From: davidblaska@icloud.com
To: All Alders; council; Rhodes-Conway, Satya V.
Cc: Haas, Michael R
Subject: Police monitor
Date: Wednesday, April 22, 2026 2:16:46 PM
Attachments: OIPM.png

Some people who received this message don't often get email from davidblaska@icloud.com. Learn why this is important

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

Thank you for a most entertaining meeting Tuesday night 04-21-26. A few points:

1) It is clear that former Ald. Govindarajan DID communicate with the PCOB and other essential players. He first broached the topic in January, four months ago. The amendments were fully noticed, publicized, and debated. The Oversight Board refused to discuss his reforms and tabled the entire thing. We've seen it before, haven't we? Disagreement disguised as "lack of communication." Ald. Pritchett was right to quote *Cool Hand Luke.*

2) It is evident that Monitor Glass — a city employee, remember — has entered into an adversarial relationship with the City of Madison. She and Greg Gelembiuk threatened lawsuit. They have marshaled Freedom Inc., which shut down the Madison Board of Education's annual meeting in its successful crusade to expel school resource police officers. BE STRONG!

3) No matter how much chin wagging you do with Freedom Inc. and the PCOB, one thing cannot change: The City of Madison cannot create a truly independent agency any more than a wombat can give birth to a squirrel. Anything city government creates is a city government entity. The Office of Independent Police Monitor and the Police Civilian Oversight Board are city agencies. Only the state legislature can create separate government entities, as it did the Police & Fire Commission.

Being a city agency, the Monitor's office cannot sue the City of Madison, although Glass and Gelembiuk, as individuals, probably could. (City attorney Mike Haas confirmed this opinion, born of my 30 years in government, elected and appointed.)

4) Even if you funded the Monitor at the level Ms. Glass seeks, you will never match the resources available to the WI Department of Justice or the Dane County District Attorney's office, both of whom thoroughly investigated the death of Tony Robinson Jr., an often violent and chronic substance abuser, and absolved the police department. The Office of Independent Police Monitor can NOT succeed. Read the four cases she reports — they are embarrassingly trivial. I mentioned the denied fist bump on State Street.

5) Given that you cannot satisfy the Monitor or her supporters, be prepared for protracted litigation, because her office must be either fish or fowl — compromise is not possible. You cannot water down the proposed reforms because they are required by state law! Ignore your legal advice at the City's peril. I stand ready to bring suit again.

6) The answer, then, is to abolish the police monitor and its oversight board. Helps that the monitor is interim. Admit your mistake and move on!

7) Finally, encourage the well established, legally constituted, and more impactful Police & Fire Commission to build up a more visible front door for customer service. To do that, you could consider recreating the Monitor's office as a city referral agency to the PFC, with new personnel, of course.

Putting off a decision changes nothing! In Tuesday's installment of the Independent Police Monitor soap opera, we learned that Greg Gelembiuk is undergoing — "after prayer and meditation" — a Gandh…

Madison's police monitor can never be truly independent
davidblaska.com

Now some observations from a 12-year veteran of late-night meetings. Some of the alders talked too long and to little effect. Appeared to be thinking out loud. Have in mind what you want to say before you press the button. Brevity is the Soul of Wit.

David Blaska
Madison, WI 53711
davidblaska@icloud.com

Visit the Blaska Policy Werkes at www.davidblaska.com

From: noreply
To: All Alders
Subject: [All Alders] Police Oversight Commitee JUN 17
Date: Wednesday, April 22, 2026 2:32:39 PM

Recipient: All Alders:

Wednesday, April 22, 2026 – 2:32pm

Kristine M Gallagher
she/her
3213 Lotheville Road
Madison, Wisconsin. 53704 Yes, by email. kgallagher115@gmail.com All Alders Police Oversight Commitee JUN 17 Council:

Thank you for your time and efforts in making our community better.

When discussing The Police Oversight Committee addendums at your future meetings, you may want to consider requiring all members to take the Community Academy offered by MPD. I am currently and have learned so much.

As well, it may be wise to have an agreement on confidentiality. Just as some police records are not released due to their potential for negatively affecting the general public, it may be wise to adhere to some basic HIPAA-like agreements. It is not only kind, but may be essential for safety and/or perhaps legal action.

And again, unfortunately, we see the negative effects of AI with their most recent report.

I personally off all meta as I saw up close the negative effects of a doxxing with the spread of erroneous statements to 24K which some still believe to be true.

Thanks again!

Kristine M Gallagher

From: Jennifer Giesler
To: All Alders
Subject: 4/21 ordinances 5.19 and 5.20
Date: Thursday, April 23, 2026 9:55:02 AM

You don't often get email from jen@giesler.net. Learn why this is important

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

Dear Alder Guequierre,

I am one of your constituents in District 19. I also follow the work of the Police Civilian Oversight Board. I supported the formation of the PCOB and co-exisitng Office of Independent Police Monitor and continue to feel that their role is essential to the safety of our city for all residents. It's been brought to my attention that at today's Common Council meeting at 6:30 amendments are proposed that could change the status of PCOB and OIPM and threaten their independence. Without restating all the info and reasons I oppose these amendments (you'll no doubt get several long emails from other folks), I will simply ask that you vote against all amendments to Madison General Ordinances 5.19 and 5.20.

Respectfully,

Jennifer Giesler
21 Apple Hill Circle
Madison, 53717

_____
Jennifer Giesler
Jen@giesler.net
(608)770-4330

From: Fields, Debbie
To: Matthias, Isaac L
Subject: FW: [Council staff] Office of Independent Police Monitor
Date: Wednesday, April 22, 2026 11:12:46 AM

Hi Isaac,

When people use the contact from on our website, one of the "to" choices is Council staff, and those go to me. Here's one that came in yesterday that I'm sending along to you in case you think it should be attached in Legistar somewhere.

Thanks,
Debbie

From: noreply <noreply@cityofmadison.com>
Sent: Tuesday, April 21, 2026 4:21 PM
To: Fields, Debbie <DFields@cityofmadison.com>
Subject: [Council staff] Office of Independent Police Monitor

Recipient: Council staff:

Tuesday, April 21, 2026 – 4:20pm

Ryan Mesrs
1801 Ellen Avenue
Madison , Wisconsin. 53716 No, do not contact me. Council staff Office of Independent Police Monitor I'm writing to express my extreme displeasure that my hard-earned dollars are paying for this abomination that the city of Madison calls the office of independent police monitor. How insane is it that we continue to support this position and staff that continue to not anything productive besides justify their existence for this city. How is it possible that a position making what they make is allowed to put out press releases using AI and false facts and release people's public information? How is this even a consideration that this position and title is even still a thing? What benefit have we gotten from what we have paid?
I appreciate and applaud the effort to try to have an independent arm monitoring what law enforcement does in the city. However, this seems like an unthought-out and unmanaged waste of precious taxpayer dollars. How can we be expected to support any budget requests when this asinine office of Independent police monitoring puts out the garbage that they have today.
This office needs to be ended today.
Thank you.

To: Common Council, City of Madison: Attn Derek Field, Alder
From: Eli Misener
Subject: Protection for OIPM and PCOB
April 14, 2026

I write to urge the City of Madison Common Council to oppose the proposed amendments to the Office of the Independent Police Monitor (OIPM), ordinance 6.19, and Police Civilian Oversight Board (PCOB), ordinance 6.20.

My own personal history with ethical concerns (resulting in lawsuits against the City of Madison) is extensive in this matter. I served as a police officer With the City of Madison Police Department (MPD), from 2013 to 2021. That role bore witness to the aftermath of the murder of Paul Heenan, the murder of Tony Robinson, the murder of Ashley Dipiazza, and the 2020 civil unrest and protests.

I can affirm, beyond a shadow of doubt, that MPD is a police department that exceeds all local and national averages in qualifications and education level of its personnel. When that intelligence is used for the better of the community, the City undoubtedly benefits from a skilled, progressive police force. There is a scary, dark side to this legal aptitude, however. MPD is also exceptionally skilled at controlling, directing or hiding narratives that cast them in a negative light. The most "progressive" skill set possessed by MPD during the past decade has been understanding

the need to prioritize public image over truth, action or transparency.

My life and interactions in the past few years have lead me to believe the moral fiber of MPD is in serious decline. I am currently engaged in legal action in the Western Wisconsin US District Court (Misener v. City of Madison, 25-CV-329-wmc) in a case that strikes at the very foundations as to why OIPM/PCOM are crucial in this community. The case is a flagrant example of the ways which MPD is able to brush egregious misconduct under the rug, without recourse, absent OIPM/PCOM. Without this city agency currently investigating my case, there would have been a guarantee I'd never see justice.

This in and of itself is remarkable. I was employed within MPD for 8 years. I witnessed the barriers, tactics, deceit and obstructions put in place to defend police misconduct first hand. Even with this robust experience and knowledge in hand, I find myself often alone being steamrolled by the City Attorney and MPD. I ask the Common Council to consider how any member of our community without police experience or a law degree could ever expect fair outcomes in dealing with a department trained first and foremost in "controlling the narrative." The MPD already has a storied history of violations of WI § 19.31-37 open records violations. In the course of fighting for over a year to achieve MPD admitting their active duty officer had supplied illegal firearms,

three Writs of mandamus were filed, and fought against by none other than the Madison City Attorney. For this reason, I find it particularly ludicrious and ethically repugnant that the City Attorney's office is proposed to expand reach into OIPM/PCoB while simultaneously restricting records access for independent audits.

In writing in support of OIPM/PCoB, I proudly admit my naitivity and misplaced trust in MPD in the past. I stood on State St in the summer of 2020. I stood on the Wrong side of that line. As the national spotlight has turned away, and the current administration has normalized anonymous, Unchecked police practices, I urge the Common Council to not permit MPD to backtrack on the little progress that was made. Please reject the proposed changes to Ord. 5.19 and 5.20.

Elijah Misener
Co. Founder; Transform Dane
PO Box 95
Madison, WI 53701

Note: District 3 is the location of my own residence and events contained within US 42§ 1983, 25-CV-329-wmc

From: Fields, Debbie
To: All Alders
Subject: Phone message: Betty Thompson
Date: Wednesday, April 22, 2026 9:31:13 AM

Alders,

Betty, a District 18 resident, left a message on the Council Office voicemail on Tuesday, April 21, at 4:54pm. She wanted to voice her support for the Police Department. She thinks the PCOB and the IM definitely need regulations and rules put on them. She said we have a good police department, and she hopes the Council passes the amendments to MGO 5.19 and 5.20 because the PCOB and IM should follow the rules.

Thanks,
Debbie

From: Attorney S. Titus
To: Glenn, Carmella
Cc: All Alders; council; Munger, Sam R.; Office of the Independent Police Monitor; Police Civilian Oversight Board; Glass, Aeiramique; rebecca@renaissanceresourcesllc.com; rikemble@wifoodsystems.org
Subject: Open Letter: Common Council Meeting on OIM Ordinance
Date: Wednesday, April 22, 2026 4:30:10 PM

You don't often get email from attorney@policeoversight.us. Learn why this is important

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

To: Alder Carmella Glenn, et al
Re: 4/21/26 Common Council Meeting on OIM Ordinance

I reside in the Charlottesville, Virginia area. In my national office, I remain apprised of police oversight offices across the country, especially those that – notwithstanding operational and political setbacks – are leading change. Madison is in the aforementioned category.

Through my research, I have kept fully informed of the triumphs and struggles regarding Madison's Office of the Independent Police Monitor (OIM) and the Police Civilian Oversight Board (PCOB). For the record, I do not know, and have not spoken in person with, anyone affiliated with the OIM or the PCOB. I have previously shared on occasion supportive emails.

Last night, I watched the entire Common Council meeting on proposed ordinance amendments. Because in Virginia we are one hour ahead in time, for me it was past 1:AM when this matter was deferred until your August meeting.

I believe that was the right call. As you eloquently articulated, one must enter into important decision making with "clean hands." There were substantive concerns raised in Monitor Glass' recent public written statements that bring into question whether this entire process has come about through clean hands, which is to say whether city officials have operated in good faith.

I commend the vast majority of Alders for doing the right thing and giving this matter more careful, deliberative thought. I especially found myself moved, even at the late hour of the night, by your passionate and heartfelt plea for *equity,* and your perspective on what equity means.

Thank you for your leadership on this issue. As well, I thank your colleagues for exercising the wisdom to hit the proverbial pause button, at least long enough to *listen.* Just *listen* to what the community is saying.

I was moved as well by former Alder Rebecca Kemble's deep historical knowledge of the OIM ordinance, having helped codify the ordinance. Her walking to the podium to speak on behalf of preserving the independence of the OIM and PCOB, while in obvious physical pain, was civic commitment that was inspiring to see.

I sincerely urge city officials in Madison to recognize the gift you have in Ordinance 61593, passed in 2020. Most municipalities around the country have yet to summon the political courage to enact such a unique, strong ordinance that is independent of City Hall politics.

Yes, I say ***independence*** purposefully. That term was praised and chastised a great deal at last night's council meeting. Yet I stand firmly with my professional colleagues in the OIM, the PCOB, and community leaders in defense of the need for independence in order to gain and sustain public trust.

Furthermore, I respectfully reject any effort to "normalize" the work of the OIM and PCOB, in attempts to make this department like any other city department. *It is not.*

Just as an apple is a fruit; so is an orange. Yet everyone knows that an apple is not an orange. While every city government department in Madison is undoubtedly important, the mission of the OIM and the PCOB is unique to any and all other city entities. My colleagues do not claim to be "better" than everyone else – just uniquely situated to meet uncommon challenges and needs.

Finally, a little "straight talk." My colleagues in Madison have been very gracious in referencing the former, inaugural Independent Police Monitor. I will use my outsider status this time to speak more candidly.

If, *and only if,* the public record of the colossal failures of the previous Monitor is accurate, then as an attorney myself I am chagrined that a member of my profession could have left this office in such shambles, thus creating an opening for opportunistic political and public scorn of the OIM and PCOB. Having established and led three government startups at the municipal, state and federal levels, I know that as a pioneer one has the special obligation to set the highest standards, and serve as an exemplar for one's successors. It is a shame that this apparently was not the case for Madison's OIM and PCOB, who must now clean up the mess and take the hits.

These are hardworking, dedicated people who are sacrificing family and personal time just to make Madison a better place for all. My colleagues in Madison do not deserve the piling on by segments of City Hall, and naysayers in the community. Instead, what they **do deserve** is City Hall's sincere gratitude and – more importantly – City Hall's financial commitment to giving the OIM the resources so they can do their job more efficiently and with minimum burnout.

Know that the nation is watching Madison. As a nationally recognized subject matter expert and attorney-lecturer on police oversight, I developed and was invited to teach the first-ever course on police civilian oversight with the National Academy of Continuing Legal Education, titled –

Civilian Oversight of Law Enforcement: Navigating Legal, Social and Political Challenges

In my course, scheduled to go live on May 8, I plan to cite two municipalities that have exemplary (even if not perfect) police oversight ordinances which focus on independence and citizen control – Madison and New Orleans. My audience is comprised of attorneys from across the nation. After the live session, the course will be available on demand in perpetuity.

Madison has the opportunity to show the country what civilian oversight of law enforcement *should* look like: Trustworthy policing in partnership with a trusting community. Backed by the full force of a strong ordinance ensuring independence. The political commitment of City Hall to provide the proper resources in terms of staffing and funding.

I have faith that you can and will do this. Do you?

Shenandoah Titus, Chief Counsel

POLICE OVERSIGHT USA
"For Trustworthy Policing"

U.S. Supreme Court, DC Licensed
National Certified Investigator/Inspector

Bio: https://shorturl.at/Fw2gy

policeoversight.us

* Note:

I did not have an email address for Mayor Rhodes-Conway, thus I copied Chief of Staff Munger. As a courtesy, please kindly forward to the Mayor for her awareness. Thank you.

In the spirit of transparency, you may share this communication, in its entirety and with full attribution, with anyone or any organization that you deem appropriate.

From: Attorney S. Titus
To: Mayor; All Alders; council; Munger, Sam R.; Haas, Michael R; Office of the Independent Police Monitor; Glass, Aeiramique; Police Civilian Oversight Board; Ojanik@madison.com; ahansen@madison.com
Subject: Why Madison Must Change Course on PCOB/OIM
Date: Friday, May 1, 2026 8:37:33 AM

Some people who received this message don't often get email from attorney@policeoversight.us. Learn why this is important

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

To: Mayor Rhodes-Conway, Common Council, PCOB, OIM, Wisconsin State Journal

Re: **Urgent Reform Needed for PCOB & OIM**

May 1, 2026

I write to you as a friendly observer from the Commonwealth of Virginia, and as a national subject matter expert on police civilian oversight. I am not affiliated with any group or organization in the State of Wisconsin. As the Founder and Chief Counsel of *Police Oversight USA,* my loyalty is to the mission of police oversight everywhere.

A brief introduction is in order. I was engaged in police oversight long before it was known as such, dating back to 1997 when I served as the first Human Rights Director of Amherst, MA. Investigating civilian complaints alleging police harassment was a priority during my leadership, both in Amherst and in Somerville, MA.

I hold various professional certifications and six academic degrees – principally from Cornell, Berkeley Law, and Harvard Divinity School. I have served in leadership roles at the municipal, state and federal levels for over two decades.

For those who would brand me a "company man" or "yes man" after reading this letter, know that I am a federal whistleblower. Having rejected an unlawful and unethical demand from former executives, and subsequently being subjected to retaliation, I successfully took legal action against my former employer – the U.S. Department of Homeland Security Headquarters, Washington, DC. I am hardly a “company man” or “yes man.”

A final point is worth mentioning. Political conservatives will want to embrace me after reading this letter, while many Madison liberals will want to dismiss me as "right-wing." For the record, politically I regard myself as a Progressive Independent man of color (African American and Native American). In previous elections, I cast my vote for Hillary Clinton, Karmela Harris, and Abigail Spanberger – Virginia's first female governor.

With the preliminaries aside, I have studiously observed events regarding Madison's Police Civilian Oversight Board (PCOB) and the Office of the Independent Police Monitor (OIM). I watched the entire April 21st Common Council meeting, as it pertained to the PCOB, OIM, and Ordinance 61593.

On April 22, I submitted an Open Letter to the recipients of this communication. In that Open Letter, I offered three themes, each of which I stand by today:

1) In order to effectively perform its duties and garner public trust, the independence of the PCOB and OIM must be safeguarded.

2) The OIM and PCOB are comprised of good, hardworking people who seek to better their community (I merely question their approach).

3) The Interim Monitor raised substantive concerns in her April 21st public memorandum regarding her perception of conduct within City Hall. Note that I did not comment on the veracity or validity of said allegations, only that they are substantive (meaningful) in nature and deserve to be taken seriously.

At the core of the friction between the OIM/PCOB and City Hall is the issue of *independence.* Yes, the OIM and PCOB require independence to perform their duties.

However, after observing these two offices over the past few months, I have concluded that it is not "independence" that the OIM/PCOB seek, but rather ***AUTONOMY*** – which essentially means *self-governance.* In a democracy where accountability is valued, I do not support any governmental agency's quest for self-rule.

The OIM/PCOB appear to be of the mindset that any restrictions at all on their quest for self-rule, however reasonable, would be an *encroachment* on their "independence," and therefore must be soundly rejected. I vehemently disagree.

One cannot welcome City Hall involvement when it comes to providing tax-payer funding and infrastructure support, but simultaneously demand complete and utter independence in all other matters. Furthermore, the OIM/PCOB fail to understand that with independence comes *accountability.* The track record for the OIM/PCOB is woefully lacking.

The OIM and PCOB were established in 2020. Sadly, their history of successful self-governance is abysmal. To wit:

The OIM, under previous management, reportedly for years failed to produce reports, respond to public records inquiries, complete adequate investigations, or build a sustainable infrastructure. The PCOB appears to have failed in their oversight of the OIM for several years. Yet they strenuously demand self-governance.

The Interim Monitor, a hardworking and committed person, I believe, nevertheless failed to meet two of the most basic tenets of good investigation – *Ask and Observe.* When the OIM released its first flawed Annual Report in 2026, the question should have been asked whether there are any policies on AI use by city employees. Investigators do not assume facts.

But, of course, if the OIM felt that they were above city employee policies, then perhaps they saw no need to inquire about policies that apply only to “those other people.” *That is not independence.* That is autonomy – which is unacceptable.

As to the obvious cover photo containing two capital buildings, one should have made this simple observation and corrected the image before releasing it, causing chagrin to the city and to the OIM/PCOB. No, it is not a matter of Madison residents' idiosyncrasies about their "skyline,” an excuse that I found condescending to Madisonians. It was a blunder that should not have gone undetected by a professional investigative office.

Is “independence” a license for rudeness? As a professional who has had his share of conflicts with political figures over two decades of public service, I have always sought to resolve disputes with mayors and city council officials diplomatically. Therefore, I was rather taken aback by the OIM's public memorandum alleging misconduct on the part of City Hall, and the public declaration during the April 21st Common Council meeting that the Interim Monitor could not work with City Hall officials due to "lies."

While perhaps most people on the PCOB and in areas of the community view such

antagonism as "standing up to the powers that be," many others question the professionalism and temperament of said conduct. I have a growing concern that when other city employees witness what the OIM apparently has been allowed to get away with under the guise of "independence," it does not serve employee morale when non-OIM employees have to constrain their frustrations in dealing with higher-ranking officials.

Yes, I have always maintained that police oversight offices are not typical city departments. However, that uniqueness does not give OIM staff the right to be publicly disrespectful of duly elected officials – or the right to be disrespectful of anyone, regardless of rank and title.

My greatest concern is that there appears to have developed a level of "group-think" within the OIM/PCOB. Unfortunately, whenever there is group-think, an unhealthy ***personality polarization*** occurs when the group leader displays a strong, forceful demeanor.

I believe that is where the OIM/PCOB have arrived. With group-think, dissent is not tolerated. Introspection and reflection as to one's own shortcomings give way to victimhood and group paranoia, where the mindset is that everyone who does not share our perspective is "out to get us."

Madison had the noblest of intentions when citizens created the OIM and PCOB in 2020. But an ordinance is only as good as the people who administer and enforce the ordinance. Political leadership requires the courage and wisdom to know when to change course when something is not working. That is where I believe Madison is at this juncture.

The Madison OIM and PCOB structure has failed, and will absolutely continue to fail.

During the April 21st Common Council meeting, an Alder asked a PCOB official if the PCOB had considered an Inspector General (IG) model, which of course would replace the current OIM/PCOB model. The response was rather feint.

In addition to teaching a national course for attorneys on police oversight, I am also slated to teach an IG course on ethics. Thus, I speak as a subject matter expert when I say that the Alder's question was on the mark.

The prudent and effective path forward for Madison is to timely replace the OIM and PCOB offices with an ***Inspector General for Police Accountability*** *(or similar office title).*

Much of the existing language of Ordinance 61593 can easily stay in place, with little modification. Provide the proper staff resources and funding. Have the IG hired by, and report directly to the Common Council, either serving for renewable four-year terms or subject to removal *For Cause* by a two-thirds vote of the Alders. This will maintain the IG's *independence* -- not autonomy, while also providing proper accountability for the IG.

A final note on transparency. Over the past few months, I have – in writing – offered very strong moral support for the Interim Monitor. I know personally the challenges of setting an office up from ground zero. I genuinely wanted to see the OIM and PCOB succeed fabulously – especially the Interim Monitor.

Having developed what I felt was a casual rapport with some PCOB members, I shared that if I ever felt compelled in my heart to apply for the permanent Independent Police Monitor position, I would give it due consideration. I emphasized that I have not yet reached that point – and likely would not – as I remain quite happy with my private national office.

Most telling, when I shared my confidence that the PCOB would be fair and hire the best qualified person to lead the office as the permanent Independent Police Monitor, the reaction I got made it clear that the PCOB was interested in finding a way to make the Interim Monitor

their permanent leader, despite publicly announcing months ago that the Interim Monitor would not be eligible to apply for the permanent role.

Yet they complain about City Hall politics!

It was at that point that I knew in my heart that group-think on the PCOB was real, and deeply entrenched. It became readily clear to me that this PCOB/OIM had morphed into a *personality polarization,* which is a reckless mental space to be in for an office whose mission is to hold police accountable and foster transparency.

I think it would be career suicide for any police oversight professional who believes in moderation to take the Madison OIM post – assuming it is ever posted. It has been nearly five months since the Interim Monitor took office on December 8, 2025, and there are no signs of progress on recruiting a permanent Independent Police Monitor.

Below is a direct quote from me to a PCOB member in an email dated April 30. Out of respect, the person with whom I was communicating will not be identified, nor quoted on their end. The gist of their communication is that the system is out to get strong Black women, and the Interim Monitor has done great things for Madison [paraphrased – not a quote]

****

From: **Police Oversight USA, Chief Counsel** >

Date: Thu, Apr 30, 2026, 7:10 AM

Subject: Are you ok?

To:

Greetings, [ ]

Thanks for sharing all about your personal commitments regarding family – and "near family." You are obviously very much needed and, I think, rightfully revered by those close to you. Good for you!

Regarding the current state of the OIM, while I have consistently expressed strong moral support in writing for the Interim Independent Police Monitor (electing by choice not to address her personally here, and to keep my comments professional), reasonable minds may differ as to what "success" looks like in this role. But, to keep it professional, I won't go there.

My strong sense is that there is a polarization around the Interim Monitor that, frankly, would make it extremely unfair and futile for anyone to seek that position at this time. I find that most unfortunate for the future of police oversight in Madison.

I am truly grateful to you for opening a small window of your life to me. I have been enriched by our brief friendship.

However, as a matter of prudence and integrity, there may be something that I must soon do, which has been weighing on my heart for a while now. Your response has affirmed my concerns.

It will be best if we no longer communicate. If I follow through with what is weighing on my heart, you will not wish to consider me a friend.

I thank you and wish you and your family peace and happiness.

Kind regards,

Shenandoah

****

Conclusion:

In 2020, Madison had a golden opportunity to lead Wisconsin, and indeed the nation, with one of the boldest police oversight ordinances that I am aware of to date. Madison's efforts are so noble that I highlight your city's oversight ordinance in my Continuing Legal Education (CLE) lecture to lawyers around the country!

Whether or not city leadership decides to keep this ordinance and the current OIM/PCOB structure, or replace them all with something else, such as the Inspector General model that I proposed, I will continue to cite Madison for boldly trying to get it right.

Madison still has an opportunity – albeit narrow now because of the entrenchment of the PCOB/OIM – to lead statewide and nationally. The record and the facts are crystal clear.

What Madison set out to accomplish six years ago never materialized. It simply failed – and will continue to fail miserably unless city leadership decides to actually *lead.*

I fully expect the angry reaction that I will receive from those caught up in the personality polarization that has engulfed the PCOB/OIM. I can take the heat because I deeply care about police oversight nationally. I care about transparency and accountability – not just for law enforcement, but for oversight agencies as well.

You collectively have the opportunity – indeed the *responsibility* – to right this wayward ship – or build a new ship – looking past all the race/gender paranoia noise. Show Wisconsin and the nation what real leaders do when "Plan A" has failed.

Learn from the errors of Plan A and make a *better, wiser Plan B.* Just never give up on the mission of trustworthy policing.

Never give up on the people you serve.

Shenandoah Titus, Chief Counsel
POLICE OVERSIGHT USA
"For Trustworthy Policing"

U.S. Supreme Court, DC Licensed
National Certified Investigator/Inspector
Lecturer: Nat'l Academy of Continuing Legal Education

policeoversight.us