

From: marykateada@gmail.com
To: [All Alders](#)
Subject: [All Alders] Civilian Oversight/Independent Monitor of MPD
Date: Monday, August 31, 2020 11:01:52 AM

Recipient: All Alders

Name: Mary Kateada
Address: 3529 Lucia Crest, Madison, WI 53705
Phone: 608-442-0054
Email: marykateada@gmail.com

Would you like us to contact you? No, do not contact me

Message:

Dear Ms. Martin my Alder and all Alders,
I am writing to say, as a 66 year old, white, long time Madison resident, I am in complete support of your YES votes for agenda items 84, 85, 86 & 87 at the 9/1 Common Council Meeting. The road to this vote has been a long one and the time is NOW. The MPD is in need of CIVILIAN oversight by an Independent Monitor and a Civilian Board that is comprised of citizens, NOT of "specially qualified individuals and former MPD officers. Enough self-governing on the part of and on behalf of the MPD. I want to be able to trust in the training, the purpose, and the oversight of our police department.
Thank you for your time, your efforts and your YES votes.
Mary Kateada
3529 Lucia Crest
Madison 53705
P.S. And I know you are a very busy bunch, so no need to reply. I will read it in the news.

From: getkidsoutside@gmail.com
To: [All Alders](#)
Subject: [All Alders] police oversight committee
Date: Monday, August 31, 2020 3:09:14 PM

Recipient: All Alders

Name: Diane Schwartz

Address: 2145 East Washington Ave., Madison, WI 53704

Email: getkidsoutside@gmail.com

Would you like us to contact you? No, do not contact me

Message:

I just read a story about the police oversight committee that is being proposed for the city. I have to say that while I agree with it in principle, I don't agree with it in practice. I don't see how this committee will be objective given who will be sitting on the committee. I also think that it will clash with the police and fire commission's role. How will the two organizations co-exist together? I highly recommend that the council rethink the composition of the committee and how it will function within city government. It sounds like a nightmare committee. I don't think it's a good idea for the city.

From: tontoadam@yahoo.com
To: [All Alders](#)
Subject: [All Alders] What happened to the Police Overview?
Date: Monday, August 31, 2020 2:23:36 PM

Recipient: All Alders

Name: David Snook
Address: 1014 LOWELL ST, MADISON, WI 53715
Phone: 303-910-4000
Email: tontoadam@yahoo.com

Would you like us to contact you? Yes, by email

Message:

Even though I think Madison is not as militarized as many cities, I see officers in SWAT gear all too often. This concerns me because the message is "We expect a violent encounter", which makes it really difficult to de-escalate tense situations. I thought it was less than courageous for the President to decline to break the tie. What are you there for?
HDS

From: [Colleen O'Hara](#)
To: [All Alders](#)
Subject: 9/1 Meeting agenda items 84, 85, 86, 87
Date: Monday, August 31, 2020 3:38:49 PM

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

Dear Mayor and all alders,

Please accept the proposal of the Alder Working Group recommendations (agenda items #84, 85, 86, 87) as is with no amendments. I support the proposals as given.

Thank you.

Colleen OHara

1945 E Dayton St, Madison, WI 53704

From: [Alex Taylor](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: A perspective of support for upcoming issues
Date: Monday, August 31, 2020 6:36:42 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. Unlike many of the people undoubtedly also writing you, I didn't grow up in or around the city. I am not some yuppie screaming at you from an ivory tower free from any genuine hardship. Rather, I was raised in a quaint and conservative rural town a few hours north of here, which I believe tempered my perspective and gave me the ability to see eye to eye with those I disagree with. I fully understand the fear of the rioting and looting many here are experiencing- I certainly feel it myself. I also understand the concern that meeting any demands the protesters make may be seen as "giving in" to extremists. However, as the nation's attention hones in on Wisconsin, with all its fire and fury, it is vital to set a strong example. We have the opportunity to lead the way for the entire country and show the *right* way out of this maelstrom. This will require deliberate and intelligent decisions and it will require all parties to be fully informed of all of the facts. At this point, we know that tightening the thumbscrews on disorderly actors doesn't solve this crisis. They feel backed into a corner- the stick has failed, and it is time to try the carrot. Even if you disagree with their ideology and their actions, even if you think the police have been fully justified, I ask you to do this because it is *pragmatic*. There is a cornucopia of evidence that it will be effective, and ultimately, that should be what matters. Please help end the turmoil by voting in favor of the proposals as stated, for the good of this city and for the good of the United States.

I am a constituent of District 4.

Sincerely,

Alexander Taylor

From: [Foster, Grant](#)
To: [Veldran, Lisa](#)
Subject: CC referral
Date: Monday, August 31, 2020 9:49:04 AM

Please add referral for #155 to Finance. Thanks.

Grant Foster
District 15 Alder
Madison Common Council
608-285-2519

<https://www.cityofmadison.com/council/district15/blog/>

From: [Jaclyn Berghuis](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: CIVILIAN OVERSIGHT
Date: Monday, August 31, 2020 4:20:33 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
Jaclyn Ryan
Employee of UW Hospital
resident of Black Earth WI

From: [Carol Hermann](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight and Independent Monitor
Date: Monday, August 31, 2020 8:29:26 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board developed by the Ad Hoc Committee and then by the Alder Workgroup. Please pass these proposals as written, including the substitute items put forth by the Alder Work Group. Do not modify these items with amendments or alternates that weaken the proposals or alter their intent and effectiveness using subtleties in language

The composition of the Civilian Oversight Board follows recommendations from the ACLU and others and allows the voices of communities most affected by policing to be heard. No changes should be made to the list of chosen nominating organizations, which represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice.

The COB should be wholly independent from the police department, with a board membership that is majority nominated by civic and community organizations. Thus, Madison's proposed Board should not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Under the proposed Madison ordinance, the Independent Monitor will report to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. The IM will also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that. Please do not allow the work of the Ad Hoc Committee and Alder Work Group to be co-opted by institutions within city government that already have disproportionate power over marginalized communities in our city.

Sincerely,

Carol Hermann

From: [Lisa and Darrin Hansen](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Civilian Oversight Board and Independent Monitor
Date: Monday, August 31, 2020 10:31:44 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.” Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: “If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain

independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

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Sincerely,

Darrin Hansen
1302 Dewberry Dr
Madison, WI 53719
Alder Barbara Harrington-McKinney

From: [Chris Judkins-Fisher](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Civilian Oversight Board and Independent Monitor
Date: Monday, August 31, 2020 5:54:57 PM

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

Hello,

I'm writing to ask you to pass the ordinance for the civilian oversight board and independent monitor exactly as written by the alder workgroup. The independence and power of the position must be preserved.

Thanks,
Chris Judkins-Fisher
402 Clemons Ave
Madison, WI 53704

From: [Krys Parsons](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight Board and Independent Monitor
Date: Monday, August 31, 2020 10:17:44 AM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

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Sincerely,
Krys Parsons
821 Jenifer St

From: [Sophie Rhem](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight Board
Date: Monday, August 31, 2020 12:10:50 PM

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

Dear Madison Alders and Mayor Rhodes-Conway,

This week the Common Council will be discussing the Independent Monitor and Civilian Oversight Board, and items related to it. I am writing to voice my support for these items.

My name is Sophie Rhem and I have lived in Madison all my life. I am a thirty year old white mother to twin girls. I live a very white, middle-class life; my days (pre-pandemic) are filled with library storytimes, picking Cheerios out of hair, playgroups, and walks to the park. I'm not who you might think of when you think of an activist.

My first experience of seeing racism in Madison was when I was six years old. At a beach with my best friend, her dad was playing with us in the water. He was Black. The police were called on him simply for being near us (a white girl and a lighter-skinned mixed girl). I didn't understand, I was confused. I asked my friend what was happening, but she was terrified and crying and couldn't answer me. At six, I didn't even know what racism was, but she did. She had already been living it. While I trusted the police implicitly, she had already learned to fear them.

No one wants to make mistakes. No one wants to be criticized for mistakes made. I can understand the defensiveness around this issue of the Oversight Board, but it is time to confront those feelings and take accountability. The police have power over our most vulnerable populations, and there *needs* to be a neutral party, unrelated to the city or state, who can review how this power is being used or abused. We should all want our police force to be the absolute best it can be, striving towards a better, safer community.

There is a clear need for the Independent Monitor and Civilian Oversight Board. A spotlight is being shown on police brutality in our country, and Madison has the chance to step up and say, "We pledge to work towards a better future."

Please, support the Oversight Board and the related items, including the budget that will make it an effective and positive thing of change for the city.

Thank you for your time.

Sincerely,
Sophie Rhem

From: [Vaughn Brandt](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight for MPD
Date: Monday, August 31, 2020 12:04:58 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do. As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

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Sincerely,
Vaughn Brandt
1314 Jenifer St.
Madison, WI

From: [Rob](#)
To: [All Alders](#)
Subject: Civilian Oversight for Police
Date: Monday, August 31, 2020 3:24:28 PM

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

To All Madison Alders,

In this heated climate of partisan politics recent protests, violence and the destruction of private property, it would be prudent to slow down and avoid hasty bureaucratic decisions. The Madison Police Department doesn't need a watchdog. What it needs is a permanent police chief (not interim) who is a respected leader of the MPD. It would also benefit morale, retention and recruitment of desirable police officers if they knew the mayor had their back instead of trying to cut their budget and lower morale.

Robin Koenig

Sent from my iPhone X

From: [Bill Wohlgamuth](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Civilian oversight of the police
Date: Monday, August 31, 2020 11:26:29 AM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

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Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Please, Mayor, let's do the right thing here.

Sincerely,

Bill Wohlgamuth
4805 Buckeye Rd
Madison, WI 53716

From: [Bonnie Margulis](#)
To: [All Alders](#); [Harrington-McKinney, Barbara](#)
Subject: comment in support of agenda items 84-87 Independent Police Monitor and Civilian Oversight boards
Date: Monday, August 31, 2020 4:11:34 PM

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

Hi Barb and all Alders

I am writing to urge you to accept the long-standing recommendation of the Ad Hoc Committee To Review Police Policies and Procedures to set up an Independent Police Monitor and a Civilian Oversight Board. These two recommendations are central to ensuring that our police work on behalf of *everyone* in our community and that their policies and procedures reflect our core values as a community. Recent events have thrown into stark relief the need for civilian oversight of our police force, to ensure that our values of equity, justice, and compassion are first and foremost in every officer's mind at every interaction with the community, and that every interaction is aimed to de-escalate, rather than escalate any situation.

I hope you will take these recommendations very seriously and will agree that they are an important step forward in bringing racial justice to Madison.

Thank you.

Bonnie

Rabbi Bonnie Margulis
22 Chautauqua Trail
Madison, WI 53719

Executive Director
Wisconsin Faith Voices for Justice
608-513-7121

From: [Sophie Wolbert](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Common Council Meeting Tomorrow
Date: Monday, August 31, 2020 10:30:12 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Sophie Wolbert and I live at 5002 Sheboygan Ave, Apt 109, zip code 53705.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice."

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

"If you are able to include subpoena power in the agency's enabling legislation, by all means, include it."

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed

out, adequate funding is essential.

One of the most critical factors for success is full independence.

In "Overview of Civilian Oversight of Law Enforcement in the United States," authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed," the oversight body must be independent from not just the police, but also "elected and other government officials."

Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics," with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Sophie Wolbert
wolbertsophie@gmail.com
608-333-6796
5002 Sheboygan Ave, Apt 109

From: [layered music](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Common Council proposals being considered
Date: Monday, August 31, 2020 6:34:48 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent from not just the police, but also "elected and other government officials". Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics", with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an

elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
David Henzie-Skogen
Madison, WI (53703)

From: [Daniel Levitin](#)
To: [All Alders](#)
Subject: Community Control of Policing
Date: Monday, August 31, 2020 7:49:28 PM

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

Good evening.

I am writing in support of Common Council agenda items 84-87, accepting the recommendations of the Alder Work Group, passing their proposed ordinance, and creating the office of the Independent Police Monitor. It is imperative that these resolutions be passed as written. The process that led to these proposals has taken 5 years, and throughout has included the voices of each stakeholder who chose to be present. While there have been recent claims that the process has excluded police officers, these claims are thoroughly meritless in light of the fact that the Ad Hoc committee included former police officers and that the Alder Work Group was open to all.

As I have several times mentioned in my emails on this topic, the Madison Police Department has shown that it cannot be trusted in the absence of binding Community Control. The proposed regulations would be some of the most comprehensive in the country, and could substantially improve conduct of individual officers and build mutual trust between communities and officers. These ordinances have real potential to improve Madison in the short and long term. I recommend their passage.

Daniel Levitin
225 E Lakelawn Pl
Madison, WI, 53703

From: [Joe Klafka](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Create an independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 9:30:15 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board, exactly as written. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE (National Association for Civilian Oversight of Law Enforcement) and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, **"real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever.** The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify **very extensive training of the Board members**, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: **"If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.**

One of the most critical factors for success is full independence. In "Overview of

Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also **“elected and other government officials”**. Likewise, the **ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”**, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation we want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
Josef Klafka, Madison resident

From: [Bailey Wendelberger](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#); [Abbas, Syed](#)
Subject: Defund and reallocate
Date: Monday, August 31, 2020 9:36:17 PM

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

Hello,

I am writing to express support for the civilian oversight board, however I want to emphasize that reform will never be enough. It is the city's responsibility to its constituents, particularly BIPOC constituents, to defund the police, replace that corrupt system with community control, and reallocate funds from the police to housing, healthcare, childcare, mental health and substance use treatment, and beyond.

A civilian oversight board is a bandaid to defunding and restructuring city safety. A small stepping stone to creating a city structure that values the lives of all of its inhabitants.

Bailey

From: [Joseph Terranova](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Don't weaken Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 2:46:03 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Joseph Terranova and I live at 1821 Helena St in Madison.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do. As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

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Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally. Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

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Sincerely,
Joseph Terranova

From: [Melanie Hebl](#)
To: [All Alders](#)
Subject: Encouraging you to pass the ordinance for the civilian oversight board and independent monitor
Date: Monday, August 31, 2020 5:32:38 PM

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

Good Evening,

I'm emailing today to encourage you to pass the ordinance tomorrow for the civilian oversight board and independent monitor as written by the alder workgroup.

I support and do encourage you to support items 84-87.

84.

Adopting the Final Report of the Alder Workgroup to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight.

85.

Amending 2020 Operating Budget, creating the Office of the Independent Police Monitor and creating of the position of Independent Police Monitor as a 1.0 FTE position in CG21, Range 18, and other positions, providing funding for a Police Civilian Oversight Board, and establishing funding support for individuals bringing complaints before the Police and Fire Commission in response to the recommendations of the Madison Police Department Policy and Procedure Review Ad Hoc Committee.

86.

An Ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board.

87.

Amending MGO 3.54(9)(b) to add the position of Independent Police Monitor as a Compensation Group 21 level employee.

NOW is the time for this work to move forward. NOW is the time.

Thank you for your service,

Melanie Hebl
520 Sheldon Street
Madison, WI 53711

From: [Ann Imig](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: establish a Police Oversight Board
Date: Monday, August 31, 2020 1:57:08 PM

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

I'm writing you today as a deeply concerned Wisconsinite, in pursuit of police reform and efforts to combat structural racism and police brutality.

I urge you to take action in establishing a Police Oversight Board by supporting the following as proposed for tomorrow night's city council meeting:

Adopting the Final Report of the Alder Workgroup to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight.

85. Amending the 2020 Operating Budget, creating the Office of the Independent Police Monitor and creating of the position of Independent Police Monitor as a 1.0 FTE position in CG21, Range 18, and other positions, providing funding for a Police Civilian Oversight Board, and establishing funding support for individuals bringing complaints before the Police and Fire Commission in response to the recommendations of the Madison Police Department Policy and Procedure Review Ad Hoc Committee.

86. An Ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board.

87. Amending MGO 3.54(9)(b) to add the position of Independent Police Monitor as a Compensation Group 21 level employee.

File Name:

Title: Amending the 2020 Operating Budget, creating the Office of the Independent Police Monitor and creating of the position of Independent Police Monitor as a 1.0 FTE position in CG21, Range 18, and other positions, providing funding for a Police Civilian Oversight Board, and establishing funding support for individuals bringing complaints before the Police and Fire Commission in response to the recommendations of the Madison Police Department Policy and Procedure Review Ad Hoc Committee.

Text of Legislative File 60617

Fiscal Note

The proposed resolution provides funding and positions for a new Office of the Independent Police Monitor, funding for a new Police Civilian Oversight Board, and funding for legal representation costs for individuals that bring complaints before the Police and Fire Commission. These entities and responsibilities are adopted through separate ordinance. The 2020 adopted operating budget under "Direct Appropriation" includes a \$200,000 appropriation for a "Police Auditor". This resolution amends the adopted operating budget to transfer these funds for the following purposes:

Office of the Independent Police Monitor - a new separate agency under the Public Safety and

Health Budget function is created. Initial staffing includes 1.0 FTE Independent Monitor position

in CG 21, range 18, 1.0 FTE Data Analyst 2 position in CG 18, range 8, and 1.0 Program Assistant 2 (Office Administrator) in CG 20, range 12. Support costs are expected to total \$66,000 in the first full year of operation. Legal counsel and investigation funding in the first full

year of operation is estimated at \$30,000. The amount transferred in 2020 for these

purposes

through this resolution is \$120,400.

Police Civilian Oversight Board - a new board, staffed and supported by the Office of the Independent Monitor, is created under city ordinances. Annual funding is estimated at \$29,600,

including board member stipends (\$14,100), child care for board members during board meetings (\$1,800), annual board training (\$5,000), board member information technology support (\$2,000), and attendance at national conferences (\$6,700). The amount transferred for

these purposes in 2020 through this resolution is \$29,600.

Legal Representation - city ordinances related to the Office of the Independent

Sincerely,

Ann Imig

From: [LWVDC](#)
To: [All Alders](#)
Subject: from League of Women Voters — police oversight
Date: Monday, August 31, 2020 9:39:51 AM
Attachments: [8-31-2020 email all alders Police Statement.pdf](#)

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

August 31, 2020

The League of Women Voters of Dane County urges the Common Council to support creation and funding of the Office of the Independent Police Monitor and the Police Civilian Oversight Board, addressed in items 84 – 87 on your agenda for Tuesday, September 1, 2020.

A number of incidents in recent years have raised questions about MPD policies and procedures:

- The shooting death of Paul Heenan in 2012, which resulted in a \$2.3 million settlement
- The shooting death of Ashley DiPiazza in 2014, which resulted in a \$4.25 million settlement
- The shooting death of Tony Robinson in 2015, which resulted in a \$3.35 million settlement
- The shooting death of Michael Schumacher, whose mental illness was known to the department, in 2016
- The violent arrest of Genele Laird at East Towne Mall in 2016
- The 2019 punching of a student who was detained due to a mental health crisis

To deal with the concerns raised by incidents like these, the Council established the Ad Hoc Committee, made up of a diverse group of community members. To advise the Ad Hoc Committee, which studied Madison's police policies and procedures for four years, the city funded a consultant study costing nearly \$400,000. OIR, the consultant on this project, with extensive national experience, recommended an Independent Monitor together with a Civilian Oversight Board. The central recommendations of the Ad Hoc Committee were establishment of the Civilian Oversight Board and the Independent Monitor.

It is clear that an ongoing structure is needed to ensure that our police policies and procedures are consistent with our community's values. We understand that there are costs involved, but there are costs involved with continuing as we have in the past.

Madison's insurance company considers our settlement history in determining our premiums and deductibles. Our underrepresented communities and advocacy groups are questioning whether Madison is serious about our commitment to policing that appropriately deals with people of color and those experiencing mental health and drug crises. And all our residents need to have confidence that when they call the police for help, our police will respond in the professional, restrained, and helpful manner that the police and our community both want.

On June 16, 2020, the City Council approved formation of an Alder Workgroup to finalize proposed ordinances governing the Independent Police Monitor and the Civilian Oversight Board, based on the recommendations of the Ad Hoc Committee. League members observed the meetings of the Alder Workgroup from late June through August 4. With the able assistance of city staff from multiple departments, the group developed

- a proposed ordinance (item # 86 on your agenda),
- a proposed budget for the Monitor and Board (item # 85)
- a position description for the Independent Monitor (item # 85), and
- a method for selecting members of the Civilian Oversight Board (item # 84).

Their meetings were open for public comment and well documented to allow public review throughout the process. The League thanks the Alder Workgroup for its excellent and timely work.

To summarize, the League of Women Voters supports the Ad Hoc Committee's and Alder Workgroup's recommendation to ensure that our police policies and procedures are consistent with our community's values by funding an Independent Monitor and a Civilian Oversight Board.



720 Hill Street, Suite 200
Madison, WI 53705-3539
(608) 232-9447
www.lwvdanecounty.org

From: [Kira](#)
To: [All Alders](#)
Cc: [Foster, Grant](#)
Subject: FW:
Date: Monday, August 31, 2020 1:33:54 PM

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

Sent from [Mail](#) for Windows 10

From: [Kira](#)
Sent: Monday, August 31, 2020 1:30 PM
Subject:

Dear Alders,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. As you will probably be able to tell when you read this, most of the letter is taken from a template letter. I decided to use it because it does an excellent job of pointing out several important issues. But, I also wanted to add some of my own words. I feel so strongly that Madison needs to do so much better in terms of racial justice. We, as a community need to actively engage in truly transformative change to address the systemic racism that continues to work on so many levels in our city. I have lived in Madison for over 35 years and as a “progressive, white person” I used to think we had a great city. I am now woke to the fact that this is blatantly not true for our black and POC community members. It is appalling to me that here in Madison we continue to put road blocks up that put off real change. It is imperative that we move beyond what some are calling “performative politics”.

So, to get back to my request for you to support the Civilian Oversight Board and Independent Monitor; here are some important points:

These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.” Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups

specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: “If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
Kira Milanich
3741 Johns St
Madison, WI 53714

From: [Evers, Tag](#)
To: [Veldran, Lisa](#)
Subject: Fw: [Alder Evers, District 13] Police Accountability and Independent Community Oversight
Date: Monday, August 31, 2020 3:53:19 PM

Hi Lisa,

Please add to the file.

Thanks.

Tag Evers

DISTRICT 13 ALDER
CITY OF MADISON
(608) 424-2580
district13@cityofmadison.com

Subscribe to my blog at www.cityofmadison.com/council/district13/blog

From: Paul Beckett <beckettpa@gmail.com>
Sent: Monday, August 31, 2020 2:32 PM
To: Evers, Tag
Cc: Kathleen Beckett mobile
Subject: Fwd: [Alder Evers, District 13] Police Accountability and Independent Community Oversight

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

Dear Tag,

I am really sorry to see you guys on the point of successfully imposing this on Madison and Dane County. I know and value you, Amelia, Rebecca and Greg and others, as individuals, and I know the effort you've all put into it. But, it has ended up a monstrosity, both undemocratic in essence, and (as you have touched it up), perversely racist. It also is way, way expensive: not just very costly in itself, but paving the way for many more lawyers' raids on the treasury via damages suits. It is in its essence oppositional, and there is a "bully" quality to it: if you are a police officer, Big Brother is watching YOU. Meanwhile, I fail to see how it addresses the real concerns we all share about policing: how can we work with the leadership and the many members of our police force who want to be good cops to:

radically un-militarize;
establish a reasonable and fair role for the police union;
radically revise police training and de-emphasize as much as possible (within our gunny culture) the use of firearms;
regard any death by gunfire as the most profoundly unacceptable outcome

there is;
radically reduce SWAT-team employment and techniques;
and further integrate our police force with college-educated minorities and women.

I can't imagine any of you being willing to second-guess yourselves and stop the steam roller when you are so close to total victory, but I certainly wish you would.

Paul Beckett
2533 Gregory Street

----- Forwarded message -----

From: <noreply@cityofmadison.com>

Date: Mon, Aug 31, 2020 at 12:29 PM

Subject: [Alder Evers, District 13] Police Accountability and Independent Community Oversight

To: <beckettpa@gmail.com>



Hi Everyone, The Final Report of the Alder Work Group to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight, the ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board, and amendments to ...

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From: [Wisconsin Mujer](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Hello Regarding Tuesday's meeting
Date: Monday, August 31, 2020 1:10:38 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board, exactly as written. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE (National Association for Civilian Oversight of Law Enforcement) and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

******Based on this first paragraph, I want to say that the time spent on making this decision illustrates what a dedicated community we have. I truly hope you vote for this oversight board!***

Change is knocking on our doors...

question is are you willing to open it?

ae

Rest of the letter that I approve:

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, **"real and lasting change is possible only when the people most affected by policing have a voice."** Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify **very extensive training of the Board members**, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover, as NACOLE advises: **“If you are able to include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.**

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also **“elected and other government officials”**. **Likewise, the ACLU recommends an oversight body that is “independent not only from the police department but also from politics”**, with a board member that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

*****(I would add that this oversight board is the first step in MANY that the city and MPD HAVE to do in order to gain our trust)**

"A riot is the language of the unheard" MLK

"As long as you keep a person down, some part of you has to be down there to hold him down, so it means you cannot soar as you otherwise might." Marian Anderson

Sincerely,

--

Araceli Esparza, [Local Latina Influencer](#)

Founder of [Wisconsin Mujer](#), A Social Engagement Company

[Vida, Salud Y Comida](#) Exclusive Latina Midwest Lifestyle FB Group

The host of [Midwest Mujer Podcast](#)



From: [Angie Patnode Weiss](#)
To: [All Alders](#)
Subject: I support civilian oversight and independent monitoring of the police department.
Date: Monday, August 31, 2020 12:56:34 PM

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

All City of Madison Alders,

My name is Angela Weiss, I live in District 9 and have been proud to call Madison my home for over 16 years. I am concerned about police accountability, especially with regards to violence and discrimination towards black people, trans people, and people of color. I support agenda items 84 through 87 of Tuesday's Common Council meeting, and I implore you to support these measures as well.

I have a friend who is a police officer. I have another close friend whose husband is a police officer. I am not anti-police. I am pro-police oversight and meaningful accountability. I recognize that systemic racism exists, that discrimination in policing exists, and that we all have a responsibility to look for it, recognize it, and condemn it when we see it. I recognize my own bias as well. My limited interactions with police officers, as a white woman, have been largely positive and never violent or life-threatening. I do not think that gives me the right or authority to dismiss those whose interactions have been violent and life-threatening.

Black lives matter.

Thank you for your time and attention to this issue.

Sincerely,
~Angela Weiss

From: [Holly Marley-Henschen](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: I support civilian oversight of police in Madison
Date: Monday, August 31, 2020 11:19:52 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

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Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
Holly Marley-Henschen

--

hollymarleyhenschen.com
she/her, they/them

"The greatest thing you'll ever learn is just to love and be loved in return."
-Eden Abhez

From: [Patricia Blanco](#)
To: [All Alders](#)
Subject: IN FAVOR
Date: Monday, August 31, 2020 5:12:46 PM

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Hello-

I am writing to voice my IN FAVOR and to implore that you PASS THE ORDINANCE FOR THE CIVILIAN OVERSIGHT BOARD AND INDEPENDENT MONITOR AS WRITTEN BY THE ALDER WORKGROUP i.e. Alders Donna Moreland, Shiva Bidar, and Rebecca Kemble. **It is essential** for this board and independent monitor to be put in place to ensure equitable and just practices here in Madison. I trust you will ALL do the right thing for ALL citizens of Madison.

Tricia Blanco
2026 E Dayton St
Madison WI 53704

From: [Nikki Lemmon](#)
To: [All Alders](#)
Subject: In support of Alder Work Group report
Date: Monday, August 31, 2020 12:59:55 PM

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

Hello Alders,

I am writing in support of the Alder Work Group report, the ordinance to create the Office of the Independent Monitor and Civilian Oversight Board, and amendments to the 2020 budget to move forward with the new position.

I moved to Madison in 2014. Everyone told me that I'd love Madison -- it was such a progressive town! Not long thereafter, Tony Robinson was murdered and the police officer who killed him was acquitted. I thought to myself -- wow. What kind of a progressive town is this. I see Tony's mother out demanding justice for her son, and my heart breaks for her. As we are aware of the killings by police that sweep our nation, it is only a matter of time before it happens here again.

We cannot let it. Police departments must do better. We must do better. Madison must at least try to be a community that works for ALL of us.

Thank you,
Nikki Lemmon
Dudgeon-Monroe Resident

From: [Aedan Gardill](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: In support of Civilian Oversight Committee
Date: Monday, August 31, 2020 2:08:23 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

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Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

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There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Aedan Gardil

District 20, Alder Christian Albouras

From: [Amy Froelich](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: IN SUPPORT OF the Independent Monitor + Civilian Oversight Board.
Date: Monday, August 31, 2020 7:52:08 AM

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

There is nothing more alarmingly irresponsible than sitting back and watching as a group of individuals (who are uniformed representatives of our city) operate without any community-informed / involved oversight.

Armed and dangerous racist police officers are acting as kidnappers, judges, juries and executioners without fear of any repercussions or accountability for their actions.

There is a severe loss of legitimacy and lack of trust in policing, especially within Madison's marginalized communities *and* the anti-racist allies of the Black Lives Matter movement.

The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, will be a step in the right direction.

Now is the time to take a stand and do what it takes to protect the beloved Black and brown PEOPLE of Madison (not property, not white privilege, not the policing system as it is).

Now is your chance to actually represent what your community is crying out for - what we are desperate to see actually happen, for real.

Do it now.

-Amy Froelich
555 Glen Dr Madison WI 53711

From: [Crystal Wipperfurth](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Independent Monitor and Civilian Oversight Board support
Date: Monday, August 31, 2020 5:47:43 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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Sincerely,
Crystal Wipperfurth

From: [El Poché](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 4:09:00 PM

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

Dear Mayor Rhodes-Conway and Members of the Common Council,

I am writing in support of an Independent Monitor and Civilian Oversight Board. I am aware that the current proposals in front of the council are the result of years of research and expert input and are designed to improve upon other cities' oversight structures.

It's crucial that the composition of the Civilian Oversight Board come from the chosen nominating civic and community organizations. To have trained, well-qualified community experts on the populations most affected —racial equity, mental health/disability rights, domestic abuse and sexual assault victims, immigrants— is exactly the kind of check-and-balance needed to help restore faith in law enforcement. Success depends upon the Board having full independence and adequate funding.

I hope the Common Council sees fit to pass this legislation exactly as written by the Alder Workgroup, without amendment.

Sincerely,
El Poché
313 Cardinal Crescent
Monona, WI*

*I may not be a Madison resident, but I enter, conduct commerce, recreate, volunteer in, and work in Madison every day. If such a large percentage of MPD can live outside of Madison and have a say in this community, then I think I should be able to as well. Thanks for your time!

From: [Keith & Sue Findley](#)
To: [All Alders](#)
Subject: Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 10:04:22 PM

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

Dear Alders,

I write to urge you to adopt the Final Report and Recommendations of the Alder Work Group to Develop Logistics & Operational Details for MPD Independent Civilian Oversight, as well as the proposed Ordinance and associated documents and resolutions for creating the Office of the Independent Monitor and Civilian Oversight Board.

As many of you will recall, I was co-chair of the Ad Hoc Committee that issued its final report last year, with 177 recommendations for reform of the MPD, including the recommendations for the Independent Monitor and Civilian Oversight Board. More recently, I sat in on many of the Alder Workgroup meetings and know how hard and diligently they worked to implement and flesh out the recommendations of our Ad Hoc Committee. The result is a report and proposed Ordinance that are entirely faithful to the recommendations our Ad Hoc Committee put forth. The Workgroup, ably led by Alder Donna Moreland, did a remarkable job pulling together this Ordinance and Report into what I believe could be a model for the rest of the nation.

I write now in particular because, having sat in on PSRC and CCEC meetings that considered the Alder Workgroup's Report and proposed Ordinance, I am familiar with some of the objections that have been raised now. I want to address those objections and explain why I believe they should not prevent the City from moving forward with implementing the civilian oversight mechanism that this moment so desperately cries out for.

First, I have heard several Alders who, while expressing general support for the idea of civilian oversight, nonetheless voted no because of objections to some of the details in the pending proposals. I have heard concern, for example, about adopting an ordinance that calls for compensating Board members, at a time when the City is more broadly considering a general policy about whether other board and committee work should be compensated. I understand this concern, but I urge you not to delay action on this civilian oversight proposal on this basis. Civilian oversight is too urgently needed, especially in this moment of community unrest and angst, to hang it up on procedural matters like that. Moreover, there is nothing inconsistent or inappropriate with deciding that *this* Board should be compensated, regardless of what policy the City adopts as a general matter or for other Committees and Boards. The reason for that is that, even more than for most other City Committees, *this* Board *must* have significant representation from low-income and marginalized communities if it is to succeed. Yet experience shows that the potential representatives of these low-income and marginalized

communities are the very people who, unlike middle class community members who populate most City Boards and Committees, cannot participate (because of childcare needs, the need to work multiple low-paying jobs, transportation costs, and the like) without compensation. The City can and should decide now that, whatever it decides to do about other Committees and Boards, this one requires compensation.

Others have raised concerns about the provisions that exclude current and former Madison Police Department personnel and their immediate families from membership on the Civilian Oversight Board. This restriction is not based on some assessment that MPD personnel are bad people, or on some attempt to stack the Board in an unfair way. It is rather an appropriate measure designed to ensure that the oversight body is not “captured” by the agency it is designed to oversee. It is analogous, for example, to President Obama’s practice of excluding industry members from federal advisory committees related to those industries. It would defeat the purpose of a civilian oversight body to have those whose work is being overseen be the ones who are also doing the overseeing. Moreover, this Civilian Oversight Board is designed in large part to build a bridge between Madison’s marginalized communities and the MPD. There is no need to build a bridge between the MPD and itself, so including MPD personnel (and their immediate families) in this Body would undermine and dilute this critical function.

We need not be worried that the concerns and perspectives of the MPD will not be represented in this process. The Ordinance ensures that the MPD will provide staff liaisons to participate and contribute in the Board’s deliberations and proceedings. The Independent Monitor herself will be in regular contact with MPD, and will be well versed in MPD’s positions. And most fundamentally, the Board’s very purpose is to bring to the MPD the perspectives and concerns that they would not hear otherwise. The MPD’s own views and decisions need no amplification or translation; after all, the MPD will remain the primary decisionmaker about its own policies and procedures, its own investigative processes and outcomes, and its own management. The Monitor and the Board will not have the authority to mandate any changes, but only the authority to review, advise, raise community concerns, and facilitate access to the Police and Fire Commission. The Monitor and Board exist to bring in outside perspectives and community concerns, not to allow further emphasis of the views and perspectives of the MPD’s own already fully empowered decisionmakers.

Some have identified in particular concern about the exclusion of immediate family members of MPD personnel. Again, that is such a minor part of this badly needed package that I hope no one will sink the whole enterprise based on this. And in any event, everything I have said above about the purposes of the Board argue equally for excluding immediate family members of law enforcement personnel.

I have also heard some in our community express distrust of the proposed oversight mechanisms on the basis that they constitute a violation of the separation of powers. That

argument puzzles me. Separation of powers refers to the constitutional principle that prevents any one of our three branches of government—the legislative, the executive, and the judiciary—from intruding too far into functioning of any other. This civilian oversight mechanism poses no separation of powers problems. It has no legislative functions, as it has no power to enact laws. It has no judicial powers, as it cannot adjudicate anything; while it can investigate and make findings, those findings are purely advisory. The closest this oversight body has to any existing branch of government is that it might be said to have executive functions, but even that is not quite right, because it is designed to be independent of the executive branch, and again does not have the power to mandate anything. Finally, some have suggested that the proposed oversight process lacks checks and balances. But checks and balances are important when governmental bodies have authority to make or enforce law. The Independent Monitor and Civilian Oversight Board have neither.

Finally, I have heard some alders simply say they do not like it that they are being told that they should vote for this package without revising it, given that it has been developed through the hard work and intensive study of Ad Hoc Committee members and then the Alder Workgroup. But, aside from raising questions about a few relatively minor components of this proposal, addressed above, I have not heard what it is about *the substance* of these proposals they find objectionable. I believe this package, while no doubt imperfect (as are all compromises, like this one), is an incredibly strong proposal in all of its features. I hope very much that the Council will adopt it exactly as proposed. But if there are *substantive* objections to some of its provisions, those Alders who have those objections should offer amendments to address them, so the full Council can understand what those objections are and can consider them. We need to adopt this civilian oversight mechanism, and we need to do it without further delay.

Thank you for hearing me out, and for your hard work on this.

Best,

Keith Findley

Keith A. Findley

From: [Colleen Neary](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Independent Monitor and Civilian Oversight Board.
Date: Monday, August 31, 2020 2:32:30 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed

out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
Colleen Neary

From: [Katelyn Danielson](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 11:49:52 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

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Sincerely,

Katelyn Danielson

2921 Preston Rd

Madison, WI 53719

District 20

Alder Christian Albournas

From: [Susan Kaye](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: independent oversight of police NOW!!
Date: Monday, August 31, 2020 3:00:44 PM

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Dear Mayor and Alders

We are at a critical time and the statistics are clear. police need independent monitoring and oversight. There is a culture of silence within policing that decapitates the work of internal investigation. Police are militarized and approach black people as enemies in war.

I urge you all to continue to be a positive part of this historic effort and to pass the Alder Work Group's ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written in an open, inclusive and transparent process by the Alder Workgroup to Develop Logistics and Operational Details for MPD Independent Civilian Oversight.

Sincerely,
Susan Kaye
2323 Upham St
Madison, WI 53704

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Be kinder than necessary, everyone you meet is fighting some kind of battle.
-Plato

From: [Toni Swandby](#)
To: [All Alders](#)
Subject: Letter of Support for Civilian Oversight Board for MPD
Date: Monday, August 31, 2020 1:10:14 PM
Attachments: [Letter to alders .MPD Oversight.docx](#)

From: [Anna Finley](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Date: Monday, August 31, 2020 4:06:04 PM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Anna Finley of 13 Farley Ave in Madison, and I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

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Sincerely,

Anna Finley
13 Farley Ave
Madison, WI

From: [Jill Olig](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Date: Monday, August 31, 2020 4:31:27 PM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

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Sincerely,

Jill Olig

2618 Westbrook Ln

Madison, WI 53711

District 20 - Christian A. Albouras

From: [Johanna Kenney](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Date: Monday, August 31, 2020 6:33:26 AM

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Hello Alders and Mayor Rhodes-Conway,

I'm writing to express my strong support for the passage of the ordinance for the Civilian Oversight Board and Independent Monitor as written by alders Moreland, Bidar, and Kemble *without modification*.

Specifically, I'm writing to support agenda items 84, 85, 86 and 87 at the Common Council meeting at 6:30pm on September 1st, and I support passage of these items without amendment.

I cannot overstate how important this is to me as a citizen of Madison and as a voter. I and many others in Madison will be watching the meeting on Tuesday very closely.

Sincerely,
Johanna Kenney
Madison resident and voter

From: [Daniel Steinbring](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Meeting Tonight
Date: Monday, August 31, 2020 11:54:57 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process.

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Sincerely,

Daniel Steinbring

--

Daniel

Daniel Steinbring
He/Him/His [\(What does this mean?\)](#) [\(How to support others\)](#)
Assistant Director
Lussier Community Education Center
608-833-4979 ext. 222
Daniel@LCECmadison.org



From: [Stacey Williams](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Meeting Tuesday September 1
Date: Monday, August 31, 2020 5:02:07 PM

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

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As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent from not just the police, but also "elected and other government officials". Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics", with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an

elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,
Stacey Williams
Madison resident, District 12

From: [ANNE P SLEDD](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: MPD Civilian Oversight on common council agenda 9/1
Date: Monday, August 31, 2020 4:23:03 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice."

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

"If you are able include subpoena power in the agency's enabling legislation, by all means, include it."

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent from not just the police, but also "elected and other government officials".

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

This email is in particular addressed to my alderArvina Martin.

Sincerely,
Anne Sledd

From: [Allison Bell Bern](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Oversight and state St
Date: Monday, August 31, 2020 9:54:52 PM

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

First of all, people over property all day everyday. How can you even consider this downtown money? It's disgusting!

Also make this oversight board and with an independent monitor. It's literally the very least you can do. It's barely even a first step, guys!

Seriously, please think on your priorities...

Thanks,

Allison Bell Bern
Abbas district

Sent from my iPhone

From: [Sophia Lawrence](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Pass the ordinance for civilian oversight
Date: Monday, August 31, 2020 9:03:59 PM

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

Hello both the Common Council and Mayor Rhodes-Conway,

I am emailing once again to demand that you pass the ordinance for the civilian oversight board and independent monitor as written by the Alder Workgroup i.e. Alders Donna Moreland, Shiva Bidar, and Rebecca Kemble. This is long overdue and action needs to be taken now.

Thank you,

Sophia Lawrence

From: [DIANE KRAVETZ](#)
To: [All Alders](#)
Subject: PASS THE ORDINANCE FOR THE CIVILIAN OVERSIGHT BOARD AND INDEPENDENT MONITOR
Date: Monday, August 31, 2020 6:49:48 PM

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

I URGE YOU TO PASS THE ORDINANCE FOR THE CIVILIAN OVERSIGHT BOARD AND INDEPENDENT MONITOR AS WRITTEN BY THE ALDER WORKGROUP of Alders Donna Moreland, Shiva Bidar, and Rebecca Kemble.

THANK YOU

From: [Lorrie Hurckes](#)
To: [All Alders](#)
Subject: PASS THE ORDINANCE FOR THE CIVILIAN OVERSIGHT BOARD AND INDEPENDENT MONITOR AS WRITTEN BY THE ALDER WORKGROUP
Date: Monday, August 31, 2020 9:12:01 AM

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

Hello Alders. Thank you for your service. I'm writing to ask that you PASS THE ORDINANCE FOR THE CIVILIAN OVERSIGHT BOARD AND INDEPENDENT MONITOR AS WRITTEN BY THE ALDER WORKGROUP i.e. Alders Donna Moreland, Shiva Bidar, and Rebecca Kemble.

As some of you know I'm a restorative justice practitioner and our organization has been doing restorative justice work for about 15 years in Madison. One component of our work is working with MPD to provide community-based, youth-led restorative processes for youth as an alternative to ticketing and arrest. We've heard thousands of stories from youth and families over the years about what happened, why it happened, who was harmed, and how they feel that harm can be repaired. We've also heard the stories of their experience with being ticketed/arrested. In far too many cases, the harm associated with the arrest itself exponentially exceeds the harm caused by the child, particularly during arrests of Black and BIPOC children. We've heard stories from families about their child being afraid to leave the house after the way they were approached and treated during their arrest, parents have talked about their children having nightmares for weeks, not wanting to go to school because a police officer was there, not eating, being depressed, having anxiety attacks, and more. We need accountability for that harm. We're demanding accountability for that harm. These are children. Children make mistakes. Black youth have told us over and over that they feel targeted and it is indisputable that they are. The evidence shows that white and black youth commit crimes at the same rates, yet our ticket and arrest disparities are among the worst in the whole nation. We need accountability for these gross disparities for youth and adults.

Madison and the Madison Police Department like to talk about being at the forefront of restorative justice nationally, but as a restorative justice practitioner, it doesn't feel like the city really gets restorative justice. Restorative justice is not the same as diversion. Restorative Justice requires **everyone** in a community to be accountable for harm by taking responsibility for it and committing to repair it. That includes police. It is indisputable that police cause harm and we need independent mechanisms to address it if we want to have the possibility of justice. It is essential that we as a community have this civilian oversight board and independent monitor **as written** by the alder workgroup, **without changes**. Do not water this down with amendments and changes. Restorative Justice is also about shifting power dynamics and ensuring that every voice matters and is valued in a community. This ordinance shifts us more towards that. Please support and pass this as is. Our rates of criminalization and incarceration for Black people alone demands community oversight and police accountability. Our history of police using deadly force demands community oversight and accountability. If you say Black Lives Matter, pass this ordinance. The community is demanding it.

Please vote to ensure that we're **all** accountable to each other. Please pass 84, 85, 86, and 87 on the agenda Tuesday night.

Thank you,

Lorrie Hurckes Dwyer
2336 Superior St
Madison, WI 53704

--

Lorrie Hurckes Dwyer
Executive Director
Dane County TimeBank



From: [Mary Wichita](#)
To: [All Alders](#)
Subject: Pass the ordinance in support of a Civilian Review Board and....
Date: Monday, August 31, 2020 7:38:54 PM

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

Dear alders:

I am thrilled that the ordinance to create a Civilian Oversight Board and an Independent Monitor , as written by the alder workgroup is going before the council Tuesday evening. I urge you to pass these intact as they are a major step forward in the effort to address policing in Madison. Thank you, Mary Wichita, 4221 Esch Lane, Madison, WI 53704.

From: [Carrie S](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: PLEASE ACCEPT THE CIVILIAN OVERSIGHT BOARD AS IS!!!
Date: Monday, August 31, 2020 5:45:38 PM

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

Please Please PLEASE support the Alder Work group's decisions for the Civilian Oversight Board. As you can see, the non stop police brutality against the Black community in Wisconsin Alone is overwhelming. Please I urge you to support the group's choices and decisions and make this Oversight Board happen ASAP. We can no longer hold our police accountable to our police. We see that their only goal is to protect themselves. Do not allow retired police, police family, pro police people to be on this board. We are killing our Black Community.

Support the community you work for! And create the Oversight Board EXACTLY the way the Alder group created it! Be Better for Madison.

BLACK LIVES MATTER

Carrie Stenerson
225 S. Mills St Apt 1S
Madison, WI
53715

From: [Antellia Wayneright](#)
To: [All Alders](#)
Subject: Please create the Office of the Independent Police Monitor
Date: Monday, August 31, 2020 6:25:29 PM

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

I have been a resident of Madison, Wisconsin for about a decade now. I feel strongly the creation of an Office of the Independent Police Monitor is a good first step in establishing a better relationship between the Madison Police Department and the public of this great city.

Thank you,

-Antellia Wayneright

From: [Amy Rogers](#)
To: [All Alders](#)
Subject: Please pass Civilian Oversight Board and Independent Monitor!!
Date: Monday, August 31, 2020 6:09:29 PM

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

Alders,

I am writing to ask that you please pass the ordinance for the civilian oversight board and independent monitor as written by the Alder Work Group (items 84, 85, 86, 87).

If you do this, Madison will establish a model of police oversight and accountability that has the potential to be highly independent and responsive to our community's needs. It is crucial to take these steps to realize the changes demanded by the Black Lives Matter movement. It will be an important step in keeping black lives safe and beginning the long road toward equity, supporting anti-racism efforts in our city.

Thank you for your hard work.

Amy Rogers
446 Orchard Drive
Madison, WI 53711

Amy Rogers, M.A. CCC-SLP
Midvale Reading Center
608.774.1929

From: [Christopher Mohar](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Please pass Civilian Oversight Board legislation as written
Date: Monday, August 31, 2020 8:26:35 AM

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

Dear Alders and Mayor Rhodes-Conway,
I encourage you to please approve the legislation proposed to provide legal framework and funding for a Police Civilian Oversight Board. This would be a positive step toward reforming relations between police and civilians in our community and would help create a more equitable future. Further, I encourage you to support the legislation as originally written by Alders Donna Moreland, Shiva Bidar, and Rebecca Kemble. Please do not change the proposals to make them toothless. We need real reform.
Thank you for your consideration,

Christopher Mohar
3234 Oakridge Ave
Madison WI 53704

From: [yasmin](#)
To: [All Alders](#); [Mayor](#)
Subject: Please pass items 84-87 for our community!
Date: Monday, August 31, 2020 6:18:06 PM

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

Dear Alders and Mayor Rhodes-Conway:

I'm writing to express my full support for items 84, 85, 86, and 87 on tomorrow's Common Council meeting agenda.

Please pass these items, which have come out of five years of work from local and national experts, from the Ad Hoc Committee to the Alder Workgroup, to bring meaningful change to Madison.

Thank you,
Yasmin Schamiloglu
District 11 resident & lifelong Madisonian

From: [Kevin OMalley](#)
To: [All Alders](#)
Subject: Please pass the COB & IM - for all of us
Date: Monday, August 31, 2020 9:45:50 PM

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

Dear Members of the Common Council,

Nearly 8 years ago, I witnessed Madison Police Officer Stephen Heimsness kill my unarmed neighbor, Paul Heenan.

The trauma of that experience was made worse in the following weeks, months and (yes) years.

As I became an unwilling part of the judicial system, I saw my witness account misrepresented by Chief Noble Wray in an initial press conference. I began to learn about the on-the-job history of Heimsness, and the system in place that allowed him to stay in his role for so long. **What I saw, and continue to see, is a system in need of independent oversight. It's a system constructed to protect police at nearly all costs, and it needs to change.** The Police and Fire Commission, Mayor's office, and DA's Office need support. They need the Civilian Oversight Board and Independent Monitor to be put in place, now more than ever.

The Alder Work Group was tasked with defining the implementation process on a nearly-impossible timeline. Yet, they achieved it with the ordinance linked below -- because they believe in it. I stand with them, and applaud their transparency and efficiency.

<https://madison.legistar.com/LegislationDetail.aspx?ID=4604565&GUID=D161367D-BE17-4259-8BA4-10CE8986BFCD&FullText=1>

This ordinance was created by the Alder Work Group in an open, inclusive and public process after the 5 year process carried out by the Ad Hoc Committee.

As the Ad Hoc Committee report stated:

- We have observed that some of Madison's many diverse communities perceive Madison's police department as insular and unresponsive to their needs, and, therefore, fail to invest their trust in its officers.
- Formalized civilian oversight is the most direct way the City can confront this challenge, ensure that the MPD is responsive to the needs and concerns of all segments of the community, and thereby build trust.
- To the extent that the community yields some of its freedoms to the authority of a police force in the interest of public safety and harmony, it must have tools to directly oversee the exercise of that police authority; the community must have a strong voice in deciding how it wants to be policed.
- We see almost all of our other recommendations as contingent or dependent on the establishment of a civilian police review body.

The Ad Hoc Committee report echoes the Chicago Police Accountability Task Force report: "Real and lasting change is possible only when the people most affected by policing have a voice." **The proposed ordinance accomplishes this. The oversight structure has been carefully crafted to fulfill a vision of true community control in policing.**

I respectfully urge you to join this historic effort and to pass the Alder Work Group's

ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances, with the substitute items put forth by the Alder Work Group. (I ask for your solidarity in NOT supporting alternates or amendments.) This would establish the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written in an open process by the Alder Workgroup to Develop Logistics and Operational Details for MPD Independent Civilian Oversight.

We are long overdue.

Thank you Alders Moreland, Bidar and Kemble for your leadership and tireless efforts to do the right thing. Thank you all Alders prepared to support this measure. And to those on the fence, thank you for your consideration. We need you.

Sincerely,
Kevin O'Malley

kvn.omalley@yahoo.com

From: [Jen Neuls](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Please support Agenda items 84, 85, 86, and 87 AS WRITTEN
Date: Monday, August 31, 2020 8:43:08 PM

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

Alders, Mayor,

I am writing in support of tomorrow's Common Council agenda items #84, 85, 86, and 87. The Civilian Oversight Board and Independent Monitor (reporting directly to the COB, not an elected official) are crucially needed and the Alder Workgroup Report clearly maps out how it should be done.

Please don't fuck this up!

Don't try to "make it better" - you don't have the expertise to do so. Don't "take more time" with it - the people have been putting in the work for YEARS and the time is now. Don't tinker with the way these 4 items are related to one another either - they're written this way because that's how they will be most effective.

You have a chance to do the right thing, right now, by passing these items as they are written. No more shenanigans, just do the right thing because I'm tired of having to write you all the time about it. You now have this extremely important step in the right direction, handed to you on a silver platter! This is the easiest possible thing you could do to make a change for the good so just do it.

Pass the resolutions as written, PLEASE!

Thank you,
Jen Neuls, D15

From: [Janet Parker](#)
To: [All Alders](#)
Subject: please support police reform & pass Civilian Oversight exactly as written
Date: Monday, August 31, 2020 10:15:27 PM

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

Hello alders - Thank you truly for your hard work for our community in this overwhelming time. This Tuesday at council, we can make real progress in improving our police force. Please --

PASS THE ORDINANCE FOR THE CIVILIAN OVERSIGHT BOARD AND
INDEPENDENT MONITOR AS WRITTEN BY THE ALDER WORKGROUP i.e. Alders
Donna Moreland, Shiva Bidar, and Rebecca Kemble.

Again, my gratitude,
Janet

--

Janet Parker
608-228-9096
janetparker8@gmail.com

From: [Suzanne Jones](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Please support the next steps of the MPD Independent Civilian Oversight
Date: Monday, August 31, 2020 8:24:33 PM

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

Dear Alders and Dear Mayor,

I urge you to vote in support of the following items at your common council meeting tomorrow, 9/1/20. By passing these items, you are showing your good faith to our black brothers and sisters, acknowledging that their concerns are not only being heard, but are being acted upon. This is a cultural change and we need you, our community leaders, our Alders and our Mayor, to show your leadership, leading a way forward to implement this change.

We know that we need a police in Madison, but we need to show that they are accountable to the citizens of Madison. When the next incident between a black person and a police officer happens, we want to let our city know that we have a process in place to receive their complaint, review the incident, determine the root cause and act to implement policies or processes to address the root cause.

It is difficult to foster a "Learning Culture" in the public sector. I want to encourage you to continue this culture change by approving the creation of the oversight board.

I urge you to approve these items:

84.

Adopting the Final Report of the Alder Workgroup to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight.

85.

Amending 2020 Operating Budget, creating the Office of the Independent Police Monitor and creating of the position of Independent Police Monitor as a 1.0 FTE position in CG21, Range 18, and other positions, providing funding for a Police Civilian Oversight Board, and establishing funding support for individuals bringing complaints before the Police and Fire Commission in response to the recommendations of the Madison Police Department Policy and Procedure Review Ad Hoc Committee.

86.

An Ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board.

87.

Amending MGO 3.54(9)(b) to add the position of Independent Police Monitor as a Compensation Group 21 level employee.

Sincerely,

Suzanne Jones
2920 Pelham Rd.
Madison, WI 53713

--

Suzanne Jones

“Art washes away from the soul the dust of everyday life.”

- Pablo Picasso

From: [Kevin E. Walsh](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Police Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 7:01:55 PM

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

Dear Alders and Mayor Rhodes-Conway,

Although my Alder is Zach Henak, I am writing to all Alders and the Mayor in support of an Independent Monitor and Civilian Oversight Board. These proposals are based on five years of work by the Ad Hoc Committee and the Alder Workgroup, with input from the National Association for Civilian Oversight of Law Enforcement and others.

There have been issues with parts of the Madison community that have not been addressed by the statutory Police and Fire Commission, and we need to make the changes reflected in these proposals. Please pass them as written.

Sincerely,

Kevin E. Walsh

kevinewalsh@outlook.com
566 S Segoe Rd
Madison, WI 53711
608-278-0483

From: [Donal MacCoon](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Police moderation and oversight please
Date: Monday, August 31, 2020 6:51:07 PM

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

Dear Mayor and Alders,

Police differ by city. I don't know what oversight we have in Madison. What I know is that in general we have a racist system that includes policing. The militarization of the police and the different application of that policing based on color seems undeniable. It is also unacceptable.

Please take advantage of this time to support citizens and police by encouraging police to do what they do best and other experts to do what they do best. In particular, please pass the Alder Work Group's ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and Police Civilian Oversight Board.

Please continue your good work in helping us have a police presence that is appropriate, transparent, and just.

Sincerely,

Donal MacCoon
530 Troy Drive
Madison, WI 53704

--

[Donal G. MacCoon, Ph.D.](#)
[Madison Psychiatric Associates](#)
5534 Medical Circle
Madison, WI 53719-1298
608.274.0355
608.274.5546(fax)

Other projects:

[One Planet Thriving](#) &
[The Center for Healthy Minds at the Waisman Center](#)

From: [Judy Middleton](#)
To: [All Alders](#)
Subject: police monitor
Date: Monday, August 31, 2020 2:27:30 PM

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

We do not need a busy body monitor. At this time we can
Not afford this. Also the PFC has a a big enough job without
Having to deal with a huge committee. This is just a ploy to
Let law breakers complain about the police.

Thank you,
Judy Middleton
3913 Plymouth Cr.
Madison

From: [Margaret Sleeper](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Police oversight
Date: Monday, August 31, 2020 4:17:27 PM

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

Dear Alders and Mayor Rhodes-Conway,

First of all, I want to express my appreciation for the hard work done by the Alder Workgroup to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight. And, I would like to urge the Common Council and the Mayor to adopt the final report (Agenda Item #84). I also urge support of Agenda Items 86, 87 and 88. The Workgroup has not only looked at the needs of the Madison community but has also educated themselves about what has, and has not, been effective in other communities around the country. They have exercised due diligence.

There are some critical components that I want to underline. Organizations chosen to nominate citizens to an oversight board represent groups that work on civil rights, immigrant rights, the rights of people who have disabilities, the rights of people who are affected by mental illness (either their own or their family members'), groups that work for social justice and racial equity, and those that advocate for and work with people affected by domestic abuse and sexual assault. These are critical voices to have in an oversight position as they cumulatively represent citizens who are disproportionately impacted by police and have been systematically under-represented and marginalized. The second critical component is to have an oversight agency and independent police monitor that are legally empowered to start and conduct investigations, and are adequately funded to do this. The integrity of the oversight process requires that an oversight agency be independent of the police. It must also not be beholden, in either actual fact or appearance, to a particular political party or office holder. An independent police monitor, similarly, must not be beholden either in fact or appearance to the police or a political party or office holder. I have seen a lot of commentary from people opposed to having an independent monitor and an oversight board with actual power to address community concerns, and it all seems to boil down to not trusting, or believing in, the ability and competence of people being policed to comment on policing purpose and tactics. It's basically the same argument advanced all over the world about the "common" people lacking the wisdom and ability to self-govern. It's both nonsense and offensive.

Thank you for your consideration.

Margaret Sleeper
1142 Elizabeth St
Madison WI 53703

From: [Dreizin Ivy J](#)
To: [All Alders](#)
Subject: police oversight board
Date: Monday, August 31, 2020 7:57:40 PM

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

Dear Alders,

Please pass the ordinance for a police oversight board.

Sincerely

Ivy Edelman

From: [Lael Sheber](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Police Oversight NOW!!!
Date: Monday, August 31, 2020 3:59:43 PM

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

Dear Mayor and Alders

We are at a critical time and the statistics are clear: police need independent monitoring and oversight. There is a culture of silence within policing that decapitates the work of internal investigation. Police are militarized and approach black people as enemies in war.

I urge you all to continue to be a positive part of this historic effort and to pass the Alder Work Group's ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written in an open, inclusive and transparent process by the Alder Workgroup to Develop Logistics and Operational Details for MPD Independent Civilian Oversight.

Sincerely,
Lael Sheber

530 Troy Dr
Madison, WI 53704

From: [lynn.jenkins](#)
To: [All Alders](#)
Subject: Police reform
Date: Monday, August 31, 2020 1:02:26 PM

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

As a long standing senior citizen of Madison, I am writing to give my full and enthusiastic support for the two police reform proposals \$84 and #86 on your Tuesday agenda. I have seen racial disparities in our city policing reflected in statistics about the % of black incarcerations, and also of a number of outcomes that I view as unacceptable use of police force.

I will not name them all here but I do have a personal experience with a neighbor who's wife called 911 as she was worried her husband might kill himself and she was calling for police to help her stop him. He was in the backyard with a kitchen knife. An educated man, he must have been scared to death when a huge police presence with sirens and lights and numerous police cars arrive. They entered the backyard WITH GUNS DRAWN to find him holding a knife and when they told him to drop it he did not. Instead they shot him dead. I was sitting in my home and heard eight bullets shot to kill my neighbor. No attempt to de escalate and obviously they were not the kind of help my neighbor needed. They had not even stopped in the home to talk with here about the situation. I went to the summary of this killing for the neighborhood and the Luetenant explained the reason they killed my neighbor was because the 911 people had not given them accurate information! I believe to this day an outside review of this horrible death was warranted, but did not exist.

I fully support outside reviews and community involvement of police outcomes. We need to have a say that is listened to. Please consider my support for these two bills.

Lynn G Jenkins
555 S. Midvale Blvd #214
Madison, WI 53711

From: [Jocelyn Keiser](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Proposals
Date: Monday, August 31, 2020 1:11:43 PM

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

Dear Members of the Common Council,

I am writing to urge you to pass the Alder Work Group's ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board. As someone raising a young family here in Madison, it is important to me that our community act in the best interest of all its members, and it is increasingly clear to me that having civilian oversight of MPD is a part of that. It is in keeping with democratic and "by the people, for the people" values that we as citizens have a voice in how our community is policed. I am in agreement with the proposed oversight structure, and ask that you support the proposal as it is written and without any requested amendments.

I think it is really exciting that we have gotten to this point as a community, and I believe the creation of this oversight board will move us towards a more just society. I congratulate you all for being a part of this historic effort!

Best,
Jocelyn Keiser, PsyD

Madison, WI 53705

From: [Mary Adele Keenan](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Regarding the 9/1 Common Council Meeting
Date: Monday, August 31, 2020 4:44:46 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Mary Adele Keenan-Eason, and I live at 1330 Waldorf Blvd in Madison, WI. My alder is Barbara Harrington-McKinney.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent

from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Mary Adele Keenan-Eason
keenan.m.a.92@gmail.com

From: jhirsch@chorus.net
To: [Mayor](#); [All Alders](#)
Subject: Sept 01 Meeting, Agenda Items 84-87
Date: Monday, August 31, 2020 12:13:31 PM
Attachments: [Letter to CC for Sept 01, 2020.pdf](#)

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

To Mayor and Alders:

On the attached, I respectfully submit my comments regarding the Independent Monitor and Civilian Oversight Board.

Thank you for your thoughtful review of this issue.

Janet Hirsch

From: [Tess Hardell](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Showing SUPPORT for an Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 11:11:15 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Tess Hardell and I live in the James Madison neighborhood at 214 N Blair St, Madison, WI 53703.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice."

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

"If you are able to include subpoena power in the agency's enabling legislation, by

all means, include it."

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

In "Overview of Civilian Oversight of Law Enforcement in the United States," authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed," the oversight body must be independent from not just the police, but also "elected and other government officials."

Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics," with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Tess Hardell

From: [Ryan Olestro](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support 84, 85, 86, 87!
Date: Monday, August 31, 2020 11:21:33 AM

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

As a Madison resident, I urge you strongly to adopt these measures without altering them.

Without transparency and trust in the justice system, the public will never be able to see their interests represented when it comes to the Madison police department.

If you have any questions for me you can email me using this email address.

Ryan

P.S. I few don't solve this issue it will keep returning. Half-measures and window dressing won't cut it.

From: saduskyj@charter.net
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Support Alder Workgroup's proposals for Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 10:56:46 PM

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

To the Madison Common Council and Mayor Rhodes-Conway:

Much work, care, and thought has gone into the Alder Workgroup's proposals for the Independent Monitor and Civilian Oversight Board. It is time to support that work and pass the proposals as presented. This is a critical opportunity to set policing on a new path of community accountability.

Jane Sadusky
5429 Esther Beach Rd
Madison, WI 53713
District 14

From: [Bekah Gant](#)
To: [All Alders](#)
Subject: Support Civilian Oversight Board and Independent Monitor
Date: Monday, August 31, 2020 2:39:28 PM

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

Alders of Madison,

I am writing to ask that you support agenda items 84, 85, 86, and 87 in tomorrow night's City Council meeting. It is clear that there is eroded trust between the public and MPD, which is truly unfortunate, as MPD is meant to be an institution that protects and serves. It is my sincerest hope that the passing of this ordinance as written will assist in creating constructive ties between the public and MPD so that we as a community can move forward and create a truly safe and trusting future for all of us. Thank you,

Bekah Gant
Ward 45
District 2

From: [Jack Ringhand](#)
To: [All Alders](#)
Subject: Support Civilian Oversight Board and Independent Monitor!
Date: Monday, August 31, 2020 5:14:10 AM

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

Dear Members of the Common Council,

In brief: I urge you to support the adoption of the final report from the Alder Workgroup to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight, as well as the agenda items to create the Independent Police Monitor position. In this context of systemic anti-black racism - perpetuated by MPD - we must pass these policies to protect Black Madisonians. The argument for this is laid out below.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice."

Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified

decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including

from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Jack Ringhand

Registered Nurse

From: [Leanne Puglielli](#)
To: [All Alders](#)
Subject: Support establishment of an Independent Police Monitor and Civilian Oversight Board.
Date: Monday, August 31, 2020 10:39:46 AM

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

I strongly urge you to vote in favor of this independent body,

Leanne Puglielli, Ph.D.
DemoSoph Enterprises
The Loraine Unit 606
123 W. Washington Ave/
Madison, Wisconsin 53703-2786
Tel. 608.886-3737 (cell)



From: [Marisa Mutty](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for 9/1/20 agenda items 84-87
Date: Monday, August 31, 2020 11:02:42 AM

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

Alders and Mayor Rhodes-Conway,

I am writing to express how important it is to establish **meaningful** accountability over the Madison Police Department. If we as a city are truly committed to protecting Black lives, establishing and funding an Office of Independent Police Monitor and the Police Civilian Oversight Board (with at least 50% Black representation) is a critical step.

As such, I urge you to follow the recommendations and resolutions put forth by Alders Moreland, Bidar, and Kemble in their workgroup report by approving the budget and ordinances as-written (agenda items 85 and 86) and that you support the workgroup's report (84) and Independent Police Monitor compensation (87).

Thank you,
Marisa Mutty
1 Vista Rd
Alder District 5

From: [Elaine Pridgen](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Support for Agenda Items 84 to 87 as written
Date: Monday, August 31, 2020 5:31:25 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.” Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: “If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an

elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Elaine Pridgen

1915 Kropf Ave

From: [Leah Morrell](#)
To: [All Alders](#); [Rhodes-Conway](#); [Satya V.](#)
Subject: Support for agenda items 84, 85, and 86 re: Independent Monitor and COB
Date: Monday, August 31, 2020 9:51:27 PM

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

Dear Alderman Skidmore, Mayor Rhodes-Conway, and all alders on the Common Council,

Thank you for representing our community. I am writing to ask for your support of agenda items 84, 85, and 86 to establish, fund, and support an Independent Monitor position and Civilian Oversight Board.

These proposals reflect countless hours of work and careful study by the Ad Hoc Committee. Given that the recommendations are the product of careful study and analysis, and given that our city is hurting now and every continued day that we do not actively listen to our BIPOC neighbors, I ask that you accept the proposals as written rather than request changes that might incur delay.

Thank you for your time,

Leah Morrell
22 Oakbridge Ct
Madison, WI 53717



Virus-free. www.avg.com

From: [Hayley Tymeson](#)
To: [All Alders](#)
Subject: Support for Alder Work Group report
Date: Monday, August 31, 2020 10:53:39 PM

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

Hi all,

First, I'd like to thank the alders for the time and dedication they put into their neighborhoods (with very low pay to show for it, which is wrong). You guys are champions.

I'd like to express my support for the Alder Work Group report on police accountability in Madison. I support the concept of an independent oversight board populated by diverse community members, and the hiring of an independent monitor. I strongly support ensuring that the board contains diverse races and experiences, with at least 50% of board members being people of color, and at least one member with a previous conviction. I strongly support policies ensuring that no current or former MPD officers, family of acting MPD police officers, or affiliates of the MPD are present on the board or in the role of monitor (because like...seriously, that wouldn't be independent at all).

Also, I do NOT and would not support any amendment requiring inclusions of highly "credentialed" individuals on the Civilian Oversight Board. Requirements should be intended to make the board more representative than those facing the highest burden of policing - any amendment requiring credentials would do the opposite. Credential requirements could skew the board away from those most affected by predatory policing, who tend to be marginalized (and by extension, less credentialed) members of the community, and fill the board with more members who are likely to uncritically approve of all police actions. An independent oversight board should be skeptical, watchful, and engaged - not filled with supporters ready to turn a blind eye to bad police practices.

Please do something about our national, state, and local issue with police accountability. Please help get Wisconsin *out* of the news for its failures towards its black and brown citizens - failures in police accountability (Kenosha and Jacob Blake) and discriminatory housing practices (see *Evicted* by Matthew Desmond), among others. This is one step towards progress for Madison, and it is long overdue.

Best,
Hayley Tymeson
1209 Chandler St.
Madison, WI

From: [Mari Verbeten](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Support for an Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 4:05:36 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

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“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

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Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Again, I am writing in support of the proposals to be passed as written.

Sincerely,

Mari Verbeten

From: [danielle tucci](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for an Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 12:48:23 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Danielle Tucci and I am a resident of Alder Rummel's District. I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.” Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: “If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of

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Sincerely,

Danielle Tucci

Resident of Alder Rummel's District

From: [Noelle Reilly](#)
To: [All Alders](#)
Subject: Support for Civilian Oversight Board
Date: Monday, August 31, 2020 10:37:55 PM

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Hello, Alders!

My name is Noelle Reilly. I live in downtown Madison and would like to encourage you to support the ordinance for the Civilian Oversight Board and Independent Monitor. It is important that we pass this ordinance as written by alders Donna Moreland, Shiva Bidar, and Rebecca Kemble.

Our city needs to hold our police force accountable and have systems in place to protect all Madisonians, especially our Black and Brown neighbors.

Thank you for your time. Please do Madison proud!

-Noelle

From: [Sato Family](#)
To: [All Alders](#); [Mayor](#)
Subject: Support for Civilian Oversight
Date: Monday, August 31, 2020 9:13:24 PM

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Hi,

I'm writing to express my support and ask that you pass the ordinance for the civilian oversight board and independent monitor as written by the alder workgroup. This should not be watered down by amendments to protect the self interest of those who hold power currently.

Thank you,
Serena Sato
556 Troy Drive

From: [Andrea Singletary](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Support for creation of Independent Monitor & Civilian Oversight Board
Date: Monday, August 31, 2020 3:06:11 PM

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Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Andrea Singletary. I live on the southwest side, in District 7, and I'm proud to be represented by Donna Moreland.

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”*

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Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: “If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Sincerely,

Andrea Singletary

From: [Olivia Barrow](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: support for independent civilian police oversight and accountability
Date: Monday, August 31, 2020 5:19:46 PM

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

Dear Alders and Mayor Rhodes-Conway,

I live at 2821 Monroe St., and I am writing to urge you to support the four items on tomorrow's agenda that would establish a model of police oversight and accountability that has the potential to be highly independent and responsive to community needs.

This is only a small step toward mitigating the devastation racist policing has on Madison communities of color, but it is important and necessary.

Sincerely,

--

Olivia Barrow
Pronouns: She/Her/Hers
Cell: 919.599.6316
obarrow12@gmail.com
www.oliviabarrow.com

From: [Amber Dwyer](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Independent Monitor & Civilian Oversight Board
Date: Monday, August 31, 2020 9:38:31 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

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regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Sincerely,

Amber Dwyer
(910) 580-6003
1446 Bellflower Ln.
Madison, WI 53719

From: [Scott McKenna Campbell](#)
To: [All Alders](#)
Subject: Support for Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 5:41:14 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

My name is Scott Campbell and I live in Alder Patrick Heck's District. I am writing to express my fullest support for the proposals for an Independent Monitor and Civilian Oversight Board.

These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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We all want to create a safe and thriving community for everyone in our city. Years of work, hundreds of voices, and a mountain of empirical evidence tells us that an Independent Monitor and Civilian Oversight Board will help us move towards this goal. I implore you to do the right thing.

Sincerely,
Scott Campbell

From: [Jack Swiler](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Support for Independent Monitor and Civilian Oversight
Date: Monday, August 31, 2020 10:26:23 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am a resident of Madison at 1218 Rutledge St. Apt. 4. I am writing today to express my support of the proposals for an Independent Monitor and Civilian Oversight Board. Over the last five years, community members, elected officials, advocates, and experts have poured endless hours into creating proposals that will actually protect and serve Madison citizens. They must be passed as written. This will quite literally save lives.

As the Ad Hoc Committee report notes: “Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

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Sincerely,

Jack Swiler

From: [Katherine NORMAN](#)
To: [All Alders](#)
Subject: SUPPORT for Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 8:53:43 AM

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

Dear Members of the Common Council,

My name is Katherine Norman, and I live in Alder Patrick Heck's District. I am writing to express my fullest support for the proposals for an Independent Monitor and Civilian Oversight Board.

These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. **Please pass these proposals as written.** Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

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We all want to create a safe and thriving community for everyone in our city. Years of work, hundreds of voices, and a mountain of empirical evidence tells us that an Independent Monitor and Civilian Oversight Board will help us move towards this goal. I implore you to do the right thing.

Sincerely,
Katherine Norman

Katherine E. Norman (she/her)
Graduate Student | Educational Psychology
Educational Neuroscience Lab
Kohler Fellow | Wisconsin Institute of Discovery
University of Wisconsin-Madison
www.KatherineENorman.com

From: [Marcia Vandercook](#)
To: [All Alders](#)
Subject: Support for Independent Police Monitor and Oversight Board
Date: Monday, August 31, 2020 2:07:20 PM

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

Dear Alders,

I am writing to voice my strong support for the Independent Police Monitor and Civilian Oversight Board, items #84-87 on the Council agenda for tomorrow.

This is a pivotal moment for racial justice in our country. I strongly believe that we cannot continue to operate business as usual. It is time for structural change, for the police as well as for other government institutions.

Please begin by approving this modest step toward greater transparency and public oversight of how police operate in our community.

Sincerely,
Marcia Vandercook
2310 Rugby Row, Madison

From: [Annie Collier](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Items 84-87
Date: Monday, August 31, 2020 7:50:36 PM

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

Hello,

I would like to register my wholehearted support for items 84, 85, 86, and 87 for the meeting tomorrow. This is an important step towards having the communities that are most affected by the violence of policing have control over the police. It is not enough, but it is a step in the right direction that we cannot let slip through out grasp. Please vote yes for these measures.

Thanks,
Annaliese Collier

From: [Betsy Abramson](#)
To: [All Alders](#)
Subject: Support for Ordinance for Civilian Oversight Board and Independent Monitor
Date: Monday, August 31, 2020 10:43:57 PM

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Mayor Rhodes-Conway and all City Alders:

I strongly support passage of the ordinance for the civilian oversight board and independent monitor, as written by the Alder Workgroup of Alders Donna Moreland, Shiva Bidar and Rebecca Kemble. When these items, agenda items #s 84, 85, 86 and 87 are passed as written, Madison will establish a very important model of police oversight and accountability that has the potential to be both highly independent and very responsive to community needs. This is an important first step to implement changes that will help Madison decrease racial disparities in our criminal justice system.

Betsy Abramson
520 Miller Ave.
Madison, WI 53704

--

BetsyAbramson@gmail.com
608-332-7867

From: [Rachel Martin](#)
To: [All Alders](#); [Henak, Zachary](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Police Oversight and Accountability
Date: Monday, August 31, 2020 4:22:33 PM

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

Dear Alder Henak and Mayor Rhodes-Conway:

I am writing to urge you to support, as written, the four items (84-87) coming before you tomorrow night that will, together, establish a model of police oversight and accountability that has the potential to be highly independent and responsive to community needs. These recommendations are the result of a thoughtful and well-researched process that looked at police reform efforts throughout our country examining what has and has not worked. Further, great care has been taken to ensure that the voices represented on the citizen advisory board represent those in our community most impacted by our police. This makes sense to me.

We are at a critical juncture. It is time for the City of Madison to take real steps towards change. We can see from the data outlined in the Race to Equity report and the Race in the Heartland report that Madison and the midwest are steeped in a racism our policy makers have yet to understand. That is the only way I can understand that data otherwise it would mean that our policy makers are willing participants in maintaining systems of white supremacy.

Tomorrow you will have before you a proposal developed by individuals who deeply understand how racism and white supremacy operate in our country and community, who have done thorough research about policing in the United States and who have taken the time and care to ensure that the voices of those typically underrepresented were and are included. I ask you to support these items as is and, if you are challenged to do so, to deeply reflect upon your motivations and/or why you think you know better.

Respectfully,
Rachel Martin
4710 Keating Terrace
Madison, WI 53711

--

Rachel Martin
608.334.8942

"The hope of the future are well trodden paths from house to house."
- Brother David Steindl-Rast

From: [Bill Newman](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for the independent monitor position and civilian oversight board
Date: Monday, August 31, 2020 9:56:52 PM

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

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

Please pass the proposals as written and do not weaken them. A huge amount of work went into crafting the proposals for the monitor position and oversight board and they have tremendous public support.

Thank you -

William J Newman

2037 Rutledge St, Madison, WI 53704

From: [Andrea Collins](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support Independent Monitor & Civilian Oversight Board
Date: Monday, August 31, 2020 10:21:12 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am a resident of Madison at 1218 Rutledge St #4. I am writing today to express my support of the proposals for an Independent Monitor and Civilian Oversight Board. Over the last five years, community members, elected officials, advocates, and experts have poured endless hours into creating proposals that will actually protect and serve Madison citizens. They must be passed as written. This will quite literally save lives.

As the Ad Hoc Committee report notes: “Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.” Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: “If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.” Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain

independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Andrea Collins

From: [Lucy Soth](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 4:06:44 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input, and careful deliberation and vetting, all done in an inclusive and fully transparent process.

Please pass these proposals as written. Do not weaken them. It is clear that this is not only the morally right thing to do, but a necessary measure to ensure that Madison is safe and just for all its residents.

It is clear that our current policing system is unsustainable. There is now a severe loss of legitimacy and trust in policing, especially within Madison's marginalized communities. The only path is to address the root cause of this unrest, not its symptoms. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means to do so.

I cannot overstate how important this issue is to me as a voter and Madison resident. I will be watching the meeting on Tuesday very closely, as will many others.

Kind regards,

Lucy Soth

Madison Resident

From: [Susan Kaye](#)
To: [Veldran, Lisa](#)
Subject: Support independent police monitoring and oversight
Date: Monday, August 31, 2020 2:53:22 PM

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

Dear Common Council member,
The time is now! It is critical that you do everything in your power to ensure the safety of our community especially our Black community. They need to be protected from violence and other abuses of power by the police!

I urge you all to continue to be a positive part of this historic effort and to pass the Alder Work Group's ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written in an open, inclusive and transparent process by the Alder Workgroup to Develop Logistics and Operational Details for MPD Independent Civilian Oversight.

Sincerely,
Susan Kaye

--

Be kinder than necessary, everyone you meet is fighting some kind of battle.

-Plato

From: [Liz Light](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: support items 84, 85, 86, 87
Date: Monday, August 31, 2020 9:35:38 PM

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

Hello Common Council Members and Mayor Rhodes Conway,

I am writing in support of passing items 84, 85, 86, and 87 regarding the establishment and implementation of the Independent Monitor and Police Civilian Oversight Board.

To refuse the years of research of the Ad Hoc committee, affirmative input by NACOLE, and nearly 1,000 community members showing support by way of registration during the most recent executive committee meeting (923 supporting vs. 13 opposing) would be a gross mishandling of your position. The fact that our community now possesses the recommendations of the Ad Hoc committee is a gift - a foundation so many other cities can only dream of. To waste that is both perplexing and shameful.

Madison will never be a good, let alone safe, place for Black and brown people to live in. The question is not if they can thrive, be celebrated, experience equal education, etc. The question in Madison is still whether or not they can safely live here. The reputation of our city is known. Speaking to a colleague living in New York City, he mentioned a teacher in his school said she received her undergrad at UW Madison. He said his friend and colleague lives there (me). The teacher then said "Madison is the most racist place I've ever been."

After speaking to others about race in Madison, engaging in community demonstrations and trainings, doing my own research on our city, and engaging in community-led Black history education, I do not think this is an uncommon sentiment. The proof (as you know) can be found in our race to equity report. The proof can be found in Ron Brandon's and Tony Robinson's killer remaining on the police force and teaching mindfulness meditation to other police officers. The proof is in dozens of comments being made in a "We Stand With the Madison Police Department" Facebook group calling for protesters in Madison to be shot and killed.

Transparent, independent oversight and investigation is necessary to hold MPD accountable as the Madison community and communities around the country suffer from racialized violence resulting from unnecessary police force. Trust and healing will not be possible under the present circumstances. Not one more life or livelihood should be unjustly threatened by police in Madison and this is the opportunity to prevent that.

Thank you for your support of this important work,
Liz Light

1601 Porter Ave.
Madison, WI
53704

From: [Jill Nagler](#)
To: [All Alders](#); SRhodes-Conway@citymadison.com
Subject: Support of Civilian Oversight and Independent Monitor as recommended
Date: Monday, August 31, 2020 11:28:17 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board as written. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent from not just the police, but also "elected and other government officials". Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics", with a board membership that is majority nominated by

civic and community organizations. In Madison, an existing body that doesn't report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

With gratitude,

Jill

They/Them

"For me, forgiveness and compassion are always linked: how do we hold people accountable for wrongdoing and yet at the same time remain in touch with their humanity enough to believe in their capacity to be transformed?" — **bell hooks**

From: [Susan Wroblewski](#)
To: [All Alders](#)
Subject: Support of Common Council agenda items #84-87
Date: Monday, August 31, 2020 8:31:28 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

As a constituent of Arvina Martin, I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

There are people who are far more well-versed than I am with regard to these measures who have provided considerable details in their emails to the Common Council, so it doesn't make sense to me to spit out the same information in my own email. That being said, I have taken the time to read information that lead to the development of these agenda items. I feel very strongly that it is long past time for us to address the interactions between police and the people they are supposedly here to protect and serve. I feel that the proposals brought forth give us all a starting point to do so. One of the most important aspects of the plan is the Civilian Oversight Board. I think it is imperative that this board should be beholden to neither the police, nor any elected official, that they need to remain utterly independent and transparent in order to be a true and trusted voice for the community.

I have worked as a nurse for nearly 40 years, the last 12 years of which have been spent as a Nurse Practitioner at a Madison hospital. I have seen people of color who suffered from chronic illnesses such as heart disease, diabetes, hypertension and the like at disproportionate numbers as compared to white counterparts. In the medical community, we have often attributed these illnesses to lack of access to healthcare, lack of health education, food deserts, and economic inequities. While these are likely contributors, we were blind to another equally dangerous etiology-- that of chronic stress. We know that stress in the body leads to an inflammatory state, one that can lead to many chronic illnesses. New research has shown that racial discrimination and resultant violence (anticipated or actual) result in chronic health conditions and adverse outcome in these communities. So matters of policing are truly matters of life and death, if not in an immediate sense, in a long-term, chronic sense.

The proposal for a truly Independent Monitor and Civilian Oversight Board provides an opportunity to correct some of the wrongs in our current policing policies and to improve the health of our community. I urge you to accept the agenda items as presented.

Sincerely,

Susan Wroblewski, RN, MS, ACNP-BC, APNP
4301 Somerset Ln

Madison, WI 53711

From: [kelly parks snider](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: support of the proposals for an Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 4:44:28 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board, exactly as written. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE (National Association for Civilian Oversight of Law Enforcement) and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, **"real and lasting change is possible only when the people most affected by policing have a voice."** Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify **very extensive training of the Board members**, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: **"If you are able include subpoena power in the agency's enabling legislation, by all means, include it."** Also, **extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.**

One of the most critical factors for success is full independence. In "Overview of

Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also **“elected and other government officials”**. Likewise, the **ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”**, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely, Kelly Parks Snider

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Kelly Parks Snider
Visual Artist and Activist
www.kellyparkssnider.com
608.576.2847

From: [Charlotte Francoeur](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support proposals for an independent monitor and civilian oversight board
Date: Monday, August 31, 2020 9:35:56 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Charlotte Francoeur

1301 Chandler Street

Madison, WI 53715

From: [JESSE PETRICH MAUPIN](#)
To: [All Alders](#)
Subject: Support the Civilian Oversight Board and Independent Monitor
Date: Monday, August 31, 2020 11:27:18 PM

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

Madison Alders,

I am writing to strongly urge you to support the work of the Civilian Oversight Board and the Independent Monitor. I have registered in support of agenda items 84, 85, 86, and 87 for the upcoming Common Council meeting on Tuesday, September 1st, and I respectfully and urgently ask for you to support these efforts, and not use any veto powers to kneecap the work of these amazing citizens.

I work as a physician at UW, and while I sit here in the hospital doing my best to care for some of the most vulnerable Madisonians and Wisconsinites, I wish I could feel confident that our Alders are doing the same.

Our city and our community is hurting, and we need strong leadership. Police have far too much power with far too little oversight or accountability. Your constituents are watching, and taking note of your actions. Please do not disappoint us.

Thank you,

Jesse Maupin, MD
Clinical Assistant Professor, Department of Medicine
University of Wisconsin School of Medicine and Public Health

From: [Emily Hutchison](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Support the Civilian Oversight Ordinance AS WRITTEN by the Alder Workgroup
Date: Monday, August 31, 2020 8:36:44 AM

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

Dear Alders and Mayor Rhodes-Conway,

Please be on the right side of history, and support the Civilian Oversight Ordinance AS WRITTEN by the alder workgroup at today's common council meeting. This is an opportunity to do something truly historic. Do not undermine this ordinance by introducing amendments that will strip away its power. Please do not be swayed by police lobbying efforts to resist civilian oversight.

I have faith in peaceful protesting and working through government to make change. Please show me I'm not a fool.

Sincerely,
(Madison Resident)
Emily Hutchison

From: [Carol Glaser](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Supporting Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 11:41:41 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. The text below is a template, but I wanted to add my personal note that fundamental change to policing is urgent. Please do not delay passage of these important proposals.

Sincerely,
Carol Glaser

These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law

Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight body must be independent from not just the police, but also “elected and other government officials”. Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison’s marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

From: [Kim](#)
To: [All Alders](#)
Subject: Urging unabridged adoption of the final report of the Alder Workgroup to Develop Logistics and Operational Details for the MPD Independent Civilian Oversight
Date: Monday, August 31, 2020 5:17:40 PM

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Dear Alders, I am writing to strongly urge you **to fully support the unamended report and recommendations** from the Alder Workgroup to Develop Logistics and Operational Details for the MPD Independent Civilian Oversight. While I understand current concerns around the vandalism that has spun off from the our communities' broadly supported BLM protest, those concerns should not undercut the need for these reforms. So many of us have lost faith in the current mechanisms for "policing the police". **I am a white person with black and brown family members and friends who DO NOT FEEL SAFE from potential police abuses; and I believe most citizens of all races have lost trust in the current mechanisms of police accountability.** Please, do not weaken any of these proposals – pass them, and pass them unamended. I want to feel proud that our city government and Mayor are taking the bold and just action that is needed for this moment. Please don't disappoint me and masses of which I am a part.

Thank you. Sincerely, Kim Bean

From: [Brittany Johnson](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Vote in Support of an Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 9:45:44 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: "Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, "real and lasting change is possible only when the people most affected by policing have a voice." Right now they have no voice whatsoever. The chosen nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence. In "Overview of Civilian Oversight of Law Enforcement in the United States", authors Barbara Attard and Kathryn Olson of NACOLE note that "in order to succeed", the oversight body must be independent from not just the police, but also "elected and other government officials". Likewise, the ACLU recommends an oversight body that is "independent not only from the police department, but also from politics", with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn't report to an

elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison's proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They'd also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney's Office and MPD. Other cities, such as Syracuse and Oakland, have a similar arrangements of an auditor reporting to a Board and not elected officials. This is a tried and true model and provides real independence.

There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Brittany Johnson
2918 Preston RD
Madison, WI 53719

From: [Lisa Hansen](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Vote on Civilian Oversight Board and Independent Monitor
Date: Monday, August 31, 2020 10:28:44 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes: *"Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities' oversight structures and to take advantage of those features that have helped auditors in other cities succeed."*

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Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises: "If you are able include subpoena power in the agency's enabling legislation, by all means, include it." Also, extensive reporting and outreach, by the Board and Monitor, is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

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Denver provides one example of what happens when you don't have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That's the kind of situation you want to avoid in Madison.

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There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities. This is resulting in serious noncooperation with police, including from crime victims. Many people have lost faith that acting through the system can bring useful change, which is yielding rioting. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Lisa Hansen

From: [Erin Lemley](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: Vote Yes Without Amendments - Independent Monitor and Civilian Oversight Board
Date: Monday, August 31, 2020 7:32:51 PM

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

Dear Mayor Rhodes-Conway and Madison Alders,

I'm writing once again to give my wholehearted support for the Independent Monitor and Civilian Oversight board as they have been imagined by the Ad Hoc Committee and as the ordinances have been written by our Alder Work Group. I do support the SUBSTITUTE items that the Alder Work Group has proposed, however I DO NOT SUPPORT any alternative or amendments to the work group's proposed language.

We have a historic opportunity here in Madison to make a Civilian Oversight Board that actually works and actually makes a difference in how police officers interact with our community. This board is necessary to make sure that our marginalized neighbors have their voices heard. We cannot allow the Police Department to co-opt this Board, as has happened in so many other cities with Boards weakened at the last minute. The Independent Monitor must be free of political pressure and so must report to the Civilian Oversight Board, to prevent conflicts of interest like those seen in Denver in 2018, where their Independent Monitor was no longer allowed to investigate cases involving the police Chief.

We as citizens of Madison deserve to have a police force that is accountable to us for. Madison has a terrible track record for following up with and disciplining officers for complaints, and that must change. Approving the Civilian Oversight Board is part of that.

Please stand with the Black and Brown members of our community who are telling us what they need, stand with the Ad-hoc committee who put years of work into this Board, stand with the Alder Work Group that has gotten the last leg of work done in record time, and stand with me, a citizen of our city who sees that we need change.

Sincerely,

Erin Lemley
Hawthorne Neighborhood
1703 Rowland Ave #1, Madison, WI 53704

From: [Sean Sullivan](#)
To: [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)
Subject: We Must Support Civilian Oversight in Madison
Date: Monday, August 31, 2020 11:17:51 AM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup.

They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written.

Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

As the Ad Hoc Committee report notes:

“Other communities have attempted civilian oversight of police with notably mixed results. The Ad Hoc Committee very carefully researched those other examples and created a detailed blueprint for an Independent Monitor and Board in Madison designed to overcome the problems that have plagued some other cities’ oversight structures and to take advantage of those features that have helped auditors in other cities succeed.”

One crucial aspect is the composition of the Civilian Oversight Board. The design of the board for Madison follows recommendations from the ACLU and others. As the Chicago Police Accountability Task Force report noted, “real and lasting change is possible only when the people most affected by policing have a voice.”

Right now they have no voice whatsoever. The chosen nominating organizations represent diverse groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Moreover, two of the groups specifically work with domestic abuse and sexual assault victims. In addition, the Ad Hoc Committee report and ordinance specify very extensive training of the Board members, to ensure very well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Another crucial aspect is adequate empowerment. In the U.S., most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that is complementary to the auditing function. Moreover as NACOLE advises:

“If you are able include subpoena power in the agency’s enabling legislation, by all means, include it.”

Also, extensive reporting and outreach by the Board and Monitor is written into the proposal, providing accountability to the community. And as NACOLE representatives have pointed out, adequate funding is essential.

One of the most critical factors for success is full independence.

In “Overview of Civilian Oversight of Law Enforcement in the United States”, authors Barbara Attard and Kathryn Olson of NACOLE note that “in order to succeed”, the oversight

body must be independent from not just the police, but also “elected and other government officials”.

Likewise, the ACLU recommends an oversight body that is “independent not only from the police department, but also from politics”, with a board membership that is majority nominated by civic and community organizations. In Madison, an existing body that doesn’t report to an elected official is the Police & Fire Commission - an arrangement designed to maintain independence for the same reason. It is also important to avoid regulatory capture. Thus, Madison’s proposed Board would not include current or former police officers and their family members, as is recommended by Campaign Zero, a prominent police reform organization. Moreover, this reflects existing practice in various other cities nationally.

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Sincerely,

Sean Sullivan

248-808-8771

seanwsullivan@gmail.com

[linkedin.com/in/seanwsullivan/](https://www.linkedin.com/in/seanwsullivan/)

From: [Michelle Kowaletti](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Cc: [Furman, Keith](#)
Subject: We need accountability now!
Date: Monday, August 31, 2020 11:58:50 PM

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

Dear Members of the Common Council and Mayor Rhodes-Conway,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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Sincerely,

--

Michelle Kowalczyk

She/her/hers

5339 Brody Dr., Unit 102

Madison, WI 53705

District 19 (Alderman Keith Furman)

+1 608 469 3235 | mekowaletti@gmail.com

From: [Ellen Marks](#)
To: [All Alders](#)
Subject: Writing in support of proposals 84-87
Date: Monday, August 31, 2020 11:04:26 PM

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

Dear Members of the Common Council,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. As a Madison resident raising a young family, it is important to me to live in a community advancing equity and justice, and these proposals are vital to furthering these values.

I support the substitute items put forth by the Alder work group, but I do not support any alternatives or amendments. These proposals are the product of 5 years of hard work and an incredible amount of research via a transparent and inclusive process. Do not weaken them by adding amendments. With everything happening in the world, it's clear that this is the right thing to do.

It is particularly important that the composition of the Civilian Oversight Board reflect the members of the community. I am in favor of the recommendations by the Ad Hoc Committee, which prioritizes inclusion of members from marginalized communities and those with lived experience. I am not in favor of qualification requirements. Relatedly, I agree with the recommendation of full independence of the committee.

This is a very exciting moment for the city of Madison. I will be in attendance at Tuesday's meeting and hope that you will support these proposals as I do.

Sincerely,
Ellen Marks, PhD
1348 Spaight Street
Madison, WI 53703