



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Meeting Minutes - Approved POLICE CIVILIAN OVERSIGHT BOARD

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Thursday, July 22, 2021

5:00 PM

Via Virtual Meeting

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**NOTE: Quorum of the Common Council may be present at this meeting**

### CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:00 PM.

Others Present: Attorney Haas, ACA Paulsen, MPD Asst. Chief Brian Austin, HR Analyst Julie Trimbell.

**Present:** 9 - Shadayra Kilfoy-Flores; Ananda E. Deacon; Rachel C. Kincade; Ankita Bharadwaj; Maia E. Pearson; Jacquelyn Hunt; Keetra S. Burnette; Anthony B. Cooper, Sr. and Keith A. Findley

**Absent:** 3 - Joshua Hargrove; Isadore Knox, Jr. and Sheray L. Wallace

**Excused:** 1 - Yesenia Villalpando-Torres

### APPROVAL OF MINUTES

A motion was made by Findley, seconded by Cooper, Sr., to Approve the Minutes. The motion passed by voice vote/other.

### PUBLIC COMMENT

1. [66516](#) Public Comment (7/22/21 meeting)

### DISCLOSURES AND RECUSALS

None

### ITEMS TO BE CONSIDERED

2. [66517](#) Debrief of July 14th Executive Subcommittee Meeting

A motion was made by Burnette, seconded by Bharadwaj, to assign four members of the PCOB and a NACOLE representative to be the authors of questions for the oral board panel. The motion passed by unanimous consent.

A motion was made by Findley, seconded by Pearson, that prior to the final decision, all prior interview sessions and written essay answers from the finalists be provided to the full Board. The motion passed by unanimous consent.

A motion was made by Burnette, seconded by Kilfoy-Flores, authorizing the PCOB Executive Subcommittee to synthesize questions into a final list for the community panel. The motion passed by unanimous consent.

A motion was made by Kilfoy-Flores, seconded by Findley, that the final panel be made up of Shadayra Kilfoy-Flores, Keetra Burnette, and three re[representatives from community organizations. Findley offered a friendly amendment, accepted by Kilfoy-Flores, to ask community organizations to submit requests to be part of the panel to the PCOB Executive Subcommittee to choose from the list. All finalist interviews will be recorded and released to the public after the hiring process is completed but before the final hiring decision. The motion passed by unanimous consent.

A motion was made by Burnette, seconded by Pearson, to choose a different four PCOB members (not authors of the Oral Board questions) and a representative from NACOLE for the Oral Board panel. The motion passed by unanimous consent.

A motion was made by Findley, seconded by Pearson, that only those candidates who pass the Oral Board examination will advance to the next stage, which is an interview with the full PCOB. The motion passed by unanimous consent.

A motion was made by Burnette, seconded by Bharadwaj, to use for members of the PCOB and a representative from NACOLE as the makeup of the Oral Board panel. The motion passed by unanimous consent.

A motion was made by Bharadwaj, seconded by Kilfoy-Flores, to include the process to draft questions for the candidate to our community partner organizations identified so far, so that the PCOB members or a group thereof can work on them to form the final set of questions. Findley made a friendly amendment, which was accepted as friendly by Bharadwaj, to send out a request to each organization on the list to submit possible questions for candidates that groups of COB members can finalize into a list. The motion passed by unanimous consent.

A motion was made by Findley, seconded by Hunt, to authorize Julie Trimbell, in consultation with the PCOB chair, to extend the deadline for applications if the applicant pool is not adequate. The motion passed by unanimous consent.

A motion was made by Bharadwaj, seconded by Pearson, to request that the

PCOB Chair to list all members on the Board alphabetically when choosing panel members, and allow Board members to decline or request being put onto a different part of the process. The motion passed by unanimous consent.

3. [66518](#) Local Voices Network

The Board received an update on the partnership with the Local Voices Network from the Board Chair.

4. [66519](#) PCOB 2021 SWOT Analysis | Step #3 Draft Actionable Strategies

A motion was made by Kilfoy-Flores, seconded by Deacon, to Table this item to be taken up at a future PCOB meeting. The motion passed by voice vote/other.

#### ADJOURNMENT OF POLICE CIVILIAN OVERSIGHT BOARD

A motion was made by Kilfoy-Flores, seconded by Findley, to Adjourn. The motion passed by voice vote/other.

**The Executive Subcommittee of the Police Civilian Oversight Board will meet immediately upon adjournment of the full Police Civilian Oversight Board**

#### CALL TO ORDER / ROLL CALL

The Executive Subcommittee of the Police Civilian Oversight Board was called to order in closed session at 7:34 PM.

**Members Present:** Keetra Burnette, Maia Pearson, Shadayra Kilfoy-Flores.

**Members Absent:** Isadore Knox, Jr., Ankita Bharardwaj.

**Others Present:** Attorney Haas, HR Analyst Trimbell, PCOB member Anthony Cooper, Sr., ACA Marci Paulsen, PCOB member Keith Findley, PCOB member Ananda Deacon.

**Present:** 10 - Shadayra Kilfoy-Flores; Ananda E. Deacon; Rachel C. Kincade; Ankita Bharadwaj; Yesenia Villalpando-Torres; Maia E. Pearson; Jacquelyn Hunt; Keetra S. Burnette; Anthony B. Cooper, Sr. and Keith A. Findley

**Absent:** 3 - Joshua Hargrove; Isadore Knox, Jr. and Sheray L. Wallace

#### CLOSED SESSION

When the Police Civilian Oversight Board Executive Subcommittee considers the following matter, it may go into closed session pursuant to sec. 19.85(1)(c), Wis. Stats., which reads as follows: Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. If the Police Civilian Oversight Board Executive Subcommittee does go into closed session, notice is hereby given pursuant to sec. 19.85(2), Wis. Stats., that it may reconvene in open session without waiting 12 hours as specified in the statute.

1. [66525](#) Executive Committee: Finalizing Benchmarks for Supplemental Essay Questions

The Executive Subcommittee finalized the benchmarks for the supplemental essay questions.

**ADJOURNMENT OF EXECUTIVE SUBCOMMITTEE CLOSED SESSION MEETING**

A motion was made by Kilfoy-Flores, seconded by Burnette, to adjourn. This meeting was adjourned without a vote at 9:48 PM.