

From: [Gregory Gelembiuk](#)
To: [Finance Committee](#)
Subject: Agenda item #17 - regarding the budgets for OIM and PCOB
Date: Monday, October 14, 2024 1:13:31 PM

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Dear Finance Committee members,

Below is a copy of the public comment I plan to provide for agenda item #17. Specifically, these comments pertain to the budget for the Office of the Independent Monitor and the Police Civilian Oversight Board.

I am emailing you a copy of these comments because it is often easier to absorb written information than information that is spoken rapidly.

Sincerely,

Dr. Gregory Gelembiuk

I am speaking to advocate for budget amendments to restore funding to the Office of the Independent Monitor and the Police Civilian Oversight Board.

I'll note that I'd been selected as the data analyst for the Office of the Independent Monitor and was in the midst of being hired when they were ordered not to fill the position, a month ago. Last week the Executive Operating Budget was released stating that the position was being eliminated and the funds redirected because it was vacant. Though I will note that it was only vacant because the hiring has been blocked. After negotiations, I have now been hired until the end of the year as an hourly contractor with no benefits, after which there are no funds to retain me.

I had formulated and provided a detailed data analysis plan, with my first priority being analyses to examine the sources of the extreme racial disparities in policing outcomes in Madison. The OIM and PCOB, with the assistance of the data analyst, has the best chance of anybody to get to the bottom of racial disparities in arrests and police encounters in Madison. In Madison in 2023, a Black individual was over 8 times more likely to be arrested at least once than a white individual. Benchmarked to population numbers, a disorderly conduct charge was over 13 times more likely to be against someone who was Black than someone who was white. I will add that it has been shown

that the presence of a civilian police oversight agency with a broad scope of authority, as in Madison, reduces racial disparities in disorderly conduct arrests rates, a type of arrest for which officers have considerable discretion, and racial disparities in police killings.

I began working on police reform given three fatal officer-involved shootings within three blocks of my apartment, starting with unarmed Paulie Heenan in 2012, followed by unarmed Tony Robinson in 2015, followed by Michael Schumacher, who was carrying a lake weed rake, in 2016. Producing better policing outcomes and reducing negative impacts on communities of color is deeply important to me. I contributed to the recommendations and orders generated by The President's Workgroup on Police and Community Relations, and I believe that changes in MPD policy and training that resulted from that has helped reduce the number of fatal officer-involved shootings in Madison. I subsequently was appointed to the MPD Policy and Procedure Review Ad Hoc Committee, and I wrote the large majority of that committee's final report, seeking to faithfully reflect the decisions and deliberations of that committee.

Alders who have worked with me know that I have a track record of getting things done. What matters to me is the bottom line of what's been accomplished. What may well be less known is that I also have an established track record of successfully helping turn around organizations having difficulty. And I have quite a lot of managerial experience. I had chosen to apply for the data analyst position in part because I knew that the civilian police oversight bodies had experienced some growing pains, and I believed that I could help. I've been thinking about mechanisms to improve organizational functioning and accountability. And I have a concrete plan for solving some issues in the current nomination and appointment process, based on what has been shown to work well elsewhere. I will add that the OIM and PCOB have had some important achievements, but these have been under-recognized and not publicized. Finally, it's unfortunate that massive budget cuts or elimination were proposed at the exact point when the office was about to reach full staffing and was about to start taking complaints, performing analyses, and issuing recommendations.

More information about any of the above is available upon request.

From: [KJ LeFave](#)
To: [Finance Committee](#)
Subject: Agenda Item #17 Opposition
Date: Tuesday, October 15, 2024 10:41:46 AM

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Dear Alders,

I am writing to request an operating budget amendment to restore full funding for the Office of the Independent Monitor (OIM) and Police Civilian Oversight Board (PCOB). These police oversight bodies are crucial to the future wellbeing of our city, and should be treated equivalently to other city departments, rather than being singled out for draconian cuts or elimination.

Did you know that Madison's PCOB and OIM are considered among the most cutting-edge, independent, and empowered civilian police oversight agencies in the nation, looked to by other cities as a model? Did you know that they have been lauded by Barack Obama? As the saying goes, sometimes people don't recognize the prophet in their own backyard.

Settlements from lawsuits against the Madison Police Department since 2015 have cost over \$12,500,000. This has caused commensurate large increases in the cost of insurance, a huge burden on city taxpayers. The OIM and PCOB protect the city, reducing the likelihood of civil rights violations and costly lawsuits against MPD and its officers.

Fatal police shootings have dropped in Madison (and especially police shootings of unarmed people) and a lot of it is because police know they will be held accountable. Fatal police shootings, which had been occurring at the rate of 1-2 per year and were on an increasing trend, dropped after 2016. It was a direct result of the community protests, changes in policy pushed through by those mobilizations, and a spotlight on MPD, culminating in the creation of the OIM and PCOB to provide enduring accountability.

Since they were created in 2020, the PCOB and OIM have spent only \$411,000. With that relatively small expenditure, there have been major accomplishments, even if there were at times growing pains in booting up this whole new city department. An Independent Monitor was hired after recruiting nationally. A program manager was hired and is now engaged in outreach to community organizations and the community at large. A data analyst was chosen and was in the process of being hired until the Mayor ordered city staff not to permit the individual to be hired. A detailed data analysis plan was developed, focusing on racial disparities in policing outcomes, data-driven identification of officers at risk of misconduct or other adverse outcomes, and detection and disruption of networks of officer misconduct. A process was developed for handling and investigating complaints filed against MPD, and a physical complaint form had recently been completed. A memorandum of understanding was negotiated with MPD, for data and records access. Extensive training had been obtained from the National Association for Civilian Oversight of Law Enforcement (NACOLE) and the Civilian Office of Police Accountability in Chicago, including on complaint investigation. The OIM and members of the PCOB have attended NACOLE conferences and networked with members of civilian police oversight bodies in cities across the U.S. Policies were crafted to govern the functioning of the PCOB and a subcommittee structure developed, for efficient completion of tasks. Community listening sessions were held in neighborhoods across Madison, resulting in a report summarizing insights and emergent themes arising from a wide variety of powerful first-hand accounts of encounters with law enforcement officers voiced by the civilians that experienced them. And the list of achievements goes on.

Alders should recognize the value that the OIM and PCOB bring to people in the community, particularly for people who are not comfortable filing complaints with the police department. It is also worth noting that complaints to MPD that are investigated internally are rarely upheld, since officers are basically investigating themselves. A large segment of the population of Madison,

particularly in more marginalized communities, consist of people who don't trust the police department, are alienated from it, and won't cooperate with it. The OIM and PCOB provides the mechanism needed to provide a bridge to all those residents, and to restore trust. The needs of this large segment of the community are often ignored by the segments of the community that are more privileged. This city agency is very unusual, in that it was deliberately designed to represent and empower Madison's most marginalized communities.

Madison still has one of the highest racial disparities in policing outcomes (arrest and charging rates, etc.) among U.S. cities. In Madison in 2023, a Black individual was over 8 times more likely to be arrested at least once than a white individual. Benchmarked to population numbers, a disorderly conduct charge was over 13 times more likely to be against someone who was Black than someone who was white. It is crucial to better understand the sources of these disparities so they can be addressed, and this is a key role of the OIM data analyst. Studies have clearly shown that the presence of a civilian police oversight agency with a broad scope of authority (investigative authority, etc.), as in Madison, reduces racial disparities in disorderly conduct arrests rates (i.e., a type of arrest for which officers have considerable discretion) and racial disparities in police killings of civilians.

OIR, the firm that did a top-to-bottom review of MPD, made creation of a civilian police monitor and oversight board a cornerstone of their recommendations, with one of the oversight entities' most critical roles being "Ensuring that the adopted findings and recommendations of the current review process be implemented and sustained." As the MPD Policy & Procedure Review Ad Hoc Committee report states: "the Committee believes that creating an independent monitor and civilian review body is so critical, both in its own right and to ensure successful implementation of all of the other recommendations the Committee is making, that we have moved this up as our first recommendation, and we pulled it out and forwarded it separately to the Common Council and Mayor". Only a small fraction of those recommendations have been enacted so far, and this won't change without the ongoing analysis and advocacy of the OIM and PCOB.

But at this point, just as the OIM is about to start fully functioning, just as it is about to start receiving complaints, just as it is about to start performing data analysis to determine if there is evidence of MPD officers engaging in racially discriminatory policing, the Mayor is seeking to defund it and potentially kill it. And has intervened to prevent the chosen data analyst from being hired while subsequently declaring that the vacant position justifies slashing the agency's budget.

Most fundamentally, this is a deeply moral issue, concerning the wellbeing of members of marginalized communities. I fervently hope that you choose to stand on the right side of history.

Sincerely,

KJ LeFave (she/her)

From: [Robin Lowney Lankton](#)
To: [Finance Committee](#)
Subject: City of Madison budget - PHMDC budget
Date: Tuesday, October 15, 2024 10:41:51 AM

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Dear Finance Committee -

I am writing to you as a member of the Board of Health for Madison and Dane County. When the Budget for 2025 was presented, I was the 1st Vice Chair of the Board of Health and Chair of the Budget Committee.

First, I would like to express my gratitude for your efforts in navigating a challenging budget season. I am submitting testimony regarding 85264, specifically expressing my deep concern about the proposed cuts to Safe Communities.

Safe Communities is a nonprofit organization dedicated to saving lives, preventing injuries, and enhancing community safety through partnerships with individuals and organizations. Proposing cuts to Safe Communities in the Public Health Madison Dane County budget comes at a time when injury prevention is among the top four community health needs for Madison and Dane County in the most recent Community Health Needs Assessment. This is short sighted and out of alignment with the most pressing needs in our community.

The Board of Health has strategically focused on PHMDC's role as a convener, provider of technical assistance, and data analyst. We have intentionally avoided providing direct services, particularly when community organizations with members who have lived experience are better equipped to build relationships and provide services to community members who may distrust government organizations.

Nonprofit partners are often best positioned to serve community members directly and maintain trust. Asking organizations that serve the most vulnerable in our community to bear the brunt of this budget cuts is not an equitable approach to resolving this budget crisis.

I strongly oppose any cuts to nonprofits such as Safe Communities, Access Community Health Centers, and Focused Interruption Coalition. I urge you to reconsider the proposed budget and explore alternatives, such as leaving staff positions vacant at PHMDC or seeking overall efficiencies in the City budget.

Thank you for your consideration.

Sincerely,

Robin Lowney Lankton
rlankton@gmail.com
310-254-4125

From: [Cosette Coutts](#)
To: [Finance Committee](#)
Subject: Comment on 2025 Executive Operating Budget
Date: Tuesday, October 15, 2024 12:35:35 PM

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Dear Finance Committee Members,

My name is Cosette Coutts, and I am a homeowner in District 6 and a Policy and Advocacy Intern at JustDane. I am writing on behalf of JustDane in response to the budget cuts made to the analyst position within the Office of the Independent Monitor (OIM) if the referendum passes in November, and the complete cut to the Independent Monitor (IM) and the Police Community Oversight Board (PCOB) if it doesn't pass, both of which jeopardize essential community oversight and accountability. JustDane supports the continued full funding of the OIM and PCOB, as any cuts to it will directly undermine the function of both.

In 2015, the Ad Hoc Committee was created to address the growing divide between the community and the Madison Police Department (MPD) caused by the police shooting of unarmed civilians. For five years, the Committee analyzed other Civilian Review Board (CRB) and Independent Monitor (IM) models and, using their research, carefully crafted the Office of the Independent Monitor (OIM) and the Police Civilian Oversight Board (PCOB) which was passed in 2020. The OIM is managed by a full-time Independent Monitor (IM), and the IM is supervised by the Police Civilian Oversight Board (PCOB). The IM and PCOB function to increase transparency and accountability as well as minimize the risks of avoidable uses of police force, especially deadly force.

Transparency in policing and in the administration of justice is essential to build trust between residents and law enforcement. The PCOB increases civilian oversight of law enforcement by ensuring that the MPD responds to the needs and concerns of all members of the community and overseeing OIM investigations into police misconduct to ensure they are conducted fairly. When transparency exists, police and all players within the criminal-legal system are held accountable, and accountability contributes to this trust building. If individuals do not have trust in the system or feel as if they have no protection against misconduct, they will turn to the system less for support in times of need, which was starkly illustrated following the police shootings of unarmed civilians, Paul Heenan and Tony Robinson, where community members expressed fear in calling the police even for minor disturbances.

In addition, the financial implication of not funding proper oversight is significant. Previous deaths such as Heenan and Robinson's have led to millions of dollars in settlements for the city. Between three cases - Heenan, Robinson, and a recent settlement for the excessive force used against David Clash-Miller – the city has paid \$6.75 million dollars in settlements. The settlement money from these three cases alone could fund the IM at \$450,000 per year for 15 years. The IM and PCOB prevent cases like this from ever occurring in the first place and bridge the divide that exists between Madison communities and the MPD.

It is important to note that the Community Support Services budget within the MPD received \$800,000 more than their requested funding. A fraction of that would allow the IM to remain in place with full funding and allow for the expansion of the Community Support Services within the MPD.

Two years into its operation, the IM and the PCOB will be eliminated if the referendum fails. If this is the case, the PCOB will no longer function to hear civilian complaints about police misconduct, and any form of police misconduct will be reviewed internally or by the

Police and Fire Commission (PFC). This will be inefficient, as the PFC can't operate the same because they do not have the authority to investigate as the IM does. In addition, misconduct reviewed by the PFC is exposed to bias due to members being appointed by the mayor and often being former police officers themselves.

The choice to eliminate these programs demonstrates a lack of regard for police accountability and a willingness to let the voices of individuals, often from marginalized communities, go unheard. Not only do the OIM and PCOB face budget cuts, but the mayor plans to cut the Police and Fire Commission's funding for legal services that help aggrieved individuals who do not have access to legal representation. Therefore, within the only remaining body to hear the complaints of community members, there will be increased barriers for marginalized individuals, making the role of the IM and PCOB even more necessary.

If the PCOB and IM are stripped away, it will not return. Therefore, we propose that the Mayor's Office continue to fund the OIM and PCOB. It is a critical investment in the safety and trust of the Madison community, and it is necessary to reduce racial disparities.

Sincerely,

Cosette Coutts
Policy and Advocacy Intern
JustDane
cosette@justdane.org

From: [Gregory Gelembiuk](#)
To: [Finance Committee](#)
Subject: Correlation, causation, and a bit of local history
Date: Wednesday, October 16, 2024 1:43:21 AM
Attachments: [image.png](#)
[image.png](#)

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Dear Finance Committee members,

It occurred to me that most current members of the Finance Committee were not in elected office at the time that Tony Robinson was killed, at which point the City of Madison began a concerted police reform process. So I thought it might be helpful to review a bit of history.

As I am sure all of you are aware, the killing of Tony Robinson sparked massive protests in Madison. Up until that point, fatal MPD officer involved shootings had been on a clear and statistically significant increasing trend for two decades, having reached 1-2 a year. Meanwhile, data showed that the rate at which MPD Internal Affairs sustained civilian complaints was very abnormally low, especially for excessive force complaints.

City government responded to the Tony Robinson protests in a couple important ways. One was the creation of the MPD Policy & Procedure Review Ad Hoc Committee in 2015. Another was the creation of the Common Council Organizational Committee Subcommittee on Police and Community Relations in 2016. The latter was envisioned as a means to make recommendations that could be enacted more quickly, while awaiting the completion of the work of the former. That resulted in [this report](#) in early 2017, which included a series of Council orders to MPD. That included an order to change MPD use of force policy to include a duty to preserve life, including the lives of those of those being placed in police custody. Another order was to issue a Standard Operating Procedure (SOP) that explicitly details the goals, tactics, policies, and procedures to deal with an individual in an altered mental state. Up to this point, MPD had no such SOP, and almost all of the people being killed in officer-involved shootings in Madison were people in an altered mental state (altered due to mental illness or substances). Moreover, it was stated in the order that this SOP should incorporate Fyfe's Principles for dealing with people in an altered mental state (Jim Fyfe was a reformer in NYPD who developed these principles to reduce the rate of officer-involved deaths). I will mention that I had proposed both of these measures to the committee based on my studies of what empirically appeared to work to reduce officer-involved homicides. Both of these orders and others led to changes in MPD SOPs and training. The completion of the OIR top-to-bottom review of MPD in 2017 led to many further recommendations, and MPD enacted some further reforms. And yet more reforms began to occur upon completion of the MPD Policy & Procedure Review Ad Hoc Committee final [report](#) in 2019. And of course, that report led to the creation of the PCOB in 2020.

Such reforms are actually pretty common in U.S. cities following community protests and pushback after high-profile officer-involved killings. Analysts have long noted huge variation in

the rate of officer-involved shootings across U.S. cities. And that community intolerance of high rates of officer-involved killings (i.e., intolerance manifesting in protests and other forms of pushback) appeared to lead to their reduction (and that this was more common in urban areas, especially more liberal ones).

The following excerpts are from a 2020 article by Samuel Sinyangwe in FiveThirtyEight.com:

While the nationwide total of people killed by police nationwide has remained steady, the numbers have dropped significantly in America's largest cities, likely due to reforms to use-of-force policies implemented in the wake of high-profile deaths. Those decreases, however, have been offset by increases in police killings in more suburban and rural areas. It seems that solutions that can reduce police killings exist, in other words — the issue may be whether an area has the political will to enact them.

Indeed, looking only at the 30 most populous cities in the country, you see a substantial decrease in the number of people killed by police in recent years. Police departments in America's 30 largest cities killed 30 percent fewer people in 2019 than in 2013, the year before the Ferguson protests began, according to the Mapping Police Violence database. Similarly, The Washington Post's database shows 17 percent fewer killings by these agencies in 2019 compared to 2015, the earliest year it tracks.

This data isn't perfect. The databases have slightly different methodologies for collecting and including police killings. And not everyone who's shot winds up dying, which means some people who are shot by police don't end up in one of these tracking projects. So to better test and understand the progress made in these big cities, I compiled an expanded database of all fatal and nonfatal police shootings by these departments, which expands our view of any changes in police behavior. Based on data published on police departments' websites and reported in local media databases, I found data covering police shootings in 2013-2019 for 23 of the 30 departments. An analysis of this data shows that police shootings in these departments dropped 37 percent from 2013 to 2019....

Similarly, arrest rates have declined in major cities at a faster pace than arrest rates in suburban and rural areas. Fewer arrests means fewer police encounters that could escalate to deadly force — police are substantially more likely to use force when making an arrest than in other interactions with the public — so falling arrest numbers could have a marked effect on police killings. Comparing police shootings data to the arrests data each department reported in the FBI Uniform Crime Report shows that departments that reported larger reductions in arrests from 2013-2018 also reported larger reductions in police shootings. Specifically, cities that reduced police shootings also made 35 percent fewer arrests in 2018 than 2013, compared to only a 4 percent drop in arrests in cities where police shootings increased or remained constant. These declining arrest rates have been attributed, in part, to reforms reducing enforcement of low-level offenses such as marijuana possession, disorderly conduct, loitering and prostitution.

Other reforms may be making a difference as well. Police shootings dropped in Philadelphia, San Francisco and Baltimore after the cities began reforming their use-of-force policies to match recommendations from the Department of Justice. In Chicago, police shootings dropped following protests over the shooting of Laquan McDonald and fell further after the city adopted more restrictive use-of-force policies and a new police accountability system. Denver also adopted more restrictive use-of-force policies in 2017, requiring de-escalation as an alternative to force. Los Angeles police shootings reportedly declined to the lowest number in 30 years in 2019, which officials attribute to new policies requiring officers to use de-escalation and alternatives to deadly force. Shootings dropped precipitously in Phoenix a year after public scrutiny led the department to evaluate its practices and implement changes to its use-of-force policy. And, in response to local protests over the 2012 killing of James Harper, Dallas implemented a range of policies to emphasize de-escalation, which local authorities credit with producing a sustained decline in police shootings.

This suggests that reforms may be working in the places that have implemented them. Many of these reforms were initiated in response to protests and public outcry over high-profile deaths at the hands of police — most notably in Baltimore following the police killing of Freddie Gray, in San Francisco following the killing of Mario Woods, and in Chicago and Dallas following the deaths of Laquan McDonald and James Harper. This suggests that protests and public pressure may have played an important role in producing policy changes that reduced police shootings, at least in some cities.

A recent study in the *Journal of Urban Economics* (Travis Campbell, 2024) corroborates that Black Lives Matter protests in a city substantially reduce its rate of officer-involved homicides:

How has Black Lives Matter (BLM) influenced police lethal force? An event study design finds census places with early BLM protests experienced a 10% to 15% decrease in police homicides from 2014 through 2019, around 200 fewer deaths. This decrease was prominent when protests were large and frequent....

I examine how BLM protests have changed police behavior, focusing on lethal force. The analysis leverages the occurrence of two major protest waves from 2014 to 2021: the Mike Brown era (2014q3-2015q2) and the George Floyd era (2020q2-2021q4)....

BLM protests meaningfully reduced police-involved homicides. By comparing the change in lethal force in cities with BLM protests during the Mike Brown era to cities without a BLM protest until the George Floyd era, the event study estimates suggest these early BLM protests reduced lethal force by around 13% (s.e.=4.66) over the five subsequent years. This reduction is relative to the pre-protest mean of 0.51, which is the average number of police killings per quarter in treated cities over the year preceding the first protest. To put this number into perspective, if the model is correct, then BLM protests were responsible for approximately 200 fewer people killed by the police from 2014 to 2019. The payoff for protesting is substantial; around 6 of every 1371 protests

corresponds with approximately one less person killed by the police during this period. The police killed about one less person for every 2500 participants....

the impact of BLM protests on lethal force is not only immediate but is also becoming stronger over the five subsequent years. The continuous administration of protests explains this finding. As explained in Section 3, BLM protests were persistent. If a rally occurred, then, on average, seven more occurred over the subsequent five years.

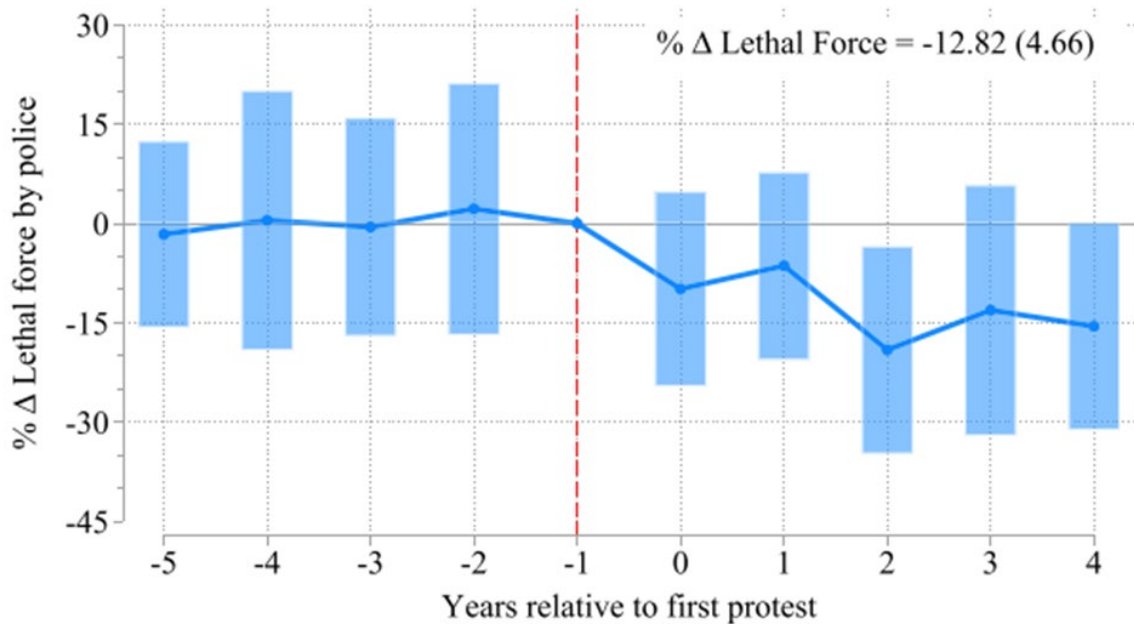


Figure A. Evolution of Impact of Black Lives Matter Protests on Police Homicides.

Here are excerpts from a 2020 study by Evelyn Skoy, in the journal Contemporary Economic Policy, further corroborating the reduction of officer-involved fatalities in U.S. cities as a consequence of BLM protests:

I find evidence that an additional protest in the preceding month leads to a decrease of .225 fatal interactions between Blacks and police per 10 million Black population....

This paper focuses on the impact that protests have on fatal interactions with police in subsequent months. Column 1 indicates that one additional protest in the previous month corresponds to 2.2 fewer Black fatal encounters with police per 100 million Black population in the current month. For context, this represents approximately a 2.7% decrease from the mean Black fatalities in a month.

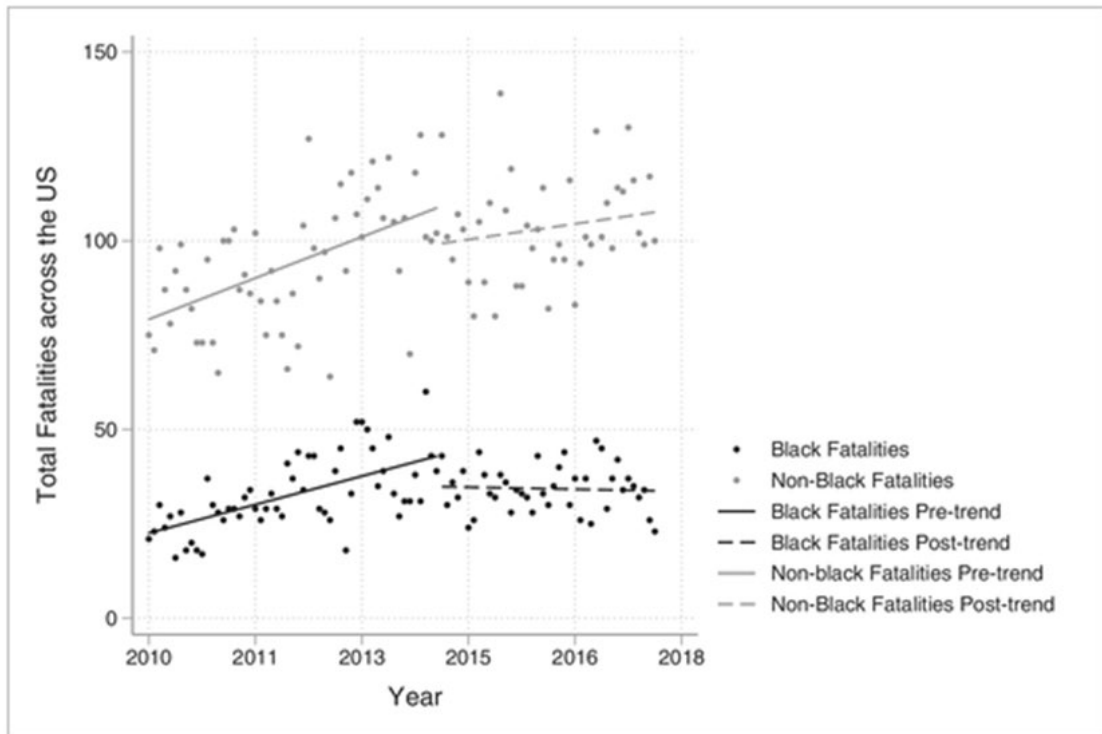


Figure B. The figure shows the total number of fatal interactions with police from 2010–2017. Trend lines have been added to show the pretrend prior to the BLM movement and the post-trend after the start of protests within the United States.

I recognize that this email is very long. Hopefully, some of you read through it and found it of interest.

Sincerely,

Dr. Gregory Gelembiuk

From: [Madeline Doon](#)
To: [Finance Committee](#); [All Alders](#)
Subject: Finance Committee 10/14/2024 - Written Comment
Date: Monday, October 14, 2024 4:07:59 PM

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

Hello,

I urge you to amend the operating budget and fully fund the Office of the Independent Monitor (OIM) and Police Civilian Oversight Board (PCOB). These vital oversight bodies, hard-won victories of the 2020 protests, are essential for a just and equitable Madison.

The PCOB and OIM are national models for civilian oversight, even lauded by Barack Obama. They protect our city by reducing civil rights violations and costly lawsuits against the MPD, which have exceeded \$12.5 million since 2015.

Despite their significant impact, these entities have operated efficiently, spending only \$411,000 since 2020. They've achieved remarkable progress in community outreach, data analysis planning, complaint process development, and collaboration with MPD.

The limitations in budget have made it challenging to make progress and it requires time to see the results of this program. Seeing how some criticize these boards for not doing enough is unfair to the fact that change takes time. The PCOB and OIM are critical to this change. Data is critical to this change.

Defunding the OIM and PCOB undermines the voices of marginalized communities who often distrust internal police investigations. These bodies provide a crucial bridge for those seeking accountability and transparency.

Madison still faces stark racial disparities in policing. The OIM's data analysis is critical to understanding and addressing these disparities, ultimately creating a safer and more just city for all.

Please stand on the right side of history and ensure the continued success of the OIM and PCOB.

Best,

Madeline Doon
Madison, WI 53718
doon.madeline@gmail.com

From: [Karen Craig](#)
To: [Finance Committee](#)
Subject: Finance Committee: 10/14/2024 4:30 PM: agenda item #17
Date: Monday, October 14, 2024 1:24:22 PM

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Dear Finance Committee,

I am writing to request an operating budget amendment to restore full funding for the Office of the Independent Monitor (OIM) and Police Civilian Oversight Board (PCOB). These police oversight bodies are crucial to the future wellbeing of our city, and should be treated equivalently to other city departments, rather than being singled out for draconian cuts or elimination.

The people of Madison deserve to have some say in how our police department will operate. We have asked for this, and the police really should have to answer to the communities they serve. Please don't take the small bit of progress we have made away. I know everything in the budget is important, but I believe that funding this oversight of our own police department will save lives.

Thank you!
Karen Craig

--

Karen Craig
KCraig1224@gmail.com

From: [Amelia Hansen](#)
To: [All Alders](#)
Cc: [Finance Committee](#)
Subject: Finance Committee: Oppose Agenda Item 17
Date: Monday, October 14, 2024 5:44:15 PM

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Dear Alders,

I am writing to request an operating budget amendment to restore full funding for the Office of the Independent Monitor (OIM) and Police Civilian Oversight Board (PCOB). These police oversight bodies are crucial to the future wellbeing of our city, and should be treated equivalently to other city departments, rather than being singled out for draconian cuts or elimination.

Did you know that Madison's PCOB and OIM are considered among the most cutting-edge, independent, and empowered civilian police oversight agencies in the nation, looked to by other cities as a model? Did you know that they have been lauded by Barack Obama? As the saying goes, sometimes people don't recognize the prophet in their own backyard.

Settlements from lawsuits against the Madison Police Department since 2015 have cost over \$12,500,000. This has caused commensurate large increases in the cost of insurance, a huge burden on city taxpayers. The OIM and PCOB protect the city, reducing the likelihood of civil rights violations and costly lawsuits against MPD and its officers.

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Since they were created in 2020, the PCOB and OIM have spent only \$411,000. With that relatively small expenditure, there have been major accomplishments, even if there were at times growing pains in booting up this whole new city department. An Independent Monitor was hired after recruiting nationally. A program manager was hired and is now engaged in outreach to community organizations and the community at large. A data analyst was chosen and was in the process of being hired until the Mayor ordered city staff not to permit the individual to be hired. A detailed data analysis plan was developed, focusing on racial disparities in policing outcomes, data-driven identification of officers at risk of misconduct or other adverse outcomes, and detection and disruption of networks of officer misconduct. A process was

developed for handling and investigating complaints filed against MPD, and a physical complaint form had recently been completed. A memorandum of understanding was negotiated with MPD, for data and records access. Extensive training had been obtained from the National Association for Civilian Oversight of Law Enforcement (NACOLE) and the Civilian Office of Police Accountability in Chicago, including on complaint investigation. The OIM and members of the PCOB have attended NACOLE conferences and networked with members of civilian police oversight bodies in cities across the U.S. Policies were crafted to govern the functioning of the PCOB and a subcommittee structure developed, for efficient completion of tasks. Community listening sessions were held in neighborhoods across Madison, resulting in a report summarizing insights and emergent themes arising from a wide variety of powerful first-hand accounts of encounters with law enforcement officers voiced by the civilians that experienced them. And the list of achievements goes on.

Alders should recognize the value that the OIM and PCOB bring to people in the community, particularly for people who are not comfortable filing complaints with the police department. It is also worth noting that complaints to MPD that are investigated internally are rarely upheld, since officers are basically investigating themselves. A large segment of the population of Madison, particularly in more marginalized communities, consist of people who don't trust the police department, are alienated from it, and won't cooperate with it. The OIM and PCOB provides the mechanism needed to provide a bridge to all those residents, and to restore trust. The needs of this large segment of the community are often ignored by the segments of the community that are more privileged. This city agency is very unusual, in that it was deliberately designed to represent and empower Madison's most marginalized communities.

Madison still has one of the highest racial disparities in policing outcomes (arrest and charging rates, etc.) among U.S. cities. In Madison in 2023, a Black individual was over 8 times more likely to be arrested at least once than a white individual. Benchmarked to population numbers, a disorderly conduct charge was over 13 times more likely to be against someone who was Black than someone who was white. It is crucial to better understand the sources of these disparities so they can be addressed, and this is a key role of the OIM data analyst. Studies have clearly shown that the presence of a civilian police oversight agency with a broad scope of authority (investigative authority, etc.), as in Madison, reduces racial disparities in disorderly conduct arrests rates (i.e., a type of arrest for which officers have considerable discretion) and racial disparities in police killings of civilians.

OIR, the firm that did a top-to-bottom review of MPD, made creation of a civilian police monitor and oversight board a cornerstone of their recommendations, with one of the oversight entities' most critical roles being "Ensuring that the adopted findings and recommendations of the current review process be implemented and sustained." As the MPD Policy & Procedure Review Ad Hoc Committee report states: "the Committee believes that creating an independent monitor and civilian review body is so critical, both in its own right and to ensure successful implementation of all of the

other recommendations the Committee is making, that we have moved this up as our first recommendation, and we pulled it out and forwarded it separately to the Common Council and Mayor". Only a small fraction of those recommendations have been enacted so far, and this won't change without the ongoing analysis and advocacy of the OIM and PCOB.

But at this point, just as the OIM is about to start fully functioning, just as it is about to start receiving complaints, just as it is about to start performing data analysis to determine if there is evidence of MPD officers engaging in racially discriminatory policing, the Mayor is seeking to defund it and potentially kill it. And has intervened to prevent the chosen data analyst from being hired while subsequently declaring that the vacant position justifies slashing the agency's budget.

Most fundamentally, this is a deeply moral issue, concerning the wellbeing of members of marginalized communities. I fervently hope that you choose to stand on the right side of history.

Sincerely,

Amelia Hansen
18 S Bedford St
Madison, WI 53703

--

Amelia Hansen
(she/her)

There is a genocide of Palestinians happening right now.
From the river to the sea, Palestine will be free.

From: [Gregory Gelembiuk](#)
To: [Finance Committee](#)
Cc: [Madison, Sabrina](#)
Subject: lawsuit settlements, etc.
Date: Tuesday, October 15, 2024 8:57:43 PM
Attachments: [Insurance-Fund-information-Kemble-6-10-2020 \(1\).docx](#)
[Public Administration Review - 2019 - Ali - Social Accountability and Institutional Change The Case of Citizen Oversight.pdf](#)

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

Dear Finance Committee members,

For Madison, the total cost of suits over police civil rights violations has been over \$12.5 million since 2015.

The attached document provides the information for the Heenan, Robinson, and DiPiazza cases.

Here's a link to information about the Clash-Miller settlement in late 2022:

<https://www.gtwlawyers.com/blog/gingras-reaches-1-1-million-settlement-on-behalf-of-client-in-madison-police-misconduct-lawsuit/>

Paul Heenan – settlement amount \$2,300,000 (2015); total claim cost \$2,771,476

Ashley DiPiazza – settlement amount \$4,250,000 (2019); total claim cost \$4,692,085

Tony Robinson – settlement amount \$3,350,000 (2017); total claim cost \$3,953,767

TOTAL = \$11,417,328

For the Clash-Miller case I only have the settlement amount - I don't have the total claim cost.

I am also attaching a study showing the value of civilian police oversight agencies, particularly those with the authority to conduct independent investigations (as in Madison), in reducing racial disparities in policing outcomes.

Sincerely,

Dr. Gregory Gelembiuk

From: [Amy Miller](#)
To: [Finance Committee](#)
Subject: Office of the Independent Monitor and Police Civilian Oversight Board
Date: Monday, October 14, 2024 2:46:22 PM

You don't often get email from ajmille2@uwalumni.com. [Learn why this is important](#)

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Dear Members of the Finance Committee,

I am writing to request that, no matter what happens with the referendum, you safeguard and maintain the already small budget of the Police and Civilian Oversight Board (PCOB) and Office of the Independent Monitor (OIM).

Studies have clearly shown that the presence of a civilian police oversight agency with a broad scope of authority (investigative authority, etc.), as in Madison, reduces racial disparities in disorderly conduct arrests rates (i.e., a type of arrest for which officers have considerable discretion) and racial disparities in police killings of civilians.

OIR, the firm that did a top-to-bottom review of MPD, made creation of a civilian police monitor and oversight board a cornerstone of their recommendations, with one of the oversight entities' most critical roles being "Ensuring that the adopted findings and recommendations of the current review process be implemented and sustained." As the MPD Policy & Procedure Review Ad Hoc Committee report states: "the Committee believes that creating an independent monitor and civilian review body is so critical, both in its own right and to ensure successful implementation of all of the other recommendations the Committee is making, that we have moved this up as our first recommendation, and we pulled it out and forwarded it separately to the Common Council and Mayor". Only a small fraction of those recommendations have been enacted so far, and this won't change without the ongoing analysis and advocacy of

the OIM and PCOB.

Since they were created in 2020, during a pandemic, the PCOB and OIM have spent only \$411,000. With that relatively small expenditure and meeting only one time a month, there have been major accomplishments, even if there were at times growing pains in booting up this whole new city department.

- An Independent Monitor was finally hired after twice recruiting nationally.
- A program manager was hired and is now engaged in outreach to community organizations and the community at large.
- A data analyst was chosen and was in the process of being hired until the Mayor ordered city staff not to permit the individual to be hired.
- A detailed data analysis plan was developed, focusing on racial disparities in policing outcomes, data-driven identification of officers at risk of misconduct or other adverse outcomes, and detection and disruption of networks of officer misconduct.
- A process was developed for handling and investigating complaints filed against MPD.
- A physical complaint form had recently been completed.
- A memorandum of understanding was negotiated with MPD, for data and records access.
- Extensive training had been obtained from the National Association for Civilian Oversight of Law Enforcement (NACOLE) and the Civilian Office of Police Accountability in Chicago, including on complaint investigation.
- The OIM and members of the PCOB have attended NACOLE conferences and networked with members of civilian police oversight bodies in cities across the U.S.
- Policies were crafted to govern the functioning of the PCOB and a subcommittee structure developed, for efficient completion of tasks.
- Community listening sessions were held in neighborhoods across Madison, resulting in a report summarizing insights and emergent themes arising from a wide variety of powerful first-hand accounts

of encounters with law enforcement officers voiced by the civilians that experienced them. And the list of achievements goes on.

This is only phase one of the OIM and PCOB and, without a doubt, there have been missteps and a learning curve. For example, the city only followed through on giving the OIM an office last Thursday. But what new department doesn't have problems? Why is this group being unfairly targeted when they are doing what no other city has done in this state and accomplished a significant number of their promises in the first term?

The PCOB and OIM have completed phase one of building out the department, procedures and processes. Much has been learned along the way. Let them open shop, fully funded and with the assistance they need to function properly. To cut funding or positions in the department now or to take away their independence would set the department on a course of guaranteed failure and that isn't fair to Madison residents who deserve an accessible and independent process to seek accountability when they feel they've been wronged by their police department.

Please vote to fully restore the funding and positions of the OIM and PCOB.

Sincerely,
Amy Miller

From: [Bonnie Roe](#)
To: [Finance Committee](#); [Tishler, Bill](#); [All Alders](#)
Subject: OIM and PCOB
Date: Tuesday, October 15, 2024 4:30:22 PM

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Dear Alders,

I am writing in response to the push by some public commenters at Monday's Finance Committee meeting to restore full funding to the Office of the Independent Monitor (OIM) and Police Civilian Oversight Board (PCOB).

I am not opposed to police oversight, in fact I think it's important. But this group has nothing to show for all the money that has been spent. Four years later, there is still no process by which to submit a complaint. Not one single complaint has been submitted, and zero investigations have taken place. Ironically the first complaint the Board got to deal with was the Chair of the Committee having an ethics complaint filed against her for abusing her power. Apparently she got a 90-day extension on her term anyway.

Many meetings, both full board meetings and subcommittee meetings, were canceled due to lack of quorum.

Despite many members timing out on Sept. 30, they had no replacements selected to take their places.

The organizations slated with nominating candidates didn't nominate candidates.

A member serving as Alternate was never able to become a voting member due to there always being a shortage of Board members. The Alternate (who actually showed up to the meetings) didn't get a vote, but she was needed to make quorum.

As one who has attended nearly every meeting and subcommittee meeting, I can tell you that the meetings reminded me of the movie Groundhog Day. It was basically a recap of the same agenda as the week, or month, before. Why? Because little to no progress had been made from the meeting before.

As I said, police oversight is very important to me. But so is fiscal responsibility, especially in times of a major structural deficit like we have now. When the Board shirks its statutory duties over and over (lack of complaint process, no timely reviews of the Police Chief and Independent Monitor) and cannot appropriately staff the Board despite being the only Board to award stipends, it's time to reallocate these funds.

I am in favor of cutting the entire OIM and PCOB and possibly trying again in the future, with a process that is not made to fail and at a time when the City's budget can afford it. Until that time, we have plenty of oversight between the Police and Fire Commission, MPD's Office of Professional Standards and Internal Affairs, the Public Safety Review Committee, the Mayor, and members of the Common Council.

Thank you,

Bonnie Roe
District 11

From: [TNW Ensemble Theater](#)
To: [Finance Committee](#)
Subject: Opposed to Cuts for NewBridge
Date: Monday, October 14, 2024 1:44:54 PM

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

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TNW Ensemble Theater opposes any funding cuts to NewBridge at Oct. 14 Meeting.

TNW Ensemble Theater
1957 Winnebago Street
Madison, Wisconsin 53704
www.tnwensembletheater.org
info@tnwensembletheater.org
608.244.2938

From: [Stephanie Rearick](#)
To: [Finance Committee](#)
Subject: Please protect funding for PCOB and OIM
Date: Monday, October 14, 2024 12:46:13 PM

[You don't often get email from steph@stephanierearick.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

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Dear members of the Finance Committee,

I'm writing to request that you make a strong defense of continuing full funding for Madison's Police Civilian Oversight Board and Office of the Independent Monitor.

As you know, these ordinances were long fought for and hard-won, coming on the heels of too many police shootings of civilians. They are ground-breaking and should serve as a model for other cities around the US.

We are fortunate to have had no police shooting of unarmed civilians since the funding of these bodies. I appreciate the role of Chief Shon Barnes in overseeing positive changes in MPD. And the point of an institutionalized body such as the PCOB is to ensure that we as a community can help steer policing toward healthier practices no matter who we have as chief.

Please help to ensure that these bodies are funded and given all the support they need to develop into their full potential, creating a healthier and more public-safety focused relationship between police and the civilians they serve and protect.

Please vote for a budget amendment that fully restores the funding and positions of the OIM and PCOB.

Thank you for your consideration,

Stephanie Rearick
1340 E. Wilson St.
Madison WI 53703

—

Stephanie Rearick
steph@stephanierearick.com
+1 (608) 443-8229

From: [Ruth Sybers](#)
To: [Finance Committee](#)
Subject: Police over site
Date: Tuesday, October 15, 2024 10:41:58 AM

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Please get rid of police over site committee - too expensive for no or low production.

Not all ideas prove to be as valuable as imagined!

Ruth Sybers

From: [Erin Fabrizius](#)
To: [Finance Committee](#)
Subject: Public Comment on Proposed 2025 Budget--Older Adult Services Budget
Date: Monday, October 14, 2024 5:13:22 PM

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

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Good Evening,

Thank you for the opportunity to speak before you tonight. A written version of my remarks can be found here:

Thank you for the opportunity to speak before you on the proposed 2025 Executive Operating Budget.

My name is Erin Fabrizius, I am a board member for NewBridge Madison, and I am here to ask that you increase the older adult services budget in 2025. It is clear that the funding provided in 2024 was insufficient to meet the needs of our community as NewBridge is being cut by 44%.

NewBridge was formed as the result of a merger from the four Madison Senior Coalitions in 2019. While we are new in name, we have a 50-year track record of successfully providing older adults with the services they need to live independently. We serve 3,500 low-income older adults in Madison, 30% of whom are from BIPOC communities, across 15 of Madison's 18 zip codes.

NewBridge's budget is being cut by 44% in order to provide 8 new organizations with older adult services funding. I support these new organizations receiving funding as 1 in 4 Dane County Older Adults will be 60+ by 2040. However, I question the decision to add 8 new organizations to this already-underfunded older adult services budget without adding more to the pot and instead drastically cutting a proven organization.

As the mayor noted, this issue is currently before the Committee on Aging. Additional funding is needed in 2025 to ensure that existing and new providers are appropriately funded. It appears an additional \$500,000 is needed based on the requests from 2024 that were either not funded or reduced. This represents 0.11% of the proposed \$431.7 million City budget, which appears to include \$26 million in new expenditures.

To put the impact of the shortfall into real terms, if the current proposed cut to NewBridge is approved,

- 33 older adults will lose access to volunteer guardians who are trained by

NewBridge. These guardians assist older adults with critical medical and financial decisions.

- 80-100 older adults will be waiting for case management support related to housing/homelessness, food insecurity, transportation, and benefits assistance.
- The 8-12 week home chore waiting list of 50 older adults will grow.

Budget's are about priorities. I believe the funds are there to fix the older adult services budget in 2025, if it is a priority for the City.

--

Erin Fabrizius

From: [Nicholas Davies](#)
To: [Finance Committee](#)
Cc: [Martinez-Rutherford, Dina Nina](#)
Subject: Restore preemptive OIM cuts
Date: Sunday, October 13, 2024 11:16:35 AM

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

Dear Finance Committee,

I urge you to restore two minor items in the 2025 budget for the Office of the Independent Monitor.

* \$50k available for legal representation for those bringing a case before the Police and Fire Commission. We cannot know what 2025 will look like, in terms of police misconduct, and whether victims will pursue recourse. But if they do, they deserve professional representation, even if they don't have the means to retain a lawyer of their own.

* \$38k for PCOB stipends. This helps cover costs like childcare for members of the oversight board, and makes participation in the board viable for those who would be otherwise financially excluded. As it is, PCOB members are performing a community service, not getting rich off this position. But if a position on the PCOB comes with no stipend, the makeup of the board may shift towards those with enough means and privilege to give their time away freely. Thus this stipend is important to making the board's composition equitable.

These are such small items in the grand scheme of the city budget, and even with them restored, the 2025 OIM budget will be significantly lower than what was requested.

These are the kinds of cuts I know we may end up having to make if the referendum fails to pass. But if the referendum fails, the OIM will then be starting a 5% cut from an already austere budget.

The executive budget also cuts a Data Analyst position; if this position is going to be left open, then I understand the logic of reflecting that in the budget. But I also wonder if the OIM could indeed be more effective with a data analyst.

Thank you,

Nick Davies
3717 Richard St