

From: jxd@athletics.wisc.edu
To: [All Alders](#)
Subject: [All Alders] Police Department Monitor
Date: Tuesday, September 01, 2020 9:52:13 AM

Recipient: All Alders

Name: Jerry Darda
Address: 15 Sturbridge Circle, Madison, Wi 53717
Phone: 608-831-9420
Email: jxd@athletics.wisc.edu

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

Message:

Please give yourselves credit for creating an exemplary police department, possibly the very best in the USA, and do not waste tax dollars on an unnecessary watch dog bureaucracy. Please ask yourself, "What is a police monitor going to do each and everyday when a police chief is running the department? Most likely nothing! Likewise for the oversight committee. Certainly improving racial and cultural sensitivity among police in order to improve policing practices can be done without spending a half million dollars. For example, Calvin Barrett, instructor in Police Science at Madison College, recommends 5/10 minutes of cultural awareness added to the police officers daily briefings already in place. I strongly urge you to defeat this oversight plan. It is too expensive and totally impractical.

From: reporting@cityofmadison.com
To: [All Alders](#)
Subject: [All Alders] Police Monitoring
Date: Tuesday, September 01, 2020 11:39:50 AM

Recipient: All Alders

Name: Richard Thies

Address: 4715 Sheboygan Ave. #322, Madison, WI 53705

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

Message:

Dear Alders: I am against the spending of a half million dollars for police monitoring...it is a total waste of money!

From: rickorton@tds.net
To: [All Alders](#)
Subject: [All Alders] Support Agenda Items 84, 85, 86, 87 - Common Council Meeting 9/1/2020
Date: Tuesday, September 01, 2020 10:43:10 AM

Recipient: All Alders

Name: Rick Orton
Address: 5410 Dorsett Dr, Madison, WI 53711-3502
Phone: 608-271-9219
Email: rickorton@tds.net

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

Message:

Madison Common Council Members:

I want you to know I desire your support and request your "Yes" vote in passage of Agenda Items # 84, 85, 86, 87 at your meeting on September 1, 2020.

Thank you.

From: [Brian Hanneman](#)
To: [All Alders](#)
Subject: [Capital Newspapers Inc., madison.com] David Ahrens: How to kill a civilian police review body
Date: Tuesday, September 01, 2020 11:51:57 AM

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https://urldefense.proofpoint.com/v2/url?u=https-3A__madison.com_ct_opinion_column_david-2Dahrens-2Dhow-2Dto-2Dkill-2Da-2Dcivilian-2Dpolice-2Dreview-2Dbody_article-5F5924b3f8-2D2dfc-2D56c0-2D8efd-2D3563ed50ed63.html-3Futm-5Fmedium-3Dsocial-26utm-5Fsource-3Demail-26utm-5Fcampaign-3Duser-2Dshare&d=DwIFAg&c=byefhD2ZumMFFQYPZBagUCDuBiM9Q9twmxaBM0hCgII&r=T-hRz9hrLTJTXvPJzewIOV-_ZMY-_a6ib5duZQcg73E&m=hvzH7Zi-dFqvByJOR0OW_kYd97tw0arR-qspcZDAO8&s=uHxWNgyuDtb0Qh48_R15_GP0gnu5IXRcxhKWyaG-Og&e=

Sent from my iPhone

From: [Alyssa Daniels](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Agenda Items 84,85,86,87 - Stop Protecting Slave Catchers
Date: Tuesday, September 01, 2020 10:52:07 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,

Being that you not only continue to support a vile entity built with the sole purpose of catching slaves and Native folks that continues to disproportionately enslave Black and Native folks, but you also have done everything in your power to make this an extraordinarily difficult process, I have to send the following:

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 of 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.

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.

When the only people the police really have to answer to are THEMSELVES, there can be no *justice.*

Sincerely,

From: [Rachel Niesen](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Agenda Items 84,85,86,87- support
Date: Tuesday, September 01, 2020 8:23:52 AM

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

Dear Mayor Satya and Alders,

I am emailing as a constituent of Madison (district 5). I am emailing because I have been sick to my stomach for months watching activists and Black community members protest police brutality and mourn lives lost to police terror only to be met with hostility and More of the Same.

How can you tell protesters to stop rioting when some of you* are actively undermining the few avenues for racial justice that exist?

I am so grateful for the tireless work of Alder Mooreland, Alder Bidar and Alder Kemble. They have studied and taken seriously the concerns of community members and the FIVE YEARS of hard work by the Ad Hoc committee.

PLEASE DO NOT ATTEMPT TO WEAKEN THESE PROPOSALS- MADISON NEEDS AN INDEPENDENT MONITOR AND CIVILIAN OVERSIGHT BOARD AS WRITTEN IN THE PROPOSALS.

Be on the right side of history and support Agenda Items 84,85,86 and 87.

Sincerely,
Rachel Niesen
10 S. Lakewood Gardens
Madison, WI 53704

From: [Claire Naughton](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: City Council meeting 8/1
Date: Tuesday, September 01, 2020 7:54:09 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.

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,

Claire Naughton (301 Park Way)

From: [Mike Lawler](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight & Independent Monitor
Date: Tuesday, September 01, 2020 8:50:38 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 live in District 13 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.

As the father of two black boys, I take these matters very seriously. I believe it is critical for our community to be forward thinking and take action to protect those in our community without the voice to protect themselves. Starting now.

There has been 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,

Mike Lawler

3524 Gregory Street

Madison, WI 53711

From: [Rosy Bayuk](#)
To: [All Alders](#)
Subject: Civilian Oversight Board and Independent Monitor
Date: Tuesday, September 01, 2020 10:08:43 AM

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

Dear Alders,

I am writing to express my support for passing the ordinance for the Civilian Oversight Board and Independent Monitor as written by the alder workgroup of Donna Moreland, Shiva Bidar, and Rebecca Kimble.

Sincerely,
Rosy Bayuk
2433 Upham St.

From: [Kathy Raschke](#)
To: [All Alders](#)
Subject: Civilian Oversight Board
Date: Tuesday, September 01, 2020 10:52:35 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.

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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,
Kathy Raschke
District 11

Sent from my iPhone

From: [Nancy Crull](#)
To: [All Alders](#)
Subject: Civilian Oversight Board...
Date: Tuesday, September 01, 2020 7:19:18 AM

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Good Morning,

It is my sincere hope that this council will choose to support a holistic and systemic change for the greater good by,

**PASSING 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.**

Thank you for your service,
Nancy Crull

From: [Barry Treichel](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight Board
Date: Tuesday, September 01, 2020 7:47:10 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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Sincerely,

From: [Michael M](#)
To: [All Alders](#)
Subject: Civilian Oversight Committee
Date: Tuesday, September 01, 2020 9:55:15 AM

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

Hello All,

My name is Mike Malloy and I am both a police officer and resident of the City of Madison. I am writing you to urge you not to pass the amendments related to the civilian oversight committee and independent monitor position as they stand now.

The amendments as they now stand are not written to include members of the community, but rather to exclude members and create a skewed representation. Have we thought of having a member of the State Street Business community be a member, they have been the subjects of great victimization this year. Instead of essentially “no one associated with the police”, why not encourage one member to be a retired officer or someone with first hand knowledge, one vote will not swing the committee, but the perspective they provide is invaluable.

Sincerely,
Michael Malloy

From: [BROOKE ANN KLASSY](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight Meeting
Date: Tuesday, September 01, 2020 7:03:51 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.

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Sincerely,

Brooke Klassy

1630 Fordem Ave. Apt 311

Madison, WI 53704

From: [Mick McKiernan](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Cc: [Susan McKiernan](#)
Subject: Civilian Oversight of Madison Police
Date: Tuesday, September 01, 2020 11:28:15 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 wholeheartedly support the legislation to create a Civilian Oversight Board and Independent Monitor, to oversee MPD.

It should be passed exactly as written by the Alder Workgroup, without amendment.

Thank you for your attention to this matter.

Michael H. McKiernan
District 6

Copied template with full info:

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,

From: [marge stern](#)
To: [council](#)
Cc: [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight of MPD
Date: Tuesday, September 01, 2020 11:35:55 AM

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Hello, dear Alders!

I want to register my support for the proposals providing for civilian oversight of the Madison Police Department. I know that our police department is rated very highly for its community policing practices; also, my very few police encounters over my 53+ years as a resident here have always been positive. That said, I have also been made aware of the fact that my experience has likely been rarer and more positive than for many people in our community because of the color of my skin and the location of my home. People of color in our community need to be able to trust police officers and the criminal justice system to treat them equitably. I am sure the MPD officers want to be trusted--it makes their jobs so much easier when people can trust rather than fear them. I am sure that the clerk who called the police about a counterfeit bill passed by Mr. FLoyd is having nightmares about making the call. Mr. FLoyd may or may not have known the bill was counterfeit, but that was undetermined and irrelevant to the subsequent events. Mr. FLoyd is dead--and the entire population of Minneapolis lost faith in its police force. Civilian oversight made up of community members from all parts of the community, not just the usual "movers and shakers," seems like the first step our community should take towards restoring faith and trust.

Now--as to funding. I think some of our aldermanic districts should be combined and the revenues saved should be used to fund this important initiative. I love our alder, think he is doing a fine job--and do not doubt that most of you other alders' constituents feel the same way. Still, things in our city are funded by property tax. My husband and I are senior citizens who finally had to get a reverse mortgage because health insurance, long-term care insurance and ever-increasing property taxes pretty much depleted our retirement savings. My husband and I consider ourselves lucky to be able to continue to live in our home while so many in our community struggle. Still, many of us live on fixed incomes while the costs of living here keep rising, so we would appreciate your considering fiscal efficiencies when possible.

Thank you for all you do.

Marge Stern

Sent from my iPad

From: [emily reardon](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Civilian Oversight
Date: Tuesday, September 01, 2020 7:32:59 AM

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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.

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Sincerely,

Emily Reardon

5028 Spaanem Avenue

Madison, WI 53716

From: [Christine Costanzo](#)
To: [All Alders](#)
Subject: Civilian Oversight
Date: Tuesday, September 01, 2020 2:43:32 AM

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Dear Members of the Common Council,

I strongly encourage you reconsider any push to amend the proposals as a way to make a political vehicle out of this progressive and, ultimately, inevitable shift in our society. You have the opportunity-and difficulty choice- of representing the progressive, creative pulse of Madison's heart at a point in time when the tides are shifting and must shift. This would not only be a promise to real community healing and growth but also a model for the country. To be clear, I feel strongly that the independent monitor should be independent from the mayor's office and items 84, 85, 86 and 87 should be passed as is.

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Sincerely,

Christine Costanzo
1824 Yahara Place
Madison, 53704

From: [connie mcquigan](#)
To: [All Alders](#)
Subject: civilian oversight vote tonight
Date: Tuesday, September 01, 2020 11:43:11 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,
connie benell

[Sent from Yahoo Mail on Android](#)

From: [Rachael Wortzel](#)
To: [All Alders](#)
Subject: Common council agenda
Date: Tuesday, September 01, 2020 11:30:29 AM

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Dear Alders,

Please support items 84, 85, 86 and 87 on today's Common Council agenda. I understand you are facing incredible pressure from the police department and others who don't want real change. But you have the ability to use this rare opportunity and the power you have to actually impact systemic racism. If you don't support racism, you do believe in equality, and are horrified by the murder of George Floyd and so many others--now is the time to live up to those words!

I am sure every one of you knows that systemic racism exists, and our criminal justice system is a huge component of it. We desperately need independent civilian oversight of the police as a fundamental step in breaking down systemic racism and creating racial equity in our state. You have the chance today to show real leadership, to stand for positive change.

Thank you for your time,
Rachael Wortzel
608 238 2945

From: [Carrie Ledbetter](#)
To: [All Alders](#)
Subject: Fwd: Support the Civilian Oversight Board and Independent Monitor
Date: Tuesday, September 01, 2020 7:47:22 AM

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

Dear Alders,

I am writing to support the proposals for a Civilian Oversight Board and Independent Monitor, specifically agenda items 84, 85, 86, and 87 at the Common Council Meeting on September 1st. It is crucial that these be created as outlined by the Alder Workgroup without further delays or amendments to change the composition of the board, politicize its reporting structure, or otherwise render it ineffective.

I and many others have been watching the city meetings leading up to this one, and we have not been convinced by the baseless excuses for voting no given by Zach Hanek, Barbara Harrington-McKinney, Paul Skidmore, and Al Rickey. Alder Henak's minor semantic or procedural complaints are not a legitimate reason over which to scuttle the whole project, and the public sees through the manufactured excuses he continues to hide behind when voting no on items like this (e.g., the [leading question he asked MPD to justify voting down a tear gas ban](#)).

There has also been plenty of time to ask questions over the past 5 years of this inclusive and transparent process, as Alder Harrington-McKinney has requested, but after listening to multiple meetings I have yet to hear what those questions are, so this appears to be an empty refrain. Lastly and most plainly, anyone who fundamentally does not believe in police accountability or the existence of systemic racism within this institution – like Al Rickey and Paul Skidmore have openly stated – should not be in our city government.

I support the work that Alders Moreland, Bidar, and Kemble have done and the work done by the Ad Hoc Committee before them. As you can see from the 923 citizens registered in support at the CCEC meeting compared to only 13 opposed, the public supports this work as well. You are our representatives, and you have an obligation to actually represent us.

--

Jesse Maupin

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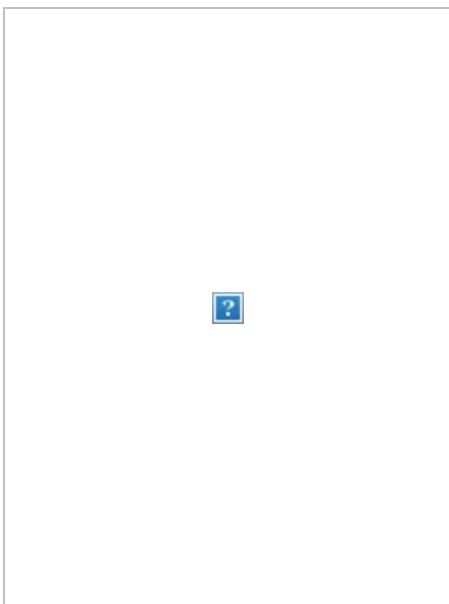
Jesse Maupin

From: [Michael D. Barrett](#)
To: [Mayor](#); [All Alders](#); [Lynch, Thomas](#); [Wolfe, James](#); [Stouder, Heather](#)
Cc: [SASYNA-Discussions](#); marqna@groups.io; tlna@groups.io; jnichols@madison.com; N.; ["Dave Zweifel"](#); dbrogan@isthmus.com
Subject: I OPPOSE the Hairball Expansion: Council Agenda item #63, leg record 61576
Date: Tuesday, September 01, 2020 10:21:42 AM

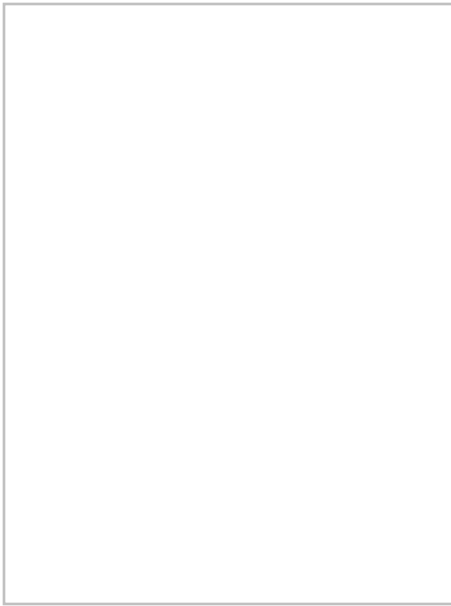
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LOS-A for People: Willy/Blair/E. Wilson/John NoLane*

The Giant Hairball Intersection Expansion is up for your approval tonight. I oppose your engineers' shoehorning an Interstate interchange into this urban neighborhood. Here is my take on it (first developed and promulgated in 2017 as it went through the commissions):



A Diagram for People: Willy/E
Wilson/Blair/John Nolane



Key to the Diagram for People

First principles first:

-Streets are 'readable.' Urban neighborhood streets should look & feel and 'read' like urban neighborhood streets, not on-ramps to expressways. Both Willy and E. Wilson look like on-ramps as they go off from the hairball intersection. Thus, they are inviting for through-traffic rather than neighborhood business destination traffic. This problem remains with the Design Professionals plan.

-Road capacity is defined at intersections. Left turns at intersections bollix everything up in such a constrained area, and for the benefit of very, very few people.

-Parks should be for people, not machinery. Eliminate the boat ramp and all parking entirely. A Boat ramp at this location is a legacy from when Madison was much smaller, and John NoLane was much smaller (i.e., park was bigger), and boat motors were much smaller, boats a lot slower. Now people towing boats can much more easily access much larger and more appropriate boat landings anywhere on the Yahara Chain of Lakes and arrive anywhere on those lakes within minutes by boat. Faster than a car towing a boat even (no stop lights on the lake!). Today, we have significant population growth in the immediate area. Huge apartment towers are going up constantly. These people access the lakes by foot & bike. Park space should prioritize them above the motor people. The city has changed, park use has changed. Time to acknowledge this and adapt appropriately.

-Scale is of paramount importance, for this intersection and its environs, for pedestrian & bicyclist safety in particular. The tighter the lanes, the narrower the total road width and the smaller the intersections are, the better for people on foot & on bike.

-LOS = Level of Service in Traffic Engineering jargon. It is usually used to justify gigantic roads through neighborhoods. Traffic engineers never apply this schema to pedestrian and cycling traffic. This is a first. Nobody wants an 'F', right?

Specifics (#s as coded on Diagram for People):

1 – Willy St. returned to its typical width and configuration as found at Paterson or Baldwin. On-street parking (no rush hour restrictions) the entire length, up to the intersection itself. All dedicated right turns—especially flying rights—are eliminated. It is inviting only insofar as one might have actual ***business*** to conduct on the street. Definitely not attractive as a commuter route.

2 – Similar to above, E. Wilson returned to a neighborhood-scaled business district street. On-street parking. All dedicated flying rights eliminated.

3 – Blair St remains similar to current configuration with these improvements for efficiency without widening:

- No left turns for its entire length from any direction.

- Northeast/outbound onto E. Wash has one single ***dedicated*** right turn lane becoming a dedicated lane onto E Wash that is protected from other E-bound traffic. This can be done without any widening. This allows a constant green arrow, except when triggered by a pedestrian. This will keep Blair flowing its entire length, taking pressure off of the hairball intersection (it routinely backs up from E. Wash all the way to the Hairball during rush hour).

- Do “no left turn” signs work? Well, from my experience, they do. The no-rights in the Atwood hood (Division & Atwood; Dunning & Atwood) are working wonderfully to protect cyclists & peds. I have yet to see anyone violate them in the years they’ve been there. And I use those intersections daily, often multiple times a day. They were the site of many a crash, before the no-rights.

- These measures will make Blair->E. Wash so efficient that there will no longer be a need for all the traffic onto Willy St.

1, 2 & 3 – Scramble cycle: Entire intersection goes green for pedestrians, bikes, rollerblades ***only***, all directions, including diagonally across the intersection. All stop for all motor vehicles, no right on red. It is time to recognize that this is a site of intense pedestrian/bike density (has anyone noticed the many towering apartments that are going up like mushrooms within a block of this intersection?). It is time to bring ped/bike LOS up from its current F status to LOS A.

4 – Bike path ever-so-subtly swerves away from JN. No sharp turns. A) It makes for a more pleasant ride, B) it brings the bike path away from JN enough to allow right turning cars to/from the new driveway (Point 5 below) to have some stack room after turning right off of JN, or as they attempt to re-enter JN. Bike path should be raised in relation to the driveway to slow traffic using the driveway.

5 – New driveway accessing parking behind Machinery Row. (See 4. above). Must go over the significantly tabled bike path after yielding to bike path cross traffic. Driveway is very narrow—+/- 18'. Stack room for 2 cars between JN and bike path.

6 – Eliminate lake fill marina feature. Even using a world-famous architect’s cachet should not allow for this travesty. Put the feature over the highway itself, if need be.

7 – Eliminate the left from SW-bound (toward Monona Terr) onto Law Park boat ramp

parking. It is a disaster in the making for everyone involved. Plus, the legacy boat ramp is eliminated (as explained above). Permit U-turns at the Monona Terrace stop light for “jug handle”* access back to Machinery Row. (*Oh yes, this is a term of art in the traffic engineering world; there is a “jug handle” way out on Mineral Pt Rd, near the westside Menards/Target area.) This will require traffic waiting to exit the ramp and enter JN to wait for a specific green arrow, no right on red (to avoid crashes with U-turners on JN).

8 – Significantly expanded greenspace by eliminating the anachronistic boat ramp, and returning Williamson St and E. Wilson St to neighborhood scale.

In the face of a cooking climate, I’m not interested in nibbling around the edges. It is time to stop the denialism rampant in the pro-car power structure (it’s across the spectrum; it ain’t just a certain president) and do what needs to be done to prioritize sustainable neighborhoods and sustainable transportation.

We are now tracking votes that increase the city's carbon spew. Shoehorning an Interstate interchange into the middle of our classic urban neighborhoods will be one of the worst carbon votes imaginable.

-Mike Barrett

2137 Sommers Ave.

*John Nolen was given the moniker, John Nolane by the inimitable Tim Wong during the mega-battles over the bike lane closure during the construction of what he called “The Enemy Citadel,” a.k.a., the Monona Terrace back in the early-90s. I’ll generally refer to John Nolen as NoLane as a perma-tribute to Tim.

From: [Ryan Hartkopf](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: I support Independent Civilian Oversight! Pass it!
Date: Tuesday, September 01, 2020 10:44:00 AM

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

Hello Mayor Rhodes-Conway, Alder Albouras, and all alders,

I am writing to voice my support of Independent Civilian Oversight, both the board and the independent monitor position. I support passing the text AS WRITTEN with no amendments, but accepting the substitutes added by the Alder Work Group that outline the selection process for the board.

As has been emphasized by multiple organizations familiar with civilian oversight boards, it is crucial that the composition of the board be made up of those most disproportionately affected by policing.

Putting my straight white middle-class cop-as-an-uncle abled ass on the board would do our city no good. The police already work for me. Now I want to make sure they also work for communities of color, disabled people, folks who struggle with mental health issues, homeless individuals, and immigrants. The selection process outlined by the Alder Work Group ensures that they get a voice and are able to hold the police accountable.

The police are entrusted with a monopoly on legal violence in our country, and that is not a position to be taken lightly. It requires the utmost in accountability, and civilians must have a strong voice with regards to who we want holding the power of legal violence in our communities.

With all these things in mind, I urge you, as a citizen of Madison, to please pass agenda items 84, 85, 86, and 87 on the agenda for common council tonight.

Thank you,

Ryan Hartkopf
6633 Raymond Rd
Madison, WI 53711

From: [Krista Eastman](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: I support the proposals for an Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 9:33:31 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 live in District 13 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: *“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,

Krista Eastman

940 Clarence Court

Madison, WI 53715

From: [Maureen Cassidy](#)
To: [All Alders](#)
Subject: I support the substitute items put forth by the Alder Work Group
Date: Tuesday, September 01, 2020 11:01:43 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 support the substitute items put forth by the Alder Work Group but we do not support any alternates or amendments") I 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.

Maureen Casidy

608.358.2871

<http://maureencassidyphotography.com/>

<https://boudoir.maureencassidyphotography.com/>

Best of Madison 6 years in a row!

From: [Matthew Braunginn](#)
To: [All Alders](#)
Subject: IM and COB
Date: Tuesday, September 01, 2020 11:50:56 AM

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

Good morning alders,

Tonight you have the ability to show us who you really are. Are you someone who stands as a roadblock to justice or someone who pushes it forward? Some of you claim to be "Progressive," might have said Black Lives Matter, you might even have a lawn sign saying such. But will you stand and uphold those values? or will you fail as this city has done in the past?

I urge you to pass agenda items 84-87 as is, as proposed by the Alder workgroup report. These are recommendations, dependent on one another, and must be seen not as separate entities, but a package of reform for MPD.

Please pass as is, we worked hard to not repeat the mistakes of past cities, and it seems others have been working hard to make sure we repeat those mistakes. These entities are meant to be truly independent, from the mayor's office, from politics, from biases of law enforcement. To bring in perspectives of our community who are often left out of the halls of power, a power that decides their life, and death.

It seems anti-police bias is more of a concern than pro-police bias to some. Not realizing that pro-police bias is what drove us to this point. Not realizing that criticism, that pushing to become better, that a want of accountability upon those who currently face minimal accountability to the public they allegedly serve is not anti-anything, but instead pro-democracy.

It seems some would rather vote for comfort, vote for the status-quo than pushing ourselves to be more than what we are. This is a chance to show Madison/s progressive bonafide, or will you let it continue to masquerade its statements that Black Lives Matter.

So much work has been put into these recommendations, there is no need for amendments, such things only impact- and probable intent- is to water them down. And if that is your choice, you will continue in the masquerade of Madison, will continue pushing Madison down a path as one of the worst places to raise a Black family, continue to fail Black Lives.

This is a rare moment in history, will you define it or let it define you?

Thanks,

Matthew Braunginn

From: [Amanda W](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: In support of the proposals for an Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 9:00:38 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.

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Sincerely,
Amanda Werhane
404 Algoma St Apt 23
Madison, WI 53704
608-658-9114
werhane@live.com

From: [Kathleen Harker](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Independent Monitor and civilian Oversight Board - Common Council Meeting 9/1/20
Date: Tuesday, September 01, 2020 10:18:12 AM

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

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

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,

Kathleen Harker
350 S. Hamilton St., Unit 704, Madison, WI 53703
District 4

From: [angela.lalley](#)
To: [All Alders](#)
Subject: Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 11:43:35 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.

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Sincerely,

Angela Lalley
1917 E. Dayton St.
Madison, WI 53704

Sent from [Mail](#) for Windows 10

From: [Aj Johnson](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Items 84, 85, 86, & 87
Date: Tuesday, September 01, 2020 11:39:50 AM

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

E-MAIL TEMPLATE:

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,
Alta and Tim Johnson
2264 Monroe Street, Madison, WI 53711

What does God ask of us? To act justly, to love mercy, and to walk humbly with God.

—Micah 6:8

From: [Elizabeth Doan](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Justice
Date: Tuesday, September 01, 2020 10:39:45 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,

Madison is not safe for our Black residents; it isn't safe for any BIPOC if we are being truly honest with ourselves. It's been too long for BIPOC to wait for safety and community and as MLK wrote in his letter from Birmingham Jail, "justice too long delayed is justice denied." You have an opportunity to stop denying justice here and begin community healing for Madison's BIPOC residents.

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.

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Sincerely,

Elizabeth Doan

Sent from my iPhone

From: [Susan McKiernan](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Date: Tuesday, September 01, 2020 11:38:59 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 wholeheartedly support the legislation to create a Civilian Oversight Board and Independent Monitor, to oversee MPD. It should be passed exactly as written by the Alder Workgroup, without amendment.

Thank you for your attention to this matter.

Susan H. McKiernan
District 6

Copied template with full info:

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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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,

From: [Kimberly Wenzel](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Meeting on 09/01/2020 - Independent Monitor & Civilian Oversight Board
Date: Tuesday, September 01, 2020 11:51:17 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. 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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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.

Sincerely,

Kimberly Wenzel

From: [Xerxes Minocher](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Monitor and Oversight Board
Date: Tuesday, September 01, 2020 8:56:22 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.

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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Thank you,

Xerxes Minocher

10 Lakewood Gardens, 53704

From: [Jennifer Bastian](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#); [Evers, Tag](#)
Subject: OPPOSE item 88, SUPPORT items 84 , 85, 86 & 87.
Date: Tuesday, September 01, 2020 11:16:44 AM

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

Mayor and Alders,

I have registered my opposition to item 88 and support for items 84, 85, 86 & 87 prior to the council meeting tonight. With regards to item 88, my opposition is full of anger that the council would even consider giving more money to State Street at a time when marginalized community members have no support, when mutual aid between community members is the only support they have. I am appalled and opposed. We must begin to value people over property.

I support items 84, 85, 86 & 87. We must bring community control into the equation if we want civilians to have ANY faith in government or police. That faith is deeply lacking at the moment in the parts of our community that most need support.

Jennifer Bastian
538 W Lakeside St

--

Jennifer Bastian
Director and Arts Manager
[Communication](#)
2645 Milwaukee Street
Madison, WI 53703
[414.748.8127](tel:414.748.8127)
<http://jenniferbastian.com>
Pronouns: she, her, hers

From: [Edward Fink](#)
To: [All Alders](#)
Subject: Oversight Board and Monitor
Date: Tuesday, September 01, 2020 9:36:50 AM

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

As a long-time Madison resident, former District Attorney for Richland County and one who once served as a defense attorney for more than a decade, I find the ill-conceived proposed oversight board and monitor objectionable for lots of reasons, many of which are found in the reported comments of the City Attorney. You should listen to your attorney's advice!

The proposal also will result in a chill on policing to the point of dangerous hesitancy to act in cases of emergency. Too many chiefs!

The expense of this operation is open-ended. Subpoena powers will certainly be challenged. Payment of attorneys fees for those who feel aggrieved could be a real money pit.

Why should certain nominating organizations be favored over others based on size of budget? And, if organizational finances are determined not to be discriminatory, many worthy civic organizations have budgets of less than one million, including many Rotary, Lions, Kiwanis and other civic clubs and religious groups, to name but a few. Also, requiring that one person on the board have a criminal past discriminates. Nothing would seemingly prevent such a person from being on the board, but to have it as a job requirement discriminates against those who choose to abide by the law. I say this, while I would not necessarily have an objection to a person with a former conviction serving on such a board.

Please vote no! We have a Police and Fire Commission. We have a good system in place. Make your choice of the next chief a good one.

Sincerely,

Edward J. Fink
205 Wolf Street.
Madison, WI 53717

From: [Cecilia Ackerman](#)
To: [Skidmore, Paul](#); [All Alders](#)
Subject: Oversight Committee
Date: Tuesday, September 01, 2020 10:09:37 AM

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

Dear Paul and Madison Alders

I am extremely concerned that the City Council is seriously considering a citizen oversight committee for regulating our police department. Do you really understand the dedication and training the a person has to have to become a police person? This profession requires a commitment that includes sacrificing their own life. Is a citizen oversight committee Member willing to make the same commitment? I would doubt it. Even if the job pays the ridiculous \$125,000. Pay our officers that! How can one really understand what a policeman sees, feels, and reacts in a threatening situation. Have you even gone a ride along to educate yourself of a day in the life of an officer? Try riding with the late shift.

Please do not vote to approve formation of the Independent Civilian Monitor and Oversight Board Budget \$500,000 instead for the police and fire departments.

Thank you for considering my request
Cecilia Ackerman
17 Oak Creek Trl
Madison WI 53717

From: [Jon Chvojicek](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Pass the legislation oversite board
Date: Tuesday, September 01, 2020 1:10:01 AM

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

Pass the legislation to create a civilian oversight board and independent monitor to oversee the MPD. I want this passed as written by the alder work group without amendment.

From: [Christie M](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Pass the Ordinance for the Civilian Oversight Board and Independent Monitor
Date: Tuesday, September 01, 2020 12:57:43 AM

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

I write to you to respectfully ask that you pass the ordinance for the civilian oversight board and independent monitor, as written by the alder workgroup.

At the heart of our police force is supposed to be a duty to protect and serve the community. We want to believe it is so – that the men and women who are committed to that work truly have that desire. But a significant portion of our community in Madison has expressed that it does not feel protected, does not feel served - in fact, that it feels quite the opposite. And so we must conclude that policing in Madison has, quite simply, failed in its current form. We would like to first lay blame on the system itself, for the alternative would be to think that a significant portion of the individuals that make up our police force do not bear good will to all of those who make up our community. And so we have a duty to correct that system.

Given the degree of continued hurt and distrust the community has expressed regarding previous interactions with their police force, it seems reasonable that some significant move be taken to try to heal the damage. And like in any broken relationship, it is primarily the offending party who must go above and beyond to make amends, and to make a committed effort to ensure that such brokenness does not recur.

A thoughtful proposal has been put forth by the community that would make them feel safer and better heard – namely, by ensuring that there will both be better accountability in their interactions with their police force and that the police force is better able to fully understand the needs of the community. It would be wise to accept that proposal in its entirety as a gesture of good will, rather than to enter into such relations half-heartedly and begrudgingly. We have reached a moment where we must allow the pendulum to swing fully in the direction the community has asked of us, rather than taking halting steps towards an equilibrium. Had we acted five years ago, we might have been able to do this in a more incremental fashion. But the pain and the distrust has reached such levels that we no longer have that luxury. I ask that you accept the proposal fully, with the knowledge that if we swing too far, we can make an effort to move back towards that equilibrium at a later date. But I also ask that you fully give this iteration of the civilian oversight board a chance before making such changes.

I will say this though – whatever action you take tonight, ensure that someone who is both trusted by our police force and who is also moved by this mission of reconciliation will speak both candidly and persuasively to them, so that they might be eager, rather than reluctant, to take this step towards healing. This all might fall flat on its face – and cause further damage -

if the police force itself enters into this arrangement in a confrontational way, or views it as a troublesome burden, rather than understanding it for what it is: as a sacred part of their duty of care.

May you all be well,

Christie McConnell

5019 Sheboygan Ave Apt 310

Madison, WI 53705

From: [Brian Lavendel](#)
To: [All Alders](#); [Mayor](#)
Subject: please pass Alder Work Group's ordinance creating Sections 5.19 and 5.20
Date: Tuesday, September 01, 2020 10:44:25 AM

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

Dear Mayor Satya and City Alders,

Please add my voice to those urging 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 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.

It is well past time to establish strong and direct community oversight of our police. The community must have a strong voice in deciding how it wants to be policed. I believe that is a basic tenet of a true participative democracy.

If you should want, I am happy to engage in further discussion regarding this important matter.

Thank you for your consideration.

Yours in Community,
Brian Lavendel

Brian Lavendel PhD • +1-608-301-5060 • 2302 Center Avenue • Madison, Wisconsin, USA •
Ho-Chunk Land • He pronouns

From: [Stacy Harbaugh](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Please vote in support of an independent police monitor and civilian oversight board
Date: Tuesday, September 01, 2020 10:04:34 AM

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

All:

I wanted to extend my thanks and support for Alders Moreland, Bidar and Kemble for their work in translating the recommendations of past workgroups on civilian oversight of police into workable ordinances that I hope will be approved without amendment tonight.

Madison is ready for this next step. Alders and workgroup members have studied the issues in depth, consulted with credible experts, and found a balanced plan we can act on. Even if this plan isn't perfect now and if there are still issues to be worked out in terms of equity in representation on the oversight board or compensation for members of the board, we can make amendments to the ordinance in the future.

Now is not the time to quibble over minutiae. Now is not the time to vote against the adoption of a report. We need a civilian oversight board and an independent monitor with subpoena power now. Voting in support of these agenda items is the right thing to do.

Stacy Harbaugh
336 Norris Ct, Madison, WI 53703

From: [Fauna Ganson](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Please.
Date: Tuesday, September 01, 2020 11:16:55 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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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,

Fauna Ganson
162 Lakewood Gardens Ln, Madison 53704

From: [Grimm](#)
To: [All Alders](#)
Subject: police oversight in Madison
Date: Tuesday, September 01, 2020 5:13:01 AM

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

Dear Members of the Common Council

I write in support of the proposals for an Independent Monitor and Civilian Oversight Board *exactly as written*. It is my understanding these proposals are the yield of five years of work, first by the Ad Hoc Committee and then by the Alder Workgroup, and to allow quibbling amendments or dilution now only cement the many critical voices of the community, in Madison and across the country, that cops will stack the deck and bully their way back to a status quo that has, quite frankly, pushed the cause of real justice to the breaking point. Kicking this can down the road again and again only subverts the cause of a having police forces citizens - ALL citizens - can truly trust, and the awful events of recent months have shown us again and again, this is no way to run a city.

These proposals for real, meaningful oversight of police are the yield of exhaustive research, expert input from the National Association for Civilian Oversight of Law Enforcement and other entities, and careful deliberation and vetting done in a fully transparent way. I urge you to pass these proposals as written, without amendment or watering-down.

I am attaching the subsequent paragraphs from a local NGO, with which I agree wholeheartedly:

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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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.

The eroding respect for cops across the country speaks to the necessity of the proposals as they stand, not least to show that, as a community, we are truly listening to the those in our community who are truly hurting, who feel neither served nor protected by police. Police departments all over the country have shown us time and again in recent months that, independent of civilian control and accountability to the people, they will gravitate towards martial responses to demands for criminal justice

reform, only exacerbating this grave problem. This is an untenable cycle. The Independent Monitor and Civilian Oversight Board, fully empowered with transparent integrity, is a big step toward fixing it.

You want peace, show people you stand for justice. For all.

Thank you,

Matthew Grimm
1217 E Johnson St., Apt 3
Madison, WI 53703

From: [Jack Kloppenburg](#)
To: [All Alders](#)
Subject: police review proposals
Date: Tuesday, September 01, 2020 9:06:15 AM

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

Friends,
Please vote YES
to adopt the final report
to create the ordinance
to add the new position
to amend the budget to support these actions.
Now is the time to be bold.
Thank you.
Jack

--

Jack Kloppenburg
FREE THE SEED! <http://osseeds.org/>

From: [Laurel Ravelo](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Register in support of Items 84, 85, 86, 87
Date: Tuesday, September 01, 2020 8:39:33 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 strongly support items 84-87. We speak of wanting racial equity and wanting to support our communities of color. The talk says nothing and changes nothing. We need to take action.

I live in District 13 and my alder is Tag Evers 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.**

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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.

Sincerely,

Laurel Ravelo

714 W. Olin Avenue

Madison, WI 53715

From: [Carla Raushenbush](#)
To: [All Alders](#)
Subject: Sept 1 agenda public opinion
Date: Tuesday, September 01, 2020 11:18:59 AM

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

Hello Everyone,
A lot going on these days, yes?! But, I need to keep it brief.

Please note my

a. Opposition to #88 on today's agenda. It's hard to believe that State St biz owners do not have "vandalism" insurance that covers a % of facade costs. I do not want my tax dollars to aid State St businesses—one already has to be doing fairly well in business to open on State St. Let the owners handle it.

b. Support of #84, 85, 86, 87 on today's agenda. It's about time and the right move for Madison's improvement.

Thank you,

Carla Raushenbush
3809 Busse St., 53714

From: [Sarah Smith](#)
To: [All Alders](#); [Albouras, Christian](#)
Subject: September 1 Common Council Agenda Items
Date: Tuesday, September 01, 2020 11:26:54 AM

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

Dear Madison Alders,

My name is Sarah Smith and I live at 6306 Jacobs Way, Madison, WI 53711.

I am writing to register my support for Agenda Items 60617, 61667, 61593, 61595 on tonight's Common Council meeting agenda. I support the creation of an Independent Police Monitor and a Police Civilian Oversight Board. I believe these two functions will provide greater oversight and community involvement in improving our policing system and allowing community members most impacted by policing to have a greater voice and input into how the police department operates in Madison. I believe that these steps and also a greater investment in non-police oriented community safety work will lead to a better and more thriving Madison.

Thank you for your service.

Sarah Smith

From: [Tyler Klingberg](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support Agenda Items 84-87
Date: Tuesday, September 01, 2020 8:11:40 AM

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

Hello,

I just wanted to write quickly to all of you to urge you to support agenda items 84, 85, 86, and 87 without amendments. I have grown up and lived in Madison, with the exception of 4 years in college, my entire 33 years. Despite my love for travel and exploring the world, my love for this city keeps bringing me back and keeping me here. I love Madison. One of the things that I love most about Madison has been the reputation (sometimes earned, in recent years less so) of being a progressive- human first- community. While we live in a world where people are only willing to look at items like this through a dichotomous-often politically charged-lense, I believe supporting these measures is the right thing to do from either perspective. Providing oversight will keep both civilians, as well as our police force safe. We desperately need to find a way to trust our police force again- and running from movements like this that the community is begging you for is irresponsible and will continue to put both citizens and police in danger. The status quo isn't working- something must be done!

As a white male, I've spent the past several months trying to do the one thing that our black community keeps begging us to do- and that is listen. I've shut up- I've opened my ears- and I've opened my heart. Through this, I constantly hear my friends/family/neighbors demanding this. Demanding that we fix a broken police system around the country. Now is the time to take the first step forward in trying to make Madison the human first city I have learned to love. Please be part of the movement!

I've been tuning into every meeting I'm available for lately, and have been floored at the length some of you will go to, trying to poke the tiniest of holes in these items. The tragedies that have happened in Kenosha go to show that something must change. This isn't an issue that Wisconsin or Madison or any community is immune to. It is your job to do something.

As someone who works at a large Madison based science company- I have learned the value of regulations, audits, and oversight. Nobody loves the stress of these audits- but the end product is improved safety for me as a worker, and more importantly for any consumer of the end product. Oversight may not be fun, cheap, or cheered by those who have something to hide- but it is necessary.

Support 84, 85, 86, and 87 tonight and help bring Madison back to being a city that isn't afraid to lead.

Thanks,
Tyler Klingberg

3034 Greenway Trail
Madison WI,
53719

From: [Kay Reynolds](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support Civilian Oversight Board & Independent Monitor!
Date: Tuesday, September 01, 2020 12:18:15 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 built on years of hard work, research, expert input, and careful deliberation. **Please pass these proposals as written.** I believe we share a moral responsibility to protect and support our most marginalized communities, and the first step is carefully implemented civilian oversight informed by audits of the successes and failures of other cities. We have that. We have a plan that will succeed. Please do not weaken it.

Along with ensuring the Civilian Oversight Board is adequately funded and empowered to be effective, the voices represented on this board matter. 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 don’t. But we can fix that.

This proposal is intentionally written to include nominating organizations working on civil rights, immigrant rights, disability rights/mental health, racial equity, social justice, and support for victims of domestic abuse and sexual assault. In addition, the Ad Hoc Committee report and ordinance specify extensive training of the Board members, to ensure 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 factor is independence. Both NACOLE and ACLU recommend an oversight body that is independent from both the police department and politics, with membership instead formed by nominations from civic and community organizations. For the Board’s oversight to be effective, it must be impartial. The proposed Board would not include any current or former police officers or their family members for this reason, as well, which is recommended by Campaign Zero and is common in other cities across the country.

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 would also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. This model, in which an auditor reports to a Board and not elected officials, has been tested and proven effective in cities such as Syracuse and Oakland

Simply put, our current policing system needs some work. That’s not to say our officers aren’t working hard, but because Madison’s most marginalized communities continue to be mistreated, the mistrust and noncooperation with police continues, as well. We can rectify this if the Independent Monitor and Civilian Oversight Board are properly implemented and empowered.

Now is the time to stand up for marginalized communities and firmly plant yourself on the right side of history. Show your constituents you embrace opportunities for meaningful

change. I can't look at the violence and misconduct happening all around us and think for a second these proposals are anything less than necessary. We need accountability and independent oversight.

Sincerely,
Kay Reynolds
Proud Resident of District 2

From: [Carrie Ledbetter](#)
To: [All Alders](#)
Subject: Support community oversight of MPD
Date: Tuesday, September 01, 2020 7:51:09 AM

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

Dear Alders,

I am writing to support the proposals for a Civilian Oversight Board and Independent Monitor, specifically agenda items 84, 85, 86, and 87 at the Common Council Meeting on September 1st. It is crucial that these be created as outlined by the Alder Workgroup without further delays or amendments to change the composition of the board, politicize its reporting structure, or otherwise render it ineffective.

I and many others have been watching the city meetings leading up to this one, and we have not been convinced by the baseless excuses for voting no given by Zach Hanek, Barbara Harrington-McKinney, Paul Skidmore, and Al Rickey. Alder Henak's minor semantic or procedural complaints are not a legitimate reason over which to scuttle the whole project, and the public sees through the manufactured excuses he continues to hide behind when voting no on items like this (e.g., the [leading question he asked MPD to justify voting down a tear gas ban](#)).

There has also been plenty of time to ask questions over the past 5 years of this inclusive and transparent process, as Alder Harrington-McKinney has requested, but after listening to multiple meetings I have yet to hear what those questions are, so this appears to be an empty refrain. Lastly and most plainly, anyone who fundamentally does not believe in police accountability or the existence of systemic racism within this institution – like Al Rickey and Paul Skidmore have openly stated – should not be in our city government.

I support the work that Alders Moreland, Bidar, and Kemble have done and the work done by the Ad Hoc Committee before them. As you can see from the 923 citizens registered in support at the CCEC meeting compared to only 13 opposed, the public supports this work as well. You are our representatives, and you have an obligation to actually represent us.

Thank you,

Caroline Ledbetter

From: [Julia Levine](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for and Independent Police Monitor
Date: Tuesday, September 01, 2020 10:47:09 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 Julia Levine and I live at 1005 E. Johnson. I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. The incredible efforts of the Ad Hoc Committee and Alder Workgroup have presented you with a no-brainer step towards real justice in this community. Please pass the Independent Monitor and Civilian Oversight Board as they are written and do not bog down this process through inane bureaucratic racism. The time for wishy-washy political theater is over. We need real solutions now.

Last night, over 200 people marched through the near east and downtown neighborhoods, screaming for justice. There were many mentions of this vote today as well. In the air, there was a feeling of communality as people sang and spoke to their neighbors to take a stand, come outside, and join the people. Do you feel that communality when you attack and undermine police accountability efforts? Do you feel like you're on the right side of history? Like you're pushing the needle towards justice? It may not feel like those are the stakes, that you're simply just doing your job, but they really are. People in our community are out by the hundreds, daily, weekly, asking you to take a risk, take a stand, and stand with us. This is the risk. Prove to us that you work for us. Listen to our voices.

You may also be getting many emails from pro-police groups, or people who are fearful of the protests and the change they bring. To this, I ask, do you think that the folks in the streets gain much political or social clout by being there day after day? No. They risk it all (jail, surveillance, family connections, jobs, housing, sleep) because they believe in justice. Now, what about the retired police and pro-police folks? What do they gain by attacking measures of police accountability? They gain continued access to their entrenched power and continued comfort in white supremacist structures. Please recognize the uneven vulnerability in this situation and put the politics aside.

Also, I support any substitute items put forth by the Alder Work Group but I do not support any alternates or amendments.

Sincerely,

Julia

From: [Michelle McKiernan](#)
To: [Rhodes-Conway, Satya V.](#); [All Alders](#)
Subject: Support for Independent Monitor & Civilian Oversight Board of MPD
Date: Tuesday, September 01, 2020 11:47:56 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 live in the Greenbush neighborhood. My alderperson is Tag Evers. It is astounding to me that we are still fighting for justice and human decency in Madison, WI. The following paragraphs will be familiar to you as they are copied. I have read and am in complete agreement with every word. Not supporting police oversight is, to my mind, tantamount to inviting the same kind of "law and order" that white domestic terrorists brought to Kenosha. Police brutality, and the social contract it stems from, created the recent spate of protests and all that's come with them. If you are not willing to appropriately oversee the Madison Police Department, your true values will be clear. Please vote in favor of justice and civil rights.

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 of 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.

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,

Michelle McKiernan

1148 Emerald Street

Madison, WI 53715

From: [Megan Nelson](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Independent Monitor and Civilian Oversight Board for MPD
Date: Tuesday, September 01, 2020 7:13:08 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. 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 well-qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

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Sincerely,

Megan Nelson
District 7
Alder Donna Moreland

From: [Karen Smith](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 9:24:16 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.

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Sincerely,

Karen Smith

619 N Segoe Rd Apt 306

Madison WI 53705

--

Karen E. Smith, Ph.D.

Postdoctoral Scholar

Child Emotion Lab

University of Wisconsin - Madison

1500 S Highland Ave

Madison, WI 53705

From: [Nikki Anderson](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support for Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 11:51:22 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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Sincerely,

Nicole K. Anderson

--

Nikki Anderson, owner, "Change"
1252 Williamson Street, Madison, WI 53703

www.changeboutique.com



From: [Kathryne Auerback](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: SUPPORT for Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 9:56:03 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.

Please 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 of 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.

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,

Kathryne Auerback

621 Eugenia Ave.

Madison, WI 53705

From: [Erica Ramberg](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#); [Evers, Tag](#)
Subject: Support Independent Monitor and Civilian Oversight Board as is - DO NOT WATER IT DOWN
Date: Tuesday, September 01, 2020 12:52:23 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 live in District 13 and I'm writing to convey my 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.

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This is a chance for Madison to lead the way, repair harm, and begin to make good on promises of anti-racism.

Sincerely,

From: [Molly Mattaini](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: Support of Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 11:13:50 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.

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Sincerely,
Molly Mattaini

From: [Mary Mullen](#)
To: [All Alders](#)
Subject: Support of items 84, 85, 86 of Sept. 1, 2020 agenda
Date: Tuesday, September 01, 2020 2:05:41 AM

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

I'm writing in support of items 84, 85, and 86 on your September 1, 2020, Common Council Agenda. They are [85] on Adopting the Final Report of the Alder Workgroup to Develop Logistics and Operation Details for Madison Police Department 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; an [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.

I believe this legislation will provide **a mechanism to reduce police violence and to establish trust between the MPD and communities within the city of Madison who at this time will not call the police because of fear of what will happen if the police get involved.** I personally know of more than one case in my neighborhood where shooting was involved and citizens would not call the police because they feared for the lives of those they would be complaining about. I've also observed police action in my neighborhood that I consider excessive in that it looked like an invading military – eight or ten police cars, police swarming all over with long guns in hand, and later on, many residents of color standing around looking sullen and unwilling to talk about what they'd just seen happen. Neither of these situations improves safety in this city.

I also strongly endorse the diverse representation requirements for the Civilian Oversight Board.

Sincerely,
Mary Mullen
4337 Milford Rd.
Madison, WI 53711
(10th Aldermanic District)

*Carbon dioxide – a greenhouse gas – in my birth year (1940) was 311.3 ppm.
By 2011 it was already 391.15 and now it is over 400 ppm.*

From: [Amy Owen](#)
To: [All Alders](#); [Rhodes-Conway, Satya V.](#)
Subject: support proposals for an Independent Monitor and Civilian Oversight Board, #84-87
Date: Tuesday, September 01, 2020 9:24:03 AM

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

Dear Madison Mayor and Alders,

I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board, #84-87 on your agenda today. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup, and reflect a depth of research, expert input, and careful deliberation and vetting, all done in an inclusive and fully transparent process. I am asking you to pass these proposals as currently written (without amendments that weaken their potential impact), and to fully fund them. So many people do not feel safe calling the police when crime is occurring right now. I believe these proposals can create greater trust in law enforcement from communities most policed, and this will translate into safer communities. The majority of professions have real oversight of some sort or another, high expectations, and enforcement of policies regulating them, so I see these proposals as being in line with the same expectations that other professions a

re subject to. Now is our opportunity to create a new vision of community safety, and this is a critical step.

Thank you,

Amy Owen

3129 Buena Vista St.

Madison, WI 53704

From: [Jesse Maupin](#)
To: [All Alders](#)
Subject: Support the Civilian Oversight Board and Independent Monitor
Date: Tuesday, September 01, 2020 6:28:36 AM

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

I am writing to support the proposals for a Civilian Oversight Board and Independent Monitor, specifically agenda items 84, 85, 86, and 87 at the Common Council Meeting on September 1st. It is crucial that these be created as outlined by the Alder Workgroup without further delays or amendments to change the composition of the board, politicize its reporting structure, or otherwise render it ineffective.

I and many others have been watching the city meetings leading up to this one, and we have not been convinced by the baseless excuses for voting no given by Zach Hanek, Barbara Harrington-McKinney, Paul Skidmore, and Al Rickey. Alder Henak's minor semantic or procedural complaints are not a legitimate reason over which to scuttle the whole project, and the public sees through the manufactured excuses he continues to hide behind when voting no on items like this (e.g., the [leading question he asked MPD to justify voting down a tear gas ban](#)).

There has also been plenty of time to ask questions over the past 5 years of this inclusive and transparent process, as Alder Harrington-McKinney has requested, but after listening to multiple meetings I have yet to hear what those questions are, so this appears to be an empty refrain. Lastly and most plainly, anyone who fundamentally does not believe in police accountability or the existence of systemic racism within this institution – like Al Rickey and Paul Skidmore have openly stated – should not be in our city government.

I support the work that Alders Moreland, Bidar, and Kemble have done and the work done by the Ad Hoc Committee before them. As you can see from the 923 citizens registered in support at the CCEC meeting compared to only 13 opposed, the public supports this work as well. You are our representatives, and you have an obligation to actually represent us.

--

Jesse Maupin

From: [Kristin Hoffschmidt](#)
To: [All Alders](#)
Subject: Support the proposals for an Independent Monitor and Civilian Oversight Board
Date: Tuesday, September 01, 2020 8:21:19 AM

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

Dear Alders,

I urge you to support the proposals for an Independent Monitor and Civilian Oversight Board, including the substitute items from the Alder Work Group, but with no other alternates or amendments. For **five years**, the proposals have been carefully deliberated and vetted with input from experts as part of an inclusive and transparent process. **It is time to do the right thing and pass these critical measures.** The trust and legitimacy of law enforcement has eroded, especially within Madison's marginalized communities. Creating and empowering an Independent Monitor and Civilian Oversight Board as proposed is a crucial step in pursuing justice and restoring faith in that system.

it is critical that the Independent Monitor and Civilian Oversight Board include the following elements to be successful:

- Members from a diversity of groups and backgrounds who are provided support and training
- Adequate funding and true power to fulfill their mission
- Full independence from the police and elected and other government officials

At this time when the spotlight is shining strong on law enforcement, Madison has the opportunity to become a leader in partnering with the community to create a safer and more just place for everyone. We are looking to you to accept that challenge and support the proposals for an Independent Monitor and Civilian Oversight Board.

Sincerely,
Kristin Hoffschmidt
529 Elmside Blvd.
Madison, WI 53704

From: [rebeca chacon](#)
To: [All Alders](#)
Subject: we need independent oversight of the police
Date: Tuesday, September 01, 2020 10:08:03 AM

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

Dear Mayor and Alders,

I need you to pass items 84-87 in today's Common Council meeting. We need to hold the police accountable for their actions. If you don't institute oversight and accountability, they will continue to freely harass and murder Black and Brown people. I am a Brown person who would never call the police. Why would I? Instead of helping the situation and providing security, they would make it worse and might kill me or the other person, if that person is Black or Brown.

We need real security, the security that comes from everyone having food, housing, education, employment, health care, respect and opportunities. What you call stealing, I call surviving. I saw a video of people looting a Target. They were taking blankets, laundry soap, shampoo. Those are basic necessities, not luxuries. It is time to change our priorities so that everyone has what they need--that is the only way we will truly be safe and secure. In the meantime, I count on you to take the necessary steps today to hold the police accountable for their actions.

Rebeca Chacón

Sent from [Mail](#) for Windows 10

From: [Andrea Richardson](#)
To: [All Alders](#)
Subject: Your opportunity to impact systemic racism - support items 84, 85, 86 and 87
Date: Tuesday, September 01, 2020 8:06:43 AM

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

Dear Alders,

I urge you to support items 84, 85, 86 and 87 on today's Common Council agenda. I understand you are facing incredible pressure from the police department and others who don't want real change. Please, use this rare opportunity and the power you have to actually impact systemic racism. If you have ever said you don't support racism, you believe in equality, you are horrified by the murder of George Floyd--now is the time to live up to those words.

I am sure every one of you knows that systemic racism exists, and our criminal justice system is a huge component of it. We desperately need independent civilian oversight of the police as a fundamental step in breaking down systemic racism and creating racial equity in our state. You have the chance today to show real leadership, to stand for positive change. I urge you to do the right thing.

Andrea Richardson
608-767-2909