



City of Madison

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

Agenda - Approved POLICE CIVILIAN OVERSIGHT BOARD

Thursday, June 30, 2022

5:00 PM

Via Virtual Meeting

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

The City of Madison is holding the Police Civilian Oversight Board meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. Written Comments: You can send comments on agenda items to PCOB@cityofmadison.com

2. Register for Public Comment:

- Register to speak at the meeting.
- Register to answer questions.
- Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. Watch the Meeting: If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

4. Listen by Phone:

(877) 853-5257 (Toll Free)

Webinar ID: 826 7995 7548

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

Si necesita un intérprete, un traductor, materiales en formatos alternativos u otros arreglos para acceder a este servicio, actividad o programa, comuníquese al número de teléfono que figura a continuación tres días hábiles como mínimo antes de la reunión.

Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

For accommodations, contact: Karen Kapusta-Pofahl, Common Council Chief of Staff, (608) 261-9159 or email PCOB@cityofmadison.com

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

1. [72263](#) Public Comment (6/30/22)

APPROVAL OF MINUTES

2. [72268](#) Draft Minutes (5/26/22)
Attachments: [5-26-22 Draft Minutes.pdf](#)

DISCLOSURES AND RECUSALS

Members of the body should make any required disclosures or recusals under the City's Ethics Code.

ITEMS FOR CONSIDERATION

3. [71696](#) Re-Establishing PCOB Priorities
 - a. Priority #1: Hiring of Independent Police Monitor & Staff
 - b. Priority #2: Recruitment of 5 New PCOB Members
4. [72265](#) Taskforce to Review and Revise the IM Hiring Materials
5. [71701](#) 2022 PCOB Member Term Expirations and Replacements Next Steps
Attachments: [Members with terms](#)
6. [72264](#) June 16 Executive Subcommittee Meeting
Attachments: [Approved 6-16-22 SubcommitteeAgenda.pdf](#)
7. [71703](#) NACOLE 2022 Annual Conference
Attachments: [Hyperlink](#)
8. [72269](#) PCOB/OIM 2023 Budget Request
Attachments: [Target Memo -- OIM.pdf](#)
9. [72290](#) PCOB Decision-Making Regarding Training Expenses
10. [72274](#) Temporary Administrative Support for the PCOB

11. [71706](#) Requested Agenda & Training Topics

Attachments: [4.28.22 PCOB Requested Recommended Trainings Agenda Topic \(1\).pdf](#)
[6-30-22 Agenda Training Topics.pdf](#)

ADJOURNMENT



City of Madison

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

Master

File Number: 72263

File ID: 72263

File Type: Public Comment

Status: Public Comment

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/23/2022

File Name: Public Comment (6/30/22)

Final Action:

Title: Public Comment (6/30/22)

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 72263

Title

Public Comment (6/30/22)



City of Madison

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

Master

File Number: 72268

File ID: 72268

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/23/2022

File Name: Draft Minutes (5/26/22)

Final Action:

Title: Draft Minutes (5/26/22)

Notes:

Sponsors:

Effective Date:

Attachments: 5-26-22 Draft Minutes.pdf

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 72268

Title

Draft Minutes (5/26/22)



City of Madison

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

Meeting Minutes - Draft POLICE CIVILIAN OVERSIGHT BOARD

Thursday, May 26, 2022

5:00 PM

Via Virtual Meeting

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

CALL TO ORDER / ROLL CALL

Others Present: MPD Assistant Chief Paterson, Attorney Haas

Present: 7 - Shadayra Kilfoy-Flores; Ananda E. Deacon; Joshua Hargrove; Rachel C. Kincade; Ankita Bharadwaj; Yesenia Villalpando-Torres and Maia E. Pearson

Absent: 2 - Isadore Knox, Jr. and Sheray L. Wallace

Excused: 4 - Jacquelyn Hunt; Keetra S. Burnette; Anthony B. Cooper, Sr. and Keith A. Findley

PUBLIC COMMENT

1. [71695](#) Public Comment (5/26/22)

APPROVAL OF MINUTES

A motion was made by Pearson, seconded by Villalpando-Torres, to Approve the Minutes. The motion passed by voice vote/other.

- [71723](#) Draft Minutes (4/28/22)

DISCLOSURES AND RECUSALS

None

ITEMS FOR CONSIDERATION

2. [71696](#) Re-Establishing PCOB Priorities

A motion was made by Deacon, seconded by Villalpando-Torres, to Table this item until the June PCOB meeting. The motion passed by voice vote/other. Ankita Bharadwaj recorded as voting NO.

3. [71697](#) Update: May 19th Executive Subcommittee Meeting
- The Board Vice Chair gave a brief update from the Executive Subcommittee.**
4. [71699](#) Update: Taskforce to Review and Revise the IM Hiring Materials
- A motion was made by Villalpando-Torres, seconded by Deacon, to approve the proposed Independent Monitor hiring plan. The motion passed by unanimous consent..**
5. [71700](#) Update: Community Conversations
- A motion was made by Villalpando-Torres, seconded by Kincade, to extend the Local Voices Network and MLC Consulting contracts through the end of August, 2022. The motion passed by unanimous consent.**
6. [71702](#) Requesting Additional Administrative Support from Common Council Office to Supplement Karen & Michaelyn's Work
- A motion was made by Villalpando-Torres, seconded by Deacon, to authorize the administrative support position to be posted, with the recommendation that the pay classification be raised to a level approved by Human Resources. The motion passed by unanimous consent.**
7. [71703](#) Action: NACOLE Annual Conferences
- A motion was made by Villalpando-Torres, seconded by Kincade, to Table this item to a future meeting. The motion passed by unanimous consent.**
8. [71705](#) Action: Move June 23 PCOB Meeting to June 30
- A motion was made by Kilfoy-Flores, seconded by Kincade, to approve moving the June 23 PCOB meeting to June 30. The motion passed by unanimous consent.**
9. [71704](#) Update: Progress with Annual Report
- The Board did not discuss this item because the member who is working on a report draft was unable to attend the meeting.**
10. [71706](#) Review / Update Requested Agenda Topics
- The Board discussed future agenda topics; Shadayra Kilfoy-Flores requested to place a focus group on MPD's strategic plan on the June 30 PCOB agenda.**

ADJOURNMENT

A motion was made by Villalpando-Torres, seconded by Pearson, to Adjourn.
The motion passed by unanimous consent.



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 71696

File ID: 71696

File Type: Discussion Item

Status: Held in Committee

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 05/19/2022

File Name: Re-Establishing PCOB Priorities

Final Action:

Title: Re-Establishing PCOB Priorities

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	POLICE CIVILIAN OVERSIGHT BOARD	05/26/2022	Table				Pass
Action Text: A motion was made by Deacon, seconded by Villalpando-Torres, to Table this item until the June PCOB meeting. The motion passed by voice vote/other. Ankita Bharadwaj recorded as voting NO.							

Text of Legislative File 71696

Title

Re-Establishing PCOB Priorities



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 72265

File ID: 72265

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/23/2022

File Name: Taskforce to Review and Revise the IM Hiring
Materials

Final Action:

Title: Taskforce to Review and Revise the IM Hiring Materials

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 72265

Title

Taskforce to Review and Revise the IM Hiring Materials



City of Madison

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

Master

File Number: 71701

File ID: 71701

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 05/19/2022

File Name: 2022 PCOB Member Term Expirations and
Replacements Next Steps

Final Action:

Title: 2022 PCOB Member Term Expirations and Replacements Next Steps

Notes:

Sponsors:

Effective Date:

Attachments: Members with terms

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 71701

Title

2022 PCOB Member Term Expirations and Replacements Next Steps



City of Madison

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

Master

File Number: 72264

File ID: 72264

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/23/2022

File Name: June 16 Executive Subcommittee Meeting

Final Action:

Title: June 16 Executive Subcommittee Meeting

Notes:

Sponsors:

Effective Date:

Attachments: Approved 6-16-22 SubcommitteeAgenda.pdf

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 72264

Title

June 16 Executive Subcommittee Meeting



City of Madison
Agenda - Approved
POLICE CIVILIAN OVERSIGHT BOARD
EXECUTIVE SUBCOMMITTEE

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

Consider:
Who benefits? Who is burdened?
Who does not have a voice at the table?
How can policymakers mitigate unintended consequences?

Thursday, June 16, 2022

10:00 AM

Via Virtual Meeting

**Note: Quorum of the Police Civilian Oversight Board may be present at this meeting;
Quorum of the Common Council may be present at this meeting**

The City of Madison is holding the **Police Civilian Oversight Board Executive Subcommittee** meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to PCOB@cityofmadison.com

2. **Register for Public Comment:**

- Register to speak at the meeting.
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3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit

<https://www.cityofmadison.com/WatchMeetings>

4. **Listen by Phone:**

(877) 853-5257 (Toll Free)

Meeting ID: 837 4302 4015

If you need an interpreter, translator, materials in alternate formats or other accommodations to access this service, activity or program, please call the phone number below at least three business days prior to the meeting.

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Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.

For accommodations, contact: Michaelyn Gibson, Department of Civil Rights, (608) 266-6577, or pcob@cityofmadison.com

AGENDA

CALL TO ORDER / ROLL CALL

PUBLIC COMMENT

1. Public Comment

APPROVAL OF MINUTES of the 5/19/22 meeting

DISCLOSURES and RECUSALS

ITEMS for CONSIDERATION

2. Update on the Independent Monitor Recruiter Hiring Process
3. Update from the Taskforce to Review and Revise the IM Hiring Materials
4. Update on Requesting Additional Administrative Support from Common Council Staff Office to supplement Karen & Michaelyn's work
5. Annual Conferences: NACOLE Conference
6. Update on Draft of Board's 2021 Annual Report
7. Future Agenda and Training Items

ADJOURNMENT



City of Madison

City of Madison
Madison, WI 53703
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Master

File Number: 71703

File ID: 71703

File Type: Discussion Item

Status: Held in Committee

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 05/20/2022

File Name: NACOLE 2022 Annual Conference

Final Action:

Title: NACOLE 2022 Annual Conference

Notes:

Sponsors:

Effective Date:

Attachments: Hyperlink

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	POLICE CIVILIAN OVERSIGHT BOARD	05/26/2022	Table				Pass
Action Text: A motion was made by Villalpando-Torres, seconded by Kincade, to Table this item to a future meeting. The motion passed by unanimous consent.							

Text of Legislative File 71703

Title

NACOLE 2022 Annual Conference



City of Madison

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

Master

File Number: 72269

File ID: 72269

File Type: Miscellaneous

Status: In Committee

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/23/2022

File Name: PCOB/OIM 2023 Budget Request

Final Action:

Title: PCOB/OIM 2023 Budget Request

Notes:

Sponsors:

Effective Date:

Attachments: Target Memo -- OIM.pdf

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 72269

Title

PCOB/OIM 2023 Budget Request



Finance Department

David P. Schmiedicke, Director
City-County Building, Room 406
210 Martin Luther King, Jr. Blvd.
Madison, WI 53703
Phone: (608) 266-4671 | Fax: (608) 267-8705
finance@cityofmadison.com
cityofmadison.com/finance

Accounting Services Manager
Patricia A. McDermott, CPA

Budget & Program Evaluation Manager
Christine Koh

Risk Manager
Eric Veum

Treasury & Revenue Manager
Craig Franklin, CPA

Date: June 21, 2022
To: Karen Kapusta-Pofahl, Common Council Chief of Staff
From: Christine Koh, Budget Manager
Subject: 2023 Operating Budget Agency Request Target

The Office of the Independent Monitor's General fund target for the 2023 operating budget is \$462,573. This funding can be reallocated across services so long as the overall agency amount is in line with the budget target.

Per the Mayor's guidance, General, Library, and Fleet Fund agencies need to present a 1% reduction scenario, which represents a \$4,626 reduction for your agency. You can determine how to allocate the proposed reduction across the services within your agency so long as the overall reduction is 1% below the agency cost-to-continue amount.

Your cost-to-continue budget reflects the following global adjustments: planned step and longevity increases for existing staff, approved contract pay increases, updated workers compensation, general liability insurance, and VEBA rates, and updated interdepartmental charge (e.g. fleet rate, TE Communications charges, facilities cost) if applicable.

As part of the budget development process, the finance budget team will make additional citywide adjustments, including updates to health insurance and WRS rates as rates become available.

As a reminder, your completed operating submission is due close of business on Friday, July 22. A completed operating submission will include the following components:

1. Transmittal Memo
2. One SharePoint proposal form for each Service within your agency
3. Line item budget submitted in Munis

Please reference the 2023 Operating Budget Instructions for specific details and tips to assist you in preparing your operating budget. I encourage you to review the full budget instructions prior to beginning work on your budget submission. If you have any questions regarding the guidance do not hesitate to contact your assigned budget analyst.

As always, please reach out to your budget analyst regarding any questions with this year's process. Thank you for your efforts.



City of Madison

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

Master

File Number: 72290

File ID: 72290

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/27/2022

File Name: PCOB Decision-Making Regarding Training Expenses

Final Action:

Title: PCOB Decision-Making Regarding Training Expenses

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 72290

Title

PCOB Decision-Making Regarding Training Expenses



City of Madison

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

Master

File Number: 72274

File ID: 72274

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 06/23/2022

File Name: Temporary Administrative Support for the PCOB

Final Action:

Title: Temporary Administrative Support for the PCOB

Notes:

Sponsors:

Effective Date:

Attachments:

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 72274

Title

Temporary Administrative Support for the PCOB



City of Madison

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

Master

File Number: 71706

File ID: 71706

File Type: Discussion Item

Status: Discussion Items

Version: 1

Reference:

Controlling Body: POLICE CIVILIAN
OVERSIGHT
BOARD

File Created Date : 05/20/2022

File Name: Requested Agenda & Training Topics

Final Action:

Title: Requested Agenda & Training Topics

Notes:

Sponsors:

Effective Date:

Attachments: 4.28.22 PCOB Requested Recommended
Trainings_Agenda Topic (1).pdf, 6-30-22 Agenda
Training Topics.pdf

Enactment Number:

Author:

Hearing Date:

Entered by: kkapusta-pofahl@cityofmadison.com

Published Date:

Related Files:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
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Text of Legislative File 71706

Title

Requested Agenda & Training Topics

REQUESTED MEETING AGENDA TOPICS

PCOB Meeting Agenda Topics:

- Request for interim IM (Isadore Knox Jr.), and Interim Administrative Support (Shadayra Kilfoy-Flores)-at 4/28/22 full Board meeting; “do we have the authority to hire staff?”
- PCOB 2021 Annual Report
- Team building exercises and a Board retreat (Shadayra)
- Including subject matter experts for a panel of current independent monitors and oversight board members in other cities for discussion of best practices and Q & A with Board (Shadayra)-discussed at Executive Subcommittee meeting 2/17/22
- Understanding PFC complaint process (Shadayra)
- Community discussion on body cam pilot (Shadayra)
- Update re: legal claim re: process by which PCOB was created – **HOLD**
- How do we provide staff support for our Board? City Staff to be interim IM? (Isadore)
- Interim Administrative Support (Shadayra)
- PFC Hiring Process – used to recruit Chief of Police – **Completed**
- Body cam and Tear gas reports – **Complete**

PCOB Executive Subcommittee Meeting Agenda Topics:

- - Contingency planning for what to do if situations happen in the community before an IM is hired; creating a procedure to hear complaints or address items referred to the Board by Council (Isadore)-plan to discuss at 3/17/22 Executive Sub meeting Powers and Duties item-moved to 4/21 Exec sub meeting
- Interim IM and interim support staff (Isadore)-discuss at 4/21/22 Executive Subcommittee
- Identifying/Understanding the process by which non active members are replaced (if/when needed) –

Complete

REQUIRED & RECOMMENDED TRAINING TOPICS

1. NACOLE | 3, 4-hour sessions – **Complete**
2. City of Madison HR - Hiring Process - **Complete**
3. City of Madison EOC – Equitable Hiring Tool - **Complete**
4. Rules of Engagement re: work of other committees, boards - **Complete**
5. Code of Conduct – Ground Rules (re: the ‘isms) – City is currently working on this
6. Civilians’ Rights | Example: ACLU
7. MPD Training (New Officer, Use of Force, Policies & Procedures, etc.)
 - a. MPD Training topics | Marci Paulsen
 - b. De-escalation
 - c. ICAP – a type of de-escalation training (Chief Barnes)
8. 177 Recommendations | Update, develop PCOB review process?
 - a. Future recurring meeting topic
 - b. Update from Common Council
9. Team Building Exercises
 - a. Interpersonal Skills, Communication, Crucial Conversations
 - Roberts Rules offers some guidance
 - b. **PCOB Retreat** (In-person - following social distancing guidelines)
 - i. Ideas: Municipal Building – lunch or something; July Board BBQ.
10. Trauma-Informed Care
11. Shadayra’s List of training topics 😊
 - a. NAMI’s Civilian Intervention Partners
12. Community Immigration Law Center (CILC) training re: navigating non-citizen rights.- Ankita
13. Youth experiences of policing

City of Madison Police Civilian Oversight Board (PCOB)

Requested Training Meeting Agenda Topics | Last Updated: Monday, June 27, 2022

	Status	Requested Agenda Topics	Requestor
	Priority #1	Hiring of Independent Police Monitor & Staff	All
	Priority #2	Recruitment of 5 new PCOB Members	All
1	In Process	Request / Recommendation to Common Council to initiate process to identify new PCOB members	
2	In Process	Acknowledgment / Appreciation of PCOB Members with expiring terms Sept. 22, 2022	Keetra
3	In Process	Interim Administrative Support	Isadore / Shadayra
4	In Process	Executive Sub Committee Elections Oct. 27, 2022	Keetra
5	In Process	PCOB 2021 Annual Report	Isadore
6	In Process	2022 NACOLE Conference Sept. 11th - 15th Ft. Worth, Texas	Shadayra
7	In Process	Develop a process by which PCOB members are selected to participate in conferences, etc.	Keetra
8	In Process	PCOB Web Page	Shadayra
9	Complete	Body Camera Pilot	Shadayra
10	Complete	MPD's Strategic Planning Focus Group Facilitated by The Matrix Consulting Group	Shadayra
11	Complete	PFC Hiring Process – used to recruit Chief of Police	Shadayra
12	Complete	Executive Sub meeting Powers and Duties	Keetra
13	Complete	Identifying process by which non active members are replaced (if/when needed)	Keetra
14	Complete	Rules of Engagement re: work of other committees, boards	Keetra
15	Complete	Robert's Rules of Order	All
16	HOLD	Team building exercises and a Board Retreat	Shadayra
17	HOLD	Team Building Exercises	Shadayra
18	HOLD	a. Interpersonal Skills, Communication, Crucial Conversations	Shadayra
19	HOLD	b. PCOB Retreat (In-person - following social distancing guidelines)	Shadayra
20	HOLD	Code of Conduct - City is working on this	All
21	HOLD	177 Recommendations Update, develop PCOB review process	Shadayra
22		Youth experiences of policing	Shadayra
23		PFC complaint process	Shadayra
24			
25			
	Status	Requested & Required PCOB Training Topics	Requestor
1	Complete	Required: NACOLE Training 3-4 Hours	All
2	Complete	Required: City of Madison HR - Hiring Process	All
3	Complete	Required: City of Madison EOC – Equitable Hiring Tool	All
4		Civilians' Rights Example: ACLU	Shadayra
5		MPD Training (New Officer, Use of Force, Polices & Procedures, etc.) Trainer: Marci Paulsen	Shadayra
6		a. De-escalation	Shadayra
7		b. ICAP – a type of de-escalation training (Chief Barnes)	Shadayra
8		Trauma-Informed Care	Shadayra
9		NAMI's Civilian Intervention Partners	Shadayra
10		Community Immigration Law Center (CILC) training re: navigating non-citizen rights	Ankita