

From: [Carrie Backman](#)
To: [Finance Committee](#); [All Alders](#)
Subject: Written Support for Agenda Item, Amendment 3
Date: Tuesday, October 28, 2025 2:07:37 PM

Some people who received this message don't often get email from gopherband@me.com. [Learn why this is important](#)

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

Good afternoon,

I am writing to resend this information regarding my support. Please remove my accidental previous email information that included work information. I am writing this now and before as a private citizen, not as a member of the University.

Best,

Carrie Backman

Good evening, members of the Finance Committee.

My name is Carrie Backman, and I'm here to express strong support for Alder Madison's amendment to create a competitive RFP process for the \$50,000 currently allocated to downtown programming. I am a music teacher and administrator of several arts opportunities for youth and educators in Wisconsin. Our money goes to our priorities and diversity in artistic programming and community is what we say we are as the city of Madison so I urge us to respond that way when it comes to finances to make this statement reality. Too often we claim "oh we don't know who could do that in our area." Madison does not have that problem but has the problem of equitable opportunity.

For many years, this funding has been a line item granted directly to the Downtown Business Improvement District. While the BID has contributed to downtown events and activities, continuing to award this money without competition limits the city's ability to ensure equitable access to public funds.

Madison's downtown is a shared community space. It belongs to all of us — not just businesses or property owners, but residents, artists, community organizations, and visitors who make the area vibrant and welcoming. When public dollars are used to shape what happens downtown, those opportunities should reflect the diversity of our city.

A competitive RFP process would invite new voices, new partnerships, and new ideas for programming that reflect our full community — including those who haven't historically been part of downtown decision-making. It would also increase transparency and accountability for how public funds are used.

We have many creative organizations and grassroots groups in Madison who could bring innovative, inclusive programming downtown if given a fair opportunity. Imagine cultural festivals, youth-led performances, public art, or collaborations that highlight the full range of Madison's communities. A competitive process would make that possible.

This amendment is not about taking resources away from any organization. It's about ensuring that city funding aligns with our values — fairness, inclusion, and good stewardship of public resources.

I urge you to support Alder Madison's amendment and establish a competitive RFP process for the \$50,000 downtown programming funds. Let's make sure all qualified organizations can apply and that downtown programming truly represents Madison's diversity and creativity.

Thank you for your time and for considering this step toward equity and transparency.

Carrie Backman

From: margamini@tds.net
To: [Finance Committee](#); [All Alders](#)
Subject: Budget Amendment to increase OIM data analyst FTE
Date: Monday, October 27, 2025 12:35:46 AM

Some people who received this message don't often get email from margamini@tds.net. [Learn why this is important](#)

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

Dear Members of the Finance Committee, and all Alders,

I am writing to ask you to support the budget amendment to increase the Office of the Independent Monitor (OIM) data analyst position to 0.8 FTE.

(In fact, I think it should be increased to 1.0 FTE, but I understand this is yet another difficult budget season.)

It presents great challenges when a very small staff loses a third of its employees, and all the more difficult when the vacancy is that of the most responsible position in the office.

As was discussed during last year's deliberations, the duties of the analyst position really warrant it be allocated at 1.0 FTE; that discussion assumed the office was fully staffed. In fact, it is not, and has not been.

The office will continue to be understaffed until a permanent replacement for the Independent Monitor is hired, so the work overload will continue. Providing adequate support to the new staff and backfilling their responsibilities until they are up to speed means that overload will continue for some months after a hire is made.

As members of the Finance Committee, and the City Council, you have been made aware of how much of the labor in this office has been shouldered by the current holder of the analyst position, and you have the list of the work that has been completed. I won't repeat it here. But I will point out that most of that work product is not a one-off; the whole point of the position, and of this office, is to provide continuous monitoring, as well as to respond to new situations and circumstances as they arise.

Even when the Independent Monitor position is filled, the analyst position will be responsible for much of the work product of this office: the analysis the community, the police department and the council needs to fulfill the mission of this office and this process, to provide all of us with the facts, information and tools we need to build mutual understanding of best practices for policing and community support.

As a community, we have the responsibility to fairly and adequately compensate city employees for their time and labor, We also must make sure that position descriptions and appointment levels accurately reflect the actual work being performed.

This is why I am taking the time to request that you adjust the appointment level for this position to a minimum of 0.8 FTE. The current holder of this position has by all accounts gone above and beyond to fulfill the expectations we have of this office, and the very least we can do is recognize that by making this adjustment.

Sincerely,

Margaret Bergamini
454 N Few St
Madison, WI 53703

From: [Cator, Karen](#)
To: [All Alders](#)
Subject: Administrative Support Team Position Elimination
Date: Monday, October 13, 2025 3:09:51 PM

Dear Alders:

I have been made aware about the possible elimination of a position within the Administrative Support Team (aka A-Team). I'd like to express my personal thoughts on what a huge loss I believe this would be to the City of Madison.

I have been a City employee for over 25 years, and I have seen first-hand how valuable the A-Team positions are. I worked at the Madison Senior Center for 20 years and there were countless times when we were in need of front desk coverage. We'd reach out to the A-Team, and the entire Senior Center staff were relieved if we learned they were able to help. We knew the front desk would be in good hands and we felt very fortunate we were able to keep a high level of customer service going. The A-Team provided consistent, excellent work, allowing remaining staff to perform their duties.

Currently, I work at Monona Terrace and we've needed front desk coverage over the past few months. Here again, the A-Team has been a huge asset when they've been able to fill-in. They weren't able to be scheduled as much as we asked for since they were already committed to other departments – which says something in itself.

I recall thinking many years ago when I first learned about this special team, that this was one of the most genius and forward-thinking concepts a City could have. I was disappointed when they cut one of the four positions years ago. I am more surprised and saddened to learn that they are planning to cut another now. I can say with confidence that the A-Team has been a huge benefit to the many departments they have provided, and continue to provide, work for. I hope the elimination of the Administrative Support Clerk position will be reconsidered.

Thank you for your time,
Karen Cator

From: [Nicholas Davies](#)
To: [All Alders](#)
Subject: Yes to excluding the Tavern League from ALRC (90190 v1)
Date: Sunday, October 26, 2025 4:58:30 PM

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

Dear alders,

I'm old enough to remember how in 2020, the Tavern League sabotaged the public health department's response to the sudden onset of a deadly pandemic.

I'm also old enough to bear witness to the Tavern League's ongoing destructive influence on our state's public health and policy-making around alcohol. When a driver kills someone during their seventh (known) OWI, that's the Tavern League's handiwork. COVID wasn't the first time they had blood on their hands, and it likely won't be the last.

Most alcohol license applicants these days are unaffiliated with this awful organization--the Tavern League no longer represents the business community, if they ever truly did before.

The changes in item 90190 include removing the president/designee of the Dane County Tavern League as a non-voting "technical advisor" member of ALRC. This technical advisor role apparently came with the privilege of questioning witnesses and taking part in debate.

I fully support abolishing this technical advisor role. Doing so would still leave the Tavern League with plenty of influence. Not only will they still have the statehouse in their pocket, they'll still be able to weigh in on ALRC agenda items as part of the public hearing, just like anyone else can. The change would only remove their special questioning/debate privileges, privileges not extended to other business organizations or members of the public.

It appears that the recommendation coming from ALRC is to *not* strike the Tavern League's advisory role. But would ALRC have reached the same conclusion if the Tavern League didn't already have undue influence over it? Under the current ordinance, we cannot be sure.

I urge the Common Council to pass item 90190 in its original/intended form. Ending this private industry group's privileged role in our public decision-making will enable the city to make better public health policy going forward.

Thank you,

Nick Davies
3717 Richard St

From: [Rudy Moore](#)
To: [All Alders](#)
Subject: Please ensure the Administrative Services Team is not cut
Date: Saturday, October 11, 2025 8:17:04 AM

Some people who received this message don't often get email from twinotter@gmail.com. [Learn why this is important](#)

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

Hello,

I am writing to ask you to direct the Finance Director to maintain all three Administrative Support Team members and not reduce that group's capacity in any way. Theoretically, this is in the budget, but the Finance Director has stated otherwise.

I am a chief inspector who has worked for many years helping Madison run its elections on a very voter-facing basis. The AST helps me directly with my own timesheets, scheduling, education coordination. But even more importantly, they help the network of staff, poll workers, and volunteers all come together on election day. Our elections go well *because* of the work they do. We need them to continue to go well! This is not a cost saving area of our city government.

As it stands, we push these AST members to the limit to provide the services to so many election workers. The Finance Director has put forth a plan to cut that staff by a third! We simply cannot expect to be able to run elections as smoothly as we have without these services.

Please direct the Finance Director to truly maintain and even grow the AST. We need improved services in order to make it through the next few elections and even after.

Thank you,
Rudy Moore

From: [President MOSES](#)
To: [All Alders; council](#)
Cc: [President MOSES](#)
Subject: Letter of Advocacy concerning the OIM and the PCOB
Date: Thursday, October 9, 2025 8:23:41 PM

Some people who received this message don't often get email from president.moses.madison@gmail.com. [Learn why this is important](#)

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



Dear Madison Alders:

MOSES supports the ongoing viability of the Office of the Independent Monitor (OIM) and the Police Civilian Oversight Board (PCOB). A central reason for our support is that the [Madison Police Department Policy & Procedure Review Final Report](#) states: “The City should enhance its civilian oversight by establishing an independent police monitor’s office staffed by an independent monitor and reporting to a civilian police review body.” The full recommendation was accepted by the Common Council.

[MOSES](#)’s mission is to build collective power to dismantle the systems of mass incarceration and mass supervision and to eradicate the racial disparities in our community that contribute to them. Eradication of racial disparities in policing is a key responsibility charged to the OIM and the PCOB with full participation by impacted community members.

Therefore, as MOSES President, I am writing to advocate the following on behalf of the 22 congregations represented on our Leadership Board, which unanimously approved these matters:

- MOSES supports the ongoing viability of the OIM, which entails sufficient funding to maintain a fully staffed OIM.
- MOSES supports the ongoing viability of the PCOB, which entails a fully staffed OIM.

MOSES applauds Mayor Rhodes-Conway’s full funding of the OIM and PCOB in the [2026 Executive Operating Budget - Final Web Version](#). **We now call on the Finance Committee and the Common Council to approve the funding of the OIM as specified on pages 376-381.**

Police are given the most power of all people in our society. It is important that this power is used wisely, but existing disparities in policing of racial, economically disadvantaged and other protected groups persist. In fact, data from the Dane County Criminal Justice Council show that at each stage of the criminal legal process—call for service, arrests, prosecutions, and so forth, there are severe disparities by race. For example, whereas whites are 84% in Dane County, they constitute only 64% of the people arrested, while Blacks, who are 6% of the population, comprise 31% of the arrests. Data like these suggest that the OIM and PCOB are essential in providing a window into Madison’s policing by way of an independent community lens, which includes full participation by impacted community members. These and other disparities will not be solved by OIM and PCOB alone; rather, these entities provide key information that will ground the kind of multi-agency solutions needed to address a variety of complex and interconnected issues.

Please assure the ongoing viability of these critical services by continuing the funding of the OIM in the 2026 Operating Budget.

Sincerely,
Saundra Brown, MOSES President



To Madison Alders: Letter of Advocacy concerning the...

From: [Jodi Schneider](#)
To: [All Alders](#)
Subject: new lighting along the SW Path from Regent to North Shore
Date: Tuesday, October 14, 2025 8:49:42 PM

Some people who received this message don't often get email from jschneider@pobox.com. [Learn why this is important](#)

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

I have recently moved to Madison. I am a bike commuter regularly commuting from the Union South area through to John Nolen Drive. The lighting is minimal- making it feel dangerous particularly around the East Campus Mall. I often am biking home between 6PM and 9PM and poor lighting is a real deterrent. I was really shocked by this given Madison's reputation for bikeability. This is especially dangerous on the SW Path - on campus this is a high traffic and VERY MULTIUSE path.

I was really delighted to hear that the upcoming city budget includes an item to install new lighting along the SW Path from Regent to North Shore in 2026. I am writing to express my strong support for that funding!

-Jodi Schneider
1710 Helena Drive
763-463-0779

From: [Leola Wettstein](#)
To: [All Alders](#)
Subject: Body cameras for police
Date: Monday, October 13, 2025 8:04:59 AM

[You don't often get email from lwettstein3@gmail.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

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

Please support and provide for body cameras for the police department.
Sent from my iPhone

From: [Lisa Zwart](#)
To: [All Alders](#); financecommittee@cityofmadison.com
Subject: OIM data analyst position
Date: Monday, October 27, 2025 4:42:32 PM

Some people who received this message don't often get email from zwart.lisa@gmail.com. [Learn why this is important](#)

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

Dear Members of the Finance Committee and Members of the Common Council,

I am writing to ask that you support the budget amendment to increase the Office of the Independent Monitor (OIM) data analyst position to 0.8 FTE while acknowledging that, based on the Common Council's discussion last budget season, it actually should be a 1 FTE position with full-time pay.

Last budget season, the OIM was charged with proving its value to the city and Greg and Chioma did just that. The Independent Monitor's (IM) performance should not reflect poorly on the performance or roles of her employees, Greg and Chioma.

More specifically, Greg has:

Written the bulk of three reports:

- o The majority of the 2023-2024 OIM Annual Report
- o The Early Intervention System Report,
- o The Body-Worn Camera Trial Audit Report

Performed a series of data analyses:

- o An analysis of MPD investigations of use-of-force complaints, showing an unusually low sustain rate when compared to other cities nationally
- o Analyses of body-worn camera trial data
- o Analyses of racial disparities in MPD traffic stop data, with important findings, including preliminary indications of racially based policing
- o Analyses of juvenile arrest and restorative justice data
- o Analyses of MPD and CARES response data
- o Analyses assisting alders in areas that fall within the mission of the Office

Performed extensive community outreach:

- o Arranging and conducting community presentations on OIM work, findings, and recommendations
- o Performing community listening sessions
- o Performing interviews with news media
- o Recruiting nominees for the Police Civilian Oversight Board

Generated a lengthy series of formal recommendations, including:

- o To implement Situational Decision-Making Training
- o To implement a data-driven (machine-learning-based) early intervention system
- o To greatly expand restorative justice diversion programs
- o To inform MPD Chiefs, upon appointment, of the legal requirement to obey all lawful written orders of the Council and Mayor

Ongoing data analyses include:

- o Greatly expanded analyses of racial disparities in traffic stop data, including formal tests for evidence of racially biased policing. As you may be aware, Madison appears to have the highest racial disparities in arrests of any city its size or larger in the U.S. Up to this point, no meaningful efforts have been made to untangle and understand the causes of this pattern in Madison, which is essential to effectively reduce it and its harmful effects. Moreover, Greg has found that the disparities in MPD traffic stops track race and ethnicity, and not socioeconomic status as proxied by vehicle value.
- o Work with a collaborator, testing for evidence of racially biased policing at the level of Madison neighborhoods (i.e. do officers disproportionately spend time in predominantly BIPOC neighborhood after taking into account crime-driven demand for police services)
- o Forensic analysis of video and audio data in a complaint investigation
- o Analyses to determine if wealthier neighborhoods in Madison are preferentially allocated police resources, as found in other cities

It is the work of a full time data analyst that allows the office to take findings from audits and investigations to produce tangible outcomes in the form of reports, city-wide educational presentations and proposals for sustainable change in policing as well as bolstering the current police practices and policies that are good. This is exactly the ideal meeting ground where community and the police can build together for the benefit of all.

Over the past year, for the sake of the survival of the office, Greg had to take on much of the IM role in addition to serving as the data analyst.

Greg will undoubtedly participate in the training of an interim IM, a consultant and a permanent IM. To do the daily work of a data analyst for a police oversight mechanism in a city Madison's size already requires full-time hours. Considering the fact that he was the first person to ever work the job, and thus, the person to set up the role, he is doing far more.

aAnyone doing this work deserves to be compensated fairly and the city only benefits if it is done well.

Sincerely,