

**From:** [Katie Gagliano](#)  
**To:** [All Alders](#)  
**Subject:** #84 alternate opposition  
**Date:** Tuesday, September 01, 2020 12:28:04 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Katie Gagliano

**From:** [Emily Herzog](#)  
**To:** [All Alders](#)  
**Subject:** #84 Alternate  
**Date:** Tuesday, September 01, 2020 5:53:01 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

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Thank you,

Emily Herzog

**From:** [Erin Liljegren](#)  
**To:** [All Alders](#)  
**Subject:** #84 Alternate  
**Date:** Tuesday, September 01, 2020 4:37:19 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Erin Liljegren

**From:** [Genna Bee](#)  
**To:** [All Alders](#)  
**Subject:** #84  
**Date:** Tuesday, September 01, 2020 2:35:39 PM

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

Dear Alder Heck and Alder Furman,

I am writing to urge you to please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

Please rescind your alternate and take the proper time to create something community-supported and built for success.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Regards,

Genna Baker  
Madison resident

**From:** [Staci Limberger](#)  
**To:** [All Alders](#)  
**Subject:** #84  
**Date:** Tuesday, September 01, 2020 4:58:47 PM

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Dear Alder Heck and Alder Furman,

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Thank you

Sent from my iPhone

**From:** [Devon Snyder](#)  
**To:** [All Alders](#)  
**Subject:** #84  
**Date:** Tuesday, September 01, 2020 1:34:34 PM

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

Dear Alder Heck and Alder Furman

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Devon Snyder  
920-960-6251

**From:** [Veldran, Lisa](#)  
**To:** [Adam Barr](#); [All Alders](#); [Bachmann, Christy](#); [CL GROUP](#); [Cooper, Bryan](#); [Deming, Amy](#); [Dept Division Heads](#); [EDO GROUP](#); [Elliot Hughes](#); [Firchow, Kevin](#); [Fleegel, Heidi](#); [Haas, Michael R](#); [Hardiman, Emily](#); [Jason Ilstrup](#); [Kenney, Tiffany](#); [Konkel, Brenda](#); [Laschinger, Lisa](#); [Lloyd, Mary](#); [MY GROUP](#); [Niesen, Stefanie](#); [Parker, Lesley](#); [Parks, Timothy](#); [Patterson, John](#); [Putnam, William](#); [Rey, Doria](#); [Rhodes, Linette](#); [Schesny, Rebecca](#); [Schroeder, Ann](#); [Stoiber, Jennifer](#); [Stouder, Heather](#); [Trowbridge, David](#); [Wahl, Victor](#); [WMTV News](#); [Wolf, Karin](#); [Becker, Abigail \(TCT\)](#); [Daily Cardinal](#); [Dean Mosiman](#); [Emily Hamer](#); [Isthmus Calendar](#); [Joe Tarr](#); [Isthmus Davidoff](#); [Logan Wroge \(WSJ\)](#); [Madison365](#); [Mike Ivey](#); [News nbc15](#); [Shelley Mesch](#); [Shia Fisher](#); [Channel 27 News](#); [City Editor](#)  
**Subject:** #86 - 2nd Alternate to Legislative File No. 61593 - Council President Carter  
**Date:** Tuesday, September 01, 2020 4:13:35 PM  
**Attachments:** [61593 v4 2nd Alternate Carter.pdf](#)

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**Please find attached a 2<sup>nd</sup> Alternate to the following agenda item for tonight's 9/1/20 CC meeting that will be moved by Council President Carter:**

**86. Legislative File No. 61593** - 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.

**Lisa Veldran, Legislative Services & Council Office Manager**

**Madison Common Council Office**

210 Martin Luther King, Jr. Boulevard

Room 417

Madison WI 53703

608.266.4074 Office

608.267-8669 Fax

[lveldran@cityofmadison.com](mailto:lveldran@cityofmadison.com)

[www.cityofmadison.com/council](http://www.cityofmadison.com/council)

**From:** [ryanhartkopf@gmail.com](mailto:ryanhartkopf@gmail.com)  
**To:** [All Alders](#)  
**Subject:** [All Alders] Oversight review committee  
**Date:** Tuesday, September 01, 2020 12:31:26 PM

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**Recipient:** All Alders

**Name:** Ryan Hartkopf  
**Address:** 6633 Raymond Rd, Madison, WI 53711  
**Phone:** 608-632-1835  
**Email:** ryanhartkopf@gmail.com

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

**Message:**

Hello,

I have heard that action is underway by alders Patrick Heck and Keith Furman to include text for an oversight review committee for the civilian oversight board that is being proposed tonight at the common council meeting.

I would caution against rushing any additional "oversight of oversight" without first having a full debate and drawing on our resources to understand the full implications. If too much power is given to an oversight committee, it could undermine the efforts of the civilian oversight board, and render this work useless and a waste of money and time. The civilian review board is an effort to increase control over the police by community members most affected by its work, and any efforts to weaken that are not in the spirit of the civilian review and independent monitor proposals.

Please refrain from adding any last-minute amendments, alternates, and addendums, beyond the substitutes added by the Alder Work Group for selecting committee members. 5 years of work has gone into reaching the point of bringing this legislation to the table, and any additions to this body of work should be treated with the same respect.

Thank you for your consideration and service to our community.

Ryan Hartkopf



**From:** [alzion@charter.net](mailto:alzion@charter.net)  
**To:** [All Alders](#)  
**Subject:** [All Alders] Police Oversight  
**Date:** Tuesday, September 01, 2020 4:54:02 PM

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**Recipient:** All Alders

**Name:** Any Zion

**Address:** 461 Togstad Glenn, Madison, Wi 53711

**Email:** [alzion@charter.net](mailto:alzion@charter.net)

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

**Message:**

I will listening in to the meeting tonight. I have contacted my Alder regarding crime on the Westside and why the neighborhood meetings are not published. Tonight, my main concern is the qualifications of people and organizations who would serve on the proposed police Oversight Committee. It would be very dangerous to our safety to have people or groups with no experience with police training and laws, but with very vocal opinions that offer advice on how to riot to serve on this committee. Such organizations are Freedom Inc and Urban Triage. Please let the existing Police and Fire Commission do their job without further taxing our City with a committee staffed with people who have no experience in law enforcement.

**From:** [Stefania Sani](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** 9/1/20 Common Council proposals  
**Date:** Tuesday, September 01, 2020 4:25:19 PM

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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 (National Association for Civil Oversight of Law Enforcement) and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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

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

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

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

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

Denver provides one example of what happens when you don’t have full independence. In the midst of a scandal involving the Police Chief, the Denver Mayor decided to shield the Chief and abruptly barred the Independent Monitor from participating in cases involving the Chief, contrary to prior practice. The community was outraged and experts agreed that this subverted the role of the Independent Monitor. That’s the kind of situation 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,  
Stefania Sani  
138 Talmadge St  
Madison, WI 53704

**From:** [John Fons](#)  
**To:** [All Alders](#)  
**Subject:** Ad Hoc Committee Final Report  
**Date:** Tuesday, September 01, 2020 5:09:43 PM

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

To the Madison Common Council:

The Madison Police Department Policy & Procedure Review Ad Hoc Committee Final Report begins with a picture of downtown Madison, a poorly focused view of primarily the State Capital. The picture represents the report very well.

The picture does not show the damaged buildings, ruined businesses, defaced or destroyed public monuments or the chaos caused by recent riots in Madison. Nor does it show shell casings and blood from indiscriminate gunfire exceeding all records for violence throughout the city.

The Ad Hoc Final Report is a fantasy of order and peace and calm which purports to examine police procedure microscopically while ignoring completely the evidence of vicious and malicious crime committed for its own sake regardless of police discretion or intervention.

The only reason rioters and criminals and vandals and murderers have not operated effectively above street level in Madison thus far is because they have not yet figured out a way to elevate their intentions. The Ad Hoc Final Report assists them in this process.

The one hundred eight-one (181) pages of the report represent a flimsy scaffold upon which lawlessness may climb to ever greater achievements. Intimations of this process were apparent at the last meeting of the Common Council Executive Committee when comments regarding the report included one from an alder on vacation who said, prior to boarding her cruise ship, "We owe it to them (framers of the report) to approve" their work; and references to "stakeholder involvement" in lieu of the simple truth taxpayers will foot the bill for everything, including damages and loss suffered by criminal activity in Madison.

When your work is complete, graffiti, broken windows, burned out and looted businesses and defaced and destroyed landmarks will be highly visible in your fuzzy picture of downtown Madison. Your aspirations are high. You depict the State Capital, but your responsibility is not to the status you infer by depicting the Capital dome. Your responsibility as Common Council is to all the common people of Madison. The Madison Police Department is likewise responsible on a very dangerous basis for representing law enforcement to the same entire population of Madison.

Therefore, when you speak of 'systemic racism', a glib phrase with indistinct meaning; take this real meaning to heart: you assert a Civilian Oversight Board should consist of no less than fifty percent (50%) Blacks, while Blacks constitute less than seven percent (6.8%) of the population of Madison. There are more Hispanics (6.9%), more Asians (9%), more Whites (78.4%) in Madison, according to the United States Census Bureau. Further, no one with police experience or related to a police officer may serve on your Oversight Board, but one member must have a criminal record. One can only guess who the right kind of criminal will be.

As you climb to the giddy heights of your New Improved Racism, as you mount the scaffold you are bureaucratically building for yourselves to lift the Law of the Street even higher, add this single recommendation to the one hundred seventy seven (177) recommendations you already pleasure yourselves by deliberating upon in the Ad Hoc Report.

Don't look down.

John Fons  
4634 Tokay Blvd.

Madison, WI 53711  
608-236-0844 Hm  
661-917-0850 cell  
[www.johnfons.com](http://www.johnfons.com)

**From:** [Boyd Rossing](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Adopt Proposals for Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:00:00 PM

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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 with qualified support for the proposals for an Independent Monitor and Civilian Oversight Board. I believe they constitute a positive step forward in the context of Madison's troubled history of racial injustice. These proposals have been developed with great care, inclusion and transparency. The Ad Hoc Committee report notes that their "blueprint for an Independent Monitor and Board in Madison [is] 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." I urge that you pass these proposals as written and that you do not weaken or shift them. It is especially important that provisions for board composition, and for empowerment and independence of the board and monitor be passed in a strong and clear form. Madison is politically poised to take these steps.

I am a resident of Middleton, but worked in the city as a faculty member of the University of Wisconsin for 30 years. The issues before us affect the city and its surrounding regions. Also Madison is in a position to set an example for other cities. I speak as a relatively informed resident and an applied academic who has been engaged in issues affecting communities for many years.

My support is strong, but as I say, qualified. I believe this is the time to act and to adopt these proposals. However, I also believe further democratization of policing and broader city and economic governance is needed in moving forward. In this regard I speak from the standpoint of the municipalism movement that is now in development or practice in cities worldwide. With regard to policing specifically, the Black Lives Movement has provoked a rich discussion about needed changes ranging from reformist technologies, etc. to defunding, to community oversight, to abolition and replacement. I favor a radical renewal of democracy across the economy, and social and ecological sectors, and in regards to neighborhood control. Max Rameau has written about structures for such a transformation of policing, (see Community Control over Police: A Proposition, 2017, The Next System Project). His proposition calls for a radical renewal of democracy in the governance and exercise of policing for black people especially. Such a renewal would move all of us in the direction of greater justice and ecological health as well.

Sincerely,  
Boyd Rossing  
6638 Maywood Avenue  
Middleton, WI

**From:** [Abby Ross](#)  
**To:** [All Alders](#)  
**Subject:** Ald. Heck and Furman - Do The Right Thing!  
**Date:** Tuesday, September 01, 2020 1:41:59 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

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Best,

--

**Abby Ross** (she/her)  
(920) 540-5427

**From:** [Pete Schwieger](#)  
**To:** [All Alders](#)  
**Subject:** Alder Heck & Alder Furman - No Alternates to the Community Oversight Board  
**Date:** Tuesday, September 01, 2020 2:38:23 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation.

Thank you,  
Pete Schwieger  
District 13  
813 S Brooks St  
Madison, WI 53715



**From:** [Nathan Royko Maurer](#)  
**To:** [All Alders](#)  
**Subject:** Alder Heck and Alder Furman, please rescind your alternate to #84  
**Date:** Tuesday, September 01, 2020 1:10:25 PM

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Dear Alder Heck and Alder Furman,

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Thank you,

Nathan Royko Maurer

Co-Founder - Community Response Team

**From:** [Jessica Slind](#)  
**To:** [All Alders](#)  
**Subject:** ALDER HECK and ALDER FURMAN: Please RESCIND Your ALTERNATE to #84  
**Date:** Tuesday, September 01, 2020 3:39:38 PM

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Dear Alder Heck and Alder Furman,

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Thank you,  
Jessica Slind  
3909 Tulane Avenue, Madison, WI 53714

**From:** [Sophie Wolbert](#)  
**To:** [All Alders](#)  
**Subject:** Alder Heck and Alder Furman: rescind your alternate to #84  
**Date:** Tuesday, September 01, 2020 2:00:04 PM

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Dear Alder Heck and Alder Furman,

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Thank you,

Sophie Wolbert  
5002 Sheboygan Ave #109, zip code 53705

Sent from my iPhone

**From:** [Julia Matthews](#)  
**To:** [All Alders](#)  
**Subject:** Alternate to #84  
**Date:** Tuesday, September 01, 2020 3:57:26 PM

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

Dear Alders, and specifically Alder Heck and Alder Furman,

I am a lifelong Madison resident currently living in District 19. I am honestly a little surprised and disappointed to see this from you Alder Furman given the past responses I have gotten from you and where I thought you stood on this issue. The action being voted on tonight is so important and is literally the bare minimum we need to start working on the many problems our city has with policing. The work put into this by the Alder Work Group is vast and comes with years of research and careful deliberation. The time to act is well past due.

Also, I think the preliminary quarterly report from MPD is a stark example of the need for independent oversight. The structure of the Use of Force Overview on page 6 is a blatant attempt to downplay the MPD use of force during the unrest beginning late May. How could those numbers possibly be compared to 2019 numbers in a reasonable way?

I understand that the framing of MPD is that these uses of force were "necessary" to respond to an unprecedented situation, however the community that has been most harmed by MPD and who were specifically at the receiving end of those "uses of force" could describe a narrative that MPD escalated the violence everytime they responded to protesters. This narrative could be easily corroborated with video and first hand experience of the events.

Also there is an extremely important ongoing discussion on the use of the word violence to describe destruction of property in pursuit of meaningful and necessary protest vs. the use of violence to harm human beings in the protection of property. I really hope that Madison can be on the right side of this argument...

Wisconsin is in crisis right now (as are many places in the U.S.). If we are wanting to differentiate ourselves as a progressive place to be this oversight board and independent Monitor are crucial. It was clear from the Exec committee meeting presentations on Friday that we are already leagues behind in enacting this common sense oversight.

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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Thank you,

Julia Matthews

**From:** [Denise Johnson](#)  
**To:** [All Alders](#)  
**Subject:** Alternate to #84  
**Date:** Tuesday, September 01, 2020 4:06:24 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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I'm doing everything I can as a single disabled mother to properly raise my 12 year old African American son to be a decent and productive citizen, and so far my hard work is paying off because he's really good, loving, caring, and honest young man. But I am so tired of being traumatized and living in fear for my son's safety because people such as yourselves keep making decisions that affects and endangers my child. So while making your decisions on this matter, I again ask that you please rescind your alternate and take the proper time to create something thoughtful that will not harm our children and our community, but instead that would support the community in helping us to make the city safe for all again. Team work makes all our dreams work.

Thank you,  
Denise Johnson

**From:** [Basil Cedrasun](#)  
**To:** [All Alders](#)  
**Subject:** alternate to #84  
**Date:** Tuesday, September 01, 2020 4:19:36 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

**From:** [Amelia Royko Maurer](#)  
**To:** [All Alders](#)  
**Subject:** Alternate to 84  
**Date:** Tuesday, September 01, 2020 12:43:56 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Amelia Royko Maurer



**From:** [layered music](#)  
**To:** [All Alders](#)  
**Subject:** Alternate/Amendments to the civilian oversight board  
**Date:** Tuesday, September 01, 2020 1:55:28 PM

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

Dear Alders Heck and Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community-supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
David Henzie-Skogen  
Madison, WI 53703

**From:** [Gisela Wilson](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Approve Items 84-87 on the 9/1/2020 Agenda - Independent Auditor and Community Oversight Board  
**Date:** Tuesday, September 01, 2020 2:00:31 PM

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

September 1, 2020

Dear Alders and Mayor Rhodes-Conway,

**In Madison, we already have a way to respond to police violence and protests of police violence — one that has been 8 years in the making, since an officer killed Paul Heenan.**

Tonight the Common Council will vote on an ordinance that would build police oversight into our legislation. I strongly urge you to pass the legislation prepared by the Alder Workgroup (an ordinance, budget proposal, report, etc.) without amendment. For too long, the Madison Police Department has gone without adequate accountability measures in place, while the valorization of a police culture that finds any means to be acceptable has been allowed to continue unquestioned.

The ordinance before you represents the hardwork of the MPD Ad Hoc Committee and Alder Workgroup, consultations with experts around the country, consultations with the local communities most harmed when police get it wrong, and careful deliberations with past and present members of MPD and the City's legal representation. As a result, Madison now has a chance to give the communities most harmed by over-policing a unique way to have a voice, and show we're paying attention to their concerns. **Of course, there are other, less reliable, ways for these communities to gain a voice as oppression grows intolerable, and that is an unabated continuation of the causes underlying the protests we've seen this summer — at considerable cost to both protestors and the City.**

Notably, the ordinance before you has taken into consideration the many reasons oversight mechanisms have failed in other cities and made the necessary adjustments. To prevent regulatory capture and be able to accurately reflect the voices we most need input from, it is absolutely essential that the Independent Auditor and Community Oversight Board retain the suggested composition and independence — **(a)** independence from the political maneuvering of elected officials, the Madison Police Department, and other conventional power structures and **(b)** their ability to conduct independent investigations.

As has been eloquently and accurately stated,

"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."

I also am aware that a few Alders have been attempting to motivate residents in concern or in opposition to these measures for any number of reasons. To understand the reasons motivating the design before you, the time to do that best would have be any time during the past eight years. There is no way a single meeting can replicate the time, research and deliberation that has already gone into this effort.

Sincerely,

Gisela F Wilson PhD  
1244 Morrison Ct  
Madison, WI 53703

Writing you today as a resident of Madison since 1981 and someone who was present for, and occasionally contributed to, all of the MPD Policy and Procedure Ad Hoc Committee's discussion of the recommendations in the Report and most of the Alder Workgroup meetings.

**From:** [Gisela Wilson](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Approve Items 84-87 on the 9/1/2020 Agenda - Independent Auditor and Community Oversight Board  
**Date:** Tuesday, September 01, 2020 1:54:57 PM

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

September 1, 2020

Dear Alders and Mayor Rhodes-Conway,

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Tonight the Common Council will vote on an ordinance that would build police oversight into our legislation. I strongly urge you to pass the legislation prepared by the Alder Workgroup (an ordinance, budget proposal, report, etc.) without amendment. For too long, the Madison Police Department has gone without adequate accountability measures in place, while the valorization of a police culture that finds any means to be acceptable has been allowed to continue unquestioned.

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Notably, the ordinance before you has taken into consideration the many reasons oversight mechanisms have failed in other cities and made the necessary adjustments. To prevent regulatory capture and be able to accurately reflect the voices we most need input from, it is absolutely essential that the Independent Auditor and Community Oversight Board retain the suggested composition and independence — **(a)** independence from the political maneuvering of elected officials, the Madison Police Department, and other conventional power structures, **(b)** their ability to conduct independent investigations, and **(c)**

As has been eloquently and accurately stated,

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

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

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Sincerely,

Gisela F Wilson PhD  
1244 Morrison Ct  
Madison, WI 53703

Writing you today as a resident of Madison since 1981 and someone who was present for, and occasionally contributed to, all of the MPD Policy and Procedure Ad Hoc Committee's discussion of the recommendations in the Report and most of the Alder Workgroup meetings.

**From:** [Jordan Blanco](#)  
**To:** [All Alders](#)  
**Subject:** Approve the Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:40:02 PM

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

Madison Alders,

I echo the rest of the community in demanding that you pass the ordinance for the civilian oversight board and independent monitors. The streets have shown what you are up against if you continue to fail in your roll as elected public servants. The war on Black Madison has been long and bloody and will continue to be. Here's an opportunity for you to do something concrete about it. So do it.

Signed,

Jordan Blanco



**From:** [Kathleen Krchnavek](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Civilian Oversight Board & Independent Monitor  
**Date:** Tuesday, September 01, 2020 1:29:40 PM

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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 the Independent Monitor position and Civilian Oversight Board, as they are currently written. These proposals have been developed over the past several years by both community members as part of the Ad Hoc Committee and an Alder Workgroup. They are the result of extensive research and deliberation by both entities. I am requesting that you pass these proposals as written so that we can increase community trust in the Madison Police Department (MPD), which will ultimately make their work in the community more effective and successful.

In order for there to be accountability and transparency, it is critically important that the Civilian Oversight Board and Independent Monitor be independent from both the police and elected officials. Both must have the power to initiate and conduct independent investigations that support their respective oversight roles. Marginalized communities that have the most contact with the police must have significant representation on the Board. These Board members must also be given extensive training to support effective group decision-making while assuring that the unique perspectives that each of the members bring are taken into account. Finally, the Civilian Oversight Board and Independent Monitor must report to the community regarding their oversight activities, so that the affected communities know that their interests are being well served. All of these requirements are built into the current proposals. In order to assure that these elements are successfully implemented, the Civilian Oversight Board and Independent Monitor must be adequately funded in the budget. This also is addressed as part of the budget amendment.

We are at a critical crossroads in our community. There is a serious rupture between our police department and many people in communities of color and other marginalized communities. This, at a time when shootings are happening on a daily basis throughout the city, resulting in property damage, injuries, and the tragic death of an 11 year old girl. The only way to support public safety is to regain the faith and trust of the community in the police through accountability and transparency. These proposals do that.

Sincerely,

Kathleen Krchnavek

170 Jackson Street

Madison, WI 53704

608-217-9269

**From:** [Jill Annis](#)  
**To:** [Moreland, Donna](#); [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** civilian oversight board and independent monitor support  
**Date:** Tuesday, September 01, 2020 5:37:44 PM

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

Dear Alder Moreland, all Madison Alders 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,

**Jill Annis**

*2518 Berkley Drive  
Madison WI 53719*

**From:** [Paul Terranova](#)  
**To:** [All Alders](#); [Mayor](#)  
**Subject:** Civilian Oversight Board and Independent Monitor  
**Date:** Tuesday, September 01, 2020 12:30:05 PM

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

Dear Mayor Rhodes-Conway and alders,

I hope that you will support the items on tonight's agenda creating the Civilian Oversight Board and Independent Auditor. I believe after many years of work, we are on the cusp of doing something significant. I hope that you won't turn away or pull back.

In particular, I hope that you will strongly defend the independence, powers and composition of the Civilian Oversight Board and the independence and powers of the Independent Monitor as they were written by the working group.

I understand that there are questions about a staff position reporting to a board, but all of us who serve as the leaders of nonprofits work that way every day. It can be done well.

I understand that there have been calls to make the Civilian Oversight Board more "balanced" by including police advocates. I understand the attractiveness of that idea, but it ignores the context in which all of this is happening. The Civilian Oversight Board is the balance in a system that has been tilted against communities of color for decades if not centuries.

I have read that this or that aspect of the model may not work or may be challenged, and that is always the case with new ideas. We innovate and then we adjust based on new experience.

It is clearly a time to be courageous and bold. Nothing you do will make everyone happy, and you will undoubtedly take heat for your stances. I appreciate you putting yourselves in the path of hard decisions, and I hope that you will, in this case, support the items as written. I believe they come out of years of work by many dedicated, talented and insightful people.

Thank you,  
Paul Terranova  
1821 Helena Street  
Madison, WI 53704

**From:** [Gerald Sternberg](#)  
**To:** [All Alders](#)  
**Subject:** Civilian Oversight Board and Independent Police Monitor, Items 84-87  
**Date:** Tuesday, September 01, 2020 3:37:04 PM  
**Attachments:** [comments to City Council.doc](#)

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

Dear Alders: Attached are our written comments in connection with Items 84-87 on the Agenda for tonight's City Council Meeting. We also plan to speak. Thank you for considering these.

Very Truly Yours,

Attorney Gerald C. Sternberg and Merle Sternberg

**From:** [Tracy, Ryan](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Civilian Oversight Board Vote  
**Date:** Tuesday, September 01, 2020 3:09:00 PM

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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 hope this email finds you well. I am emailing you to express my support for the Civilian Oversight Board and Independent Monitor for the Madison Police Department that you will be voting on tonight. Especially considering recent events, it is vital that people have control over how the police interact with them as a community and have a voice regarding laws that have a very real, tangible impact on their lives. I believe it is also important that said board operates independently from the police department, as I have seen first hand in other cities like Chicago that a police-run ethics board does not do anything to improve the conditions of the marginalized within the community and does not build trust in the city government.

As a resident of the 2nd district, I am hoping that my alder will do the right thing and vote for the Independent Monitor and Civilian Oversight Board without any amendments to the bill, and that the other members of the council do as well.

Best Regards,

Ryan Tracy

**From:** [Jeff Spitzer-Resnick](#)  
**To:** [All Alders](#)  
**Subject:** Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:45:33 PM

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

Dear Alders, and in particular, my Alder Patrick Heck,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Jeff Spitzer-Resnick  
Systems Change Consulting  
430 Sidney St, Madison, WI 53703  
608-206-7164  
[www.systemschangeconsulting.com](http://www.systemschangeconsulting.com)  
blog: [systemschangeconsulting.wordpress.com](http://systemschangeconsulting.wordpress.com)



**From:** [Chelsea Yost](#)  
**To:** [All Alders](#)  
**Subject:** Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:11:45 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

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Thank you,

Chelsea Yost

5114 Arrowhead Dr. Monona, WI 53716

**From:** [Toni Terese Johns](#)  
**To:** [All Alders](#)  
**Subject:** Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:48:25 PM

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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.

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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,  
Toni Johns

**From:** [Basil Cedrasun](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:52:27 PM

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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,

Basil C.  
they/them pronouns  
6221 Cottage Grove Rd, Madison, WI 53718

**From:** [Claire Heuckeroth](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:11:21 PM

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

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

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Sincerely,

Claire Heuckeroth, 53711

**From:** [Eleanor Terry-Welsh](#)  
**To:** [All Alders](#)  
**Subject:** Civilian Oversight Committee  
**Date:** Tuesday, September 01, 2020 3:15:41 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Rescind your alternate and take the proper time to create something thoughtful.

I am calling on all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. Amending or submitting alternates at this stage just shows that you are not interested in community control and accountability of MPD which is desperately needed and vital to the safety of our community. Please support the original form of the oversight committee.

Thank you,  
Eleanor Terry-Welsh



**From:** [danielle.tucci](#)  
**To:** [All Alders](#)  
**Subject:** Civilian Oversight Legislation  
**Date:** Tuesday, September 01, 2020 5:39:48 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments. We have asked you to do this thousands of times.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have,

- their own internal affairs department
- their pals at the DCI
- their buddy D.A. Ozanne
- their pals at the Police and Fire Commission
- their union support
- their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have police control this board too and rescind your alternates, now.

Thank you,

Danielle Tucci

[dtucci115@gmail.com](mailto:dtucci115@gmail.com)

**From:** [Anna Ironside](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Civilian oversight of police in Madison  
**Date:** Tuesday, September 01, 2020 3:08:10 PM

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

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in Madison.

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Sincerely,  
Anna Ironside  
1310 Rosedale Avenue  
Madison, WI 53714  
Alder: Grant Foster

**From:** [liz b](#)  
**To:** [All Alders](#)  
**Subject:** Civilian Oversight of Police, one SMALL step YES, increasing police budget, NO  
**Date:** Tuesday, September 01, 2020 2:12:51 PM

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

Hello fellow humans sharing this beautiful and troubled city.

I am writing in strict opposition to increasing police budget. When I hear Chief Wahl claiming they will cut funding to equity programs if they don't get an increase I feel rage and I hear it is

Time for change. For how long will we allow the police department to act as big bullies threatening to take away what is most needed?

For how long will we continue to pump up the Ego's of the police force? Why is it so hard for the police body to take some responsibility. Racial disparities in MADison are appalling and sick and impact real peoples lives every day.

It is your responsibility to run on the surging public support to risk making a change.

(I recently learned the civil rights act of 1965 didn't have majority public support until the 80's!)

Follow the leadership of other locations. Minneapolis, Eugene, Denver. Listen to and take a chance on policy suggestions coming out of communities of color.

Defunding the militarized police force is one way to fund the efforts and projects that actually impact outcomes, rather than perpetuating a criminalizing system that doesn't work.

I think of Newton's third law: For every action, there is an **equal and opposite reaction**. The size of the forces on the first object **equals** the size of the force on the second object. It is a normal response that when a being is pushed and pushed into a corner, they will exert force back. Feeding anger with more anger- increases reaction. Look around the country right now, so much polarization. to recover from this requires new skills. new choices. Aikido. blending with what is and moving together, not railing against it.

Does going to jail make someone less despairing, more capable? Have you been to jail?

Unless a person is already well resourced, incarceration doesn't generally result in changing direction for the better. Jails and prisons feed a sense of disconnection and despair. They are not places of rehabilitation and safety.

We need safety for all our communities in madison, including communites of color.

How can we continue to say madison police department is doing its job well while the disparities are so profound without investing in false narratives that black bodies are dangerous and need to be controlled? We can't. That is what investing in police communicates. It communicates a belief that black bodies are inherently dangerous and in need of controlling, i have even heard white folks say "for their own good."

It is time to burn these false narratives to the ground.

It is time to listen deeper, to recognize the lies that have been perpetuating the building and militarization of our "protective forces"

I come from a police family. Yet, my family holds getting away with breaking the law in high esteem- for themselves, the "good (white) people" . I am not saying this is the way of all police bodies, however it is part of the culture. People who are drawn to having power over

others will move to positions where power is granted over others. This is dangerous. It is a dangerous way.

Please be courageous and choose a new way.

YES Civilian oversight of police.

NO increasing police budget

YES decreasing police budget- If Chief wahl is really threatening to cut equity initiative, their funding needs to be slashed and reallocated to programs that will actually address basic human needs, housing first. space for growing food, small business incubation focused on formerly incarcerated.

take a chance. Create brilliance.

Thank you for your time and efforts.

Elizabeth Bruno

4109 Drexel Ave, Madison WI 53716

--

"The totally awakened warrior can freely utilize all elements contained in heaven and earth. The true warrior learns how to correctly perceive the activity of the universe and how to transform martial techniques into vehicles of purity, goodness, and beauty. A warrior's mind and body must be permeated with enlightened wisdom and deep calm."

Morihei Ueshiba (Translated by John Stevens)

**From:** [Rebecca Raciti](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Civilian Oversight Vote 9/01/2020  
**Date:** Tuesday, September 01, 2020 1:21:42 PM

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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."

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

Sincerely,

Rebecca Raciti  
717 Engelhart Dr.  
Madison, WI 53713

Sent from my iPhone



**From:** [LN Alliet](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Civilian Oversight  
**Date:** Tuesday, September 01, 2020 5:38:33 PM

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

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Sincerely,  
Lee Alliet

4737 Sherwood Road, Madison  
Aldermanic District 10/Zachary Henak

**From:** [Mick McKiernan](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Cc:** [Susan McKiernan](#)  
**Subject:** Civilian Police Oversight - Please Rescind Alternate to #84  
**Date:** Tuesday, September 01, 2020 3:49:09 PM

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

Dear Alders Heck and Furman -

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Michael H. McKiernan  
District 6

**From:** [Bob Mussallem](#)  
**To:** [All Alders](#)  
**Subject:** Comments on Agenda Items 84 through 87  
**Date:** Tuesday, September 01, 2020 5:37:11 PM  
**Importance:** High

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

I am writing in opposition to Agenda Items 84 through 87 on the Council's agenda of September 1, 2020. I am sure some council members see these items as a crowning jewel in their efforts to bring the Madison Police Department to heal and make it responsive, not to the elected members of this Council, but rather to an entirely independent body which is neither elected nor accountable to the public. Rather than being a jewel in anyone's crown these proposals, if adopted, will be a crown of thorns for the Chief of Police and the members of the MPD who risk their lives making us safe. THIS CANNOT BE SAID MORE CLEARLY. THIS IS AN EXTREME MEASURE WHICH GIVES GREAT POWER TO A BOARD WHICH, BY DESIGN, WILL BE UNREPRESENTATIVE OF THE CITY AS A WHOLE AND WHICH WILL OPERATE BEYOND THE CONTROL OF THE CITY COUNCIL. I AM, THEREFORE, RESPECTFULLY REQUESTING THAT MEMBERS OF THIS BODY DISAPPROVE THESE ITEMS.

In addition to the lack of accountability of board members, the grant of authority to this unrepresentative body is simply too broad. In addition to the power to investigate alleged disciplinary matters, the board can submit disciplinary cases to the Police and Fire Commission (PFC) for adjudication. I do not know if members of the MPD who are the subjects of disciplinary proceedings before the PFC receives payment for attorney fees but I do know that the Board can pay for complainants to file complaints alleging misconduct with the PFC. What this does create is a situation in which a taxpayer funded board that operates beyond the control of the City Council and Mayor is able to investigate potential wrongdoing of members of the MPD (including the Chief of Police), recommend charges be brought by the PFC and then pays complaints (and their attorneys) to prosecute the cases of alleged misconduct before the PFC all at taxpayers' expense. It is hard for me to imagine why anyone would continue to work for MPD under such circumstances. It is also hard for me to imagine that these proposals are anything but vindictive against MPD officers and their leaders.

I am also concerned with the budget of the proposed board and independent monitor. The on-going costs of the board and monitor are estimated more than \$449,000. I would suggest that a better use of this money would be to augment the staffing levels of the MPD and provide more mental health to members of our community who are now the default responsibility of the MPD.

I understand that some members of the Council fervently believe that this is a change in governance of the MPD that is long overdue. I respectfully disagree. If vengeance against the MPD is not the objective of this misbegotten effort at "community policing," why doesn't this

proposal create an independent monitor reporting to the Council? In this way control of the MPD would be in the hands of elected officials, not an unrepresentative body operating beyond the control of the Council.

Respectfully submitted,

Robert Mussallem

**From:** [Angela Jenkins](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Common Council items 84, 85, 86, 87 (9/1 meeting)  
**Date:** Tuesday, September 01, 2020 5:13:56 PM

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

Dear Council Members and Mayor Rhodes-Conway,

I'm writing in support of the proposals for an Independent Monitor and Civilian Oversight Board (agenda items 84, 85, 86, 87). These proposals are the product of several years (and countless hours) in the making through many committees and workgroups. The community at large has been asking for these reforms and this is the first sight to some of the necessary reforms.

Like most things, the first iteration is not going to be perfect because it's not the end of the road. It's the first step forward. And I'm confident that collectively, we will continue to refine the ordinances put in place today as we learn more together. As an elected officer to the Democratic Party of Dane County, I'm looking forward to each and everyone of you taking a strong stance and swift, bold actions to break the predictable consequences of our racist and prejudiced system and culture.

Sincerely,  
Angela Jenkins  
Vice Chair- Communications  
Democratic Party of Dane County

**From:** [Kris Moelter](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Common Council meeting comments  
**Date:** Tuesday, September 01, 2020 2:16:33 PM

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

My name is Kris Moelter, and I live in District 16 in Madison.

I write in support of the creation of the civilian review board and independent auditor office as set forth in the Alder Workgroup to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight report and corresponding draft ordinances and budget resolutions (Agenda Items 84, 85, 86, and 87).

Given the current state of affairs both locally and nationally, it is critical that all Madison's community members have a voice in how they are policed and that police are held accountable for their actions. The civilian review board and independent auditor are two of the most important mechanisms for achieving these two goals. Without these mechanisms, we return to business as usual, and we know the devastating results of that.

Thank you for considering my comments.

Respectfully,

Kris Moelter  
1506 Woodvale Dr.  
Madison

**From:** [Mary Pfothenhauer](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Common Council meeting items 84, 85, 86, and 87  
**Date:** Tuesday, September 01, 2020 4:47:46 PM

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

Hello:

I'm writing to ask that you please vote in favor of items 84, 85, 86, and 87 at this evening's council meeting. I ask that you please pass them as drafted or as substituted by the working group, and that you please reject any amendment or alternative that is offered.

As a long-time Madison resident and the partner of a Black man, these issues are extremely important to me, personally. There is so much distrust right now between the police department and large swathes of the public, especially people of color. Ensuring a truly independent oversight of the police department would be a powerful first step in earning back that trust. Providing the public a reason to place more trust in the police department will ultimately make this city safer, both for the public and for law enforcement officers. I love this city, and it breaks my heart to be having conversations with my partner about moving somewhere where we are not afraid of the police; or, perhaps just as important, where we are confident that, if misconduct did occur, law enforcement officers would be held accountable for their actions.

Thank you very much for your time.

Sincerely,  
Mary Pfothenhauer  
1958 Atwood Ave.  
Madison, WI 53704  
District 6



**From:** [Hannah Crossley](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Common Council Meeting Tonight  
**Date:** Tuesday, September 01, 2020 12:52:44 PM

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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,  
Hannah Crossley  
16 Sherman Ter. Unit 2  
Alder Patrick W Heck

**From:** [Kathryn Cross](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Common Council-Proposal Support  
**Date:** Tuesday, September 01, 2020 4:41:08 PM

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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 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,

Kathryn Cross

3602 Gregory st

[allalders@cityofmadison.com](mailto:allalders@cityofmadison.com), [SRhodes-Conway@cityofmadison.com](mailto:SRhodes-Conway@cityofmadison.com)

Sent from my iPhone

**From:** [Melody Harrison Hanson](#)  
**To:** [All Alders](#)  
**Cc:** [Rhodes-Conway, Satya V.](#)  
**Subject:** Community Control!  
**Date:** Tuesday, September 01, 2020 12:31:20 PM

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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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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,

Melody Hanson  
333 Cheyenne Trail  
Madison 53705

**From:** [Ryan Eykholt](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Community Control  
**Date:** Tuesday, September 01, 2020 4:10:10 PM

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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,

Ryan Eykholt

22 N Franklin St #B3

Madison, WI 53703



**From:** [Hannah Eldridge](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Community Policing: Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:13:51 PM

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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 to express my STRONGEST 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. The Ad Hoc Committee and the Workgroup--our community and your colleagues--have put in an incredible amount of work in an inclusive and transparent process, one that all citizens had the chance to contribute to. This is the result of their work--please pass these proposals as written.

These resolutions must not be weakened. We know, thanks to the superb research of the committee and workgroup, what does and doesn't work for police accountability. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do. It will also make us safer by making sure that the police work for the community, not just for a few of the whitest and wealthiest (which includes me).

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." True community policing means that these groups have a voice. The committee and working group process chose the nominating organizations to include 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. We should listen to their expertise!

Furthermore, the oversight agencies MUST have the power to initiate and conduct independent investigations and that is complementary to the auditing function--otherwise, what else are they there for? They must be independent: asking the police to supervise the police means that accountability is minimal and the oversight boards ends up protecting the individuals it was meant to hold accountable. We are not guessing about this--we KNOW, based again on the workgroup and committee's research of policing reforms nationwide. That's why 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.

In Madison, we have the chance to do better than in other cities (such as Denver, CO, where the mayor decided to protect the police chief and not the citizens). I think we can all agree that we are at a crucial moment for policing and racial justice in the US and in Madison. Restoring legitimacy and trust by having the police work for the community--ALL of the community--will make us all safer. 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.

Thank you, Hannah Eldridge

2626 Park Place

Madison, WI 53705

53705

**From:** [Babette Grunow](#)  
**To:** [All Alders](#)  
**Subject:** Concern for violence, support #88, & #85  
**Date:** Tuesday, September 01, 2020 4:47:46 PM

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

Dear Alderpersons,

I used to think of Madison as a very pleasant city to visit, shop, eat and even protest in. But recent protests have become more violent and more like marauding mobs destroying shops and statues like Forward, and even seriously injuring Sen. Carpenter. I want to feel safe when visiting Madison and not have to worry that taking a picture of some protester will result in me being attacked. The violence needs to be dealt with.

I support item 88 that would give funding to the businesses on State St to help them recover. I want to see Forward put back where she belongs after some repair. But I think you should seek reparations from the violent protesters who destroyed those things. The public should not have to foot the entire bill.

But I also think that there should be a way for the public to have input in the police commission if there are issues of police wrongdoing so I support item 85 as well. We need change but it needs to be peaceful. Then people like me will want to visit your city again and might even want to live there

Sincerely,  
Babette Grunow  
2457 W. Juneau Ave  
Milwaukee WI 53233

**From:** [Jess Haven](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Constituent feedback on agenda items for tonight's common council meeting  
**Date:** Tuesday, September 01, 2020 3:54:35 PM

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

Good afternoon Members of the Common Council and Mayor Rhodes-Conway, I live in the Tenney Lapham neighborhood and Patrick Heck is my representative alder. My address is 410 N Paterson St #1, Madison, WI 53703.

I'm writing to urge your votes ***in support of*** the following agenda items, *exactly as they are now written*, for tonight's common council meeting.

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

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

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

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

110. Creating Section 5.16 of the Madison General Ordinances to prohibit Madison Police Department employees from intentionally using carotid or neck

restraints

I also ask that ***alders Heck and Furman rescind their alternate*** to agenda item #84 above, which includes an oversight committee and timeline to review the work of the oversight board. We must focus on getting the civilian oversight board approved and established as has been carefully developed and recommended by many experts. Adding/altering considerations in the final hour is unwise and does not allow for democratic community involvement. I am asking all alders to not add or vote for any alternatives or amendments to the civilian oversight legislation. If you wish to create

something, please do it separately and thoughtfully with broad community engagement as ad hoc and the alder work group have.

Your votes tonight in support of a civilian oversight committee (as written, no alternates or amendments) to hold the Madison Police Department and the mayor accountable and transparent in their dealings, which is long overdue, are critical, as is your support to prohibit carotid/neck restraints by MPD. Despair is in huge order these days; harm to human life is rampant and out of control - we must take actions like this to get the structural work done in every locality. You have the power to do that. We desperately need this balance in power here in Madison, and what happens here can ripple out as a model to communities across the state. A team of experts has worked on these recommendations for over five years, including a committee of alders. We're fortunate to have this work already painstakingly done. We'd be fools not to get it in place right now (and anyone standing in the way would be monsters). Please join me in support for these 5 items (84-87, 110) tonight with your votes. The common council must reign this police department in, start restoring faith to the community, and necessarily save lives.

Thank you.

Jess Haven

**From:** [Keith & Sue Findley](#)  
**To:** [All Alders](#)  
**Subject:** Corrected Letter re Independent Monitor and Civilian Review Board  
**Date:** Tuesday, September 01, 2020 4:09:42 PM

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

A short while ago I sent you all a letter I had submitted to the Capital Times, responding to a guest column by David Ahrens regarding the pending proposals for an Independent Monitor and Civilian Oversight Board. Unfortunately, I sent you the wrong version of that letter, which contained an error. Please see the correct version of the letter below.

Dear Editor,

David Ahrens has published a thoughtful endorsement of the concept of civilian oversight of police. Unfortunately, however, his critique of the current proposal pending before the Madison Common Council reflects misunderstandings of the purpose and nature of the proposal. I know what the proposal actually is because I was co-chair of the Ad Hoc Committee that drafted the report and recommendations upon which the proposed ordinance is based.

First, Mr. Ahrens says that nine of 11 Civilian Oversight Board members will be “self-selected” by nine named community organizations. The Board will actually have 13 members, two of whom will be alternates, but who will participate fully in all meetings, and will cast votes whenever any of the first 11 are absent. More importantly, these community groups do not have the power to “self-select” the Board. Each of these nine organizations *nominates* three potential Board members, and the Mayor and Common Council then select and appoint one of those three from each organization, or reject all three. No one gets on the Board without Mayoral and Common Council approval.

Mr. Ahrens also objects to several (but apparently not all) of the named organizations that can nominate Board members, because he perceives them to be harsh critics of the MPD. Being critical, even very critical, of police, however, should not be a disqualifier. One of the purposes of the Civilian Oversight Board is to bring together the MPD and representatives of Madison’s most heavily policed and marginalized communities—the very communities that harbor the most distrust of the MPD. Giving them a place at the table is the only way to bridge that gap and begin to build trust. If these groups were excluded from this process that would surely doom this enterprise.

Mr. Ahrens notes that the Independent Monitor will have the authority to appoint counsel to represent individuals with complaints against MPD and its personnel. But he is incorrect when he asserts that, “we would pay private attorneys up to \$15,000 to sue the city.” Counsel appointed by the Independent Monitor will not sue the City. The Monitor’s authority to appoint counsel is only for the purpose of helping individuals file complaints with the Police and Fire Commission—the body that by statute has the authority to hear civilian complaints and impose discipline. The PFC has long been concerned that, without counsel, the complaint process can pose an insurmountable barrier for many community members who might have complaints. And, importantly, unlike a civil suit, the PFC cannot award monetary damages.

Mr. Ahrens next objects that “this body is not structured to review policies and procedures but to conduct trials of members of the department.” This, too, is inaccurate. The charge to the

Monitor and Board in the proposed ordinance expressly includes responsibility for reviewing policies and procedures, and the Monitor and Board have no authority to conduct trials. They may conduct independent investigations and make findings, but those findings adjudicate nothing; neither the Monitor nor the Board has the authority to mandate any action by the MPD, discipline any officers, or award any compensation. Their roles are instead to act as voices for the community to publicly scrutinize the MPD and engage the MPD with any concerns it uncovers.

Mr. Ahrens is correct that credibility of the new Board is essential to its success. That means the Board must have credibility with police, but even more importantly, credibility with the marginalized communities with whom the MPD and the City need to build trust and acceptance. Building what Mr. Ahrens considers a “balanced” Board cannot be accomplished by inviting to the table only those who are not critics of police.

Keith A. Findley

**From:** [Donald Busalacchi](#)  
**To:** [All Alders](#)  
**Subject:** Dear Alders Heck & Furman  
**Date:** Tuesday, September 01, 2020 2:51:50 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

It is my understanding that the careful work of the alder workgroup and Ad HOC committee is 5+ years in the making. Rushing this alternate at this late stage in the process cannot possibly reflect the will of the Madison community.

As a concerned citizen of Madison I urge you to please rescind your alternate.

Thank you very much for taking the time to read my email!

Donald Busalacchi  
3713 Brigham Ave.  
Madison WI, 53714



**From:** [JoAnne Lehman](#)  
**To:** [All Alders](#)  
**Subject:** Don't support the alternate to #84!  
**Date:** Tuesday, September 01, 2020 5:06:29 PM

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

Dear Alders,

Whatever oversight review committee is created to review the oversight board should be created with appropriate time, care, research and broad community support. It should not be rushed in tonight.

Thank you.

--

JoAnne Lehman  
she or they

Madison, WI 53705

**From:** [Alej Perez](#)  
**To:** [All Alders](#)  
**Subject:** For Alders Heck and Furman specifically  
**Date:** Tuesday, September 01, 2020 2:29:34 PM

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

Hello all Alders, but specifically to Alder Heck (my Alder) and Alder Furman,

I was made aware of an item on tonight's agenda and have been asked to request that you rescind your alternet to item #84 to include an oversight committee and timeline to review the work of the oversight board.

I know this is very copy and paste, but I wanted to write to you so that you know there is another constituent who is asking for you to take your time in this matter. From what I understand, you have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. Rushing in an alternate today is risky and disregards the time and thought it takes to create something that is community supported and built for success - quite honestly a lot of reasons why things fail in the long run is because of a few people deciding for a lot of people and then rushing the process.

Please be thoughtful and take the proper time to create something that benefits the greater community.

Myself and others in the community are asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, we demand that you do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

All my best,

Alejandra Perez  
113 N Paterson St #1  
Madison, WI 53703

**From:** [Sunshine Jones](#)  
**To:** [All Alders](#)  
**Subject:** I implore you to support establishment of an Independent Police Monitor and Civilian Oversight Board without amendments  
**Date:** Tuesday, September 01, 2020 2:27:00 PM

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

Sunshine Jones  
4333 Crawford Drive  
Madison, Wisconsin  
53711

To: City of Madison Alders.

As a member of Allied Drive/Dunn's Marsh Community, our community is disproportionately affected by racialized policing. I have written to our Alder Henak urging him to consider members of my part of his district, whom overwhelmingly support the establishment of an Independent Police and Civilian Oversight Board. I want this legislation passed, the ordinance, budget proposal, report, without amendment and exactly as written by the Alder Workgroup. I am asking the same of you. We are in urgent times that call for honest and thorough reevaluation of policing practices and funding. We are facing a severe loss of legitimacy and trust in policing especially in communities such as mine and other Madison marginalized communities. One result of this is non cooperation with police, even by victims. It is understandable that many people have lost faith that acting through the system can bring useful change. I write with hope that an Independent Monitor and Civilian Oversight Board, if properly set up and empowered, again, as written by the Alder Workgroup, could begin to rectify this community crisis with policing.

Thank you for listening.  
Sunshine Jones

**From:** [Samantha Crownover](#)  
**To:** [All Alders](#)  
**Subject:** I support 84, 85, 86, 87  
**Date:** Tuesday, September 01, 2020 4:21:37 PM

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I support all four items, although I could only successfully register in support of 84 tonight. Yes yes yes to the Civilian Oversight Board and Independent Monitor as written by the Alder Workgroup.

Thank you!

Sam

Samantha & Bruce Crownover  
2702 Kendall Ave.  
Madison, WI 53705  
608-238-3577 home  
608-576-6696 cell - Sam  
608-576-6196 cell - Bruce

Our Airbnb: [airbnb.com/h/artists-house](https://airbnb.com/h/artists-house)

**From:** [Diane Scherschel](#)  
**To:** [All Alders](#)  
**Subject:** I support Independent Civilian Oversight proposals  
**Date:** Tuesday, September 01, 2020 1:14:37 PM

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

Please support and pass Items 84-87 tonight. A citizens group has been working for five years on this project. They have been extremely thoughtful and have done an enormous amount of work and research to reach this point. This committee will be independent and represent those most affected. Citizens across our community are calling for change and action now. The time has come to act. Please vote in support of these items tonight. Thank you, Diane Diane Scherschel

**From:** [Clare Mazack](#)  
**To:** [All Alders](#)  
**Subject:** I support the Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:18:07 PM

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Dear Members of the Common Council,

I hope you are well. I am contacting you in support of the proposals for an Independent Monitor and Civilian Oversight Board. Please pass these proposals as written, without changing them, as that will weaken their ability to implement good in our communities.

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.”*

Real change can only happen when people who are most affected by issues have a voice. So, so many people do not have the ability to make their voices heard in the room where decisions happen. The composition of the Civilian Oversight Board would respect the diversity of our communities.

Policing will be changing. Let us be the start of positive, community- empowered solutions, as an example to other cities.

Sincerely,  
Clare Mazack

**From:** [Erin Skarivoda](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** IMPORTANT: Meeting to create a Civilian Oversight Board and Independent Monitor  
**Date:** Tuesday, September 01, 2020 3:04:23 PM

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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 a large quantity of research, expert-quality 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. To be clear, we support the SUBSTITUTE items put forth by the Alder Work Group, but we do not support any ALTERNATES or AMENDMENTS. Do not weaken these proposals.

This is the morally right thing to do; your voters know this and are watching.

**If you truly want to help Madison citizens who are Black, Indigenous, transgender, queer, disabled, or otherwise systematically disadvantaged, this is one way to do just that.**

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,

Erin Skarivoda

1252 Spaight St.

Email: [erin.skarivoda@gmail.com](mailto:erin.skarivoda@gmail.com)

Phone: 920-606-1849





**From:** [Grace Van Berkel](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** In favor of Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:10:22 PM

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

I am a Madison constituent. I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. I am using language from community organizers, but I read every word and I second what's written below.

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

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

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

Sincerely,  
Grace Van Berkel  
53703

**From:** [Kailea Saplan](#)  
**To:** [All Alders](#); [Evers, Tag](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** In regards to the Common Council meeting tonight  
**Date:** Tuesday, September 01, 2020 2:23:06 PM

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

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

Hello. My name is Kailea and I'm a resident of the Vilas neighborhood where I'm represented by Alder Tag Evers.

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. Do not amend them or offer alternates at the last minute. Please entrust your colleagues and your community who have crafted these roles with care and passion.

I am also writing **in opposition** to the Downtown Recovery Program. I left the last Common Council agnostic about this latest version of the program, and grateful for the alders' revisions that made it apparent that community input was heard and implemented. But since then, it has been made clear that State Street and the Downtown area are more than capable of raising money on their own: <https://www.channel3000.com/madisons-business-improvement-district-announces-fund-to-help-strengthen-downtown-businesses/>

Perhaps someone can respond tonight to this question: *why do Central BID businesses need city funding when they have access to lobbyists and a seemingly unstoppable fundraising machine?*

I am also opposing this program, again, because of the inaction and lack of care for justice and equity demonstrated by some of the Central BID and DMI representatives and business owners in their August 6 meeting. You can find out more information on that in an article I wrote for Tone Madison: <https://www.tonemadison.com/articles/challenging-the-downtown-recovery-program-is-about-challenging-madisons-status-quo>

I will leave you with a section from my email to the Community Development Authority on this resolution (as a side note, a few members of the CDA were quite unimpressed with how they were brought on to this resolution. I'm sure Alder Evers and President Carter can speak more to that):

I keep hearing from Alders who have supported this resolution from the beginning that it alone "will not solve 400 years of oppression" of Black Americans. I'm not ever sure what they're implying when they say this, but I agree. No single resolution will solve everything. But each tiny decision you, our city leaders, make amounts to something and determines what the future of Madison will be. This resolution represents one decision of many that needs to be made during a difficult time; *please* let this decision be guided by critical perspectives on equity and racial justice. Your entire community, not just the State Street and downtown community, is counting on you.

Thank you for your time,

Kailea S.

**From:** [Laura Valderrama](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** In Support of an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 5:30:21 PM

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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 (National Association for Civil Oversight of Law Enforcement) and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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

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

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

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

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

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

**Trustee Laura Valderrama**  
Village of Shorewood Hills  
2820 Marshall Ct, Unit 9  
Madison, WI 53705

**From:** [Peter Skopec](#)  
**To:** [All Alders](#)  
**Cc:** [Rhodes-Conway, Satya V.](#)  
**Subject:** In Support of an Independent Police Monitor & Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:52:06 PM

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

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

I am writing in support of items 84, 85, 86 and 87 on tonight's Common Council meeting agenda, in order to create an Independent Police Monitor and a Police Civilian Oversight Board. I urge you to adopt the final report of the Alder Workgroup without amendment, and to pass the other items as written.

I believe that our community, including Madison law enforcement, would benefit from increased civilian oversight -- particularly from those members of our community who are and historically have been most likely to be harmed as a result of interaction with law enforcement.

The proposals before you are the product of years of careful study and inclusive input, but they've been given particular urgency by the painful events of this summer and of the past week. You -- and we all -- have a critically important opportunity to rise to the occasion by adopting these deliberate, impactful measures.

Madison is in a position to live up to its progressive ideals by taking decisive action against police brutality in our community, and to become a national leader in addressing this symptom of systemic racial injustice, a defining issue of our time. Please adopt items 84, 85, 86 and 87 without amendment.

Sincerely,

Peter Skopec  
640 W Wilson St., #500  
Madison, WI 53703  
(District 4)

**From:** [Catherine Lynch](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** In Support Of Civilian Oversight Board and Independent Monitor  
**Date:** Tuesday, September 01, 2020 5:09:49 PM

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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 Catherine Lynch and I reside at 1115 Chandler St in Madison. I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. At this point in history, it is so clearly 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. 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.



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 arrangement 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,

Catherine Lynch

Resident of District 13

**From:** [Pete Schwieger](#)  
**To:** [All Alders](#); [Mayor](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** In Support of Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:28:55 PM

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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. 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."*

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

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

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

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

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Sincerely,

Pete Schwieger

813 S Brooks St

Madison, WI 53715

**From:** [Sol Kelley-Jones](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** In support of proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:44:03 PM

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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 10 and my Alderperson is Zachary Henack. I am writing in strong 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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I urge you to vote in support of the proposal for an Independent Monitor and Civilian Oversight Committee in its current form.

Thank you for the work you do,

Sol Kelley-Jones

4341 Crawford Dr., Madison, WI 53711

**From:** [Michael Doyle Olson](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor & Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:43:36 PM

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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.

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Sincerely,

Michael Doyle Olson  
831 E. Gorham St. #1  
Madison, WI 53703





**From:** [Rebecca Johnson](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:40:44 PM

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

Dear Madison Alders,

My name is Rebecca Johnson and I am a homeowner in the Greenbush neighborhood (522 S Mills). Today, I am writing in support of implementing the formation of the position of Independent Monitor and Civilian Oversight Board, as described by the Alder Work Group and developed from the long-term work of the Ad Hoc Committee. I truly believe that the Madison community needs a strong mechanism that does not report to the Mayor's office or to review Madison Police Department activity and conduct in order to rebuild trust and safety. If MPD's mission is to serve and protect our community, it must be held accountable to it.

While policemen and policewomen can play a very positive role in protecting individuals and communities, the shooting of Jacob Blake in Kenosha is just one of many painful reminders that the police are not perfect - in fact, far from it, particularly when dealing with individuals and communities of color. If the police force does not want to be "demonized" by the public, the police need to be held fully accountable for their actions. The public needs to have confidence that the police will act right and them, and in the cases that they do not, that there is a method independent of the police force and the mayor's office, to investigate and hold police accountable for those actions.

I am dismayed by the gross overrepresentation of Black community members in our jail and by the overreaction of MPD to perceived crimes by members of the black community. Men and women of color should not have numerous police coming and pointing guns at them (two recent examples: 1) <https://madison365.com/she-found-her-stolen-car-and-tried-to-drive-it-home-police-held-her-at-gunpoint-and-handcuffed-her/?fbclid=IwAR1Po6c9FGgrzQ7jE1q8ccGsnmUNumNKropleGHA5mQi8zlGWevDCkRhcYc>, 2) <https://www.channel3000.com/monona-police-investigate-complaint-after-officers-enter-home-with-guns-drawn>) with little to no provocation or have their neighborhoods over-policed and harassed by law enforcement. People of color have been quantitatively shown to be given harsher treatment and harsher sentencing than their white counterparts and Madison is no exception.

I believe that the Civilian Oversight Board will be key in ensuring greater equity and accountability in policing and law enforcement. As a half-Asian, half-Caucasian person who has also been racially profiled in the past (though not by MPD), I do not wish to raise a family in a city that allows the mistreatment or death of citizens (Tony Robinson) at the hands of law enforcement without consequences. We need to create an avenue for greater justice.

I will be watching your votes and strongly urge you to support the formation of the Civilian Oversight Board as originally designed by the Alder Work Group and Ad Hoc Committee. Thank you for your time and commitment to building a better future in Madison for people of color as well as their white majority counterparts.

Regards,

Rebecca Johnson

**From:** [First Last](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:45:20 PM

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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.

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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.

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Sincerely,

Angela Rehling City of Madison resident

**From:** [meganmarie7@gmail.com](mailto:meganmarie7@gmail.com)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:21:34 PM

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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. **I support the SUBSTITUTE items put forth by the Alder Work Group but I do not support any ALTERNATES or AMENDMENTS.** 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,

Megan Norris  
105 N. Few St  
Madison

**From:** [MADALYN JO GRAU](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:37:06 PM

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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 strong 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,  
Madalyn Grau  
416 E. Wilson Street #24  
Madison, WI 53703



**From:** [Sarah Chodorow](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:02:18 PM

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

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

I am writing to you today to urge you to pass the resolutions that will be before the committee tonight regarding the Office of the Independent Police Monitor and the creation of the Police Civilian Oversight Board as they are currently written. These recommendations are the result of years of hard work and true community involvement. One of the needs that has rung out loud and clear in this process is the importance of these entities having true independence and autonomy, rather than reporting to existing positions or structures. Madison is on the cusp of making an extremely important step toward a more just and equitable system, but in order to do that it is imperative to implement these new structures in a way that allows for true autonomy.

I have been a resident of Madison since 2011. I am a mental health professional supporting youth and families in our community and my partner and I will soon be raising our first child here in Madison as well. Madison is my home, and I am deeply invested in the wellbeing of our community. It is for this reason that I am asking you to support the resolutions listed above. There is no denying the disparities in police treatment and interactions with marginalized groups in our city, county, and wider state. We consistently identify this as a target for improvement. While the implementation of the Independent Monitor and Oversight Board do not represent our final destination, they are a step towards shifting the power imbalance we so consistently see in the make-up of our jail and the video footage of our officers' interactions with community members of color. You have an opportunity today to respond to the voices of the community that have made themselves heard, loud and clear.

All professions have the need for oversight and accountability, particularly those that hold significant power. This is built into our government structures for a reason. Oversight and accountability is more important than ever for the police force. Please take this step toward increased safety and justice for our community.

Sincerely,  
Sarah Chodorow, LCSW  
(she/her/hers)  
413 Ring St.  
Madison, WI 53714

**From:** [Laura Lob](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:06:44 PM

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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,

Laura M. Lob

**From:** [Live N Love](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:45:52 PM

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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."*

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Sincerely,

Vanessa Tortolano  
608-354-5293  
3909 Hanover st Madison

**From:** [Keith & Sue Findley](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:55:58 PM

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Dear Alders,

Many of you no doubt saw David Ahrens's guest column in the Capital Times about the proposed Independent Monitor and Civilian Oversight Board. Because his column may have raised concerns for some of you, I wanted to share with you the following letter I submitted to the Cap Times responding to Mr. Ahrens's column.

Dear Editor,

David Ahrens has published a thoughtful endorsement of the concept of civilian oversight of police. Unfortunately, however, his critique of the current proposal pending before the Madison Common Council reflects misunderstandings of the purpose and nature of the current proposal. I know what the proposal actually is because I was co-chair of the Ad Hoc Committee that drafted the report and recommendations upon which the proposed ordinance is based.

First, Mr. Ahrens says that nine of 11 Civilian Oversight Board members will be "self-selected" by nine named community organizations. The Board will actually have 13 members, two of whom will be alternates, but who will participate fully in all meetings, and will cast votes whenever any of the first 11 are absent. More importantly, these community groups do not have the power to "self-select" the Board. Each of these nine organizations *nominates* three potential Board members, and the Mayor and Common Council then select and appoint one of those three from each organization, or reject all three. No one gets on the Board without Mayoral and Common Council approval.

Mr. Ahrens also objects to several (but apparently not all) of the named organizations that can nominate Board members, because he perceives them to be harsh critics of the MPD. Being critical, even very critical, of police, however, should not be a disqualifier. One of the purposes of the Civilian Oversight Board is to bring together the MPD and representatives of Madison's most heavily policed and marginalized communities—the very communities that harbor the most distrust of the MPD. Giving them a place at the table is the only way to bridge that gap and begin to build trust. If these groups were excluded from this process that would surely doom this enterprise.

Mr. Ahrens notes that the Independent Monitor will have the authority to appoint counsel to represent individuals with complaints against MPD and its personnel, and has a total budget of \$15,000 annually for all such appointments combined. But he is incorrect when he asserts that, "we would pay private attorneys up to \$15,000 to sue the city." Counsel appointed by the Independent Monitor will not sue the City. The Monitor's authority to appoint counsel is only for the purpose of helping individuals file complaints with the Police and Fire Commission—the body that by statute has the authority to hear civilian complaints and impose discipline. The PFC has long been concerned that, without counsel, the complaint process can pose an insurmountable barrier for many community members who might have complaints. And, importantly, unlike a civil suit, the PFC cannot award monetary damages.

Mr. Ahrens next objects that “this body is not structured to review policies and procedures but to conduct trials of members of the department.” This, too, is inaccurate. The charge to the Monitor and Board in the proposed ordinance expressly includes responsibility for reviewing policies and procedures, and the Monitor and Board have no authority to conduct trials. They may conduct independent investigations and make findings, but those findings adjudicate nothing; neither the Monitor nor the Board has the authority to mandate any action by the MPD, discipline any officers, or award any compensation. Their roles are instead to act as voices for the community to publicly scrutinize the MPD and engage the MPD with any concerns it uncovers.

Mr. Ahrens is correct that credibility of the new Board is essential to its success. That means the Board must have credibility with police, but even more importantly, credibility with the marginalized communities with whom the MPD and the City need to build trust and acceptance. Building what Mr. Ahrens considers a “balanced” Board cannot be accomplished by inviting to the table only those who are not critics of police.

Keith A. Findley

**From:** [Colin Bares](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:59:19 PM

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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,

Colin Bares

**From:** [Kristen Schoepke](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:19:39 PM

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

Dear Members of the Common Council,

I am writing today in support of the proposals for an Independent Monitor and Civilian Oversight Board. They have come about through an incredible amount of hard work, extensive research, careful deliberation and vetting over the course of 5 long years. This has all been done in an inclusive and transparent process which is extremely important. I ask that you pass them As Written. Do not weaken them. Do not change them. They should reflect the transparency and thoughtful deliberation that went into them. I know you have all had the opportunity to sit down and be a part of their development up to this point. To change them now would suggest a lack of respect for the process, the work, and the people of Madison. We deserve to have real oversight. Voting for these proposals, As Written, is the morally right thing to do.

There are several crucial aspects that these proposals have addressed to give them the best chance of succeeding. Only by passing them as written will these be upheld. The composition of the Board. The design, as written, follows the advice of the ACLU and others with experience. It gives a voice to those who currently have no voice, while specifying extensive training, meaning that it will not exclude those from marginalized communities and still ensure informed and qualified decision making.

It includes subpoena power, which is necessary if it is to effect the investigations central to it's deliberations. It avoids regulatory capture by the police and the government, making it a true civilian oversight board. Not including current or former police or their family members is recommended by Campaign Zero, and is common practice in other cities. We do not want a situation where the Board is subverted by other, powerful interests. This would make the Board pointless and if changed the point would be to make the Board powerless in any real way.

We have all seen the effects of the loss of legitimacy the police department is experiencing right now. It is not fair to them or us to not give them something that can speak to that. This Board and Monitor does speak to that and it can be a powerful response to the protests that continue to tear at our city. No more could it be said that we are just talking or that we have done nothing to effect real change. It would be an inspiring message to all that Madison can turn things around, that Madison does believe in equity, that Madison does respect all the people, that Madison can move forward in a positive manner benefitting all its residents.

As a stay at home mother with 2 boys with special needs who has lived here almost all my life I really want to see Madison do something that could really work. I ask that you vote to pass these proposals as written and send a message to everyone that you care about this city, the police, and us, the citizens.

Thank you!

Sincerely,  
Kristen Schoepke  
5105 Denton Place  
Madison, WI 53711

Sent from [Mail](#) for Windows 10

**From:** [Shalicia Johnson](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:51:46 PM

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

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

I am a Fitchburg resident and my Alder is Joe Maldonado, but depending on where you are in the city, both Fitchburg and Madison PDs often respond to calls. 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.

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Sincerely,

Shalicia Johnson

**From:** [Amanda Jane Hoffman](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:10:19 PM

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

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Sincerely,

Amanda Hoffman

**From:** [Debra Rogers](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:26:41 PM

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After all these years of work, by members of the community, city staff, the OIR group we hired, and alders, it is time to implement the proposals that have been crafted. In the past week I've watched all the hours of meetings on the topic, heard all the feeble objections offered by those who have always opposed it, and seen an extended display of the contempt with which some of those opponents regard the entire process of giving the community any voice in how Madison's police relate to the community. It's been an eloquent display, and one that sealed my understanding of this opposition.

These proposals are in no way radical or extreme; the presentation by the the NACOLE representatives made it amply evident how far behind Madison is in all of this. We have had no effective way for anyone outside the police and the city government entities that forever support their every move to ask questions, to request investigations of complaints, or to influence any aspect of the police department's practices. The only voice for decades now has been that of the police themselves, and their government amplifiers. Far from actually BEING progressive, the department has been deliberately undoing what was changed in the Couper years -- as OIR said, resisting change, improvement and input ironically using that progressive reputation as a defense. The PR can never suffice. There are problems that only build, and it's the responsibility of this city to finally act to let the people who live here and have experience with being thus "policed" speak and be heard and respected and empowered to drive the kinds of changes that are so urgently needed.

The time for subterfuge, delay, obfuscation and political games is long past, and in this moment when people have been protesting in the streets for months insisting that they be heard now, Madison, its city council and its mayor must do better. It's in your hands tonight.

Apart from the substitutes being made to items 84 and 86, there have been no valid arguments for change to the proposals that have any intent but to weaken them. Please, today, do the right thing: Implement and fund the position and the board as laid out so carefully. It's a first step toward making this city work for all its people, and seeking outcomes that are actually better for us all.

Thank you.

Debra Rogers  
1331 Jenifer Street  
Madison



**From:** [Ann Murphy](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 5:13:10 PM

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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 agenda items 84-87 in tonight's Common Council meeting, especially item 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.

I strongly urge you to support this, so that our city can take a step towards full accountability and Community Control over our policing, hopefully to end the mass disenfranchisement and criminalisation of Black, Brown, Indigenous and People of Color in our city.

Please do the right thing, so that police officers can one day become community servants again, instead of the violent arms of white supremacist state control that they function as now.

Thank you,  
Ann Murphy

**From:** [Elena Maria Espana-Regan](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 5:26:47 PM

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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 Elena Espana-Regan and I am a Madison resident. 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 the tireless work of many people and comprehensive research on how to minimize the overwhelming negative impact that policing, as it stands in our city, has on marginalized populations.

An independent monitor would allow those most affected to have some voice and increase the accountability of police in matters of damage to the communities they intend to serve.

I hope you will take this opportunity to stand with the citizens most marginalized instead of brushing aside their concerns with a flourish of bureaucracy and a bigger investment in maintaining power than in protecting your constituents. You have an opportunity to take one small step in the right direction, and potentially make an enormous positive impact.

Please support the proposals or the creation of an Independent Monitor and Civilian Oversight Board.

Thank you for your time and consideration,

Sincerely,--  
Elena España-Regan

**From:** [Joseph Muenich](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 5:40:11 PM

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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.

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,

Joseph Muenich  
OutReach LGBT Community Center Board Treasurer  
City of Madison Resident at:  
806 W Olin Ave, #2  
Madison, WI 53715  
Alder: Tag Evers

**From:** [Eric McConahay](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 5:53:40 PM

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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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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,  
Eric Stimson McConahay  
111 Rethke Ave  
Madison

**From:** [Leslie Peterson](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#); [Abbas, Syed](#)  
**Subject:** Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:02:37 PM

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

I know many of you personally, and I appreciate your public service, however I see that many of are trying to create an oversight committee that does not align with an anti-racist policy agenda, so I urge you to do the right thing for our community by recognizing the hard work and dedication of the Ad Hoc Committee and Alder workgroup and vote to support their vision and ideals.

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. I support the SUBSTITUTE items put forth by the Alder Work Group but we do not support any ALTERNATES or AMENDMENTS.

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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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,  
Leslie "Amsterdam" Peterson  
District 12-Alder Syed Abbas



**From:** [Eleanor Terry-Welsh](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#); [Mayor](#)  
**Subject:** Independent Monitor and Civilian Oversight  
**Date:** Tuesday, September 01, 2020 3:24:47 PM

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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. 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. To do otherwise is a slap in the face to all members of marginalized communities in Madison and the surrounding area.

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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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. Gaining or regaining that trust will be difficult regardless, but it will be impossible if there is no way to hold our police force accountable. Providing a means for doing so is of vital public safety importance for the community.

Sincerely,  
Eleanor Terry-Welsh

**From:** [Jake Winkler](#)  
**To:** [All Alders](#)  
**Subject:** Independent Monitor  
**Date:** Tuesday, September 01, 2020 12:05:04 PM

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

I support the Independent Monitor and Oversight Board proposal, which is the result of long-running research and follows guidelines from NACOLE and other cities' lessons learned. The process was open to alders and MPD.

Concerns I've heard raised by alders at previous meetings or by citizens on social media:

1. Why does the board seem so tilted? Answer: the board should heavily represent communities that have not been heard and who are most impacted by MPD policy. MLK said a riot is the language of the unheard. Give them a voice and agency to run their communities.
2. The IM doesn't report to an elected official. Well, neither does the PFC. The independence of both is critical to the performance of their roles. The IM *does* report to the communities most affected, following recommendations from the ACLU and Chicago's police accountability task force.

It's pretty hard to argue this proposal is not a step in the right direction. I will see you all on the call tonight.

Jake Winkler  
5306 Barton Rd

**From:** [Cynthia Burnson](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Items 84-87  
**Date:** Tuesday, September 01, 2020 1:37:45 PM

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

Dear Alders and Mayor Rhodes-Conway,

I'm writing to support items 84-87, as written with no changes. These items reflect years of work by committed citizens. Any amendments should have been discussed during workgroup meetings or the years of ad hoc work before that. It's time for action. Toothless oversight will not solve our policing problems, we need powerful, independent oversight and we need it now.

I'm grateful for the unwavering support by my own Alder, Marsha Rummel.

Thank you,  
Cynthia Burnson  
3313 Thorp St, Madison, WI 53714

**From:** [Jake Rodgers](#)  
**To:** [All Alders](#); [Mayor](#)  
**Subject:** LISTEN  
**Date:** Tuesday, September 01, 2020 12:55:49 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Jake Rodgers

**From:** [meganmarie7@gmail.com](mailto:meganmarie7@gmail.com)  
**To:** [All Alders](#)  
**Date:** Tuesday, September 01, 2020 12:32:35 PM

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

Dear Alder Heck and Alder Furman,

Please consider rescinding your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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Thank you,

Megan Norris

**From:** [Annie Menzel](#)  
**To:** [All Alders](#)  
**Date:** Tuesday, September 01, 2020 12:50:28 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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Thank you,

Annie Menzel  
2629 Union St  
Madison, WI 53704

**From:** [Holly Marley-Henschen](#)  
**To:** [All Alders](#)  
**Date:** Tuesday, September 01, 2020 3:25:06 PM

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

"Dear Alder Heck and Alder Furman,

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Thank you,

Holly Marley-Henschen



27

27

2 Comments

18 Shares  
Like

--

[hollymarleyhenschen.com](http://hollymarleyhenschen.com)

she/her, they/them

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

-Eden Abhez



**From:** [Kyra Hay-Chapman](#)  
**To:** [All Alders](#)  
**Date:** Tuesday, September 01, 2020 3:42:07 PM

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Dear Alder Heck and Alder Furman,

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Thank you,

-Kyra Hay-Chapman

**From:** [Edward Kuharski](#)  
**To:** [All Alders](#)  
**Date:** Tuesday, September 01, 2020 5:19:42 PM

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

Dear Common Council Alders: I am writing to urge your support for the 4 related agenda items that will enable the proposed police citizen oversight measures before you tonight, Items, 84,85,86, & 87.

These measures are long overdue and even more urgently needed than ever. Let's get home on achieving freedom & justice for ALL of our citizens.

Warm regards, Ed

**Edward Kuharski, Architect, AIA, LEED AP**  
**GREEN DESIGN STUDIO**  
405 Sidney Street  
Madison, WI 53703  
608/469-5963 mobile  
ekuharski@aol.com

"The best way to predict the future is to help create it."

**From:** [Luca Riitano](#)  
**To:** [All Alders](#)  
**Date:** Tuesday, September 01, 2020 5:27:33 PM

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Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

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Thank you,  
Luca

**From:** [Josh W. Jenkins](#)  
**To:** [All Alders](#)  
**Date:** Tuesday, September 01, 2020 5:53:04 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments. We have asked you to do this thousands of times.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have,

- their own internal affairs department
- their pals at the DCI
- their buddy D.A. Ozanne
- their pals at the Police and Fire Commission
- their union support
- their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have police control this board too and rescind your alternates, now.

Thank you,  
Josh Jenkins  
2609 Country Rose Ct #3  
Madison, WI 53713

**From:** [Donald Buslacchi](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Date:** Tuesday, September 01, 2020 12:25:28 PM

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

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

As a proud Madisonian I would like to again express my support for the proposals for the independent Monitor and Civilian oversight board. I believe it is incredibly important that this legislation be passed EXACTLY AS CURRENTLY WRITTEN, WITHOUT AMENDMENT.

The years of hard work and research that has been put into this project all point to one conclusion, that these proposals are simply too important to be weakened or diluted.

thank you for your time,

Donald Buslacchi  
3713 Brigham Ave.  
Madison, WI 53714

**From:** [Russell Reed](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Meeting tonight  
**Date:** Tuesday, September 01, 2020 1:48:03 PM

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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 hope you are well. 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,

Russell Reed  
9 Byars Cir, Madison WI 53719

**From:** [Stacey Williams](#)  
**To:** [All Alders](#)  
**Subject:** Meeting Tuesday 9/1  
**Date:** Tuesday, September 01, 2020 12:30:09 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Stacey Williams  
Madison resident, District 12



**From:** [DJH Photo](#)  
**To:** [All Alders](#)  
**Subject:** No Alternates or Amendments  
**Date:** Tuesday, September 01, 2020 12:37:01 PM  
**Importance:** High

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

Dear Alder Heck and Alder Furman and the rest of the city council,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

DJ Haugen  
111 W. Wilson St. #204  
Madison, WI 53703  
[djhphoto@hotmail.com](mailto:djhphoto@hotmail.com)

**From:** [Tyler Kehoe](#)  
**To:** [All Alders](#)  
**Subject:** No alternates to #84  
**Date:** Tuesday, September 01, 2020 3:38:49 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Tyler

**From:** [Nathan Royko Maurer](#)  
**To:** [All Alders](#); [Mayor](#)  
**Subject:** No Alternates, No Amendments  
**Date:** Tuesday, September 01, 2020 5:47:20 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments.

By now we have asked you to do this innumerable times.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence (a cornerstone of the recommendations), objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent and inclusive process.

Please listen to your community!

The reason people are rebelling in the street is because they feel unheard, because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other for potential wrongdoing. They wholly reject independent accountability. These alternates are nothing but another attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work.

They have:

- their own internal affairs department
- their pals at the DCI
- their buddy D.A. Ozanne
- their pals at the Police and Fire Commission
- their union support
- their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be well researched, but non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have

police control this board too and rescind your alternates, now.

Thank you,

Nathan Royko Maurer  
Co-Founder - Community Response Team

**From:** [Krys Parsons](#)  
**To:** [All Alders](#)  
**Subject:** No Alternates or Amendments to Civilian Oversight Legislation  
**Date:** Tuesday, September 01, 2020 5:47:13 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments. We have asked you to do this thousands of times.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have,

their own internal affairs department  
their pals at the DCI  
their buddy D.A. Ozanne  
their pals at the Police and Fire Commission  
their union support  
their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have police control this board too and rescind your alternates, now!

Thank you,  
Krys Parsons  
821 Jenifer St

**From:** [Rue Genger](#)  
**To:** [All Alders](#)  
**Subject:** No hasty alternates to community supported civilian oversight of police  
**Date:** Tuesday, September 01, 2020 12:58:42 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have. I support the substitute items put forth by the Alder Work Group but do not support alternates or amendments.

Thank you,

Rue Genger

217 Buell Street

Madison WI 53704

**From:** [Steve Verburg](#)  
**To:** [All Alders](#)  
**Subject:** No immediate amendments to well-crafted Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:45:12 PM

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

Good afternoon,

I'm writing to ask Ald. Heck and Ald. Furman to rescind their alternate to #84 (Oversight Committee and timeline to review the work of the Oversight Board) and to ask all alders to reject this amendment if it is proposed for enactment.

I've been unable to find a copy of the alternate on Legistar. I hope that means I am mistaken about its existence.

But what I've been told is that this is a last-minute attempt to create some sort of review process and timeline for the independent board's work. This seems like an attempt to gain some measure of control over what is supposed to be an independent body. Whatever the aim of this amendment, please give it careful consideration at a later date. The Independent Monitor and Civilian Oversight Board has received careful consideration for about five years. If this amendment requiring a review proposal has merit, please allow the public to examine and take part in deliberations about it by running it through normal legislative procedures, including scrutiny and public comment in the appropriate committees.

I know there are voices warning you that the Madison Police Department's practices can't withstand the light that may be shed by the monitor and board, and that some sort of disaster is going to ensue. These are scare tactics that are becoming more and more familiar all across the country as they are deployed to buttress an agenda whose time, we can hope, may be passing. Please approve the sorely needed, long overdue police monitor and oversight board proposal in its current form. It is a sensible, modest plan that is the result of five years of careful study, deliberation, and public scrutiny.

Thank-you,

Steve Verburg  
1614 Wendy Lane, Madison, Wisconsin

**From:** [David Seth Gevers](#)  
**To:** [All Alders](#)  
**Subject:** NO NEW AMENDMENTS TO WORK GROUP POLICE OVERSIGHT ORDINANCE  
**Date:** Tuesday, September 01, 2020 5:12:31 PM

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

Dear Alder Heck and Alder Furman,

Please remove alternate #84 and do not propose any additional amendments or alternates to this groundbreaking advancement in community control of policing.

This ordinance and work has been five years in the making and is desperately needed to address the out of control policing that is destroying our community. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. As a resident of Madison in District 13, I ask that you pass the Alder Work Group's ordinance establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written.

With faith in our community,  
David Gevers



**From:** [Brittyn Calyx](#)  
**To:** [All Alders](#)  
**Subject:** No to MPD Control! Pass Civilian Oversight Without Alternates or Amendments!  
**Date:** Tuesday, September 01, 2020 5:44:13 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation ***without alternates or amendments***. We have asked you to do this thousands of times.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are resisting in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have,

- their own internal affairs department
- their pals at the DCI
- their buddy D.A. Ozanne
- their pals at the Police and Fire Commission
- their union support
- their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have police

control this board too and rescind your alternates, now.

Thank you,

Brittyn Calyx, Madison resident  
1218 Carpenter St, Madison, WI 53704

--

*Pronouns:* **she/her/hers**

**From:** [Abha Thakkar](#)  
**To:** [All Alders](#)  
**Subject:** NPC supports Alder Workgroup recommendations without amendments  
**Date:** Tuesday, September 01, 2020 3:41:38 PM

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

To the Common Council,

Once again, I am writing behalf of the Northside Planning Council to state our support for the recommendations developed by the alder workgroup regarding the Independent Monitor and Civilian Oversight Board. Specifically, we are writing in support of:

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

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

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

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

It is critically important that the independent monitor is truly politically independent, and the best way to accomplish this is by maintaining oversight and supervision of that position with the Civilian Oversight Board, as recommended by the alder workgroup.

Please respect public process and refrain from making amendments to these well thought-out recommendations. We cannot have this oversight work co-opted by the very entities they are designed to hold accountable.

We look forward to monitoring the outcome of this vote.

Thank you.  
Abha

--

Ms. Abha Thakkar

NPC Executive Director  
Northside News Editor  
[director@northsideplanningcouncil.org](mailto:director@northsideplanningcouncil.org)  
608-230-1221

Northside Planning Council  
1219 N. Sherman Ave.  
Madison, WI 53704

**From:** [Mike Thomsen](#)  
**To:** [Mayor](#); [All Alders](#)  
**Subject:** Opposing the "police monitor" and "civilian oversight board"  
**Date:** Tuesday, September 01, 2020 4:19:55 PM

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

Dear Alders, especially Zachary and Christian, and Mayor Satya,

I spoke with former police captain Luis Yudice a few weeks ago and learned that he strongly opposes the "civilian oversight board" and the "police monitor" precisely because they are structured as biased anti-law enforcement entities. If Luis opposes it, I oppose it and so should you.

And I read the column by former alder David Ahrens in the Cap Times yesterday.

[https://madison.com/ct/opinion/column/david-ahrens-how-to-kill-a-civilian-police-review-body/article\\_5924b3f8-2dfc-56c0-8efd-3563ed50ed63.html](https://madison.com/ct/opinion/column/david-ahrens-how-to-kill-a-civilian-police-review-body/article_5924b3f8-2dfc-56c0-8efd-3563ed50ed63.html)

Have you read it? It is clear from David's analysis that "civilian oversight board" as it is currently constituted is a biased and bigoted anti-police hammer that will cost the taxpayers millions of dollars and do nothing to improve policing in Madison. In fact, it will make it worse. It will not represent our community. It will only represent a small, well-organized special interest group. It will do nothing but cause more problems for our city.

Alders, Mayor, we have a "police monitor," the Police and Fire Commission, and we have a "civilian oversight board," you our representatives on the Common Council). Thus I wish you, alders, to vote NO on agenda items 61667, 61593, 60777, 60617 and 61595.

Sincerely,  
Mike Thomsen  
5402 Raymond Road  
Madison, Wisc.

**From:** [Gisela Wilson](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Opposition to an Alternate to #84  
**Date:** Tuesday, September 01, 2020 2:40:40 PM

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

September 1, 2020

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had eight years total, and five years and some months to work with Ad Hoc and the Alder Work Group specifically, to take the appropriate time and care to create a review process for the civilian oversight board's work. Any mechanism that would politically capture or compromise the contribution of the Civilian Oversight Board seriously risks regulatory capture. The voices of the communities most affected will be the ultimate judges of the Civilian Oversight Board's success. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. There simply is no way you can come close to replicating the consultations with experts around the country (who have an understanding of the track records of community oversight around the country and why many failed to succeed), consultations with the local communities most harmed when police get it wrong, and careful deliberations with past and present members of MPD and the City's legal representation on such short order.

Please rescind your alternate.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation.

Thank you. Sincerely,

Gisela F Wilson PhD  
1244 Morrison Ct  
Madison, WI 53703

Writing you today as a resident of Madison since 1981 and someone who was present for, and occasionally contributed to, all of the MPD Policy and Procedure Ad Hoc Committee's discussion of the recommendations in the Report and most of the Alder Workgroup meetings.

**From:** [Erica Serlin](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Ordinance for the civilian oversight board and independent monitor  
**Date:** Tuesday, September 01, 2020 2:00:40 PM

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

I'm writing to request that you pass the ordinance for the civilian oversight board and independent monitor as written by the alder workgroup of alders Donna Moreland, Shiva Bidar, and Rebecca Kemble to establish a model of police oversight and accountability that has the potential to be an important step by our community to realize badly needed changes.

Thank you for your consideration.

Sincerely,  
Erica Serlin

**From:** [Lezlie Hope](#)  
**To:** [All Alders](#)  
**Subject:** Oversight Committee  
**Date:** Tuesday, September 01, 2020 12:24:10 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
-Lezlie Blanton  
2450 East Mifflin Street



**From:** [Sarah Kdosi](#)  
**To:** [All Alders](#)  
**Subject:** Oversight Committee  
**Date:** Tuesday, September 01, 2020 12:35:39 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternative to #84 to include an oversight committee and a timeline to review the work of the oversight board.

You have had over five years to create a review process for the civilian oversight board. To rush in an alternative today completely disregards the time and thought it takes to create something that is community supported and built for success. I urge you to rescind your alternative and take the proper time to create something with a chance of success.

Thank you,

Sarah Kdosi

**From:** [Andrea Parmentier](#)  
**To:** [All Alders](#)  
**Subject:** Pass Civilian Oversight legislation WITHOUT alternates/amendments  
**Date:** Tuesday, September 01, 2020 5:43:24 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments. We have asked you to do this thousands of times. The legislation already drafted was done so in an open, transparent, inclusive, democratic process. Don't mess around with this 11th hour, hasty, noninclusive alternative nonsense.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have police control this board too and rescind your alternates, now.

Thank you,  
Andrea Parmentier  
402 Pawling St Apt 1  
Madison, WI 53704

**From:** [Morgan Mayer-Jochimsen](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Pass legislation to create a Civilian Oversight Board and Independent Monitor  
**Date:** Tuesday, September 01, 2020 3:55:24 PM

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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 urge you to pass the legislation to create a Civilian Oversight Board and Independent Monitor exactly as written by the Alder Workgroup, without amendment.

Thank you,  
Morgan Mayer-Jochimsen  
423 N Pinckney St. Apt 2  
Madison, WI 53703

**From:** [Rue Genger](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Pass the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:51:02 PM

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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,

Rue Genger

217 Buell Street

Madison WI 53704

**From:** [Matthew Norman](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Plea for Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:21:49 PM

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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,  
Matthew Norman

**From:** [Bill Scanlon](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Please Adopt without Change Items 84, 85, 86 and 87 on Tonight's Council Agenda That Pertain to Independent Community Control of our Police  
**Date:** Tuesday, September 01, 2020 5:39:52 PM

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

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

I am a senior citizen who has had the good fortune for the last 30 years to live, work and, with my partner, raise our children in Madison.

I am writing to ask that you support without change the four items on the agenda of your meeting tonight (Sept. 1, 2020) that pertain to establishing an Independent Monitor and Civilian Oversight Board for Madison's police. These proposals are the product of five years of hard work, first by an *ad hoc* committee and then by an alder workgroup. They reflect extensive research, expert input from NACOLE (National Association for Civilian Oversight of Law Enforcement) and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Do not weaken them. Especially now in our history, it is clear that passing these carefully crafted proposals without altering them is the morally right thing to do.

As the *ad hoc* committee's 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 of the proposals before you is the composition of the Civilian Oversight Board. As the Report of Chicago's Police Accountability Task Force noted, "Real and lasting change is possible only when the people most affected by policing have a voice." Right now in Madison they have no voice whatsoever. The proposal before you corrects this fundamental problem. The 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 these groups work specifically with domestic abuse and sexual assault victims. In addition, the ordinance, in order to avoid imposing criteria on selection of Oversight Board membership that would exclude members from marginalized communities and those with experience interacting with police, requires extensive training of the Board's members to ensure well-qualified decision-making.

Another crucial aspect is adequate empowerment of the Oversight Board and Monitor. 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 the proposal follows NACOLE advice to include subpoena power in the agency's enabling legislation. In addition, extensive reporting and outreach by the Board and Monitor are required by the proposal in order to provide accountability to the community. And the proposal provides for adequate funding, consistent with what NACOLE representatives have pointed out is essential and what is obviously required for any serious effort to bring our police under independent civilian control.



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. It is also important to avoid regulatory capture. Thus, the proposed Oversight Board would not include current or former police officers and members of their families, as recommended by Campaign Zero, a prominent police reform organization. and reflected in existing practice in other cities nationally.

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee of the Board. 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.

In Madison there are now feelings that policing lacks legitimacy and police are not trusted. These feelings prevail especially in Madison’s marginalized communities, and I share them. These feelings underlie serious noncooperation with police, including by crime victims. Many people have lost faith that acting through the current system can bring meaningful change. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered by the four proposals before you at your meeting tonight, will rectify the current dangerous and otherwise unacceptable situation.

Sincerely,

William Scanlon

616 S Ingersoll St (6th District)

Madison 53703

**From:** [liddy ginther](#)  
**To:** [Rhodes-Conway, Satya V.](#); [Mayor](#); [All Alders](#)  
**Subject:** Please Do Not Weaken Police Oversight Legislation  
**Date:** Tuesday, September 01, 2020 3:50:00 PM

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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

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

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

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

Sincerely,

Alyssa Ginther

1005 E. Johnson Street

Alder Patrick Heck

**From:** [Liam Hutchison](#)  
**To:** [Mayor](#); [All Alders](#)  
**Subject:** PLEASE DO NOT WEAKEN POLICE OVERSIGHT PROPOSALS  
**Date:** Tuesday, September 01, 2020 3:26:19 PM

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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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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,

William Hutchison

1005 E. Johnson Street

Alder Patrick Heck

**From:** [Patrick Paulin](#)  
**To:** [All Alders](#)  
**Subject:** Please pass the COB as is  
**Date:** Tuesday, September 01, 2020 4:46:13 PM

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

Dear Alder Heck and Alder Furman,

Police and criminal justice reform is at the heart of the modern civil rights movement. I urge you to be on the right side of history and support this work.

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

This not a minor issue to me nor to many people in Madison.

Thank you,

Patrick Paulin  
2522 University Ave  
Madison, WI, 53705

**From:** [Philippa Bergmann](#)  
**To:** [All Alders](#)  
**Subject:** Please reconsider your timing on #84  
**Date:** Tuesday, September 01, 2020 4:59:27 PM

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

Dear Alder Heck and Alder Furman,

I'm asking you to rescind your alternate to #84 to include an oversight committee and timeline to review the work of the Oversight Board. City Council has a history of tying up good legislation with amendments that serve (unintentionally) to kneecap the proposals. So much work has been put forth on this much-needed initiative; please, while I understand your intentions, don't rush this through in an amendment. This should be a well-thought-out review system and involve members of the community you serve. There's no reason to rush to do this now, and excellent reason to address it later and thoughtfully.

Thank you for your time,

Philippa Bergmann  
150 Division St  
Madison, WI

**From:** [Marjon Moulai](#)  
**To:** [All Alders](#)  
**Subject:** Please rescind alternate to #84  
**Date:** Tuesday, September 01, 2020 12:46:14 PM

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

Dear Alder Heck and Alder Furman,

My name is Marjon Moulai. I live at 1346 Rutledge St. #2 Madison, Wi. I am writing to ask you to please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Marjon Moulai



**From:** [Nicole Spear](#)  
**To:** [All Alders](#)  
**Subject:** Please Rescind item #84 for tonight's meeting  
**Date:** Tuesday, September 01, 2020 2:31:46 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Nicole Spear  
1033 Spaight St, 3B  
Madison, WI 53703

**From:** [Ada Hajdini](#)  
**To:** [All Alders](#)  
**Subject:** Please rescind your alternate to #84  
**Date:** Tuesday, September 01, 2020 5:03:42 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Ada Hajdini

**From:** [Diane Farsetta](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Please support independent monitor & community oversight board  
**Date:** Tuesday, September 01, 2020 5:33:45 PM

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

Dear Mayor and Common Council members,

I am writing to urge you to support four items on today's Common Council agenda, without any alternates or amendments:

- #84 - Adopting the Final Report of the Alder Workgroup to Develop Logistics & Operational Details for Madison Police Department Independent Civilian Oversight;
- #85 - Amending the 2020 Operating Budget, creating the Office of the Independent Police Monitor and creating of the position of Independent Police Monitor, etc;
- #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; and
- #87 - Amending MGO 3.54(9)(b) to add the position of Independent Police Monitor as a Compensation Group 21 level employee.

I stand with so many others in our community who are demanding real change in how we meet our public safety needs, including oversight of our police that is wholly independent of political offices. The proposals before you incorporate community and expert input, and the experiences of other communities, to create oversight mechanisms that will be responsive to the concerns of community members, especially those from marginalized communities.

Madison's racial disparities in policing (and education, economic development, and so many aspects of life) are simply unacceptable. We are fortunate to have these strong recommendations for Madison's police department that were developed and vetted over several years, in consultation with diverse community leaders and policing experts.

We can not allow those recommendations to gather any more dust, as people die and cry for justice in the streets. Now is the time for courage and action.

Thank you,  
Diane Farsetta

213 N Fifth St, Madison

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~ born when CO2 was 327ppm

**From:** [Zach Kmiec](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Please support Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:49:57 PM

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

Dear Alders and Mayor Rhodes-Conway,

I'm writing in urgent support of agenda items 84-87 for tonight's Common Council meeting, regarding an independent police monitor and the creation of a civilian oversight board.

We dearly need accountability on the part of law enforcement in our city. These agenda items are the result of years of hard and diligent work, and they are a significant and meaningful step toward that goal of accountability. Now is the time to say yes and move forward.

Please move in favor of items 84, 85, 86, and 87, and demonstrate that our city government wants meaningful change that addresses the groundswell of concern over police brutality and inequality in law enforcement practices.

Thank you,

Zachary Kmiec  
520 Troy Dr  
Madison, WI 53704

**From:** [Larissa Duncan](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Please support the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:48:48 PM

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

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

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

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

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,

Larissa Duncan

725 Seneca Pl

Madison, WI 53711

**From:** [Joe Rheume](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Please vote in favor of the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:19:03 PM

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

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

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

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

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

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

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

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

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

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

Sincerely,

-Anton "Joe" Rheume  
Madison, WI 53704



**From:** [jane.smith](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Police Accountability & Independent Community Oversight  
**Date:** Tuesday, September 01, 2020 12:50:43 PM

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Dear City of Madison Alders and Mayor Rhodes-Conway:

I support and request that you pass the ordinance for the civilian oversight board and independent monitor

as written by the Alder Work Group - Alders Moreland, Bidar and Kemble.

Thank you, Alders Moreland, Bidar and Kemble, for your thoughtful and hard work.

I support Mayor Rhodes-Conway's request for additional measures to hire and support an experienced professional for the Independent Monitor position.

I support the passage of Items #84, #85, #86, #87 at tonight's Common Council meeting.

These are all important and necessary steps for Madison to take in establishing law enforcement accountability and transparency with strong community input. The City of Madison needs to be there for all of its citizens; the City can do the right thing tonight.

Respectfully yours,  
Jane A Smith  
225 Van Deusen Street  
District 13  
Madison WI

**From:** [Evan Bolin](#)  
**To:** [Veldran, Lisa](#)  
**Subject:** Police monitor & Oversight Board  
**Date:** Tuesday, September 01, 2020 4:27:07 PM

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

Hi Lisa,

Staff here at WKOW will be listening to the board's action tonight on the police monitor position and the oversight board. In case we have questions about what is happening, will you be at the meeting tonight, and if so, could we email you about any action taken?

If you will not be there, is there anyone else that works with the council we might be able to connect with in case we have questions?

**Evan Bolin**

Executive Producer / 10 p.m. Producer



5727 Tokay Blvd. | Madison, WI 53719

[ebolin@wkow.com](mailto:ebolin@wkow.com)

d: **608.661.2796**

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**From:** [Bonnie Dill](#)  
**To:** [All Alders](#)  
**Subject:** Police oversight board  
**Date:** Tuesday, September 01, 2020 12:04:41 PM

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From Dave Dill, District 1

I have some concerns about this proposed board:

1. Quotas for skin color and ethnicity. This runs counter to city practice over many years with regard to advisory boards. It's a shameful throwback to an uglier time.
2. Many members of pre-selected groups such as Urban Triage and Freedom Inc have agitated for defunding of the police force and have attacked said officers in the line of duty on the streets. These groups ought not be granted protected membership on a board which represents the entire city. They don't represent me.
3. Who on this board will represent me?
4. who on this board will represent the legitimate Police force I pay for?
5. The Mayor says the city will be 25 million dollars short next year. Where will the additional half million come from?
6. At 13 members this grievance-formed board is potentially unwieldy, approx. 2/3 the size of the entire CC, and twice the size of the Madison School Board?
7. You'll live to regret this semi-private group of grievance generators as it inhales both money and time.
8. A monitor/auditor plus staff with the potential power (using our money) to sue the city?

Thanks, but as it stands - No.

**From:** [Tom Popp](#)  
**To:** [All Alders](#)  
**Subject:** Police Oversight  
**Date:** Tuesday, September 01, 2020 5:48:19 PM

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

I support items 84, 85, 86, and 87 on tonight's agenda, proposed by Alder Moreland, which would establish independent civilian police oversight and a police civilian oversight board.  
Tom Popp

**From:** [Steven Ullberg](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Proposal Support  
**Date:** Tuesday, September 01, 2020 5:10:13 PM

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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 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,  
Steven Ullberg  
501 S Midvale Blvd Apt 101  
Madison, WI 53711

**From:** [Jooyoung Jung](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Proposals 84, 85, 86, 87  
**Date:** Tuesday, September 01, 2020 3:09:02 PM

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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 crucial work that has been put in within the last 5 years in order to hold the police accountable for their actions to the citizens of Madison.

They have been backed and vetted through thorough research with the input of NACOLE and others. These proposals have been done in inclusivity and transparency. Do not weaken the goal of police accountability, do the right thing.

-Jooyoung Jung

**From:** [Jennifer Wilson](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Proposals 84, 85, 86, 87  
**Date:** Tuesday, September 01, 2020 1:34:53 PM

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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.**

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,

Jennifer Wilson  
514 Muir Dr  
Madison 53704



**From:** [Jeff Spitzer-Resnick](#)  
**To:** [Furman, Keith](#)  
**Cc:** [All Alders](#)  
**Subject:** Re: Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:15:02 PM

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Dear Mr. Furman:

I am glad to hear that you support the original proposal and that you will vote for it.

While I respect the legislative process and the ability of alders to make modifications to ordinances that they pass, I strongly urge you to respect those who have worked so hard for so many years to pass the ordinance that will hopefully finally bring some long overdue accountability to our police force. Your attempt to modify this in any way at the last moment without vetting it with all those alders and citizens who have worked so hard to get to this moment is not helpful and frankly, is an unnecessary distraction that only serves to fuel the fire of those who oppose real oversight.

Without a doubt, as we move into genuine accountability, we will all learn what works well and what needs to be modified. It will be then, with adequate time, and citizen input, that modification would be appropriate. Not tonight.

Jeff Spitzer-Resnick  
Systems Change Consulting  
608-206-7164  
[www.systemschangeconsulting.com](http://www.systemschangeconsulting.com)  
blog: [systemschangeconsulting.wordpress.com](http://systemschangeconsulting.wordpress.com)

On Tue, Sep 1, 2020 at 2:35 PM Furman, Keith <[district19@cityofmadison.com](mailto:district19@cityofmadison.com)> wrote:

Thank you for your note.

To be clear, Alder Heck and I are incredibly supportive of the proposed resolutions and ordinances from the Alder Work Group. We absolutely intend to vote for them this evening, regardless of if our amendment passes. We are incredibly concerned about any changes that could weaken the Work Group's intent. This suggested amendment does not sunset or weaken the Independent Monitor or Oversight Board in any way. We also believe this amendment makes it more difficult for others to argue against the proposal.

It's incredibly important to the community that the Independent Monitor and Oversight Board are successful. This new Work Group in 18 months will be a good opportunity to systemically review progress and make suggested tweaks if necessary. Any proposed tweaks would require Council approval. Again, tonight we will be voting for #84, #85, #86, #87 and do not support any attempt to change the intent of the Work Group.

-Keith F.

-----

Alder Keith Furman, 19th District, Madison, WI

[district19@cityofmadison.com](mailto:district19@cityofmadison.com)

608-912-0000

Subscribe to my blog: <http://www.cityofmadison.com/council/district19/blog/>

*The 2020 Census is here! As we practice social distancing, take the opportunity to complete the census now from the comfort of your own home. You can fill it out online at [my2020census.gov](http://my2020census.gov), by [phone](#), or by [mail](#).*

---

**From:** Jeff Spitzer-Resnick <[jspitznick@gmail.com](mailto:jspitznick@gmail.com)>

**Sent:** Tuesday, September 1, 2020 1:45 PM

**To:** All Alders <[allalders@cityofmadison.com](mailto:allalders@cityofmadison.com)>

**Subject:** Civilian Oversight Board

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

Dear Alders, and in particular, my Alder Patrick Heck,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Jeff Spitzer-Resnick

Systems Change Consulting

430 Sidney St, Madison, WI 53703

608-206-7164

[www.systemschangeconsulting.com](http://www.systemschangeconsulting.com)

blog: [systemschangeconsulting.wordpress.com](http://systemschangeconsulting.wordpress.com)

**From:** [Jennifer Bastian](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#); [Evers, Tag](#)  
**Subject:** Re: OPPOSE item 88, SUPPORT items 84 , 85, 86 & 87.  
**Date:** Tuesday, September 01, 2020 12:42:39 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Jennifer Bastian  
538 W Lakeside Street

On Tue, Sep 1, 2020 at 11:16 AM Jennifer Bastian <[jenniferhbastian@gmail.com](mailto:jenniferhbastian@gmail.com)> wrote:  
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.

Jennfer 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

--

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

**From:** [Kaleah Mabin](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Re: Proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:42:24 PM

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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. **I urge you to be on the right side of history and support these proposals.**

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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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. We need you all to support this work and help build a safer community.

Sincerely,  
Kaleah Mabin  
6401 Offshore Drive #114  
Madison, WI 53705

--

t. (847) 380.0822 | [LinkedIn](#)  
e. [kaleah.mabin@gmail.com](mailto:kaleah.mabin@gmail.com)

**From:** [Cassie Carney](#)  
**To:** [All Alders](#)  
**Subject:** Recind your alternate  
**Date:** Tuesday, September 01, 2020 4:14:38 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you.



**From:** [aram.north](#)  
**To:** [All Alders](#)  
**Subject:** Regarding Alternate to #84  
**Date:** Tuesday, September 01, 2020 2:25:17 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

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Thank you,  
Aram Melis  
1553 Adams Street BB  
Madison, WI, 53711

**From:** [layered music](#)  
**To:** [All Alders](#)  
**Subject:** Regarding alternates to the COB recommendations  
**Date:** Tuesday, September 01, 2020 5:47:32 PM

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

Dear Alders Carter and Tierney,

We are asking you once again to pass the Civilian Oversight legislation without alternates or amendments.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have:

- \*their own internal affairs department
- \*their friends at the DCI
- \*their friend D.A. Ozanne
- \*their friends at the Police and Fire Commission
- \*their union support
- \*their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Please allow there to be space for civilians to do this work without intimidation or the fear of retaliation.

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Please stop pushing to have police control this board too and rescind your alternates.

Thank you,  
David Henzie-Skogen  
Madison, WI 53703

**From:** [connie mcquigan](#)  
**To:** [All Alders](#)  
**Subject:** regarding civilian oversight of mpd  
**Date:** Tuesday, September 01, 2020 1:08:30 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
connie benell

[Sent from Yahoo Mail on Android](#)

**From:** [Alexandra Hendrick](#)  
**To:** [All Alders](#)  
**Subject:** Regarding the Alternate to #84  
**Date:** Tuesday, September 01, 2020 3:56:46 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Alexandra Hendrick

**From:** [Micah Keenan-Eason](#)  
**To:** [All Alders](#)  
**Subject:** Regarding the Civilian Oversight Committee  
**Date:** Tuesday, September 01, 2020 5:53:03 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments. We have asked you to do this thousands of times.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have,  
their own internal affairs department  
their pals at the DCI  
their buddy D.A. Ozanne  
their pals at the Police and Fire Commission  
their union support  
their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have police control this board too and rescind your alternates, now.

Thank you,

Mary Adele Keenan-Eason  
[keenan.m.a.92@gmail.com](mailto:keenan.m.a.92@gmail.com)



**From:** [Mary Adele Keenan](#)  
**To:** [All Alders](#)  
**Subject:** Regarding Your Alternate to Agenda Item 84  
**Date:** Tuesday, September 01, 2020 12:25:30 PM

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

Dear Alder Heck and Alder Furman,

My name is Mary Adele Keenan-Eason and I live at 1330 Waldorf Blvd in Madison.

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Mary Adele Keenan-Eason  
[keenan.m.a.92@gmail.com](mailto:keenan.m.a.92@gmail.com)

**From:** [Brittyn Calyx](#)  
**To:** [All Alders](#)  
**Subject:** Request to Rescind Alternate to #84  
**Date:** Tuesday, September 01, 2020 4:35:47 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You've had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Brittyn Calyx, Madison resident  
1218 Carpenter St, Madison, WI 53704

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*Pronouns:* **she/her/hers**



**From:** [Madeline Sall](#)  
**To:** [All Alders](#)  
**Subject:** Rescind #84 Alternate for Oversight Board  
**Date:** Tuesday, September 01, 2020 4:57:58 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

Rushing in a new request at the final hour before the vote takes place means we won't be able to consider the proposal on its own merit separately from the existing proposals. The unamended versions were developed over five years. We should apply the same thought and care to any additions.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Madeline Sall, constituent of Marsha Rummel

--

Madeline Sall  
[maddy@sall.net](mailto:maddy@sall.net)

Too brief? Here's why! <http://emailcharter.org>  
Please consider the environment before printing out this email.

**From:** [Julia Levine](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Alterate 84  
**Date:** Tuesday, September 01, 2020 12:56:15 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Julia

1005 E Johnson St, Madison, WI 53703.

**From:** [Amber Dwyer](#)  
**To:** [All Alders](#)  
**Subject:** Rescind alternate to #84 Attn: Alders Heck & Furman  
**Date:** Tuesday, September 01, 2020 2:28:05 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Amber Dwyer

1446 Bellflower Ln, Madison, WI 53719

(910) 580-6003

**From:** [El Poché](#)  
**To:** [All Alders](#)  
**Subject:** Rescind alternate to #84 calling for oversight committee  
**Date:** Tuesday, September 01, 2020 3:19:06 PM

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

Dear Alder Heck and Alder Furman,

I am asking you to rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board. Trying to rush this alternate into tonight's vote, rather than giving it the appropriate time and care, would be a disservice to the many years that the Ad Hoc and Alder Work Group took to develop their recommendations. In the end, wouldn't you want something that is community supported and optimized for success, rather than something that was tossed in at the last minute?

**I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation.** If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
El Poché

**From:** [Alyssa McDonald](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Alternate to #84  
**Date:** Tuesday, September 01, 2020 1:42:44 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Alyssa McDonald  
6014 Monticello Way

**From:** [danielle tucci](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Alternate to #84  
**Date:** Tuesday, September 01, 2020 1:44:48 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had quite some time to work with the Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you for your time,

Danielle Tucci  
[dtucci115@gmail.com](mailto:dtucci115@gmail.com)

**From:** [LEAH AWKWARD-RICH](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Alternate to #84  
**Date:** Tuesday, September 01, 2020 1:57:41 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Leah Awkward-Rich  
She/her/hers  
Doctoral Student in Social Welfare  
UW-Madison School of Social Work

**From:** [Amanda Jane Hoffman](#)  
**To:** [All Alders](#)  
**Subject:** Rescind alternate to #84  
**Date:** Tuesday, September 01, 2020 4:04:20 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Amanda Jane Hoffman



**From:** [Ryan Eykholt](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Alternate to #84  
**Date:** Tuesday, September 01, 2020 4:13:30 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you.

Sincerely,

Ryan Eykholt

22 N Franklin St, Madison, WI 53703

**From:** [Laurie Sango](#)  
**To:** [All Alders](#)  
**Subject:** RESCIND ALTERNATE TO #84  
**Date:** Tuesday, September 01, 2020 1:57:33 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had FIVE YEARS and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Laurie Sango

**From:** [Andrea Collins](#)  
**To:** [All Alders](#)  
**Subject:** RESCIND alternate to Agenda item #84 tonight  
**Date:** Tuesday, September 01, 2020 4:36:15 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Andrea Collins  
1218 Rutledge St #4, Madison WI 53703

**From:** [Erin Skarivoda](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Alternate to Agenda Item #84  
**Date:** Tuesday, September 01, 2020 3:10:35 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

**Erin Skarivoda**

1252 Spaight St.

Email: [erin.skarivoda@gmail.com](mailto:erin.skarivoda@gmail.com)

Phone: 920-606-1849

**From:** [Ruth Saecker](#)  
**To:** [All Alders](#)  
**Subject:** Rescind alternate to Agenda item 84  
**Date:** Tuesday, September 01, 2020 5:08:06 PM

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

Dear Alder Furman and Alder Heck

I am writing as a long time citizen of Madison who has never been politically involved (other than voting) until now.

I am writing to ask you to please rescind the alternate you are proposing to agenda item #84.

As I understand it, there has been a five year process since the death of Tony Robinson where the Ad Hoc and Alder Work groups have been working to create the existence and rules for a citizen's oversight committee. The point being -- the agenda items being presented today come out of a long process that was built with community support.

You both have been in alder positions since 2018 and 2019, respectively. It is unclear to me why you are offering an alternate at this point.

We have been waiting for over five years this oversight board to come into existence. Please do not derail this process as Madison desperately needs to show that it is going to act on making the police work for all of us.

Respectfully yours,

Ruth M. Saecker  
2512 Chamberlain Avenue  
Madison, WI 53705

**From:** [Krys Parsons](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Alternate to Item 84 on Tonight's Agenda  
**Date:** Tuesday, September 01, 2020 12:30:32 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Krys Parsons  
they/them/theirs  
821 Jenifer st

**From:** [Emili Earhart](#)  
**To:** [All Alders](#)  
**Subject:** Rescind alternative to #84  
**Date:** Tuesday, September 01, 2020 3:19:20 PM

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

Dear Alder Heck and Alder Furman,

As a resident of district 2 and ally in the Movement for Black Lives, I am writing to ask that you rescind your alternative to #84 ahead of tonight's meeting.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Emili Earhart  
212 N Blount st #4 - 53703

**From:** [carol hoyer](#)  
**To:** [All Alders](#)  
**Subject:** Rescind alternative to #84  
**Date:** Tuesday, September 01, 2020 12:33:44 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84. Five years and some months were spent working with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process. I know some people on these committees and know how diligently they worked on this.

To rush in an alternate today completely disregards the time and thought it took to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Carol Hoyer

Sent from my iPad



**From:** [Madeline Sall](#)  
**To:** [All Alders](#)  
**Subject:** Rescind Civilian Oversight Legislation Alternates Supporting Officers over Civilian Support  
**Date:** Tuesday, September 01, 2020 5:54:00 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments. Adding an alternate that's so clearly contrary to the goals of what the Ad Hoc committee has worked to develop at this late stage is both frustrating and disappointing.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have,

- their own internal affairs department
- their pals at the DCI
- their buddy D.A. Ozanne
- their pals at the Police and Fire Commission
- their union support
- their chief who never finds them wrong

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one

mechanism for police accountability to be community-based. Stop pushing to have police control this board too and rescind your alternates, now.

Thank you,  
Madeline Sall, constituent of Marsha Rummel

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Madeline Sall  
[maddy@sall.net](mailto:maddy@sall.net)

Too brief? Here's why! <http://emailcharter.org>  
Please consider the environment before printing out this email.

**From:** [Megan Kennedy](#)  
**To:** [All Alders](#)  
**Subject:** Rescind the alternate to #84  
**Date:** Tuesday, September 01, 2020 2:19:27 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Megan Kennedy

TAA Steward, UW Madison

171 S Fair Oaks Ave, Madison, WI 53704

Alder: Marsha Rummel

--

Megan Kennedy  
(she/her/hers)  
PhD Candidate - Slavic Languages and Literatures  
Department of German, Nordic and Slavic  
University of Wisconsin Madison  
[mkennedy6@wisc.edu](mailto:mkennedy6@wisc.edu)  
(207) 706-6849

**From:** [Jennifer Lancel](#)  
**To:** [All Alders](#)  
**Subject:** Rescind the Alternate to Agenda Item #84  
**Date:** Tuesday, September 01, 2020 3:47:58 PM

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

Dear Alder Heck and Alder Furman:

I am writing to ask that you rescind your alternate to agenda item #84 to include an oversight committee and timeline to review the work of the Independent Monitor and Civilian Oversight Board.

You have had over five years to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the Board's work. To rush in an alternate today completely disregards the time, thought, and deep research it takes to create something that is community supported and built for success. Please rescind your alternate.

Additionally, I ask all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have. This community is demanding engagement and transparency, and the last-minute addition of alternatives and amendments is the opposite of those things.

Thank you,  
Jennifer Lancel  
806 Winston Way  
Waunakee, WI 53597

--

Jennifer Lancel  
Email: [lanceljr@gmail.com](mailto:lanceljr@gmail.com)  
Mobile: 715.497.8631

**From:** [Veronica Sustic](#)  
**To:** [All Alders](#)  
**Subject:** Rescind the Alternate to Agenda Item #84  
**Date:** Tuesday, September 01, 2020 2:20:56 PM

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

Dear Alder Heck and Alder Furman:

I am writing to ask that you rescind your alternate to agenda item #84 to include an oversight committee and timeline to review the work of the Independent Monitor and Civilian Oversight Board.

You have had over five years to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the Board's work. To rush in an alternate today completely disregards the time, thought, and deep research it takes to create something that is community supported and built for success. Please rescind your alternate.

Additionally, I ask all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have. This community is demanding engagement and transparency, and the last-minute addition of alternatives and amendments is the opposite of those things.

Thank you,  
Veronica Sustic  
115 S. Mills St., #516  
Madison, WI 53715

**From:** [Michael Falk](#)  
**To:** [All Alders](#)  
**Subject:** Rescind your alternate to #84  
**Date:** Tuesday, September 01, 2020 2:22:17 PM

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

Hello Alder Heck and Alder Furman,

I am writing to ask you to rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

The current proposal, as written, is the product of 5+ years of careful research and planning. Your proposed addition could have been given appropriate consideration at any point during this period. However, your rush to create this alternate at the last minute concerns me tremendously - I do not believe you have devoted the proper amount of research and consideration in this addition.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Michael Falk  
1601 Porter Avenue  
Madison, WI 53704

**From:** [leah passman](#)  
**To:** [All Alders](#)  
**Subject:** RESCIND YOUR ALTERNATE to #84.  
**Date:** Tuesday, September 01, 2020 5:18:03 PM

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

"Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Leah Rudin

**From:** [Jill Annis](#)  
**To:** [All Alders](#)  
**Subject:** rescind your alternate to #84  
**Date:** Tuesday, September 01, 2020 5:33:16 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
**Jill Annis**



**From:** [Lisa Hansen](#)  
**To:** [All Alders](#)  
**Subject:** Rescind your alternates to civilian oversight legislation  
**Date:** Tuesday, September 01, 2020 5:49:38 PM

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

Dear Alder Carter and Alder Tierney,

We are asking you to pass the Civilian Oversight legislation without alternates or amendments. We have asked you to do this thousands of times.

We ask that you rescind your alternates that force police influence and the fear of intimidation onto the civilian oversight board (COB) members. Your alternates will remove independence, objectivity, balance and safety from the board process. We have repeatedly asked you not to change the work that has been done in an open, transparent, safe and inclusive process. Please listen to us!

The reason people are rebelling in the street is because the police hoard power, they make people feel unsafe, some retaliate, they often employ bias in their work and they find themselves in the right almost every time they investigate each other. They wholly reject accountability. These alternates are nothing but an attempt to hoard power, intimidate and co-opt the work of the COB.

If the COB needs input from an officer, an officer's husband or a recently retired officer, they can find one to consult with. But officers already have multiple bodies that include officers only reviewing their work.

MPD already has ample influence over the investigations of their work. They have:  
their own internal affairs department,  
their pals at the DCI,  
their buddy D.A. Ozanne,  
their pals at the Police and Fire Commission,  
their union support,  
their chief who never finds them wrong.

The COB is the only one of seven entities overseeing police work that won't be infiltrated or controlled by officers and, unlike the others, the COB's decisions will be non-binding. Can you please just allow there to be space for civilians to do this work without intimidation or the fear of retaliation?

Please respect the work of Ad Hoc and the Alder Work Group and the demands of those most impacted by policing. Thousands of us have written to you asking you to allow this one mechanism for police accountability to be community-based. Stop pushing to have police control this board too and rescind your alternates, now.

Thank you,  
Lisa Hansen  
1302 Dewberry Dr, Madison, WI 53719



**From:** [Josh Wimmer](#)  
**To:** [All Alders](#)  
**Subject:** Rescinding the alternate to #84  
**Date:** Tuesday, September 01, 2020 1:45:48 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Josh Wimmer

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[joshwimmer@gmail.com](mailto:joshwimmer@gmail.com)

**From:** [Emily Dayton](#)  
**To:** [All Alders](#)  
**Subject:** Support #84 and not its alternatives  
**Date:** Tuesday, September 01, 2020 5:08:46 PM

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

Dear Alders,

Please do not add or vote for alternatives or amendments to the civilian oversight legislation. Please continue to invest proper time to gather community engagement on legislation before rushing in changes that have not been thought through.

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success.

**From:** [Philippa Bergmann](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Support 84-87 as written  
**Date:** Tuesday, September 01, 2020 5:53:07 PM

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

Mayor and Alders,

I support the proposals #84-87 as written for the creation of an Independent Monitor and Civilian Oversight Board.

No amendments or alternates tonight please.

Please don't hinder this culmination of years of research and work to make our communities better.

Thank you,

Philippa Bergmann  
150 Division Street

**From:** [Ashlie Crooks](#)  
**To:** [All Alders](#)  
**Subject:** Support Ad Hoc and Alder Work Group!  
**Date:** Tuesday, September 01, 2020 12:52:57 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Ashlie Crooks

LinkedIn: <https://www.linkedin.com/in/ashliecrooks/>

Github: <https://github.com/DisplacedTexan>

**From:** [Sally Lehner](#)  
**To:** [All Alders](#)  
**Subject:** Support Alder Work Group Police Oversight Ordinance As Written Without Amendment  
**Date:** Tuesday, September 01, 2020 5:01:14 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have. As a resident of Madison in District 13, I ask that you pass the Alder Work Group's ordinance establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board as it was written.

Please do not derail and obstruct this historic effort by introducing amendments or alternates that will effectively eviscerate the powers of the Independent Monitor and Civilian Oversight Board.

Thank you,  
Sally Lehner

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Sally Lehner

Phone: (608) 770-7920  
Email: [sa\\_lehner@hotmail.com](mailto:sa_lehner@hotmail.com)

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**From:** Sally Lehner <[sa\\_lehner@hotmail.com](mailto:sa_lehner@hotmail.com)>  
**Sent:** Tuesday, August 25, 2020 9:37 AM

**To:** PDPSRB@cityofmadison.com <PDPSRB@cityofmadison.com>; allalder@cityofmadison.com <allalder@cityofmadison.com>

**Subject:** Support Alder Work Group Police Oversight Ordinance As Written

Dear Members of the Common Council, Finance Committee, Equal Opportunities Committee, Public Safety Review Committee and Common Council Executive Committee,

As a resident of Madison, I am writing to request that you 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.

Please do not derail and obstruct this historic effort by introducing amendments that will effectively eviscerate the powers of the Independent Monitor and Civilian Oversight Board.

Thank you for your consideration and attention to this matter,  
Sally Lehner



**From:** [Joscelyn Stangel](#)  
**To:** [All Alders](#)  
**Subject:** Support Change! Support Black Lives!  
**Date:** Tuesday, September 01, 2020 3:43:35 PM

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

Dear Members of the Common Council,

**I am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board.** 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. And rescind any alternates.**

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

Resident of District 6

**From:** [Alexia Sabor](#)  
**To:** [All Alders](#)  
**Subject:** Support City Council agenda items 84-87 tonight  
**Date:** Tuesday, September 01, 2020 5:13:50 PM

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

Dear Alders,

I urge you to vote in favor of adopting agenda items 84-87 without significant amendments at tonight's City Council meeting. These recommendations grew out of many years of work, and it is my understanding that their passage is needed and deeply desired by the diverse communities most affected by our carceral system. I believe their adoption will be an important first step toward rectifying some of the persistent racial disparities in our city.

Thank you for your service and for considering this request.

Best,  
Alexia Sabor  
5117 Manitowoc Pkwy  
Madison, WI 53705  
District 11

**From:** [Ryan Cray](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support Civilian Oversight  
**Date:** Tuesday, September 01, 2020 5:37:16 PM

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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,

Ryan Cray  
9030 Settlers Rd  
Madison, WI 53717

**From:** [Laura Shakespeare](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support for 9/1/20 Agenda Items 84-87  
**Date:** Tuesday, September 01, 2020 12:47:31 PM

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

Alders and Mayor Rhodes-Conway,

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

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

Thank you,  
Laura Shakespeare  
503 W. Doty Street  
Alder District 4

**Laura Shakespeare**  
(732) 547 - 4024  
[ljshakes@gmail.com](mailto:ljshakes@gmail.com)

**From:** [A.B. Orlik](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** SUPPORT for agenda items 84, 85, 86, 87 tonight - with NO weakening amendments  
**Date:** Tuesday, September 01, 2020 2:21:18 PM

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

Council Members and Mayor Satya:

It takes a lot to get me to write you. And last week I sat with a dear friend -- a young black father -- who shared that he's scared to take his 4-year-old in the car with him. A week before, he was only afraid for his own life; after police shot Jacob Blake seven times in front of his children, my friend is now afraid for the trauma that could be inflicted on his son. This is NOT okay.

So I write to wholeheartedly support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of 5 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 do not mess with the composition of the Civilian Oversight Board. The proposed nominating organizations represent a diversity of groups working on civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice. Two of the groups specifically work with domestic abuse and sexual assault victims. **THIS MAKE-UP IS ESSENTIAL.** Also essential is the extensive training of the Board members in the proposed ordinance, to ensure smart, thoughtful, qualified decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

Also do not mess with the body's full independence, not just from the police, but also from politics, in the form of elected and other government officials. The Police & Fire Commission was established with this kind of independence, and for the very same reason.

The public deserves a say in how ITS police force operates. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of accomplishing that.

I strongly urge you to support these measures with NO changes.

Thank you,

A.B. Orlik

608.334.9097

[abo@warmattwentybelow.com](mailto:abo@warmattwentybelow.com)



**From:** [Josh Wimmer](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:49:18 PM

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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,

Josh Wimmer

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[joshwimmer@gmail.com](mailto:joshwimmer@gmail.com)

**From:** [Heather Huber](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:31:21 PM

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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.

Yes, below is the form letter you have probably already seen, but it does a nice job of expressing the relevant issues. I live in Alder Abbas's district and I really appreciate his work on this issue of police accountability. I did watch the majority of last Friday's committee meeting. To all of you who voted yes and who will vote yes on Items 84-87 tonight, thank you.

\*\*\*

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,

Heather Huber  
2742 Coolidge St  
Madison, WI 53704  
608-628-3096

**From:** [Lev S](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support for Civilian Oversight Board and Independent Police Monitor  
**Date:** Tuesday, September 01, 2020 4:40:22 PM

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

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

I am a resident of District 2 and writing to express my support for the creation of a Police Civilian Oversight Board and Independent Police Monitor as written by the Alder Work Group. The passage of this would be the first step towards holding police officers accountable to the community. A committee free from police involvement is long overdue and necessary to ensure that abuses of authority by law enforcement officers come to an end.

Having watched the civil unrest against racist policing unfold over the past several months, it is clear now more than ever that the public must have a voice in how they are treated by police. The creation of a Civilian Oversight Board would begin the process of rebuilding the justifiably fraught relationship of the most disadvantaged populations towards law enforcement.

Please do not let this be shut down tonight. I encourage you all to pass the ordinance creating Section 5.19 and 5.20 of the Madison General Ordinances without amendments.

Best regards,  
Lev Simmons

**From:** [Rita Hoerth](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support for Civilian Oversight Board and Independent Monitor items - no changes  
**Date:** Tuesday, September 01, 2020 3:30:44 PM

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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 which my alder, Rebecca Kemble was a part of.

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. I'm especially appealing to Alder Heck and Alder Furman to rescind the alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have otherwise vote for the items as presented.

Independent means independent. I could copy and paste the rest of the email template that you surely have been seeing from many others. But you know these items, You know these issues, They have been researched, reported, discussed, and re-discussed. Now is the time for good faith action.

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. Many of these people are watching your decisions and may not have sent an email like this, whether it be that they waited too long before the meetings like I did today, or for some other reason. Timing does not mean that they/we are not paying attention and that they/we are not watching you and holding you accountable. The Independent Monitor and Civilian Oversight Board, if properly set up and empowered, provide a key means of rectifying that.

Sincerely,

Rita Jones

**From:** [Catherine Reiser](#)  
**To:** [All Alders](#)  
**Subject:** support for civilian oversight  
**Date:** Tuesday, September 01, 2020 4:47:08 PM

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I am writing to ask that you pass the ordinance for the civilian oversight board and independent monitor AS WRITTEN by the alder workgroup.

thank you.

Catherine Reiser  
1123 Sherman Avenue  
Madison WI  
608-698-3663



**From:** [rek](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Support for creation of an independent monitor and civilian oversight board  
**Date:** Tuesday, September 01, 2020 1:22:41 PM

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Dear Mayor Rhodes-Conway and Alders of Madison,  
I am writing to support the proposals for an Independent Monitor and Civilian Oversight Board. A tremendous amount of work and energy and care have been put into these proposals. They reflect the expertise gathered through years of research. We have the opportunity to make a real, substantive change in the way our city and our residents interact with the police, and we should take this opportunity to put into effect these proposals. As a resident of Madison, I will feel more confident in our police knowing that they are monitored by an fully independent and apolitical body. I strongly urge you to adopt all four proposals this evening.

Sincerely,  
Rek Kwawer  
2857 Commercial Ave  
Madison, WI 57304  
Alder Abbas's district

**From:** [Jess Mullen](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support for Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:26:00 PM

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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 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,

Jess Mullen

2633. E. Johnson Apt.3

Madison WI, 53704

**From:** [Stephanie Richards](#)  
**To:** [Mayor](#); [All Alders](#)  
**Subject:** Support for Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:59:06 PM

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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. **I do NOT support any Alternates nor Amendments.** Especially at this juncture in history, it's clear that this is the morally right thing to do. Not only morally right, but also fiscally, politically, and in the best interest of public health.

As a Public Health professional, I believe that the Independent Monitor and Board is a step in the right direction. We still have a long way to go to achieve equity and justice for Black, Brown, Indigenous, and People of color in our community.

**Alder Heck and Alder Furman - specifically,**

Please **rescind your alternate to #84** to include an oversight committee and timeline to review the work of the oversight board. You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. **To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success.** Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Sincerely,  
Stephanie Richards  
2102 Winnebago St. Madison, WI 53704

**From:** [Nicole Hein](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Support for Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:30:35 PM

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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 work in Madison at 301 Troy Drive in Madison and am writing in support of the proposals for an Independent Monitor and Civilian Oversight Board. These proposals are the product of five years of hard work, first by the Ad Hoc Committee and then by the Alder Workgroup. They reflect an incredible amount of research, expert input from NACOLE and others, and careful deliberation and vetting, all done in an inclusive and fully transparent process. Please pass these proposals as written. Do not weaken them. Especially at this juncture in history, it's clear that this is the morally right thing to do.

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

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

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

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

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

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Sincerely,

Nicole Hein

**From:** [Sarah Frohardt-Lane](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support for Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:26:58 PM

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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 6 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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Sincerely,

Sarah Frohardt-Lane

2210 LaFollette Ave.



**From:** [Nathaniel Beck](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support for items 84, 85, 86, and 87  
**Date:** Tuesday, September 01, 2020 5:06:15 PM

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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 10 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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Sincerely,

Nathan Beck

**From:** [Liz](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support for Police Oversight  
**Date:** Tuesday, September 01, 2020 3:34:24 PM

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

I am emailing to express my support for agenda items 85, 86 and 87. It is vital for the City of Madison to have independent oversight of our police. As shown in so many places, endemic issues in police cultures do not change without pressure from outside. We need to add this oversight, lest Madison see the issues from Portland and Kenosha develop here.

Elizabeth Ellis  
3149 Stratton Way, Madison, WI 53719

**From:** [Jessica Slind](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support for Police Oversight  
**Date:** Tuesday, September 01, 2020 2:25:59 PM

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

Dear Alders and Mayor Rhodes-Conway,

I am writing in support of the four agenda items in tonight's City Council meeting that will establish and fund the citizen's oversight board for the Madison Police Department. To quote Ibram Kendi, "Racial inequity is a problem of bad policy, not bad people." Establishing an oversight board in Madison is an example of an experiment in anti-racist action. One that is informed by the work of your ad hoc committee and the experiments done in other cities around our nation. It is well thought out and worth the investment by our city.

Please vote to establish and fund this oversight board.

Thank you,  
Jessica Slind  
3909 Tulane Ave, Madison, WI 53714

**From:** [Kate Waterman](#)  
**To:** [All Alders](#)  
**Subject:** Support for Proposals for Independent Monitor and Civilian Oversight Board and  
**Date:** Tuesday, September 01, 2020 3:08:14 PM

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

Hello Madison Alders,

I am writing to voice my support for the proposal for an independent monitor and civilian oversight boards. It is time Madison puts its money where it's mouth is and for liberals to take more radical actions to dismantle the racism that is so prevalent in our city.

Thank you,

Kate Waterman

Sent from my iPhone

**From:** [Tina Matlock](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support for Sept. 1, 2020 Agenda Items 84, 85, 86, and 87  
**Date:** Tuesday, September 01, 2020 12:17:15 PM

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

Dear Common Council Members and Mayor Rhodes-Conway,

Thank you for taking the time to acknowledge my input as a longtime resident of Madison (District 48 - shout out to Ald. Baldeh!). I am writing to voice my support of the proposals for an Independent Monitor and Civilian Oversight Board, which took a lot of care and consideration to create, thanks to the Alder Workgroup and the Ad Hoc Committee. The transparent process by which these proposals were created is a testament to how citizens, governments, and organizations for the public good can all come together and solve large issues and effect lasting change. I am heartened by the amount of research and expert input from NACOLE and others have had to move this process forward; the meaningful deliberation and careful surveying of everything within the proposals give me the confidence to recommend that they should be unequivocally passed **exactly as written**.

It would be harmful, to say the least, especially at this critical stage when we need strong, just, and compassionate leadership, to compromise what has been put forth in the proposals. The Ad Hoc Committee compels us to understand the very real consequences of chipping away at the core principles of a fair and balanced society; they write:

*“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.”*

Recommendations from the ACLU and others are at the heart of the design for Madison, as represented in the Civilian Oversight Board - this component is crucial, 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.”*

Currently, the people have no voice. But, the chosen nominating organizations represent a diversity of groups dedicated to civil rights, immigrant rights, disability rights/mental health, racial equity, and social justice - specifically, two of the groups work with domestic abuse and sexual assault victims. Also, the Ad Hoc Committee report and ordinance specify comprehensive training of the Board members, to ensure very competent decision-making without imposing criteria on Board membership that would exclude community members from marginalized communities and those with lived experience.

I attended the online city meeting recently where the invited speakers shared recommendations for Madison; one thing that stood out was the advice that most auditor-type oversight agencies are empowered to initiate and conduct independent investigations and that are complementary to the auditing function. NACOLE advises: *“If you are able to include subpoena power in the agency’s enabling legislation, by all means, include it.”*

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.

Madison's marginalized communities cannot continue to suffer through police misconduct and unaccountability. It's clear to me that many people have lost faith that acting through the system can bring useful change, which is why we have the current unrest in our city. The Independent Monitor and Civilian Oversight Board, if implemented as currently proposed, can begin the process of healing we desperately need.

Thank you again for your service to the will of the people, and for listening to ALL of the citizens of Madison, as together we move forward because divided we splinter and fail.

Sincerely,

Tina Matlock  
1722 Onsgard Rd.

**From:** [Jessica Jones](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support for the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:45:03 PM

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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,

Jessica Jones  
110 Milo Ln.  
Madison, WI 53714  
District 15

Jessica Jones  
Pronouns: she/her/hers  
608-770-6420  
[jjones770@gmail.com](mailto:jjones770@gmail.com)

**From:** [joann kelley](#)  
**To:** [Henak, Zachary](#); [All Alders](#)  
**Subject:** Support Independent Monitor and Civilian Oversight Board Proposals  
**Date:** Tuesday, September 01, 2020 4:50:34 PM

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Dear Alder Henak and Common Council Alders,

As a resident of Allied-Dunn's Marsh Neighborhood I am asking you and the Common Council alders to support the proposals for an Independent Monitor and Civilian Oversight Board as written. These proposals are the result of 5 years of discussions, research, collaboration and compromise. They represent the balance of our community's varied and divergent experiences and perspectives. Please do not throw out the years of hard conversations and difficult decisions our community put into these proposals. The proposals may not be perfect but it is the place our community wants to start. Now is the time to start our Independent Monitor and Civilian Oversight Board.

Gratefully,

Joann Kelley

4333 Crawford Dr

**From:** [Jesikah Leeper](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:30:33 PM

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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.

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,  
Jesikah Leeper  
914 Jenifer Street  
Madison, WI 53703

**From:** [Sharon Lezberg](#)  
**To:** [All Alders](#)  
**Subject:** Support items 84, 85, 86, & 87  
**Date:** Tuesday, September 01, 2020 2:19:06 PM

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Dear Members of the Common Council,

Our community, along with the nation, have seen an incredible amount of pain, suffering, and disruption over the last several months. We have also seen a resurgence of concern, expressed via protest, over the racial inequities in all institutions of society, most specifically around policing. There is no doubt that the institution of policing, which is grounded in white supremacy, has failed in its expressed intent – that of keeping the community safe. There is no doubt that many of the practices of policing have failed communities of color. The protests have opened the door of opportunity to recognize the failings of policing practices, to question the role policing plays in our community, and to create alternative institutions that guarantee safety, build bridges within and between communities, and support those in need. This change will take time. In the meantime, the city should – indeed, must – make changes that hold the police accountable to the people and communities they serve. This starts with community oversight of the police.

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. These proposals should be passed as written. Any weakening of the proposals would be a disservice to our city and to those directly impacted by policing.

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

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

Under the proposed Madison ordinance, the Independent Monitor reports to the Civilian Oversight Board, with day to day supervision by a three person Executive Subcommittee. They’d also be supported by departments such as Human Resources and each meeting would be staffed by the City Attorney’s Office and MPD. Other cities, such as Syracuse and Oakland, have 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,

Sharon Lezberg  
441 Sidney Street  
Madison, WI 53703

Aldermanic district 2

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Sharon Lezberg  
[sharonlezberg@gmail.com](mailto:sharonlezberg@gmail.com)

**From:** [Amy Kazda](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Support Items 84, 85, 86, 87  
**Date:** Tuesday, September 01, 2020 1:58:58 PM

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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 2, 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.”*

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

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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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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,

Amy Kazda

429 Sidney St.

Madison, WI 53703



**From:** [Amanda Coviello](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support of Civilian Oversight Board and Independent Monitor  
**Date:** Tuesday, September 01, 2020 3:03:48 PM

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

My name is Amanda Coviello, I am a graduate student at UW-Madison in the School of Education and I live in District 6 represented by Alder Marsha A. Rummel. I am here studying Education because I believe deeply that our educational system in its current form does life-long harm to Black children and other BIPOC students. This harm is in many ways perpetuated by the carceral pedagogical and disciplinary practices that often mimic and act in accordance with local law enforcement. It is for this reason that I know that we cannot address the harm to Black children caused by schools unless we also address the harm to Black children and their families by the police.

I am writing this email a week after watching the horrific and irredeemable shooting of Jacob Blake in Kenosha, Wisconsin. Jacob Blake's case is only one example of what seems to be a never-ending list of evidence that there must be more systems of community accountability in place to ensure that police officers no longer senselessly shoot Black bodies and face minimal if any repercussions. This is why I support the establishment of the Office of the Independent Police Monitor and the Police Civilian Oversight Board. I have included more details below. I hope you seriously take this into consideration and allow Madison to move forward as an example of how to heal a community by taking power away from the police so that places like Kenosha, Milwaukee, and others may follow.

*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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*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.*

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avoid in Madison.

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

Sincerely,

Amanda C.

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Amanda Coviello (she, her hers)

[amanda.coviello@gmail.com](mailto:amanda.coviello@gmail.com)

802-299-5420

Madison, WI

**From:** [Linda Ketcham](#)  
**To:** [All Alders](#)  
**Subject:** Support of Items  
**Date:** Tuesday, September 01, 2020 12:56:29 PM

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

Dear Alders:

I am writing to urge you to approve the following Agenda Items:

- 84. Adopting the Final Report of the Alder Workgroup to Develop Logistics & Operational Details for MPD Independent Civilian Oversight.
- 85. Amending the 2020 Operating Budget, creating the Office of the Independent Police Monitor and creating the position as a 1.0 FTE in CG21, Range 18., as well as providing funding for a Police Civilian Oversight Board, and establishing funding support for individuals bringing complaints before the Police and Fire Commission which is consistent with recommendations in the Madison Police Department Policy and Procedure Ad Hoc Committee.
- 86. An Ordinance creating Sections 5.19 and 5.20 of the Madison General Ordinances establishing the Office of the Independent Police Monitor and the Police Civilian Oversight Board.
- 87. Amending MGO 3.54(9)(b) to add the position of Independent Police Monitor as a Compensation Group 21 level employee.

The work of the Ad Hoc Committee and of the Alder Workgroup was open to the public for input, including input from any Alder who wished to attend or communicate with the Committee. The recommendations from both the Ad-Hoc Committee and the Alder workgroup have received an overwhelming amount of support, as demonstrated by the number of people registering in support of the recommendations as they proposals have made their way through the legislative process.

You have the opportunity tonight to move our City forward toward meaningful police oversight and reforms, thereby increasing community safety and helping to heal some of the wounds in our community by approving these recommendations as they stand, without amendments and without alternatives.

At JustDane, we know that people with lived experience with incarceration, trauma, homelessness, systemic racism and other forms of oppression, bring important insights into the work of governance. That is why we have people with lived experience on our Staff and on our Board, their skills, expertise and insights strengthen our programs and our agency policy and procedures. It is the same principle here. To suggest that someone with lived experience does not also possess the skill set and knowledge to serve on a Civilian Oversight Board is indicative of

the implicit bias that the proposals before you this evening seek to address. People with lived experience have the education that comes with that experience, many people with lived experience also have college degrees, specialized training in mental health, peer support, drug treatment, criminal justice, and other professional fields. Their voices are needed on the Civilian Oversight Board. Including the voices of people with lived experience on the Civilian Oversight Board with their nominations coming from the organizations identified by the Alder Workgroup is what lends credibility to the COB. It is also consistent with the idea of using an equity lens for considering proposals and ordinances.

Many of the recommendations you are considering tonight have been nearly five years in the making. There have been ample opportunities for input. I ask that you approve Agenda items 84, 85, 86, and 87 as presented, without alternatives or amendments.

Sincerely,

Linda Ketcham  
Executive Director  
JustDane  
2115 S. Park St.  
Madison, WI 53713  
608-256-0906  
She, her, hers

*"Compassion and justice are companions, not choices." Wm. Sloane Coffin*

The 2020 Census is here. Complete your census form now at my2020Census.gov<<https://my2020census.gov>>.

Due to the Covid-19 pandemic, and in an effort to protect the safety and health of our program participants and our staff JustDane reentry programs (Journey Home, Peer Support and Circles of Support) are primarily operating remotely(phone, Zoom, text and email). Our S. Park St. office is closed to the public but individuals may call to schedule an appointment with reentry staff. To make a referral or to contact a reentry staff person please call 608-256-0906 and someone will return your call. Our Circles of Support program is operating remotely with meetings happening primarily via zoom. Our Just Bakery program is open and operating in accordance with Public Health executive orders. Baked goods can be ordered for no contact pick up or delivery through the Just Bakery website. All Reading and Family Connections trips are suspended until the WI DOC reopens visits at the prisons. Mentoring Connections staff are working remotely, all in-person volunteer orientations and training is postponed, online training options are available to begin the process - to access those please contact us through our website: [www.justdane.org](http://www.justdane.org). Delivery bakery orders are still in production through Just Bakery and we are working with area pantries to try to assist with any need for bread that they might have. Healing House is open and operating.



**From:** [Gloria Castillo](#)  
**To:** [All Alders](#)  
**Subject:** Support of proposals for Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:23:00 PM

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

Dear Alders,

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,  
Gloria Castillo  
4301 Milwaukee St, Madison WI 53714  
District 3- Alder Lindsay Lemmer

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Gloria Castillo Posada

MS Environment and Resources  
Nelson Institute for Environmental Studies  
Gender and Women's studies  
University of Wisconsin-Madison

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Gloria Castillo Posada

MS Environment and Resources  
Nelson Institute for Environmental Studies  
Gender and Women's studies  
University of Wisconsin-Madison





**From:** [Amy Hilgendorf](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#); [Rummel, Marsha](#)  
**Subject:** Support of the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:40:33 PM

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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 6 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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Sincerely,

Amy Hilgendorf  
107 Sutherland Ct #226  
Madison, WI 53704

**From:** [Breanna Illéné](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Support of the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 12:12:55 PM

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

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Sincerely,

Breanna Illéné

121 Lansing St

Madison, WI 53714

Alder - Grant Foster

**From:** [Harry Richardson](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#); [Heck, Patrick](#)  
**Subject:** support Police oversight board and independent monitor  
**Date:** Tuesday, September 01, 2020 2:06:06 PM

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

To the Mayor and Common Council,  
Thank you for taking the time to take up these important items. I see you have a full agenda so I'll be brief. I'm writing to support without amendments the items calling for a civilian police oversight board and an independent police monitor. The items 84,85,86,87. The passage of these items will begin the important work of restoring confidence in the city of Madison and its police department. In the wake of recent police shootings, George Floyd, Breonna Taylor and Jacob Blake and the wave of protest and anger that have followed it is more vital than ever that our city officials do their job and pass these items tonight. We must do all in our power to bring justice for all in our community. As a longtime Madison resident and community activist it is woefully obvious that Madison has fallen far short of its stated goals of equal treatment for all our residents. This was made painfully clear with the shooting death five years ago of Tony Robinson by Officer Matt Kinney and its aftermath. We need a new system that will treat everyone in the city fairly starting with the Police department. Obviously the state and the Federal government need to step up and play their role too but that is another discussion. Thanks again for your consideration of this important issue. The vote tonight will be historic for the city and can be an example for how we as a people want to move forward. I sincerely hope that the city council and Mayor will rise to the occasion and be on the right side of history. That we can look back on this evening proudly as the day Madison took an important step for equal justice for people in our community.  
Sincerely yours,  
-Harry Richardson

**From:** [Leslie Judy](#)  
**To:** [All Alders](#)  
**Subject:** Support police reform  
**Date:** Tuesday, September 01, 2020 5:13:26 PM

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

Greetings Madison Alders,

Thank you for your work for our city.

I support civilian oversight of the police department.

Please adopt the final report of the workgroup of alders that developed logistics and details for the independent review board; please create and pass an ordinance to establish the office of the independent monitor and add that position, and amend the 2020 operating budget to fund these measures.

Thank you,  
Judy Kingsbury  
729 Mayer Avenue

Sent from my iPhone

**From:** [Ann Murphy](#)  
**To:** [All Alders](#)  
**Subject:** Support the alders workgroup ordinance as written  
**Date:** Tuesday, September 01, 2020 4:52:08 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Ann Murphy

Sent from my iPhone



**From:** [Kathi Seiden-Thomas](#)  
**To:** [Rhodes-Conway, Satya V.](#)  
**Cc:** [All Alders](#)  
**Subject:** support the proposals (as is) for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:39:59 PM

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

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

You have the ability tonight to stand on the right side of justice and leave a legacy for future generations.

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.

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Sincerely,

Kathi Seiden-Thomas

2232 West Lawn Ave

Madison, WI 53711

**Kathi Seiden-Thomas** (pronouns: she/her)

Seiden Thomas Consulting LLC

+1 773 343 1851

[seidenthomas@gmail.com](mailto:seidenthomas@gmail.com)



**From:** [Jennifer Lanzel](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Support the Proposals for an Independent Monitor & Civilian Oversight Board as Written  
**Date:** Tuesday, September 01, 2020 3:46:09 PM

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

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

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

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There is now a severe loss of legitimacy and trust in policing, especially in Madison's marginalized communities, but also among not-so-marginalized people like myself. 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.

For all of these reasons, I ask that you pass the proposals for an Independent Monitor and Civilian Oversight Board as written.

Sincerely,  
Jennifer Lanzel  
806 Winston Way  
Waunakee, WI 53597

--

Jennifer Lanzel  
Email: [lanzeljr@gmail.com](mailto:lanzeljr@gmail.com)  
Mobile: 715.497.8631

**From:** [Katy Philabaum](#)  
**To:** [All Alders](#)  
**Subject:** Support the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:22:12 PM

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

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

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

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

Sincerely,

Katy Philabaum

916 East Gorham St.

Apt D

Madison, WI

53703



**From:** [Megan Kennedy](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Supporting an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 2:15:58 PM

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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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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,

Megan Kennedy

171 S Fair Oaks Ave, Apt 502

Madison WI, 53704

Alder: Marsha Rummel

--

Megan Kennedy

(she/her/hers)

PhD Candidate - Slavic Languages and Literatures

Department of German, Nordic and Slavic

University of Wisconsin Madison

[mkennedy6@wisc.edu](mailto:mkennedy6@wisc.edu)

(207) 706-6849

**From:** [Maggie Snyder](#)  
**To:** [All Alders](#)  
**Subject:** Supporting Proposals #84 and #85  
**Date:** Tuesday, September 01, 2020 12:40:38 PM

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

Hi all,

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, and an enormous amount of money spent by the city. Please pass these proposals as written, do not weaken them. It is imperative that you meet this moment in history and change the course of where we are headed as a municipality with extensive systemic racial and policing issues. There has been a loss of legitimacy and trust in policing in Madison's marginalized communities. Members of these communities have been asking for change for YEARS. They continue to come to the table and not be heard by those in power. This is a chance for change. Please take it, wholeheartedly.

Thank you for your time, consideration, and hard work.

-Maggie

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Artist | Producer | Director

[maehymn](#)  
[SPOOKY BOOBS](#)

**From:** [JoAnne Lehman](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Supporting the ORDINANCE FOR THE CIVILIAN OVERSIGHT BOARD AND INDEPENDENT MONITOR  
**Date:** Tuesday, September 01, 2020 1:41:01 PM

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Dear Common Council and Mayor Rhodes-Conway,

I urge you to pass all four items (#84-87) related to this ordinance, as drafted, without further amendment. By passing all four as written, Madison can establish a model of police accountability that has the potential to be highly independent and responsive to community needs -- which is very much what Madison needs!

Thank you for your attention.

--

JoAnne Lehman  
3710 Zwerg Drive  
Madison, WI 53705

**From:** [Martha Kemble](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** The Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 1:46:36 PM

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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,

Martha Kemble

Madison WI resident

**From:** [Jaclyn Berghuis](#)  
**To:** [All Alders](#)  
**Subject:** Tonight's meeting  
**Date:** Tuesday, September 01, 2020 4:17:13 PM

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

Dear Alder Heck and Alder Furman,

Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,  
Jaclyn Ryan

**From:** [Innoveering](#)  
**To:** [All Alders](#)  
**Subject:** Tonight's council meeting  
**Date:** Tuesday, September 01, 2020 2:22:30 PM

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

To the Alders:

I am very interested in items 84-87 that are in tonight's agenda. I have registered in support of these. I urge you to pass these without amendments. They have been carefully crafted to reflect the Alder Work Groups lengthy study of police/community issues with a recommended path to the formation of a civilian oversight mechanism that will be a means to advance police and public input for the resolution of a wide range of issues that will advance the concepts required to make policy/rules/budget recommendations and the like with the view of defining police activities to be policing and moving many items to non-police resolutions that police are currently tasked with.

Items 84-87 have been carefully crafted and though they are separate items, they are critically interconnected. This is why it is important to pass them without amendments. I am very opposed to amending these.

Let's not lose sight that the entire topic addressed by the agenda items is long overdue for discussion. The Alder Work Group put a lot of effort into this discussion which has been thoroughly presented before with no action. We should not be having our police as the first responders in many situations where a more targeted civilian response by city supported public services can more effectively deal with problem areas that police are not trained for and, unfortunately, rapidly devolve to confrontation. I lived through the time when mental hospitals were (rightly so in many instances) emptied of much of their populations. However, as wonderful as it was to have those folks no longer housed in the hospital, there was little done to assist them and they became, in many instances, sort of a baby sitting task for the police and jails. Another is homelessness that to a small part is our librarian's jobs. Those are just 2 failures of alternative approach from the past that should not be part of policing. The Civilian Oversight Committee has identified and addressed more of these issues and identified alternatives that should make policing be policing.

What's so hard about trying to rectify ongoing problems without just dumping them on the police?

Fred W. Bergmann  
938 E Dayton St #1  
Madison, WI 5303

[fwb@innoveering.com](mailto:fwb@innoveering.com)



**From:** [Brandi Grayson](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Tonight's Meeting AGENDA ITEMS 84 THUR 87  
**Date:** Tuesday, September 01, 2020 5:19:05 PM

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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.

We are in a historical moment. We, meaning YOU and the citizens of Madison, WI, get to decide what side of history Madison WI will be on.

Will we continue as a city to bear the torch of white supremacy racism? By falling to support and enforce police accountability?

Will we continue to support the residue of Madison WI being a sun-down town?

Will you be known as the persons who purchased and displayed Black Lives Matter signs and t-shirts; who donated and created and presented proclamations when Black life is and was lost BUT fail to take any tangible stance or actions against white supremacy racism?

Will you become known as the elected officials and governing body that failed to push policy accountability because you're afraid of losing constituents? Or losing the support of white moderates?

Or worst yet failed to hold police accountable because of your personal disdain for the people who do the work of activism in Madison WI?

White supremacy is paternalism. White supremacy is property and LAW over humanity and morality. White supremacy is either-or. White supremacy is white is right and the Black community is always wrong. White supremacy is upholding the idea that people who are doing the work in Black communities don't know what they're talking about and are mislead, misinformed, and miseducation. Vs the other way around. White supremacy is weaponizing your Blackness to push the agenda of the police union while showing up and marching in front the banner for Anisa Scott. White supremacy is being part of history, having a reference point for action (civil rights movement), and still choosing white ways, narratives, and white institutions over Black Lives.

If you allow 5 years of work to fall under the waistline you are no better then Matt Kennedy. By way of your compliancy, lack of analysis, and embodiment of white supremacy. You would be the epitome of WHY and HOW nothing changes; How and WHY Madison WI continues to be the worse place to live if you're Black --ego, personal agendas, loyalty to police lobbyist, and conscious and unconscious embodiment of anti Blackness.

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.”

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

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Sincerely,

**Brandi Grayson**

**FOUNDER/CEO**

**Urban Triage, Inc.**

2222 S Park Street, Suite 200

Madison, WI 53713

P | (608) 520-0741

E | [bgrayson@urbantriage.org](mailto:bgrayson@urbantriage.org)

W | [www.urbantriage.org](http://www.urbantriage.org)



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

Urban Triage, Inc. is a proud partner with United Way of Dane County and supported by generous funders and donors.



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**From:** [Steve Verburg](#)  
**To:** [All Alders](#)  
**Subject:** Tonight's vote on police Independent Monitor and Civilian Oversight  
**Date:** Tuesday, September 01, 2020 3:39:46 PM

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

Good afternoon,

Today I'm writing to ask you to do all you can to support the current proposal for the police Independent Monitor and Civilian Oversight Board.

This proposal is a modest but important initial step toward reversing government practices that perpetuate racial disparities. The independence of the monitor and the board are crucial to their credibility and their ability to do good work.

I spent much of my forty-year career researching and writing about law enforcement systems, including police misconduct. I have read thousands of pages of police internal affairs documents and interviewed scores of police officers, department commanders, and experts on police misconduct.

A few years ago, I reviewed the 1,100-page Wisconsin Department of Justice investigative report about the 2015 killing of Tony Robinson for an article on how Matt Kenny was investigated. I'd like to tell you a little more about that later.

Police officers have broad powers to arrest and even kill us. For that reason alone, they should be held to a higher standard than other professionals. Instead, our laws make police less accountable. Racist assumptions are a major reason we hold the police to a lower standard and allow them much more capacity to operate in darkness. These double-standards are obstacles blocking progress in remedying racist disparities in law enforcement.

A truly independent monitor and board will be able to shed light on unfair practices and help our community begin making law enforcement more equitable.

Independent monitoring should help offset the harm that comes from laws like the Wisconsin statute that stacks the deck against any possibility of consequences or correction for police officers who abuse their sweeping powers. You are probably aware of [the Wisconsin Law Enforcement Officers Bill of Rights](#), which affords police extraordinary freedom to [evade investigative techniques that are routinely used to convict poor people and people of color](#) suspected in high profile crimes.

In 2015, Officer Kenny [was granted this freedom. He was able to confer with police-union lawyers for three days before he took any substantial action to cooperate with investigators. After Officer Kenny finally made his statement to investigators, he and his lawyers were permitted to review and edit what he said.](#) Ordinarily, in a high-profile case not involving police as suspects, investigators try to question the suspect as soon as possible, without giving the person a chance for the emotion and stress of a traumatic incident to fade. If possible, detectives persuade suspects who lack financial resources and other privileges to answer questions before resting and recovering and without the opportunity to construct a legal strategy with expert lawyers. As you know, Officer Kenny was not criminally charged, even

though a lawsuit accusing him of wrongdoing netted \$3.35 million. And now he trains other Madison police officers.

Operating largely in the dark, without independent oversight, many police departments have little or no institutional motivation to challenge racist assumptions of police officers or 911-dialing members of the public. And so, year after year, Black men and women are pulled over, cited, arrested, forcibly subdued, and killed disproportionately.

In Madison, we now have an opportunity to install a system of independent oversight that could shed light on how racially disparate policing happens and help move us toward more fairness, transparency, and accountability.

I understand there is pressure to perpetuate the status quo. It would be surprising if this pressure wasn't coming from businesses that are always clamoring for more police protection from anything that might make customers uncomfortable. Certainly, there is pressure those members of the public who are unnecessarily fearful about crime -- or simply antagonistic about Black men and women. Of course, many politicians encourage and exploit these fears and antagonisms, even as crime rates generally fall and police brutality becomes more apparent. Leaders who speak the truth about racism are sorely needed right now.

The Independent Monitor and Civilian Oversight Board should be a valuable step in the direction of much-needed accountability and transparency for police officers whose actions now are contributing to [the worsening of Madison's already embarrassing racial disparities](#).

Please support the monitor and board without allowing any compromise of their integrity or independence.

Thanks for your attention to this important matter.

Steve Verburg  
1614 Wendy Lane, Madison, Wisconsin  
608-212-9726

**From:** [Savannah Bartel](#)  
**To:** [All Alders](#)  
**Subject:** URGENT  
**Date:** Tuesday, September 01, 2020 2:04:34 PM

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

Dear Alder Heck and Alder Furman,

I am a resident of Alder Heck's District 2. Please rescind your alternate to #84 to include an oversight committee and timeline to review the work of the oversight board.

You have had five years and some months to work with Ad Hoc and the Alder Work Group to take the appropriate time and care to create a review process for the civilian oversight board's work. To rush in an alternate today completely disregards the time and thought it takes to create something that is community supported and built for success. Please rescind your alternate and take the proper time to create something thoughtful.

I am asking all Alders to not add or vote for any alternates or amendments to the civilian oversight legislation. If you wish to create something, please do it separately and thoughtfully with broad community engagement as Ad Hoc and the Alder Work Group have.

Thank you,

Savannah

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Savannah Bartel (she, her, hers)  
PhD Student | [Orrock Lab](#)  
Department of Integrative Biology  
University of Wisconsin - Madison  
<https://savannahlynnbartel.com/>

**From:** [Niko Magallón](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Urging your support for Common Council agenda items 84, 85, 86 & 87  
**Date:** Tuesday, September 01, 2020 5:42:52 PM

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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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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,  
Niko Magallón  
District 6 Resident



**From:** [Brittyn Calyx](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#); [rusk@countyofdane.com](mailto:rusk@countyofdane.com)  
**Subject:** Vote in Favor of an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 4:47:19 PM

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

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

We must support Black lives in Madison and Dane County. An Independent Monitor and Civilian Oversight Board is a crucial first step!

The Madison Police Department has proved they cannot be trusted to embody safety and equity for all citizens in Dane County. As a trans woman who has also been on the receiving end of police involvement during mental health crisis, I know what it's like to be afraid of police and the power they exert. But as a *white* trans woman, I know that my skin color protects me. A traffic stop is life-threatening for Black Madisonians and Black trans women.

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.

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Sincerely,

Brittyn Calyx, Madison resident

1218 Carpenter St, Madison, WI 53704

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*Pronouns:* **she/her/hers**

**From:** [Brian J.](#)  
**To:** [All Alders](#); [Rhodes-Conway](#), [Satya V.](#)  
**Subject:** Writing in support of Independent Monitor and Civilian Oversight Board proposals AS WRITTEN  
**Date:** Tuesday, September 01, 2020 12:40:12 PM

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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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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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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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Sincerely,

Brian Juchems

3535 Dawes St

Madison, WI 53714

**From:** [Brooke Norsted](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Writing in support of police oversight  
**Date:** Tuesday, September 01, 2020 12:24:34 PM

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

Dear Alders and Mayor Rhodes-Conway,

I am writing in support of the four agenda items in tonight's City Council meeting that will establish and fund the citizen's oversight board for the Madison Police Department. To quote Ibram Kendi, "Racial inequity is a problem of bad policy, not bad people." Establishing an oversight board in Madison is an example of an experiment in anti-racist action. One that is informed by the work of your ad hoc committee and the experiments done in other cities around our nation. It is well thought out and worth the investment by our city.

Please vote to establish and fund this oversight board.

Thank you!

Brooke Norsted  
4229 Sheffield Rd, Madison, WI 53711

**From:** [Laura McNeill](#)  
**To:** [All Alders](#); [Rhodes-Conway, Satya V.](#)  
**Subject:** Writing in support of the proposals for an Independent Monitor and Civilian Oversight Board  
**Date:** Tuesday, September 01, 2020 3:28:27 PM

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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. I advocate and support these proposals as written, as the very accountable/transparent process that created them models what we wish to move forward with in our Civilian Oversight Board, creating a more just community for all.

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 in Madison, 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 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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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,

With Gratitude,

Laura McNeill

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*"Love takes off the masks that we fear we cannot live without and know we cannot live within. I use the word love here not merely in the personal sense but as a state of being, or a state of grace – not in the infantile American sense of being made happy, but in the tough and universal sense of quest and daring and growth"*

James Baldwin, 'The Fire Next Time'

**From:** [Blair Mosner Feltham](#)  
**To:** [Rhodes-Conway, Satya V.](#); [All Alders](#)  
**Subject:** Yes to civilian oversight board  
**Date:** Tuesday, September 01, 2020 4:11:34 PM

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

Hi,

I have been meaning to write a smart email about this for days but have been up to my eyeballs preparing for the school year to start (I work for MMSD).

So instead of smart, short:

Yes to civilian oversight board. Yes to all the funding they need. Yes to all the support they need.

Police don't keep people safe—healthy communities keep people safe. Healthy communities control police, not the other way around.

Blair Feltham  
Eken Park

**From:** [Oona Mackesey-Green](#)  
**To:** [Mayor](#); [All Alders](#)  
**Subject:** Yes to police oversight  
**Date:** Tuesday, September 01, 2020 5:42:17 PM

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

To the Mayor & Madison Common Council —

Please vote in support of creating a civilian oversight board and independent monitor as written & recommended by the alder workgroup.

I listened to representatives from the National Association for Civilian Oversight of Law Enforcement answer questions at the executive committee meeting last week and was struck by the number of other communities that already have similar oversight bodies for their police departments. In many ways, the proposals being voted on tonight feel like a minimum, a first step towards real structural change in our local law enforcement & criminal justice systems.

But even so, these proposals are an **important** first step. We can't afford to wait any longer.

I am concerned about potential last minute changes to these policies as written by the workgroup. There have been ample opportunities for community members and alders to weigh in on these recommendations leading up to the vote tonight. Getting the details right is crucial, but so are equity and transparency through accessibility to this public process. Changes to the ordinances that could jeopardize the strength and political independence of these oversight bodies would not only undermine these sustained community efforts for police oversight & accountability, but further erode trust in our public institutions.

We are tired of studies. Tired of committees and expensive consultants. Tired of endless community conversations that culminate in three minutes of public testimony and 30 minutes listening to elected officials justify their "no" vote. The community could have (and have) told you, as elected officials, that this was needed years ago.

Please listen and vote in support of agenda items #84-87. You have not only a moral responsibility to ensure police oversight, but a civic responsibility to honor both the process that has led to these proposals, and the voices of the people that you represent.

That would've been a nice way to end this email, but I realize that I've somehow made it this far without mentioning race and racism. The MPD Police & Procedure Review Ad Hoc Committee was created in 2015 following the killing of a young Black man by police officer Matt Kenny on Willy Street — Tony Robinson. I lived around the corner at the time and I vividly remember that day, taking the bus home down Jenifer Street and seeing the flashing lights blocking off Ingersoll, seeing Rep. Chris Taylor's social media post before it was taken down, not knowing what happened but on some level, absolutely knowing. That our city's response to Tony Robinson's murder was to *create a committee* is telling.

These proposals for a civilian oversight board and independent monitor come from the years of work led by that ad hoc committee. The need for police oversight and accountability are completely intertwined with our country's, and our community's, long legacy of systemic racism. A historical legacy that continues to have daily impacts on Black, Brown, Indigenous

and people of color in Madison. We have to acknowledge that every step of the way. Your votes will be recorded as one more piece of our collective response to the reality of racism in Madison. Please don't let this work start and end with a committee. Make it count.

Oona Mackesey-Green  
4010 Rockwell Drive  
Madison, WI 53714