From: Jen Ahlstrom
To: Police Civilian Oversight Board; All Alders; Madison Mayor
Subject: Re: Please remove Meeka Glass from her position of Independent Police Monitor
Date: Friday, October 9, 2026 5:55:04 PM

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

Again, Please remove Meeka Glass from her position of Independent Police Monitor - forwarding my previous email on why from 2 months ago.

Jen L. Ahlstrom
jen.ahlstrom@gmail.com
608.770.1025

On Thu, Aug 6, 2026 at 2:22 PM Jen Ahlstrom <jen.ahlstrom@gmail.com> wrote:

> I am emailing to ask for her resignation / firing. A public serving role (espec an oversight role) needs to be able to show judgement and restraint over their own emotions - neither of which she has been able to demonstrate.
>
> A public servant cannot expect the public to understand any supposed “nuance of metaphor” when it comes to inflammatory statements, such as calls to "burn the city down", so not making such statements is a VERY basic part of the required skill set - and one that she lacks.
>
> Meeka Glass is a LIABILITY and makes the role, the department and the city look bad. Her single released report was nothing but AI generated garbage, and her $143k salary is a slap in the face to every hard working city employee in lower pay grades.
>
> She is just not qualified for this particular role (or I believe ANY role). If she truly had the ETHICAL FORTITUDE to fulfill an oversight role, she would thereby know it is ETHICALLY IMPERATIVE to resign after her recent comments, let alone her actions over the last 2 weeks.
>
> Thank you,
>
> Jen
>
> Jen L. Ahlstrom
> jen.ahlstrom@gmail.com
> 608.770.1025

From: Jen Ahlstrom
To: Madison Mayor; All Alders
Subject: Fwd: Please remove Meeka Glass from her position of Independent Police Monitor
Date: Friday, October 16, 2026 12:53:43 PM

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

The private Google surveys, failure to abide by open records and all of the other excuses in her blog posts are worse than her failure of an AI generated report.

Please just remove her.

Otherwise I'm sure I and others will start asking you to simply remove the failed experiment of this oversight position entirely.

Jen L. Ahlstrom
jen.ahlstrom@gmail.com
608.770.1025

---------- Forwarded message ---------
From: **Jen Ahlstrom** <jen.ahlstrom@gmail.com>
Date: Fri, Oct 9, 2026 at 5:54 PM
Subject: Re: Please remove Meeka Glass from her position of Independent Police Monitor
To: pcob@cityofmadison.com <pcob@cityofmadison.com>, All Alders <allalders@cityofmadison.com>, Madison Mayor <madisonmayor@cityofmadison.com>

Again, Please remove Meeka Glass from her position of Independent Police Monitor - forwarding my previous email on why from 2 months ago.

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FORTITUDE to fulfill an oversight role, she would thereby know it is ETHICALLY IMPERATIVE to resign after her recent comments, let alone her actions over the last 2 weeks.

Thank you,

Jen

Jen L. Ahlstrom
jen.ahlstrom@gmail.com
608.770.1025

From: Jennifer Bastian
To: All Alders
Subject: October resolution to terminate Monitor Glass
Date: Thursday, October 15, 2026 7:46:27 AM

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

Hello,

I am writing to all alders and specifically to my alder, Tag Evers, to demand that you **vote no on the resolution to terminate Monitor Aeiramique Glass's employment.**

I am appalled and disgusted. Rather than doing something productive such as crafting policy that might prevent more police brutality and killing, or allowing the public to see the OIPM's full reports, the majority of this body decides to try to dismantle the one independent oversight of policing the public has access to.

Alder Evers, I want a reply to this email, and I do not want a reply that reiterates your "two things can be true" message. I want a reply that explains:

- If MPD/City leaders/City Attorney Haas found it appropriate to hire the former president of the Green Bay police union to investigate Monitor Glass for the MPD's August 4th assault **on her,** I would like to know why they did not contact key witnesses Council Vice President Carmella Glenn and OIM Data Analyst Greg Gelembiuk.
- I would also like to know who requested and approved that contract and what part of the city budget is **paying** for the investigation.
- I would also like to know what part the city attorney is playing in your decision making, since he has clear bias against Monitor Glass and the OIPM in general.
- I would also love to have answers to all of Alder Matthews' questions on her blog post discussing a framework to evaluate the resolution to terminate.

The public deserves to have true independent oversight of the police. Do not terminate Monitor Glass. Empower her office to do its job adequately. Give her office the resources you refused to give last month, and set its budget at 5% of the Madison Police Department's budget.

Again, I'm looking at all the alders involved in this mess, but especially my alder. Alder Evers, I expect a reply that answers the questions above, and shows you are taking your responsibility to serve your constituents seriously, not your own biases.

Jennifer Bastian
538 West Lakeside Street
Madison, WI 53715
--
Jennifer Bastian
414.748.8127
http://jenniferbastian.com
Pronouns: she/her/hers

From: Christine Costanzo
To: Police Civilian Oversight Board
Cc: Office of the Independent Police Monitor; All Alders
Subject: Resolution to terminate the IM
Date: Friday, October 16, 2026 11:09:50 AM

Some people who received this message don't often get email from chcostanzo@earthlink.net. Learn why this is important

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

Hello,

I am writing to implore the PCOB to fight, in whatever manner possible, the violation of the ordinance that requires the IM to be hired and reviewed by the PCOB. I am deeply concerned and outraged by the Council's bypassing the ordinance in an underhanded manner—especially with almost no media coverage except propaganda. Most Madisonian's do not understand this. I see the PCOB''s responsibility to both fight this and to bring the manner in which the mayor's office and the common council are behaving to the public's attention. It is my opinion that the city is acting maliciously and illegally, in part, because they know that they have control of the narrative.

Thank you for you efforts.

Best,

Christine Costanzo
1824 Yahara Place
Madison, 53704

Christine Costanzo M.D., LLC

608 347-6759 (cell)
608 257-1724 (office)

chcostanzo@earthlink.net

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From: Christine Costanzo
To: All Alders
Subject: Fwd: Resolution to terminate the IM
Date: Friday, October 16, 2026 11:17:31 AM

Some people who received this message don't often get email from chcostanzo@earthlink.net. Learn why this is important

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

Please see two emails below. I am strongly asking you to name the illegality of the upcoming vote on Tuesday and fight this underhanded attempt to remove independence from the IM.

Thank you,

Christine Costanzo
1824 Yahara Place 53704

Begin forwarded message:

From: Christine Costanzo <chcostanzo@earthlink.net>
Subject: Fwd: Resolution to terminate the IM
Date: October 16, 2026 at 11:14:39 AM CDT
To: district6@cityofmadison.com

Dear Davey,

Please see my email to the PCOB below. I am requesting that you make a strong statement to the illegality of the upcoming vote to terminate the IM and put in a city official. I am also asking you fight this vote in any means possible as it will destroy the independence of the IM and 20 years of diligent and hard work. I also ask that you make our district aware of the situation so that the constituents can vote appropriately in the next mayor race. Most people have no idea of the history of the fight for civilian oversight and sadly, even in our progressive district, have been influenced by the propaganda that is making the media.

Best,

Christine Costanzo
1824 Yahara Place
Madison, 53704

Begin forwarded message:

From: Christine Costanzo <chcostanzo@earthlink.net>
Subject: Resolution to terminate the IM
Date: October 16, 2026 at 11:09:40 AM CDT
To: pcob@cityofmadison.com
Cc: oim@cityofmadison.com, allalders@cityofmadison.com

Hello,

I am writing to implore the PCOB to fight, in whatever manner possible, the violation of the ordinance that requires the IM to be hired and reviewed by the PCOB. I am deeply concerned and outraged by the Council's bypassing the ordinance in an underhanded manner—especially with almost no media coverage except propaganda. Most Madisonian's do not understand this. I see the PCOB''s responsibility to both fight this and to bring the manner in which the mayor's office and the common council are behaving to the public's attention. It is my opinion that the city is acting maliciously and illegally, in part, because they know that they have control of the narrative.

Thank you for you efforts.

Best,

Christine Costanzo
1824 Yahara Place
Madison, 53704

Christine Costanzo M.D., LLC

608 347-6759 (cell)
608 257-1724 (office)

chcostanzo@earthlink.net

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From: dkdipert@charter.net
To: All Alders
Subject: Interim Independent Police Monitor
Date: Thursday, October 8, 2026 3:15:30 PM

Some people who received this message don't often get email from dkdipert@charter.net. Learn why this is important

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

Dear Members of Common Council

I strongly urge all city counsel members to vote to terminate Aeiramique Glass's position. She is not fulffilling the terms of her employment and has been nothing but a divisive figure. This is the second of bad choices hired for this position.

Madison taxpayers are already overburdened and to continue to ask us to pay for employees like Ms. Glass who perform so poorly is an insult.. Terminate this employee and the entire PCOB. Reallocate the money into the city's general fund so that it could be used more wisely.

Sincerely,
Denise Dipert
2602 Marshall Pkwy.
Madison, WI 53713

From: noreply
To: All Alders
Subject: [All Alders] Resolution to terminate the employment of the IM
Date: Saturday, October 10, 2026 8:23:29 AM

Recipient: All Alders:

Saturday, October 10, 2026 – 8:23am

Kimmi Duncan
She/her
4 High Point Oaks Ln
301
Madison, Wisconsin. 53719 No, do not contact me. All Alders Resolution to terminate the employment of the IM Good morning,
I'm writing in support of the resolution to terminate the employment of the independent monitor. The purpose of the office is being denigrated by Aeiramique Glass's behavior and actions as outlined in Alder Vidaver's blog post from October 9 (https://www.cityofmadison.com/council/district5/blog/2026-10-09/to-preserve-civilian-oversight-in-madison-interim-monitor-glass) and I urge you to read it if you haven't already. The Office of the Independent Monitor has the potential to do a lot of good but only if the right person is there to lead it. I'm afraid that if this resolution fails, Aeiramique Glass will be appointed to the permanent position and these problems will continue for years to come.

From: Katy Farrens
To: All Alders; Figueroa Cole, Yannette
Subject: PCOB
Date: Thursday, October 8, 2026 9:38:00 AM

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

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

To All Alders,

I am writing you all today because I am in support of Monitor Glass and the Police Civilian Oversight Board. The PCOB is the only board that is holding the police department accountable for their actions, without them there would nobody to hold them accountable for over policing. As a community activist and resident of the Allied neighborhood, over policing has been a problem in our neighborhood over the years as well as mistrust of the police. Having the PCOB gives people a peace of mind that someone is overseeing the police. I am asking you all and specifically my Alder of District 10 Figueroa Cole to vote against terminating Monitor Glass interim appointment and to respect the PCOB's role. Please put the communities you serve first!

Sincerely,
Katy Farrens
Allied Neighborhood resident and Community Activist

From: Aaron Fisher
To: All Alders
Subject: I support monitor Glass.
Date: Wednesday, October 7, 2026 10:03:57 PM

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

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

What you're trying to do is crooked, and it's a betrayal.

From:	Gregory Gelembiuk
To:	All Alders
Subject:	Fasting to prick the conscience
Date:	Thursday, October 15, 2026 1:03:00 PM
Attachments:	On Independent Police Monitor Glass.pdf

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

Dear Alders,

Please see my attached letter.

Sincerely,

Dr. Gregory Gelembiuk

Dear Alders,

In protest of what is being done to Independent Police Monitor Aeiramique Glass, I am engaging in a Satyagraha fast. Satyagraha is a term coined by Ghandi and means truth force – the force of truth. I have been fasting, with only water, since mid-Tuesday and will continue doing so at this point. Such a fast is not meant as a coercive measure. It is done to prick the conscience of your interlocutor. To appeal to moral principles in fighting injustice. It is a calling in. And it is done in a spirit of love.

It is not my intention to center myself. And I recognize it's an unusual course of action. It is an action I choose to take after engaging in much thought, prayer, and meditation. It is an action to take in the face of grave injustice.

Monitor Glass is being subjected to a political lynching. A set of alders and residents, certain of their righteousness, are acting as a herd. In Satyagraha, one willingly absorbs hardships, penalties, or physical harm to appeal to the opponent's conscience and reason. I am hoping that my willingness to take suffering on myself may prick the conscience and cause individuals involved to begin to question what they are now so certain of.

With respect to Monitor Glass and our Office, I believe the Council doesn't know anything close to the full story. And then, given the one-sided memos coming out of the City Attorney's Office and the feeding frenzy on Monitor Glass, jumped to certain conclusions without full information and without an adequate understanding of how police oversight functions. And I am not saying alders don't have any legitimate concerns. But I think you only know half the story. I will also add that a pattern of City Attorney Offices being highly adversarial to police oversight can be found in cities across the country and reflects an inherent structural conflict of interest, so City Attorney opinions with respect to police oversight should not be taken at face value and treated as non-partisan.

I will note the fundamental unfairness of what is happening. In carrying out a campaign of vilification of Monitor Glass, certain Madison alders and other public officials, using the resources of office, and acting in clear violation of the Elected and Appointed Official Code of Conduct, have created a situation entirely lacking in fairness and due process. Alders have chosen to use raw power rather than approaches such as mediation or restorative dialogue. I am hoping that my fast might cause some alders to rethink their decision not to utilize mediation and restorative dialogue.

Moreover, to quote and paraphrase what PCOB member Devon Snyder has written, this is bigger than Monitor Glass. This is about usurping the authority of the Police Civilian Oversight Board and eliminating independent police oversight.

"What does this say to the next person who takes this job?

Because if we tell someone, 'Come into Madison. Be independent. Ask the hard questions. Follow the facts. Hold people accountable.'

But then we show them that when their work becomes uncomfortable, elected officials can move to remove them what exactly are we asking them to be independent from?

This is about protecting independent oversight from becoming political oversight."

The Council appears to be falling into a very common pattern, rather than making Madison the exception. As Tim Lynch, the Director of the Cato Institute's Project on Criminal Justice has noted, with regard to City police oversight agencies: "In practice, however, civilian review boards have proven to be an ineffectual check against police misconduct. The boards are commonly created in the aftermath of a police scandal, but after the photo-op announcement regarding the establishment of the new board, where politicians take credit for tackling a difficult problem, the news cycle shifts and public attention is directed to other subjects. That's when the local power brokers in city government rig the boards to fail." The attempts to interfere in our oversight mechanism (via ordinance amendments, City Attorney actions, and now the possible termination of our Monitor) is the kind of thing you see in city after city. Few police oversight agencies in the country are considered truly effective by their communities, because of the political tampering and undermining.

I will add, though I cannot talk about individual investigations, I will say the following…I have worked on police reform since my unarmed neighbor, Paulie Heenan, was killed by an MPD officer in 2012. That includes organizing around the Black Lives Matter movement. But despite that background, since I began working on investigations in the Office of the Independent Police Monitor, even I have been shocked at what I am seeing, particularly regarding police conduct against Black individuals. In my job, I am witnessing such pain that at times I find myself weeping. I feel like, working on investigations, my eyes have really been opened. But if Monitor Glass is terminated, all the work on our close to 70 open cases will be fully disrupted and likely stop, and I believe the truth of what is happening will most likely not see the light of day. No-one of good conscience can allow this, and thus I fast.

Sincerely,

Dr. Gregory Gelembiuk

From: Eileen Harrington
To: All Alders; Mayor
Subject: Support for stong but effective police oversight
Date: Wednesday, October 7, 2026 10:22:39 AM

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

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

Dear Alders,

I was heartened to read this morning that Alder Ochowicz introduced a resolution to place the Office of Independent Monitor under the control of the Council Chief of Staff and to essentially start over in structuring meaningful civilian police oversight in the City of Madison.

I am strongly in favor of meaningful oversight. What we have is not that. I was an early member of the Community Response Team (CRT), but for some time have not participated because I do not agree with what is being said by that group, nor do I believe that the PCOB structure created by the 2020 ordinance is legal or effective. I believe the appointment provision in the ordinance raises a legal question about impermissible delegation of the Mayor's appointment power under State law. I believe it's very bad policy to give named nonprofits the authority to nominate PCOB candidates. Community oversight should be inclusive of voices from the entire community, and not just the voices of a handful of community organizations purporting to speak for overpoliced communities.

Today, more than 5 years into the PCOB experiment, the City has spent about $2 million on it. One meaningful report has come from the OIM. Assuming that report to be meritorious, it alone does not come close to justifying a continuation of the status quo. PCOB positions have gone unfilled because the named nonprofits failed to nominate candidates. The PCOB has hired one IM who, after several inept years, resigned. The PCOB hired an interim monitor whose primary responsibility was to recruit candidates to fill the role permanently. No apparent effort has been undertaken to fulfill that responsibility. Instead, the interim monitor has become a leading anti-police activist and has spoken and behaved in ways that are completely out of bounds for any City employee. The PCOB has failed to exercise appropriate oversight of IM staff.

The PCOB and IM and staff seem to believe that they are autonomous and should not be subject to basic administrative requirements applying to all other City of Madison offices and personnel. There is a significant difference between a body created to conduct oversight investigations independent of interference from the Council or Mayor - we want that! - and a body that operates autonomously with no accountability or oversight whatsoever. The PCOB and OIM have become rogue actors operating with no accountability or oversight. This is unacceptable.

Many of us in the community want meaningful civilian oversight of the Madison Police

Department. We have wanted this for a long time. We are sickened and angry about the repeated, unjustified use of deadly force by Madison police officers. Meaningful oversight would have delved into the use of deadly force training given to Madison police. Nothing of the sort has happened. This is not because the City has insufficiently funded the OIM. It is because the whole operation is simply incompetent.

Interim Monitor Glass is being hailed by some as just the person we need here in Madison. I disagree. Meaningful oversight must earn the trust of the community. Interim Monitor Glass has become, in short order, a highly polarizing figure. She is an activist posing as an Independent Monitor. She has distorted her role beyond recognition.

I urge the Council to support the Ochowicz resolution and Council President Madison's leadership through the President's Working Group. We desperately need to turn the page on this failed effort, start fresh and fast, and get this right.

Eileen Harrington
4209 Veith Avenue
Madison, WI 53704
202-256-5337

2115 E. 6th St.
Tucson, AZ 85719

From: Jackie Harrington
To: All Alders
Subject: I support Monitor Glass
Date: Wednesday, October 7, 2026 11:37:39 AM

Some people who received this message don't often get email from harringtonjackie15@yahoo.com. Learn why this is important

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

Hello, I am a resident of Madison. I stand with Independent Police Monitor Aeiramique Glass. Please vote AGAINST terminating her interim appointment and please respect the Police Civilian Oversight Board's role. We need her. I believe in her. Thank you.

Jackie Harrington

From: Mimi Hasan
To: Martinez-Rutherford, Dina Nina
Cc: All Alders
Subject: Vote against terminating Monitor Glass
Date: Tuesday, October 6, 2026 9:44:58 PM

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

Hi, Alder Martinez-Rutherford:

Please vote against Will Ochowicz's move to terminate OIPM Glass.

It is just so disturbing and gross to watch the bad faith smearing of the monitor's impossible job (*that is **made** impossible by the council's choice **not** to resource the office—* it's giving Trump 2.0, Scott Walker, GW Bush, Reagan) and completely undermines the legitimacy of our city government as representative (of residents, not punishment bureaucrats) or even as reasonably deliberative, giving due consideration of the harms that will result from its course of action here.

There's no way we're going to find someone who willing to put so much on the line to protect the office's independence in spite of the absolute *trash* work environment some city electeds (and punishment bureaucrats) have chosen to create with a white supremacist weapon of choice—administrative micromanagement.

It is a bad look to have the HR Director violate city ordinance by standing in as interim monitor as a former MPD employee before Monitor Glass came aboard, and to now have City Hall going after Monitor Glass with the full court press on the matter of mayoral APMs! It is completely misplaced pearl clutching. Worst of all, the outrage is so obviously put on. The council is full of smart people who weren't born yesterday and fed a steady diet of Reddit rage bait and channel3000.com drivel.

Thanks for reading this through, Alder Martinez-Rutherford!

Mimi (Miriam) Hasan
2722 Sommers Ave
Madison WI 53704

From: Sue Hill
To: All Alders
Subject: please vote to terminate the interim Independent Monitor"s contract
Date: Friday, October 16, 2026 4:16:02 PM

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

Hello Madison alders, thank you for your public service.

I'm sending this message because I feel strongly that the Independent Monitor's contract needs to be terminated. Independent Monitor Glass was hired on a temporary contract, with the primary responsibility of recruiting candidates and designing the process to fill the Independent Monitor role. Based on the review posted for your 0ct 20 meeting agenda, IM Glass is not meeting her job responsibilities. It seems that it would be obvious to anyone reading the review that her contract needs to be terminated.

Please vote for the resolution to terminate the Interim Independent Monitor's contract now. Then work to rescind the 2020 ordinance and replace it with one that is informed by the best practices and structures used to achieve meaningful civilian oversight of police by other cities.

Thank you,
Sue Hill
1117 Glendale Lane
madison wi 53704

From: Amanda Jane Hoffman
To: All Alders
Subject: Respect Monitor Glass and independent police oversight
Date: Wednesday, October 7, 2026 9:47:15 AM

Some people who received this message don't often get email from amandajhoffman23@gmail.com. Learn why this is important

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

Hello alders,

As a resident of Madison, I insist on our need to keep the OIM on our budget and support Monitor Glass in doing her incredible work for as long as she's willing to occupy this job.

Thank you!

Amanda Jane Hoffman

From: Sarah Hughes
To: All Alders
Subject: Please Support Resolution 95140: Restore Progress on Independent Police Oversight
Date: Friday, October 16, 2026 4:02:42 PM

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

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

Dear Madison Alders,

I am writing to express my support for the City of Madison's Office of the Independent Monitor and the critical role independent civilian oversight plays in police accountability, transparency, and public trust. I believe this office is essential to our community. That is precisely why I am concerned about the lack of progress under the current interim monitor, Aeiramique Glass, and her behavior and communication, and why I urge you to vote in favor of Resolution 95140 at the October 20 Common Council meeting to terminate her appointment. What has happened with the interim monitor over the last 6 months has set this crucial work back significantly, and I worry if we don't make changes now we will never be able to implement what is needed to make our city a better place for all to thrive.

One of the most concerning issues is the failure to advance the hiring process for a permanent Independent Police Monitor. Glass was appointed in December 2025 with the responsibility of managing the office, serving as executive secretary to the Police Civilian Oversight Board, and leading the recruitment and hiring process for a permanent monitor. The original timeline anticipated a permanent hire by approximately September 2026. Yet, as outlined in Alder Ochowicz's October 15 update, the position description had not been approved, the job had not been posted, and candidate screening and interviews had not begun. These are foundational steps, and the continued lack of progress is unacceptable for an office with such an important public responsibility.

I am also concerned by the reported decision to ask the PCOB to pause the permanent hiring process while it considered whether Glass could be appointed to the permanent position. The interim role was established to facilitate the transition to permanent leadership. Delaying a competitive hiring process while questions about the interim monitor's own potential appointment were being considered raises legitimate concerns about priorities, transparency, and the ability to move the office forward. The community needs a permanent monitor selected through a clear and credible process, not continued uncertainty and delay. Trust between city residents and city officials is eroding as we speak.

This is not simply a matter of an unfinished hiring process. The City needs an independent oversight office that can operate effectively, fulfill its responsibilities, and build confidence among residents, the Common Council, and the Police Civilian Oversight Board. The families of those killed by the Madison police, and the Black community of Madison, deserve so much better than what the PCOB and IIM have provided. Continued delays and strained relationships risk undermining the very purpose of this office. Madison cannot afford to lose more time in establishing an effective and sustainable structure for civilian police oversight.

I am also incredibly concerned by the conduct of the interim monitor, as well as certain Alders. Why is Facebook being used for official city business and communication? Why is

Slack used for communication? We have to hold people in positions of power to a higher standard.

I urge you to vote YES on Resolution 95140 on October 20. Supporting independent police oversight means ensuring that the office has effective leadership, clear accountability, and the capacity to fulfill its mission. I believe a change in leadership is necessary to get this work back on track and move Madison toward the credible, independent oversight our community deserves.

Thank you for your time and for your service to Madison. I hope you will prioritize the long-term success of independent police oversight and support this resolution.

Sincerely,

Sarah Hughes

District 13 resident

From: noreply
To: All Alders
Subject: [All Alders] Fire the head of the Police Monitoring group
Date: Thursday, October 8, 2026 10:25:11 AM

Recipient: All Alders:

Thursday, October 8, 2026 – 10:24am

Margaret Hutnik
her
13 Hickory HOllow De
Madison, Wisconsin. 53705 No, do not contact me. All Alders Fire the head of the Police Monitoring group Fire the lady who is heading this agency and refuses to comply with the directives of the council and is extremely biased against everyone who she interacts with. The agency should also be removed, it is a waste of money. The salary of this lady is exorbitant and it has been reported that money is being expended illegally, there must be an investigation and those responsible held accountable.
Peg Hutnik

From: Sharon Irwin Henry
To: All Alders; Mayor; Haas, Michael R; Police Civilian Oversight Board; Office of the Independent Police Monitor; Damon Terrell; Shadayra Kilfoy-Flores; Kristin Mathews; Patterson, John; Gelembiuk, Gregory W
Subject: Termination of independent monitor
Date: Thursday, October 8, 2026 6:51:59 AM

Some people who received this message don't often get email from sharonirwin18@gmail.com. Learn why this is important

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

October 8, 2026

Dear Common Council President Madison and All Madison Alderpersons, Mayor, city attorney:

I am writing to oppose Resolution 95140, which proposes terminating Interim Independent Police Monitor Aeiramique Glass's appointment and placing the Office of the Independent Monitor under the supervision of the Common Council Chief of Staff.

This proposal conflicts with Madison's ordinances governing independent civilian police oversight. Before proceeding, the Council must explain what specific legal authority permits it to bypass the Police Civilian Oversight Board's appointment and supervisory responsibilities.

This issue is deeply personal to me. I am the grandmother of Tony Terrell Robinson Jr., who was killed by a Madison police officer on March 6, 2015. Our family and community have spent years demanding meaningful police accountability. Independence is an essential protection against political interference in that work.

You also need to understand that I view this proposed interference with independent civilian oversight as a threat to my civil rights and those of other community members seeking police accountability. I believe your actions may violate those rights, and I intend to pursue available legal remedies if the Council acts unlawfully. This is formal notice that I will seek legal review of the Council's actions, including whether they violate civil-rights protections, and pursue accountability through the courts where warranted.

Madison's ordinances assign clear responsibilities:

● MGO 5.19(2) assigns recruitment, hiring and supervision of the Independent Monitor to the Police Civilian Oversight Board.

● MGO 5.19(4) assigns recruitment and appointment to the Board, with confirmation by the Common Council.

● MGO 5.19(5) directs the Monitor to report to the Board and its Executive Subcommittee.

● MGO 5.19(6)(b) prohibits city employees and officials from using their political or administrative positions to unduly influence or undermine the Monitor's independence.

● MGO 5.20(9)(a) establishes the Board's responsibility to recruit, appoint and supervise the Monitor.

The City Attorney's position appears to be that because the Council approved an extension of Ms. Glass's provisional appointment, the Council can revoke that extension. That interpretation is disputed. Approval of an extension does not, by itself, explain how the Council can override the supervisory structure established by ordinance.

The ordinance's silence about termination is not an express grant of termination authority to the Council. Please identify the ordinance, personnel rule, state statute or controlling court decision that authorizes this action.

The proposed transfer of supervision to the Common Council Chief of Staff raises an additional concern. What provision authorizes a Council employee to assume supervision of an office whose leadership reports to the civilian oversight board? Ending an interim appointment and changing who controls the office are separate actions, and each requires a lawful basis.

I also question the resolution's characterization of alleged failures as a "breach of contract." Please identify the agreement or appointment terms being relied upon, the specific obligations allegedly breached, and the evidence supporting that conclusion. And from what the independent monitor says, she never signed an agreement with you and you never inforced it. How can there be a breach if there is no agreement?

The City Attorney's October 2 review is acknowledged to be advisory rather than the Board's official performance evaluation. Board leadership also disputes placing responsibility for the permanent hiring process solely on Ms. Glass. Before attributing delays to her, the Council should distinguish her responsibilities from decisions reserved to the Board and consider the Board's own evaluation.

I recognize that independence does not exempt the office from applicable law or legitimate accountability. However, accountability must follow the lawful process established for this office. Disputed allegations and unfinished investigations should not be presented as established findings.

If Ms. Glass's remarks following her encounter with police are influencing this proposal, the Council should disclose that openly and address the context and applicable speech protections. Political disagreement or anger over her criticism cannot substitute for lawful grounds and lawful authority.

Before taking action on October 20, I request that the Council:

1. Publish its specific legal authority for both termination and reassignment of supervision.

2. Obtain and consider the Board's formal position and evaluation.

3. Provide Ms. Glass a meaningful opportunity to respond to the allegations.

4. Explain how the proposal complies with the ordinance's prohibition against undermining the Monitor's independence.

5. Defer action until these questions have been answered publicly.

Please enter this letter into the legislative record for Resolution 95140 and provide a written response.

The Council must follow the ordinances it enacted. Independent civilian oversight loses its meaning if elected officials can bypass its governing board when conflict arises.

Sincerely,

Sharon Irwin Henry
Grandmother of Tony Terrell Robinson Jr.

Sharon Irwin-Henry

From: Sharon Irwin Henry
To: dsnyderpcob@gmail.com; Police Civilian Oversight Board; Patterson, John; All Alders; Mayor; Haas, Michael R; Stenson, Erin; Kristin Mathews; Office of the Independent Police Monitor; Gelembiuk, Gregory W; Shadayra Kilfoy-Flores
Subject: Follow up letter to October 8
Date: Thursday, October 15, 2026 6:45:26 AM

Some people who received this message don't often get email from sharonirwin18@gmail.com. Learn why this is important

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

Dear Council President Madison, Alderpersons, Mayor, and City Attorney:

On October 8, I submitted specific questions concerning the Council's legal authority to terminate Interim Independent Police Monitor Aeiramique Glass and transfer supervision of her office. As of this writing, I have received no substantive written response.

Why have those questions not been answered? I requested answers before the October 20 vote, or deferral until the questions are resolved publicly. I renew that request.

I believe this proposal unlawfully bypasses the Police Civilian Oversight Board's authority under MGO §§ 5.19 and 5.20. If the Council disagrees, identify the specific legal authority permitting each proposed action. A statement that the Council approved an extension does not answer how it may override the supervisory structure established by ordinance.

Please answer the following questions individually and in writing:

1. Authority and evidence: What ordinance, personnel rule, state statute, or controlling court decision authorizes the Council to terminate this appointment? What specific appointment terms were allegedly breached, and what evidence substantiates each alleged breach? Identify which allegations remain disputed or under investigation.

2. The Board's role: What authority permits the Council to transfer supervision of OIM staff to its own Chief of Staff? When was the PCOB consulted, what was its formal response, and how has its evaluation of Glass been considered?

3. Who will perform the work? Resolution 95140 assigns staff supervision to Karen Kapusta-Pofahl. Does the Council intend her to perform any duties of the Independent Monitor? If so, identify those duties and the legal authority for assigning them. If not, identify who will conduct investigations, evaluate evidence, interview witnesses, issue findings, and make recommendations immediately after Glass's removal.

4. Qualifications: What relevant experience and training does Ms. Kapusta-Pofahl—or anyone else designated to perform this work—have in independent civilian police oversight, misconduct investigations, use-of-force analysis, evidence handling, and protection of complainants and witnesses? Please provide the qualifications relied upon for this assignment. Administrative management experience alone does not answer who is qualified to perform the investigative work.

5. Confidential evidence and access: What access would Ms. Kapusta-Pofahl receive to investigative files, confidential reports, witness identities, and other restricted information?

What background checks, authorizations, security training, certifications, or clearances, if any, are required for the particular records or systems involved, and has each designated person satisfied those requirements?

6. Pending cases and new complaints: My understanding is that approximately 70 cases are before the office. Please confirm the number and explain who will handle each stage of pending work, preserve evidence, meet deadlines, communicate with families, and receive and investigate new complaints. Will any investigations stop or be delayed? If so, which functions and for how long?

7. Independence: How will confidential investigative information be protected from political influence when the proposed supervisor works directly for the Council? Who will control investigative priorities and findings, and what safeguards will preserve the PCOB's supervisory role?

8. A workable transition: Where is the written continuity plan, who prepared it, and has the PCOB reviewed it? If outside assistance is contemplated, is a qualified provider already retained and ready to begin, or would the office face a gap while a contract is developed?

I am Tony Terrell Robinson Jr.'s grandmother. Families seeking answers cannot be treated as an afterthought in a dispute over control of this office.

Have you fully considered what happens the moment an immediate termination takes effect? Naming a staff supervisor does not establish that the office can continue its investigations.

This proposal gives the appearance of political pressure being used to force an outcome before the Council has publicly answered basic questions about authority, evidence, qualifications, and continuity. The community is entitled to those answers before you vote.

Please provide a substantive written response before October 20 and enter this correspondence, together with my October 8 letter, into the legislative record for Resolution 95140. If these questions remain unanswered, defer the resolution.

Sincerely,

Sharon Irwin Henry

Sharon Irwin-Henry

From: KGordon
To: All Alders
Subject: Office of the Independent Monitor
Date: Saturday, October 10, 2026 1:31:51 PM

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

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

By way of introduction, I have been a property owner and seasonal resident of the Marquette neighborhood since 1998. Although I have been retired for many years, I held senior positions in Human Resources during my career. The challenges that the City faces against an employee who does not wish to conform to legitimate expectations in the workplace are very familiar to me.

No matter what route is ultimately selected by the PCOB or the City, litigation will be involved, and the City will be consumed with finding and applying the resources required to settle this matter. What's important is to stop taking additional actions that will magnify the problems. From that perspective, there is really no value in retaining the current Interim Monitor for any period. Cut your losses, move on, and figure out how this city can have effective functional oversight of public safety.

Kim Karcher
1251 Rutledge Street
Madison, WI 53703

From: mkateada@icloud.com
To: All Alders
Subject: Office of the Independent Monitor
Date: Wednesday, October 7, 2026 12:51:49 PM

[Some people who received this message don't often get email from mkateada@icloud.com. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

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

I am shocked and deeply disappointed by what you all are choosing to do to, for, and with the Office of the Independent Monitor. What is going on down there? Hard work was done to get that office in place and it was done with good reason. I do believe Ms. Glass and her staff are working tirelessly to keep our city on track. And all you are able to do is slander and lie concerning her work and her efforts?

I am a 72 year old, 25 year resident of this city - a white woman who votes in every election. And I have never been more disappointed in our Mayor or our City Council. The lying and conniving . . . this is not who I want us to be.

Mary Kateada
3529 Lucia Crest
Madison WI 53705

From: Jack Kear
To: All Alders
Subject: Oppose 95140
Date: Friday, October 16, 2026 8:44:59 AM

Some people who received this message don't often get email from jackkear53703@gmail.com. Learn why this is important

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

Alders

I am writing to ask you to OPPOSE resolutions 95140 that would terminate the interim police monitor.

This position is expected to make certain others uncomfortable. Embedded systemic racism is not going to go away politely. It will claw and lie and do whatever it can to retain power.

Tossing the current interim monitor out because she has not done enough to find her follow up is an excuse to get her out because she has created ripples. But maybe more are needed.

We have already killed a black suspected bike thief this summer. Are we now going to fire his defender?

Thank You
Jack Kear
1045 E Wilson St

From: Randy Larson
To: All Alders
Subject: thank you
Date: Wednesday, October 7, 2026 3:55:58 PM

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

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

Thank you for taking the difficult first step to terminate the interim appointment of the current independent police monitor. I understand that not every decision will be a homerun. Many times, we need to review, adapt, change course a little bit, and continue in the corrected direction. I believe this position is important, we just don't have the right person in it yet. Keep up the good work and I appreciate your service to our city.

Thanks,

Randy

Go Green! Please do not print this e-mail unless necessary. Confidentiality Notice: The information contained in this message is intended only for use by the individuals named above and may contain confidential, proprietary of legally privileged information. If you are not the intended recipient of this message, you are hereby notified that you must not use, disseminate, copy in any form or take any action in reliance of it. If you have received this message in error, please delete it and any copies of it and notify the sender immediately. Thank You!

From: James
To: All Alders
Subject: independent police monitor
Date: Wednesday, October 7, 2026 6:41:20 AM

Some people who received this message don't often get email from jlowden23@gmail.com. Learn why this is important

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

I oppose the resolution to terminate independent police monitor Aeiramique Glas. I also would like to encourage the city to be very skeptical of the calls to remove her; much of this is being organized by a handful of noisy racist Reddit posters who do not live in Madison and only became interested in the independent policy monitor's role after the Corey Ruiz shooting.

From: James
To: All Alders
Subject: the racist witch hunt against IPM Aeiramique Glass needs to end
Date: Thursday, October 15, 2026 1:15:00 PM

Some people who received this message don't often get email from jlowden23@gmail.com. Learn why this is important

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

I am writing again to ask that all alders vote "no" on the resolution to remove Aeiramique Glass from her position as Interim Police Monitor. Those of you who are considering voting "yes" are surrendering to a racist mob that wants to follow up the destruction of one Black person's life at the hands of police with the destruction of a second Black person's career and personal safety.

From: Jesse Lyne
To: All Alders; Mayor
Subject: Police Monitor
Date: Wednesday, October 7, 2026 5:13:33 PM

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

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

Hello
I support the resolution to end Ms. Glass' tenure as independent police monitor. Her behavior out on Williamson St. was ridiculous and unprofessional. I have zero confidence in her.
Sincerely
Jesse Lyne
2550 E Dayton St.
Madison, WI 53704

From: Jim Mand
To: All Alders
Subject: Madison's interim police monitor, Aeiramique Glass
Date: Thursday, October 8, 2026 8:50:10 PM

Some people who received this message don't often get email from jimmand1948@gmail.com. Learn why this is important

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

Ms. Glass is an embarrassment to the city of Madison. I can't believe that she hasn't been fired already.
Who was responsible for hiring her in the first place?

I plan to definitely vote against my alderperson if they don't have the courage to do the right thing.

Sincerely,

James F. Mand
49C Golf Course Rd.
Madison, WI 53704
jimmand1948@gmail.com

From: Aimee Marlette
To: All Alders
Subject: Support of Monitor Glass
Date: Wednesday, October 7, 2026 3:54:12 PM

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

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

Hello,

I am writing in support of Monitor Glass. I am asking the Council to vote AGAINST terminating her interim appointment. She has done a fantastic job, and I believe she is looking out for the best interests of the community.

I am asking the Council to respect the Police Civilian Oversight Board's role. Independent police oversight matters to me because I value accountability and justice. The police should be held to these standards. Our community deserves meaningful, independent oversight of law enforcement. Part of this means letting Monitor Glass do her job.

Sincerely,
Aimee Marlette
Madison Resident

From:	KRISTIN MATHEWS
To:	All Alders
Cc:	Police Civilian Oversight Board; Office of the Independent Police Monitor
Subject:	Re: Questions for the Common Council
Date:	Saturday, October 10, 2026 12:00:22 PM

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

Good morning,
Please consider today's questions as you enjoy the beautiful weather.
Great day to take some time to reflect on how actions affect every resident of Madison, including our growing homeless population.
Thank you for your time and consideration,
Kristin Mathews
District 17

3. How does the Council's power to confirm an extension of a provisional appointment grant it the authority to override the statutory supervisory structure established by ordinance? Please vote down the resolution to terminate Monitor Glass's employment.

4. Given that MGO 5.19(6)(b) expressly prohibits city officials from using their positions to unduly influence or undermine the Monitor's independence, how does this resolution avoid violating that ordinance? Please vote down the resolution to terminate Monitor Glass's employment.

On Friday, October 9, 2026 at 02:42:07 PM CDT, KRISTIN MATHEWS <imkrzy4mm@att.net> wrote:

Good afternoon,
I am a resident of District 17 on Madison's Northside. I have been deeply affected over the years by the fall out of officer involved shootings. I have advocated for years for an independent monitor for the Madison Police Department. I have never felt more hopeful than when Aeramique Glass was hired by the PCOB to advocate for victims of police violence and investigate their complaints. She has, in my opinion, been doing exactly what she was hired to do. She asks questions, calls out disparities in reporting by MPD vs medical examiners for instance. This is exactly what many residents have been asking for, for years! She is giving the often ignored or compromised voices in Madison a chance to have their complaints against MPD looked into.
With that...I am asking that you consider several questions that I will be sharing over the next few weeks. PLEASE take time to do your homework and due diligence regarding this matter.
With all of the work that went into establishing the PCOB and OIM...it cannot be dismantled due to the fact that it's working as intended...and making the powers that be uncomfortable and nervous.
What are your core values? Do you want the best for every single person in our City?
Please take time to reflect and thank you for your time.
Kristin Mathews
District 17

Today's questions:

1. What specific ordinance, personnel rule, Wisconsin state statute, or controlling court decision grants the Common Council the legal authority to unilaterally terminate the Interim Independent Police Monitor's appointment? Please vote down the resolution

to terminate Monitor Glass's employment.

2. Under what specific provision of law or ordinance can the Common Council bypass the Police Civilian Oversight Board's statutory mandate to recruit, hire, and supervise the Monitor (MGO 5.19(2), 5.19(4), and 5.20(9)(a))? Please vote down the resolution to terminate Monitor Glass's employment.

From: KRISTIN MATHEWS
To: All Alders
Cc: Police Civilian Oversight Board; Office of the Independent Police Monitor
Subject: Re: Questions for the Common Council
Date: Sunday, October 11, 2026 12:07:58 PM

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

Good afternoon everyone,
Today's questions center around the alleged breach of contract and the conflict of interest around the Chief of Staff assuming authority over the OIM.
Think about how your actions affect everyone in Madison. Especially the disenfranchised.
Kristin Mathews
District 17

5. What specific agreement, employment contract, or appointment terms form the basis of the alleged "breach of contract" cited in Resolution 95140? Please vote down the resolution to terminate Monitor Glass's employment.

6. If the Interim Monitor never executed a formal contract with the City, what is the legal basis for asserting a "breach of contract"? Please vote down the resolution to terminate Monitor Glass's employment.

7. What specific provision authorizes a Common Council employee (the Chief of Staff) to assume supervisory authority over an office whose leadership is legally mandated to report to the Police Civilian Oversight Board under MGO 5.19(5)? Please vote down the resolution to terminate Monitor Glass's employment.

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From:	KRISTIN MATHEWS
To:	All Alders
Cc:	Police Civilian Oversight Board; Office of the Independent Police Monitor
Subject:	Re: Questions for the Common Council
Date:	Monday, October 12, 2026 1:08:12 PM

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

Good day,
Today's questions are centered on the powers and responsibilities of the PCOB which are spelled out in several APM's. The Board has proven itself to be a capable and informed body of Madison residents, committed to doing the work. Let them do what they are tasked with and qualified to do! You have extremely committed people, who do research, community outreach and more. I implore you to support them, instead of actively trying to obstruct their good work.
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8. What distinct legal basis permits changing who controls and supervises the Office of the Independent Monitor, separate from the action of ending the interim appointment? Please vote down the resolution to terminate Monitor Glass's employment.

9. Why is the Council relying on an advisory legal review rather than obtaining and considering the Police Civilian Oversight Board's official performance evaluation before taking action? Please vote down the resolution to terminate Monitor Glass's employment.

10. How is the Council distinguishing the Interim Monitor's personal responsibilities regarding the permanent hiring process from the decisions and tasks reserved strictly to the Board? Please vote down the resolution to terminate Monitor Glass's employment.

On Sunday, October 11, 2026 at 12:07:46 PM CDT, KRISTIN MATHEWS <imkrzy4mm@att.net> wrote:

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From:	KRISTIN MATHEWS
To:	All Alders
Cc:	Police Civilian Oversight Board; Office of the Independent Police Monitor
Subject:	Re: Questions for the Common Council
Date:	Tuesday, October 13, 2026 8:28:18 PM

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

Good evening,
Please take a moment to review and consider today's questions regarding the proposal to remove IM Glass.
Thank you for your time and willingness to explore these questions.
Kristin Mathews
District 17

11. Will the Council provide Interim Monitor Aeiramique Glass a formal, meaningful opportunity to respond to all specific allegations before taking any vote? Please vote down the resolution to terminate Monitor Glass's employment.

12. Will the Council defer taking action on Resolution 95140 on October 20 until these legal and procedural questions are publicly answered? Please vote down the resolution to terminate Monitor Glass's employment.

13. Are the Interim Monitor's public remarks following her encounter with police a factor in proposing this resolution? Please vote down the resolution to terminate Monitor Glass's employment.

On Monday, October 12, 2026 at 01:08:03 PM CDT, KRISTIN MATHEWS <imkrzy4mm@att.net> wrote:

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On Friday, October 9, 2026 at 02:42:07 PM CDT, KRISTIN MATHEWS <imkrzy4mm@att.net> wrote:

Good afternoon,
I am a resident of District 17 on Madison's Northside. I have been deeply affected over the years by the fall out of officer involved shootings. I have advocated for years for an independent monitor for the Madison Police Department. I have never felt more hopeful than when Aeramique Glass was hired by the PCOB to advocate for victims of police violence and investigate their complaints. She has, in my opinion, been doing exactly what she was hired to do. She asks questions, calls out disparities in reporting by MPD vs medical examiners for instance. This is exactly what many residents have been asking for, for years! She is giving the often ignored or compromised voices in Madison a chance to have their complaints against MPD looked into.
With that...I am asking that you consider several questions that I will be sharing over the next few weeks. PLEASE take time to do your homework and due diligence regarding this matter.
With all of the work that went into establishing the PCOB and OIM...it cannot be dismantled due to the fact that it's working as intended...and making the powers that be uncomfortable and nervous.
What are your core values? Do you want the best for every single person in our City?
Please take time to reflect and thank you for your time.
Kristin Mathews
District 17

Today's questions:

1. What specific ordinance, personnel rule, Wisconsin state statute, or controlling court decision grants the Common Council the legal authority to unilaterally terminate the Interim Independent Police Monitor's appointment? Please vote down the resolution to terminate Monitor Glass's employment.

2. Under what specific provision of law or ordinance can the Common Council bypass the Police Civilian Oversight Board's statutory mandate to recruit, hire, and supervise the Monitor (MGO 5.19(2), 5.19(4), and 5.20(9)(a))? Please vote down the resolution to terminate Monitor Glass's employment.

From: noreply
To: All Alders
Subject: [All Alders] PCOB and OIM
Date: Monday, October 12, 2026 12:54:08 PM

Recipient: All Alders:

Monday, October 12, 2026 – 12:53pm

Kimberly McConnell
she
506 LUDINGTON AVE
Madison, Wisconsin. 53704-5838 Yes, by email. kimmcconnell608@gmail.com All Alders PCOB and OIM I want to weigh in as a Madison resident regarding the PCOB and the OIM. It is my opinion that the PCOB and the OIM do not have adequate oversite and grossly oversteps it's authority. The OIPM case regarding the officer involved death of Mr. Richard Johnson was truly disturbing. The OIM compiles the documents and then hires an Independent Medical Expert, Dr. Victor Weedn. Is this the collective intent? To question police officers involved, the Dane County Medical Examiner's findings and the Dane County District Attorney judgements? All of this sitting on the structure of the reports provided by the State of WI (DCI) then hire an outside investigator? This is an overreach. The OIM is not an investigator for complainants, she works for the City of Madison. This is one hot mess exposing the City, County and State to liability all hinged on a paid or unpaid expert. All the while reducing no risk of violent interaction between the public and the police. For half a million dollars a year we must do better. Address poverty, mental health, housing and reduce the likelihood of police interaction with vulnerable populations. Use data and improve outcomes and measure results. End funding for the PCOB and the OIM and look at what works for people. There are a slew of services. Finally we need to hire great police officers and have! To do that relationships must be improved between officers and the public. Vilification of police is actually the worst thing you can do. I have no doubt that the officer involved in the Corey Ruiz shooting will never be a street cop anywhere ever again. Justice will be served without the PCOB or the OIM acting as a wedge between police and the public. Thank you for listening. End funding and find another way.

From: Fields, Debbie
To: All Alders
Subject: FW: PCOB
Date: Thursday, October 8, 2026 11:10:06 AM

Alders,

I'm forwarding along this email that was received in the Council Office inbox.

Thanks,
Debbie Fields
Program Assistant 2
Common Council Office
608-266-4297

-----Original Message-----
From: Shannon McNamara <samcnam10@icloud.com>
Sent: Wednesday, October 7, 2026 5:20 PM
To: council <council@cityofmadison.com>
Subject: PCOB

[You don't often get email from samcnam10@icloud.com. Learn why this is important at https://aka.ms/LearnAboutSenderIdentification]

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How can the City of Madison allow a person like Devon Snyder serve on the PCOB when he openly admits in a social media post that he's been hurt by the police in the past. How could he ever be objective? How could he ever be unbiased? He is more than likely going to be looking for ways to throw police under the bus as quickly as he can. The whole office is a disaster and should be dismantled and rebuilt, if the City really thinks it's a necessary department. They have done virtually nothing except spend money for the last six years. Are they truly needed. I'm not going to even get into Glass being the Independent Monitor because I think anyone with any common sense realizes she can't be unbiased and doesn't belong in that position. Thank you for your time.

Shannon McNamara
14 Bonner Cir
Sent from my iPhone

From: Sara Meredith
To: All Alders; Mayor
Subject: Office of Independent Police Monitor and motion for her removal
Date: Saturday, October 10, 2026 9:54:59 AM

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Alders and Mayor
I respectfully disagree with the motion to remove our current Independent Police Monitor Aeramique Glass to be voted on Oct 20. Thank you Alders Glenn and Matthews for opposing this motion.

What I saw with my eyes and ears when Glass was assaulted by police for doing her job (and from multiple angles) and her following this assault are not grounds for her removal. A woman was injured in an incident she didn't instigate and you take issue more with words than that violence. It is very telling that instead of spending time thinking about and taking action toward repair and accountability for the unwarranted execution of a black man that instead Madison does what it always does and throws somebody else under the bus.

Does the Common Council even have the power or authorization to remove an Independent Police Monitor? I thought that responsibility falls to The PCOB?

How does the review of Aeramique Glass by City attorney Haas get released to media before the PCOB?

The framing by the city, the media and police union to villify the only person able to hold any police activity accountable is Monitor Glass. The execution of Corey Ruiz happening within weeks after OIPM findings about the death of Richard Lee Johnson feels off.

Perhaps the intention to put police oversight more directly under city jurisdiction has other motivations but what it looks like as a citizen is that y'all are undermining the independence of police oversight. Being that relatively little the community has asked for in terms of accountability for Tony Robinson, Corey Ruiz and other lives MPD has been taken speaks volumes about this Common Council's priorities instead to villify Monitor Glass. (BTW I don't count Body cameras as positive action)

Common Council, Mayor, Other city officials, the Madison Police and Fire Commission, police union and the media have shown us that when they want something to happen action it is swift and the narrative is damning. So why is it that this swiftness and efficiency is not helping to accomplish the accountability of police that many in our community want .

The treatment of the Social Justice Center by the city can be viewed as part of this narrative of vilification- one of the entities that actually make a difference for many poor and houseless people. The Social Justice Center was used as a place for community members to safely share perspective with you when you feared for your safety.

I grow tired of the misdirection endemic in this city, it is the same energy that is used by our Federal and State government to drive chaos and confusion to accomplish consolidation of power, kickbacks and whatever rich entities want. While this is nothing new in Madison I think many people can clearly see how well the machine works- it's just not working for the

entirety of Madison. That is part of why you will continue to see unification of folks for police accountability. This isn't going to go away even if y'all are successful in eviscerating independent police oversight.

You will continue to hear from me.

photo

Sara Meredith
Communication Print Collective Mgr/ Operations team, Artist Smere Tactics
She Her Hers| smeretactics@gmail.com
www.smeretactics.com

Create your own email signature

From: Justin Meyer
To: All Alders
Subject: Fire Interim Monitor Glass
Date: Friday, October 9, 2026 7:47:26 AM

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

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Hi Alders,

I'm writing to let you know that I support firing Interim Monitor Glass. Replacing the Police Civilian Oversight Board also seems like a good idea as does making it more clear that the council can legally take these actions.

Thanks,
Justin Meyer
District 12

From:	Kira Milanich
To:	Martinez-Rutherford, Dina Nina
Cc:	All Alders; Police Civilian Oversight Board; Office of the Independent Police Monitor
Subject:	Independent Police Monitor Glass
Date:	Monday, October 12, 2026 3:39:50 PM

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Dear Dina-Nina,

I am writing to express my concern for the continued targeting of Independent Police Monitor Glass. I feel that the mayor, city attorney, and several alders are waging a campaign to discredit and fire IM Glass. I want to state clearly that I fully support Monitor Glass, the OIM, and the PCOB. Because of this, I am asking you to vote against the resolution to terminate IM Glass. Not only do I think she has done a good job in a difficult situation, I (along with many others) have serious concerns about this resolution including:

> What specific ordinance, personnel rule, Wisconsin state statute, or controlling court decision grants the Common Council the legal authority to unilaterally terminate the Interim Independent Police Monitor's appointment?
>
> Under what specific provision of law or ordinance can the Common Council bypass the Police Civilian Oversight Board's statutory mandate to recruit, hire, and supervise the Monitor (MGO 5.19(2), 5.19(4), and 5.20(9)(a))?
>
> How does the Council's power to confirm an extension of a provisional appointment grant it the authority to override the statutory supervisory structure established by ordinance?
>
> Given that MGO 5.19(6)(b) expressly prohibits city officials from using their positions to unduly influence or undermine the Monitor's independence, how does this resolution avoid violating that ordinance?

Sincerely,
Kira Milanich
3741 Johns St
Madison 53714

From:	Kira Milanich
To:	Martinez-Rutherford, Dina Nina
Cc:	All Alders; Police Civilian Oversight Board; Office of the Independent Police Monitor
Subject:	Questions regarding the resolution to fire IM Glass
Date:	Wednesday, October 14, 2026 8:36:27 AM

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Dear Dina-Nina,

I am writing you again to continue to show my support for Independent Monitor Glass, the OIM , and the PCOB. I feel very strongly that having a truly independent police monitor is essential for building trust woth the community and, ultimately, creating a safer Madison for everybody. So, I am asking you, again, to vote no on the resolution to terminate Monitor Glass. If this resolution passes, it will effectively neuter the OIM. And there are so many questions/concerns related to this resolution! I am writing to request clarification on the following legal and procedural points:

1. What specific agreement, employment contract, or appointment terms form the basis of the alleged "breach of contract" cited in Resolution 95140?

2. If the Interim Monitor never executed a formal contract with the City, what is the legal basis for asserting a "breach of contract"?

3. What specific provision authorizes a Common Council employee (the Chief of Staff) to assume supervisory authority over an office whose leadership is legally mandated to report to the Police Civilian Oversight Board under MGO 5.19(5)?

4. What distinct legal basis permits changing who controls and supervises the Office of the Independent Monitor, separate from the action of ending the interim appointment?

5. Why is the Council relying on an advisory legal review rather than obtaining and considering the Police Civilian Oversight Board's official performance evaluation before taking action?

Sincerely,

Kira Milanich
3741 Johns St
Madison 53714

From:	Kira Milanich
To:	Martinez-Rutherford, Dina Nina
Cc:	Office of the Independent Police Monitor; Police Civilian Oversight Board; All Alders
Date:	Thursday, October 15, 2026 9:28:18 PM

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I am writing to ask you to vote no on the resolution to terminate IM Glass.

There are so many problems with this resolution; both with questions regarding if this is legal and with how the OIM would remain independent if IM Glass is fired. If IM Glass is fired, the resolution states that the council chief of staff would take over the position. I have several questions that I would like you to respond to:

Who will supervise the OIM and conduct ongoing investigations?

How is it possible to maintain independence, as required by the ordinance, if the council chief of staff is running the OIM?

What would happen to open cases and how would all of the information from those cases be handled? Who would have access to the information?

Why is the Council taking action to terminate the Independent Monitor when MGO 5.19 gives the PCOB the responsibility for hiring and supervising the Monitor?

And, why does this resolution to terminate IM Glass rely on the "employee review" from city attorney Hass when he has no authority to review her since that is the responsibility of the PCOB?

I am deeply concerned about this resolution. I think it is the culmination of a campaign to weaken the OIM and PCOB and render it essentially ineffective at being able to be independent and hold the MPD accountable. I strongly believe that having a truly independent police monitor is important for creating a better police department, building trust, and keeping our community safer.

Sincerely,
Kira Milanich
3741 Johns St
Madison 53714

From: Amy Owen
To: All Alders
Subject: Oppose the resolution to terminate the interim Independent Monitor
Date: Friday, October 9, 2026 6:10:57 PM

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Dear Alders,
I am writing to strongly urge you to oppose the sudden proposal to terminate the interim Independent Monitor, and to act with maximum transparency and in accordance with city law and council policy in relation to all actions involving or impacting the OIM and PCOB. Let her finish her term as originally scheduled and let her do her job without harassment.
Thank you,
Amy Owen
East side Madison resident

From: Claire Palmer
To: Mayer, Davy; All Alders
Subject: Reject proposal to fire Monitor Glass
Date: Thursday, October 8, 2026 8:29:49 AM

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Dear Alder Mayer,

As a constituent of district 6, I am urging you to reject the proposal to terminate Monitor Glass's contract with the city. Monitor Glass and her office have done valuable work supporting the citizens of Madison. In particular, I would like to highlight the Office of the Independent Monitor's investigation into Richard Johnson's death and their findings that it was a result of prone restraint by MPD. The findings of this investigation underscore for me the importance of this office in advocating for the truth and justice that the people of Madison deserve. In the upcoming 10/20 common council meeting I urge to vote NO on the proposal to terminate the contract of Monitor Glass. Unfortunately, I cannot cite a number for this proposal as the agenda for this meeting is not currently available.

Thank you,
Claire Palmer
834 E Dayton St
Madison, WI

From: Oleka Parker
To: All Alders
Subject: Protect Independent Police Oversight — Delay the October 20 Vote on IM Glass
Date: Monday, October 12, 2026 3:04:34 AM

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Dear Madison Alders,

I am writing to urge each of you to **delay the October 20 vote to terminate Interim Independent Police Monitor Aeiramique Glass and protect the independence of Madison's civilian police oversight system.**

As someone who has worked directly with our unhoused community, supported people experiencing mental health crises, partnered with families navigating difficult systems, and engaged in advocacy around community safety and accountability, I understand how much trust matters between our residents and the institutions responsible for serving them.

I have also spoken out about the need to adequately fund the Office of the Independent Police Monitor, including advocating for funding equivalent to 1% of the Madison Police Department's budget. Independent oversight is not an attack on law enforcement. It is an essential part of accountability, transparency, and building public trust.

The proposed termination of Monitor Glass raises serious questions that deserve answers before the Council takes action.

First, who has the legal authority to terminate the Interim Monitor? Madison General Ordinance 5.19 assigns the recruitment, hiring, and supervision of the Monitor to the Police Civilian Oversight Board. Although the Common Council has a confirmation role, the extent of its authority to rescind an interim appointment should be clearly established before any action is taken. A legal opinion based on an interpretation of the ordinance should not substitute for a thorough examination of the law and the potential consequences of proceeding.

Second, why is the Council considering this action while the permanent hiring process is underway? Public reporting indicates that the Police Civilian Oversight Board has been working on filling the permanent position. If the concern is the timeline for that process, the Council should establish the facts, hear directly from the Board, and allow the established process to move forward. The responsibility for hiring a permanent Monitor should not be confused with the duties of the interim Monitor.

Third, what message does this send to residents who have come forward seeking accountability? The Office of the Independent Police Monitor exists to ensure that

community concerns about police conduct have an independent avenue for review. Weakening that office or removing its interim leader without a transparent and legally sound process risks further damaging the trust that civilian oversight was created to build.

The death of Corey Ruiz, the community response that followed, and the concerns surrounding the treatment of those demanding accountability have reinforced for me why independent oversight matters. Residents should not have to wonder whether the institutions reviewing police conduct can be weakened or disrupted when their work becomes controversial. The independence of this office must mean something in practice, not just on paper.

I am asking the Common Council to take the following actions:

- **Delay the October 20 vote** until the Council has received a clear, thorough legal analysis of its authority and the potential legal and financial consequences of termination.
- **Hear directly from the Police Civilian Oversight Board** regarding the interim appointment, the permanent hiring process, and the Board's authority under Madison General Ordinances 5.19 and 5.20.
- **Protect the independence of the Office of the Independent Police Monitor** and ensure that its work is not undermined by political or administrative interference.
- **Commit to adequate, sustainable funding** for the office so that it can fulfill its responsibilities to Madison residents.
- **Provide transparency and accountability** to the public about the reasons for this proposed action and the evidence supporting it.

I also urge you to consider the potential consequences of proceeding without resolving these questions. If a court were to determine that the Council exceeded its legal authority, the City could face litigation, financial costs, and a further loss of public confidence. Residents and affected parties may also explore whatever legal remedies are available to them. These risks should be taken seriously before an irreversible decision is made.

I am not asking the Council to disregard legitimate concerns or avoid oversight of its own processes. I am asking you to apply the same standards of accountability, transparency, and respect for the law that residents expect from every public institution.

Madison cannot claim to value community trust while placing independent oversight at risk without first answering fundamental questions about authority, process, and consequences.

Accountability is not a luxury. It is a public responsibility. The people of Madison deserve an oversight system that is independent, adequately funded, transparent, and protected from

unnecessary disruption.

Please delay the October 20 vote, respect the role of the Police Civilian Oversight Board, and put the public interest ahead of political conflict. The decisions you make now will have consequences for community trust long after this meeting has ended.

I would appreciate a response explaining your position on this resolution and whether you will support delaying the vote until these questions have been fully addressed.

Sincerely,

Oleka Parker
Community Advocate/Certified Peer Support Specialist

District 15 Resident

From: Tim Patton
To: Pritchett, Joann; All Alders
Subject: Please Vote YES on Legistar File #95140
Date: Friday, October 16, 2026 4:41:03 AM
Attachments: Please Vote Yes on Legistar File #95140.pdf

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Dear Alder Pritchett and Members of the Common Council,

I am writing to urge you to **vote YES on Legistar File #95140**, the resolution to terminate the provisional appointment of Interim Independent Police Monitor Aeiramique Glass.

I support independent civilian oversight of the police. Madison needs an oversight system that is professional, effective, independent, and accountable to the community it serves. Supporting that mission, however, also means holding those entrusted with leading it accountable for fulfilling their responsibilities.

One of the primary responsibilities of Interim Monitor Glass is to serve as the hiring manager for the recruitment and selection of a permanent Independent Police Monitor. Rather than moving this process forward, her performance has raised serious concerns about progress toward establishing a permanent, fully functioning Office of the Independent Monitor (OIM). The employment review released October 2, 2026, and the concerns identified in the resolution warrant serious consideration. In my view, continuing the provisional appointment is not the best path toward restoring confidence in the office and completing this essential work.

The August 4 incident involving Glass and MPD officers, the subsequent referral of potential criminal charges, and the reported issuance of a restraining order raise additional concerns about judgment, conduct, and the ability to maintain the professional relationships necessary to carry out the responsibilities of the position. These matters should be evaluated on the documented facts, without presuming that a referral establishes criminal guilt.

Glass's advocacy for police accountability may be well-intentioned, but advocacy alone does not fulfill the responsibilities of the Independent Monitor. This position requires independence and the willingness to challenge institutions when warranted. It also requires sound judgment, professional conduct, accountability, and the ability to work effectively within the applicable legal and administrative framework. Independence must not become a reason to disregard assigned responsibilities or avoid accountability for performance.

I also recognize that terminating this appointment will not, by itself, resolve the broader challenges facing the PCOB and OIM. Significant work remains, including revisiting the ordinance amendments proposed earlier this year. Madison needs clear provisions that protect the Monitor's independence while defining authority, establishing accountability, and ensuring compliance with applicable City policies and Administrative Procedural Memoranda (APMs).

Nor should concerns about strained relationships or potential litigation become reasons to postpone a necessary decision indefinitely. The Council must weigh those risks against the

consequences of allowing the current situation to continue without a clear path toward a permanent appointment and a more effective oversight structure.

I urge you to vote YES on File #95140, end the provisional appointment, and continue the work necessary to establish a permanent, professional, independent, and accountable civilian oversight system. These are complementary responsibilities, not competing objectives. Madison deserves an oversight model that can challenge the police when necessary, work constructively with the institutions responsible for public safety, and maintain the trust and confidence of the community.

Thank you for your consideration and for your service to Madison.

Sincerely,

Tim Patton
District 9 Resident

Dear Alder Pritchett and Members of the Common Council,

I am writing to urge you to **vote YES on Legistar File #95140**, the resolution to terminate the provisional appointment of Interim Independent Police Monitor Aeiramique Glass.

I support independent civilian oversight of the police. Madison needs an oversight system that is professional, effective, independent, and accountable to the community it serves. Supporting that mission, however, also means holding those entrusted with leading it accountable for fulfilling their responsibilities.

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Nor should concerns about strained relationships or potential litigation become reasons to postpone a necessary decision indefinitely. The Council must weigh those risks against the consequences of allowing the current situation to continue without a clear path toward a permanent appointment and a more effective oversight structure.

I urge you to vote YES on File #95140, end the provisional appointment, and continue the work necessary to establish a permanent, professional, independent, and accountable civilian oversight system. These are complementary responsibilities, not competing objectives. Madison deserves an oversight model that can challenge the police when necessary, work constructively with the institutions responsible for public safety, and maintain the trust and confidence of the community.

Thank you for your consideration and for your service to Madison.

Sincerely,

Tim Patton
District 9 Resident

From: Becky Peterson
To: All Alders
Subject: File 95140 - Resolution to Terminate Aeiramique Glass – Stop Undermining Civilian Oversight
Date: Wednesday, October 7, 2026 4:55:34 PM

Some people who received this message don't often get email from becky.r.peterson@gmail.com. Learn why this is important

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Dear Alders,

I am writing to demand that you vote NO on the resolution to terminate the appointment of Interim Independent Police Monitor Aeiramique Glass.

While my residential address is just outside of the city, Madison has been my home since 2003, and my nonprofit operates out of District 4. Today I am speaking on behalf of myself, however. First and foremost, you work for your constituents—and you have had hundreds of them demanding actual independence for the OIPM, demanding Meeka's direct appointment, and demanding adequate funding for the office. That should in itself be enough to see how irrational this resolution is.

The resolution claims Meeka has committed a "breach of contract" for allegedly failing to act as the "hiring manager" for her own permanent replacement. Have you forgotten that she is currently investigating a Madison police officer who shot a Black man in the head three times?

Meeka has made it explicitly clear since she arrived that the OIPM is severely understaffed and underfunded, all while the caseload continues to increase because more people are bringing forward claims against MPD precisely due to her leadership here. I, for one, am glad she is prioritizing helping Madisonians who have been actively harmed by the police over prioritizing administrative hiring paperwork.

Worse, the resolution justifies this termination by citing an October 2nd memorandum from the Deputy City Attorney. Since when does the City Attorney's office conduct "performance reviews" of department heads that then get broadcast on Channel 3000? That does not happen to any other department head in the city. It is targeted harassment, and it is being used to justify a cowardly end-run around civilian oversight.

Meeka answers to the Police Civilian Oversight Board (PCOB). By attempting to use the Common Council to fire her, you are deliberately bypassing the very oversight body this community fought for years to establish. You are gutting the authority of the PCOB as soon as they really get up and running and start seeing results.

Meeka Glass was hired knowing her track record. She was brought here to disrupt a broken status quo and build a system that actually holds the police department accountable. Now, the establishment is punishing her for being an "outsider" who refuses to play by the unwritten rules of midwestern complacency. We all know what "Wisconsin Nice" actually means in this city—it is a culture of passive-aggression that prioritizes keeping white people comfortable over fixing systemic racism.

The hypocrisy is staggering. The establishment has been feigning moral outrage over a

traumatized Black woman using a known figure of speech out of frustration after being assaulted by an officer. Yet, there is an expectation that the community should remain calm, polite, and compliant when police shoot a Black man point-blank.

I know exactly who Madison's system is designed to protect. I grew up in a small, all-white town before moving here in 2003, right around the time of the Audrey Seiler media circus. I remember standing outside my dorm as news helicopters circled overhead, and being asked when I last saw this kind of coverage for a missing Black woman. It was the first time I began to truly understand systemic racism. And I see more of it in this city all the time.

That understanding became undeniably personal in 2015, when I tried to kill myself here in Madison. I survived, made an intentional decision to give life another shot, and called 911 to request a medical transport to the hospital. Instead of care, I was met by a SWAT team, probably expecting a suicide-by-cop situation. I had four automatic rifles pointed in my face and a man with a riot shield standing over me while I was handcuffed.

But here is the most damning part of that experience: even with four automatic rifles trained on my face, and an unloaded gun and ammo in my pocket, I never once feared that an officer would pull the trigger. Why? Because I knew how I was seen here: I was a "harmless" white woman. I didn't experience a single moment of fear for my life in a situation where it is much likelier a Black resident would have been killed.

If a white woman can face a SWAT team without fear of being shot, and a cop can shoot a Black man without fear of facing charges, but a traumatized Black woman cannot express anger without being treated as the ultimate, fireable threat, Madison’s priorities are completely bankrupt.

Do not bypass the PCOB. Do not betray the constituents who demanded and continue to demand real oversight. If you vote to terminate Meeka Glass, you are confirming that Madison's progressive reputation is a complete sham.

Sincerely,

Becky Peterson

From: Tessa
To: All Alders
Subject: Full Support for Monitor Glass and the PCoB
Date: Wednesday, October 7, 2026 4:07:28 PM

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

Alders,

The mayor's rejection of funding for police accountability, and alder Ochowicz proposed a hostile takeover of the Office of the Independent Monitor by illegal ousting Independent Monitor Glass.

Some politicians on the council underestimate the power and longevity in local community organizing, and it shows. It's beyond a disregard for the people's demands for civil rights and peaceful protest.

It's a complete rejection of democracy, in any accountable form. This city is corrupt from the very top, and I do hope and advocate that you are not among them.

Tessa Jade Price

From:	Alicia Ramirez
To:	All Alders
Subject:	Request for transparency and accountability regarding the proposed termination of Interim Independent Police Monitor Aeiramique Glass
Date:	Thursday, October 8, 2026 11:45:01 AM
Attachments:	Letter to Common Council.pdf

Some people who received this message don't often get email from a_ram88@yahoo.com. Learn why this is important

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Please see the attached letter for consideration.

Kind regards,

Alicia R. Ramirez

"Life shrinks or expands in proportion to one's courage." -Anais Nin

SUBJECT: Request for transparency and accountability regarding the proposed termination of Interim Independent Police Monitor Aeiramique Glass.

October 8, 2026

Dear members of the Madison Common Council, Police Civilian Oversight Board, and other City officials,

I am writing to express my serious concern regarding the resolution introduced to terminate the appointment of Interim Independent Police Monitor Aeiramique Glass, which the Common Council is scheduled to consider on October 20.

Before the Council takes such a significant action involving the City's independent police oversight system, the public deserves clear answers regarding the process, authority, evidence, and safeguards surrounding this decision.

I am asking the Council and the Police Civilian Oversight Board to provide transparency on the following questions:

1. **What authority and process are being used to terminate the Interim Independent Police Monitor?**

    - Please identify the specific ordinance, resolution, appointment authority, policy, or other legal authority that permits the Common Counsil to terminate Ms. Glass's appointment.

    - What is the established process for removing an Independent Police Monitor, and was that process followed in this instance?

2. **What evidence or findings support this action?**

    - What specific facts, findings, documented concerns, performance issues, or other evidence have been relied upon to justify terminating Ms. Glass?

- If the City believes there are legitimate grounds for this action, the public should be able to understand what those grounds are.
- The decision of this magnitude should not be based on undisclosed allegations, political disagreements, personality conflicts, or dissatisfaction with independent oversight.

3. **What role does the Police Civilian Oversight Board have in this decision?**

   - What authority does the Police Civilian Oversight Board have regarding the appointment, evaluation, retention, or removal of the Independent Police Monitor?

   - Was the PCOB consulted before this resolution was introduced?

   - Was the PCOB given an opportunity to review the allegations, evidence, or justification for the proposed termination?

   - If the PCOB does not have a role in this decision, the public deserves an explanation as to why an oversight body was excluded from a decision directly affecting the independence and credibility of the City's police oversight structure.

4. **What protection exists to ensure that the next Independent Police Monitor can actually remain independent?**

   - This is perhaps the most important question.

   - If an Independent Police Monitor can be removed without a clearly defined, transparent, evidence-based process, what prevents future monitors from being pressured to conform to the expectations of elected officials, law enforcement leadership, or other City officials?

   - The purpose of the independent police oversight is to provide meaningful accountability-even when the findings or recommendations are uncomfortable or unpopular.

- The City should therefore explain what protections will be put in place to ensure that the next Independent Police Monitor has:

  - Independence from the Police Department and police leadership;
  - Protection from political interference or retaliation;
  - Clearly defined appointment and removal standards;
  - A transparent and evidence-based evaluation process;
  - Appropriate access to records, personnel, complaints, and other information necessary to conduct oversight;
  - The authority to perform the duties of the physician without fear that exercising independent judgment will jeopardize their appointment; and
  - A meaningful role for civilian oversight in protecting the integrity of the position.

5. **What precedent does this decision establish?**

   - The Council should also consider what this action communicates to future Independent Police Monitors.

   - If a monitor knows that challenging existing practices, raising difficult questions, or issuing findings that are unpopular with City officials could result in termination, the independence of the entire oversight systems placed at risk.

This is therefore bigger than one individual.

It is about whether Madison is committed to independent civilian police oversight in practice-not simply in name.

- I am asking the Common Council not to approve the resolution on October 20 without ***first*** providing the public with a clear explanation of the authority, process, evidence, and justification for this action.

- I am also asking the Police Civilian Oversight Board to publicly clarify its role in this matter and to advocate for whatever safeguards are necessary to

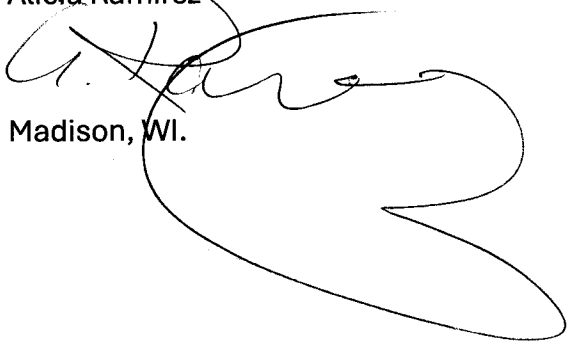
ensure that the independent police monitor position remains genuinely independent.

Madison residents deserve an oversight system that is transparent, credible, and protected from political interference. We should not be asked to accept the removal of an independent oversight official without knowing why it is happening, what evidence supports it, who has the authority to make that decision, and what protection will exist for the person who holds this position next. Please provide the public with answers ***before*** this resolution is considered.

I urge the Common Council to vote *NO* on the resolution to terminate Interim Independent Police Monitor Aeiramique Glass unless and until the City has demonstrated, transparently and with supporting evidence, that the action is legally authorized, procedurally proper, and consistent with the independence of Madison's police oversight system.

Kind regards,

Alicia Ramirez



Madison, WI.

From: Bonnie Roe
To: All Alders
Subject: Fwd: District 5: To Preserve Civilian Oversight in Madison, Interim Monitor Glass Must Go
Date: Friday, October 9, 2026 8:46:00 PM

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

Dear Alders,

I hope all of you will read Alder Vidaver's excellent blog post regarding the proposed resolution to terminate the Interim Independent Monitor. Then, if you're not a sponsoring Alder, ask yourself why not. This is a no-brainer, and Alder Vidaver spells out nearly all the reasons why in a real coherent and logical way.

For all those reasons, and more, I urge each of you to vote in favor of this resolution and give legitimate police oversight a chance in our City.

Thank you,

Bonnie Roe
District 11

---------- Forwarded message ---------
From: **Bonnie Roe** <bonnie.roe@gmail.com>
Date: Fri, Oct 9, 2026, 8:38 PM
Subject: Fwd: District 5: To Preserve Civilian Oversight in Madison, Interim Monitor Glass Must Go
To: Bill Tishler <district11@cityofmadison.com>

Hi Alder Tishler,

Do you intend to sign on as a sponsor of this resolution to terminate the Interim Independent Monitor? I can't imagine why not. Even Alder Vidaver makes a strong case for it. Please see the forwarded email, if you haven't already.

I urge you to put your name on this list of sponsors and vote for the resolution introduced by Alder Ochowicz.

Thanks for considering,

Bonnie Roe
District 11

---------- Forwarded message ---------
From: **Alder Vidaver, District 5** <noreply@cityofmadison.com>
Date: Fri, Oct 9, 2026, 8:32 PM
Subject: District 5: To Preserve Civilian Oversight in Madison, Interim Monitor Glass Must Go
To: <bonnie.roe@gmail.com>

View this email in your browser

City of Madison

Front entrance of the City-County Building on a sunny day

To Preserve Civilian Oversight in Madison, Interim Monitor Glass Must Go

TLDR: I strongly support civilian oversight of the Madison Police Department. I do not believe Interim Monitor Glass is the person to ensure this oversight is performed objectively.

Last Tuesday, Alder Ochowicz introduced a resolution to end Interim Independent Monitor (IM) Aeiramique Glass' employment with the City. I have signed on as a sponsor of this resolution, and this blog post, while long, explains why. You may agree or disagree with my and the other sponsors' reasoning, but my goal with this post is to clearly explain my thought process in taking this action.

Work rule violations

Every major employer has work rules. In my day job with the State of Wisconsin, I comply with a number of work rules, and I understand that violating those rules could lead to disciplinary action and potentially termination. The City of Madison also has work rules. These are called Administrative Procedural Memos (APMs).

The City's APMs include such things as contracting and purchasing processes, workplace accommodations, workplace violence prevention and response,

teleworking policies, meeting notices, paid leave policies, etc. The APMs are mostly procedural and non-controversial implementations of state laws and City ordinance. Some of these work rules detail processes to protect the rights of City employees, including those supervised by the IM. IM Glass has continued to discount the necessity of following these work rules, even though they are applicable to every other employee of the City of Madison. Further, she has openly flouted them stating "we do not have to comply with APMs other than what we do in good faith when I feel comfortable doing so". As a result, IM Glass has no valid contracts with any external investigator or attorney, as none of those contracts have been submitted through the normal City process.

Why is it important that contracting rules be followed? Because any contract executed by the City is paid for by taxpayers and thus requires "sunshine", meaning the public must have access to the information. These rules are in place to ensure there is no nepotism or unfair labor or procurement processes that occurred in the selection of the vendor, and that the contractor is not in any way debarred or suspended from doing business with the City.

IM Glass contends that engaging in standard City processes is not required of her, yet the ordinance overseeing her office (Madison Municode 5.19(7)(h)) plainly states: "…It is also anticipated that from time-to-time the Monitor may need to engage independent contractors, such as an investigator, to assist in fulfilling the duties of the OIM. In doing so, the Monitor *shall follow all City of Madison contracting requirements…"* (emphasis added). Thus, it is unclear why IM Glass believes she does not have to follow these procedures.

There have also been multiple HR issues within the office, including lack of adherence to telework and Family & Medical Leave policies, as well as filed complaints alleging stalking and coercive behavior by one of her employees, and harassment complaints filed against IM Glass herself, the most recent of which resulted in a restraining order against her being granted to a member of the Madison Police Department (MPD) stemming from her actions on August 4. The Green Bay Police Department, which was hired to conduct an external review of that interaction, has referred two counts of felony battery to police, and two counts of misdemeanor resisting or obstruction police against IM Glass.

Failure to begin the hiring process for the permanent Monitor

The primary purpose of hiring IM Glass in an interim capacity was for her to serve as the hiring manager for a permanent Monitor. Because that was the primary purpose of the interim position, Ms. Glass was never eligible to apply for the permanent position, which was clearly indicated on the posting for the interim position. Ms. Glass accepted that condition of employment on her job application.

When Ms. Glass joined the Office of Independent Monitor (OIM), there was a lot of clean-up to do to put things in order after the prior IM resigned. She has had several

successes, including a thorough Annual Report (the original AI-generated cover image notwithstanding), and implementing an effective case intake and management software system. These are laudable achievements, particularly given the office's modest budget level and small staff. I am hopeful that with new leadership in our state legislature, the City will be given more room in future budgets such that additional investment in the important action of civilian oversight can occur. But, for now, the City budget is extremely limited, and there are many needs and wishes that we just can't accommodate. This budgetary situation makes it all the more important that the OIM prioritize their work, such that they can achieve as much as possible with the resources they have at their disposal.

Because Ms. Glass was hired with the express purpose of finding her replacement, it was her responsibility to serve as the primary staff member to the Police Civilian Oversight Board (PCOB) and help guide them through this process. The PCOB has met four times this year, with an additional meeting on the books for December. The first agenda for this year that included the hiring plan for the new IM was held on June 18. At that meeting, the PCOB reviewed a plan that would include community listening sessions to be held between June-August, a job announcement posting in September, with the selection process completion by December, and final Council action on the recommended hire concluding in January of 2027. However, during that meeting, the PCOB also openly discussed the possibility of directly hiring IM Glass. Members appeared to be confused about whether this was an option, even though the job posting was clear about the Interim IM's ineligibility to apply for the permanent position. At any point in this discussion, IM Glass could have spoken up to dissuade the members from thinking they could consider her as a permanent hire, yet she did not.

Then, Corey Ruiz was killed by MPD on July 22. The OIM attempted to access information, including dash cam video of the killing, but was not granted the information due to the outside independent investigation being conducted by the Wisconsin Department of Justice Division of Criminal Investigation (DCI). The City of Madison Attorney's office has provided a legal opinion supporting the decision not to provide the OIM with information on this topic. Whether or not the OIM should have been given legal access to the investigative materials will eventually be decided by a court. The IM sent notice of a lawsuit against the MPD to force release of the documents to the IM in August. However, the formal serving of the papers to MPD was not actually completed until just this week. I, and many others, look forward to this issue being decided in court, as there is no case law here, since Madison is the only city in the state with an OIM.

One could argue that, based on the situation with the killing of Mr. Ruiz, the hiring action for the permanent IM was reasonable to delay; indeed, the PCOB described just that in their September 16 meeting. The PCOB has released a survey to ask the public what they wish to see in the next IM. Nonetheless, the fact that the process is only now starting, 11 months after Ms. Glass was hired, is a substantial departure from the original expectation of the position, which was to *complete* the hire within the first 9 months of her employment.

Lack of discernment

In the field of civilian oversight, the National Association for Civilian Oversight of Law Enforcement (NACOLE) states in its core principles: “Effective civilian oversight must function with the same integrity, professionalism, and ethical standards it expects from and promotes for law enforcement." When IM Glass yelled from a bullhorn during a protest, that did not engender confidence in her objectivity. She has performed multiple, hours-long Facebook Live posts, in which she has denounced or denigrated City staff and fellow Alders. This does not show professionalism. Much has been made of her statement that “I will burn this city down" during the interaction with MPD in which the officer she primarily engaged with was granted the restraining order against her. Many have defended this statement as metaphorical, indicating a need to disrupt systems of oppression. As I am not a scholar of metaphorical and historical statements like this, I cannot comment as to the veracity of the claim that the comment was meant to be more than the words at face value. However, since there were literally people setting fires in the city that night, some may also surmise that IM Glass' statement was a call to violence. Regardless, these actions show a lack of discernment and objectivity in how Ms. Glass chooses to engage with the public in her role as a taxpayer-funded employee.

Why now?

The PCOB has only begun to seek input on the hiring of the next IM, nearly one year after Ms. Glass' hire. The PCOB has openly opined about the possibility of hiring Ms. Glass to the permanent position. One member of the PCOB has as his public Facebook profile a photo of him in a t-shirt that reads “I stand with my Monitor Glass". Also in a public Facebook post announcing the survey to solicit input on the next IM, he states “…I'm one of Meeka's biggest advocates, and I have been fighting for her. I want Meeka to stay. Period." Again, this does not engender a sense of objectivity of this Board, which is supposed to be performing employment oversight over the IM. Ms. Glass' lack of progress in moving the hiring process forward combined with her failure to advise the PCOB that she is ineligible for the permanent position has encouraged similar sentiments to be expressed by PCOB members in recent months and distracted from efforts to recruit and hire a permanent Independent Police Monitor. This hiring action is a primary goal for the Common Council so we can ensure effective, trusted civilian oversight is able to be successful in Madison.

We have also received questions about the legality of the Council taking up a resolution to end Ms. Glass' employment. Because Ms. Glass was hired on an interim basis and does not have the standard employment contract that applies to permanent agency heads, normal provisions and procedures related to her appointment or the term of her extension do not apply. This blog post is designed to contribute to the “why" behind this resolution.

Some will certainly criticize this resolution. Some may argue that we are exhibiting racism, or refusing to stand up for people who have been disenfranchised. For those

who choose to believe that, I'm certain none of my words will dissuade them. I therefore want to clearly express my firm belief in the power of civilian oversight, and that keeping Ms. Glass in the position of Interim Independent Monitor actually undermines the potential for effective civilian oversight in our city; this is why the Council President is working directly with NACOLE to help guide us through our next actions. What exactly those actions will be, we don't yet know, because as we're working through a standard contracting process with NACOLE, we need to understand the scope of services they can offer, and the terms of a potential contract. Once we have worked that out, we will be introducing an appropriate resolution to engage their services and help guide us towards a better future of strong, respected, objective, and effective civilian oversight over MPD.

View full blog post

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Madison, WI 53703

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From: Bonnie Roe
To: All Alders
Cc: Haas, Michael R
Subject: It"s not just the Interim IM
Date: Saturday, October 10, 2026 7:27:23 AM

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

Dear Alders,

Terminating the Interim Independent Monitor is a necessary step to protect police oversight in Madison, but it is not going to solve all the problems of the OIM. The "Data Analyst" in the Office is just as dangerous. Please read the writing on the wall. At least read what he posts on Facebook, including this post, where he says he will "do everything in his power to prevent access and maintain the privacy of our sensitive files, **up to and including fully defying orders if it comes to that** (see screenshot)...."

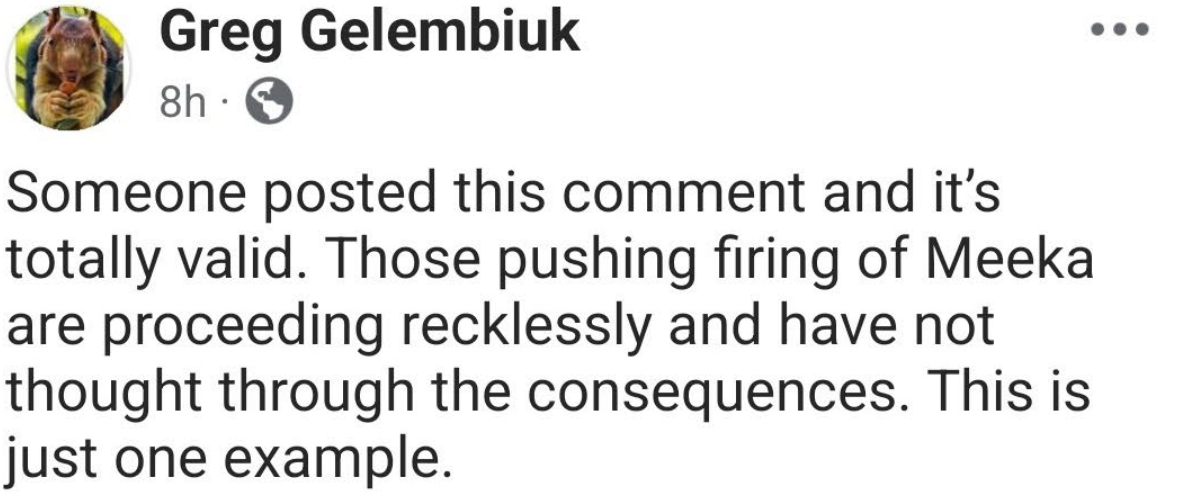
Please be sure to read all of his public posts on Facebook and realize the extreme bias on display. A data analyst in the OIM needs to be objective in order to conduct legitimate police oversight, and he is the opposite of objective. Worse than that, he is willing to fully defy orders, and he says so.

Please vote yes on the proposed resolution to terminate the Interim Independent Monitor and then ensure the safety of the office is protected by ensuring that the Data Analyst is terminated as well.

Another idea would be to terminate the IIM and pull and redirect all funding next month and start over with the Office after the ordinance has been fixed to avoid these problems in the future. Build it back up with the right professionals after body-worn cameras are fully rolled out.

Thank you for your consideration,

Bonnie Roe
District 11



The Council Chief of Staff will be in charge of the Office of the Independent Police Monitor. So someone who absolutely should not be in charge of our Office, with its sensitive information, entrusted to us by victims, complainants, and whistleblowers, will be in charge. I will do everything in my power to prevent access and maintain the privacy of our sensitive files, up to and including fully defying orders if it comes to that. It will be complicated, because we have a ton of paper documents in addition to electronic records in various forms. But I recognize the duty I have to those who have entrusted us with their information and I will honor the privacy/secrecy commitments we have made to people.

This is one of the consequences we face that could devastate community trust going forward.

> Where does all the research and data collected go when the monitor is fired? Who has control over confidential

records of whistle blowers and victims? How does that info get transferred and move forward? Is there a process?

17 4 4

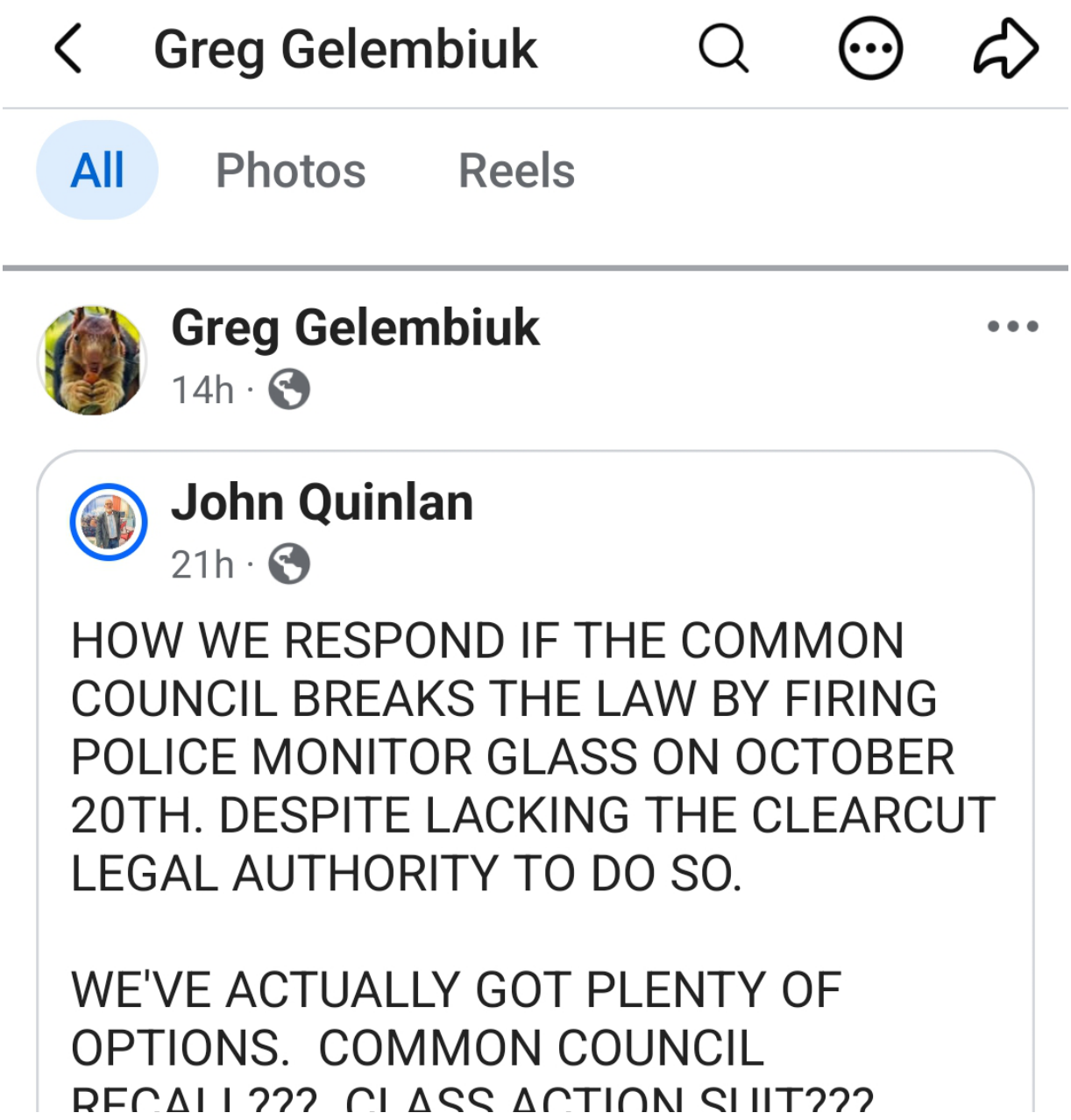
From: Bonnie Roe
To: All Alders
Subject: Data Analyst in the OIPM Office
Date: Sunday, October 11, 2026 3:09:46 PM

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

Dear Alders,

In case you need more evidence of the issues at stake, your OIPM Data Analyst recently posted this inflammatory post, calling for action.

This isn't going to just go away.



RECALL!!! CLASS ACTION SUIT!!!
MASSIVE PROTESTS AT CITY HALL????

Here's an idea. If Madison Common Council members break the law and dismiss Police Monitor Glass, could they be subject to recall? What the Common Council would be doing is rescinding the extension they made a few months ago that extends her interim appointment until March 2027. City Attorney Michael Haas has issued an opinion--and it's just that, his opinion--that since the Common Council had the power to extend her contract, that they would, "just by commonsense," he says, also have the power to rescind it. (Note to City Atty Haas: what YOU define as common sense is not necessarily consistent with the law, that's for the courts to decide, a long and expensive process.)

HOWEVER, knowledgeable attorneys I have spoken with say, hey, wait a minute. This is not that cut and dried, that the city attorney's fancy-schmancy self-serving “opinion" is contradicted by the also clearcut language of the ordinance

passed in 2020 in response to the Tony Robinson tragedy THAT ESTABLISHED THE POLICE CIVILIAN OVERSIGHT BOARD AS THE ONLY ENTITY THAT CAN HIRE OR FIRE THE INDEPENDENT POLICE MONITOR. In fact, that ordinance specifically states that the Common Council WOULD BE IN VIOLATION OF THE LAW if it tried to do so.

Again, it's probably a matter that would go to court, and if the court rules in the oversight board's favor, all of the alders who voted to fire the Police Monitor would have done so with full knowledge that this was potentially in violation of the law. They could potentially be fined, or this could be the basis by which they could be subject to recall elections, or civil suits by those citizens harmed by their actions.

This would be doubly likely if the Council's action resulted in a weakening of the powers of the Police Monitor and its supervising board. Or worst case scenario, if it led to the dissolution of the position and the board, which seems to

position and the board, which seems to be the mayor and her alder-allies' ultimate goal.

I've already checked with a lawyer, and those of us (yes that includes me) who have cases pending before the police monitor's office would have standing to launch a multi-million dollar class action lawsuit against the city and/or launch substantial lawsuits against the Madison police for the matters being pursued in our complaints. We'd have every right to do so. AND IF THE COMMON COUNCIL ACTS ILLEGALLY IN FIRING MONITOR GLASS, I AND OTHER CITIZENS WILL MAKE SURE THAT BOTH A CLASS ACTION SUIT AND ALDERMANIC RECALLS ARE SWIFTLY INITIATED YET THAT WEEK!!!

Lastly, the pretext under which Monitor Glass is being fired is entirely false. Far from a minor point here, and the fact that the alders who are sponsoring this illegal vote are ignorant about this says a lot about how ill-considered this decision is, which was made at the mayor's behest.

According to the mayor's office's propaganda purveyors Channel3000 and the Wisconsin State Journal, the pretext for firing her is that no progress has been made toward the hiring of a permanent position, something they say she was supposed to do.

BUT NOTHING COULD BE FURTHER FROM THE TRUTH!!!

Two problems with that: the responsibility for hiring someone never lay with Police Monitor Glass. Under law, it lies with the Police Civilian Oversight Board, WHICH IS ALREADY SEVERAL MONTHS INTO THE PROCESS, according to clarifications issued by board member Devon Snyder in today’s Madison365. Required reading for alders: lots of plainly stated information there.

The mayor's office is either sadly misinformed or they're forging full speed ahead facts and law be damned.

Hey, if nothing else, delay the vote until after these questions have all been

after these questions have all been answered. Avoid the potential of opening up the city to massive liability and massive lawsuits amd massive protests. Allow the current Police Monitor to remain in place, and be one of many candidates to apply for the permanent position, the hiring for which is just a few months off.

Stop the campaign of character assassination being orchestrated by the mayor's office and a city attorney who's issuing bad highly subjective opinions and wasting taxpayer dollars by doing work that's not part of his job.

And if you felt that the protests that followed the Ruiz tragedy were a big deal, just imagine what would happen if city officials brazenly broke the law, and endangered the office that hundreds came forward to support at an early August council meeting. The outrage would be widespread and city government might even be forced to scale back or shut down.

Check your egos at the door, Madison Common Council, and slow this train down.

STICK TO THE FACTS. AND FOLLOW THE LAW.

Graphic: procedures for recalls of local Wisconsin elected officials.

https://www.lwm-info.org/DocumentCenter/View/2171/August-Removal-of-Officers

4 1

Greg Gelembiuk
15h ·

Dannee Livingston-DeTienne
1d ·

Thank you,

Bonnie Roe
District 11

From:	Bonnie Roe
To:	All Alders
Cc:	Haas, Michael R
Subject:	Legistar #95140: Alder Glenn"s Defense Inadvertently Confirms Why We Must Terminate Interim Monitor Glass on October 20
Date:	Wednesday, October 14, 2026 5:01:51 PM

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

Dear Alders,

As you approach the October 20 vote on Legistar File #95140, I want to address the public statement recently circulated by Vice President Carmella Glenn. While intended to defend Interim Monitor Aeiramique Glass, an objective examination of Alder Glenn's statement reveals that it actually provides written confirmation of the very administrative, legal, and operational violations that require Monitor Glass's immediate termination.

Rather than disproving the concerns raised in the October 2 Employment Review memo and sponsor blog, Alder Glenn's statement validates them in four critical ways:

1. Unvetted, Uncontracted Experts (MGO 5.19 & APM Violations)
Alder Glenn highlights that forensic pathologist Dr. Victor Weedn conducted an independent review at no cost to the City due to budget constraints.

However, under MGO 5.19(7)(h), the Monitor is explicitly required to follow all City procurement and contracting rules when engaging external experts, regardless of whether fees are billed, waived, or deferred. Bringing uncontracted external experts into official city death investigations bypasses Risk Management, Purchasing, and legal review, exposing the City to significant legal liability.

2. Withholding Records from Statutory Authorities
Alder Glenn confirms that the OIPM is actively withholding investigative records from the Dane County Medical Examiner, the supreme statutory authority over county death investigations under Wis. Stat. Ch. 979, and claims OIPM is doing so while "consulting independent legal counsel." This confirms two serious issues. First, Inter-Agency Obstruction. An unclassified city employee cannot legally withhold death investigation materials from the County Medical Examiner under the excuse that the Medical Examiner should "get them directly from MPD;" and second, Unauthorized Contracting. Consulting "independent legal counsel" without an executed, publicly approved City contract directly violates City Administrative Procedure Memorandums (APMs) and procurement ordinances.

3. Burned Relationships and Shifting Responsibilities
Alder Glenn describes how Glass offered MPD Chief Patterson a training led by Dr. Weedn, but when Dr. Weedn took a job with Dane County, she told the Chief to "reach out to his associates" at the County to make the training happen. This illustrates a pattern of administrative dysfunction and amateur leadership. Expecting agency heads to fix commitments the Monitor made with uncontracted consultants reinforces why key working relationships across city and county government have completely broken down.

4. Inappropriate Ex-Parte Political Backchannels
Most concerning is Alder Glenn's admission that Glass began sharing "real-time" internal

information, concerns, and decision-making exclusively with her starting in May 2026. The Independent Monitor is required by ordinance to maintain strict neutrality and report formally to the PCOB and the Common Council as a whole. Establishing a private, selective political backchannel with a single high-ranking Alder subverts PCOB supervisory authority and destroys the perception of objective, independent oversight.

The Bottom Line for October 20:
Civilian oversight cannot survive if it is built on unvetted contracts, obstructed records requests, backchannel politics, and pending criminal referrals. Allowing Glass to remain in office until March 31 will only cause further structural damage and compromise the upcoming search for a permanent Monitor.

To restore integrity, legal compliance, and public trust to the Office of the Independent Monitor, I urge you to vote YES on Legistar File #95140 on October 20.

Sincerely,

Bonnie Roe
District 11

From: Leo Roth
To: Mayer, Davy
Cc: All Alders
Subject: Terminate OIPM Glass' contract
Date: Wednesday, October 7, 2026 2:04:34 PM

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

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

I am a district 6 resident on Norris Court and I support District 2 Ald. Will Ochowicz proposal to terminate the interim OIPM head Glass's contract.

Glass has been a terrible city employee, and that whole office has been incompetent since inception. The structure of the PCOB doesnt make any sense and any successor OIPM leader will also likely be a biased activist.

Thank you for reading!

Leo Roth

From: Amelia Royko Maurer
To: All Alders; Mayor; Office of the Independent Police Monitor; Police Civilian Oversight Board
Subject: Leaking Personnel Media to Media
Date: Friday, October 9, 2026 4:20:38 PM

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

Does City Attorney Haas leak personnel info to the media about everyone? Or just Aeiramique Glass?

From:	Amelia Royko Maurer
To:	All Alders; Police Civilian Oversight Board; Office of the Independent Police Monitor
Subject:	Council Chief of Staff Karen Kapusta-Pofahl
Date:	Monday, October 12, 2026 1:13:45 PM

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

Dear Alders,

There is no way that Council Chief of Staff Karen Kapusta-Pofahl didn't know that H.R. Director Erin Hillson/Erin Stenson had been twice employed by MPD and was the daughter of a retired MPD Detective when she agreed to serve as temporary Independent Monitor in effort to run the Office of the Independent Monitor before the hiring of Aeiramique Glass.

The Mayor knew. City Attorney's knew. Karen knew. They all knew Erin was violating the ordinance and they too violated ordinance, rules and code in doing nothing to stop it.

To suggest anyone can work in that office who has willfully violated the MGO 5.19/20 and other rules is an admission that you are working directly against independent oversight of the Madison Police Department and do not care about the complainants or their right to a fair investigation.

To take part in the systemic attack of Aeiramique Glass knowing how unethical that is and the harm it is causing to her - a human being who came to Madison to fulfill a mandate that you will now allow her to fulfill - is unconscionable.

Please, stop. No one has ever had time for this game. Let the monitor and the office do their work.

Thank you,
Amelia Royko Maurer

From: Seals, Holly
To: All Alders
Subject: VOTE NO on Resolution to Terminate Interim Monitor Glass / Condemn MPD Violence
Date: Wednesday, October 14, 2026 9:38:37 AM

Some people who received this message don't often get email from hseals@madisoncollege.edu. Learn why this is important

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

Dear Madison Alders,

As a lifelong resident of Madison and a parent, I am writing to demand that you vote NO on the resolution to terminate Interim Independent Police Monitor Aeiramique Glass at the October 20th meeting. The Common Council's attempt to bypass the Police Civilian Oversight Board and remove the only independent check on police misconduct is a direct betrayal of public trust.

Living in Madison right now means living with fear. My children are terrified of the Madison Police Department because they see what is happening in our streets. Ever since MPD shot and killed Corey Ruiz in broad daylight, our family and our community have felt fundamentally unsafe.

Instead of addressing this institutional violence and holding officers accountable, the Common Council, Mayor Satya Rhodes-Conway, and the Madison Police Department have consistently done the exact opposite of what community members have repeatedly demanded.

I want to explicitly commend District 18 Alder Carmella Glenn and District 12 Alder Julia Matthews for being the ONLY alders who tried to do the right thing for the community by voting against introducing this resolution.

They recognize that forcing Monitor Glass out does not protect Madison residents—it protects the police department from scrutiny.

I have read the OIPM's report of Richard Lee Johnson's in-custody death as well. It is disturbing. We desperately need police accountability in Madison.

As far as the community is concerned, there are far more people who support keeping Monitor Glass in her position than there are people who want her fired.

Her office represents the transparency and accountability the PCOB has been fighting for.

With several alders up for re-election next year, I urge you to remember that your actions on October 20th will matter to voters. We are watching how you vote, and we will remember who chose to stand with the leadership of Alders Glenn and Matthews to protect the community, and who chose a violent police culture over the safety and wishes of their constituents.

Stand with the community. Reject this resolution and allow the civilian oversight process to do its job.

Sincerely

Holly Seals
District 12 resident

Get Outlook for Android

From: Carol Siewert
To: All Alders
Subject: Independent Police Monitor
Date: Monday, October 12, 2026 3:45:11 PM

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

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

I have been watching the behavior of the Independent Police Monitor, Aeiramique Glass, with shock, ever since she threatened to "burn this city down" at the Willy Street protests for Corey Ruiz. How on earth did anyone in the City ever approve of her hire? She is the most unprofessional person making over 100k I have ever seen (barring the highest levels of the Federal government, of course).

She is using Facebook to post position-related statements and spread lies about others. I am 100% sure if anyone else in the City of Madison government tried that, they would be fired. She outright lies on these posts:

"I was assaulted by the Madison Police Department. Shoved, jumped, cut, bruised, my hair pulled. And the detective the Chief chose to investigate that assault is a former police union president." Video of that day shows only a 'shove.' None of those other things.

She posts, "Channel 3000 and the Wisconsin State Journal, who have harassed and misrepresented me and shown bias and honestly hate since the day I got here." Also untrue. What they did do is question her qualifications. And, despite seeming lack of qualifications, she was hired. You all need to terminate her contract immediately.

Signed,

Darlynn Brown
Carol Siewert
5005 Ironwood Drive
Madison, WI

From: Ashleigh Smiley
To: Cains, Alyssa; Matthews, Julia
Cc: All Alders
Subject: Re: Monitor Glass
Date: Wednesday, October 7, 2026 12:33:03 PM

Hi Alyssa,

Thanks for your help in this matter. I understand MPD's position.

I've copied my Alder, Julia Matthews of District 12, and All Alders, to make them aware of your position and my concerns.

Thank you,
Ashleigh

p.s. Any update on the recurring meeting?

On Wed, Oct 7, 2026, 12:09 PM Cains, Alyssa <ACains@cityofmadison.com> wrote:

> Hi Ashleigh,
>
> Reference this topic it would be best that you connect with your local Alder with your concerns. We must remain a neutral party and as you are aware, we have no oversight/decision-making powers reference this role.
>
> Thank you. Hope you are having a good week so far.
>
> Alyssa Cains
>
> Madison Police Department
>
> Police Executive Office Supervisor
>
> 211 S. Carroll Street
>
> Madison, Wisconsin 53703
>
> 608-266-4664
>
> www.madisonpolice.com

From: Ashleigh Smiley <ashleighpathlight@gmail.com>
Sent: Tuesday, October 6, 2026 10:50 PM
To: Cains, Alyssa <ACains@cityofmadison.com>
Subject: Monitor Glass

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

Hi Alyssa,

I'm wondering if the Chief or someone he deems appropriate might be able to meet with me in the next few days regarding tonight's Common Council resolution to remove Independent Police Monitor Glass?

I'm incredibly worried.

Thanks,

Ashleigh

From: Amy Stein
To: All Alders; council
Subject: Keep Glass and Fund the Office
Date: Wednesday, October 7, 2026 4:02:57 PM

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

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

Amy Stein
amykarinastein@gmail.com

From: noreply
To: All Alders
Subject: [All Alders] The buck stops here
Date: Friday, October 16, 2026 1:00:58 PM

Recipient: All Alders:

Friday, October 16, 2026 – 1:00pm

Victor Toniolo
111 N Hamilton St
201
Madison, Wisconsin. 53703 Yes, by email. vatoniolo@gmail.com All Alders The buck stops here I've read multiple alder posts that I agree with, and at least one piece by a PCOB member that I disagree with (and that doesn't really address the issue at hand)

The failures of the OIM to hire her permanent replacement extend to the PCOB. They should have taken action over the past few months to ensure the hiring process was moving forward.

Their failure to do so requires you to act. I will be contacting the mayor separately, but I urge the council to replace PCOB board members who don't understand their responsibilities with new members who do, just like what needs to happen with the OIM.

I think most people want police accountability and an impartial office/body to provide it. That's not what we have now. It's your responsibility to make those changes now.

From: TheWilliad@pm.me
To: All Alders
Subject: SUPPORT for OIPM Glass
Date: Wednesday, October 14, 2026 4:43:11 PM

Some people who received this message don't often get email from thewilliad@pm.me. Learn why this is important

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

Dear alders:

I am an East side constituent, and I have written before in support of Monitor Glass. This position and the office supporting it are CRITICAL city functions and is CRUCIAL to rebuilding trust with the community. MPD is not going to police itself any more than any of us are going to self-report our own moving violations. A truly independent monitor to watch the watchers is EVERY BIT as necessary as the MPD itself.

More so in our city than most, given our pretensions of progressivism, fairness, and good governance, in the face of its embarrassingly ubiquitous structural discrimination, its redlining we've yet to meaningfully correct, and the shameful number disparities harming Black Madisonians more than anyone else here.

Considering the continual shielding of this particularly dangerous Fraternity from meaningful reforms, oversight, or accountability, the OIPM is doubly necessary.

Your successors and constituents will judge your choices during this era of law enforcement overreach, blatant govermental corruption, and the mass compliance of cowards with the current administration's lawlessness.

Which is why don't need more bureaucrats covering each other's asses, we need LEADERSHIP from you.

While I recognize the situation is more complex than it appears- and also that you are facing undue pressure from both sides... even reasonable, and relatively TINY budget requests have been denied, and the obstruction of the OIPM's mission, you have lost all concept of how poorly this reflects on our city as a whole, and you all in particular.

I have lost all trust that your deliberative body will do the right thing here by Monitor Glass.

But you still can.

Will Turnbull

Sent from Proton Mail for Android.

From:	Steve Verburg
To:	All Alders
Cc:	Office of the Independent Police Monitor; Police Civilian Oversight Board
Subject:	We need more of IPM Glass, not less. Fully fund OIPM, and vote down the termination resolution.
Date:	Wednesday, October 14, 2026 5:13:33 PM

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

Dear Alder,

Good afternoon!

I hope you have taken the time to review the statement made today by Council Vice President Glenn, including the documents showing how the law enforcement community was at first eager to do the right thing -- to retrain first-responders to avoid future needless death like the one suffered by Richard Lee Johnson.

You'll notice that something happened. Despite having all the information needed to do the training and to revise the erroneous autopsy report, the players have done nothing -- except to create a red herring that is essentially similar to all the other red herrings being used in the blatant campaign to discredit IPM Aeiramique Glass.

The other thing that happened is that the city attorney, mayor and police department have realized that they will be held accountable by IPM Aeiramique Glass if she obtains the records she is legally entitled to. They will never again make that mistake unless you, the city council, make sure that the ordinance is adhered to, and that the police department obey lawful subpeonas.

The OIPM report on Richard Lee Johnson makes it entirely clear how untrustworthy Madison police officers can be, and how none of the supposed checks and balances EXCEPT for Independent Police Monitor Aeiramique Glass had the integrity, dogged perseverance and skill set necessary to reveal the truth.

You have been badly misled about IMP Glass. Now is the time to do the right thing.

Reforming police will never be comfortable or easy. But what we need is more -- not less -- effective oversight of the type IPM Glass has given us in her investigation of Richard Lee Johnson's death, engaging with the marginalized communities and moving us toward a better day.

Vote down the resolution to terminate IPM Glass.

Fully fund the Office of Independent Police Monitor and do it now.

We need more Aeiramique Glass, not less.

It may be uncomfortable to hear the truth told about a powerful institution you are so closely associated with.

You may think you'd rather have an IPM who sits in an office, gives luncheon speeches to

Rotary, and waits endlessly while police stonewall.

But if you don't give IPM the support she deserves, you will have failed to protect a modest reform that could reduce the harm done by your police department.

Also:

*Why is the Council relying on an advisory legal review rather than obtaining and considering the Police Civilian Oversight Board's official performance evaluation before taking action?

*How is the Council distinguishing the Interim Monitor's personal responsibilities regarding the permanent hiring process from the decisions and tasks reserved strictly to the Board?

Thanks for considering my concerns and questions!

Sincerely,

Steve Verburg
Wendy Lane
Madison, Wisconsin

From: silverbadgers@gmail.com
To: All Alders; Pritchett, Joann
Cc: mayor@cityofadison.com
Subject: Terminate IPM"s Contract
Date: Friday, October 16, 2026 9:32:16 AM

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

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

Dear Alders:

We support termination of the city's contract with Aeiramique Glass.

Ms. Glass was a dubious hire. The fact that she was suing her former employer should have set off alarm bells. Instead, she was given an interim position in Madison and now she's suing our city officials.

Ms. Glass's inflated view of her role and authority as Independent Police Monitor (IPM) has created new problems, not solved existing ones. Instead of helping build trust between minority communities and the Madison Police Department (MPD), she inflamed a tragic situation.

The killing of Cory Ruiz by a police officer in July needs to be investigated thoroughly and objectively. Ms. Glass has shown that she's unable or unwilling to cooperate with a comprehensive investigation.

We urge you to reconsider the whole idea of a Police Civilian Oversight Board. Establishing it was an overreaction to community unrest, and the board has proven to be unproductive, dysfunctional, and a drain on city resources.

We are encouraged by MPD's new internal focus on the use of force, professional development, accountability, and transparency.

Respectfully,

Ginny and Larry White
71 Oak Creek Trail
Madison, WI 53717

From: silverbadgers@gmail.com
To: All Alders; Pritchett, Joann
Cc: mayor@cityofadison.com
Subject: Re: Terminate IPM"s Contract
Date: Friday, October 16, 2026 9:40:38 AM

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

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

Dear Alders, Alder Pritchett, and Mayor Rhodes-Conway. I inadvertently used the wrong email address in sending this message.

I had two Gmail tabs open at the same time and sent it to you from the incorrect account. My views and that of my husband are ours alone. They have no relationship to the Silver Badgers, so please do not associate the two accounts.

Our correct email address is lgwhites@gmail.com. We apologize for the error.

Regards,

Ginny White

On Fri, Oct 16, 2026 at 9:31 AM silverbadgers@gmail.com <wisilverbadgers@gmail.com> wrote:

> Dear Alders:
>
> We support termination of the city's contract with Aeiramique Glass.
>
> Ms. Glass was a dubious hire. The fact that she was suing her former employer should have set off alarm bells. Instead, she was given an interim position in Madison and now she's suing our city officials.
>
> Ms. Glass's inflated view of her role and authority as Independent Police Monitor (IPM) has created new problems, not solved existing ones. Instead of helping build trust between minority communities and the Madison Police Department (MPD), she inflamed a tragic situation.
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> We urge you to reconsider the whole idea of a Police Civilian Oversight Board. Establishing it was an overreaction to community unrest, and the board has

proven to be unproductive, dysfunctional, and a drain on city resources.

We are encouraged by MPD's new internal focus on the use of force, professional development, accountability, and transparency.

Respectfully,

Ginny and Larry White
71 Oak Creek Trail
Madison, WI 53717

From: Sonja Worthy
To: All Alders; Martinez-Rutherford, Dina Nina
Subject: Monitor Glass
Date: Wednesday, October 7, 2026 4:08:03 PM

Some people who received this message don't often get email from rae.sonja@proton.me. Learn why this is important

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

Hello,

I am emailing as a resident of District 15 to strongly request that alders vote against terminating Monitor Glass. We need to stop this senseless infighting and focus on the real issue at hand which is police violence in our community. We need an independent monitor which would not be the Council's own Chief of Staff. Let Monitor Glass do her job. As a community social worker whose clients continue to experience police violence, we need an organization who will hold the police accountable like every other profession.

Sincerely,

Sonja Worthy, LCSW
216 Oak St
Madison, WI 5374

Sent with Proton Mail secure email.

From: Anne Young
To: All Alders; Mayor; Police Civilian Oversight Board
Subject: Accountability for Glass?
Date: Sunday, October 11, 2026 4:37:14 PM

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

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At what point will there be any ounce of accountability for this woman who has made a mockery of police oversight in Madison? I hope you all also are held publicly and politically accountable for allowing this disaster to continue. She needs to GO. As a city this is embarrassing.
Time and history will show that the unethical, illegal, and inappropriate of Glass was allowed to continue because you all allow it. It's disgraceful.
Police oversight is needed in madison. But not for made-up outcomes of MPD cases that some clout chaser(s) (looking at you Sabrina) can attempt to attach themselves to under a false narrative.
The entire thing needs to be gutted at this point and start over. The ship of credibility has long since sailed. Start over with QUALIFIED professionals who build the framework, hire the office, staff the office, and oversee the office. It is truly not the complicated.

Get it together,
Annie
Willy St. Neighborhood

From: Anne Young
To: Police Civilian Oversight Board; All Alders; Mayor
Subject: Fire Glass
Date: Friday, October 16, 2026 10:47:42 AM

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

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Time to finally do the right thing and get her out of madison. She has displayed only unethical, corrupt, and illegal behavior and actions. She has proven she is no fit in the slightest for any government position. She, with the help of you all, has made what should have been an important office, a complete joke. This entire thing, the board, the “staff” in the Monitor office, are all embarrassing.