually should be a 1 FTE position with FT pay.

Last budget season, the OIM was charged with proving its value to the city and Greg and Chioma did just that. The IM's performance should not reflect badly on their performance or roles as they were not the IM's supervisor but rather, her employees.

It is undeniable that Greg, as the very first OIM data analyst, worked well beyond FT hours, exceeded expectations and did so under a significant amount of unnecessary stress and constraints. He has more than demonstrated the value of his position along with a substantial amount of personal resilience. The office only has three employees which represents a tiny fraction of the annual budget and it simply cannot sustain its mission without the full restoration of the data analyst position.

More specifically, Greg has:

- Written the bulk of three reports
 - o The majority of the 2023-2024 OIM Annual Report
 - o The Early Intervention System Report,
 - o The Body-Worn Camera Trial Audit Report
- Performed a series of data analyses
 - o An analysis of MPD investigations of use-of-force complaints, showing an unusually low sustain rate when compared to other cities nationally
 - o Analyses of body-worn camera trial data
 - o Analyses of racial disparities in MPD traffic stop data, with important findings, including preliminary indications of racially based policing
 - o Analyses of juvenile arrest and restorative justice data
 - o Analyses of MPD and CARES response data
 - o Analyses assisting alders in areas that fall within the mission of the Office
- Performed extensive community outreach
 - o Arranging and conducting community presentations on OIM work, findings, and recommendations
 - o Performing community listening sessions

- o Performing interviews with news media
- o Recruiting nominees for the Police Civilian Oversight Board
- Generated a lengthy series of formal recommendations, including:
 - o To implement Situational Decision-Making Training
 - o To implement a data-driven (machine-learning) early intervention system
 - o To greatly expand restorative justice diversion programs
 - o To inform MPD Chiefs, upon appointment, of the legal requirement to obey all lawful written order of the Council and Mayor
- Ongoing data analyses include:
 - o Greatly expanded analyses of racial disparities in traffic stop data, including formal tests for evidence of racially biased policing. As you may be aware, Madison appears to have the highest racial disparities in arrests of any city its size or larger in the U.S. Up to this point, no meaningful efforts have been made to untangle and understand the causes of this pattern in Madison, which is essential to effectively reduce it and its harmful effects. Moreover, Greg has found that the disparities in MPD traffic stops track race and ethnicity, and not socioeconomic status as proxied by vehicle value.
 - o Work with a collaborator, testing for evidence of racially biased policing at the level of Madison neighborhoods (i.e. do officers disproportionately spend time in predominantly BIPOC neighborhood after taking into account crime-driven demand for police services)
 - o Forensic analysis of video and audio data in a complaint investigation
 - o Analyses to determine if wealthier neighborhoods in Madison are preferentially allocated police resources, as found in other cities

It is the work of a full time data analyst that allows the office to take findings from audits and investigations to produce tangible outcomes in the form of reports, city-wide educational presentations and proposals for sustainable change in policing as well as bolstering the current police practices and policies that are good. This is exactly the ideal meeting ground where community and the police can build together for the benefit of all.

Over the past year, for the sake of the survival of the office, Greg had to take on much of the IM role in addition to serving as the data analyst.

Greg will undoubtedly participate in the training of an interim IM, a consultant and a permanent IM. To do the daily work of a data analyst for a police oversight mechanism in a city Madison's size already requires FT hours but considering the fact that he was the first person to ever work the job, thus the person to set up this role, he is doing far more, anyone doing this work deserves to be fully employed and compensated fairly and the city only benefits if it is done well.

Thank you for your time and consideration,

Amelia Royko Maurer

From: [Norm Littlejohn](#)
To: [Finance Committee](#)
Subject: Please fully fund the data analyst position for the OIM!
Date: Saturday, October 25, 2025 8:17:44 PM

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

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Hello, Alders -- I'm writing to urge you to fund the data analyst position fully for the Office of the Independent Monitor. Dr. Greg Gelembiuk has done excellent work with only 0.6 FTE funding, and has clearly done much more work than he's been paid to do. This position should be funded at least at 0.8 FTE, but it would be much better to fund it as a full-time position.

If we're serious about monitoring our police, accurate and complete data is a crucial foundation for making that monitoring effective.

Thanks -- Norm Littlejohn, 738 E. Dayton #207, District 6

From: [KRISTIN MATHEWS](#)
To: [Finance Committee](#)
Subject: Office of the Independent Monitor Budget Consideration
Date: Sunday, October 26, 2025 10:30:07 AM

You don't often get email from imkrzy4mm@att.net. [Learn why this is important](#)

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Dear Members of the Finance Committee,

I am writing to ask that you support the budget amendment to increase the Office of the Independent Monitor (OIM) data analyst position to 0.8 FTE while acknowledging that, based on the Common Council's discussion last budget season, it actually should be a 1 FTE position with full-time pay.

Last budget season, the OIM was charged with proving its value to the city and Greg and Chioma did just that. The Independent Monitor's (IM) performance should not reflect poorly on their performance or roles as they were not the IM's supervisor but rather, her employees.

More specifically, Greg has:

- Written the bulk of three reports:
 - o The majority of the 2023-2024 OIM Annual Report
 - o The Early Intervention System Report,
 - o The Body-Worn Camera Trial Audit Report
- Performed a series of data analyses:
 - o An analysis of MPD investigations of use-of-force complaints, showing an unusually low sustain rate when compared to other cities nationally
 - o Analyses of body-worn camera trial data
 - o Analyses of racial disparities in MPD traffic stop data, with important findings, including preliminary indications of racially based policing
 - o Analyses of juvenile arrest and restorative justice data
 - o Analyses of MPD and CARES response data
 - o Analyses assisting alders in areas that fall within the mission of the Office
- Performed extensive community outreach:
 - o Arranging and conducting community presentations on OIM work, findings, and recommendations
 - o Performing community listening sessions
 - o Performing interviews with news media
 - o Recruiting nominees for the Police Civilian Oversight Board
- Generated a lengthy series of formal recommendations, including:

- o To implement Situational Decision-Making Training
 - o To implement a data-driven (machine-learning-based) early intervention system
 - o To greatly expand restorative justice diversion programs
 - o To inform MPD Chiefs, upon appointment, of the legal requirement to obey all lawful written orders of the Council and Mayor
- Ongoing data analyses include:
 - o Greatly expanded analyses of racial disparities in traffic stop data, including formal tests for evidence of racially biased policing. As you may be aware, Madison appears to have the highest racial disparities in arrests of any city its size or larger in the U.S. Up to this point, no meaningful efforts have been made to untangle and understand the causes of this pattern in Madison, which is essential to effectively reduce it and its harmful effects. Moreover, Greg has found that the disparities in MPD traffic stops track race and ethnicity, and not socioeconomic status as proxied by vehicle value.
 - o Work with a collaborator, testing for evidence of racially biased policing at the level of Madison neighborhoods (i.e. do officers disproportionately spend time in predominantly BIPOC neighborhood after taking into account crime-driven demand for police services)
 - o Forensic analysis of video and audio data in a complaint investigation
 - o Analyses to determine if wealthier neighborhoods in Madison are preferentially allocated police resources, as found in other cities

It is the work of a full time data analyst that allows the office to take findings from audits and investigations to produce tangible outcomes in the form of reports, city-wide educational presentations and proposals for sustainable change in policing as well as bolstering the current police practices and policies that are good. This is exactly the ideal meeting ground where community and the police can build together for the benefit of all.

Over the past year, for the sake of the survival of the office, Greg had to take on much of the IM role in addition to serving as the data analyst.

Greg will undoubtedly participate in the training of an interim IM, a consultant and a permanent IM. To do the daily work of a data analyst for a police oversight mechanism in a city Madison's size already requires full-time hours. Considering the fact that he was the first person to ever work the job, and thus, the person to set up the role, he is doing far more. Anyone doing this work deserves to be compensated fairly and the city only benefits if it is done well.

Thank you for your time and consideration,

Kristin Mathews-Community Response Team and Social Justice Center Board member

From: [Steve Verburg](#)
To: [Finance Committee](#)
Cc: [O'Brien, Sean](#)
Subject: Please support amendment for FT Data Analyst for OIM/PCOB
Date: Sunday, October 26, 2025 11:04:24 AM

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Members of the Finance Committee,

Good morning!

I am writing to ask you to support the budget amendment to increase the Office of the Independent Monitor (OIM) Data Analyst position to 0.8 FT while acknowledging that, based on the Common Council's discussion last budget season, it actually should be a 1 FTE position with FT pay.

In last year's budget, the OIM was charged with demonstrating its value to a city long in need of effective police oversight to counter embarrassing disparities and excesses in law enforcement administration. Greg and Chioma have done that.

As many of you know, Madison policy-makers have long struggled to obtain meaningful data on the performance of the Madison Police Department, which draws more city budget resources than any other city agency.

For the first time in many years, this kind of useful data and analysis is becoming available, thanks to the first several months of work by OIM Data Analyst Greg Gelembiuk. Now, it is crucial to move toward making the production of this data sustainable by approving the budget amendment for a 0.8 FT Data Analyst position.

In hiring of Greg as Data Analyst, the city made a giant step forward for the OIM. Greg is perhaps the perfect fit for this position because of his expertise in scientific research and analysis and his deep understanding of policing and police oversight in general, and his experience with and insight into the Madison Police Department in particular.

Following is a roundup of Greg's accomplishments to date.

Greg has produced the bulk of three important OIM/PCOB reports:

- ^ Most of the 2023-2024 OIM Annual Report
- ^ The Early Intervention System Report,
- ^ The Body-Worn Camera Trial Audit Report

Greg has also, in a very short period of time, performed a series of data analyses:

- ^ An analysis of MPD investigations of use-of-force complaints, showing an unusually low sustain rate when compared to other cities nationally
- ^ Analyses of body-worn camera trial data
- ^ Analyses of racial disparities in MPD traffic stop data, with important findings, including preliminary indications of racially based policing
- ^ Analyses of juvenile arrest and restorative justice data

- ^ Analyses of MPD and CARES responses
- ^ Analyses assisting alders in areas that fall within the mission of the Office

Greg has accomplished important community outreach:

- ^ Arranging and conducting community presentations on OIM work, findings, and recommendations
- ^ Performing community listening sessions
- ^ Performing interviews with news media
- ^ Recruiting nominees for the Police Civilian Oversight Board

Further, he has created a lengthy series of formal recommendations, including proposals to implement Situational Decision-Making Training; implement a data-driven early intervention system; greatly expand restorative justice diversion programs; and inform MPD Chiefs, upon appointment, of the legal requirement to obey all lawful written orders of the Council and Mayor.

Ongoing data analyses include:

- ^ Greatly expanded analyses of racial disparities in traffic stop data, including formal tests for evidence of racially biased policing. As you may be aware, Madison appears to have the highest racial disparities in arrests of any city its size or larger in the U.S. Up to this point, no meaningful efforts have been made to untangle and understand the causes of this pattern in Madison, which is essential to reduce its very harmful effects. Moreover, Greg has found that the disparities in MPD traffic stops follow race and ethnicity, and not socioeconomic status as proxied by vehicle value.
- ^ Work with a collaborator, testing for evidence of racially biased policing at the level of Madison neighborhoods (i.e. do officers disproportionately spend time in predominantly BIPOC neighborhoods after taking into account 911-driven demand for police services)
- ^ Forensic analysis of video and audio data in a complaint investigation
- ^ Analyses to determine if wealthier neighborhoods in Madison are preferentially allocated police resources, as found in other cities.

It is the work of a full-time data analyst that allows the office to take findings from audits and investigations to produce tangible outcomes in the form of reports, city-wide educational presentations and proposals for sustainable change in policing as well as bolstering the current police practices and policies that are good. This is exactly the ideal meeting ground where community and the police can build together for the benefit of all.

Over the past year, Greg took on much of the IM role in addition to serving as the Data Analyst.

Greg will undoubtedly participate in the training of an interim IM, a consultant and a permanent IM. To do the daily work of a data analyst for a police oversight mechanism in a city Madison's size already requires full-time hours. Considering the fact that he was the first person to ever work the job, and thus, the person to set up the role, he is doing far more. Anyone doing this work deserves to be compensated fairly. The city stands to benefit substantially if it is done well.

Madison policy-makers have often bemoaned their inability to obtain actionable data on Madison Police Department. With Greg's hiring, such data has begun to flow. Please make this flow sustainable by properly funding the OIM/PCOB Data Analyst position.

Thank you for your consideration,

Steve Verburg
Wendy Lane
Madison, Wisconsin
608-212-9726

From: [Aaron Konkol](#)
To: [Finance Committee](#)
Subject: Support budget amendment to increase the Office of the Independent Monitor data analyst position to 0.8 FT
Date: Sunday, October 26, 2025 11:32:03 AM

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Dear Members of the Finance Committee,

I am writing to ask that you support the budget amendment to increase the Office of the Independent Monitor data analyst position to 0.8 FT while acknowledging that, based on the Common Council's discussion last budget season, it actually should be a 1 FTE position with FT pay.

Last budget season, the OIM was charged with proving its value to the city and Greg and Chioma did just that. The former IM's performance should not reflect badly on their performance or roles as they were not the IM's supervisor but rather, her employees.

I am writing to ask that you support the budget amendment to increase the Office of the Independent Monitor (OIM) data analyst position to 0.8 FTE while acknowledging that, based on the Common Council's discussion last budget season, it actually should be a 1 FTE position with full-time pay.

Last budget season, the OIM was charged with proving its value to the city and Greg and Chioma did just that. The Independent Monitor's (IM) performance should not reflect poorly on their performance or roles as they were not the IM's supervisor but rather, her employees.

More specifically, Greg has:

- Written the bulk of three reports:
 - o The majority of the 2023-2024 OIM Annual Report
 - o The Early Intervention System Report
 - o The Body-Worn Camera Trial Audit Report
- Performed a series of data analyses:
 - o An analysis of MPD investigations of use-of-force complaints, showing an unusually low sustain rate when compared to other cities nationally
 - o Analyses of body-worn camera trial data
 - o Analyses of racial disparities in MPD traffic stop data, with important findings, including preliminary indications of racially based policing
 - o Analyses of juvenile arrest and restorative justice data
 - o Analyses of MPD and CARES response data
 - o Analyses assisting alders in areas that fall within the mission of the Office
- Performed extensive community outreach:

- o Arranging and conducting community presentations on OIM work, findings, and recommendations
- o Performing community listening sessions
- o Performing interviews with news media
- o Recruiting nominees for the Police Civilian Oversight Board

- Generated a lengthy series of formal recommendations, including:

- o To implement Situational Decision-Making Training
- o To implement a data-driven (machine-learning-based) early intervention system
- o To greatly expand restorative justice diversion programs
- o To inform MPD Chiefs, upon appointment, of the legal requirement to obey all lawful written orders of the Council and Mayor

- Ongoing data analyses include:

- o Greatly expanded analyses of racial disparities in traffic stop data, including formal tests for evidence of racially biased policing. As you may be aware, Madison appears to have the highest racial disparities in arrests of any city its size or larger in the U.S. Up to this point, no meaningful efforts have been made to untangle and understand the causes of this pattern in Madison, which is essential to effectively reduce it and its harmful effects. Moreover, Greg has found that the disparities in MPD traffic stops track race and ethnicity, and not socioeconomic status as proxied by vehicle value.
- o Work with a collaborator, testing for evidence of racially biased policing at the level of Madison neighborhoods (i.e. do officers disproportionately spend time in predominantly BIPOC neighborhood after taking into account crime-driven demand for police services)
- o Forensic analysis of video and audio data in a complaint investigation
- o Analyses to determine if wealthier neighborhoods in Madison are preferentially allocated police resources, as found in other cities

It is the work of a full time data analyst that allows the office to take findings from audits and investigations to produce tangible outcomes in the form of reports, city-wide educational presentations and proposals for sustainable change in policing as well as bolstering the current police practices and policies that are good. This is exactly the ideal meeting ground where community and the police can build together for the benefit of all.

Over the past year, for the sake of the survival of the office, Greg had to take on much of the IM role in addition to serving as the data analyst.

Greg will undoubtedly participate in the training of an interim IM, a consultant and a permanent IM. To do the daily work of a data analyst for a police oversight mechanism in a city Madison's size already requires full-time hours. Considering the fact that he was the first person to ever work the job, and thus, the person to set up the role, he is doing far more. Anyone doing this work deserves to be compensated fairly and the city only benefits if it is done well.

Thank you for your time and consideration,

Aaron J. Konkol
Owner, A-Keezy Productions
608-712-6566 (*cell - text is preferable*)

ROOTS RENEGADES -- Madison/Milwaukee's premier reggae backing band
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From: [Megan Ross](#)
To: [Finance Committee](#)
Subject: Public Comment: In Support of Amendment 8
Date: Sunday, October 26, 2025 4:41:13 PM

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I support reallocating \$276,000 within Public Health to strengthen Madison's Violence Prevention Unit. This is a smart investment in the practical tools that make prevention possible.

Real violence prevention requires three things: consistent presence in affected communities, the capacity to respond immediately when crises emerge, and support led by people who are already trusted where it matters most. This funding delivers all three. It's how we break cycles instead of just managing crises. It's also one of the most effective and humane investments we can make in the safety of our city.

Thank you,

Megan Ross
District 3
Madison, WI

(540) 288-6705
megan.ross0225@gmail.com

From: [Steve Vig](#)
To: [Finance Committee](#)
Subject: Independent Monitor Data Analyst
Date: Sunday, October 26, 2025 6:16:16 PM

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

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Dear Members of the Finance Committee,

I am writing to ask that you increase the Office of the Independent Monitor Data Analyst position to 1.0 or at least 0.8 FTE.

Last budget season, the OIM was charged with proving its value to the city and Greg and Chioma did just that. The Independent Monitor's (IM) performance should not reflect poorly on their performance or roles as they were not the IM's supervisor but rather, her employees.

Specifically, Greg:

- Wrote the majority of the 2023-2024 OIM Annual Report. (Specifically the non-inflammatory portions.)
- Write the The Early Intervention System Report.
- Wrote the Body-Worn Camera Trial Audit Report
- Performed *several* series of data analyses.
- Performed *extensive* community outreach.

Over the past year, Greg was forced to take on much of the IM duties in addition to serving as the data analyst. Greg will undoubtedly be called upon to help train the new interim and permanent IMs being hired soon. To do the daily work of a data analyst for a police oversight mechanism in a city Madison's size already requires full-time hours.

Thank you for your consideration,

Steve Vig
411 N Pinckney St
Madison, WI 53703

From: [Jessi A](#)
To: [Finance Committee](#); [DCR](#); [Mayor](#)
Subject: Staff ASL Interpreter
Date: Sunday, October 26, 2025 6:32:45 PM

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Hello Finance Committee, Department of Civil Rights, and Mayor,

Regarding:

1. Civil Rights Department - Increasing three translator positions from 0.6FTE to 0.8 FTE to offer more capacity for helping speakers of the Spanish, Hmong, and Chinese Mandarin languages navigate City services - \$80k.

I support the above increase and request that you consider the inclusion of American Sign Language Interpreter positions in future budgets.

The City, and the community, would benefit from having a team of dedicated Sign Language Interpreters on staff to provide accessibility services across Madison. The City does an outstanding job providing our neighbors services and creating public events, a staff interpreter would increase consistency in providing accommodations in all settings, including; supporting events at libraries & parks, City Council meetings & press conferences, outreach & planning, emergent needs for law enforcement, job trainings & meetings for City staff members who are Deaf or hard of hearing, etc. Having a small dedicated staff would ensure that the Sign Language Interpreter specialized in the area of City government, and of course-Madison!

Creating staff positions would likely be more cost effective than frequently hiring through a third party. The City should consider filling such positions with a Certified Deaf Interpreter (CDI) as well.

It would be very progressive for the City to create such positions, perhaps Madison would become a leader and a model for other cities in Wisconsin and around the nation.

Thank you for your consideration,
Jessi

From: [Amy Owen](#)
To: [Finance Committee](#)
Subject: Please fund OIM data analyst at full time
Date: Sunday, October 26, 2025 6:44:47 PM

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

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Dear Finance Committee,

I am writing to request that the OIM analyst be upgraded to a 1.0 FTE position in order to truly fulfill the vision of their role and the purpose of the OIM to serve this community. This role is critical for accountability and needs to be increased to ensure the full level of work necessary for this position is being paid and careful data analysis can occur in every project and task. I can assure you that as a former government data analyst, proper work takes time, to assess data quality, ensure statistical assumptions are met, and stakeholders included in discussions and planning. Please fund this position at 1.0 FTE.

Thank you,

Amy Owen, PhD MS
3129 Buena Vista St
Madison, WI 53704

From: [Glyphia](#)
To: [Finance Committee](#)
Subject: Increase the budget for the Independent Monitor Data Analyst
Date: Sunday, October 26, 2025 8:03:25 PM

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

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Dear Committee Members,

Please increase the Independent Monitor Data Analyst position to a full 1.0 FTE.

The work of the Independent Monitor Data Analyst is integral to the functioning of the independent monitor and the Police Oversight Committee. It is important that decisions are made based on facts and data to hold police accountable and ensure they can effectively keep citizens safe. The current analyst has been working full time hours with only part time pay because he sees the value in the job and the committee as a whole. This however is not sustainable. Please set this position up to success by allocating the needed amount of resources.

Thank you,

Beverly Lewis
411 N Pinckney St
Madison 53703

From: [Nicholas Davies](#)
To: [Finance Committee](#)
Subject: Yes to operating budget amendment 6 (compensating the OIM data analyst)
Date: Sunday, October 26, 2025 8:58:51 PM

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Dear Finance Committee,

The data analyst position has been a valuable addition to the Office of the Independent Monitor, and even while the head of that office has been headed out the door, the office's data analyst has been doing an incredible job, bringing together reference data for the OIM and other city stakeholders.

In the last budget, this position was reduced from 1 FTE to 0.6 FTE on a trial/contingency basis. Now the city should recognize the value provided, and make this a 1 FTE position, or if necessary, 0.8 FTE.

This is especially important during this transition period between one Independent Monitor and the next. Much of the criticism of the last Independent Monitor was about how long it took to get this office up and running, including funding/hiring a small headcount of office staff. It's crucial that the next Independent Monitor can start their work without restarting that whole process first.

Thank you,

Nick Davies (he/him)
3717 Richard St

From: [Carol Eunmi Lee](#)
To: [Finance Committee](#)
Subject: Office of the Independent Monitor
Date: Sunday, October 26, 2025 10:59:11 PM

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Finance Committee
City of Madison

Dear Finance Committee,

I would first like to commend you on the great efforts invested toward reducing civilian shootings by Madison Police. It's not that long ago that there was a fatal shooting by Madison Police every few months, particularly the shooting of unarmed civilians, such as Paul Heenan and Tony Robinson.

As we have seen, civilian oversight of the police is essential for multiple reasons. Oversight reduces the likelihood of police shootings and civil rights violations and mitigates the financial burden on taxpayers due to lawsuits after such incidents. As a person of color myself, this is an issue the deeply concerns me.

I am writing to request that you vote for Alder Matthews' budget amendment to increase the Office of the Independent Monitor (OIM) data analyst position to 0.8 FTE. For the first year since the inception of our police oversight mechanism, the OIM has begun to fulfill its promise with a series of important reports, findings, and recommendations this past year. Much of this work is attributable to the OIM data analyst. This position should be paid commensurately.

We now have a strong, committed Police Civilian Oversight Board (PCOB) and two good staff members in OIM. In addition, there is a cogent plan to fill the current vacancy in the Independent Monitor position, with the current PCOB fulfilling its managerial function well. Police oversight is critical for this city, especially in light of severe racial disparities in arrest rates, which undermines the advancement of BIPOC residents here and perpetuates the problem of "two Madisons." The current work of the OIM data analyst is directly addressing this issue. Thus, it should be properly funded.

Sincerely,
Dr. Carol Lee

From: margamini@tds.net
To: [Finance Committee](#); [All Alders](#)
Subject: Budget Amendment to increase OIM data analyst FTE
Date: Monday, October 27, 2025 12:35:45 AM

You don't often get email from margamini@tds.net. [Learn why this is important](#)

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Dear Members of the Finance Committee, and all Alders,

I am writing to ask you to support the budget amendment to increase the Office of the Independent Monitor (OIM) data analyst position to 0.8 FTE.

(In fact, I think it should be increased to 1.0 FTE, but I understand this is yet another difficult budget season.)

It presents great challenges when a very small staff loses a third of its employees, and all the more difficult when the vacancy is that of the most responsible position in the office.

As was discussed during last year's deliberations, the duties of the analyst position really warrant it be allocated at 1.0 FTE; that discussion assumed the office was fully staffed. In fact, it is not, and has not been.

The office will continue to be understaffed until a permanent replacement for the Independent Monitor is hired, so the work overload will continue. Providing adequate support to the new staff and backfilling their responsibilities until they are up to speed means that overload will continue for some months after a hire is made.

As members of the Finance Committee, and the City Council, you have been made aware of how much of the labor in this office has been shouldered by the current holder of the analyst position, and you have the list of the work that has been completed. I won't repeat it here. But I will point out that most of that work product is not a one-off; the whole point of the position, and of this office, is to provide continuous monitoring, as well as to respond to new situations and circumstances as they arise.

Even when the Independent Monitor position is filled, the analyst position will be responsible for much of the work product of this office: the analysis the community, the police department and the council needs to fulfill the mission of this office and this process, to provide all of us with the facts, information and tools we need to build mutual understanding of best practices for policing and community support.

As a community, we have the responsibility to fairly and adequately compensate city employees for their time and labor, We also must make sure that position descriptions and appointment levels accurately reflect the actual work being performed.

This is why I am taking the time to request that you adjust the appointment level for this position to a minimum of 0.8 FTE. The current holder of this position has by all accounts gone above and beyond to fulfill the expectations we have of this office, and the very least we can do is recognize that by making this adjustment.

Sincerely,

Margaret Bergamini
454 N Few St
Madison, WI 53703

From: [Meghan Mietchen](#)
To: [Finance Committee](#)
Cc: [Kristina Kuhaupt](#)
Subject: 2026 Exec Operating Budget (Leg File #90249) - Comment Provided
Date: Monday, October 27, 2025 8:36:19 AM
Attachments: [cac_icon-orange-rgb-email_236b2484-a74d-4c9b-9752-c50728dd6e7f.png](#)
[facebook_32x32_01aefdd8-b8be-4801-8e4d-d5848f9e2526.png](#)
[instagram_32x32_307ff2c5-bf0c-4211-aca4-59479c30d503.png](#)
[linkedin_32x32_fc06edc4-4340-4571-888c-4982d67c8195.png](#)
[DD- Written Testimony-10.27.2025.pdf](#)

You don't often get email from meghanm@cacscw.org. [Learn why this is important](#)

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Good morning,

I would like to submit the attached written document for consideration during the City Finance Committee meeting scheduled for today, October 27, 2025.

Thank you for your time and attention.

Best,
Meghan Mietchen



<!--[endif]-->
cacscw.org

Meghan Mietchen

Executive Director

Pronouns: She/Her/Hers
office: 608-230-7058
meghanm@cacscw.org

Community Action Coalition for South Central Wisconsin

4101 East Towne Blvd.
Madison, WI 53704



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Tell us how we are doing! [Click Here](#) to complete a short survey about your experience with CAC.

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October 27, 2025

Regarding: Double Dollars Funding 2026

To whom it may concern,

My name is Meghan Mietchen, and I am the Executive Director of Community Action Coalition for South Central Wisconsin and am grateful to have the opportunity to provide information as to the Double Dollars program, and the important role this investment plays in food security for the City of Madison.

For over a decade, Double Dollars has made it possible for families who rely on SNAP (FoodShare) to stretch their grocery budgets and put healthy, locally grown food on their tables. At our farmers' markets and at the Willy Street Co-op, Double Dollars match each dollar of SNAP spent—up to \$20 per visit—allowing families to access SNAP eligible produce and staples that are often otherwise out of reach.

Because of our partnership with City of Madison, and others, this program has a proven track record:

- Over the last 11 years, Double Dollars has supported an estimated **10,000 SNAP customers**.
- An average of **1,437 SNAP customers** received Double Dollars benefits **each year**.
- It has directed **hundreds of thousands of dollars back into our local food system**, where from just 2022 to 2024 alone, the program distributed **over \$425,000 in DOUBLE Dollar benefits alone**, with customers spending **more than \$421,000 of those benefits** directly at local farmers' markets and Co-op locations.

The need is greater than ever. Recent reductions in federal SNAP benefits and the abrupt end of the USDA's Local Food Purchase Assistance program have left households in our community facing significant cuts to their food budgets. These changes disproportionately impact the very communities Double Dollars serves, working parents, seniors on fixed incomes, and families already struggling to make ends meet.

This additional investment of \$12,500 will make a meaningful difference, allowing the Double Dollars program to continue supporting City of Madison farmers markets, which are the heartbeat of our local food system and critical infrastructure for families and farmers alike.

Double Dollars is not just a food access program; it is a cornerstone of resilience for the City of Madison, strengthening families, farmers, and our local economy. I appreciate your time and consideration of this important program.

Thank you,
Meghan Mietchen
Executive Director



4101 East Towne Blvd. Madison, WI 53704
608-237-1255 | cacscw.org



From: [Connie Shaw](#)
To: [Finance Committee](#)
Subject: OIM
Date: Monday, October 27, 2025 10:05:27 AM

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Dear Members of the Finance Committee:

I am writing to ask that you support the budget amendment to increase the Office of Independent Monitor, (OIM), data analyst position to FULL TIME. The city needs to acknowledge the value of that position and should consider themselves lucky to have Dr. Greg Gelembiuk doing the job. As the city grows at such a rapid rate, it only makes sense to have that position filled with a FULL TIME expert. I was surprised to find out that it wasn't already a full time position, considering all the work he has done. As a reminder of some of that work, I'll share a list of some of his accomplishments here, copied from a letter that was put together for all of you. I'd also like to share a quick reminder that over the past year, for the sake of the survival of the office, Greg had to take on much of the IM role in addition to serving as the data analyst.

He has:

Written the bulk of three reports:

- The majority of the 2023-2024 OIM Annual Report/
- The Early Intervention System Report
- The Body-Worn Camera Trial Audit Report

He has:

- Performed a series of data analyses:
 - An analysis of MPD investigations of use-of-force complaints, showing an unusually low sustain rate when compared to other cities nationally.
 - Analyses of racial disparities in MPD traffic stop data, with important findings, including preliminary indications of racially based policing.
 - Analyses of juvenile arrest and restorative justice data.
 - Analyses of MPD and CARES response data.
 - Analyses assisting alders in areas that fall within the mission of the Office.

---Performed extensive community outreach:

- Arranging and conducting community presentations on OIM work, findings, and recommendations.
- Performing community listening sessions.
- Performing interviews with news media.
- Recruiting nominees for the Police Civilian Oversight Board.

---Generated a lengthy series of formal recommendations, including:

- To implement Situational Decision-Making Training.
- To implement a data-driven (machine-learning-based) early intervention system.
- To greatly expand restorative justice diversion programs
- To inform MPD Chiefs, upon appointment, of the legal requirement to obey all lawful written orders of the Council and the Mayor.

---Ongoing data analyses include:

- Greatly expanded analyses of racial disparities in traffic stop data, including formal tests for evidence of racially biased policing. As you may be aware, Madison appears to have the highest racial disparities in arrests of any city its size or larger in the U.S. Up to this point, no meaningful efforts have been made to untangle and understand the causes of this pattern in Madison, which is essential to effectively reduce it and its harmful effects. Moreover, Greg has found that the disparities in MPD traffic stops track race and ethnicity, and not socioeconomic status as proxied

by vehicle value.

--Work with a collaborator, testing for evidence of racially biased policing at the level of Madison neighborhoods (i.e. do officers disproportionately spend time in predominantly BIPOC neighborhoods after taking into account crime-driven demand for police services).

--Forensic analysis of video and audio data in a complaint investigation.

--Analyses to determine if wealthier neighborhoods in Madison are preferentially allocated police resources, as found in other cities.

It is the work of a full time data analyst that allows the office to take findings from audits and investigations to produce tangible outcomes in the form of reports, city-wide educational presentations and proposals for sustainable change in policing as well as bolstering the current police practices and policies that are good. This is exactly the ideal meeting ground where the community and the police can build together for the benefit of all.

Thank you for your time,
Connie Shaw

From: [Sandi Reinardy](#)
To: [Finance Committee](#)
Subject: Please Support Proposed Budget Amendment 3
Date: Monday, October 27, 2025 10:25:06 AM

You don't often get email from sandi@reinardy.net. [Learn why this is important](#)

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To the Members of the Finance Committee,

I am writing to request your support for Item 4, Amendment 3 at tonight's meeting. This amendment, incorporating an RFP process for downtown programming can be an important step toward improving equity in the distribution of public funds.

The current grant process, funding directly to the downtown BID, limits the availability of these funds to other organizations and programs that can directly expand the types of programming and the audiences that are drawn in.

I have Board experience with an arts organization that operates downtown and we wrestled regularly with how to increase access and equity in our work, but as a predominantly white organization - even one putting in significant effort to diversify - we were limited in our reach and, too often, our vision for how to make effective progress. I am concerned that this current noncompetitive process for the \$50,000 of BID funding is an institutional example of similar limits.

This proposed change is a small but meaningful way that the Council can contribute to structural changes that reflect the goals of fairness, access, and innovation in our city's culture and the downtown experience in particular.

Please support Alder Madison's proposed amendment.

Thank you for considering and for all the work you do in public service.

Sandi Reinardy
5328 Lake Mendota Dr
Madison

From: [Kristina Kuhaupt](#)
To: [Finance Committee](#)
Cc: [Meghan Mietchen](#)
Subject: 2026 Exec Operating Budget (Leg File #90249) - Comment Provided
Date: Monday, October 27, 2025 10:37:04 AM
Attachments: [City Finance Committee 2025 testimonial - Kristina Kuhaupt \(1\).pdf](#)

You don't often get email from k.kuhaupt@willystreet.coop. [Learn why this is important](#)

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Good morning,

I would like to submit the attached written document for review during the City Finance Committee meeting later tonight, October 27, 2025.

Thank you for your time reading and discussing - Willy Street Co-op appreciates it!

Best,

Kristina Kuhaupt (she/her/hers)

Customer Experience Manager

Willy Street Grocery Co-op

1457 E. Washington Ave.

Madison, WI 53703

608.301.7415 (cell)

Ext: 2795

k.kuhaupt@willystreet.coop

[Owner Community Perks](#)



Did you notice my font is large? This is done for accessibility purposes. It is [recommended](#) to use at least 14pt font size with Arial or Verdana fonts being the most legible.



October 27, 2025

Regarding: Double Dollars Funding 2026

To whom it may concern,

My name is Kristina Kuhaupt, and I am the Customer Experience Manager for Williamson Street Grocery Cooperative. In my current role at the Co-op, I help advocate, distribute and partner with local Double Dollars stakeholders to help families stretch their grocery budget and prioritize buying locally grown healthy foods.

The Co-op has foundationally partnered for the last 9 years with the City of Madison, Public Health Madison and Dane County, and the Community Action Coalition to both fund and provide a program called Double Dollars at participating local farmers' markets, and at all three of our Co-op locations throughout Dane County.

Double Dollars is a supplemental nutrition incentive program which allows SNAP/FoodShare users to utilize their **Co-op Double Dollars on Tuesdays from mid October through early March at our locations. For every \$5 you spend using FoodShare/QUEST for any of those eligible items, the Co-op will give you 1 \$5 Double Dollar voucher, up to \$20 total.** These extra dollars allow shoppers to purchase any items in our produce department, canned and frozen fruit, vegetables and legumes, and seeds/seedlings for growing edible plants; helping those in our community that are at risk for nutritional insecurity. Our customers help us fund the program by making cash donations at the registers throughout the year, and when shoppers reuse bags for their purchases, the Co-op donates 10 cents per bag to help supplement funding.

In FY25, we helped raise over \$60,800 for the program. Since its inception in 2016 at our stores, over \$562,000 has been distributed to this program through **Willy Street Co-op and have seen these nutritional dollars help support the 100,000 plus Double Dollars voucher interactions over the years for our local community.**

An anonymous Double Dollars user recently shared with the Co-op, "Many times this year, the double dollars made the difference between replenishing our supply of fresh produce and going without. This makes a huge impact on our health especially with a child in the household!"

This program provides a 4x positive impact on our community by supporting local farmers & the Co-op, SNAP dollars stay local, and the households that are nutritionally insecure experience the dignity of healthy and culturally appropriate food choices. Without this continued foundational funding, our local food banks will continue a higher participation rate, FoodShare dollars would potentially not stay in the local economy and local food suppliers would not see the positive financial impact of Double Dollars.

Thank you again for prioritizing an additional investment of \$12,500 for this program which is good for families, farmers and our local economy - thank you.

From: [Karen Reece](#)
To: [Finance Committee](#)
Cc: [Knox Jr., Isadore](#)
Subject: In support of Alder Madison's amendment, competitive process
Date: Monday, October 27, 2025 1:55:52 PM

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Dear committee members,

I'm writing in strong support of Alder Madison's budget amendment, **Amendment 3-** to make the \$50,000 allocated for downtown programming a competitive RFP instead of automatically going to the Downtown BID.

There are a lot of tough budget decisions to be made this year, but this is a relatively easy one. This amendment supports a fair and equitable process that allows more voices to be represented in downtown. The last time I contacted you was earlier this year looking to support funding for Mad Lit. You graciously approved that request, however, Alder Evers appropriately asked if we would be open to having that be a competitive process in the future. I said that as an organization that fights for equity, we would welcome a competitive process.

Imagine my surprise when, just after hearing the Mayor state that the City doesn't support funding the same organization year after year and ending funding for Mad Lit, the budget maintains line item funding to the Downtown Business Improvement District again this year. The Downtown BID has received this funding for over a decade. While they mean well and do great things, they have struggled to include diverse offerings without the direct support of community partners. Why not give those community partners the opportunity to apply directly?

Alders Verveer, Govindarajan, and Ochowicz have proposed increasing the \$50,000 up to what the BID has previously received. I would support this increase, but only if it goes to a pot of money that is decided by a competitive, fair process as Alder Madison proposed. Although they are non-voting members, I find this to be an egregious conflict of interest as Alders Verveer and Govindarajan are part of the BID's Board of Directors..

I also **strongly support Amendment 7** to include a Parks Coordinator at Goodman Pool. While I live in D14 now, I was in D13 for many years and my family still lives there. My nephews and their friends in the neighborhood have enjoyed the pool since it opened. The issues the pool have experienced can be solved with a staff position that is focused on building relationships and trust to keep the pool a fun place to be for ALL kids all summer long. The temporary solutions proposed this summer requiring parental presence prevent access to kids with working parents, given the pools already severely limited open hours and are not culturally responsive. After an extensive process, this site was chosen for the Goodman Pool because we recognized that it filled an important gap in opportunities for kids on the south side. Let's give it the resources it needs to still support all kids and be safe and successful.

Thanks for all your effort to make sure our City has a fair and balance budget.

--

Karen Reece, PhD (pronouns: she/her/they/them)
District 14 Resident
Cell: 608.213.0571

From: [Carrie Backman](#)
To: [Finance Committee](#); [All Alders](#)
Subject: Written Support for Agenda Item, Amendment 3
Date: Monday, October 27, 2025 2:25:32 PM
Attachments: [image001.png](#)

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Good evening, members of the Finance Committee.

My name is Carrie Backman, and I'm here to express strong support for Alder Madison's amendment to create a competitive RFP process for the \$50,000 currently allocated to downtown programming. I am a music teacher and administrator of several arts opportunities for youth and educators in Wisconsin. Our money goes to our priorities and diversity in artistic programming and community is what we say we are as the city of Madison so I urge us to respond that way when it comes to finances to make this statement reality. Too often we claim "oh we don't know who could do that in our area." Madison does not have that problem but has the problem of equitable opportunity.

For many years, this funding has been a line item granted directly to the Downtown Business Improvement District. While the BID has contributed to downtown events and activities, continuing to award this money without competition limits the city's ability to ensure equitable access to public funds.

Madison's downtown is a shared community space. It belongs to all of us — not just businesses or property owners, but residents, artists, community organizations, and visitors who make the area vibrant and welcoming. When public dollars are used to shape what happens downtown, those opportunities should reflect the diversity of our city.

A competitive RFP process would invite new voices, new partnerships, and new ideas for programming that reflect our full community — including those who haven't historically been part of downtown decision-making. It would also increase transparency and accountability for how public funds are used.

We have many creative organizations and grassroots groups in Madison who could bring innovative, inclusive programming downtown if given a fair opportunity. Imagine cultural festivals, youth-led performances, public art, or collaborations that highlight the full range of Madison's communities. A competitive process would make that possible.

This amendment is not about taking resources away from any organization. It's about ensuring that city funding aligns with our values — fairness, inclusion, and good

stewardship of public resources.

I urge you to support Alder Madison's amendment and establish a competitive RFP process for the \$50,000 downtown programming funds. Let's make sure all qualified organizations can apply and that downtown programming truly represents Madison's diversity and creativity.

Thank you for your time and for considering this step toward equity and transparency.

Carrie Backman

Carrie J. Backman

(she/her/hers)

University of Wisconsin - Madison

[Summer Music Clinic](#), [Mini Music Clinics](#), [Summer Arts Clinic](#), Odyssey Music Program Director

Assistant Director of Badger Precollege Arts Programs

PhD Student | Curriculum & Instruction – Music & Arts Education

cjbackman@wisc.edu / 608-263-2242

<https://continuingstudies.wisc.edu/staff/backman-carrie/>

Room 7224 21 N. Park

Room 4552 Humanities Building

Facebook: UW-Madison Summer Music Clinic

Instagram: @uwmadisonsummermusic

