



City of Madison

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

Agenda - Approved POLICE CIVILIAN OVERSIGHT BOARD

Wednesday, June 25, 2025

6:00 PM

Virtual

Special Session

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

1. **Written Comments:** You can send comments on agenda items to pcob@cityofmadison.com

2. **Register for Public Comment:**

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

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

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

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Webinar ID: 829 1970 3221

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

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

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

1. [88844](#) Public Comment 6/25/2025

DISCLOSURES AND RECUSALS

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

DISCUSSION ITEMS

2. [85327](#) Amending Section 5.20 of the Madison General Ordinances to modify the Police Civilian Oversight Board appointment process.

Attachments: [021825-022025 CC public comments.pdf](#)
[PCOB-Changes.pptx](#)
[022625-022725 CC public comments.pdf](#)

Legislative History

9/19/24	Attorney's Office	Referred for Introduction Police Civilian Oversight Board (9/26/24), Common Council (10/8/24)
9/24/24	COMMON COUNCIL	Refer to the POLICE CIVILIAN OVERSIGHT BOARD
10/8/24	COMMON COUNCIL	Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD
11/26/24	COMMON COUNCIL	Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD
12/19/24	POLICE CIVILIAN OVERSIGHT BOARD	RECOMMEND TO COUNCIL TO RE-REFER - REPORT OF OFFICER Re-refer to Police Civilian Oversight Board - Policy and Procedure Subcommittee (2/27/25), Common Council (3/11/25)
1/14/25	COMMON COUNCIL	Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD Police Civilian Oversight Board - Policy and Procedure Subcommittee (2/26/25), Common Council (3/11/25)
2/26/25	POLICE CIVILIAN OVERSIGHT BOARD	RECOMMEND TO COUNCIL TO PLACE ON FILE WITHOUT PREJUDICE -REPORT OF OFFICER Police Civilian Oversight Board - Policy and Procedure Subcommittee recommended to place on file without prejudice by the following roll call vote: Ayes (4): Snyder, Rearick, Luisi-Mills, Calmese No (1): Nelson Abstain (1): Salgado Altamirano
3/11/25	COMMON COUNCIL	Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD Police Civilian Oversight Board (4/16/25); Common Council (7/1/2025)

ADJOURNMENT



City of Madison

City of Madison
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Master

File Number: 88844

File ID: 88844

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/23/2025

File Name:

Final Action:

Title: Public Comment 6/25/2025

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by: cnjoku@cityofmadison.com

Published Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 88844

Title

Public Comment 6/25/2025



City of Madison

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

Master

File Number: 85327

File ID: 85327

File Type: Ordinance

Status: Items Referred

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 09/19/2024

File Name: PCOB Appointments

Final Action:

Title: Amending Section 5.20 of the Madison General Ordinances to modify the Police
Civilian Oversight Board appointment process.

Notes: 6904PCOBAppointments

Sponsors: Yannette Figueroa Cole

Effective Date:

Attachments: 021825-022025_CC_public_comments.pdf,
PCOB-Changes.pptx,
022625-022725_CC_public_comments.pdf

Enactment Number:

Author: Andrew Schauer

Hearing Date:

Entered by: mglaeser@cityofmadison.com

Published Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Attorney's Office	09/19/2024	Referred for Introduction				
	Action Text: This Ordinance was Referred for Introduction						
	Notes: Police Civilian Oversight Board (9/26/24), Common Council (10/8/24)						
1	COMMON COUNCIL	09/24/2024	Refer	POLICE CIVILIAN OVERSIGHT BOARD		02/26/2025	Pass
	Action Text: A motion was made by Figueroa Cole, seconded by Duncan, to Refer to the POLICE CIVILIAN OVERSIGHT BOARD. The motion passed by voice vote/other.						
1	COMMON COUNCIL	10/08/2024	Re-refer	POLICE CIVILIAN OVERSIGHT BOARD		02/26/2025	Pass
	Action Text: A motion was made by Figueroa Cole, seconded by Duncan, to Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD. The motion passed by voice vote/other.						
1	COMMON COUNCIL	11/26/2024	Re-refer	POLICE CIVILIAN OVERSIGHT BOARD		02/26/2025	Pass
	Action Text: A motion was made by Figueroa Cole, seconded by Conklin, to Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD. The motion passed by voice vote/other.						

1	POLICE CIVILIAN OVERSIGHT BOARD	12/19/2024	RECOMMEND TO COUNCIL TO RE-REFER - REPORT OF OFFICER	02/27/2025	
	Action Text: Helyn Luisi Mills made a motion to discuss, seconded by Stephanie Rearick. Motion passed unanimously. After Discussion, Helyn Luisi-Mills made a motion to refer the item back to the Common Council with a recommendation to refer the item to the Policy and Procedure subcommittee of the PCOB. This motion was seconded by Stephanie Rearick and passed unanimously by the board. Notes: Re-refer to Police Civilian Oversight Board - Policy and Procedure Subcommittee (2/27/25), Common Council (3/11/25)				
1	COMMON COUNCIL	01/14/2025	Re-refer	POLICE CIVILIAN OVERSIGHT BOARD	02/26/2025 Pass
	Action Text: A motion was made by Figueroa Cole, seconded by Duncan, to Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD - Policy and Procedure Subcommittee. The motion passed by voice vote/other. Notes: Police Civilian Oversight Board - Policy and Procedure Subcommittee (2/26/25), Common Council (3/11/25)				
1	POLICE CIVILIAN OVERSIGHT BOARD	02/26/2025	RECOMMEND TO COUNCIL TO PLACE ON FILE WITHOUT PREJUDICE -REPORT OF OFFICER		
	Action Text: This Ordinance was RECOMMEND TO COUNCIL TO PLACE ON FILE WITHOUT PREJUDICE -REPORT OF OFFICER Notes: Police Civilian Oversight Board - Policy and Procedure Subcommittee recommended to place on file without prejudice by the following roll call vote: Ayes (4): Snyder, Rearick, Luisi-Mills, Calmese No (1): Nelson Abstain (1): Salgado Altamirano				
1	COMMON COUNCIL	03/11/2025	Re-refer	POLICE CIVILIAN OVERSIGHT BOARD	Pass
	Action Text: A motion was made by Figueroa Cole, seconded by Duncan, to Re-refer to the POLICE CIVILIAN OVERSIGHT BOARD. The motion passed by voice vote/other. There were 3 registrants in opposition. Notes: Police Civilian Oversight Board (4/16/25); Common Council (7/1/2025)				

Text of Legislative File 85327

Fiscal Note

No appropriation required.

Title

Amending Section 5.20 of the Madison General Ordinances to modify the Police Civilian Oversight Board appointment process.

Body

DRAFTER'S ANALYSIS: Under the current ordinance, each appointment to the Police Civilian Oversight Board ("PCOB") must be nominated by a local community organization on a designated list created by the Common Council. While still encouraging the involvement of local community organizations, this Ordinance Amendment removes this requirement, instructs the Office of Independent Monitor to collect applications for membership to the PCOB into a pool of applicants from whom the Mayor and Common Council Leadership will appoint new PCOB members, and otherwise streamlines the process. The Ordinance Amendment also makes other changes to the election of PCOB leadership.

The Common Council of the City of Madison do hereby ordain as follows:

1. Paragraph 2. entitled “Diverse Composition” of Subdivision (a) entitled “Members” of Subsection (3) entitled “Board Composition” of Section 5.20 entitled “Police Civilian Oversight Board” of the Madison General Ordinances is amended as follows:

- “2. Diverse Composition. In considering the ~~nomination and~~ applicants of the Board, the Common Council shall strive to consider members who have lived experience with homelessness, mental health, substance abuse and/or arrest or conviction records and shall further strive to include members from a diverse background, including but not limited to:
- a. Members who are:
 - i. African American;
 - ii. Asian;
 - iii. Latinx;
 - iv. Native American; and
 - v. From the LGBTQ community.
 - b. Members affiliated with an organization in the field of:
 - i. Mental Health;
 - ii. Youth Advocacy; and
 - iii. AODA.
 - c. Members with an arrest/conviction record.
 - d. In constituting the Board as outlined above, the Mayor and Council shall ensure that members represent a diversity of age, socioeconomic status, gender, geographic residence, and work experience.
- Individual members may represent more than one of the categories listed.”

2. Paragraph 3. entitled “Nominated by Community-Based Organizations” of Subdivision (a) entitled “Members” of Subsection (3) entitled “Board Composition” of Section 5.20 entitled “Police Civilian Oversight Board” of the Madison General Ordinances is amended as follows:

- “3. ~~Nominated by community-based organizations Applications. The Mayor and Common Council, in collaboration with the Department of Civil Rights, Office of the Independent Monitor shall seek nominations applications from the public and a designated list set of nine (9) community-based organizations that have an interest in civil rights, immigrant rights, disability rights/mental health, racial equity and social justice, and that also have an interest in the safety of the city and criminal justice reform. Priority shall be given to organizations with budgets under \$1 million. The Office of Independent Monitor, in consultation with the Mayor and Common Council, shall update the list designated set of organizations shall be initially created in conjunction with the adoption of this Ordinance and the Monitor, Board, and Common Council shall ensure that it is updated at least every two (2) years. Each community-based organization shall submit two (2) names and applications to the Mayor and Common Council, except that an organization may re-nominate a member whose term is expiring without submitting three names. The Mayor and Common Council shall appoint one (1) person nominated by each organization. In the event that a community organization or organizations does not submit two (2)~~

~~nominations when requested or does not re-nominate a current member. The Office of Independent Monitor is charged with collecting applications from the community-based organizations and the public, and with creating a pool of eligible applicants for Board membership. The application for Board membership shall have a place for listing the support of a community-based organization from the list. Upon any vacancy of the Board, the Mayor and Common Council Leadership shall make an appointment from the pool of any eligible applications to submit for confirmation to the Common Council, as provided in sub. (3)(b)1."~~

4. Paragraph 1. entitled "Appointment" of Subsection (b) entitled "Appointment and Residency of Members" of Subsection (3) entitled "Board Composition" of Section 5.20 entitled "Police Civilian Oversight Board" of the Madison General Ordinances is amended as follows:

- "1. Appointment. Upon any vacancy on the Board, new members and alternates to the Board shall be appointed by the Mayor in consultation with Common Council leadership from the pool of applicants described in sub. (3)(a)3, and confirmed by the Common Council.
- a. ~~Nine (9) Members, one (1) from each community-based organization and who have been selected as outlined in sub. (3)(a)3, shall be appointed by the Mayor and the Common Council and confirmed by the Common Council.~~
 - b. ~~One (1) Member and one (1) alternate Member shall be appointed by the Mayor and confirmed by the Common Council.~~
 - c. ~~One (1) Member and one (1) alternate Member shall be appointed and confirmed by the Common Council."~~

5. Paragraph 1. entitled "Terms" of Subdivision (c) entitled "Terms and Vacancies" of Subsection (3) entitled "Board Composition" of Section 5.20 entitled "Police Civilian Oversight Board" of the Madison General Ordinances is amended as follows:

- "1. Terms. Notwithstanding the terms of Sec. 33.01, MGO, Members ~~members~~ shall have staggered four-year terms, except that when the Board is initially created and filled, five (5) members shall be appointed for four-year terms, three (3) Members shall be appointed for three-year terms, and five (5) Members, including the two (2) alternate Members, shall be appointed for two-year terms."

6. Subsection (6) entitled "Executive Subcommittee" of the Madison General Ordinances is amended as follows:

- "(6) Officers and Executive Subcommittee. Notwithstanding the provisions of M.G.O. § 33.01(7) (a), the Board shall elect from its membership a Board Chair and a Board Vice Chair in January of every odd numbered year. After such election, The the Board shall create a five-member Executive Subcommittee, consisting of the Board Chair, the Board Vice Chair, and three (3) additional members selected by the Board. Members shall serve two-year terms on the Executive Subcommittee. Members may serve on the Executive Subcommittee for a maximum of two (2) Executive Subcommittee terms. The Chair of the Board shall serve as Chair of the Executive Subcommittee and the Vice Chair of the

Board shall serve as Vice Chair of the Executive Subcommittee. Upon any permanent vacancy of the Executive Subcommittee, the Board Chair shall be able to select a temporary replacement from the Board membership until the Board is able to choose a replacement. The Executive Subcommittee shall meet at least monthly in order to provide feedback and direction to the Monitor in between Board meetings. At all times, the Executive Subcommittee shall keep the Board informed of the Monitor's work."

From: [e blessing](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Public comment for 2/19 PCOB meeting
Date: Wednesday, February 19, 2025 2:06:23 PM

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Hello to members of the Police Civilian Oversight Board and Common Council,

I am writing with concerns about the amendment written by Attorney Andy Schauer and sponsored by Alder Yanette Figueroa-Cole. This is not a critique of Alder Figueroa-Cole, who has a commendable history of advocating for the needs of Madison's community members. I trust that she had only good intentions when agreeing to sponsor the amendment.

Unfortunately, amending the PCOB ordinance with Attorney Schauer's suggestions would threaten the independence of the oversight board which is central to its function. This amendment would negatively impact community representation on the board and contradicts the ACLU's recommendations for police oversight.

The administrative issue this amendment was written to address was resolved when the OIM hired Chioma Njoku, who is implementing a system to facilitate timely nominations from community-based organizations. The ordinance currently outlining the PCOB's composition and function needs no further amendments at this time. In addition, any efforts to exert political influence over members of the PCOB or its processes violate the current ordinance.

Ensuring the independence of the oversight board is of the utmost importance. Please maintain the integrity of this tool for police oversight by voting against this amendment.

Thank you,
Jamie Blessing
District 6
Madison, WI

From: [PJ Chamberlain](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Opposing the proposed PCOB change
Date: Thursday, February 20, 2025 8:02:30 AM

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Hello,

In August of last year, my friend Kevin Price was killed by a Fitchburg police officer in his own home. He was shot 3 times in the chest in August 12th, and died alone in the hospital 3 days later. No one contacted his family until after it was too late.

When they told the public about Kevin, Fitchburg Police lied, omitted, and chose to hide a staggering amount of information. We are still trying to uncover what really happened.

They withheld that Kevin was the one that called 911. They withheld that Kevin wasn't engaging with officers until they forced him to at gunpoint, despite having a number of other options. They told the public that he was in stable condition, despite his description at the scene clearly showing otherwise.

The groups who have been designated and entrusted with selecting candidates for the board were given their roles for a reason. They know the direct impact police violence has on families and on our communities. Just last week, my friend Kevin's brother Alex died of a heart attack at age 29. He was devastated and heartbroken over what happened to his brother.

The negligence of the police officer involved in Kevin's shooting has indirectly caused the death of one of their own, as Alex was a corrections officer. Despite Kevin being in such a close proximity to be a threat, the officer who shot him missed, and a fourth bullet was never recovered from the scene. Well, the bullet may have taken its time, but six months later it struck Alex right in the heart. Their family devastated, to say the least, and the impact of Kevin's shooting has grown exponentially.

It would be a total violation of this board's mission to open membership up to those who would push their own outside agenda. Keeping the groups designated to nominate representatives is one of the few ways to ensure that the mission of the board stays true.

It is clear this is why a former lawyer for a police union would push this resolution to change the nomination process so strongly. Outside influence would weaken the board's ability to cohesively come together as an informed community to evaluate police actions. Bringing in an agitating influence is a long standing tactic to disrupt an organization's agenda.

As someone whose life has been impacted greatly by police violence, I implore you to keep the protection of the nomination process in place. This board is a critical component of the community, and opening it up to disruption and dissolution would be a horrible mistake at a vital juncture in local, state, and national politics. A board like this may be one of the last protections people in the community have from the corruption threatening our livelihoods.

Thank you,

PJ Chamberlain
On behalf of the family of
Kevin Price and Alex Mork

From: [Esty Dinur](#)
To: [All Alders](#); [Police Civilian Oversight Board](#)
Subject: PCOB & OIM
Date: Wednesday, February 19, 2025 12:59:55 PM

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Dear alders,

The PCOB and OIM's role is to independently look at honest data and conduct unbiased investigations. With the Schauer/Figueroa ordinance, members and former members of the police force are sure to be included in the PCOB. In turn, that assures severely biased investigations. This must not happen.

I urge you to vote against this change. I am a Madison resident but will be out of town when this is debated. Hence, this plea by email for you to do what's right.

Thank you,

Esty Dinur

...for, truly, I am not a website and my name is not Etsy.

From: [Larissa Duncan](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Re: Police Civilian Oversight Board (PCOB) and Office of the Independent Monitor (OIM)
Date: Wednesday, February 19, 2025 5:51:24 PM

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Dear PCOB members and Alders,

As a resident and voter in the City of Madison I am writing to urge you to please leave the Police Civilian Oversight Board (PCOB) ordinance as it is. Please do not adopt Andy Schauer and Alder Figueroa-Cole's ordinance. The administrative problem was fixed when the Office of the Independent Monitor hired an excellent administrator. The changes in this new ordinance will take the power and representation away from the community and open the PCOB up to political corruption.

Thank you,

Larissa Duncan

41 Farwell St.

Madison, WI 53704

From: [Shel Gross](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: PCOB Item on Tonight's Public Comment Agenda
Date: Wednesday, February 19, 2025 9:51:19 AM

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I am writing in opposition to the change to the PCOB appointment process proposed by Ald. Figueroa-Cole. The original appointment process was designed, based on recommendations from the ACLU, to maximize the political independence of the Board. Giving the Mayor broad authority to appoint members will make the PCOB dependent upon and beholden to the Mayor. My understanding is that the "problem" this proposal was designed to address, that PCOB members are appointed on time, has been addressed administratively. I also understand that there was no discussion with the PCOB Chair to discuss any concerns prior to putting this amendment forward.

I urge you to reject this proposed amendment and support discussion directly with the PCOB to address any concerns that may exist.

Thank you.

Shel Gross
145 Jackson St.
Madison WI

From: [Sam Hamer](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Agenda Item #1
Date: Wednesday, February 19, 2025 2:40:57 PM

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Dear board members,

The administrative issue of concern (agenda item #1) has been solved and the ordinance needs to be left as is.

Politicians who meddle with the PCOB for political currency or attempt to exert their political influence over members or the processes are violating the current ordinance which is grounds for an ethics complaint. Please uphold the ordinance and resist.

Please, I am urging you all to NOT adopt Andy Schauer and Alder Figueroa-Cole's ordinance and to leave the PCOB ordinance as is. The administrative problem was fixed when the OIM hired an excellent administrator.

The changes in this new ordinance will take the power and representation away from the community and open the PCOB up to political corruption by whomever the mayor or alders might be any given term.

Please. Do the right thing. The impacts of changing this ordinance would be extremely harmful and would create direct harm to many people and families.

Thank you for your time,
Sam

From: [Barbie Jackson](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#); [Barbie Jackson](#)
Subject: 2/19 PCOB Virtual Meeting - Public Comment
Date: Wednesday, February 19, 2025 5:08:46 PM

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Dear PCOB:

I am writing to express my strong urging that you do not adopt Andy Schauer's and Alder Figueroa-Cole's ordinance, which would change the process and source of populating the PCOB and to urge you to **leave the PCOB ordinance as is**.

Currently, most PCOB seats are held by representatives of nine designated community organizations (Urban Triage, Nehemiah, Outreach LGBTQ Center, NAMI Dane County, Community Response Team, UNIDOS, Freedom Inc., Just Dane, and YWCA). Tonight's proposed measure seeks to do away with the community organization-based step in the process of seating the PCOB and to have all PCOB applicants apply directly to the city, with the Mayor then appointing choices out of that single pool. This would do away with the structural independence of the PCOB and would go directly against the recommendations of the ACLU, the Council on Criminal Justice Task Force on Policing, and the Ad Hoc Committee, which spent four long years developing the recommendations that resulted in the formation of the PCOB.

Please vote to support the representation on the PCOB according to the recommendations that formed this committee.

Thank you for your consideration.
Barbie Jackson, Madison resident since 1967
6441 Dylun Drive
Madison, WI 53719
barbie.g.jackson@gmail.com
608-234-8118

From: [Norm Littlejohn](#)
To: [Police Civilian Oversight Board; All Alders](#)
Subject: NO on agenda item #1
Date: Wednesday, February 19, 2025 7:44:26 AM

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Hello, I'm writing to urge you to reject the amendment to the PCOB ordinance proposed to "solve" an administrative problem which has already been solved. The amendment would weaken the independence and effectiveness of the PCOB, and should be rejected.

Thank you.

Norm Littlejohn
225 E. Lakelawn Pl. #405
Madison 53703

From: [Connie Shaw](#)
To: [Police Civilian Oversight Board; All Alders](#)
Subject: pcob virtual meeting
Date: Wednesday, February 19, 2025 5:09:56 PM

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Hello, all,

It seems to me that there is a definite structural conflict of interest for elected officials to have unconstrained power of selection of PCOB members. That makes NO sense!! NONE! They should have NOTHING to do with that process, being that elected officials may depend on the support of the police, their unions, and also members of the public affiliated with police for re-election. These elected officials are always so afraid they'll look bad if a police oversight body exposes wrongdoing in their police department. So naturally, out of fear, they would tend to try and appoint "police friendly" members, so as to not make any waves. That is the EXACT OPPOSITE of what the core mission of the PCOB calls for, which is holding the police accountable for their actions, and promoting reform in the face of resistance. Let the PCOB do their job!! STOP TRYING TO INTERFERE!!

Connie Shaw
1954 E. Washington Ave. #25
Madison, WI 53704

From: [Erin Skarivoda](#)
To: [Police Civilian Oversight Board; All Alders](#)
Subject: Do not change the PCOB ordinance
Date: Tuesday, February 18, 2025 12:08:36 PM

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Hello all,

I am writing about the Police Civilian Oversight Board (PCOB), which is an important part of our justice system. An amendment to the ordinance had been proposed to change the process for nominating members to the PCOB; please uphold that ordinance as it exists and resist any changes to the ordinance.

During the last PCOB term, the foundational term during which the office and mechanism were built, there was no plan yet in place to contact the community groups that nominate new members for a new term. The fact is, the PCOB and OIM didn't have enough help. This was an administrative problem that has since been solved with the hiring of administrator, Chioma Njoku who now has a system for outreach and prepping community groups to nominate PCOB applicants on time. Problem solved.

When this problem was still a problem, it appears that former police union attorney/now city attorney, Andy Schauer, decided to use it as an opportunity to give some control of the PCOB to the police union by way of the Mayor. Currently, most PCOB seats are held by representatives of nine designated community organizations (Urban Triage, Nehemiah, Outreach LGBTQ Center, NAMI Dane County, Community Response Team, UNIDOS, Freedom Inc., Just Dane, and YWCA). He sought to do away with the community organization-based nature of the PCOB and to have all PCOB applicants apply directly to the city, with the Mayor then appointing choices out of that single pool. That means, people who wish to be on the PCOB but who are against police oversight and wish to see the PCOB weakened or fail would have a much easier time getting appointed. **It would do away with the structural independence of the PCOB and would go directly against the recommendations of the ACLU, the Council on Criminal Justice Task Force on Policing, and the Ad Hoc Committee.**

Andy and two members of the public asked Alder Yannette Figueroa-Cole to sponsor this amendment under the guise that it was to ensure PCOB members are appointed on time. That administrative problem was solved but they persist because the reason given was only a vehicle for Andy's intent to strip power from the community and while Alder Figueroa-Cole's intent might have been good in the beginning, the impact of her amendment is pure harm.

Please leave the ordinance as is. Politicians who meddle with the PCOB for political

currency or attempt to exert their political influence over members or the processes are violating the current ordinance, which is grounds for an ethics complaint.

Please do right by Madison and uphold that ordinance as it exists.

Best,
Erin

Erin Skarivoda

she/her

1252 Spaight St. #2

Madison, WI 53703

email: erin.skarivoda@gmail.com

phone: 920-606-1849

From: [Lisa Zwart](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Leave the PCOB as it is
Date: Wednesday, February 19, 2025 5:06:46 PM

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Changing it's structure would be a complete conflict of interest. Elected officials should not have unconstrained power of selection of PCOB members, as they would under the Figueroa Cole amendment. Elected officials rely on police, police unions and police-affiliated people for election (or at least they depend on an absence of opposition from them). And elected officials are afraid of looking bad if problems in the police department are exposed. So allowing elected officials unconstrained selection power fundamentally undermines the mission of the PCOB, which requires holding police accountable and pushing police reform against resistance. In general, unconstrained selection by elected officials leads to ineffective police friendly oversight boards.

Kind regards,
Lisa Zwart



MGO 5.20

PCOB Ordinance: League of Women Voters (LWV) Amendment



The Board

- 11 voting members and 2 alternates
- All required to file an application which indicates if supported by an org
- Members shall meet a combination of the following criteria:
 - Lived Experience
 - Diverse Background
 - Affiliated with relevant service organizations
 - Plus other diversity, equity and inclusion aspects

Current Language	Proposed Changes
<p>(3)<u>Board Composition</u>. (a)<u>Members</u>. 1.<u>Number</u>. The Board shall have eleven (11) voting members and two (2) alternate members. Alternate members shall act with full power when any other member of the Board is absent or is unable to act because of a conflict of interest. The second alternate member shall so act only when the first alternate member is absent or unable to act because of a conflict of interest or when two Board members are absent or unable to act because of a conflict of interest. Alternates may not serve on the Board's Executive Subcommittee.</p> <p>2.<u>Diverse Composition</u>. In considering the <u>nomination and applicants of the Board</u>, the Common Council shall strive to consider members who have lived experience with homelessness, mental health, substance abuse and/or arrest or conviction records and shall further strive to include members from a diverse background, including but not limited to: a.Members who are: i.African American; ii.Asian; iii.Latinx; iv.Native American; and v.From the LGBTQ community. b.Members affiliated with an organization in the field of: i.Mental Health; ii.Youth Advocacy; and iii.AODA. c.Members with an arrest/conviction record. d.In constituting the Board as outlined above, the Mayor and Council shall ensure that members represent a diversity of age, socioeconomic status, gender, geographic residence, and work experience. Individual members may represent more than one of the categories listed.</p>	<p>(3)<u>Board Composition</u>. (a)<u>Members</u>. 1.<u>Number</u>. The Board shall have eleven (11) voting members and two (2) alternate members. Alternate members shall act with full power when any other member of the Board is absent or is unable to act because of a conflict of interest. The second alternate member shall so act only when the first alternate member is absent or unable to act because of a conflict of interest or when two Board members are absent or unable to act because of a conflict of interest. Alternates may not serve on the Board's Executive Subcommittee.</p> <p>2.<u>Diverse Composition</u>. In considering the <u>applicants of the Board</u>, the Common Council shall strive to consider members who have lived experience with homelessness, mental health, substance abuse and/or arrest or conviction records and shall further strive to include members from a diverse background, including but not limited to: a.Members who are: i.African American; ii.Asian; iii.Latinx; iv.Native American; and v.From the LGBTQ community. b.Members affiliated with an organization in the field of: i.Mental Health; ii.Youth Advocacy; and iii.AODA. c.Members with an arrest/conviction record. d.In constituting the Board as outlined above, the Mayor and Council shall ensure that members represent a diversity of age, socioeconomic status, gender, geographic residence, and work experience. Individual members may represent more than one of the categories listed.</p>

Nomination vs Applicants

Legistar [84431](#) (08/06/2024): WHEREAS, eight (8) of the nine (9) community-based organizations responded to the letter: Urban Triage, YWCA, Freedom Inc., Community Response Team, JustDane, NAMI, Outreach and UNIDOS; and,

WHEREAS, the Board has several vacancies in 2024 that need to be filled for the Board to remain operational; and,

WHEREAS, the Board met on July 25, 2024, and approved a ranked choice selection of a pool of community-based organizations, listed in order of the Board's preference, for the Common Council's consideration for this and future substitutions of designated organizations: The Beacon Catholic Charities of Madison ("The Beacon"), Urban League of Greater Madison, Nehemiah Center for Urban Leadership Development, and EXPO Wisconsin;

BE IT RESOLVED that the Common Council **designates The Beacon Catholic Charities of Madison** ("The Beacon") as the ninth designated community-based organization, replacing NAACP Dane County.

BE IT FURTHER RESOLVED that, in the event that The Beacon does not accept its placement in the designated set, that the Common Council designates **Urban League of Greater Madison** as the ninth designated community-based organization, replacing NAACP Dane County.

Our Partners: The List

BE IT FURTHER RESOLVED that, in the event that The Beacon and Urban League do not accept their placement in the designated set, that the Common Council designates **Nehemiah Center for Urban Leadership Development** as the ninth designated community-based organization, replacing NAACP Dane County.


BE IT FINALLY RESOLVED that, in the event that The Beacon, Urban League, and Nehemiah Center for Urban Leadership Development do not accept their placement in the designated set, that the Common Council designates

A list of community-based organizations

Current Language	Proposed Changes
<p>3.Nominated by community-based organizations.</p> <p>The Mayor and Common Council, in collaboration with the Department of Civil Rights,</p> <p>shall seek nominations from a designated set of nine (9) community-based organizations</p> <p>that have an interest in civil rights, immigrant rights, disability rights/mental health, racial equity and social justice, and that also have an interest in the safety of the city and criminal justice reform.</p> <p>Priority shall be given to organizations with budgets under \$1 million.</p> <p>The designated set of organizations shall be initially created in conjunction with the adoption of this Ordinance</p>	<p><u>3.Applications</u></p> <p><u>The Office of the Independent Monitor</u></p> <p>shall seek <u>applications</u> from <u>the public</u> and a designated list of community-based organizations See Legistar 84431 for current list</p> <p>that have an interest in civil rights, immigrant rights, disability rights/mental health, racial equity and social justice, and that also have an interest in the safety of the city and criminal justice reform.</p>

Proposed change: a designated list of **nine (9)** community-based organizations

Current tools



Nominated by a partner org	Lived Experience			Diverse Background				
Org Name	Homelessness	Mental Health	Substance abuse and/or Arrest/Conviction Record	Black	Asian	Latinx	Native American	LGBTQ

Affiliated with org in the field of			Other				
Mental Health	Youth Services	AODA	Diversity of age	Socioeconomic status	Gender	Geographic residence	Work experience

Form referral details	E-Mail notes
City Website	1. Community Response Team
CRT-City Website	1. Community Response Team
United Way of Dane County	2. YWCA
YWCA Madison	2. YWCA
Just Dane/Isidore	3. JUST Dane
Just Dane	3. JUST Dane
OutReach LGBTQ+ Community Center	4. Outreach LGBTQ+
OutReach LGBTQ+ Community Center/Flores	4. Outreach LGBTQ+
Community response team	5. Urban Triage
Urban Triage	5. Urban Triage
Friend told me about it	Public Pool
Community response team posting	Public Pool
Public Pool	Public Pool
Public Pool Current members of PCOB	Public Pool
Public Pool S.Flores	Public Pool
Public Pool Keetra	Public Pool
Unidos	Unidos
Unidos	Unidos

Needs to be updated

- This needs to be reverted to the original, the intent is to keep the responsibility on the board and the monitor. This is an error.

Current Language	Proposed Changes
and the Monitor, Board, and Common Council	The <u>Office of Independent Monitor, in consultation with</u>
	<u>the Mayor</u> and Common Council,
shall ensure that it is updated at least every two (2) years	shall update the list at least every two (2) years.

Proposed & in Agreement: The designated list is updated by OIM in consultation with PCOB and Council, but not the Mayor

Ownership & Flexibility

Furthermore, the community-based organizations are not required to put up more than one application nor are they limited to putting up only two.

Current Language	Proposed Changes
Each community-based organization shall submit two (2) names and applications to the Mayor and Common Council, except that an organization may re-nominate a member whose term is expiring without submitting three names.	<u>The Office of Independent Monitor is charged with collecting applications from the community-based organizations and the public, and with creating a pool of eligible applicants for Board membership.</u>
The Mayor and Common Council shall appoint one (1) person nominated by each organization. In the event that a community organization or organizations does not submit two (2) nominations when requested or does not re-nominate a current member,	<u>The application for Board membership shall have a place for listing the support of a community-based organization from the list.</u>
the Mayor and Council Leadership shall make an appointment from the pool of any eligible applications to submit for confirmation to the Common Council.	<u>Upon any vacancy of the Board,</u> the Mayor and <u>Common</u> Council Leadership shall make an appointment from the pool of any eligible applications to submit for confirmation to the Common Council, <u>as provided in sub. (3)(b)1."</u>

Proposed Change: Replaced "creating" with "maintaining" in regards to OIM's duty with the pool. This is both a stylistic change and a way to reserve space for PCOB to pass policies over OIM so as to tackle the conflict of interest issue.

Applications

Current Language	Proposed Changes
<p>1. <u>Appointment.</u></p> <p>a. Nine (9) Members, one (1) from each community-based organization and who have been selected as outlined in sub. (3)(a)3,</p> <p>shall be appointed by the Mayor and the Common Council and confirmed by the Common Council.</p> <p>b. One (1) Member and one (1) alternate Member shall be appointed by the Mayor and confirmed by the Common Council.</p> <p>c. One (1) Member and one (1) alternate Member shall be appointed and confirmed by the Common Council.</p>	<p>1. <u>Appointment.</u></p> <p><u>Upon any vacancy on the Board, new members and alternates to the Board</u></p> <p><u>shall be appointed by the Mayor in consultation with Common Council leadership from the pool of applicants described in sub. (3)(a)3 and confirmed by the Common Council.</u></p>

Appointments

Current Language	Proposed Changes
<p>1. <u>Appointment.</u></p> <p>a. Nine (9) Members, one (1) from each community-based organization and who have been selected as outlined in sub. (3)(a)3,</p> <p>shall be appointed by the Mayor and the Common Council and confirmed by the Common Council.</p> <p>b. One (1) Member and one (1) alternate Member shall be appointed by the Mayor and confirmed by the Common Council.</p> <p>c. One (1) Member and one (1) alternate Member shall be appointed and confirmed by the Common Council.</p>	<p>1. <u>Appointment.</u></p> <p><u>Upon any vacancy on the Board, new members and alternates to the Board</u></p> <p><u>shall be appointed by the Mayor in consultation with Common Council leadership from the pool of applicants described in sub. (3)(a)3 and confirmed by the Common Council.</u></p>

Proposed Change: In appointing new members and alternates from the pool of applicants described in sub. (3)(a)3, the Mayor and Common Council shall ensure that nine (9) of the eleven (11) total seats on the Board are filled by applicants nominated by the community based organizations, each filling no more than one (1) seat, and no more than two (2) seats out of the total eleven (11) seats on the Board filled by applicants without a nomination by a community-based organization.

Further Streamlining:

Current Language	Proposed Changes
<p>(c) <u>Terms and vacancies</u>.</p> <p>1. <u>Terms</u>. Members shall have staggered four-year terms, except that when the Board is initially created and filled, five (5) members shall be appointed for four-year terms, three (3) Members shall be appointed for three-year terms, and five (5) Members, including the two (2) alternate Members, shall be appointed for two-year terms.</p>	<p><u>1.Terms</u>. <u>Notwithstanding the terms of Sec. 33.01, MGO, members</u> shall have staggered four-year term.</p>

Further Streamlining:

Current Language	Proposed Changes
6)Executive Subcommittee.	6)Officers and Executive Subcommittee.
	<u>Notwithstanding the provisions of M.G.O. § 33.01(7)(a), the Board shall elect from its membership a Board Chair and a Board Vice Chair in January of every odd numbered year. After such election,</u>
The Board shall create a five-member Executive Subcommittee, consisting of the Board Chair, the Board Vice Chair, and three (3) additional members selected by the Board. Members shall serve two-year terms on the Executive Subcommittee. Members may serve on the Executive Subcommittee for a maximum of two (2) Executive Subcommittee terms. The Chair of the Board shall serve as Chair of the Executive Subcommittee and the Vice Chair of the Board shall serve as Vice Chair of the Executive Subcommittee.	The Board shall create a five-member Executive Subcommittee, consisting of the Board Chair, the Board Vice Chair, and three (3) additional members selected by the Board. Members shall serve two-year terms on the Executive Subcommittee. Members may serve on the Executive Subcommittee for a maximum of two (2) Executive Subcommittee terms. The Chair of the Board shall serve as Chair of the Executive Subcommittee and the Vice Chair of the Board shall serve as Vice Chair of the Executive Subcommittee.
	<u>Upon any permanent vacancy of the Executive Subcommittee, the Board Chair shall be able to select a temporary replacement from the Board membership until the Board is able to choose a replacement.</u>
The Executive Subcommittee shall meet at least monthly in order to provide feedback and direction to the Monitor in between Board meetings. At all times, the Executive Subcommittee shall keep the Board informed of the Monitor's work.	The Executive Subcommittee shall meet at least monthly in order to provide feedback and direction to the Monitor in between Board meetings. At all times, the Executive Subcommittee shall keep the Board informed of the Monitor's work."

Timeline : League of Women Voters (LWV) Amendment

- 8/29/2024:

- Ms. Fullin emailed me directly as a representative of the League of Women Voters to let me know they were going to propose changes to at the PCOB meeting and to ask for a meeting. I sent the information to Attorney Haas to provide feedback and stated that I felt the changes were reasonable, and to work on changes. (email was forwarded to Atty Schauer)
- PCOB Meeting:
 - I was not at this meeting, watched recording 02/23/2025
 - Ms. Fullin, who identified herself as a representative of the League of Women Voters, presented to the board an ordinance change.
 - Chair Kilfoy Flores shared appreciation for the League's work
 - "I wholeheartedly agree with everything you just mentioned. I think that limiting nine organizations creates a roadblock that is unnecessary", Ms. Burnett
 - A motion was passed

- 09/04/2024:

- Call came in with LWV to discuss changes, I was traveling and asked for a second meeting date
- Ms. Fullin contacted Attorney Schauer to invite him to the meeting. The attorney included me on the reply indicating that it was up to me to request his presence at the meeting. I asked for attorney to be in the call.
- As per my 8/29 request, the attorney emailed the ordinance draft and included Ms. Kilfoy Flores in the email.
- 09/11/2024: Met with Ms. Fullin, Mary Aglin and attorney. The changes suggested at the 8/29 meeting were presented.
- Between 9/4 and 9/18 additional input was collected
- 09/19/2024: Legistar file was created
- 09/21/2024: PCOB Chair Flores reached out with concerns about discussions happening without her. This is the first time the chair reached out, three weeks after the 8/29 meeting and two and half weeks after the draft was shared via email. She let me know that the CRT will be reaching out to advocate against the changes.

From: [Amy Owen](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Vote no on Amendment 2
Date: Wednesday, February 26, 2025 4:14:10 PM

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Dear Alders,

I am writing to urge you to vote NO on Amendment 2 at tonight's PCOB meeting, and allow the selection of members on the PCOB to proceed as originally intended. This amendment would remove the critical voice of leadership from organizations who serve those impacted by the justice system and who are well positioned to represent the views, needs, and solutions from these communities. Oversight only works when it remains independent, and essential community trust will be lost without independence.

Thank you,

Amy Owen
3129 Buena Vista Street
Madison WI 53704

From: [Parmentier, Genevieve M](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Urging the Subcommittee to Vote Against Tonight's Amendment, Agenda item #2
Date: Wednesday, February 26, 2025 7:20:14 PM

Good evening,

I am writing to voice my concern about the proposed amendment, and with the hope that the ordinance amendment be withdrawn. Specifically, it is critical to the success of the PCOB that that nine group nominating step and the budget cap stays as is.

I have confidence in the OIM admin to fully develop and actualize a handbook of best practices to guarantee regular quorum and timely transition, along with their many other tasks and I urge the committee to support the OIM in developing their administrative handbook and best practices and vote "no". I do not think it is in the best interest of the OIM and the community it serves to give the mayor full power to appoint without community group nominations . This is not viable or effective as a solution to quorum and transition issues.

Sincerely,

Gen Parmentier

From: [Amelia Royko Maurer](#)
To: [Police Civilian Oversight Board](#); [All Alders](#)
Subject: Please vote NO to Council President's amendment to the PCOB ordinance
Date: Wednesday, February 26, 2025 6:00:42 PM

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

Dear Members of the Police Civilian Oversight Board and Common Council,

I am writing to urge you to vote against the Council President's amendment to the PCOB ordinance and, Council President, please withdraw the ordinance amendment so that this wastes no more time or taxpayer dollars. The amendment isn't needed for admin development. It solves nothing, it only opens the PCOB to political and police capture and again, it wastes time and money.

Please do not remove the nine group nominating step nor the \$1 million operational budget cap for nominating community groups from the ordinance. The nine group step is critical for safeguarding the PCOB from political and police capture and groups with smaller budgets are historically left out of these important positions. Neither address the administrative gaps the Council President has used to justify her amendment.

Council Members specifically, the OIM Admin is already developing and implementing a handbook of best practices to guarantee regular quorum and timely transition among their many other tasks. These admin gaps existed because the office was brand new, being built from scratch through extraordinary circumstances including a pandemic, having to hire two IMs, hired IM went on extended leave before admin and data analyst were hired, lawsuit, attempted murder of PCOB chair, political jockeying and meddling for 6 months which has wasted valuable time and tax dollars! There is no prefab OIM Department Kit one can order! They are doing the work! Please, let's get out of their way and help them in ways that are helpful!

Giving the mayor full power to appoint w/out community group nominations as a solution to quorum and transition issues is senseless.

1. Over the past 4 years, the majority of the mayor's appointees attended meetings the least. This isn't a judgement but there is no evidence that giving the mayor power to appoint without the nine group step will solve quorum issues.

2. The mayor's own appointees were not ready for transition on time.
3. There are committees throughout the city that have vacant seats. Where is the amendment to take nominating power from the mayor?
4. There are other city committees that have poor attendance records. Where is the amendment to take nominating power from the mayor?
5. Giving the mayor full appointment power will not solve administrative issues that the mayor already suffers from.
6. This ordinance amendment represents nothing but harm and double standards.

Additionally, no IM should be sculpting a list of applicants who will serve as the IM's bosses (PCOB). That's like having the chief sculpt a list of applicants for the Police and Fire Commission who are charged with hiring, firing and reprimanding the chief. An obvious conflict of interest. It doesn't belong in the ordinance.

When politicians use manipulative tactics to divide and conquer within the OIM and PCOB, that is not only in violation of their ordinance but it also a version of systemic cruelty. No one has the bandwidth for that. I have been hearing that this is going on. Please stop. If it continues, then it will have to be made public and no one has time for that!

Finally, I write this all out of the utmost respect for the members of the OIM and PCOB. You have signed up to do the honest, courageous and harrowing work of police oversight that few others are willing to do in large part because they are afraid. That includes this city's most powerful people.

- The District Attorney refuses to do this honest work of police accountability because if he does, he will be a target of police union ire, he will be without police cooperation in investigations and unelectable.
- Most officers refuse to do this honest work of police accountability or oversight because it will subject them to police union ire, they will be

alienated or bullied out of a job and too often, have reason to fear for their safety. I work with such former and current police officers.

- The Police and Fire Commission has never done this honest work in response to civilian complaints in the entirety of its existence. Not even in the most egregious cases. They are appointed by the mayor and include a retired officer.

The PCOB and OIM deserve our respect and support in doing the honest work of their mission. They deserve to work without targets on their backs. They are doing what those lauded as the most courageous in American culture are afraid to do.

Thank you for your time,

Amelia Royko Maurer

Core Member, the CRT

.

From: [Connie Shaw](#)
To: [Police Civilian Oversight Board](#); [All Alders](#)
Subject: PCOB Ordinance amendment
Date: Wednesday, February 26, 2025 5:05:16 PM

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As far as I can tell, there is absolutely NO NEED for any amendment to the ordinance. I am especially opposed to any ordinance amendment that would undermine the independence of the PCOB!! Stop trying to "fix" something that isn't broken! Matter of fact, it works real well. All PCOB seats are now filled. And mechanisms have already been enacted that have effectively eliminated the issues with vacancies and tardy nominations. Stop...trying....to "fix" it!!

The independence of the PCOB MUST be preserved! Preserve the nine community partner backbone of the PCOB!! Stop...trying...to "fix" it! Do NOT take power away from the community. Power that has taken WAY TOO LONG to establish. Elected politicians should NOT have unconstrained power to select the members of the PCOB, since what's in the interest of elected politicians is most likely at odds with what is needed for effective police oversight! STOP TRYING TO "FIX" IT!!

Sincerely,
Connie Shaw
1954 E. Washington Ave. #25
Madison, WI
53704
SHAW V. LEATHERBERRY

From: [Lisa Zwart](#)
To: [Police Civilian Oversight Board](#)
Cc: [All Alders](#)
Subject: Please do not approve the ordinance ammendment to change the PCOB structure
Date: Wednesday, February 26, 2025 4:38:39 PM

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Hello,

My name is Lisa Zwart and I am opposed to the referendum that would allow any resident of Madison to self nominate themselves and be chosen by the Mayor to sit on the PCOB and potentially have a very real conflict of interest to the meaning of what the PCOB was created for in the first place.

Independent community oversight should be without any influence or politics from city leaders. Or being able to hand pick who will be chosen as their preference.

By design, the PCOB and OIM is the first real progressive thing Madison has accomplished in my eyes. By the people, for the people. It's something that should not be changed and potentially contaminated by opening up to that possibility.

While I currently live in Cottage Grove, I was born and raised in Madison, WI and lived there for decades. I have many family members and friends who are residents, business owners and tax payers in Madison.

Please don't amend this ordinance in such a way that sabotages its very reason for existence in the first place.

Sincerely,
Lisa Zwart
1002 St John St
Cottage Grove, WI 53527

zwart.lisa@gmail.com
608-695-1124